

Practicing Shared Accountability

Professional Development Survey

Administered February 8 – March 22, 2011

Literacy Newfoundland and Labrador

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Canada 

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Preface

To ensure competencies in a field such as Literacy and Essential Skills (LES), practitioners require more in knowledge, skill and understanding than initial training alone can provide. Regardless of where they have gained their initial competencies - in the formal arena of undergraduate or graduate studies, or through experiential learning - continuing professional development is needed to ensure needed skill development.

For today's Literacy and Essential Skills (LES) practitioner, challenges in professional development include the ability to stay abreast of rapidly growing practices and technologies, the changing and often complex needs of the LES learner, and the social, political and economic factors which impact the practice of literacy and learning instruction.

Continuing professional development can serve to maintain competencies, remedy gaps in skills, and enable professionals to respond to new challenges. A range of short and long training programmes, some of which have an option of accreditation, can help to build this knowledge base. As with all continuous learning, continuing professional development for the LES practitioner depends upon high individual motivation and self-directed learning skills.

The *Practicing Shared Accountability: Professional Development Survey* was administered to practitioners in Newfoundland and Labrador as a continuance of the Connecting the Dots action research initiative undertaken by Literacy NL and the Government of Newfoundland and Labrador, Division of Adult Learning and Literacy. The objective of the survey is to explore the impact and scope of current and future professional development initiatives.

The survey was designed to gather information about the access to and desire for professional development amongst literacy practitioners in Newfoundland and Labrador. The survey was purposefully broad in its reach to practitioners, so as to gather the best available data on the professional development needs of the sector.

The survey was sent out electronically to the Literacy NL practitioner network of 523 contacts in the spring of 2011. Ninety one respondents (91) across a range of practitioners (Instructors - ABE, Instructors - Other, Tutor, Practitioners, Adult Learner, Administrator, Funder, and Other) indicates a response rate of 17.4%.

All data from this project has been kept confidential. Survey results are presented in aggregate form to ensure that individuals will not be identified. These results are shared on the Literacy Newfoundland and Labrador website www.literacynl.com.

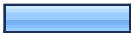



Connecting the Dots: Professional Development for Literacy Practitioners in Newfoundland & Labrador








1. Do you work with literacy issues primarily as a/an (please select the answer that best suits you):

		Response Percent	Response Count
Instructor - Adult Basic Education		23.1%	21
Instructor - Other		12.1%	11
Tutor		11.0%	10
Literacy Practitioner (Other than instructor or tutor)		6.6%	6
Adult Learner		3.3%	3
Administrator		8.8%	8
Funder		3.3%	3
Administrator		0.0%	0
Other (please specify)		31.9%	29
		answered question	91
		skipped question	0


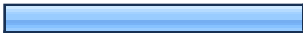




2. How many years have you been active in this role?

		Response Percent	Response Count
Less than 2 years		18.7%	17
3-5 years		25.3%	23
6-10 years		14.3%	13
More than 10 years		41.8%	38
answered question			91
skipped question			0

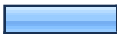








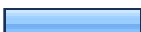
3. How many hours per week on average do you give to literacy or adult basic education?

		Response Percent	Response Count
Less than 5 hours		36.7%	33
6-10 hours		18.9%	17
11-20 hours		8.9%	8
21-35 hours		20.0%	18
More than 35 hours		15.6%	14
answered question			90
skipped question			1




4. Which of the following volunteers are used in your program (check all that apply):

		Response Percent	Response Count
Instructors (more than one student at a time)		17.2%	15
Tutors/Mentors (one-on-one)		44.8%	39
Trainers		9.2%	8
Board of Directors		26.4%	23
Not applicable		33.3%	29
Other (please specify)		11.5%	10
		answered question	87
		skipped question	4

