MEMORANDUM TO: Directors of Education, District School Boards  
Supervisory Officers and Secretary Treasurers of School Authorities  
Director of Provincial Schools

FROM: Paul Anthony, Director  
Teaching Policy and Standards Branch

DATE: June 21, 2007

SUBJECT: June Update – New Teacher Induction Program

As the end of the school year approaches, I would like to take an opportunity to thank board staff for their diligent work in implementing the New Teacher Induction Program. Also, I would like to look ahead to the 2007-08 school year by highlighting some important changes coming into effect, as well as the availability of new supports and resources.

Policy Change for Long-Term Occasional Teachers (LTOs)
In recognition of feedback from steering committees on the inclusion of LTOs in the induction elements of NTIP, and the findings from the LTO Research Project, the ministry is pleased to announce that boards will have the flexibility to use NTIP allocated funds to support beginning teacher LTOs.

Boards that choose to provide the induction elements of the NTIP to their LTOs, may now use NTIP allocated funds to support beginning teacher LTOs. (For the purposes of the NTIP, a beginning teacher LTO is defined as a certified occasional teacher who is in his/her first long term assignment, with that assignment being 97 or more consecutive school days as a substitute for the same teacher.) In cases where boards choose to support their LTOs, these teachers should use the Individual NTIP Strategy form to record their participation so that this participation may be taken into consideration for when they are hired into their first permanent contract.

Boards choosing to invest NTIP allocated funds to support beginning teacher LTOs will be asked to track and report on them in the NTIP Final Report. Please note that beginning teacher LTOs will not be counted for the purposes of calculating NTIP funding for 2007-08. The ministry will continue to count only the number of new teachers, as defined by the Education Act.

Additional NTIP Funding
For the 2007-08 school year, district school boards and the Provincial Schools Authority will receive the $5,000 base amount, as well as an additional allocation of $15,000. These additional funds may be used for the activities as stated in the funding policy, as well as the following:
- to develop the infrastructure to track beginning teacher LTOs
- to offer beginning teacher LTOs induction elements (including release time for mentoring)
- to support new teachers
- to enhance board-level NTIP oversight or the system-wide support programs
Should any board encounter exceptional circumstances which would affect their ability to deliver the program, such as extremely low levels of new teacher hires relative to LTO hires, please contact your Regional Office (after the Letter of Intent is submitted on October 15, 2007) to discuss the situation and determine whether additional supports may be available.

2007-08 NTIP Plan
In order to facilitate board planning for next year, the 2007-08 NTIP Plan will be made available next week. We are pleased to announce that in an effort to reduce reporting requirements, the Interim Report is no longer included.

The 2007-08 NTIP Plan is based on the new NTIP Implementation Continuum – a self-assessment tool intended to support board goal-setting and planning. The NTIP Implementation Continuum was introduced to board NTIP teams during the recent NTIP regional sessions.

The 2007-08 NTIP Plan will be posted at http://tpfr.edu.gov.on.ca/NTIP.htm. A sample document and a planning tool based on the NTIP Implementation Continuum will also be available shortly.

New NTIP Web Resources Scheduled for Fall 2007
The Resources section of the NTIP website is presently being revised in order to further support NTIP implementation during the 2007-2008 school year. In addition to layout changes, there will be links to a range of already-developed ministry resources that can be used to support professional learning in the various NTIP PD Core Content areas.

September 2007 NTIP Support for Implementation Session
Regional offices have scheduled a series of NTIP teleconferences for mid-September. Topics will include an introduction to the new web resources as well as a review of the 2007-08 NTIP Plan and Implementation Continuum (due October 15, 2007). Our next communication, in August, will provide greater detail about these sessions. These dates are also available on the new ministry Calendar of Professional Learning Activities available at http://cal2.edu.gov.on.ca/PDCalendars.html.

New video clips available
For your reference, video presentations and power point slides from the November OISE/UT Induction Conference have been posted on the NTIP website (http://www.edu.gov.on.ca/eng/teacher/resources.html).

We have also received requests from boards to have the video presentations made available on DVD so they can be used more easily in presentations and/or training sessions. The DVD format will be distributed to boards via the NTIP contact person in July.

I would like to thank board staff for your enthusiasm and collaborative efforts as we continue to work together to implement the New Teacher Induction Program.

Paul Anthony

c. Designated NTIP Superintendents
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