

Checklist for School PD Reps

- Assist teachers in finding appropriate PD activities. This could be via email, a school bulletin board, verbal announcements, etc.
- Manage the school accounts.
- Annually revisit and ratify the School PD Policy.
- Chair your school-based PD Committee.
- Assist teachers in accessing additional funds made available through STA support:: Educator as Researcher, Priority Funds, LSA support.
- Attend training sessions and district meetings as necessary.

Checklist for Individual Teachers

- Be proactive with your PD plans.
- Keep a record of the PD activities you have attended.
- Join your school-based PD Committee.
- Join a PSA and/or LSA.
- Communicate your PD successes with administrators, colleagues and parents.

Professional Development Contacts

STA ProD Chairperson
hmair@sides.bc.ca

TOC ProD Chairperson
tocprod@sd63.bc.ca

STA Office Phone: 778-426-1426
STA Office Fax: 778-426-0716

BCTF Professional Development
<http://pdonline.bctf.ca/>

BCTF Provincial Specialist Associations
<http://www.bctf.ca/about/psa/>

District Resource Teachers:
Diana Wiseman
Irene Ennis
Brock Simmonds

ProD Resources

ProD Handbook
School ProD Chair
Idea Sharing and Pro D Folder in the “Briefcase” on Zimbra
STA Website – ProD page

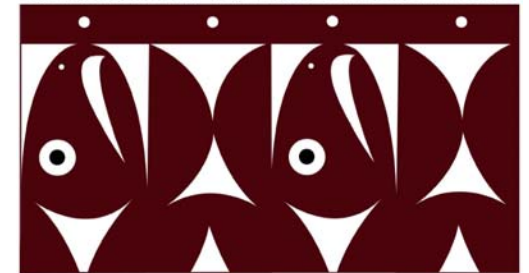
Ongoing ProD Activities:

Pro-Growth Council
STA Priority Funds
Professional Book Clubs
Educator as Researcher

UNDERSTANDING

PROFESSIONAL DEVELOPMENT

SAANICH TEACHERS' ASSOCIATION



BCTF Members Guide Goal 7:

To promote professional growth of teachers through the continuous development of pre-service, internship and in-service education.

History of Professional Development

In 1972, professional development was added to the school calendar at the request of teachers. The inclusion increased the number of days of work for teachers with no loss of instructional days for students.

Topics for ProD days come from the classroom experience of learning and teaching. Teachers decide individually and collectively.

Recent Attacks to ProD

1. Strong hints from the Minister of Education that the College of Teachers will control ProD. Such control has already affected Ontario teachers. There, the provincial government tried to require that teachers take a prescribed number of courses over a fixed period to keep their teaching license. This was eventually reversed.
2. Teachers are giving up their right to control their own ProD by abdicating it to administrators instead of participating in collaborative decisions around staff ProD. Autonomous control of professional development is a part of what makes teaching a profession not a trade.
3. The myth that many parents have that ProD is a waste of teachers' and students' time. The responsibility for this perception is ours. It is important to inform parents and students of the ProD activities we are taking part in and, where appropriate, invite them to participate so that they can see and learn for themselves the value of ProD.

Collective Agreement Articles Pertinent to ProD

D.14.3 The regular work year for teachers shall include: a) No fewer than five (5) non-instructional days for professional development and/or parent-teacher interviews and/or report card preparation

F.4.2 Two of the five available non-instructional days as prescribed in Article *D.14.3 (a)* shall be used for teacher professional development activities as approved by the Joint Professional Development Committee.

F.4.3 Three of the five available non-instructional days as prescribed in Article *D.14.3 (a)* shall be used for staff determined activities.

F.4.4 The school staff or Association or Joint Professional Development Committee shall submit to the Board before June 30 of each year requests for dates for professional development activities.

F.4.5 If it is necessary to change the date of a non-instructional day, application for such change should be made to the Board as soon as possible.

F.4.6 The Board will continue to consider some modification of the regular school schedule to facilitate an effective parent/teacher consultation program.

F.4.7 All non-instructional days shall be considered as instructional days for salary purposes.

2014-2015 NID Saanich School District

Oct. 24 – Individual (F.4.2)

Nov. 7 – Staff determined (F.4.3)

Nov. 10 – Staff determined (F.4.3)

Feb. 20 – Individual (F.4.2)

April 24 – District Directed

May 4 – Staff determined (F.4.3)

*The collective agreement lists 5 NID days. The 6th day was added to the calendar and is directed by the district.

On the three staff determined days listed above, staffs may decide to (a) do PD activities as individuals or as a group OR (b) do report card prep or parent-teacher interviews.

Who Decides on the Topics?

Teachers! According to article F.4.2, two days are for individual plans and according to article F.4.3, three days are set aside for school-based plans. School-based decisions will be made with the consensus of the staff. Clearly, no one on staff should have the right to decide or give veto to a decision made by the collective.

To ensure that your staff is adequately represented in planning ProD days establish an active ProD Committee at your school. Include your School-Based ProD Rep and other interested educators. Also, you may want to consider conducting a needs assessment with your staff. This could be formal or informal. Knowing what your staffs needs are, makes things easier!