

C.B.C.

2011 – 2012

COLLECTIVE BARGAINING COMMITTEE



FLYER

~ ANNUAL LEARNING PLAN ~
(A.L.P.)

SEPTEMBER 21, 2011

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FOR DISTRIBUTION THROUGH
"OECTA C.B.C. REPS." TO ALL TEACHERS

Teacher's Last Name

Teacher's First Name

Principal's Last Name

Principal's First Name

Name of School

Name of Board

Description of Teacher's Assignment (Grade(s), Subject(s), Full-time/Part-time, Elementary/Secondary etc.)

MANDATORY

Background to Inform Professional Growth Goals, Action Plan and Timelines. Recommended professional growth goals and strategies from the summative report of my most recent performance appraisal:

**OPTIONAL:
BUT MUST BE TAKEN INTO ACCOUNT**

Professional learning and growth that I have experienced over the past year(s):

OPTIONAL

Reflections on parental and student input to inform my professional learning and teaching practice:

*Note: Teachers are encouraged to consider parental and student input to inform their professional learning and teaching practice. This is not a mandatory component.

OPTIONAL

Professional Growth Goals	Professional Growth Strategies to Help Reach Goals	Rational for Professional Growth Goals and Strategies	Action Plan and Timelines
MANDATORY	OPTIONAL	OPTIONAL	MANDATORY

Annual Learning Plan (ALP) (Sample Form)	Appendix D (continued)
<p>Other Comments (Teacher)</p> <p style="text-align: center;">OPTIONAL</p>	
<p>Other Comments (Principal)</p> <p style="text-align: center;">OPTIONAL</p>	
<p>Date of Next Review and Update of the Annual Learning Plan</p> <p style="text-align: right;">MANDATORY</p> <p style="text-align: right;">Date (yyyy/mm/dd)</p>	
<p>Principal's Signature: My signature indicates that the teacher consulted with me to review and update the Annual Learning Plan</p>	
MANDATORY	MANDATORY
Date (yyyy/mm/dd)	
<p>Teacher's Signature: My signature indicates that I reviewed and updated the Annual Learning Plan in consultation with my principal.</p>	
MANDATORY	MANDATORY
Date (yyyy/mm/dd)	
Appendix D: Annual Learning Plan	

Implementing the Revised TPA Process for Experienced Teachers

The Annual Learning Plan (ALP)

- Each experienced teacher must have an ALP each year that includes the teacher's professional growth objectives, as well as his or her proposed action plan and timelines for achieving those objectives.
- In conducting this annual review and update, teachers, in consultation with their principal, must take into account their learning and growth over the year and the summative report of their most recent performance appraisal.

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Implementing the Revised TPA Process for Experienced Teachers

The Annual Learning Plan (ALP)

- In the first year that a teacher is no longer considered a new teacher, he or she must develop an ALP.
- The ALP is teacher authored and directed and is developed in a consultative and collaborative manner with the principal.

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Implementing the Revised TPA Process for Experienced Teachers

The Annual Learning Plan (ALP)

- Teachers are encouraged to take parent and student input into account in developing, reviewing and updating their ALP each year.
- In an evaluation year, the teacher and principal must review and update the teacher's current ALP in a meeting as part of the performance appraisal process.
- In a non-evaluation year, a meeting is not required but is recommended. A meeting is required to take place at the request of either the teacher or the principal.

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