



Pro-D Newsletter

A BIG thank you to the 24/25 Pro-D Committee

JUNE 2025

Matt Huang - Pro-D Chair - SE

Kathy Macfarlane - DTA 1st VP

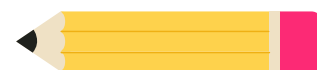
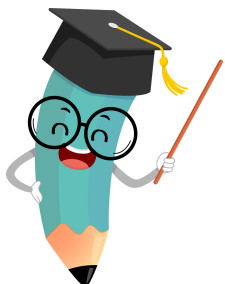
Fiona Higgs - DCC

Luana Foulkes - SH

Louise O'Brien - NG

Elen Nikas - SA

Tanja Cvekic - EB



A Message from the Pro-D Chair...

We made it! This has been quite the year for me as I get acquainted with my role as the DTA PD Chair. I would like to thank numerous people who have provided guidance and support: past chair Jeanie McKay, the DTA Table Officers Alison Kerr, Kathy Macfarlane, and Sandra Cadez, DTA Office Staff Jane Randazzo and Brianna Redwood, and the DTA PD Committee members: Elen Nikas, Fiona Higgs, Louise O'Brien, Luana Foulkes, and Tanja Cvekic.

I would also like to provide my congratulations to two previous DTA PD Chairs, Jeanie and Fiona, as they retire. Jeanie has been the PD chair since I joined the DTA Executive and has always provided positivity, knowledge, and wisdom to all the meetings. Fiona, with her experience, frequently provided insight and background on the rationale behind current practices. Although the PD committee will miss them, we're also happy for their retirement.

For the rest of us non-retirees, I wish everyone a restful and rejuvenating summer. Those who are thinking of taking advantage of PD opportunities in the summer should know that the DTA's fiscal year is July 1st - June 30th, so if you've maxed out your PD funds for the 2024-2025 school year, you can apply for funding for PD that takes place on or after July 1st. Applications for regular PD must be submitted at least 14 days prior to the conference/workshop, and applications for credit courses must be submitted before the course begins. The DTA Office is closed for the Summer between June 30th and September 1st.

Cheers,
Matt Huang, DTA Pro-D Chair



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Changes for Next Year

Speaking of maxing out PD funds, each year the DTA PD Committee meet and discuss policy changes for the next year. We have agreed to increase the **maximum regular PD fund allocation** from \$700 per year for each member to **\$800** per year for each member starting July 1st 2025. The amount of money set aside for self-directed PD and the New Teachers' Conference has been adjusted to budget for this change. The other change is that reimbursement for travel only includes economy class.

You may have also noticed that we have updated all the PD application forms, which will streamline the administrative side of things. If you have printed a stack of the old forms and have them laying around somewhere, such as the staff room, please recycle them and use the new, streamlined forms. 😊

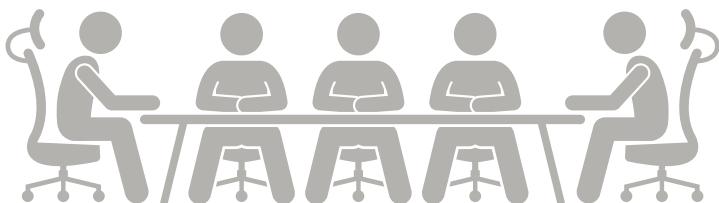
New CA Language for Pro-D

F.23.9 is one of the two new additions to PD that were bargained this year:

The District and the Association will engage in discussions to develop District-wide guidelines regarding individual professional development.

On Friday, June 13th, Alison, Kathy, and I met with Brooke Moore (District Principal of Learning Services) and Darren Duff (Director of Human Resources) regarding professional development. I was happy to see a lot of common ground between the employer and the union regarding the importance of professional development.

From this preliminary meeting I'm cautiously optimistic at the prospect of establishing a set of rules with the district so that all administrators are aware of the guidelines for attending alternative sites on professional development days. Our language compels us to continue meeting and discussing PD, and I will update you via the Weekly Update or PD newsletters after further meetings.



