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: January 10, 2013

SUBJECT: January Update – Teacher Development Initiatives

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

New Teacher Induction Program (NTIP)

NTIP Longitudinal Research
External research has played a critical role in the evaluation of the New Teacher Induction Program since its inception in 2006. This year marks the beginning of a new research cycle focussed on deriving longitudinal data about the impact of NTIP supports by following small cohorts of beginning teachers over multiple years.

The goal of the longitudinal research is to gain a deeper understanding of how NTIP assists beginning teachers, focusing specifically on NTIP’s core goals for their development:
- Confidence
- Efficacy
- Instructional practice
- Commitment to continuous learning

The study will begin with this year’s cohort (2012-13) and continue with successive cohorts annually. Each cohort will contain approximately 200 beginning teachers recruited from across the province. Participation by individual beginning teachers is optional and will involve the completion of a short (10 minute) annual survey and possible follow up focus group teleconferences over the course of 3 years. Release time for focus group participation will be provided by the Ministry.

An independent program evaluation firm, Christine Frank & Associates (CFA), will be conducting the study and will begin the research process by contacting board NTIP Contacts and Superintendents next week. The collaboration of board NTIP teams with CFA will be essential to the success of this research.
CFA will provide detailed information about the research methodology, timelines and participation requirements for each board. Identities of all boards, schools, and individuals will be kept completely confidential by the firm.

In addition to the longitudinal research, a streamlined survey for all NTIP participants (beginning teachers, mentors, principals) will be launched this spring by the Teaching Policy and Standards Branch. Further information will be communicated directly to boards by TPSB in the coming months.

**Online Professional Learning and Support for NTIP Board Teams**

We have had very positive response to the Adobe Connect learning sessions with approximately 45 boards registering to date. Full session descriptions and registration for the upcoming sessions outlined below is available at: [http://www.surveymonkey.com/s/NTIP](http://www.surveymonkey.com/s/NTIP)

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“Strategy Harvests” of the ideas shared from previous Adobe Connect sessions are archived at: [http://mentoringmoments.ning.com/forum](http://mentoringmoments.ning.com/forum)

Our Mentoring Toolkit now features 12 modules of practical ideas and resources for mentors and is available at: [http://mentoringmoments.ning.com/group/mentoring-mentors](http://mentoringmoments.ning.com/group/mentoring-mentors). In addition, an archive of the monthly Mentoring Moments monographs can be accessed at: [http://mentoringmoments.ning.com/group/mentoring-mentors/page/mmarchive](http://mentoringmoments.ning.com/group/mentoring-mentors/page/mmarchive).

**Occasional Teacher Evaluation**

The Putting Students First Act includes the development of a fair hiring process, set out in Ontario Regulation 274/12. The driving force behind this commitment is to provide a standardized, consistent and transparent approach to hiring occasional teachers for long-term occasional and permanent positions. As you know, this regulation contains a reference to an “evaluation” as part of the requirements for an occasional teacher (OT) on the long term occasional (LTO) list to apply for a posted permanent position. The government has made a commitment to work with stakeholders to develop a framework and template for this evaluation.

We are pleased to inform you that a consultation with stakeholders on the Occasional Teacher evaluation is scheduled for this month. Following the consultation process, directors of education will receive the co-developed provincial framework and template that can then be used or adapted at the district level by the school board and local union(s).

More information regarding the provincial framework and template will be shared in February 2013.
Annual Learning Plans (ALP) and Teacher Performance Appraisal (TPA)

Reporting 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 legislative requirement, and any new teachers without a notation are assumed to have received unsatisfactory TPAs.

ALP/TPA Resources
Over the past year, we have developed resources to support boards’ continued work towards effective practices for ALP and TPA. Specifically, we invite you to explore:

**ALP/TPA Effective Practices Pilot Projects:** Eight projects from boards across the province were funded by the Ministry last year. The projects created a variety of resources for boards to use to support teachers and principals in their learning about the Annual Learning Plan and Teacher Performance Appraisal process as a professional growth strategy. Board teams are encouraged to adapt these resources to meet the professional learning needs of their principals and teachers. Suggestions and contributions from board teams regarding additional resources are more than welcome.

**The ALP/TPA: Effective Practices Strategy Harvest:** a collection of effective and innovative strategies to promote collaboration, professional learning and coherence; these practices were shared by boards and federations at the networking sessions hosted by the Ministry last year.

**Principals Want to Know:** we answer the question, “How can I augment the learning culture of my school by effectively engaging teachers in their Annual Learning Plans (ALP) and Teacher Performance Appraisal (TPA)?”

To access these resources, we invite you to visit the Mentoring Moments NING at [http://mentoringmoments.ning.com/group/alp-tpa-networked-learning](http://mentoringmoments.ning.com/group/alp-tpa-networked-learning).

Teacher Learning and Leadership Program (TLLP)

Submissions by boards for the 2013-14 cohort in TLLP were due to the Ministry of Education on November 30, 2012. We are pleased to confirm the provincial-level Teacher Learning and Leadership Committee will review all board submissions this month. Final selection decisions will be communicated by the Ministry to applicants and boards in February 2013.

We are also pleased to provide TLLP Provincial Knowledge Exchange (PKE) funding to school boards for extending and implementing learning from past TLLP projects. Boards interested in tapping into the learning and leadership of experienced classroom teachers who have completed TLLP projects, were encouraged to visit the TLLP archive of past projects and submit a Provincial Knowledge Exchange application to the Ministry by Nov. 1, 2012. Successful applicants will implement their project learning plans during the 2012-13 school year and submit a final report to the Ministry by June 17, 2013.
Information on the 2013-14 TLLP is available on the Ministry’s website at: http://www.edu.gov.on.ca/eng/teacher/tllp.html. To learn more about the TLLP Provincial Knowledge Exchange please visit: http://mentoringmoments.ning.com/group/tllp.
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 Janice Somers, Policy Analyst, Teaching Policy and Standards Branch (Janice.Somers@ontario.ca).

Sincerely,

(Original signed by)

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Paul Anthony
Director, Teaching Policy and Standards Branch

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Designated NTIP Superintendents
NTIP Program Contacts

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Barry Pervin, Assistant Deputy Minister
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Janine Griffore, Assistant Deputy Minister
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Ontario English Catholic Teachers’ Association

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