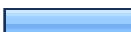



5. Select the areas in which you have had professional development over the last 24 months (check all that apply):

		Response Percent	Response Count
Informal / Peer-supported		16.7%	14
Program administration		14.3%	12
Assessment		15.5%	13
Evaluation		11.9%	10
Instruction		11.9%	10
Family / adult instruction		9.5%	8
Prior learning assessment recognition (PLAR)		14.3%	12
None		31.0%	26
Essential Skills		31.0%	26
Workplace literacy		20.2%	17
	Other (please specify)		11
answered question			84
skipped question			7



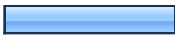


6. Of the professional development you have participated in, please state:

		Response Percent	Response Count
Where or through whom:		100.0%	47
How many hours:		100.0%	47
What certification was given:		100.0%	47
answered question			47
skipped question			44

7. What form(s) did this professional development take (please select all that apply)?

		Response Percent	Response Count
Web/Online		19.1%	9
Classroom		53.2%	25
Peer-to-peer		29.8%	14
Other (please specify)		38.3%	18
answered question			47
skipped question			44

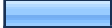



8. This professional development was paid for by:

		Response Percent	Response Count
Myself		4.3%	2
My employer, which is a literacy organization		14.9%	7
My employer, which is not a literacy organization		25.5%	12
My literacy organization (which is not my employer)		25.5%	12
Other (please specify)		29.8%	14
answered question			47
skipped question			44



9. In a few words, please describe the informal or peer-supported professional development that you have taken part in (for example, sharing tools or practices). If you have not participated in informal or peer-supported professional development, please type "none":

	Response Count
	45
answered question	45
skipped question	46




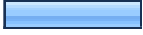

10. Will you participate in any professional development in the next 24 months?

		Response Percent	Response Count
Yes - I am REGISTERED TO PARTICIPATE in professional development		15.7%	11
Yes - I am OFFERING professional development		11.4%	8
No - but I am INTERESTED in participating in professional development		75.7%	53
No - and I am NOT INTERESTED in participating in professional development		2.9%	2
		answered question	70
		skipped question	21

11. Please describe the professional development that you are:

		Response Percent	Response Count
REGISTERED TO PARTICIPATE IN during the next 24 months:		86.7%	13
OFFERING in the next 24 months:		40.0%	6
		answered question	15
		skipped question	76

12. What form will the professional development you are REGISTERED TO PARTICIPATE IN take?

		Response Percent	Response Count
Web/Online		26.7%	4
Classroom		53.3%	8
Peer-to-peer		13.3%	2
Not applicable		20.0%	3
Other (please specify)		6.7%	1
answered question			15
skipped question			76

13. What organization will provide this professional development?

	Response Count
	12
answered question	12
skipped question	79

14. What form will the professional development you are OFFERING take?

		Response Percent	Response Count
Web/Online		33.3%	5
Classroom		33.3%	5
Peer-to-peer		13.3%	2
Not applicable		46.7%	7
Other (please specify)		6.7%	1
answered question			15
skipped question			76

15. Who is your target group for this professional development (ie. tutors, administrators, etc.)?

	Response Count
	8
answered question	8
skipped question	83



16. What area(s) of professional development would you like to participate in over the next 24 months:

	Response Count
	66
answered question	66
skipped question	25



17. Why are you NOT interested in receiving professional development?

	Response Count
	1
answered question	1
skipped question	90

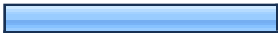

18. Does your employer provide or support professional development?

		Response Percent	Response Count
Yes		77.6%	52
No		22.4%	15
	answered question		67
	skipped question		24

19. Does your employer provide or give access to professional development during regular working hours?

		Response Percent	Response Count
Yes		72.7%	48
No		27.3%	18
	answered question		66
	skipped question		25

20. Does your employer compensate for your time used for professional development?

		Response Percent	Response Count
No		40.9%	27
Yes (please specify how):		59.1%	39
answered question			66
skipped question			25





