

March 30, 2024

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 1 2023 to January 31, 2024.

BUDGET:

Expected revenue for 2023-2024 is approximately \$470,000. Of those funds the greatest share, \$305,000, 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 February 2024 is included with this report. The middle column reflects revenue and expenditures to February 28, 2024.

Individual Teachers' Professional Development Funds: \$305,000 + \$10,000 for TTOCs

With the 2023-2024 school year, we are in the final 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 all 3 years of the funding cycle. This amounts to \$1,000: \$300 in the first year and \$300 each for the second year and \$400 in the final year (pro-rated to FTE). Teachers Teaching on Call have access to \$400 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 professional opportunities with teachers. 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 20, 2023. The British Columbia Teachers' Federation has 32 unique PSAs, nearly all of which hold their annual conference on PSA Day. Many of these options were in person with some options for online workshops as well. The online options were often at a lower cost which made this option preferable for TTOCs or new teachers with fewer funds.

With the ability to use all 3 years of funding, many teachers used their funds to attend the Provincial Intermediate Teacher's Association conference in Whistler in April 2024. Funds were used for release time, conference fees and travel costs.

Capacity Building Grants: \$20,000

This year we re-introduced Capacity Building Grants. These grants allow up to 10 people to apply for an additional \$2,000 towards attending a conference or event with a global context. \$800 of each \$2,000 is reserved to be spent on release time, billed at \$400 per day. The additional funds can be used to cover other

costs and these are often used in conjunction with individual funds. Those who take part in these grants are expected to report their learnings at a future ProD event.

The committee approved use of all 10 of these grants with teachers attending events and conferences in Las Vegas, Scotland, and Toronto. Topics covered ranged from kilt making, speech and language to making documentaries.

Local Facilitators' Account: \$15,000

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 \$70,000

This year we had a new approach to District Day. The committee offered multiple offsite options for teachers to attend as well as many offerings at Dover Bay secondary. We opted out of a keynote this year and instead offered longer sessions. This was appreciated by most partaking in the day. We are looking to instead have a featured speaker as opposed to a keynote for next year.

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. We reached the end of this budget line in March 2024.

Professional Learning Groups (PLGs): \$99,200

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 41 unique PLGs.

The budget was increased as we changed the allotment to \$400 per person as opposed to the \$250 that was allocated in the past. This was to account for the cost of supplies and resources as well as to keep it the same as the cost of release time.

2023-2024 Professional Learning Group Topics

<ul style="list-style-type: none"> Book Clubs Learning from the Salish Sea Breakout Games Laser Engraving PHE Executive Functioning Literacy Story Workshop STEM Bins Literacy in Nature Trauma Informed Practice Poverty Story Boxes Play Based Curriculum K-3 Reading Programs Graphic Novels 	<ul style="list-style-type: none"> Communication Language Disorders Morphemes Science of Reading Beading Inclusion Cultural Awareness Music Tech Loose Parts Diversity Audit Diverse Characters Community Nature Journalling UFLI Complex Behaviour FUNC Reading Challenge
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Professional Learning Partnerships (PLPs): \$25,500

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 20 teachers to participate in 10 PLPs.

2023-2024 Professional Learning Partnership Topics

<ul style="list-style-type: none"> French Language Development Environmental Stewardship Engaging Reluctant Learners Fine Motor Skills Bytedeck 	<ul style="list-style-type: none"> Student Engagement Place Based Learning Math Breakout Boxes Immersion Math/STEM UFLI
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Professional Learning Mentorship

This year the NDTA enacted a new mentorship committee. This committee has taken on the work of structuring our mentorship practices under the guidance of our Professional Issues Officer, Chris Perrier-Evely. They will be submitting a separate report.

A special thanks to the Professional Development Committee: Kiala Silverton, Sarah Armstrong, Laura Berlanda, Suki Davis, Loa Richardson, Jeff Webb, Aimee Blow, Andrea Doak, Kristin Singbeil and Miranda Satermo as well as to our Executive Assistants Christina Andrews and Jannika Sanchez for their work in advancing professional development across this district.

Respectfully submitted,

Danielle Chaisson
Pro D Chair