

## SD 72 Professional Development Funding Allocation Model

### Rationale

The Core Pro D Committee was tasked with reviewing the current Pro D funding allocation model. Feedback from the BCTF indicated that Pro D guidelines must be aligned across the district for all schools and individuals. Variations in Pro D guidelines at different school sites resulted in inequitable access to Pro D funds, with some teachers having greater access than others. Our updated Pro D funding allocation model and funding use guidelines will be published in our district's Pro D Handbook.

Following several after-school meetings, the CRDTA members of the Core Pro D Committee developed an initial funding allocation proposal. The CRDTA members then met for a full day to further refine the proposal, which was subsequently shared with the full Core Committee, school Pro D Representatives, and the broader membership. Feedback was invited from all groups and carefully reviewed by the Core Committee.

Based on this feedback, the CRDTA members of the Core Committee met again for a full day to develop a revised funding model. The majority of feedback supported an increase to Individual Pro D allocations, with a per-FTE allotment directed to schools. The new funding model reflects this feedback and prioritizes equity and consistency across the district.

An increase to Individual funds supports The [BCTF Professional Development Lens](#) and the [Professional Standards for BC Educators](#), Standard 7.

### 7 | Educators engage in professional learning.

Educators engage in professional learning and reflective practice to support their professional growth. Educators recognize and meet their individual professional needs through various learning opportunities. Educators develop and refine personal philosophies of education, teaching and learning that are informed by research, practice and the Professional Standards for BC Educators.

### Background and History

Pro D funding is calculated annually based on:

- **1%** of the gross annual wages of teachers under contract, and
- **0.5%** of the gross annual wages of administrators.

TTOC wages are not included in this calculation. Funds are calculated in September and released in October.

Pro D funds are distributed across three areas:

- Individual Pro D
- School-based Pro D
- Core Pro D

There has been no increase in Individual Pro D funding for approximately eight years.

During the pandemic, a surplus of Pro D funds accumulated and was used to support initiatives such as TTOC grants for Pro D days, increased collaboration grants, flat-rate TTOC support, and district-wide Pro D events. This surplus has now been expended. As a result, the Core Pro D budget no longer carries sufficient surplus to sustainably support all previously funded initiatives at the same level.

## **New Funding Allocation Model and Guidelines**

### **Individual Pro D**

- Increase to \$400 per 1.00 FTE
- Cap at \$4000
  - No further allocations added until below the cap amount
  - Does not include Remedy added to Pro D
- Teachers must use Individual funds first, before asking for a Special Request Grant through Core Pro D

### **School-based Pro D**

- \$150/FTE plus add \$1000 to Cortes/Sayward/Quadra
  - cap at 3x yearly allocation
  - grandfather in existing balances
  - must submit a Pro D plan to receive funding for the year
  - no self-directed funds or individual subsidies provided to teachers from school-based funds
  - Individual subsidies can be requested through Special Request grants with Core Pro D
  - Schools may release teachers for Pro D events and initiatives that support the school's Pro D plan

- could use for school or small group collaboration, speakers, food, supplies, resources, support for designated departments or designated priorities.
- Special Requests may be considered for special/extenuating events/travel or to support new teachers if the staff decides and it is included in the plan submitted.
  - Acknowledging unique or rare opportunities to engage in Pro D that might otherwise not be possible
- schools can pool their resources

## **Core Pro D**

### **TTOC days**

- No TTOC or part-time teacher grants to attend Pro D days.
- Future grants may be considered if funding allows

### **Flat Rate for TTOC days**

- Set at Provincial average \$550-\$575

### **Collaboration grants**

- \$70,000-\$80,000 with two intake times in September and February
- Could increase depending on available funds

### **Release time for School reps**

- (2) ½ days, work with admin and teachers to create mandatory plan
- Plans will be due October 15th

### **Special Request Grants**

- Cap at \$500
- Ask once every 3 years
- Must use Individual funds first
- Appeals to Core Pro D Committee

### **Surplus from Caps**

- Should there be surplus funds available, the Core Committee will decide how to disperse these funds either through additional funding grant opportunities, or through special requests. Surplus amounts will be shared at the October Core Pro D meeting.

## Appeals Process

- Any individual or group may present in writing to the Pro D Coordinator or the Pro D Chair an Appeal for Reconsideration of a Professional Development decision. The Pro D Coordinator shall bring this Appeal for Reconsideration to the Core Pro D Committee for discussion and reconsideration.

## Professional Development Budget

<b>Predicted Pro D allotment</b>	<b>396500</b>
Administration	85000
Teachers (\$400/FTE)	138800
Schools (\$150/FTE)	55142
Core Budget	117558
<b>Core Budget</b>	<b>117558</b>
Collaboration grants	70000
TTOC grants	0
Dist. Day/Speakers	8000
Special Requests	12000
New Teachers Conference Grant	4000
Food/Misc	1500
Book Club	1500
TTT grants	1000
Specialist fees	4000
TTOC flat rate support	4000
Release planning days	10000
	<b>=116000</b>