21. How many hours per week are you available for professional development?

	Response Count
	66
answered question	66
skipped question	25

22. When are you able to take part in professional development (select all available times):

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Res C
Morning	34.9% (15)	67.4% (29)	72.1% (31)	69.8% (30)	69.8% (30)	62.8% (27)	41.9% (18)	
Afternoon	35.3% (18)	68.6% (35)	76.5% (39)	72.5% (37)	72.5% (37)	58.8% (30)	45.1% (23)	
Evening	37.8% (14)	75.7% (28)	67.6% (25)	78.4% (29)	73.0% (27)	40.5% (15)	40.5% (15)	
answered question								
skipped question								



23. What form of professional development would you like to participate in (check all that apply):

		Response Percent	Response Count
Web / Online		51.5%	34
Classroom		78.8%	52
Peer-to-peer instruction		48.5%	32
Other (please specify)		15.2%	10
answered question			66
skipped question			25








24. In your experience, what is the value of professional development you have received to date?

	Response Count
	66
answered question	66
skipped question	25




25. What is your gender?

		Response Percent	Response Count
Female		80.0%	52
Male		20.0%	13
answered question			65
skipped question			26

26. What is your age range?

		Response Percent	Response Count
18-25		1.6%	1
26-35		7.8%	5
36-45		34.4%	22
46-55		23.4%	15
56-65		26.6%	17
66-75		4.7%	3
Over 75		1.6%	1
answered question			64
skipped question			27

27. What is your highest level of education and type of school or institution attended?

		Response Percent	Response Count
Less than high school		0.0%	0
Some high school		0.0%	0
High school		3.0%	2
College		7.6%	5
University		89.4%	59
answered question			66
skipped question			25

28. What accreditation or training would you like to receive?

		Response Percent	Response Count
Diploma		6.1%	4
Certificate		21.2%	14
Degree		15.2%	10
None		30.3%	20
Other (please specify)		27.3%	18
answered question			66
skipped question			25





29. Please specify what diploma, degree or certificate you would like to receive:

	Response Count
	24
answered question	24
skipped question	67

30. What is your salary range? Please note that this question is used for demographic purposes only.

		Response Percent	Response Count
Less than \$10,000 per year		3.4%	2
\$10,000-\$14,999		0.0%	0
\$15,000-\$19,999		0.0%	0
\$20,000-\$29,999		8.5%	5
\$30,000-\$39,999		18.6%	11
\$40,000-\$49,999		18.6%	11
\$50,000-\$59,999		10.2%	6
\$60,000-\$69,999		13.6%	8
\$70,000-\$79,999		10.2%	6
\$80,000-\$89,999		8.5%	5
\$90,000-\$99,999		0.0%	0
Over \$100,000		8.5%	5
answered question			59
skipped question			32

31. In what area of the province do you reside?

		Response Percent	Response Count
Labrador		6.1%	4
Western		18.2%	12
Nova Central		13.6%	9
Eastern		62.1%	41
answered question			66
skipped question			25

Page 2, Q1. Do you work with literacy issues primarily as a/an (please select the answer that best suits you):

1	literacy organization board member (and former tutor)
2	Counsellor
3	Program Development Consultant
4	Learning Consultant
5	Laubach Council President
6	GED, Workplace, tutor, volunteer
7	works with seniors who attend a literacy program
8	part of the job as a project coordinator
9	Early childhood Educator
10	Program Facilitator
11	Librarian
12	literacy board volunteer support
13	research and policy
14	University professor
15	not for profit organization specific to seniors issues
16	I occasionally help out in Level 1 ABE as my schedule permits
17	Admissions Officer
18	developing workshops
19	Volunteer Board Member
20	public library worker
21	Project Management
22	varied
23	disability case manager
24	out reach provider
25	seeking to reinstate downtown library in St John's
26	Child Care Consultant - supporting licensed homes and centers
27	University professor, literacy education at the Fac. of Education at Memorial
28	university professor
29	abe/cas

Page 4, Q4. Which of the following volunteers are used in your program (check all that apply):

