

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 (A), Provincial Schools Branch

FROM: Paul Anthony
 Director, Teaching Policy and Standards Branch

DATE: May 10, 2010

SUBJECT: May Update – Teacher Development Initiatives

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

New Teacher Induction Program (NTIP)

University of Ottawa Evaluation of the NTIP in Practice:

The University of Ottawa (U of O) is continuing its evaluation of the NTIP to support boards in the implementation of the program. U of O sent your board the on-line surveys in April. We would appreciate your assistance in encouraging your new teachers, mentors and administrators to participate in the on-line survey. Boards who have 15 or more new teachers participate in the survey will receive an individual board report next year. If you have any technical difficulties accessing the survey or have any questions, please contact Adrian Jones at 1-888-562-5207 or ntipeval@uottawa.ca.

May Regional NTIP Teleconferences

There will be regional teleconferences in May to assist boards in planning the 2010-11 NTIP. Please find below the dates and times for your region.

Region	Date	Time
Barrie	Thursday May 27, 2010	9:30 am – 11:00 am
London	Tuesday May 18, 2010	9:30 am – 11:00 am
London	Wednesday May 26, 2010	1:30 pm – 3:00 pm
North Bay/Sudbury	Wednesday May 19, 2010	9:30 am – 11:00 am
Ottawa	Wednesday May 26, 2010	9:30 am – 11:00 am
Thunder Bay	Thursday May 20, 2010	2:00 pm – 3:30 pm
Toronto and Area	Thursday May 20, 2010	9:30 am – 11:00 am
French Language	Friday May 21, 2010	9:30 am – 11:00 am
French Language	Tuesday May 25, 2010	1:30 pm – 3:00 pm

Each teleconference will be supported by a PowerPoint presentation. Your Regional Office contact will be in touch with you shortly to confirm your board's participation.

NTIP Final Report for 2009-10 and NTIP Plan for 2010-11

This is a reminder that a signed hard copy and an electronic copy of the 2009-10 NTIP final report and the 2010-11 NTIP plan are due to your NTIP Regional Office Education Officer by Wednesday, July 7, 2010. When completing the Plan, please ensure that you allocate 100% of your 2010-11 total NTIP eligible allocation. The 2010-11 Plan can be accessed at <http://faab.edu.gov.on.ca/NTIP.htm> shortly.

When planning for the 2010-11 NTIP, please refer to the recommendations made by the University of Ottawa (see attachment). Please note that the following areas continue to need attention:

- principal engagement is key to a successful program for new teachers
- classroom observation and debrief by the mentor/new teacher is a valuable professional learning strategy that is being under-utilized
- school level orientation needs to be more consistent in all schools
- PD must be differentiated for various teaching assignments (e.g., classroom management varies for a teacher teaching kindergarten vs. FSL on rotary vs. grade 12 physics)

Funding for 2010-11

As referenced in the Ministry's Technical paper, in 2010–11, district school boards will receive funding for the NTIP according to the following formula: \$50,000 per district school board plus \$819.25 multiplied by the number of teachers on Rows 0, 1, and 2 of the board's Teacher Qualifications and Experience Grid in 2009–10. Your board allocation for the 2010-11 NTIP can be obtained from your NTIP Regional Education Officer.

Revised Induction Elements Manual:

The revised NTIP: Induction Elements Manual will be available in August at <http://faab.edu.gov.on.ca/NTIP.htm>. Print copies will be distributed to boards in the fall.

Teacher Performance Appraisal (TPA)

Effective Practices Surveys and Focus Groups

Over 1,400 classroom teachers from 14 sample boards responded to the TPA Survey inquiring about effective practices for the TPA and the Annual Learning Plan as a professional learning strategy. Focus groups for new and experienced teachers were also conducted across the province. Initial results confirm that the principal is the key to a growth-oriented TPA experience. The findings from this project will be published shortly as a web-based resource of effective practices. The Ministry would like to thank all the teachers and principals who participated in this project and offered their candid points of view and excellent suggestions.

NTIP Notations to the Ontario College of Teachers

A reminder to all boards that they must report the names of new teachers who receive two *Satisfactory* ratings on their TPAs to the Ontario College of Teachers within 60 school days. This is a legislated requirement, and any new teachers without a notation are assumed to have received unsatisfactory TPAs.

TPA Manual

Due to feedback from the boards, the manual for new teachers and the manual for experienced teachers have been combined into one streamlined manual. The electronic version will be available in August at <http://faab.edu.gov.on.ca/NTIP.htm>. Print copies will be distributed to boards in the fall.

Teacher Learning and Leadership Program (TLLP)

On May 6th and 7th, 2010, 160 participants undertaking more than 80 successful TLLP projects for 2010-2011 attended the two-day *Leadership Skills for Classroom Teachers* session that will help them develop the skills needed to effectively manage and implement their projects and share their learning with colleagues.

Boards are reminded that teacher participants in the 2009-2010 TLLP projects must submit the *TLLP Teacher Participant Final Report Form* to the director of education/supervisory officer of school authorities by June 30, 2010 and that directors of education/supervisory officers of school authorities must submit the *TLLP Teacher Participant Final Report Form* and the *TLLP Board Final Report Form* to the Ministry of Education by July 30, 2010.

We thank you for your continued feedback and support of 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 Camille Chénier, Senior Policy Advisor, Teaching Policy and Standards Branch (416-325-1074 or Camille.Chenier@ontario.ca).

Sincerely,

(original signed by)

Paul Anthony
Director, Teaching Policy and Standards Branch

c. Designated NTIP Superintendents
NTIP Program Contacts

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Rhonda Kimberley-Young, Secretary-Treasurer
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