



Professional Growth PROGRAM



Professional Growth Program Unique to Burnaby School District

Burnaby School District's Professional Growth Program for teachers is the result of a unique collaboration between the District, the Burnaby Teachers' Association and the Burnaby Principals' and Vice-Principals' Association. Created in 1990, it is based on the belief that each teacher will strive to be the best educator they can be. The Professional Growth Program allows teachers to be self-determining and reflective about their growth and learning as teaching professionals.

Excerpt from the Collective Agreement:

1. SUPERVISION, PROFESSIONAL GROWTH AND ASSESSMENT

This provision applies to all temporary contract and continuing contract teachers.

Recognizing that continual improvement of instruction is a major goal in Burnaby schools, the parties commit themselves to an ongoing supervision and assessment program which incorporates active involvement and reflective self-assessment, on the part of each teacher. This program is primarily intended to be developmental, providing for professional growth within a cooperative, supportive environment... Additionally, the parties acknowledge that a commitment of time and will is essential to the success of the program. Further, success is dependent on the Board providing appropriate financial resources.

(Provincial Collective and Local Matters Agreement – C.30 Teaching Performance: Supervision and Evaluation)

Professional Growth Program Process

Teachers will begin each school year with a process of personal reflection as the starting point of their individual professional growth plan. This will be followed up with purposeful dialogue between educators, a collaborative approach to development that enables individuals to be responsible for their own learning.

Teachers are expected to develop an individual annual plan of action for professional growth by [the first of November](#). The plan should:

- State a focus for the direction you wish to take in your professional growth;
- Identify colleagues you'd like to collaborate with in carrying out your plan; and
- Specify indicators that you will use in determining progress toward your goals.

PLAN GUIDE	GOAL	What do I want to work on?
	RATIONALE	Why do I want to work on it?
	MODEL	Who will I work with?
	ACTION	How do I achieve my goal?
	TIMELINE	When will I accomplish my goal?
	SIGNS OF SUCCESS	How will I know if my goal has been achieved?

Role of the Teacher



- Reflect on strengths, interests and needs
- Identify a focus of professional growth for the year
- Develop a plan of action which encourages thoughtful self-assessment, dialogue, and feedback
- Collaborate with colleagues
- Meet with the principal about your plan and arrange your professional growth release time
- Reflect on the plan throughout the year

Role of the Principal



- Ensure that both teacher and principal are familiar with all aspects of the plan
- Meet with each teacher to discuss their Professional Growth Plan
- Encourage teacher reflection
- Discuss what support may be required and offer assistance
- Collaborate with each teacher throughout the year to discuss progress and modifications

Role of the School-Based Professional Growth Committee



- Members include Professional Growth Representatives, administrators, and teachers
- Share the intent and purpose of the Professional Growth Program at the first staff meeting
- Support teachers in determining their focus for Professional Growth and suggest effective ways to use their Professional Growth release time
- Connect with the Pro-D Committee to share professional learning opportunities and resources related to individual professional growth plans
- Create ways to share Professional Growth topics and questions within the school or the District (i.e. bulletin boards, online forums, staff meetings, etc.)

“ To be a teacher in the right sense
is to be a learner. ”

~ Kierkegaard



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For more details on the Professional Growth Program:

<https://portal.sd41.bc.ca/human-resources/resources/professional-growth-plan>

Joint Professional Growth Committee 2017