

September 16, 2011  
D/BU #26/2011-2012



## Growing Success PD Needs Survey

To: District/Bargaining Unit Presidents  
From: Ken Coran, President

### For Immediate Action

*Growing Success* is the Ministry of Education's Provincial Assessment, Evaluation, and Reporting policy document. It was released on April 22, 2010 and became official policy on September 2010. All Ontario Boards of Education were required to develop, in consultation with their stakeholder groups including OSSTF/FEESO, board-wide policies and procedures on the following topics:

- i. The lowest grade to be included on Provincial Report Cards for students in grades 9 to 12;
- ii. Dealing with late and missed assignments for students in grades 7 to 12; and
- iii. Dealing with cheating and plagiarism for students in grades 1 to 12.

Many of the English Public Boards of Education used 2010 as a pilot year to develop their board-wide Assessment, Evaluation, and Reporting policies and to begin the implementation of *Growing Success* at the board, school, and classroom levels. The efficiency of implementation of *Growing Success* at the board and school levels has varied greatly across the province. One of the main issues has been the lack of appropriate Professional Development (PD) opportunities offered by boards to OSSTF/FEESO members to facilitate the implementation of *Growing Success* at the school and classroom levels.

The attached survey has been developed to determine what *Growing Success* related PD has already been given by the Boards to OSSTF/FEESO members at the school level. The other objectives of the survey are to determine what PD topics our members still require and the preferred method of delivery for these topics by the Ministry and Boards.

The data will be collected by District and the information from the respondents will be collated to provide a provincial, Ministry regional, and board perspectives in order to assist OSSTF/FEESO in its lobbying efforts.



The Provincial Office is encouraging all members to respond to the survey. The survey will be accessible on the Provincial Website effective September 19, 2011 and will be active until at least October 16, 2011.

The following link to the survey can be emailed to all members in order to encourage participation:

<https://www.surveymonkey.com/s/GrowingSuccessPDNeeds>

Districts and Bargaining Units are encouraged to post a web-link to the survey on their websites. The information to create the web-link is as follows:

<a href="https://www.surveymonkey.com/s/GrowingSuccessPDNeeds">Click here to take survey</a>

The survey should take approximately 10 minutes to complete. Members are also encouraged to add comments in order to provide fuller context to their responses. The individual responses will be anonymous.

If you have any questions about the *Growing Success* PD Needs Survey, please contact Marc Robillard at the Provincial Office or by sending him an email at [robillm@osstf.on.ca](mailto:robillm@osstf.on.ca). The Provincial Office thanks you and all of your members who will provide us with important information on the implementation of *Growing Success* which will help OSSTF/FEESO in its lobbying strategies with the Ministry and local boards.

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DBU26-GS\_PD Needs\_Survey.Sep 2011

**Protecting and Enhancing Public Education**  
**Protéger et faire avancer l'éducation publique**

**Ontario Secondary School Teachers' Federation**  
**Fédération des enseignantes-enseignants**  
**des écoles secondaires de l'Ontario**  
60 Mobile Drive, Toronto, Ontario M4A 2P3

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TEL 1.800.267.7867  
FAX 416.751.3394  
[www.osstf.on.ca](http://www.osstf.on.ca)



# Growing Success PD Needs

## Introduction

This survey is being conducted by OSSTF/FEESO to determine the Professional Development (PD) members require from the Ministry of Education and/or their employer in order to successfully implement Growing Success in their schools and classrooms.

The Ministry of Education's Assessment, Evaluation, and Reporting Provincial Policy document can be accessed through the following URL:

[www.edu.gov.on.ca/eng/policyfunding/growSuccess.pdf](http://www.edu.gov.on.ca/eng/policyfunding/growSuccess.pdf)

Your responses will be collated at the District, Regional, and Provincial levels to help OSSTF/FEESO lobby the Ministry of Education and local school boards to develop and provide appropriate PD opportunities for all members.

The information collected through this survey will help focus the content of the PD, determine the best delivery model, and identify the target audience.

