

TEACHER CERTIFICATION REVIEW PANEL

ACTIVITY PLAN

April 1, 2007 to March 31, 2008

Chairperson's Message

June 28, 2007

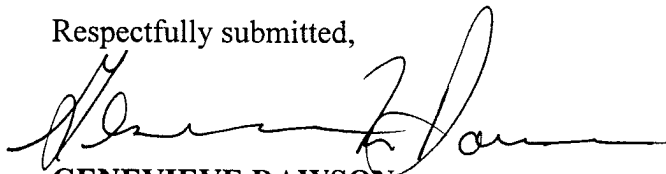
Honourable Joan Burke
Minister of Education
West Block, Confederation Building
P.O. Box 8700
St. John's, NL
A1B 4J6

Dear Minister:

I am pleased to submit a transitional Performance-Based Activity Plan for the Teacher Certification Review Panel. This report covers the period April 1, 2007 to March 31, 2008. The review panel recognizes the vision and mission of the Department of Education and is committed to its supporting role in the education system, ensuring the teachers of the province are held to established standards. The review panel has reviewed all strategic directions from the Minister of Education and has prepared this plan in accordance with the applicable subsection. Specifically, the review panel plays a role in reviewing licences and certificates of teaching professionals under the strategic direction Innovative and High-Performing Educational Delivery Systems.

My signature below is on behalf of the Teacher Certification Review Panel and indicative of the panel's accountability for the achievement of the objectives contained in this plan.

Respectfully submitted,



GENEVIEVE DAWSON
Chairperson

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Overview

Section 3 of the *Teacher Training Act* provides for the membership of the Teacher Certification Review Panel as follows:

- a member of the Newfoundland and Labrador Teachers' Association (NLTA), Mr. Peter Sutherland;
- a member of the Newfoundland and Labrador School Boards' Association, Dr. James Hearn; and
- a representative of the general public, Ms Genevieve Dawson who is Chairperson.

Mr. Sutherland is from Stephenville, Dr. Hearn is from Colliers and Ms. Dawson is from St. John's.

The first two members of the review panel are appointed by virtue of their professional positions. The Chairperson is appointed from the general public and receives remuneration in accordance with Level III of the Treasury Board Guidelines for Rates of Remuneration for Boards, Commissions, and Agencies. The remuneration issued is minimal and is covered in its entirety by the Department of Education. Minimal expenses for travel and incidentals are also covered by the department. The review panel is not required to prepare financial statements.

The Registrar of Teachers acts in the capacity of executive secretary to the review panel and a clerical staff member from the Department of Education acts as recording secretary during hearings. The panel meets as required in St. John's.

A person who is a member of the review panel is not eligible for appointment to a board of appeals.

Mandate

Under sections 5, 10 and 13 of the *Teacher Training Act*, the Teacher Certification Review Panel is mandated to:

- suspend or cancel the certificate or licence of a teacher (including a director or an assistant director as defined in the *Schools Act, 1997*) who is guilty of gross misconduct, incompetence or for other just cause;
- suspend for up to one year the certificate or licence of a teacher who
 - while required by contract to teach with 1 school board, accepts a position with a second school board without obtaining a written release from the first school board,
 - having contracted to teach with a school board, terminates that contract before beginning service as a teacher with the school board unless, where special circumstances arise which the school

- board and the teacher agree make it inappropriate for the teacher to fulfil his or her contract, the school board has given the teacher a written release, or
 - having contracted to teach with a school board terminates that contract without giving to the board the notice required by the collective agreement; and
- at the request of a teacher or the committee, review the cancellation or suspension of , or a refusal to cancel or suspend, a teaching certificate or licence made by the review panel, and make its decision in accordance with the Act and regulations.

Values of the Department of Education

The Teacher Certification Review Panel performs its duties within the core values established by the Department of Education:

Quality:	Each person strives for excellence in the performance of their assigned duties.
Responsiveness:	Each person optimizes their time for the benefit of stakeholders.
Professionalism:	Each person works to support government's vision for the province.
Collaboration:	Each person identifies and avails of opportunities to assist others to achieve the department's mandate.
Accountability:	Each person fulfills the roles and responsibilities of their assigned positions.

Primary Clients

The primary clients of the Teacher Certification Review Panel are teachers in Newfoundland and Labrador.

Vision and Mission

Teachers are a key component of a high quality education system. The Teacher Certification Review Panel is committed to supporting the vision and mission of the Department of Education by ensuring that all the individuals entrusted to educate our province's children from Kindergarten to Level III meet the highest standards in their profession. Teachers in Newfoundland and Labrador must be highly trained and held to established standards.

Vision of the Department of Education

The vision of the Department of Education is citizens with the values, knowledge and skills necessary to be productive and contributing members of society.

Mission of the Department of Education

By 2011, the Department of Education will have maintained an educational system for the people of Newfoundland and Labrador which is of high quality, safe and affordable.

Goals and Objectives

Issue One: Review Certification Decisions

Goal One: By March 31, 2008, the Teachers' Certification Review Panel will have reviewed and rendered decisions on requests for certification reviews.

Measure: Reviews of certification decisions

Indicators: Number of certification review requests received
Number of review decisions rendered and communicated

Objective 1.1:

1. By March 31, 2008, the Teachers' Certification Review Panel will have reviewed and rendered decisions on requests for certification reviews.

Measure: Reviews of certification decisions

Indicators: Number of certification review requests received
Number of review decisions rendered and communicated

Conclusion

The Teacher Certification Review Panel is committed to supporting the mandate of the Minister of Education and will continue to do its part to further the vision and mission of the department by ensuring that teachers in the province are held to high standards.

Appendix A

Strategic Directions

Strategic directions are the articulation of desired physical, social or economic outcomes and normally require action by more than one government entity. These directions are generally communicated by government through platform documents, Throne and Budget Speeches, policy documents and other communiqués. The *Transparency and Accountability Act* requires departments and public bodies to take into account these strategic directions in the preparation of their performance-based plans. This action will facilitate the integration of planning practices across government and will ensure that all entities are moving forward on key commitments.

Title: Innovative and high-performing educational delivery systems

Strategic Direction: The K-12 system has acceptable levels of educational performance, student achievement and attainment, student safety and well being.

This requires that, over the one year covered by this plan, the department and its boards and agencies will:

Focus Areas of the Strategic Direction	This Direction is/was				
	Not being implemented at this time (rationale included in the plan)	Addressed only in specific sub-areas (rationale included in the plan)	Addressed in the:		
			activity plan	operational plan	branch/divisional work-plans
Support the recruitment and retention of qualified teaching professionals		X			