

June 2, 2025

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 2024 to June 1, 2025

**BUDGET:**

Expected revenue for 2024-2025 is approximately \$512,000. 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 April 2025 is included with this report. The middle column reflects revenue and expenditures to April 30<sup>th</sup>, 2025.

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

With the 2024-2025 school year, we in 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 first 2 years of the funding cycle. This amounts to \$600: \$300 in the first year and \$300 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.

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. 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 25th, 2024. 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.

**Capacity Building Grants: \$10,000**

These grants allow up to 5 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.

**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.

**Kwám'kwúm'stuxw í nučám'atstuxw Day (formerly District Day) \$70,000**

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. This year, our day was cut short due to snowy weather.

**Supplemental Release: \$34,000**

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

**Professional Learning Groups (PLGs): \$72,000**

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 more than 30 PLGs.

**Professional Learning Partnerships (PLPs): \$18,000**

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 20 teachers to participate in 10 PLPs.

A special thanks to the Professional Development Committee: Kiala Silverton, Sarah Armstrong, Melody Barta, Suki Davis, Loa Richardson, Jeff Webb, Jenn Pattern-Regier, Meg Thompson, Kristin Singbeil and Sam Hawkins as well as to our Executive Assistants Natallia and Yamma for their work in advancing professional development across this district.

Respectfully submitted,

Danielle Chaisson  
Pro D Chair