1	Administrator (Executive Director)
2	Classroom teachers
3	Group discussion
4	Paid instructors
5	projects funded from external sources
6	there are no volunteers in my program
7	we do not have a program at this time
8	Aboriginal project - elders volunteer to help participants
9	interested residents with same goal
10	committee members+

Page 5, Q5. Select the areas in which you have had professional development over the last 24 months (check all that apply):

1	Fundraising
2	We have groups visit the library and also tutor sessions are ongoing
3	English as a Second Language
4	teachers on wheels one day training session
5	Spotlight on Learning Conference
6	Social Media
7	Workshops
8	Mental Health
9	building community leaders program
10	I have provided PD in workplace literacy instruction and assessment in the past two years
11	research in practice, ESL; accountability

Page 6, Q6. Of the professional development you have participated in, please state:

Where or through whom:

1	Spotlight on Learning, Becoming Agents of Change Conference
2	Various
3	attended the Ontario Literacy conference in Nov.
4	Ontario Literacy
5	Memorial University' LERN; Douglas Colleg
6	Laubach Literacy Council
7	Ontario Literacy Conference
8	ToWES
9	key in college
10	consultation with community development people
11	online list serve
12	Department of Education
13	Essential Skills
14	NLLLC
15	Ontario Literacy
16	this is identifying info!!
17	n/a
18	MUN
19	Literacy NL
20	Department of Education/ABE division
21	Seminars with Teachers on Wheels
22	teachers on wheels
23	Newfoundland and Lab. Laubach Literacy AGM workshop
24	Eastern Health
25	various organizations in each region
26	CNA
27	Stella Burry Cocommunity Services
28	Spotlight on Learning Conference

Page 6, Q6. Of the professional development you have participated in, please state:

29	through publi library conferences
30	Ontario Literacy Coalition / Community Services Council / CanadaHelps.org
31
32	CNA
33	Literacy Ontario
34	Ontario
35	CNA
36	We contracted with CNA to deliver to some of our staff & partners
37	Literacy Newfoundland and Labrador
38	Department of Education
39	Failure is not an option by Harris County Board of Ed. and seminar by The Hope Foundation
40	n/a
41	College of the North Atlantic
42	N/A
43	MUN
44	literacy NL
45	various
46	CONA
47	MUN; Literacy NL; Community Services Council; Centre for Literacy
How many hours:	
1	2 days
2	approximately 20 hours
3	2 hours
4	Two days
5	150
6	12
7	2 days
8	6

Page 6, Q6. Of the professional development you have participated in, please state:

9	15
10	15
11	1 hour per day
12	+35 hours
13	5
14	5
15	15
16	10
17	0
18	8
19	8
20	8
21	16
22	six hours
23	3 to 6
24	12
25	1-3 hour sements
26	30
27	3
28	20
29	10
30	20
31
32	not sure
33	2 days
34	3 days
35	20
36	2 days - our group wasn't entirely impressed with the training
37	100

Page 6, Q6. Of the professional development you have participated in, please state:

38	30
39	16
40	n/a
41	8
42	3
43	2
44	1 day
45	40+
46	24
47	anywhere from 2 hours to 2 days
What certification was given:	
1	None
2	N/A
3	none
4	None
5	Certificate in Online Teaching; TOWES Invigilator: Essential Skills Report Writing
6	Level 1 tutor
7	none
8	certificate to assess
9	ABE
10	none
11	none
12	no certification given
13	Various
14	ES Workshop Participation
15	none
16	none
17	n/a
18	None

Page 6, Q6. Of the professional development you have participated in, please state:

19	0
20	none
21	none
22	none
23	workshop participation certificate
24	None
25	generic PD certificate
26	I Dont Know
27	N/A
28	N/A
29	none
30	N/A
31
32	none
33	none
34	None
35	TOWES
36	I believe it was Intro to ESS?
37	Essential Skills certification- Igninting the Powere within Level 4
38	none
39	Certificate - given in Houston, Texas
40	n/a
41	NA
42	N/A
43	none
44	npne
45	yes and no
46	essential skills train the trainer
47	one certificate of participation

Page 6, Q7. What form(s) did this professional development take (please select all that apply)?