The survey will take approximately 10 minutes to complete.

Thank you for taking the time to provide your input on this important topic.

## OSSTF/FEESO District

By identifying which OSSTF/FEESO district each respondent comes from will help identify the PD needs at the school board, regional, and provincial levels.

**\*1. Please identify your current OSSTF/FEESO District by choosing one from the following list.**

**\*2. Please identify your current Bargaining Unit.**

**Feel free to specify your current job title and work environment (Grade level, type of course, subject area, semestered vs non-semestered school, year-round school, non-classroom assignment, ...) to provide further context for your responses.**

Please specify:

## Growing Success PD Needs Assessment

# Growing Success PD Needs

The purpose of this section is to gather information about the respondent's level of knowledge about the provincial and board related assessment, evaluation, and reporting policies and procedures as well as the PD received so far by their employer.

**3. The Ministry of Education released the document Growing Success on April 22, 2010. This document updated, consolidated, and clarified the Provincial Assessment, Evaluation, and Reporting Policies. Please answer the following questions related to the Growing Success Document.**

	YES	NO	N/A
You are aware that Growing Success is now the Provincial Assessment, Evaluation, and Reporting Policy Document for Grades 1 to 12.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have been given a printed copy of the Growing Success document.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have been provided with an electronic copy of the Growing Success document.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have been given a link to access the online version of the Growing Success document.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please add comments to provide a fuller context to your answers.

## Growing Success PD Needs

**4. The Ministry of Education has given the responsibility to each Board in Ontario to develop Board-wide policies, after consulting with community partners including OSSTF/FEESO, in three (3) specific areas related to assessment, evaluation, and reporting practices at the secondary school level.**

**Please indicate if you have been provided with your Board's Policy on the following topics:**

	YES	NO
Dealing with Late & Missed Assignments for students in Grades 7 to 12	<input type="radio"/>	<input type="radio"/>
Dealing with Cheating & Plagiarism for students in Grades 1 to 12	<input type="radio"/>	<input type="radio"/>
Lowest mark that can be reported on a Provincial Report Card for students in Grades 9 to 12	<input type="radio"/>	<input type="radio"/>

Please feel free to add comments to provide further context to your answers.

# Growing Success PD Needs

## 5. Please indicate if you have received any Professional Development (PD) at your school in the past two (2) years on the following topics:

	YES	NO
How to Use Electronic Marking Programs (MarkBook, GradeQuick, ...)	<input type="radio"/>	<input type="radio"/>
Short & Long Term Unit/Course Planning	<input type="radio"/>	<input type="radio"/>
Writing Personalized Report Card Comments	<input type="radio"/>	<input type="radio"/>
Assessment Strategies for English Language Learners	<input type="radio"/>	<input type="radio"/>
Assessment For Learning: How to Use Formative Assessments	<input type="radio"/>	<input type="radio"/>
Credit Recovery Programs	<input type="radio"/>	<input type="radio"/>
How to Provide Descriptive Feedback	<input type="radio"/>	<input type="radio"/>
Daily Lesson Planning	<input type="radio"/>	<input type="radio"/>
E-Learning	<input type="radio"/>	<input type="radio"/>
Knowledge/Understanding, Inquiry/Thinking, Communication, and Applications/Making Connections (KICA)	<input type="radio"/>	<input type="radio"/>
Assessment As Learning: Helping Students Become Independent Learners	<input type="radio"/>	<input type="radio"/>
Numeracy (Math Literacy) Strategies	<input type="radio"/>	<input type="radio"/>
Assessment Strategies for Students with Special Education Needs	<input type="radio"/>	<input type="radio"/>
Literacy Strategies	<input type="radio"/>	<input type="radio"/>
Differentiated Instruction (Pyramid of Interventions, Tiered Approach, Universal Design for Learning, ...)	<input type="radio"/>	<input type="radio"/>
Provincial Achievement Chart	<input type="radio"/>	<input type="radio"/>
How to Determine a Final Grade for a Report Card	<input type="radio"/>	<input type="radio"/>
How to Deal with Late & Missed Assignments	<input type="radio"/>	<input type="radio"/>
How to Evaluate Learning Skills & Work Habits	<input type="radio"/>	<input type="radio"/>

## Growing Success PD Needs

How to Deal with Cheating  
& Plagiarism

Please indicate any other AE&R PD Topics you may have received in the past 2 years.

