

## EDMONTON PUBLIC SCHOOLS

January 26, 2010

TO: Board of Trustees

FROM: E. Schmidt, Superintendent of Schools

SUBJECT: Joint Edmonton Public Teachers Local and Edmonton Public Schools Professional Development Framework

ORIGINATOR: J. Bidulock, Assistant Superintendent

### RESOURCE

STAFF: Nataalka Bilotta, Ed Butler, Rodney Corkum, Bev Crossman, John Edey, David Fraser, James Gerun, Patrick Johner, Betty Tams, Bonnie Zack

### INFORMATION

This report is being presented to Board by the Joint Committee examining professional development issues related to teaching staff. The report will also be presented to the Edmonton Public Teachers' Council of School Representatives on January 27, 2010.

The Joint Committee was created through a Letter of Commitment from the Superintendent to Edmonton Public Teachers Local 37 of the ATA dated December 11, 2007 (Appendix I). The main purpose was to address the issue of the availability and use of funds for professional development activities related to individual teacher growth plans. In addition, the committee was to examine issues related to the availability and use of funds for professional development activities for substitute teachers.

Following a number of in-depth discussions about professional development, it became evident that it was important to agree on a broad definition of professional development. It was essential to outline the context of professional development as connected to individual growth plans, school/DU priorities and plans, as well as district priorities and plans; highlight the range of possible professional development opportunities available; and identify potential funding supports. As a result of this consensus, one of the key undertakings of the Joint Committee was to develop a Joint Edmonton Public Teachers Local and Edmonton Public Schools Professional Development Framework (Appendix II).

The following documents were foundational to the development of the Joint Edmonton Public Teachers Local and Edmonton Public Schools Professional Development Framework:

- Alberta Education – *Teacher Growth, Supervision and Evaluation Policy*
- *Teacher Quality Standards (TQS)*
- Edmonton Public Schools - Administrative Regulations GGCA.AR and GLC.AR
- Edmonton Public Schools - *Principal Quality Practice Standard (PQPS)*
- Article: *A Guide to Comprehensive Professional Development Planning*
- ATA News: *Professional Development Programs: No Two Are Alike*

- Article: *Professional Development: A great way to avoid change*

While the work of the Joint Committee has resulted in the development of a Joint Professional Development Framework, it is recognized that there will be a need to continue to work collaboratively as the information is communicated to district administrators, teachers and substitute teachers. The committee believes it is important to enhance awareness and understanding that professional development is the wide range of activities school district staff engage in, individually and collectively, to improve their practice and enhance student learning. In addition, the committee believes that continued emphasis would be placed on supporting the professional obligations of administrators and teachers for meaningful participation in professional development. While it is not the mandate of the committee to evaluate the effectiveness of professional development, District and Local information related to the impact of the committee's work would be monitored.

### **Next Step**

A recommendation will be coming from this committee to both parties, Edmonton Public Teachers Local 37 of the ATA and Edmonton Public Schools, that the committee's mandate be extended for the purpose of implementing and communicating the Joint Professional Development Framework. The committee's work would include developing a resource to support the Framework and clarifying funding sources and processes for teachers on contract and substitute teachers.

JB:bjs

APPENDIX I: Letter of Commitment (page 3)

APPENDIX II: Joint Edmonton Public Teachers Local and Edmonton Public Schools Professional Development Framework (page 4)



Board of Trustees  
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December 11, 2007

The Alberta Teachers' Association  
 10010 – 142 Street NW  
 Edmonton, AB T5N 2R1

Attention: Deb Davidson, Executive Assistant

Dear Deb:

I understand that during this year's round of negotiations, representatives of Edmonton Public Teachers' Local 37 of the ATA expressed a desire to address the issue of the availability and use of funds for professional development activities related to individual growth plans.

Pending agreement by the Association, Edmonton Public Schools proposes that within thirty (30) days of the signing of this collective agreement, a Joint EPSB/ATA Professional Development Committee, consisting of an equal number of representatives from the Board and the Local, be formed to examine professional development issues related to teaching staff.

The Terms of Reference shall be developed by the committee and will include, but not be limited to an examination of issues regarding the availability and use of funds for professional development activities related to individual professional growth plans. Discussions may pertain to such activities as courses offered by a recognized university, workshops or conferences sponsored by the ATA, ATA Specialist Councils, professional development consortia or Alberta Education or any other professional development activities which meet a professional growth need.

The committee will also examine issues related to the availability and use of funds for professional development activities for substitute teachers.