1	Workshops
2	conference
3	Conference
4	group weekly visit
5	Formal Inservice Training
6	conference
7	n/a
8	seminar
9	Various sessions on adult education topics
10	Conference
11	conference setting
12	personal research
13	workshops
14	Workshops
15	na
16	WORKSHOPS
17	held in hotel
18	Institutes; roundtable

Page 6, Q8. This professional development was paid for by:

1	presented at conference, included attending other sessions
2	Travel subsidy by organizer
3	free
4	n/a
5	No cost
6	free
7	manpower
8	Why does survey only allow one choice here? Restricted choices. Mine are "Myself" and at a conference
9	My employer - literacy/employment/education organization
10	Department of Education, which is my employer
11	An outside agency
12	na
13	work and literacy organization
14	My employer, and my literacy organization

Page 7, Q9. In a few words, please describe the informal or peer-supported professional development that you have taken part in (for example, sharing tools or practices). If you have not participated in informal or peer-supported professional development, please type "none";:

1	Personal research
2	Tools for adult learners responsible for curriculum development
3	we meet three times a year and share ideas, tools and practices organizations running programs like ours
4	This peer to peer workshop took place in Toronto. The workshops were led by experts in the field dealing with adult literacy.
5	Sharing tool abd best practices through regularly scheduled rteleconferneces and 1-1 meetings with co-facilitator
6	* Telephone and computer inquiries and discussion * Visiting speaker * Peer sharing at monthly meetings
7	None
8	my co-worker and i are always looking for help so we share tools with each other
9	We have groups visit the library who is completing their high school education. Also we have some groups trying to decide on careers.
10	Community meetings to plan collaboration, get details on existing programs and practices, look for solutions to issues raised
11	I am on an ESL literacy related listserv. I am also taking part in a pilot project on incorporating more health literacy into the curriculum.
12	Sharing tools
13	Preparation of tutor training package - informal amongst peers.
14	Laubach Literacy NLLLC essential skills training
15	tutor to tutor sharing instructor to tutor training
16	plar - 3-4 years ago
17	Professional Dev. in Teaching Workshops-Instructional Dev. Office, MUN
18	group learning more indepth work about essential skills in the workplace
19	sharing practices & tools training in new skills and assessments methods
20	Discussion with other volunteers at the sessions and consultation with the coordinator
21	none
22	none
23	none

Page 7, Q9. In a few words, please describe the informal or peer-supported professional development that you have taken part in (for example, sharing tools or practices). If you have not participated in informal or peer-supported professional development, please type "none";:

24	learning how to be more innovative, looking into using webinars, child development
25	none
26	none
27	None
28	none
29	None
30	All informal... shared tools and practices + time for research and development of new, tailored and culturally appropriate tools & practices
31	materials were shared by colleagues who developed same...
32	sharing practices
33	Chatting with peers at Conference and sharing practices, etc.
34	Asking questions of support staff in specific cases of concern.
35	Very limited - within our workplace we try to share tools, exercises we have developed. Sometimes you connect with someone at a conference and follow up and share a few things. A mechanism to do this more formally and ongoing would be fab - lunch and learns, teleconfs, etc.
36	none
37	sharing tools/resources
38	Having a Ph.D. I have organized many such workshops and created PDP
39	We share many ideas/best practices/assignments/ materials, etc.
40	Library resources,workshop development,school based resources,web info.
41	none
42	none
43	sharing resources, peer training, meetings
44	mjjhknjk.
45	Committee shared-work & research; gatherings for sharing; small informal sessions; individual sharing; eBulletins with tools attached; etc

Page 9, Q11. Please describe the professional development that you are:

REGISTERED TO PARTICIPATE IN during the next 24 months:

