Teacher Learning and Leadership Program:
Developing Teacher Knowledge and Practice
Development of the Collaboration

• A new Minister of Ed. takes office-2004
• A working table on Teacher Development is established.
• TLLP is written establishing a collaboration between OTF and the Ministry in 2007.
Context of Ontario

• The most populous province-39% of 33.6 million in Canada
• 60% of 225,000 immigrants annually
• 95% of students attend public schools
• 126,000 teachers in 4 unions under OTF
• 100% of funding comes from the province
• Plus equity adjustments
Goals for TLLP

• To support experienced teachers to undertake self-directed professional development

• To help develop leadership skills in sharing and spreading exemplary practices

• To facilitate exchange by working and collaborating with others, creating materials, developing new knowledge.....
Developing a Proposal

• Coherence built on respect, responsibility, results – the 3 R’s
• Attention to adult learning including choice, collaboration, differentiation
• Goal oriented – job embedded connected to student learning
• Sustainable over time
• Evidence informed by formal and informal data
Choosing a Topic

• Teaching and learning strategies in all content areas
• Technology integration
• Competencies for teaching in minority contexts
• Professional Learning Communities
Providing the Supports

• After gaining approval of their proposal teachers come to the first conference.

• Leadership Skills for Teachers – including budget knowledge, dealing with conflict, working with colleagues, sharing online

• Towards the end of the year – Sharing the Learning

“Tell me and I forget, teach me and I may remember, involve me and I learn.”

-Benjamin Franklin
Providing Research Evidence

• 600 projects, 3,300 teachers, 7 cohorts
• Analyzed 20% of final reports
• 85% of projects with team or another person
• Most popular topics – differentiated instruction, literacy, technology, PLC,s
• Improve knowledge, dev. strategies, new tools, better community relationships
• Money, time, support
Developing Teacher Leadership

• Figuring out how to organize a project
• Creating activities, materials, structures
• Working with peers that push ideas forward
• Producing knowledge and operationalizing it
• Learning to manage a budget
• Sharing learning with others in school & beyond
Challenges of TLLP

- Time single biggest problem
- Some find teachers who are resistant
- Some find it hard to gain teacher commitment
- Personal problems sometimes get in the way
What can we learn?

• Teachers can learn leadership by doing it
• A teacher can be the professional developer
• Their idea, their mode of work, with support
• Policies and practices can be co-created
• 95% of the teachers are satisfied with T LLP
• Inside knowledge and outside knowledge
• Teachers can expand PD boundaries