

Q2 PROFESSIONAL DEVELOPMENT

Ottawa-Carleton District School Board
Building Brighter Futures Together @OCDSB

Q2 What are some ways that the OCDSB could improve how we support learning and well-being?

PD day agendas are too prescriptive We need more flexibility, teacher collaboration and less ideas coming from the top down. Schools ought to plan their own PD based on its unique needs

Secondary Staff

4.4 ★★★★★ (17)



More professional development guided by teacher input Too often PD is imposed by the Board and does not reflect what teachers need

Secondary Staff

4.3 ★★★★★ (13)



Allow teachers time within each school for PD that is useful to us, directed by teachers, that supports student learning Our current PD days have agendas set by the Board that do not serve teacher needs well

Secondary Staff

4.2 ★★★★★ (17)



Go back to giving teachers time to collaborate. There is such rich experience about the board, utilize it. If there is limited money for release time, then allow us to use our pd days to collaborate

Secondary Staff

4.2 ★★★★★ (16)



More input from teachers needed for PD Most board-directed PD sessions are not useful in the classroom. Topics of late have been repetitive and not a good use of time.

Secondary Staff

4.2 ★★★★★ (14)



I believe that although we have guidance counsellors, the OCDSB has to educate teachers about the basics of mental health. As someone who deals with anxiety, it's hard to have teachers who don't really understand it. If im feeling anxious, I should be able to take a break.

Students Grades 9 to 12

4.2 ★★★★★ (12)



More support for teachers There is a huge wave of mental health and behavioural issues heading toward high schools. Teachers are not ready or educated for that.

Secondary Parents and Guardians - 4

4.1 ★★★★★ (26)



More time to collaborate with other teachers within the school please. Consistency. Improved, better results. Sharing of good ideas.

Secondary Staff

4.1 ★★★★★ (16)



While some sites are engaging in meaningful staff-developed PD for PD days; board and ministry directives can sometimes be restrictive or repetitive. Ex: ministry continuing to insist on numeracy leads to PD that beats a dead horse.

Secondary Staff

4.1 ★★★★★ (16)



More time to work with colleagues to collaborate and develop and deepen our practice We improve our practice when we learn from each other and having the time to be able to do this is vitally important

Secondary Staff

4.1 ★★★★★ (13)



Provide time for teachers to collaborate with colleagues in order to improve course content and course strategies during PA days. We need time to share ideas and knowledge more often than once a year during our subject area PA day.

Secondary Staff

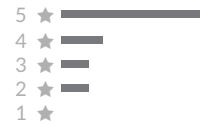
4.0 ★★★★★ (18)



Being consistent does not mean being identical. Collaboration does not mean indoctrination. Teachers need to have creative ability, using professional judgment, to depart from what their department and colleagues are doing without reprisals.

Secondary Staff

4.0 ★★★★★ (17)



Give teachers time to collaborate So we can share and learn from each other

Secondary Staff

4.0 ★★★★★ (17)



Support teachers with exciting and vital PD. Stop putting the wellness needs on teachers and hire adequate support staff. Teachers cannot solve every issue of every child. Their job is to teach and support student development. They are not counsellors or social workers.

Elementary Parents and Guardians - 2

4.0 ★★★★★ (14)



Instructional Coaching model needs to be reassessed and modernized. It is unclear about why there are so many instructional coaches when there isn't a capability to sustain PD due to the OT crisis.

Elementary Staff

3.9 ★★★★★ (23)



PD has been non-existent in the Board for the last year. This is important to give teachers current info and to allow teachers to network and to share ideas. Teachers today are working in isolation.

Elementary Staff

3.9 ★★★★★ (22)



Value our people by prioritizing their growth, learning and well-being. Relationships are key to motivation, purpose and meaning. We need to invest in our people.

District Office and Centrally Assigned Staff

3.9 ★★★★★ (19)



Make it possible for amazing OCDSB staff to promote well-being by giving them release time to collaborate on new initiatives.

Teachers want to support students but are dealing with many different demands. Make time for them to prioritize this work!

Secondary Staff

3.9 ★★★★★ (17)



We need time and resources to continue to improve our instruction through the collaborative inquiry process. Build capacity in our instructional leaders by giving them opportunities to lead collaborative inquiry amongst their colleagues.

Secondary Staff

3.9 ★★★★★ (16)



Ensure high quality teacher training opportunities It is important for teachers to stay up to date about advances in educational practices.

Secondary Parents and Guardians - 3

3.9 ★★★★★ (13)



i would really like to see the OCDSB learn more about topics; such as racism, gender diversity, sexuality, bullying, etc. so it is easily and actually helpful for both sides. in my experience, teachers and admin tend to be a little on the blind side when it comes to these

Students Grades 9 to 12

3.9 ★★★★★ (12)



Get creative with PD. Provide meaningful PD that is specific to the role of each teacher.

One-size-fits-all is NOT what we're being asked to offer learners. Be educators. Provide meaningful education to teachers.

Elementary Staff

3.9 ★★★★★ (11)



Give teachers training during their working day. Do NOT expect, over and above the extra work we do, to attend workshops after school hours/weekends unless it is optional AQ courses.

Elementary Staff

3.9 ★★★★★ (11)



Ensuring Professional Development

Opportunities for all Support staff rarely get opportunities for PD during paid hours and this is much needed for their jobs, their safety and well-being.