1	CME's Workplace Practitioner -- Essential Skills in Workplace workshop, April 14
2	Essential Skills for Women over 40
3	mentals health , learning disabilities
4	Coalition on Richer Diversity
5	a pilot project incorporating more health literacy into the curriculum
6	Instructional dev. Teaching Workshops
7	technology
9	Conflict Resolution
11	Canadian Evaluation Society
12	Professional portfolio development
13	none
14	none
15	igniting the power within levels 3,4, 5

OFFERING in the next 24 months:

8	early learning and child care topics
10	a variety of PD including workplace learning, essential skills, PLA, portfolio development, volunteer training, management skills , clear language etc
11	CNA - as and when needed
13	workplace literacy instruction/assessment at Stella Burry Community Services
14	assessment and workplace literacy
15	adapting to change

Page 9, Q12. What form will the professional development you are REGISTERED TO PARTICIPATE IN take?

1	Workshop
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Page 10, Q13. What organization will provide this professional development?

1	Canadian Manufacturers and Exporters Association -- NL
2	Project READ Literacy Network in partnership with Douglas College
3	unsure yet
4	Coalition on Richer Diversity
5	a consulting firm in association with the Association for New Canadians, NL
6	MUN
7	private college
8	regional health authroities, AECENL, FCCC and PACAL
9	Unsure
10	The Labrador Friendship Centre/LICHEN Group
11	MUN
12	literacy alliance of pei ipw team

Page 11, Q14. What form will the professional development you are OFFERING take?

1	"just in time" mentoring / workshops
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Page 12, Q15. Who is your target group for this professional development (ie. tutors, administrators, etc.)?

1	teachers in literacy specifically ABE
2	community services workers, mostly in NGOs
3	peers
4	varied
5	tutors (participants)
6	adult learners and the ABE Level I instructor.
7	adult tutors
8	learners

Page 13, Q16. What area(s) of professional development would you like to participate in over the next 24 months:

1	...recognizing an employee's problems related to illiteracy and lack of essential skills
2	Literacy for older adults
3	Literacy issues with At Risk youth/young adults
4	Something dealing with children or infants.
5	Document and policy writing Stakeholder engagement Adult learners (not ABE - professional learning)
6	reaching the adult learner to realize self worth and growing abilities
7	anything in the area of family literacy
8	Time Management, Budgeting, Office programs
9	I would like some professional development dealing with groups of different ages, dealing groups with different learning abilities and computers and how it can help with literacy
10	PLAR and Portfolio Development
11	I would like to see networking practices across all organizations. Caring as a core value in organizations.
12	* strategies for tutoring * administration * resources available * funding
13	Program development, assessment
14	literacy for adults in the classroom who can not read sufficiently to complete requirements to graduate. they need a specific component of their own.
15	ABE and adult career education.
16	community collaborative development
17	early literacy and family literacy
18	Technology ie. social media Level I
19	I would like to keep up to date with current practices and resources.
20	Essential Skills
21	Training/offering workshops
22	any literacy training, especially assessment
23	university course in remediation for LD
24	young children's literacy
25	instruction

Page 13, Q16. What area(s) of professional development would you like to participate in over the next 24 months:

26	Those related to basic education provision and tools for increasing literacy. I work in adult learning but in a professional setting delivering talent and leadership development. I volunteer as a literacy tutor and would be interested in learning related to this field.
27	Adult Learning
28	technology
29	resources
30	understanding the needs of learners
31	Train the trainer, develop more skill sets in teaching ESL
32	Evaluation tools assessment methods
33	Anything to do with improving my skills to teach adults
34	newspapers and reading
35	a refresher in working with learning disabilities
36	PLA and learning disabilities
37	Retention and motivation
38	Early learning and literacy birth-twelve
39	Student retention
40	not sure
41	Adult Learning, Assessment, Learning Disabilities, Teaching Beginning Readers
42	teaching beginning readers teaching adults with LD's
43	Assessment, teaching students with learning exceptionalities
44	Any
45	partnerships, leadership at the local level; strategic planning
46	best practices in adult literacy
47	not sure
48	evaluation and assessment would also want to review what is available...
49	Essential Skills, PLAR, Evaluation, Assessment, Adult Instruction, & Workplace Literacy
50	assessment essential skills

