

Ministry of Education

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Ministère de l'Éducation

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MEMORANDUM TO: Directors of Education, District School Boards
Supervisory Officers/Secretary Treasurers, School Authorities
Chief Financial Officers/Business Supervisory Officers
Director, Provincial Schools Branch

FROM: Paul Anthony
Director, Teaching Policy and Standards Branch

DATE: April 02, 2014

SUBJECT: April Update – Teacher Development Initiatives

I am writing to provide you with an update on Teacher Development Initiatives – including the New Teacher Induction Program, Annual Learning Plan, Teacher Performance Appraisal, Initial Teacher Education, and the Teacher Learning and Leadership Program.

New Teacher Induction Program (NTIP)

May Regional NTIP Adobe Connect Tele/Web Conferences

There will be mandatory regional tele/web conferences in May to assist boards in planning their 2014-15 NTIP and in completing the 2013-14 Board NTIP Report. Please find below the dates and times for your region.

Region	Date	Time
Barrie	Monday May 26, 2014	1:00 – 2:00 pm
French Language	Tuesday May 27, 2014	10:00 – 11:00 am
French Language	Friday May 30, 2014	1:00 – 2:00 pm
London	Thursday May 29, 2014	1:00 – 2:00 pm
Ottawa	Thursday May 29, 2014	10:00 – 11:00 am
Sudbury/North Bay	Wednesday May 28, 2014	1:00 – 2:00 pm
Thunder Bay	Friday May 30, 2014	10:00 – 11:00 am
Toronto and Area	Wednesday May 28, 2014	10:00 – 11:00 am

Your Regional Office contact will be in touch with you shortly to confirm your board's participation along with dial in and web access information.

GSN Funding for 2014-15

As outlined in the Ministry’s Technical paper, in 2014–15, school boards will receive funding for the NTIP allocation that is the lesser of:

1. \$50,000 per district school board plus \$1,262.66 multiplied by the number of teachers on Rows 0, 1, and 2 of a board's Teacher Qualifications and Experience Grid (with movement) in 2013–14
2. A board's expenditure for NTIP in 2014–15.

Boards must use NTIP funding for eligible NTIP expenditures that meet NTIP requirements according to legislation and the New Teachers Induction Program: Induction Elements Manual. Boards must also participate in any NTIP-related support and evaluation activities, such as the mandatory tele/web conferences and NTIP research. Boards must continue to submit an NTIP plan and a final report (including a detailed accounting statement) to the Teaching Policy and Standards Branch via the Ministry’s Regional Offices.

Enhancing Teacher Development Fund

Beginning in the 2014–15 school year, boards will have the opportunity to apply on an annual basis to the Teaching Policy and Standard Branch (TPSB) in order to improve the quality of supports and professional learning opportunities available to both new and experienced teachers.

These enhanced professional growth opportunities must be designed to support successful completion of the Long Term Occasional Teacher Evaluation and/or the Teacher Performance Appraisal (TPA) process for new teachers. Additionally, innovative school and board level projects designed to enhance the meaningful implementation of the Annual Learning Plan (ALP) for experienced teachers are eligible for funding.

More information as it pertains to supporting NTIP teachers will be shared with board teams in the May Adobe Connect regional tele/web conferences.

Professional Learning and Support for NTIP Board Teams

The “clickable” chart below provides an at a glance summary of practical NTIP resources developed in the past year. All of these resources can be accessed at:

<http://mentoringmoments.ning.com/group/mentoring-mentors/page/ntip>. Board teams are encouraged to share and adapt the ideas they contain in order to support the personalization of NTIP in their district.

<i>Professional Learning Resources for Board NTIP Teams</i>	
<i>NTIP Survey Tool for Boards</i>	<i>NTIP Evaluation and Research</i>
<i>NTIP Adobe Connect Strategy Harvests</i>	<i>Professional Learning Resources for Mentors</i>
<i>Mentoring Toolkit</i>	<i>Mentoring Moments Monographs</i>
<i>Building Effective Mentoring Relationships ebook</i>	

Annual Learning Plans (ALP) and Teacher Performance Appraisal (TPA)

Making the Annual Learning Plan Meaningful – Phase 1 Projects

The Teaching Policy and Standards Branch (TPSB) is seeking to identify current effective practices which support the Annual Learning Plan being utilized as a tool to foster collaboration and meaningful professional learning for teachers.

