



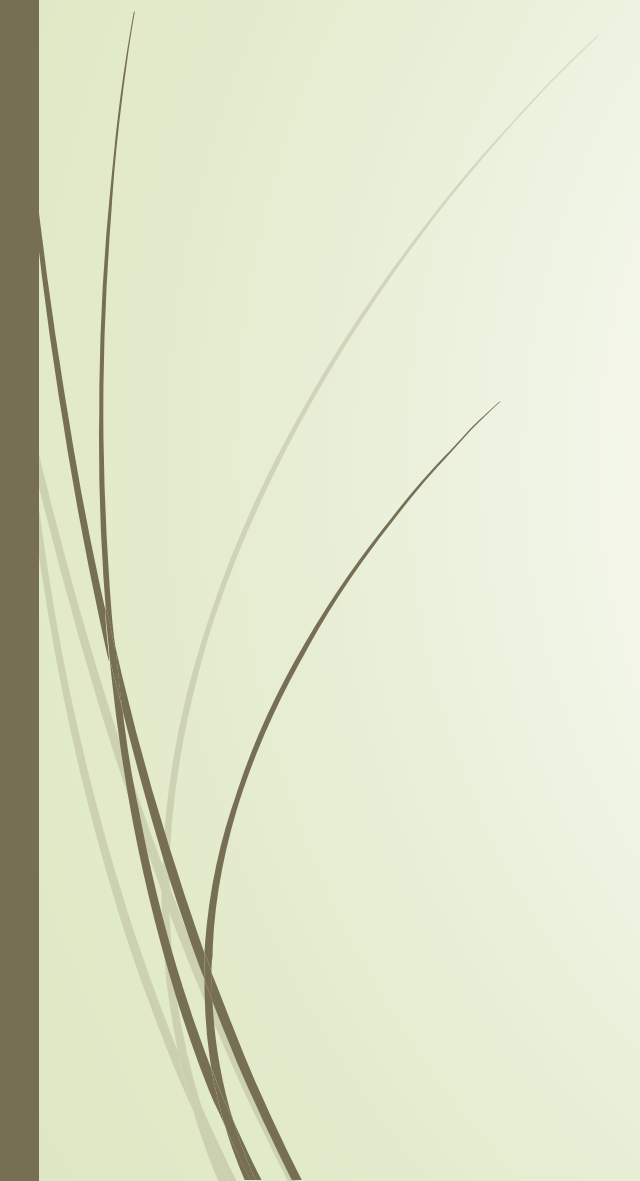
STA / SSD Contractual PD 2023 - 2024 Review

► Topics for presentation

- Rationale for Professional Development
- Overview of the Contractual PD Program
- Funding Criteria / Oversight
- PD Committee / Responsibilities
- PD Categories / Funding Amounts / Categories
- Trends in PD
- 2023 – 24 Financials
- Challenges and Recommendations



Rationale for Professional Development

- To Fulfill Professional Learning Plan / School / Divisional Goals
 - To Be More Effective in Addressing Classroom Diversity
 - To Support Students' Individual Needs
 - Professional Learning Objectives
 - Professional Growth
 - Learning New Techniques, Processes or Materials
 - Developing / Enhancing Qualifications
 - Embracing Learning Opportunities
 - Professional Commitment to Improve
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Overview

The Contractual Professional Development Fund (CPDF) (article 28 of the Collective Agreement) was created as a result of the Sunrise School Division and Sunrise Teachers' Association collective bargaining in the 2018-2022 school year. All previous CPDF amounts and conditions stay in effect with the new Collective Agreement.

The CPDF is intended to stimulate individual professional growth and provide financial assistance for as many teachers as possible. All teachers, except those on leave, have access to funds regardless of contract time.

This assistance will be used to fund attendance at **conferences, seminars, webinars, workshops, and professional programs** organized by outside agencies. It may also be used to fund attendance for **collaborative, teacher-initiated** professional development activities as per the guidelines.

Funding allocation is on a first – come basis.

The annual funding allocation is \$120,000.00

Funding Criteria / Oversight

3.01 – Criteria-

At least one of the following criteria will be used to review and make decisions on individual applications:

- i. Divisional Goals
- ii. School Goals
- iii. “Teacher Professional Learning Plan” Growth Plans / Goals
- iv. Teaching Assignment

Oversight

Two Layers

1. All Application forms must have the principal and/or supervisor signature authorizing the leave. Principals, Clinicians and Program Leaders require the signature of the Superintendent or designate.
2. PD Committee review process *prior* to approval.

PD Committee / Responsibilities

1.01 – Membership

The Contractual Professional Development Fund Committee shall consist of up to five (5) members:

- i. The Association President
- ii. Professional Development Chairperson (volunteer)
- iii. Up to three (3) members-at-large (volunteers)

The members-at-large shall be appointed by the committee chair and approved by council.

