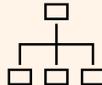


Change Management:

Supporting Positive change.

Interim Professional Learning Guidelines (Anglophone 2023-2024).



Yesterday (before the change)	Aspect	Tomorrow (after the change)
Only Professional Learning Opportunities that were pre-approved by district or department were recognized under designation.	Processes 	The pre-approval process remains for some PL activities (ex. CoPs). Additional opportunities have been added that do not require pre-approval including reading/reviewing texts, and pre-recorded webinars.
Remains the same. (Licensing verifies PL requirements have been met with operator).	Systems 	N/A
Professional Development Requirements 2019-2020 (document)	Tools 	Professional Learning Guidelines Anglophone 2023-2024 (document).
Educators engaged in reflective processes that varied by district after a Professional Learning Activity	Critical Behaviors 	Educators will fill out Appendix B after participating in a Professional Learning Activity.
"I engage in professional learning because I need 10 hours."	Mindset/Attitudes/Beliefs 	"I engage in professional learning because it is connected to a goal or growth I hope to achieve."
Remains the same.	Reporting Structure 	N/A

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Yesterday (before the change)	Aspect	Tomorrow (after the change)
<p>Licensing - Ensure facilities have met PL requirements through the Record of Approved CPD Hours form.</p> <p>ELCs - Awareness of the Professional Development Requirements 2019-2020 (document) and designation requirements.</p> <p>Operators - Responsible to ensure educators complete all PL requirements for designation.</p> <p>Educators – Responsible to select/ complete PL to meet designation requirement. Complete any post PL reflections as required by district/licensing.</p>	<p>Job Roles</p> 	<p>Licensing - Ensure facilities have met PL requirements through the Record of Approved PL Hours form. (Ref. Appendix B for clarification if needed).</p> <p>ELCs - Awareness of the Professional Learning Guidelines Anglophone 2023-2024 (document) and the updated designation requirements (2023).</p> <p>Operators - Responsible to ensure educators complete all PL requirements for designation. This includes reviewing Appendix B of any PL taken to meet designation requirements. If no certificate is provided for PL, Operator may sign off in lieu of certificate after reviewing PL details.</p> <p>Educators – Responsible to select/ complete PL to meet designation requirement. Complete Appendix B of Professional Learning Guidelines.</p>
<p>Webinars = 1 CPD hr. (Max 5 hrs.)</p> <p>Other online PL opportunities that met criteria (Max 5 CPD hrs.)</p>	<p>Limits</p> 	<p>Webinars, Workshops, Seminars, Conferences, Institutes = hour for hour PL hrs.</p> <p>Online Modules = minimum estimated time to complete each module.</p> <p>Communities of Practice = At the discretion of the District</p> <p>Reading/Reviewing Documents = 3 articles: 1 PL hour/ 1 book: 2 PL hrs.</p>
<p>Information regarding professional learning requirements needed to be accessible to operator and/or licensing to verify that PL requirements had been met.</p>	<p>Location</p> 	<p>Information and reflections captured on Appendix B must remain accessible to operator and/or licensing to verify that PL requirements have been met.</p>