



Northwest Regional Learning Consortium Annual Plan 2022-23

by Sandra Ciurysek, Executive Director, NRLC

Regional Context:

Alberta Education provides funding to the Northwest Regional Learning Consortium (NRLC) for Curriculum Implementation Support of identified priorities. NRLC, in consideration of the Alberta Regional Professional Development Consortium (ARPDC) goals, provincial and regional priorities, and the needs of Zone 1 school authorities, works collaboratively with regional advisory committees, Alberta Education staff and other Consortia members to develop plans, strategies and opportunities to meet provincial and local regional identified needs in congruence with the Alberta Education Business Plan.

The NRLC provides service and learning opportunities for eight school divisions as well as various First Nation School authorities, private, and charter schools in a large geographical area covering the northern half of Alberta. Some of the school divisions we serve include French Immersion schools/programs as well as Colony schools and many of the schools we serve have a high percentage of Indigenous students. Approximately **2400 teachers** and **1250 educational assistants** are employed within these school authorities.

NRLC continues to provide programming opportunities and supports for learning in many ways including **face-to-face sessions**, such as workshops, presentations and qualification programs; **online learning opportunities**, such as webinars and webcasts of face to face sessions; **job embedded personalized professional learning**, such as collaborative planning, support to professional learning communities and 'elbow to elbow' work with individuals; and **asynchronous learning and professional development resources** available on the NRLC and ARPDC websites. Distance within Zone 1 region provides a challenge in providing professional development learning opportunities for teachers at a single location and as a result, we attempt to rotate a variety of locations, thereby reducing travel time for participants to attend sessions. Additionally, the availability and cost for substitute teachers and teacher access for PD funding remains a challenge for teachers and divisions.

Goals:

The goals of ARPDC are to provide professional development that:

- supports the effective implementation of components of the Alberta Education Business Plan, Jurisdiction and school education plans, and Education Partner Strategic Plans
- supports the effective implementation of curricula, including instruction, assessment and student learning outcomes.
- assists partners to identify available professional development resources.
- is based on the identified and emerging needs of educational partners.
- promotes and supports the development of professional development leadership capacity.
- can be accessed at a reasonable cost.

Measuring Achievement:

Achievement of goals are measured both qualitatively and quantitatively through various participant and stakeholder feedback processes.

❖ Quantitative Data

- Participation and Learning Hours data
- Resource views/access

❖ Annual Stakeholder's Survey - distributed to stakeholders (superintendents, PD chairs, PD committees, project partners, curriculum contacts, advisory teams) in June of each programming year.

- 1. The Consortium was effective in helping address PD needs in our education plans.
- 2. The Consortium was effective in helping us meet emerging PD needs, outside of those identified in our education plans.
- 3. PD facilitated supported effective implementation of provincial curricula.
- 4. The Consortium provided good value for the grant dollars they were provided to support implementation of provincial curricula.
- 5. The Consortium's coordinating, brokering and/or referral services were effective.
- 6. The Consortium contributed to the development of PD leadership capacity.
- 7. Consortium services are provided at a reasonable cost.
- 8. Overall, I was satisfied with the services provided by the Consortium.
- 9. Please provide any additional comments for the [Consortium].

❖ Professional Learning Opportunity Reflection Survey - sent directly to each participant following their learning activity.

- 1. This professional learning opportunity: a. contributed to my awareness and/or a deeper understanding of the topic. b. provided opportunities to be engaged in the learning opportunity. c. provided information and/or specific strategies for integration of this learning into my current practice.
- 2. Indicate one or two ideas from this session that affirm your current practice.
- 3. Indicate one or two strategies from this session to implement in your future practice.
- 4. What additional PD would further support your practice in this focus area?
- 5. Any other comments you'd like to share?

Strategic Direction:

In supporting implementation of the Alberta Business Plan for Education NRLC works with our sister consortia in ARPDC in applying shared provincial understanding of directions, policies and targeted outcomes to regional contexts. Service provided by NRLC will include high quality professional learning opportunities, involving a wide variety of research-informed approaches and opportunities for educators that build capacity within schools and school jurisdictions, regionally and provincially.

NRLC’s strategic plan, to accomplish the six (6) goals of consortia will be developed through the lenses of Connection, Communications and Leadership Capacity as outlined here:



Communication
Educate our stakeholders and participants about NRLC programs and operations as well as market NRLC/ARPDC opportunities and resources. Continue to build relationships and engage less active stakeholders and promote engagement of Zone 1 participants in both regional and provincial learning opportunities.

