

February 22, 2022

Pursuant to *Article F.20 Professional Development* of the Collective Agreement, the Association has prepared the following report to the Board of School Trustees for the period July 01, 2021 to January 31, 2022.

**BUDGET:**

Expected revenue for 2021-2022 is approximately \$378,000. Of those funds the greatest share, \$150,000, is budgeted to address the individual professional development needs of the district's approximately 1000 teachers and Teachers Teaching on Call (TTOCs). These funds are reimbursed to teachers in accordance with the NDTA Professional Development Policy and the Principles of Professional Development. A Statement of Disbursements dated January 31, 2022 is included with this report. The middle column reflects revenue and expenditures to January 31.

**Individual Teachers' Professional Development Funds: \$150,000 + \$15,000 for TTOCs**

With the 2021-2022 school year, we are beginning the first year of our three-year cycle for individual teachers' funds. The NDTA believes that this model, in effect for over fifteen years now, has made the distribution of professional development funds more equitable and accessible to more teachers. In typical years, this funding model allows teachers to plan ahead and attend more expensive opportunities that would not be possible with only a single year's allocation. This year, teachers are able to access funds from the current year as well as next year of the funding cycle. This amounts to \$600: \$300 in the first year and \$300 each for the second year (pro-rated to FTE). Teachers Teaching on Call have access to \$300 in individual funds annually, but are not able to bank their funds for future use. As we have seen an increase in TTOCs using their Pro D funds, we have increased this budget line from \$10,000 in past years to \$15,000 this year.

Typically, the majority of individual professional development funds are used toward supporting members in their ability to attend conferences outside of Nanaimo. Just as we experienced last year, travel for professional development has once again been limited. However, teachers have still been able to find ways to participate in meaningful professional development. We have a professional development website which we update weekly to share new pro d opportunities with teachers. What we have noticed is that with more conferences and events moving to a virtual format, teachers in Nanaimo have been able to take part in more events. Individual funds have been used by teachers to attend a variety of virtual conferences and workshops, for PSA membership fees, and to purchase professional resources. As we are approaching spring, we have noticed some workshops and conferences are beginning to be scheduled as in-person events. Teachers are looking forward to having the option of learning collaboratively with their colleagues in-person in a safe manner or being able to continue to learn virtually.

This year's PSA Day was held on October 21, 2021. The British Columbia Teachers' Federation has 32 unique PSAs, nearly all of which hold their annual conference on PSA Day. Every PSA event was once again held virtually this year. This allowed teachers to participate from home to be able to learn safely. As travel was not required to attend any of the PSA events, registration was once again increased from what we saw in years prior to the pandemic.

**Capacity Building Grants: \$0**

Formerly the international conferences grant, this budget line has been used to support teachers in attending a variety of quality professional development opportunities across Canada and abroad. As travel has not been

possible this year due to the pandemic, we decided to set the budget line at \$0 for Capacity Building grants for this school year and instead focus on funding collaborative activities such as Professional Learning Groups and Professional Learning Partnerships.

**Local Facilitators' Account: \$10,000**

When local teachers facilitate workshops and presentations in our district, they are awarded a sum in their local facilitator's account to cover the cost of a TTOC or to access their own professional development opportunities. This allows them the ability to make up the missed opportunity for their own professional development when they were providing professional development to others.

**District Day \$30,000**

Our planning for the next District Day begins almost as soon as the current year's ends. As we had no idea if in-person learning would be an option, we booked our keynote speaker with the understanding that in the fall we would be able to confirm if our event would be held virtually or in-person. This fall it became clear that a virtual event would be necessary once again. Our focus was intended to be Storying Our Way Towards Reconciliation, however, about two weeks prior to the event, our keynote speaker had to cancel due to illness. We found ourselves in yet another year where our plans for District Day unexpectedly had to be changed. We were extremely fortunate to be able to confirm Dr. Nancy Turner as our keynote speaker. In response, we took inspiration from the work we have been doing with Nacu mat Tatulut on Learning from the Land, which became our focus for the day. More than 30 facilitators offered over 35 sessions on a wide variety of topics including: Equity and Inclusion, Museum Programs, Inquiry, Freshwater Connections, Learning from Animals, Biophobia, Invasive Species, Place-Based Learning, Reconciliation, Sound Walls, Focused Education Resources, Science of Reading, Eating Disorders, Fair Trade Principles, Learning from the Land, Coding, Mindfulness, Strategies for Burnout, and a Local Indigenous Author presentation. We also had the opportunity to offer two full-day in-person sessions; one at VIU on Supporting Student Success and the other at Wildwood Ecoforest on Using Nature as Your Classroom. Our keynote speaker, Dr. Nancy Turner shared her knowledge of plants, habitats, and environments and the traditional knowledge systems and traditional land and research management of Indigenous peoples as well as the importance of sustainability and resource use.

**Supplemental Release: \$45,000**

Subject to availability of funds, the Professional Development Policy allows teachers access to one TTOC release day in order to attend professional development conferences and workshops on a day where they are regularly scheduled to teach.

**Professional Learning Groups (PLGs): \$65,000**

This funding is to assist colleagues with their needs to collaborate regarding pedagogy, philosophy, or grade and subject professional development initiatives. It is broadly accessed by teachers with similar interests and needs from various worksites. Some teachers participate in multiple groups. Each group is expected to create an action plan for approval and submit a short summary report of their work in June. This summary is then shared on our website so that other teachers can view what topics and activities their colleagues have been working on. This year we have funded 200 teachers to participate in 30 unique PLGs.

2021-2022 Professional Learning Group Topics	
IST strategies/structures UDL for Math STEAM for Libraries Indigenous Collection Development Loose Parts Story Workshop Design Thinking Smart Learning Social Thinking Math & Technology Literacy Interventions SLP Support SLP Practices Music Indigenous Art Inquiry	French Story Workshop Land-based Learning Story Making Reggio Practices Social-Emotional Learning Humanities Inquiry Secondary Inquiry Kindergarten Collaboration Numeracy Phonics Story Workshop Inclusion Support ADST + STEAM

**Professional Learning Partnerships (PLPs): \$26,000**

This fund is used to provide TTOC coverage to two colleagues to collaborate and to act as mentors or critical friends. Each partnership is expected to create an action plan for approval and submit a short summary report of their work in June. This year we have funded 18 teachers to participate in 9 PLPs.

2021-2022 Professional Learning Partnership Topics	
Literacy/UDL Incorporating Indigenous Storytelling in Fine Arts Empathy/Compassion in Communities Phonics Programs Indigenous Perspectives in Home Economics	Land and Language-Based Learning Indigenous Perspectives & Culture Secondary Arts Programs CBT focus on student Health and Wellness

A special thanks to the Professional Development Committee: Nora Moslin, Jennifer McAdams, Sarah Armstrong, Danielle Chaisson, Laura Berlanda, Gitanjali Mitchell, Suki Davis, Loa Richardson, and Terri Zolob well as to our Executive Assistants Tricia Grajek and Jenn Madill for their work in advancing professional development across this district.

Respectfully submitted,

Kristin Singbeil  
Pro D Chair