

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: September 13, 2010

SUBJECT: September Update – Teacher Development Initiatives

I am writing to provide you with an update on three of my branch's Teacher Development initiatives – the New Teacher Induction Program, Teacher Performance Appraisal and the Teacher Learning and Leadership Program.

New Teacher Induction Program (NTIP)

September/October Regional Mandatory NTIP Teleconferences

There will be mandatory regional teleconferences in September and October to assist boards in planning the 2010-11 NTIP and inform them of new program developments. Please find below the dates and times for your region.

Region	Date	Time
Barrie	Thursday, October 7	9:30 am – 11:00 am
London	Thursday, September 30	1:30 pm – 3:00 pm
London	Wednesday, October 6	9:30 am – 11:00 am
Sudbury/North Bay	Friday, October 1	9:30 am – 11:00 am
Ottawa	Tuesday, September 28	9:30 am – 11:00 am
Thunder Bay	Monday, October 4	2:00 pm – 3:30 pm
Toronto and Area	Wednesday, October 6	2:00 pm – 3:30 pm
French Language	Wednesday, September 29	9:30 am – 11:00 am
French Language	Thursday, October 7	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.

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 2010-11 board visits will be conducted in spring 2011. 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 attached to this memo.

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 for each teacher 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 NTIP Resources

The revised *NTIP: Induction Elements Manual* (2010) is now available at: <http://www.edu.gov.on.ca/eng/teacher/induction.html>. Print copies will be distributed to boards in the fall.

Updated 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 now 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 2010 and is in the process of analyzing survey results. We will be sharing results with boards in spring 2011.

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 Manual

Please note that based on feedback from boards, the manual for new teachers and the manual for experienced teachers have been combined into one streamlined manual. The new *Teacher Performance Appraisal Technical Requirements Manual, 2010* is now available at <http://www.edu.gov.on.ca/eng/teacher/appraise.html>. Print copies will be distributed to boards in the fall.

Teacher Learning and Leadership Program (TLLP)

Most of the 2009-10 TLLP projects have been completed. Participants from these projects will have an opportunity to meet and showcase their completed projects at the "TLLP Sharing the Learning Summit". This event, at the Delta Meadowvale in Mississauga, will be held on November 21st and 22nd. 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.

82 projects involving 160 participants have been selected for the 2010-11 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 2011-2012 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 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 and TPA Superintendents
NTIP Program Contacts

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Instruction and Leadership Development Division

Raymond Théberge, Assistant Deputy Minister
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Ginette Plourde, Director
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Ontario English Catholic Teachers' Association

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Ontario Secondary School Teachers' Federation

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Frank Kelly, Executive Director
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Ontario Principals' Council (OPC)

Dan Tighe, Executive Director (Interim)
Catholic Principals' Council of Ontario (CPCO)

Serge Plouffe, Executive Director
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