Collaboration
NRLC will work collaboratively with ARPDC Executive Directors and Designers of Professional Learning to capitalize on shared provincial learning opportunities and resource development to support our Zone 1 partners. Additionally, we will collaborate with our Zone 1 partners to provide cross-division, zone wide, professional learning opportunities to support new curriculum implementation and instructional leadership.

Leadership Capacity
Staffing Designers of Professional Learning with expertise in Instructional Leadership and building leadership learning opportunities and programming in collaboration with school divisions and authorities across Zone 1. NRLC will provide both CURRENT and ASPIRING leaders access to professional learning toward building instructional leadership skills and capacity.

CONSORTIUM GOAL ONE

Facilitate professional development, which supports the effective implementation of: 1. The Alberta Education Business Plan 2. Jurisdiction and school educational plans 3. Regional School Council priorities

OUTCOME 1.1 Work collaboratively through ARPDC, Alberta Education, regional school authority District Contacts and Advisory Committees to establish plans, strategies and opportunities that are responsive to the provincially and locally identified needs in congruence with provincial directions for education.

OUTCOME 1.2 Demonstrate effective provincial planning through the development of a common consortia Provincial Plan to Support Curriculum Development that promotes consistency in learning opportunities.

Operational Norms:

- Building and sustaining relationships with Zone stakeholders, including: hold bi-annual individual conversations with Zone 1 school division/authority administrative teams to understand the needs for professional learning based on their Three Year Education Plan, attending CASS Zone 1 meetings and provincial CASS Conferences, and hosting meetings of the NRLC Regional Stakeholders Advisory Committee
- Building and sustaining relationships with Alberta Education including: connecting with key contacts to determine deliverables related to Curriculum Implementation priority areas, connecting to various specialty departments/divisions of AB Ed related to Curriculum Implementation priority areas to support support implementation and developing an understanding of the Alberta Education Business Plan and plans for delivery of Curriculum Implementation Priorities
- Collaborating and sharing with ARPDC Executive Directors and Consultants to support provincial planning for learning opportunities and resources as they relate to the Alberta Business plan and priority areas.
- Capitalizing on the capacity of the newly formed NRLC Regional Stakeholder's Advisory Committee.

2022-23 Focused Strategies:

- Educate our less active stakeholders and participants about NRLC/ARPDC programs, opportunities and operations as well as promote and market both regional, NRLC and provincial, ARPDC opportunities and resources
 - ie: Design/development of an NRLC Communications & Marketing Plan, improvements to the NRLC website, staffing an NRLC program/communications assistant and support for ARPDC provincial communication of progress and opportunities strategy.
- Target information/awareness of NRLC to stakeholders including, School Board Trustees, Parents, Independent and Charter Schools as well as Zone 1 First Nation Education Authorities
- Promotion of ARPDC Provincial Collective branding and in our conversations with partners and stakeholders, inclusive of:
 - ie: creation and circulation of provincial monthly newsletters and including the ARPDC branding with all NRLC branding. Promotion of Facebook Groups,

Measures of Achievement:

- ❖ **Annual Stakeholder's Survey - Questions # 1 & 8**, distributed to stakeholders (*superintendents, PD Chairs, PD committees, project partners, curriculum contacts, advisory teams*) June of each year.
- ❖ **Record of Executive Directors' meetings/stakeholder engagements**, including those held with Alberta Education, ARPDC, School Divisions/Authorities and Priority Area Advisory Committees
- ❖ NRLC Website, Newsletter, Social Media data and comparisons
- ❖ LO Reflection Survey 6. How did you find out about this program?

CONSORTIUM GOAL TWO

Facilitate professional development, which supports the effective implementation of curricula, including instruction, assessment, resources and student learner outcomes

OUTCOME 2.1 Develop processes, tools and resources to support school authority implementation and for the collection, tracking and reporting of 'evidence'.

