

Ministry of Education

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Memorandum To: Directors of Education
Executive Directors of all provincial associations,
federations and unions

From: George Zegarac
Deputy Minister

Date: May 31, 2016

Subject: Policy/Program Memorandum No. 159 – Collaborative
Professionalism

I am writing to share Policy/Program Memorandum (PPM) No. 159 – *Collaborative Professionalism*, reflecting recommendations and input provided by the Transformation Team composed of education partners from associations, federations and unions. The PPM sets the stage for forging new relationships to support moving our system from great to excellent.

Collaborative professionalism in Ontario is defined as professionals – at all levels of the education system – working together, sharing knowledge, skills and experience to improve student achievement, and the well-being of both students and staff. Collaborative professionalism values the voices of all and reflects an approach in support of our shared responsibility to provide equitable access to learning for all. All staff are valued and have a shared responsibility as they contribute to collaborative learning cultures.

PPM No. 159 clarifies our shared commitment to transform culture and optimize conditions for leading and learning at all levels of the sector to align with *Achieving Excellence*. It honours commitments in the provisions of collective agreements and memoranda of understanding. It also establishes provisions for mechanisms at provincial and district levels to provide opportunities for collaboration, and building coherence and alignment across initiatives and strategies that will lead to the realization of Ontario's vision.

The ministry will initiate and support the establishment of a provincial initiatives committee with representatives from federations, associations and unions to meet quarterly to provide advice to the Ministry of Education, through a collaborative process, on new or existing initiatives. This includes a provision for subcommittees to support collaboration and input on implementation in priority areas such as mathematics, and staff and student well-being.

On a local level, district school boards and school authorities will create or use existing mechanisms to foster professional collaboration and communication among local unions, federations and associations, and leadership for the implementation of new or existing initiatives. These mechanisms are expected to be in place at the start of the 2016-17 school year.

The recommendations that form the foundation of this PPM reflect a consensus of education partners from all provincial associations, federations and unions. Thank you for the significant commitment and contributions your organizations have made. And thank you, of course, to the three co-leads who provided strong leadership through this process: David Euale, Marilies Rettig and Bernard Roy. This shared spirit of collaboration will energize the work and strengthen the culture of collaborative professionalism in Ontario.

Education partners involved in providing recommendations for this PPM highlighted many examples of ongoing effective practice around the province from which to learn and on which we can build. This is the first stage in the distribution and support for implementation of this PPM, but given its significance and relevance to all in the education sector, a more extensive communication with additional supports will follow in late summer and fall. We will seek further input and communication in the coming months to support a coordinated implementation strategy for the start of the 2016-17 school year.

Thank you again for your ongoing commitment to strengthening the culture of collaboration and optimizing the conditions for learning, working and leading at all levels of Ontario education.

PPM No. 159 is posted on the Ministry website at www.edu.gov.on.ca.

If you have any questions, please contact your Ministry Regional Office. A list of Regional Offices is attached for your convenience.



George Zegarac

Enclosure

c: Cathy Montreuil, Assistant Deputy Minister
Student Achievement Division

Janine Griffore
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