Revelstoke Teachers' Association
PROFESSIONAL DEVELOPMENT
Information Guide

WHAT IS PROFESSIONAL DEVELOPMENT?

Professional development is a process of continuous growth through involvement in programs, services, and activities designed to enable teachers, both individually and collectively, to learn and grow professionally.

PROFESSIONAL DEVELOPMENT IN ACTION

Each school year you have access to five pre-scheduled professional development days. Of the five, one day is hosted by the Professional Specialist Associations (occurring in October) and the remainder are administered by the RTA Professional Development Committee or are filled at the individual discretion of the member (that's you!). Additional opportunities for professional development are also available via the Teacher Inquiry Program, Teachers Learning Collaboratively, the district hosted Mentorship Program and so much more. Reach out to your local PD Representative or Chairperson for more information.

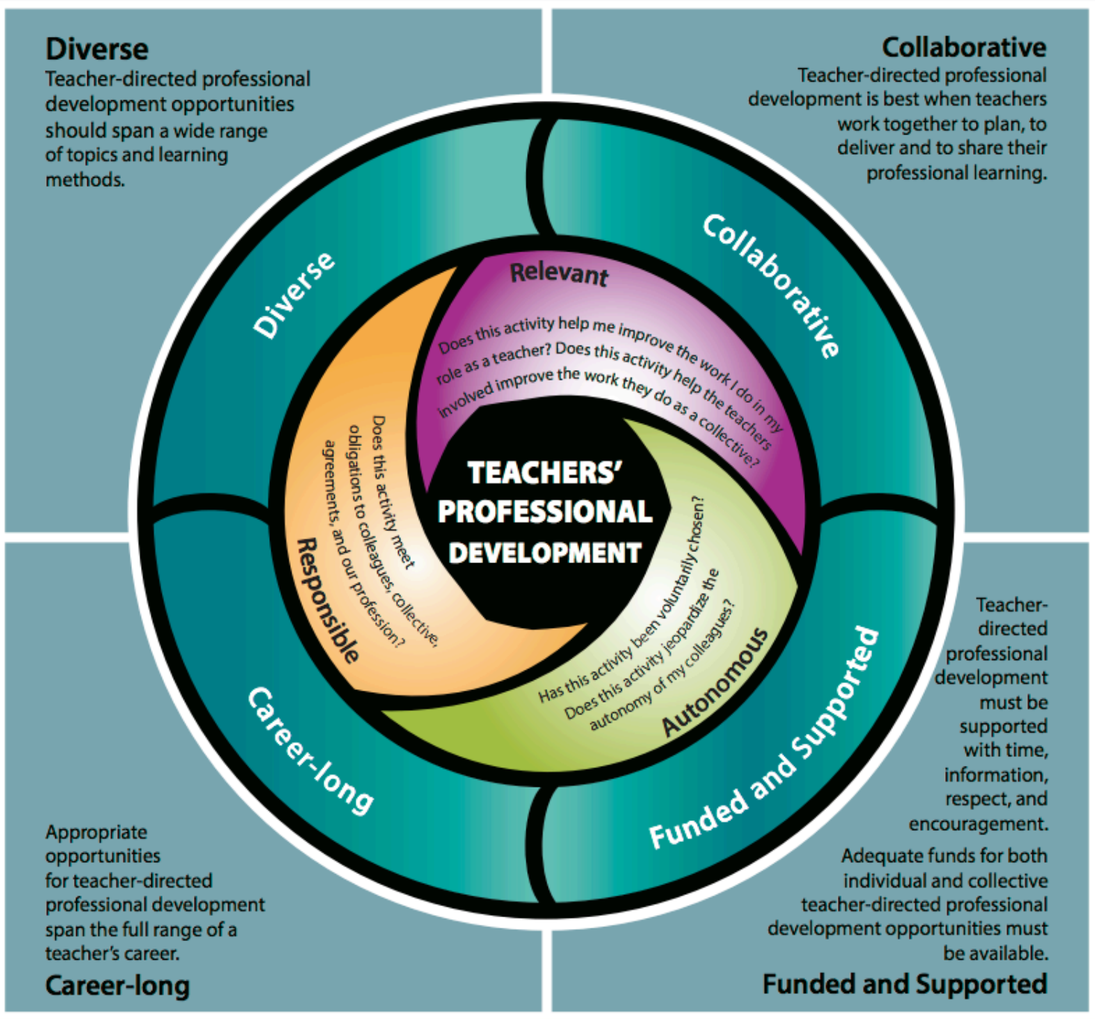
RTA PD COMMITTEE

1. Chairperson(s)
2. School Reps
   a. AHE (1)
   BVE (1)
   CPE (1)
   RSS (3).
3. TTOC Rep
4. RTA Rep

PROFESSIONAL AUTONOMY

"Professional autonomy is the freedom for teachers to choose professional development that will best support them to meet the diverse needs of students and to implement the curriculum within their collective agreement as well as their district and local union policies and procedures" (PIAC "Professional Autonomy Lens").

In regards to professional development, autonomy gives you the freedom to select a learning opportunity that best reflects your needs as an educator and helps to improve your professional practice. It is the responsibility of each teacher to exercise their autonomy judiciously in order to ensure its preservation.



RESPONSIBILITY OF THE INDIVIDUAL TEACHER

As professionals, teachers are to take ownership of their professional development by participating in learning that adheres to their pedagogical needs/goals and to the BCTF PD Lens. Teachers are responsible for keeping track of their own professional development including completing necessary PD forms in a timely fashion (prior to undertaking PD activities), keeping track of personal PD accounts (once they are made aware by a Committee member in late October), and familiarizing themselves with the RTA Professional Development Handbook.

Please see the RTA Professional Development Handbook for additional information regarding individual Committee member and the Committee as a Whole responsibilities.

