

**Ministry of Education**

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**MEMORANDUM TO:** Directors of Education  
Supervisory Officers and Secretary-Treasurers of School Authorities  
Director of the Provincial Schools Branch

**FROM:** Marg Connor  
Director (A)  
Leadership Development Branch

**DATE:** July 10, 2008

**SUBJECT:** **Teacher Performance Appraisal (TPA) for Experienced Teachers  
Professional Learning Strategy: Update on Additional Funding and  
Resources**

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I am pleased to share with you an update on the implementation of the revised Teacher Performance Appraisal (TPA) process for experienced teachers. The ministry and our partners in the TPA Provincial Coordinating Committee (PCC) are committed to ensuring the successful implementation of the TPA and that boards receive the resources they require to continue the strategy implemented in 2007/08. To that end I am pleased to share with you information and next steps for 2008/09:

- The TPA PCC members have suggested that continued funding be available for school board resources teams to continue to meet and provide local staff development opportunities that will assist new administrators and teachers new to the experienced TPA process and will enhance capacity for collaborative conversations.
- This will also allow the continuation of regional teleconferences to support implementation and allow staff to ask questions, share ideas and resources.

**To support the second year of implementation, we are able to make a total of approximately \$ 500,000 available for 2008/09 school year (approximately 60% of the total funding you received last year). If you wish to receive funding support in 2008/09, please see the attached funding criteria and complete the letter of intent. Please send by email or fax to [name of regional education officer] no later than Monday, August 11, 2008.**

Through our work with the PCC, we have updated the TPA reporting section in OnSIS. Now the October report will include a place to indicate the number of teachers eligible for appraisals in the 2008/09 school year as well as projected numbers for ongoing years within a five year cycle.

I am pleased to let you know that in response to the many requests for the Effective Practices binder, we have posted it on the ministry website so it may be downloaded and revised for board purposes.

It is available in:

- English <http://www.edu.gov.on.ca/eng/teacher/teachers.html>
- French <http://www.edu.gov.on.ca/fre/teacher/teachers.html>

I am also attaching the following additional resources:

- Two Fact Sheets related to supporting teachers in reflecting on parent/student input if they wish to factor this into their Annual Learning Plan. These may be posted on websites and provided as handouts in local learning sessions at the board or school level.
- An updated set of Questions and Answers dated June 30, 2008 to replace the February 20<sup>th</sup> version. Please note clarification of the question on the steps and 15 day timeline related to the determination of an *Unsatisfactory* rating. (page 13 Part IV: Process Following a Performance Rating)

Collaborative partnerships are critical to the success of the TPA initiative and we look forward to your continued support. If you require further information or have any questions or comments, please contact [add name and phone number of Regional office EO] or me at (416) 325-1079.

Sincerely,

Original signed by

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Marg Connor

Attachments

Cc: Secretaries to Directors of Education  
Dominic Giroux  
Kit Rankin  
Ginette Plourde  
Gerry Townsend  
Regional Managers, Field Services Branch  
TPA PCC members