OUTCOME 2.2 Provide scheduled professional learning sessions in the identified priority areas:

Operational Norms:

- Work collaboratively, with ARPDC colleagues in developing learning opportunities to support curriculum implementation based on Consortia expertise.
- Plan, develop, deliver and broker a wide range of professional learning opportunities to support curriculum implementation priorities based on regional needs, through the use of emerging technologies for adults to learn synchronously and asynchronously (face-to-face, online, eLearning etc.).
- Establish communities of practice to support curriculum implementation.
- Develop, manage and deliver professional learning toward the implementation of AB Ed new Curriculum/Program of Studies using "A Guide to Comprehensive Professional Development" and "A Guide to Support Implementation: Essential Conditions."
- Development and delivery of asynchronous and synchronous learning opportunities, across our region, related to AB Ed Curriculum Implementation Support priorities for 2022-2024:
 - New Curriculum
 - Inclusive Education
 - Pedagogy and Assessment
 - Instructional Leadership
 - Numeracy & Mathematics
 - Literacy
 - First Nations, Metis and Inuit
 - Mental Health and Wellness
 - Other priorities (*based on needs of the regions served*)

2022-23 Focused Strategies:

- o Collaborate with our Zone 1 partners to provide cross-division, zone wide, professional learning opportunities to support identified regional areas of need including, new curriculum implementation, inclusive education and instructional leadership for a minimal registration fee, that reflects cost recovery of catering and participant supplies.
- o NRLC will work collaboratively with ARPDC Executive Directors and Designers of Professional Learning to capitalize on shared provincial learning opportunities and resource development, as well as promote and share them with our Zone 1 partners in support of effective implementation of curricula, including instruction, assessment and student learning outcomes.
 - ie: Support for provincial ARPDC Priority Area Committees and populating the NEW ARPDC new curriculum website

* See Appendix A for 2022-23 priority area program planning.

Measures of Achievement

- ❖ **Annual Stakeholder's Survey** - Questions # 3
- ❖ **Professional Learning Opportunity Reflection Survey** - Questions 1, 2, & 3
- ❖ **Registration Data**

CONSORTIUM GOAL THREE

Coordinate, broker, and act as a referral centre to assist stakeholders to identify available professional development resources.

OUTCOME 3.1 Collaborate with, share expertise and resources with, and secure the resources and services of other professional learning providers and stakeholders in the planning and developing professional learning opportunities for stakeholders

Operational Norms:

- Identify common regional and/or provincial learning needs that could be met by collaborating with stakeholders.
- Explore and create potential partnerships and collaboration opportunities with regional and/or provincial stakeholders.
- Design and deliver professional learning opportunities that capitalize on the resources of stakeholder partners and consortia.
- Design, facilitate and deliver learning opportunities with other professional learning providers to respond to regional needs.
- Design, develop, deliver and manage online professional development resources.

2022-23 Focused Strategies:

- Seek and maximize opportunities for partnership and collaboration for each learning opportunity offered.
- Collaborate with CASS Zone 1 to develop learning opportunities that meet the needs for CASS members, leaders, and teachers
- Design/development of an NRLC Communications & Marketing Plan, improvements to the NRLC website, staffing a program/communications assistant.
- Promotion of ARPDC Provincial Collective branding and in our conversations with partners and stakeholders

Measures of Achievement:

- ❖ **Annual Stakeholder's Survey - Questions # 5**
- ❖ **Number of Learning Hours provided through partnerships.**

CONSORTIUM GOAL FOUR

Deliver professional development based on the identified and emerging needs of educational stakeholders.

OUTCOME 4.1 Deliver professional development based on the identified and emerging needs of educational stakeholders.

OUTCOME 4.2 Work collaboratively with ARPDC to develop plans, strategies and opportunities to meet provincially identified needs in congruence with provincial direction.

OUTCOME 4.3 Work collaboratively with Alberta Education staff to develop plans, strategies and opportunities to meet provincially identified needs in congruence with provincial direction.

Operational Norms:

- Building and sustaining relationships with regional school divisions/authorities and Alberta Education staff, as outlined in the operational norms in Goal 1 to bring professional learning to schools, divisions and parents .
- Connecting, communicating and responding to the needs of all regional stakeholders including: the French Language Resource Centre (FLRC), Grande Prairie Regional College Education Department, Zone 1 ATA Locals, Mighty Peace Teachers Convention Association, NRLC First Nations, Metis and Inuit Advisory Committee, as well as the NRLC Stakeholder Advisory Committee to develop and offer professional learning opportunities to meet their needs.
- Collection of 'needs based' assessments such as surveys and evaluative feedback.
- Hiring/brokering/offering various experts, professional learning staff, consultants and contractors to develop and deliver professional learning opportunities.
- Invoking marketing and communications strategies, including social media, to connect and communicate with stakeholders.