Elementary Staff

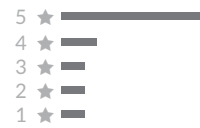
3.8 ★★★★★ (23)



Providing opportunities for teachers to have time to learn and grow from each other. They are our best assets. There is a wealth of knowledge that teachers have about their subject(s) and school environment that is untapped because sharing opp.s are few.

Elementary Staff

3.8 ★★★★★ (21)



Provide more support to teachers who are struggling. So that their students don't suffer and fall behind.

Elementary Parents and Guardians - 1

3.8 ★★★★★ (20)



Listening and providing opportunities for teachers and subject experts to assemble and train collaboratively (especially in the trades) Our board is very guilty of a heavy top down, bureaucratic and disconnected approach.

Secondary Staff

3.8 ★★★★★ (18)



More autonomy for teachers Stop micro-managing teachers. They know their students

Secondary Staff

3.8 ★★★★★ (17)



flexibility in PD school staff need to be at the center of planning their PD days and have flexibility of focus and outcomes

Secondary Staff

3.8 ★★★★★ (17)



Provide more opportunity for teacher collaboration There used to be great subject-area networks and PD opportunities that brought teachers together to share and work on improving teaching.

Secondary Staff

3.8 ★★★★★ (15)



Have Behaviour Therapists train our EAs.
They need coaching for our very complex students.

Elementary Staff

3.8 ★★★★★ (9)



More opportunities for internal departmental collaboration, external collaborations, and greater opportunities for professional development/learning Would provide more opportunities for greater insights and new ideas.

District Office and Centrally Assigned Staff

3.8 ★★★★★ (6)



We need to be better at implementing cross-department collaboration on key projects

District Office and Centrally Assigned Staff

3.8 ★★★★★ (6)



More training and support for teachers to understand ADHD and learning disabilities so they can support rather than exclude.

Punishing vs. supporting is an important distinction. Some teachers do not understand and don't have the skills to manage these challenges.

Elementary Parents and Guardians - 4

3.7 ★★★★★ (22)



Low quality and/or limited number of PD opportunities PD days are often filled with political box-checking initiatives. Good PD requires release, and we have no subs.

Secondary Staff

3.7 ★★★★★ (17)



Support and educate teachers on how to recognize and support children with diverse needs.

Community Members

3.7 ★★★★★ (16)



One way to support learning and well-being would be to continue investing in professional development for teachers. This is important because knowledge and experience can be passed onto students through different pedagogical methods.

Secondary Staff

3.7 ★★★★★ (15)



Many of the teacher's themselves do not know what exactly they need in order to teach and more importantly to be effective Especially with gifted kids Teachers need to see the alternatives and understand the utterance or student behaviour better and not close down avenues of exploration and discussio

Secondary Parents and Guardians - 3

3.7 ★★★★★ (10)



PD opportunities for teachers to collaborate on relevant activities rather than board data collection

Elementary Staff

3.7 ★★★★★ (10)



BMS training should be provided for everyone during school hours as it keeps us all safe and informed on best practices

Elementary Staff

3.6 ★★★★★ (25)



Include ECEs in PA day training sessions ECEs have many of the same responsibilities as teachers in kinder classes. Inclusion in training would improve programming and improve team bonds.

Elementary Staff

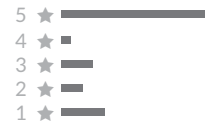
3.6 ★★★★★ (23)



PD opportunities for more than just teachers. Your support staff are desperate to learn and grow and improve your schools! We are never given the opportunity or the release time!

Elementary Staff

3.6 ★★★★★ (23)



Provide ECEs with professional development opportunities throughout the year ECEs often work in schools before and after other staff, and have to deal with situations without any support.

Elementary Staff

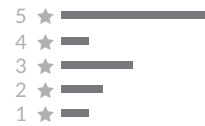
3.6  (23 )



More accountability/PD needed for Kindergarten Programming Staff needs to have a better understanding of the Kindergarten Program and its focus on play/inquiry rather than teacher-directed lesson plans

Elementary Staff

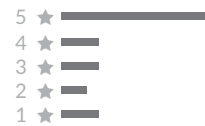
3.6  (22 )



More time and emphasis on collaboration with colleagues.

Elementary Staff

3.6  (22 )



provide more opportunities for educators to learn, more staff training.

Elementary Parents and Guardians - 4

3.6  (22 )



Provide meaningful Professional Development for teachers Focus PD on training that will help teachers work with the students in their classrooms. Avoid "Flavour of the Month" initiatives that waste time.

Elementary Parents and Guardians - 4

3.6  (18 )



I think the teachers need more education on how to deal with special needs in the classroom- ADHD, ODD, etc... I understand that many of them are not prepared to deal with these special circumstances and with large class sizes this affects everyone's learning.

Elementary Parents and Guardians - 2

3.6  (16 )



Improve the training of teachers to understand issues around anxiety and learning disabilities As soon as a child figures out the teacher is either unwilling to help or doesn't understand their challenges - it creates barriers for education

3.6  (15 )



Secondary Parents and Guardians - 2

Allow teachers and administrators to "call-a-coach" Often coaches are allocated to schools where there is not enough interest to keep them as busy as they could be...

3.6  (12 )



District Office and Centrally Assigned Staff

Planning time with kindergarten teams (both teachers and both ECEs) Many schools are doing this creatively but it would be great if the board supported this and worked it into our schedule to ensure it happens

3.6  (11 )



Elementary Staff

Focus on "top-down". Teachers need time to meet with other teachers and reflect on their practices We tell students that it is important to take time to reflect, yet we don't make it easy for teachers to do the same.

3.6  (10 )



Elementary Staff