1.02 – Duties and Responsibilities of the PD Committee

The Contractual Professional Development Fund Committee shall have the responsibility to:

- i. Ensure that the CPDF functions as outlined by the Collective Agreement
- ii. Review and make decisions on individual CPDF applications
- iii. Review reports on the activity of the CPDF on a regular basis
- iv. Provide information to the Sunrise School Division and the Sunrise Teachers' Association on the experience of the CPDF

Categories/Funding Amounts 2023-2024

Funding Amounts Available

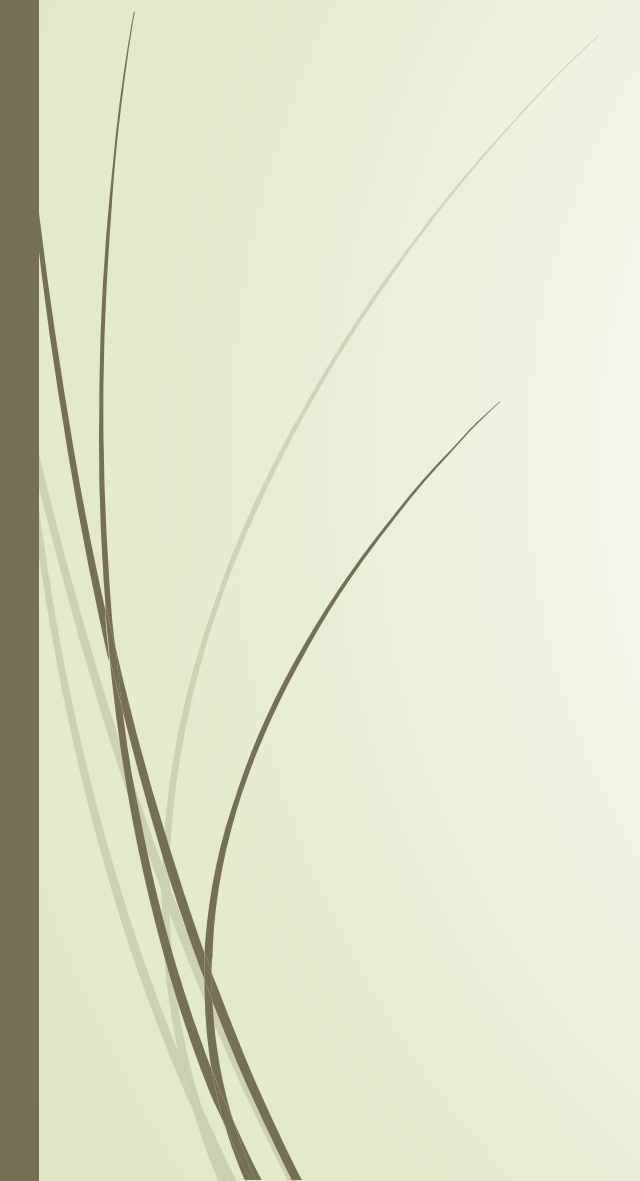
▶ In-province PD	
- No Substitute required	\$650.00
- Substitute required	\$900.00
▶ Out of province PD	
- No Substitute required	\$1650.00
- Substitute Required – Up to three days of Sub costs in addition to the \$1650.00	
▶ University Courses	\$650.00
▶ NEW! PD Resources	\$100.00

Application Numbers by Categories

<u>Total Number of PD Applications</u>	136
Cancellations	02
Number of non submitted claims	26
PD's By Category	
Local (Manitoba)	88
PD Resources	01
Out of Province National	20
International	0
University	25
Cancellations	<u>02</u>
<u>Total</u>	136



2023-2024 Trends

- ▶ University Courses (Counselling, Guidance, Student Support Services, and Administrator/Leadership)
 - ▶ Trauma, Mental Health, Wellness, Emotional Regulating
 - ▶ Conferences
 - ▶ Literacy
 - ▶ Technology
 - ▶ Physical Education
 - ▶ Orton-Gillingham
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Financial Report

STA PD Fund TOTALS 2021-2024

Category	2023-2024	2022-2023	2021-2022
MTS PD Day	\$19,726.21	\$10,595.10	\$12,509.78
Committed PD (some funds went unclaimed)	\$104,789.90	\$69,078.06	\$49,756.34
PD Paid Out	\$96,958.77	\$67,187.06	\$38,469.47
Total	\$116,684.98	\$77,782.16	\$50,979.25

Challenges and Recommendations

Challenges

- Guidelines were not followed by many applicates which caused a delay in processing or missed opportunities.
- Approved applications cancelled without notifying the PD Committee.
Money committed remains committed until the Committee receives notification from applicant.
- Late submissions for reimbursement which leads to funds being accessed out of the next years fund.
- Finding volunteers to step up and be a part of the committee

Recommendations

- Tighter guidelines on reimbursement. Guidelines state 30 days after the PD activity and we are adhering to this
- Still looking into an online application process where all documentation must be uploaded in order to submit the application. However, we first must find a webmaster to create, submit, and update the website.



Thank You

Questions?