District Day Alternative

One change with the District budget for next year is that District PD Day will not happen in 2026 like expected. One idea I had for an alternative for 2026 is that we have our own day where teachers in the district meet according to subject area/grade level. Teacher volunteers will facilitate discussions on what's working at your school/classes, what challenges you seem to face, and brainstorming potential solutions and/or good pedagogical practice. That said, we may need to push this to an alternate date (or even year), because I've been informed of an anti-oppression multi-school symposium that the District is organizing. It will take place in November 2025 for elementary schools and February 2026 for secondary schools. Please see the poster under Pro-D Opportunities on the last page for more information.



JOIN NOW

Your 2025/2026 Pro-D Committee
Spots are available - join us!

Chairperson - Matt Huang - SE
Elementary - Louise O'Brien - NG
Elementary - Vacant
Secondary - Elen Nikas - SA
Secondary - Leanne McCutcheon -SA
Adult Educator - Vacant
Member-at-Large - Vacant
Member-at-Large - Vacant
Member-at-Large - Vacant
DTA 1st VP - Kathy Macfarlane

Interested? Email brianna@deltateachers.org to put your name forward to be elected at the Staff Rep Assembly in September.

THE PROFESSIONAL DEVELOPMENT LENS

At the centre of the lens are teachers and their learning, both as a collective and as individuals. The term "teachers' professional development" is used to highlight its use both in thinking about individual PD and PD as a collective endeavor.

The Inner Ring: Key criteria

The inner ring consists of three factors that are necessary for an activity to be considered professional development. If any of the three are not present, then the activity should not be seen as professional development.

The Outer Ring: Necessary factors

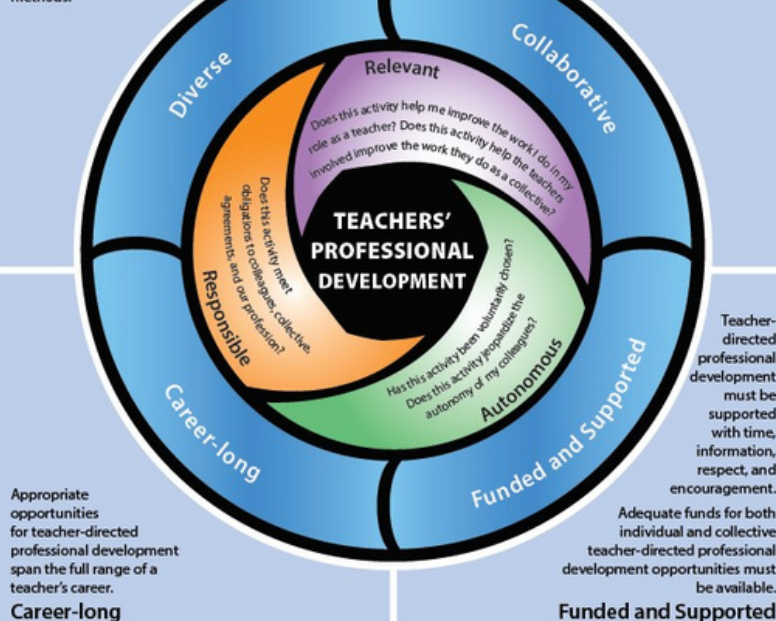
The factors in the outer ring are critical to the success of teacher-directed professional development as a collective endeavor. In turn, this collective work provides the necessary conditions for all teachers to be able to create their own rich tapestries of appropriate professional learning.

Diverse

Teacher-directed professional development opportunities should span a wide range of topics and learning methods.

Collaborative

Teacher-directed professional development is best when teachers work together to plan, to deliver and to share their professional learning.



BCTF
Kids Matter
Teachers Care

BCTF PROFESSIONAL DEVELOPMENT

#ThisIsMyPD

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The Inner Ring: Key criteria

The inner ring consists of three factors that are necessary for an activity to be considered professional development. If any of the three are not present, then the activity should not be seen as professional development.

a. Relevant

Does this activity help me improve the work I do in my role as a teacher?
Does this activity help the teachers involved improve the work they do as a collective?

b. Autonomous

Has this activity been voluntarily chosen?
Does this activity jeopardize the autonomy of my colleagues?

c. Responsible

Does this activity meet obligations to colleagues, collective agreements, and our profession?