Page 13, Q16. What area(s) of professional development would you like to participate in over the next 24 months:

51	Programs that would help seniors in understanding medical terms, reading prescription labels, and other medical handouts, and discussing their medical problems with doctors and nurses.
52	any that would help my students - motivating, abuse issues, anger management,
53	Incorporating ESS into literacy work Hearing about other work/tools that people have developed in adult education
54	Workplace Literacy
55	Second Language training/grant application writing
56	Would be interested in seeing what is offered.
57	promoting literacy as a basic human right and not something to be ashamed of; articulating the benefits of literacy; being able to encourage people with poor or little formal education that it's never too late nor can you ever be too old to learn
58	Assessment, personal development, stress management, etc.
59	The importance of literacy in the Early Years Making child care experiences full of literacy How to create an literary atmosphere in child care centers
60	training & one-on-one instruction
61	workplace literacy learning disabilities assessments
62	assessment
63	I am not a practitioner
64	whatever may be offered
65	workplace literacy
66	Family Learning; Workplace learning

Page 14, Q17. Why are you NOT interested in receiving professional development?

1	I don't feel that it would serve our very small chapter at this time.
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Page 17, Q20. Does your employer compensate for your time used for professional development?

1	I'm reimbursed for the registration cost and am paid my regular salary.
2	Time and cost
3	Applicable travel
4	I am retired and choose volunteer and for hire
5	Flex time if after normal working hours
6	If outside regular working hours. Time off in lieu of additional hours worked is available
7	travel, materials, accomodations, guidance and reassurance
8	I have no employers
9	part of ongoing professional development
10	Annual Leave
11	only if it falls within my working hours and for occasional conferences and pilot projects
12	Paid time
13	time in lieu
14	paid during work hours or time off
15	salart
16	continuous pay
17	paid as regular salary, no additional pay
18	receive regular pay or time off in
19	time in lieu
20	Travel and expenses
21	No Response
22	unsure
23	Time off in lieu
24	Yes, but I work in a field not directly linked to literacy.
25	time and money for travel
26	paid professional development
27	when not during regular work hours
28	If any PD time is granted, I will not lose pay for that time off.

Page 17, Q20. Does your employer compensate for your time used for professional development?

- | | |
|----|---|
| 29 | I can go during regular work hours |
| 30 | in some cases. If during school hours I get regular pay |
| 31 | usually done during work time |
| 32 | Paid leave |
| 33 | paid hours |
| 34 | if it's applicable to my job prof dev opportunities are offered during work hours |
| 35 | Permission given to attend conferences. |
| 36 | time owed |
| 37 | regular pay for time used |
| 38 | hour for hour |
| 39 | some time is provided during regular work hours |

Page 18, Q21. How many hours per week are you available for professional development?

1	Traoning ins included in my job contract but there are no clearly defined rules as such. But I know the board would not approve of my taking any more than two days at a time to take a course, and only aobut once or twice a year. (I'm my own boss in a way and quietly take time off work for prof. development to compensate for so much over-time I work every week.)
2	Twp pr Three hours per week
3	Variable - Due to shift work. Willing to take Annual leave for PD
4	whatever may be required
5	2-3 hours
6	Retired - not applicable
7	zero to learn; five to teach
8	12 hours a years
9	It depends on the training
10	Anytime
11	Varies depending on the programming schedules of my organization
12	5
13	3
14	none
15	12
16	10 - 15
17	15
18	varies
19	5
20	2-3 hours
21	5
22	whatever is needed
23	none except in the summer
24	4
25	7
26	2

Page 18, Q21. How many hours per week are you available for professional development?