Minutes of the committee meetings and written recommendations shall be provided to the Local and the Board on an ongoing basis.

The committee will provide a final report to the Board and Local by December 31, 2008.

I trust that this indication of intent will assist you in meeting your needs.

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Schmidt'.

Edgar Schmidt  
 Superintendent of Schools

ES:DF:cls

c David Fraser, Managing Director, Personnel Services

Bright futures  
 begin here

 The logo consists of the text 'Bright futures begin here' in a serif font, with a stylized sunburst graphic to the right of the words 'begin here'.

# Joint

Edmonton Public Teachers Local and Edmonton Public Schools

January, 2010

## Beliefs

We believe professional development is the responsibility of the individual, school and district. Professional development:

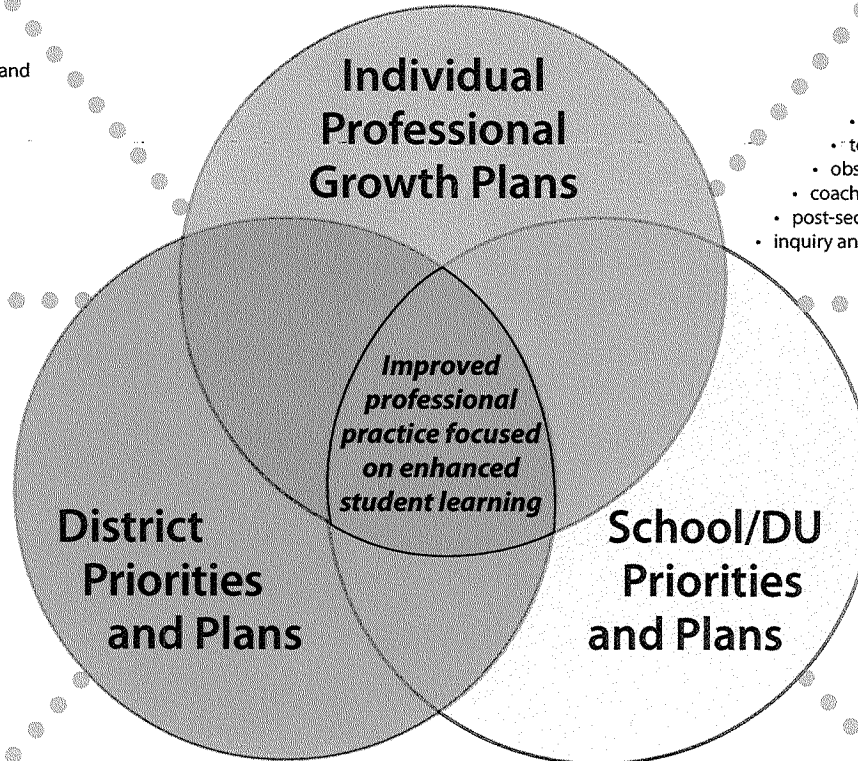
- responds to and reflects individual, school and district needs;
- supports both short and long term goals;
- includes on-going self assessment and reflection;
- reflects commitment to continuous professional growth; and
- improves practice to enhance student learning.

## Possibilities

Professional practice may improve as a result of a variety of involvements, such as:

- professional reading;
- professional dialogue and collaboration;
- professional networking;
- participation in curriculum development activities;
- participation in an in-service or series of in-services;
- participation at conferences;
- participation on professional committees;
- on-line learning;
- technology enhanced learning;
- observation of professional practice;
- coaching and mentoring;
- post-secondary course work and/or training; and
- inquiry and action research.

# Professional Development Framework



## Context

Professional development is intentionally planned through the process of developing an individualized professional growth plan.

Professional growth plans include:

- goals;
- plans; and
- reflections.

Professional development supports individual, school and/or district needs.

Teacher Quality Standards (TQS) and/or Principal Quality Practice Standards (PQPS) guide professional development planning.

## Potential Funding Supports

Teachers may access funding support and resources through a variety of means, such as:

- New Teacher Induction Program;
- School Professional Development Funds;
- Teacher Development Tuition Support Program;
- Clause 23: Professional Improvement Program;
- AISI Allocations;
- Consulting Service Allocation and Service Delivery Hours;
- Supply Teacher Development Fund;
- Membership Fees for ATA Specialist Councils;
- ATA Scholarships; and
- Alberta Education Bursaries.

## Professional development

is the wide range of activities staff engage in, individually and collectively, to improve their practice and enhance student learning.

