

May 9, 2023

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, 2022 to January 31, 2023.

**BUDGET:**

Expected revenue for 2022-2023 is approximately \$424,000. Of those funds the greatest share, \$200,000, 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 November 31, 2022 is included with this report. The middle column reflects revenue and expenditures to November 31, 2022.

**Individual Teachers' Professional Development Funds: \$200,000 + \$10,000 for TTOCs**

With the 2022-2023 school year, we are beginning the second 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 previous year, current year and next year of the funding cycle. This amounts to \$900: \$300 in the first year and \$300 each for the second year and \$300 in the final 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.

Typically, the majority of individual professional development funds are used toward supporting members in their ability to attend conferences outside of Nanaimo. We have a professional development website which we update as needed to share new pro d opportunities with teachers. There are still plenty of virtual options being provided which increases engagement. Individual funds have been used by teachers to attend a variety of conferences and workshops, for Provincial Specialist Association (PSA) membership fees, and to purchase professional resources. It has been great to see an increase in use of funds to travel to conferences again, especially to support our PSA.

This year's PSA Day was held on October 21, 2022. The British Columbia Teachers' Federation has 32 unique PSAs, nearly all of which hold their annual conference on PSA Day. We saw a switch back to in person events this year for PSA but many still opted for a fully online or a blended model. The online options were often at a lower cost which made this option preferable for TTOCs or new teachers with fewer funds. We had a number of applications for travelling to Whistler for the math conference and to Delta for the Intermediate teacher's conference.

**Capacity Building Grants: \$0**

Our membership voted to keep this budget line at zero. 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. The funds typically placed here was used instead to focus on funding collaborative activities such as Professional Learning Groups and Professional Learning Partnerships and to increase out District Day budget to allow for increased costs since the last time the event was held in person.

**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 \$65,000**

There has been plenty of excitement to hold an in-person event for the first time in a few years at Dover Secondary. At the end of last year, our committee had booked anti-racist educator Joe Truss as our keynote to lead our day in our theme of “Rise up and Redesign”. Our event was held on Feb. 6, 2023, with over 60 sessions for members to choose from. Three of these will be held offsite, one at Wildwood ECO-Forest, one at Woodlands to participate in workshops hosted by learning alternatives teachers, and finally at McGirr interested participants will learn how to play Pickleball.

**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): \$50,000**

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 topics and activities explored by their colleagues. This year we have funded 200 teachers to participate in 30 unique PLGs.

<b>2022-2023 Professional Learning Group Topics</b>	
Diversity in Libraries	Reconciliation
Library Collaboration	Diversity in Libraries 2.0
Community	Family Studies
Story Workshop	ADST
Literacy - French Programs	Speech
Literacy – English Programs	Music
Numeracy	Film Production
Land Based Learning	Social Emotional Learning
Assessment	Kindergarten
Loose Parts	
Shape Coding	

**Professional Learning Partnerships (PLPs): \$25,600**

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.

<b>2022-2023 Professional Learning Partnership Topics</b>	
Phonics	SEL
Library Diversity	Numeracy
Global Perspectives	

**Professional Learning Mentorship: ~116,000 (Unused Remedy Funds) ~261,000 (BSPSEA Settlement)**

Through a provincial settlement agreement, the NDTA received a lump sum of money to conduct mentorship in our district for our membership. Currently, our Mentorship program looks very similar to our Professional Learning Partnership program in providing 4 release days for two members to work together. We have opened up the mentorship criteria to include teachers, not in the first 5 years of their career, who have switched subject/grade levels. This shift has allowed for us to support the professional knowledge of our members beyond the beginning of their careers. This is important because the educational landscape of our district, province, and country is constantly shifting.

There are 27 mentoring partnerships on the go with a variety of topics that range from Outdoor education to Numeracy/literacy focuses. One of the partnerships I would like to highlight is Mike Dang at Wellington who opened is outdoor education classroom to a mentee looking to get an outdoor education program started in their school.

A special thanks to the Professional Development Committee: Nora Moslin, Sarah Armstrong, Laura Berlanda, Suki Davis, Loa Richardson, Sean Lawrence, Aimee Blow and Terri Zolob well as to our Executive Assistants Christina Andrews, Marlene Hicks, Natalia Hrebennykova and Jannika Sanchez for their work in advancing professional development across this district.

Respectfully submitted,

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Pro D Co-Chairs