## PD Topics Related to Growing Success

# Growing Success PD Needs

**6. Please indicate the level of importance of receiving Professional Development on each of the following topics related to Growing Success. Please feel free to add comments for any of the topics.**

	Not Necessary	Neither Necessary Nor Unnecessary	Somewhat Necessary	Very Necessary	N/A
Assessment, Evaluation, & Reporting Practices in Credit Recovery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment Practices for English Language Learners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Differentiated Instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lesson Planning Strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment As Learning (Student's develop their own self-assessment skills.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Judgement of Teachers: What does it mean?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluating Learning Skills & Work Habits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing Descriptive Feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment For Learning (Formative Assessment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dealing with Cheating & Plagiarism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Determining a Report Card Grade	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing Personalized Report Card Comments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assessment Practices for Students with Special Education Needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short & Long Term Course Planning Strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dealing with Late & Missed Assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions of Other PD Topics related to Growing Success you would like to receive from your employer.

# Growing Success PD Needs

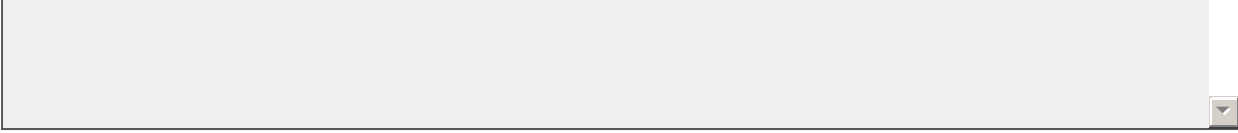
## Format of PD Delivery

**7. As funding becomes available please indicate your preferred delivery models for Growing Success related PD from the Ministry of Education or your local school board. Feel free to add comments about any of the delivery models listed or to suggest other PD delivery strategies.**

	Not Effective	Neither Effective Nor Ineffective	Somewhat Effective	Very Effective	N/A
Peer Coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to Online Articles & Journals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moderated Marking/Peer Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Learning Community (PLC) Cross-Departmental	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of Model Classroom Visits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job-embedded PD within Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference with Panel Discussions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional Learning Community (PLC) within Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactive Webinars	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Train-the-Trainer Model	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference with an Assessment Guru as Keynote Speaker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to Print Assessment, Evaluation, & Reporting Resources (Books, Posters, Pamphlets, ...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online Presentations (Not Interactive)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions of Other PD Delivery Models

## Growing Success PD Needs



### Final Comments Section

**8. Please feel free to add any comments or suggestions that you may want to share.**



### Thank You!

Thank you for completing the survey. Your input will help OSSTF/FEESO in its lobbying efforts with local school boards and the Ministry of Education. The following are two websites that may be of interest to you:

The [www.connect2assess.ca](http://www.connect2assess.ca) is being developed by secondary school classroom teachers for secondary school teachers. It is an OTF/FEO project financially sponsored by the Ministry of Education and endorsed by OSSTF/FEESO, OECTA, and AEFO. The website can be accessed through a link on the OTF/FEO website at [www.otffeo.on.ca](http://www.otffeo.on.ca)

The [www.eduGAINS.ca](http://www.eduGAINS.ca) website is Ministry developed and contains an Assessment, Evaluation, and Reporting (AER) section. There is a link to this site on the provincial OSSTF/FEESO website at [www.osstf.on.ca](http://www.osstf.on.ca).

If you have any further comments or questions please contact Marc Robillard at the provincial office by sending an email to [robillm@osstf.on.ca](mailto:robillm@osstf.on.ca).

Thank you for taking the time to contribute your ideas and suggestions to help fellow OSSTF/FEESO members from across the province.