



**North Vancouver
Teachers' Association**

NVTA Budget Priorities

April 6, 2021



North Vancouver
Teachers' Association

Resources

Professional Development Funds

Mentorship Coordinator

Resources

- ▶ A wide variety of updated resources are needed in schools.
- ▶ Teachers cannot reasonably find all the resources needed simply by searching the internet and those resources they can find are not the high quality, purpose-made, audience appropriate resources that can be purchased.
- ▶ Beyond the subject based lessons, updated resources support teachers to meaningfully incorporate important social justice learning (ex. Black History, Climate Justice, SOGI).

Resources

- ▶ Textbooks - include extensive supports
- ▶ On-line resources
- ▶ Library books
- ▶ Classroom books
- ▶ Teacher Guides
- ▶ Resource kits - locally developed
 - ▶ Subject specific
 - ▶ Issue Specific



Professional Development Funds

- ▶ There has been no change to the Professional Development funds provided to teachers since 1996.
- ▶ The current level of PD funding provides considerably less than \$100 per teacher each year.
- ▶ Other districts augment PD funds to ensure teachers can access opportunities.
- ▶ The cost of PD opportunities has increased even more than simple inflation costs.



Professional Development Funds

- ▶ In order for teachers to engage in meaningful professional development outside our District, they must spend hundreds of dollars of their own money.
- ▶ This makes attending workshops and other paid PD opportunities out of reach for many teachers.
- ▶ The district organizes learning opportunities for teachers but teachers also need to be able to participate in professional development that meet their personal goals for improvement and growth.

Mentorship Coordinator

- ▶ In recent years, there has been a huge influx of new teachers.
- ▶ The Joint Mentorship Program has struggled in recent years to build on progress from year to year, exacerbated by the lack of a coordinator.
- ▶ Currently, all members of the committee are doing this work in addition to full time assignments.



Mentorship Coordinator

- ▶ Many Metro Vancouver school districts have a mentorship coordinator whose focus is on building a structured mentorship program and supporting new teachers .
- ▶ Investing in mentorship now will support teachers and students for years to come as both new teachers and mentors benefit from participation in a strong mentorship program.
- ▶ Robust mentorship programs have also been shown to support teacher recruitment and retention.

