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: June 16, 2011

SUBJECT: June 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)

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.

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

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.

NTIP Final Report for 2010-11 and NTIP Plan for 2011-12
This is a reminder that a signed hard copy and an electronic copy of the 2010-11 NTIP final report and the 2011-12 NTIP plan are due to your NTIP Regional Office Education Officer by Thursday July 7, 2011. When completing the plan, please ensure that you
allocate 100% of your 2011-12 total NTIP eligible allocation. The 2011-12 NTIP Plan can be accessed at http://faab.edu.gov.on.ca/NTIP.htm.

The 2011-12 NTIP plan is now available in PDF fillable format, which allows boards to download, complete, save and e-mail. When submitting your 2011-12 NTIP plan, please send a copy to your Regional Office Education Officer.

When planning for the 2011-12 NTIP, please refer to the recommendations made by the University of Ottawa. Please note that the University of Ottawa identified the following areas as continuing to need attention:

- Principal engagement/training for NTIP and TPA
- Differentiated PD for specific teaching assignments (e.g., secondary/elementary, rotary, self-contained, itinerant teachers)
- Differentiated mentor training/the mentoring relationship
- Embedded PD opportunities such as classroom observation
- Sustaining an effective program through capacity building and succession planning (e.g., continuation of the program when the NTIP program personnel changes)

The provincial and regional reports of the 2009-10 University of Ottawa Evaluation of the NTIP can be accessed on the NTIP Networking Site - NTIP Information and Resources Section on e-Community Ontario: http://community.elearningontario.ca

**Teacher Performance Appraisal (TPA)**

**TPA Effective Practices Project**

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. 9 projects from boards across the province will be funded by the Ministry of Education. 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.

**Teacher Learning and Leadership Program (TLLP)**

The *Leadership Skills for Classroom Teachers* training session was held on May 11th to 13th, 2011 with approximately 170 participants, representing the 89 projects funded by the 2011-2012 TLLP. This training helps develop the skills needed to effectively manage and implement a TLLP project and to share professional learning with colleagues.

Boards are reminded that teacher participants in the 2010-2011 TLLP projects must submit the TLLP Teacher Participant Final Report Form to the director of education/supervisory officer of school authorities by June 30, 2011 and that directors of education/supervisory officers of school authorities must submit the TLLP Teacher Participant Final Report Form and the TLLP Board Final Report Form to the Ministry of Education by July 29, 2011.
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).

We thank you for your continued feedback and support of teacher development initiatives in Ontario. If you have any questions about the NTIP or TPA, please call or email your NTIP Regional Office contact.

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
Frank Kelly, Executive Director
Council of Ontario Directors of Education (CODE)
Ontario Public Supervisory Officials' Association (OPSOA)

Mike Benson, Executive Director
Ontario Principals' Council (OPC)

Patricia Manson, Executive Director
Catholic Principals' Council of Ontario (CPCO)

Serge Plouffe, Executive Director
Association des directions et direction adjointes des écoles franco-ontariennes (ADFO)

Theresa Harris, Executive Director
Ontario Catholic Supervisory Officers' Association (OCSOA)

François Massé, President
Association des gestionnaires de l'éducation franco-ontarienne (AGEFO)