

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE NORTHWEST TERRITORIES TEACHERS' ASSOCIATION
AND THE
GOVERNMENT OF THE NORTHWEST TERRITORIES
Strengthening Teacher Instructional Practices**

The Association and the Employer through two recent teacher workload studies have discovered that NWT teachers on average are working over 50 hours per week.

Part of the reason for the hours worked by NWT teachers is due to both the total number of instructional hours and the number of instructional days currently required of teachers per school year. Teachers and students in the NWT have among the longest instructional hours and most instructional days in the country.

The Association and the Employer have concerns about the effectiveness of this current practice. Research shows that increased instructional time does not necessarily lead to higher student achievement. Things that do have a positive impact on teacher effectiveness and improved student outcomes include:

- time for teachers to adequately plan lessons and learning activities to meet the diverse academic needs within their classroom,
- an increased focus on targeted, collaborative professional learning opportunities,
- a school year that recognizes local realities, including cultural cycles, and
- a school year that avoids long breaks in student learning.

During the life of this Collective Agreement, the Association and the Employer agree to work together to explore a range of evidence-based possibilities that may have a positive impact on teacher effectiveness and improved student outcomes. This could include changes to the Education Act and the implementation and subsequent evaluation of structured pilot projects.

These pilot projects would include a focus on redirecting up to 100 instructional hours per school year, in order to bring instructional time more in line with the Canadian average and explore models that provide time for teachers to complete professional duties such as planning, reporting and professional learning within the regular school day or school week.

There is recognition by both the Association and the Employer that ongoing training and development of teachers, and the ability for teachers to plan, assess and work with colleagues in developing and planning their instructional practices are key in order to achieve teaching excellence. This in turn may have a strong positive impact on student outcomes.

The Association and the Employer agree to also work collaboratively to help education authorities and schools develop new ways of incorporating teacher planning, assessment and reporting and professional learning into the regular school day or school week.

During the 2016-2017 school year, the GNWT and the NWTTA will develop a work plan that includes the following:

- During the 2016-2017 school year, the GNWT and the NWTTA will develop options for legislative change that re- direct up to 100 hours of instructional time per school year.
- During the 2016-2017 school year, the GNWT and NWTTA will develop a process to identify pilot projects related to redirecting up to 100 instructional hours per school year.
- During the 2016-2017 school year, the GNWT and NWTTA will identify priority areas for the use of the up to 100 hours of instructional time per school year.

During the **2016-2017** school year, as a pilot project, teachers will receive:

- Three days during the school year, to be determined by the Principal in consultation with the Superintendent, for teachers to prepare report cards and student assessment **related to the report cards.**