The Outer Ring: Necessary factors

The factors in the outer ring are critical to the success of teacher-directed professional development as a collective endeavor. In turn, this collective work provides the necessary conditions for all teachers to be able to create their own rich tapestries of appropriate professional learning.

a. Funded and Supported

Teacher-directed professional development must be supported with time, information, respect, and encouragement.
Adequate funds for both individual and collective teacher-directed professional development opportunities must be available.

b. Career-long

Appropriate opportunities for teacher-directed professional development span the full range of a teacher's career.

c. Diverse

Teacher-directed professional development opportunities should span a wide range of topics and learning methods.

d. Collaborative

Teacher-directed professional development is best when teachers work together to plan, to deliver, and to share their professional learning.

The History Behind Remedy

As many teachers use their remedy funds towards PD, I would like to take this opportunity to remind teachers about the issues and history of remedy.

Remedy remains as divisive as ever. Some teachers at a school accrue it while others don't, not to mention often primary teachers don't accrue remedy despite putting in the work to get students Ministry Designations so that intermediate and secondary teachers can accrue remedy.

How did we get to this point? The short story is that the BC government ripped out class size and composition language from our collective agreements decades ago, and after more than a decade of legal challenges, in 2016 the Supreme Court of Canada deemed the removal of class size and composition language unconstitutional. This language was restored in our collective agreements, and districts scrambled to hire teachers to shrink classes. Knowing that it would have been impossible to immediately shrink classes to meet the old class size and composition language, the BCTF agreed to remedy as a temporary stop-gap measure. Unfortunately, with the teacher shortage, this temporary stop-gap measure is still an issue across the province almost a decade later.

In an ideal world, districts would follow class size and composition language and none of us would accrue remedy. The path to this ideal world is currently unclear, but one avenue is provincial bargaining. Members can go to the BCTF Bargaining Portal to see the two sides' opening positions on remedy, and what progress has been made towards bargaining by scanning the QR code below:



School Goals during Pro -D Days

We at the DTA office have noticed an alarming trend that administrators are pushing for school goals on professional development days. If this was done collegially between the administrator and the PD committee (and ideally with the input from teachers at the school), then that's fine. However, what happens is that administrators are denying members from attending other PD opportunities, removing teacher autonomy.

The DTA's stance, alongside the BCTF PD Lens, is that professional development is autonomous, so forcing everyone to work on school goals is not PD (and staff meetings would be a better place for that). If you're noticing this happening at your school, consider joining the PD Committee and providing your input.



BCTF

Provincial PSA Day

Friday, October 24, 2025

www.psaday.ca

Professional Development
organized and delivered
by teachers, for teachers.

There's something
for everyone!



Pro-D Opportunities



Delta School District **REGISTER HERE**

2025-2026 Multischool Symposium

ANTI- OPPRESSION and our schools

Keynote: Destine Lord



 24 November, 9am to 12pm **ELEMENTARY STAFFS**
20 February, 8:30am to 11:30am **SECONDARY STAFFS**

 **Examples of potential choice sessions**

- Intersection of LGBTQIA2S+ and culture
- Incorporating Indigenous Joy and Brilliance in curriculum
- The insidious language of ableism
- Addressing racism in class

AGENDA

- Welcome
- Keynote
- Break
- Choice Session
- Door Prizes
- Closure

*Staff at registered schools will be sent a link by the end of Sept to register for choice sessions.

Questions? Contact Brooke Moore
604.910.8119 bmoore@deltaschools.ca



mypoita
PROVINCIAL INTERMEDIATE AND MIDDLE YEARS TEACHERS' ASSOCIATION

IN-PERSON OCTOBER 24-25 IN MISSION - OCTOBER 24 ONLINE

CONFERENCE



Lena Palermo
AI in Education Inquiry

Adrienne Gear
Powerful Thinking in Reading
Non-fiction Writing

Shauna Nero
ELL, Core French,
Immersion Française

Friday, in-person and online workshops for Grades 4-9 teachers
Saturday, hands-on learning experiences

Early bird benefits until
noon September 30

mypoita.ca

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