

**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:** December 5, 2011

**SUBJECT:** December Update – Teacher Development Initiatives

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I am writing to provide you with an update on my branch's Teacher Development Initiatives – the New Teacher Induction Program, Teacher Performance Appraisal, the Teacher Learning and Leadership Program, and the Premier's Awards for Teaching Excellence.

**New Teacher Induction Program (NTIP)**

**Mentoring Moments Resources**

The Teaching Policy and Standards Branch (TPSB) has initiated the creation of monthly "Mentoring Moments" to support the implementation of the NTIP. The audience for these monthly resources are the designated NTIP Superintendent and NTIP Contacts in each board. The content of each issue directly aligns with the learning goals boards have identified in their 2011-12 NTIP plans. Board teams are able to access online Slidcasts of each issue created in Adobe Presenter.

*December Mentoring Moments: Making Classroom Observation Meaningful*

- <http://conn-o.osapac.org/mentoringmomentsdecember>

*November Mentoring Moments: Differentiating Professional Learning*

- <http://conn-o.osapac.org/mentoringmomentsnovember>

*October Mentoring Moments: The Power of Listening*

- <http://conn-o.osapac.org/mentoringmomentsoctober>

**Professional Learning for Board NTIP Teams via Adobe Connect**

In addition to resource sharing and dialogue through the NTIP e-Community, opportunities for professional learning are available for board NTIP teams via Adobe Connect. Full session descriptions and registration is available at the links below. These optional sessions are designed to serve as opportunities for knowledge construction and network based learning for board NTIP teams.

<b>NTIP: Building Effective Mentoring Relationships</b> <a href="https://www.surveymonkey.com/s/NTIPMentoringRelationships">https://www.surveymonkey.com/s/NTIPMentoringRelationships</a>	January 18, 2012 1:00 pm
<b>NTIP: Learning at School: Principal Engagement in NTIP and TPA</b> <a href="https://www.surveymonkey.com/s/NTIPPrincipalEngagement">https://www.surveymonkey.com/s/NTIPPrincipalEngagement</a>	February 23, 2012 1:00 pm
<b>NTIP: Building a Culture of Learning and Growth - Teacher Leadership and Succession Planning</b> <a href="https://www.surveymonkey.com/s/NTIPTeacherLeadership">https://www.surveymonkey.com/s/NTIPTeacherLeadership</a>	April 11, 2012 1:00 pm

Discussion notes and resources from the November (*Differentiating Professional Learning*) and December (*Making Classroom Observation Meaningful*) Adobe Connect Sessions are posted on e-Community.

The URL for e-Community is <https://community.elearningontario.ca>. If you require assistance with your user ID or password, please contact Jim Strachan at [jim.strachan@ontario.ca](mailto:jim.strachan@ontario.ca) (English-language boards) or Armand Gagné at [armand.gagne@ontario.ca](mailto:armand.gagne@ontario.ca) (French-language boards).

#### **Summary of the 2010-11 NTIP Final Reports**

The summary of the 2010-11 NTIP Final Reports, as submitted by all boards last summer, is now available on the NTIP e-Community.

#### **University of Ottawa Evaluation of the NTIP in Practice**

The University of Ottawa (U of O) conducted on-line surveys of new teachers, mentors, and principals in spring 2011 and is in the process of analyzing survey results. The U of O will be distributing results to school boards in January 2012.

#### **Teacher Performance Appraisal (TPA)**

##### **TPA Effective Practices Projects**

In March 2011, boards were invited to submit a proposal to participate in a pilot project intended to create resources that support effective practices in TPA/ALP. Nine projects from boards across the province have been funded by the Ministry. The projects are intended to continue the ongoing support for Teacher Performance Appraisal as an integral part of teachers' professional growth. Resources will be developed over the course of the 2011-12 school year and will be shared upon completion. A list of the projects is available online on the e-Community Networking site: <http://community.elearningontario.ca>.

##### **Regional Networking Sessions: Teacher Performance Appraisal and Annual Learning Plans**

TPSB recently hosted networking sessions for board leaders in each region across the province. Boards were provided the opportunity to share effective and innovative practices related to TPA/ALP and how they promote collaboration, professional learning and the principal's capacity as instructional leader. As a product of the networking sessions, the effective practices by boards will be compiled into a resource and posted for future reference.

### **Teacher Learning and Leadership Program (TLLP)**

Submissions for the 2012-2013 TLLP cohort were due to the boards on November 25, 2011. The board-level review committee (comprised of board staff and teacher federation representatives) will now review the applications and select two applicants to submit to the Ministry's provincial-level selection committee. These two board-level applications are to be sent to my attention by December 16, 2011. Final selection decisions will be communicated to applicants and boards in February 2012.

Information on the 2012-2013 TLLP is available on the Ministry's website at: <http://www.edu.gov.on.ca/eng/teacher/tllp.html>. The website also includes a searchable TLLP Archive of completed projects along with contact information to communicate with the project leaders.

### **The Premier's Awards for Teaching Excellence (PATE)**

The 2011-12 Premier's Awards for Teaching Excellence will launch in December 2011. We would appreciate your assistance in informing staff and parents about the Premier's Awards and encourage nominations. This is an excellent opportunity for exemplary educators and staff in your board to be recognized for the exceptional work that they do. The deadline for submitting nominations is February 2012. For more information, please visit [www.ontario.ca/teachingawards](http://www.ontario.ca/teachingawards).

We thank you for your continued feedback and support of these teacher development initiatives in Ontario. If you have any questions about the NTIP or TPA, please call or email your NTIP Regional Office contact. Questions about the TLLP should be sent directly to Mohamed Hasham, Policy Advisor, Teaching Policy and Standards Branch (416-325-7199 or [mohamed.hasham@ontario.ca](mailto:mohamed.hasham@ontario.ca)). Questions about the Premier's Awards for Teaching Excellence should be directed to Natalie LeBlanc, Program Coordinator, Teaching Policy and Standards Branch (416-325-2088 or [natalie.leblanc@ontario.ca](mailto:natalie.leblanc@ontario.ca)).

Sincerely,

***(original signed by)***

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Paul Anthony  
Director, Teaching Policy and Standards Branch

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Designated NTIP Superintendents  
NTIP Program Contacts

Kevin Costante, Deputy Minister  
Ministry of Education

Barry Pervin, Assistant Deputy Minister  
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Raymond Théberge, Assistant Deputy Minister  
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Marshall Jarvis, General Secretary  
Ontario English Catholic Teachers' Association

Pierre Côté, General Secretary  
Ontario Secondary School Teachers' Federation

Rhonda Kimberley-Young, Secretary-Treasurer  
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