

DATE: September 13, 2011
TO: Board of Trustees
FROM: Edgar Schmidt, Superintendent of Schools
SUBJECT: Funds for 2012-2013 Professional Improvement Program
ORIGINATOR: David Fraser, Executive Director, Corporate Services
RESOURCE STAFF: Renée Thomson, Bonnie Zack
REFERENCE: Teachers' Collective Agreement, Clause 23

ISSUE

It has been a long-standing practice in the District to bring to Trustees at this time of year, a request for an allocation of money from the subsequent year's budget for the purpose of granting Professional Improvement Program leaves and/or tuition support.

RECOMMENDATION

That the allocation of \$1,200,000 from the 2012-2013 operating budget for the purpose of granting professional improvement leaves and/or tuition support for the 2012-2013 school year be approved.

BACKGROUND

For a number of years, Edmonton Public Schools has recognized the importance of supporting teachers in accessing professional development opportunities. As early as 1946, the District granted leaves with pay to teachers participating in a limited number of professional learning activities. In 1952, access to professional development was expanded and a fixed allowance in lieu of salary was introduced for teachers on a sabbatical leave for study purposes. In 1971, the fixed annual allowance was replaced with one based upon years of experience. The current practice of providing tuition support, in addition to paid professional improvement leaves, for teachers undertaking professional development through the Professional Improvement Program was introduced in 2003.

RELATED FACTS

The Professional Improvement Program is guided by Clause 23 of the Teachers' Collective Agreement. The clause speaks to a number of aspects of the program, including the maximum amount of money the Board may allocate for the program.

Clause 23.7 states the maximum amount the Board may allocate as "3/4 of 1% of the annual grid costs, calculated as of the preceding November 30". For the past five years, this amount has exceeded two million dollars and is expected to remain at approximately that level in the next several years.

CONSIDERATIONS & ANALYSIS

The \$1,200,000 amount being recommended is consistent with the amount of funding approved for the 2011-2012 school year.

Attachment I outlines the history of tuition support granted over the past ten years. Attachment II shows a ten-year comparison of the total number of applications received and the number of successful applicants.

NEXT STEPS

Establishing the fund at this time allows the District to move forward with communicating information about the program so that staff members can begin formalizing their study plans, which in many cases, includes making application to a post-secondary program.

Decisions regarding the granting of leaves and tuition are typically announced by early March. Staff members can then begin to make firm commitments regarding their studies and schools and central services can begin to plan and make staffing decisions.

Upon approval of this request the attached timeline will be followed (Attachment III).

ATTACHMENTS & APPENDICES

ATTACHMENT I Professional Improvement Program History
ATTACHMENT II Comparison by Year of Successful Teacher Applicants
ATTACHMENT III 2012 – 2013 Professional Improvement Program Timeline

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ATTACHMENT I

PROFESSIONAL IMPROVEMENT PROGRAM HISTORY						
YEAR	FUND MAXIMUM AS PER CLAUSE 23.7	APPROVED BUDGET	% OF MAXIMUM	ACTUAL \$ GRANTED FOR LEAVE	APPROVED TOTAL LEAVE FTE	ACTUAL \$ GRANTED FOR TUITION
2002-03	1,787,173	1,079,200	60%	950,500	20.52	n/a
2003-04	2,026,521	1,200,000	59%	837,569	15.66	72,995
2004-05	2,037,432	1,200,000	59%	994,320	18.62	114,045
2005-06	2,232,456	1,200,000	54%	1,036,637	18.35	105,341
2006-07	2,307,846	1,200,000	52%	934,471	15.76	169,269
2007-08	2,342,776	1,200,000	51%	938,042	15.46	150,920
2008-09	2,392,026	1,300,000	54%	763,271	11.67	274,958
2009-10	2,504,746	1,300,000	52%	382,159	6.54	349,969
2010-11	2,774,936	1,200,000	43%	756,640	12.19	306,366
2011-12	2,899,830	1,200,000	41%	768,459	15.65	316,283
2012-13		1,200,000 Recommended				

ATTACHMENT II

**COMPARISON BY YEAR OF SUCCESSFUL
TEACHER CERTIFICATED APPLICANTS**

<u>YEAR</u>	<u>TOTAL NUMBER OF APPLICANTS</u>	<u>NUMBER SUCCESSFUL</u>
2002-03	32	27
2003-04	43	30
2004-05	49	33
2005-06	61	40
2006-07	67	51
2007-08	68	45
2008-09	53	50
2009-10	64	64
2010-11	60	58
2011-12	87	84

ATTACHMENT III

2012-2013 Professional Improvement Program Timeline

Activity	Date
Need To Know News item and application information package available to staff online	October 28
Information meetings for interested staff (4:15-6:00 p.m. Conference Centre, Centre for Education)	November 28 December 6
Obtain data to compute maximums as per Clause 23.5 of Teachers' contract	November 25
Due date for applications	January 13
Processing of applications <ul style="list-style-type: none">• Check for completeness• Acknowledgement letter• Compile background – previous paid leaves, degrees, grid placement, years of service, summary of request, projected costs• Prepared for review by principal committee	January 13 - February 3
Facilitate review by committee of principals <ul style="list-style-type: none">• Prepare packages for review• Conduct mini practice workshop	January 16 - 27 Week of January 30 (due back February 3)
Compile background information with input from principal assessments	February 3
Prepare recommendation to superintendent	February 17
Approval of Leaves by Superintendent	February 24
Communication of Approvals <ul style="list-style-type: none">• Phone calls from Personnel Staff Development to principals or supervisors of teachers• Phone calls by superintendent to principal applicants• TM to Board• Staff Update distributed through Need to Know News Package• Letters to all applicants including contracts for those successful	February 27-29 February 27 March 9 March 9 March 9