2022-23 Focused Strategies:

- Continued development of online/virtual delivery of learning opportunities as well as design and delivery of asynchronous and eLearning
- Collaborate with CASS Zone 1 to develop learning opportunities that meet the needs for CASS members, leaders, and teachers (ie: see Goal 5)

* See Appendix A for 2022-23 priority area program planning.

Measures of Achievement:

- ❖ **Annual Stakeholder's Survey - Questions #2**
- ❖ **Professional Learning Opportunity Reflection Survey - Question 1. a,b,c & 4**
- ❖ **Registration data /Planned sessions canceled**
- ❖ **Number of collaborative projects**

CONSORTIUM GOAL FIVE

Promote and support the development of professional development leadership capacity.

OUTCOME 5.1 Develop collaborative learning opportunities with a focus on building leadership capacity within the provincial priority areas.

OUTCOME 5.2 Develop collaborative learning opportunities to augment leadership capacity in support of emerging jurisdictional needs.

Operational Norms:

- Work collaboratively with Alberta Education, CASS Zone 1 and school authorities to understand and address leadership needs in conjunction with priority areas.
- Align leadership learning opportunities with the Leadership Quality Standard (LQS)
- Collaborate with CASS Zone 1 to understand leadership needs for both CASS members as leaders as well as teacher leaders in their respective school divisions/authorities.

2022-23 Focused Strategies:

- o Staffing Designers of Professional Learning with experience and expertise in Instructional Leadership
- o Building instructional leadership learning opportunities and programming in collaboration with school divisions and authorities across Zone 1.
- o Offer instructional leadership sessions for a minimal registration fee, that reflects cost recovery of catering and participant supplies.
- o Provide both CURRENT and ASPIRING leaders access to professional learning toward building instructional leadership skills and capacity.
- o Endeavor to directly connect learning opportunities to TQS and LQS standards

Measures of Achievement:

- ❖ **Annual Stakeholder's Survey** - Questions #6
- ❖ **Session/Registration Data** i.e., # learning hours provided for developing leadership capacity
- ❖ **Professional Learning Opportunity Reflection Survey** Questions 2 & 3 qualitative data

CONSORTIUM GOAL SIX

Provide educational stakeholders with access to professional development at a reasonable cost.

OUTCOME 6.1 Consortium will provide professional learning opportunities at a reasonable cost to participants.

Operational Norms:

- Distribution AB Ed Implementation Funding dollars through transparent formulas, exhibiting fair and equitable distribution, among each of the ARPDC regional consortia.
- Budgeting of implementation funds to 'off set' participation costs for learning opportunities in each of the AB Ed identified Curriculum Implementation Support Priority area.
- Use fiscally sound practices to manage Consortia Curriculum Implementation Funds and Infrastructure funds.

2022-23 Focused Strategies:

- Expenditure of NRLC financial reserves on programming supports and learning opportunities open to participants across Zone 1
- Collaborate with our Zone 1 partners to provide cross-division, zone wide, professional learning opportunities to support identified regional areas of need including, new curriculum implementation, inclusive education and instructional leadership for a minimal registration fee, that reflects cost recovery of catering and participant supplies.

Measures of Achievement:

- ❖ **Annual Stakeholder's Survey - Questions #4 & 7**

APPENDICES

Appendix A

Priority Area	Learning Opportunities Planned
New Curriculum	<ul style="list-style-type: none"> ● Curriculum Implementation In a Nutshell ● HPSD Moving Forward with K-3 New Curriculum ● New Curriculum Literacy Supports Sessions with Angela DesBarres ● K-3 ELAL : Developing a Curriculum Long Range, Year-At-A-Glance Plan ● K-3 Math : Developing a Curriculum Long Range, Year-At-A-Glance Plan ● K-6 PE & Wellness: Developing a Curriculum Long Range, Year-At-A-Glance Plan ● Weaving Indigenous Ways of Knowing into New Curriculum ● Enriched Academy Financial Literacy for Gr 4-6, ● K-3 ELAL : Assessment Cohort ● K-3 Math : Assessment Cohort ● K-6 PE & Wellness:Assessment Cohort ● New Science Curriculum Pilot Supports
Inclusive Education	<ul style="list-style-type: none"> ● Designing for Diversity Coaching Series (2)- Shelly Moore ● An Evening with Shelly Moore (Parent Night) (2) ● Creating a Restorative Culture in Your Classroom/School (3) ● Community Conferencing Facilitator Training ● Introduction to Pragmatic Organization Dynamic Display (PODD) ● Violent Threat Risk Assessment (VTRA) Training ● Transitioning - Life After High School ● 2022 Greater Peace Educational Assistants' Fall PD Conference ● 2023 NRLC EA/Support Staff Conference ● Celebrating Diversity - Shelly Moore
Pedagogy and Assessment	<ul style="list-style-type: none"> ● Revisiting the Grades 1-6, Gr 7-9 and Gr. 10-23 KTCEA Common Consistent Curriculum ● PWPSD Division Assessment Supports for Administrators & Division PD Days Jr/Sr High ● Small Group Pedagogy in Grades 4-6 ● The Learning Memory: Cognitive and Metacognitive Science Series
Literacy	<ul style="list-style-type: none"> ● Structured Word Inquiry (SWI) - Jr/Sr. Vocabulary in all Subject Areas ● Phonemic Awareness (Heggerty Tier 1) ● Bridge the Gap Professional Development Webinar by Heggerty Literacy ● Layers of Literacy

