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: Demetra Saldaris  
Director, Teaching Policy and Standards Branch

DATE: Sept 03, 2014

SUBJECT: September Update – Teacher Development Initiatives

I am writing to provide you with an update on Teacher Development Initiatives including:
  1. New Teacher Induction Program (with GSN information)
  2. Enhancing Teacher Development Funds (with connections to the Annual Learning Plan and Teacher Performance Appraisal)
  3. Initial Teacher Education
  4. Teacher Learning and Leadership Program.

New Teacher Induction Program (NTIP)

Resources and Support for “New to Role” Board NTIP Leads
Teaching Policy and Standards Branch (TPSB) has developed a series of Adobe Voicecasts in order to provide orientation for “new to role” board NTIP leads (e.g., designated NTIP Superintendent, NTIP contact/lead).

These voicecasts replace the September tele/web conferences held in previous years and reflect the Ministry-wide commitment to reduction and coordination of professional learning for school boards.

**NTIP Orientation Voicecasts**
The clickable chart below provides direct links to each voicecast. All of these resources can be accessed at: [http://mentoringmoments.ning.com/group/mentoring-mentors/page/voicecasts](http://mentoringmoments.ning.com/group/mentoring-mentors/page/voicecasts)

- NTIP Context and Goals (3 min 14 sec)
- NTIP Funding for 2014/15 (3 min 47 sec)
- NTIP Professional Learning and Support for Board Teams (3 min 14 sec)
- NTIP Board Visits – Listening & Learning (1 min 32 sec)
- NTIP Longitudinal Research Year 2 Highlights (1 min 59 sec)
In collaboration with your Regional Education Officer, TPSB will schedule follow up phone conversations for new to role NTIP leads in order to introduce themselves and offer any assistance requested.

## Making NTIP Meaningful Resources

In addition to the voicecasts, TPSB has created a “1 stop shop” for all board NTIP teams. All of the resources from the clickable chart below can be accessed directly at: [http://mentoringmoments.ning.com/group/mentoring-mentors/page/ntip](http://mentoringmoments.ning.com/group/mentoring-mentors/page/ntip)

### NTIP Evaluation and Research
- Summary of all of our learning from and with beginning teachers since the inception of NTIP including year 2 results of longitudinal research from Christine Frank and Associates

### NTIP Survey Tool for Boards
- Streamlined survey templates for beginning teachers, mentors, and principals linked to the core goals of NTIP

### NTIP Board Visits
- Emerging learning themes from NTIP focus groups in 45 school boards and a schedule of boards to be visited this spring as part of the 5 year cycle

### NTIP Adobe Connect Strategy Harvests
- Practical ideas and resources shared by board NTIP teams via our Adobe Connect professional learning sessions over the last 2 years

### Professional Learning Resources for Mentors
- Mentoring modules, videos of mentoring conversations, slidecasts, monographs and even an updated eBook for mentors

### Mentoring Moments Monographs
- Archive of 27 monthly “quick reads” with practical ideas and resources to support mentorship

### TeachOntario
- In collaboration with OTF and our TPSB team here at the Ministry, TVO has begun to develop TeachOntario; an online platform to support sharing, collaboration and knowledge exchange amongst educators across Ontario
- We encourage you to share this resource with both new and experienced teachers in your district - [http://tvo.org/teachontario](http://tvo.org/teachontario)

## NTIP Networked Learning – Request for Input

NTIP Coordinators, Superintendents and Steering Committee members from each board are encouraged to complete a brief (3 question) survey regarding their professional learning needs for the 2014-15 school year. The survey is located at:

- [https://www.surveymonkey.com/s/ntip](https://www.surveymonkey.com/s/ntip)

Thank you for sharing your voices with TPSB. Your input will directly inform both the content and structure of the supports provided this year.
GSN Funding for 2014-15
As outlined in the Ministry’s Technical paper, in 2014–15, school boards will receive funding for the NTIP allocation that is the lesser of:

1. $50,000 per district school board plus $1,262.66 multiplied by the number of teachers on Rows 0, 1, and 2 of a board's Teacher Qualifications and Experience Grid (with movement) in 2013–14

OR


Boards must use NTIP funding for eligible NTIP expenditures that meet NTIP requirements according to legislation and the New Teachers Induction Program: Induction Elements Manual. Boards must also participate in any NTIP-related support and evaluation activities, such as the mandatory tele/web conferences and NTIP research. Boards must continue to submit an NTIP plan and a final report (including a detailed accounting statement) to the Teaching Policy and Standards Branch via the Ministry’s Regional Offices.

Enhancing Teacher Development (ETD) Funds

District school boards will have the opportunity to apply this fall to the Teaching Policy and Standards Branch (TPSB) for in-year funding to support teacher development in three key areas of focus:

- New Teacher Induction Program
- Annual Learning Plan
- Associate Teacher Support

Below is summary information for each area. A detailed overview, timelines and application forms can be accessed at:

- [http://mentoringmoments.ning.com/group/mentoring-mentors/page/etd](http://mentoringmoments.ning.com/group/mentoring-mentors/page/etd)

**NTIP**

School boards may apply to the ETD fund in order to improve the quality of supports and professional learning opportunities available to beginning teachers.

