

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: September 9, 2011

SUBJECT: September Update – Teacher Development Initiatives

I am writing 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)

September Regional NTIP Teleconferences

There will be regional mandatory teleconferences in September to assist boards in implementing their 2011-12 NTIP Plan. These teleconferences are mandatory for those who are new to their role (e.g., designated NTIP Superintendent, NTIP contact/lead) and therefore did not participate in the May teleconferences. Those who are returning to their role and wish to participate are most welcome. Please find below the dates and times for your region.

Region	Date	Time
Sudbury/North Bay	Thursday September 22	9:30 am – 11:00 am
Thunder Bay	Tuesday September 27	10:00 am – 11:30 am
London	Tuesday September 27	1:30 pm – 3:00 pm
French Language	Wednesday September 28	9:30 am – 11:00 am
French Language	Thursday September 29	9:30 am – 11:00 am
Barrie	Thursday September 29	1:30 pm – 3:00 pm
Toronto and Area	Thursday September 29	1:30 pm – 3:00 pm
Ottawa	Friday September 30	9:30 am – 11:00 am

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

Five-Year Monitoring Cycle

As part of the Ministry's ongoing monitoring and support of the NTIP, the Ministry has developed a five-year monitoring cycle to ensure that all boards have an opportunity to consult with Ministry staff on their NTIP program. The 2011-12 board visits will be

conducted in spring 2012. Visits will consist of interviews with the designated NTIP superintendent, NTIP program contact, and a selected group of principals, new teachers and their mentors identified by the board. A copy of the monitoring cycle is available online on the NTIP e-Community Networking site: <http://community.elearningontario.ca>.

Funding for 2011-12

As referenced in the Ministry's Technical paper, in 2011–12, district school boards will receive funding for the NTIP according to the following formula: \$50,000 per district school board plus \$933.00 for each teacher on Rows 0, 1, and 2 of the board's Teacher Qualifications and Experience Grid in 2010–11. If you have any questions about your 2011–12 board allocation, please contact your NTIP Regional Education Officer.

NTIP Resources

The *NTIP: Induction Elements Manual* (2010) is available at: <http://www.edu.gov.on.ca/eng/teacher/induction.html>.

NTIP web resources including resource handbooks for new teachers, principals, and mentors and a compilation of professional development core content and resource charts to support the NTIP are available at: <http://www.edu.gov.on.ca/eng/teacher/induction.html>.

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 conducted on-line surveys in spring 2011 and is in the process of analyzing survey results. We will be sharing results with boards in early 2012.

Teacher Performance Appraisal (TPA)

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 at risk of being considered to have received unsatisfactory TPAs.

TPA Effective Practices Projects

In March, 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>.

TPA Manual

The *Teacher Performance Appraisal Technical Requirements Manual, 2010* is available at <http://www.edu.gov.on.ca/eng/teacher/appraise.html>.

Teacher Learning and Leadership Program (TLLP)

Most of the 2010-11 TLLP projects have been completed and the final payment of outstanding project funding will be included in the September transfer. Projects that have a

contract extension have until October 31, 2011 to submit the Teacher Participant Final Report and Board Final Report.

Participants from the 2010-11 TLLP cohort will have an opportunity to meet and showcase their completed projects at the "TLLP Share the Learning Summit". This event, at the Delta Meadowvale in Mississauga, will be held on November 13th and 14th. The Ontario Teachers' Federation (OTF) is assisting the Ministry with the organization of the summit and will be contacting participants shortly to provide them with registration material and further details. The Ministry will reimburse school boards for supply teacher coverage for TLLP participants attending.

89 projects involving 330 participants have been selected for the 2011-12 TLLP. Boards who currently have staff engaged in TLLP projects are reminded of the rich resources the projects have produced in the past and are encouraged to support their TLLP participants as they proceed with their new learning and sharing. Boards wishing to take advantage of the knowledge produced by previous TLLP projects can search the project archive at www.edu.gov.on.ca/eng/teacher/search.asp to view completed projects along with contact information to communicate with project leaders.

We will be communicating the launch of the TLLP application process for the 2012-2013 school year in October. Information on the TLLP may be found on the Ministry's website at: www.edu.gov.on.ca/eng/teacher/develop.html.

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 Analyst, Teaching Policy and Standards Branch (416-325-7199 or Mohamed.Hasham@ontario.ca).

Sincerely,

(original signed by)

Paul Anthony
Director, Teaching Policy and Standards Branch

c.

Designated NTIP Superintendents
NTIP Program Contacts

Barry Pervin, Assistant Deputy Minister
Instruction and Leadership Development Division

Raymond Théberge, Assistant Deputy Minister
French Language, Aboriginal Learning and Research Division

Ginette Plourde, Director
French Language Education Policy and Programs Branch

Kathy Verduyn, Director
Field Services Branch

Gene Lewis, General Secretary
Elementary Teachers' Federation of Ontario

Marshall Jarvis, General Secretary
Ontario English Catholic Teachers' Association

Pierre Côté, General Secretary
Ontario Secondary School Teachers' Federation

Rhonda Kimberley-Young, Secretary-Treasurer
Ontario Teachers' Federation

Réjean LaRoche, Executive Director
Association des enseignantes et des enseignants franco-ontariens

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Council of Ontario Directors of Education (CODE)
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Ontario Principals' Council (OPC)

Patricia Manson, Executive Director
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Nadine Goulet, Executive Director
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