TPSB is supporting the implementation of 15 Phase 1 projects from January – June 2014. These projects focus specifically on how the ALP can be:

- Implemented as part of a learning focused and collaborative school culture
- Utilized as a “living document” connected to the learning of students and the authentic professional learning goals of each teacher

Resources and project artefacts will be posted in the coming months at:

<http://mentoringmoments.ning.com/group/alp-tpa-networked-learning/page/alpphase1>

Phase 2 of the *Making the ALP Meaningful* projects will be eligible for funding in 2014–15 under TPSB’s Enhancing Teacher Development Fund. Specific information regarding timelines and application processes will be communicated to all boards in the September 2014.

Long Term Occasional Teacher Evaluation

Following a consultation with provincial stakeholders held in January 2013, the Ministry released a co-developed provincial Long Term Occasional Teacher evaluation framework and template to establish the core requirements of the Long Term Occasional Teacher evaluation and to capture some effective practices when conducting an evaluation. Boards were invited to use the framework and template or collaborate with their local union(s) to adapt the framework and/or template to meet district’s needs.

In recognition of the implementation costs associated with this initiative, in 2013 the Ministry offered one-time funding to support activities related to development, implementation and training regarding the collaboratively developed provincial framework and template or processes adapted by boards in collaboration with their unions.

Long Term Occasional Teacher Evaluation frameworks and templates that were adapted and submitted by boards are now available at:

<http://mentoringmoments.ning.com/group/otevaluation>.

Thank you for sharing effective practices with colleagues across the province.

Enhancements to Initial Teacher Education

We continue to work with the Ontario College of Teachers and other partners to enhance Ontario’s initial teacher education program. The new, enhanced program will double the initial teacher education program to four semesters, double the practicum requirement to a minimum of 80 days and introduce mandatory core content that will provide a greater degree of transparency and consistency in what is being taught in Ontario’s publicly-assisted initial teacher education programs.

To assist implementation of the enhanced teacher education program described in the College's Accreditation Regulation, the Ontario College of Teachers has released an *Accreditation Resource Guide* that reflects input and collaboration from a variety of Ontario education stakeholders and is designed to support a shared understanding of new program elements. The resource guide may be found at: http://www.oct.ca/-/media/PDF/Accreditation%20Resource%20Guide/2014_Accreditation_Resource_Guide_EN_WEB.ashx.

The implementation date for the first cohort of students to enter the new, enhanced program is September 2015.

Teacher Learning and Leadership Program (TLLP)

Over 110 projects were approved for the 2014-15 Teacher Learning and Leadership Program (TLLP). All applicants and their boards have received a letter confirming the Teacher Learning and Leadership Committee's decision and transfer payment contracts for the project funding will be issued to the applicable boards this month.

The 2013-14 TLLP participants are now in the final stages of their projects. Project leaders are responsible for submitting the TLLP Teacher Participant Final Report to their board by the last business day in June 2014. School boards are then responsible for submitting the TLLP Teacher Participant Final Report along with the completed TLLP Board Final Report Form, including a detailed accounting statement itemizing all costs of the project, signed by the Chief Financial Officer or other authorized official at the board, to the Ministry no later than the last business day July 2014. All reports are available here: <http://mentoringmoments.ning.com/group/tllp-palpe/page/tllp-downloads-documents-telechargeables-du-palpe>.

We are also pleased to have provided interested school boards with TLLP Provincial Knowledge Exchange (PKE) funding in 2013-14 in order to tap into the learning and leadership of experienced classroom teachers who previously completed TLLP projects. We look forward to continuing to support boards with funding in 2014-15 for TLLP-PKE projects.

Sincerely,

(original signed by)

Paul Anthony
Director, Teaching Policy and Standards Branch

c.
Designated NTIP Superintendents
NTIP Program Contacts

George Zegarac, Deputy Minister
Ministry of Education

Marg Connor, Acting Assistant Deputy Minister
Leadership & Learning Environment Division

Janine Griffore, Assistant Deputy Minister
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Marshall Jarvis, General Secretary
Ontario English Catholic Teachers' Association

Pierre Côté, General Secretary
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