These enhanced professional growth opportunities must be designed to support successful completion of the Occasional Teacher Evaluation and/or the Teacher Performance Appraisal (TPA) process for new teachers.

**Application Criteria**

- Significant hiring of new Long Term Occasional Teachers 97+ days compared to number of new permanent hires
- Significant increase in number of new permanent hires from previous years
- NTIP required permanent hires past Year 2 on the Teacher Qualifications and Experience Grid

Note that boards can apply to the Enhancing Teacher Development (ETD) fund if any of these apply. Applications are due to TPSB by Oct 31, 2014.
Annual Learning Plan
TPSB is seeking to identify current effective practices which support the Annual Learning Plan being utilized as a tool to foster collaboration and meaningful professional learning for teachers.

TPSB is able to support the collaboration, documentation and production of locally-developed resources in order to support provincial knowledge sharing. Application information can be found at: [http://mentoringmoments.ning.com/group/alp-tpa-networked-learning/page/alpphase1](http://mentoringmoments.ning.com/group/alp-tpa-networked-learning/page/alpphase1).

**Application Criteria**

- The ALP is utilized as a “living document” connected to the learning of students and the authentic professional learning goals of each teacher
- The ALP is implemented as part of a learning-focused and collaborative school culture

Applications are due to TPSB by Oct 31, 2014

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Associate Teacher Support
TPSB is seeking to identify current effective practices which support the development of the important role of the Associate Teacher as the province moves toward implementation of the enhanced Initial Teacher Education program and an 80 day practicum.

Eligible projects must involve partnership with faculties of education and build upon existing partnership work in order to maximize sustainability, scalability and knowledge mobilization. Commitment to sharing the learning provincially is also a requirement for eligibility.

**Application Criteria**

- The project builds on existing partnership work between school boards and faculties of education
- The project includes knowledge sharing component

Boards may apply for funding of up to $15,000. Applications are due to TPSB by Sept 30, 2014.

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Initial Teacher Education
As key partners in the program of professional education, district school boards may find the guide of interest - especially the Practicum section beginning on pg. 34. Additionally, key Ministry of Education resources that link directly with areas of core content have been arranged for easy access online at: [http://www.edu.gov.on.ca/eng/teachers/buildingfutures/accreditation.html](http://www.edu.gov.on.ca/eng/teachers/buildingfutures/accreditation.html).

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

For the 2014-15 school year, 117 TLLP projects, involving 500 participants, will be implemented in schools across Ontario.

The 2015-16 TLLP application process will launch in October. More information about the launch will be available in the fall. Additional information about the TLLP may be found on the [Ministry of Education’s TLLP website](http://www.edu.gov.on.ca/eng/teachers/buildingfutures/accreditation.html).

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<tr>
<th>Logistics for School Boards</th>
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<td>Most of the 2013-14 TLLP projects have been completed and the final payment of outstanding project funding will be included in the October transfer payment. Projects that have a contract extension in place have until November 21, 2014 to submit the Teacher Participant Final Report. Board Final Reports are due December 5, 2014 and can be submitted to <a href="mailto:TLLP-PALPE@ontario.ca">TLLP-PALPE@ontario.ca</a>.</td>
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<th>Sharing the Learning Summit</th>
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<td>Participants from the 2013-14 TLLP cohort 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 7th and 8th. The Ontario Teachers' Federation is organizing the summit and will be contacting participants shortly to provide them with registration material and further details.</td>
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<th>Tapping into TLLP Learning</th>
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<td>In September the 8th TLLP cohort will begin to implement their TLLP projects. Boards are reminded of the rich and valuable resources TLLP projects have produced in the past. Boards wishing to take advantage of the knowledge produced by previous TLLP projects can search the TLLP e-Book or Project Archives to view completed projects along with contact information to communicate with project leaders. Boards wishing to learn more about current TLLP projects are encouraged to visit the TLLP Ning and TeachOntario.</td>
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<th>Provincial Knowledge Exchange</th>
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<td>Application information for the Provincial Knowledge Exchange (PKE), which provides boards with a funded opportunity to tap into past TLLP learning by connecting previous TLLP participants with interested school or board learning teams, is available here: <a href="http://mentoringmoments.ning.com/group/pke-epc">http://mentoringmoments.ning.com/group/pke-epc</a>. As part of the TLLP program, the goals of the PKE are to create and support opportunities for teacher professional learning, foster teacher leadership and facilitate the sharing of exemplary practices with others for the broader benefit of Ontario's students.</td>
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Your input and feedback will continue to inform TPSB’s Teacher Development Initiatives in the 2014-15 school year. Thank you for your support and commitment.

Sincerely,

(original signed by)

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Demetra Saldaris
Director, Teaching Policy and Standards Branch

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