Numeracy & Mathematics	<ul style="list-style-type: none"> ● Grades K-3 and 4-6 Math Numeracy Progressions ● Math 7-9 and 10-12 Interleaving ● Enriched Academy Financial Literacy for Jr. High and Sr. high CALM teachers ● Math-up - PD Support for Teachers
First Nations, Metis and Inuit	<ul style="list-style-type: none"> ● Tipi Teachings & Curriculum Connections ● Building Educational Equity E-Course ● Land Based Learning Video Series, with Curriculum Connection PD supports ● Conversational Cree ● KTCEA PLC Supports for Land Based Learning and Assessment
Instructional Leadership	<ul style="list-style-type: none"> ● LQS Principal Certification - Zone 1 Cohort Information Session ● The Assurance Framework Series ● Refocusing on Instructional Leadership Series ● Becoming an Administrator: Is Admin for Me? ● Becoming an Instructional Leaders Series ● Behavioral Descriptive Interviewing with Renee Paul
Mental Health and Wellness	<ul style="list-style-type: none"> ● Mental Health First Aid Supporting Youth ● PWPSD Kick-Off Keynote with Dr. Lise Belanger ● Supporting Student Well-Being and Achievement in GPPSD ● GPPSD February 2023 Wellness PD Day
OTHER priorities	<ul style="list-style-type: none"> ● SmartBoard Training ● NRLC Information Session for Northwestern Polytechnic TEN Program 4th Year Students ● The Role of School Council in the Assurance Framework (Parent Night) (2) ● STEM Teacher PD Supports
French Language (OLEP)	<ul style="list-style-type: none"> ● DELF Training (A1/A2, B1/B2, PRIM) ● Grade Level PLC's with Marylou Gammons
Orange Shirt Day and Beyond	<ul style="list-style-type: none"> ● Orange Shirt Day and Beyond: The Legacy of Residential Schools Evening Session ● New Blood Live & Elder's Panel Event ● OSD and Beyond: Teaching the Legacy of Residential Schooling Resource Supports

Appendix B

Alberta Education provides funding to the ARPDC as outlined in the Alberta Education Funding Manual. Funds are distributed to regional consortia based on a formula factoring in district sizes, distance, scarcity etc. by Alberta Education and ARPDC Executive Directors in 2007.

ERLC	CARC	CRC	LNES	NRLC	SAPDC	CPFPP	Total
26.3	12.3	24.4	9.2	10.3	10.8	6.7	100

	2022-2032 Budget
Revenue Funding	
M & I Funding	191,987
Program Support Provincial Funding	329,925
Other Grants (OLEP, OSD)	22,773
Transfer from Reserves	110,085
Revenue from Sessions/Fee For Service	15,500
Total Funding	670,270
M & I	
HR Expenses	210,500
Administrative Expenses	58,370
TOTAL M & I	268,870
Program Support Expenses	
HR Designers of Professional Learning	141,300
Program Management	36,500
Priority Area Programs	206,500
New Curriculum Priority 14,000	
Pedagogy & Assessment Priority 15,000	
Inclusive Education Priority 7 3,500	
Mental Health and Wellness Priority 8,000	
FNMI Priority 27,000	
Numeracy & Mathematics Priority 8,000	
Literacy Priority 8,000	
Instructional Leadership Priority 50,000	
Other 3,000	
French Language Programs (OLEP)	12,500
Orange Shirt Day	4600
Total Program Support Expenses	401,00
Total Expense	670,270
Net Income	0.00