PROFESSIONAL DEVELOPMENT FUNDING, DISBURSEMENT, AND PERSONAL ACCOUNTS

Funding for professional development is established through contractual language. Funding is held in three accounts: Individual Professional Development Accounts, a District Professional Development Committee General Trust Fund, and a Teachers-Teaching-On-Call Professional Development Account.

A teacher working at 1.0 FTE will receive three hundred and fifty dollars ($350) annually. Of this amount three hundred and twenty dollars ($320) goes into individual accounts (amounts are prorated according to FTE) and thirty dollars ($30) is contributed to the PD General fund (to be administered by the Committee). Additionally, a total of seven hundred dollars ($700) is contributed to the TTOC Professional Development account annually.

In order to access individual accounts, contractual teachers must fill out and submit a PD form to the District. Individual funds are based on one's FTE at the end of September, accumulate year over year, and are nontransferable. Account balances are updated by PD representatives each year in late October.

TTOCs may access funds once they have worked a minimum of 5.0 FTE days in the district. If attending District PD a TTOC may be allotted an honorarium of $125 per day (to a maximum of $300). Disbursement of funds is at the discretion of the RTA President and the overall account balance. Inquiries should be directed to the RTA President.

A PD DAY IS APPROACHING... WHAT DO I DO?

1. Consider your professional development needs. Are you looking to expand your understanding of assessment? Literacy? Outdoor Education?
2. Consider professional development offerings (such as those put on by the RTA PD Committee, Professional Specialist Associations, and or individually sourced PD).
3. Make a decision (be sure to consult the BCTF PD Lens to ensure your choice is appropriate).
4. If applicable, check that you have the appropriate funds (or are content with paying the associated costs).
5. Fill out and submit a Teacher Professional Development Form to your school PD representative. Be sure to include all pertinent information and receipts for rapid reimbursement.

This information guide is an overview of essential professional development content for RTA members. To find more information please consult the RTA Professional Development Handbook located on the RTA website under the heading **Professional Development**.