27	5-10
28	3
29	as required
30	unsure
31	3-5
32	unknown - varies week to week
33	4
34	four hours
35	I can make available on occasion five hours
36	4-5
37	2-4
38	1 hour to a full day
39	As necessary
40	1
41	10
42	varies
43	5
44	5
45	5 max
46	varies
47	varies
48	6
49	Min 5 hrs. - Max.10 hrs.
50	no limit
51	2-3
52	no set amount. if opportunity comes up I will apply to participate.
53	If worthwhile, employer would support regular PD time
54	2
55	5

Page 18, Q21. How many hours per week are you available for professional development?

56	Depends on task
57	don't know
58	Not sure
59	hard to say.... perhaps 2 or 3 hours
60	depends on shift schedule
61	15
62	10
63	3hr
64	varies
65	8
66	variable, depending upon applicability and need

Page 20, Q23. What form of professional development would you like to participate in (check all that apply):

1	small groups
2	Conference, seminars, etc
3	Speakers
4	conference
5	seminar
6	not sure. Would need to be local, informal and tailored to specific needs. + The following comment relates to Questions 16, 17, 18, and 20... since there is no space there to comment, they are REQUIRED items, and yet they do not apply to some of the most valuable people who have (outside their regular work or as volunteers) developed and shaped some of the dynamic initiatives in this province.
7	Teleconferences are good - accessible and cheap
8	Networking is invaluable. Face to face is always the best
9	Workshops & one-on-one training
10	institute; gatherings

Page 21, Q24. In your experience, what is the value of professional development you have received to date?

1	In terms of any professional development, not just literacy, the value is in gaining more knowledge and awareness of topics and information.
2	Extremely valuable
3	Most of my PD has been personally acquired rather than supplied by my employer. I highly value PD seminars as a means to better serve my clients.
4	It gave me some information to share with our baby group.
5	Engages me as a learner
6	Not applicable
7	How to start from basics with an adult learner. How to assess the learner. Self taught how to work with the thought process of the learner
8	it gives me insight into what else is happening in Literacy and what is new in the study of family literacy
9	It helps enhance the skills i already have and alos gives me the chance to learn new skills
10	Very helpful..lit's so great when I can actually use what I've learned in the classroom.
11	Keeps me current with the information and startegies available to enhance client learning experiences.
12	As a volunteer with Engineers Without Borders, the professional development was of great importance to everyone involved. It allowd for a faster work pace and more effective teams.
13	Invaluable
14	Though sporatic and unplanned, it has been informative and insightful.
15	every session has been selected when i need to add that to my current responsibilities. I can do my job better and enhance the lives of others.
16	It enlightens the students to what is out there in the line of work and it give them a sense of encourage and hope for a better future
17	from learners involved in Adult Basic Education
18	become familiar with the latest research
19	keeping an up to date pedagogy
20	It helps to improve my teaching methods.
21	Good
22	no price tag put on this, invaluable

Page 21, Q24. In your experience, what is the value of professional development you have received to date?

- | | |
|----|--|
| 23 | The workshop on avoiding and mitigating violent behaviour in the classroom was helpful, as was the workshop on implementing computer assistance programs such as Kurzweil and Dragonspeak. I would like to see a part-time program focusing on ESL for those of us in the regular ABE and literacy programs...here in St. John's. As the nature of the students in our ABE classrooms changes, we are increasingly in need of training in ESL, materials for the cognitively challenged, remediation techniques for those with learning disabilities, and methods for dealing with confrontational behaviours. |
| 24 | random and not consistent |
| 25 | very valuable |
| 26 | For my job, exceptionally valuable. For my volunteer position i cannot comment. |
| 27 | Invaluable to my work and volunteer activities. |
| 28 | extremely valuable |
| 29 | n/a |
| 30 | all learning in invaluable |
| 31 | hard to measure but always value added professional development |
| 32 | of great value |
| 33 | It has enhanced my appreciation of the need for adult education and helped me to be more effective |
| 34 | good |
| 35 | It updated my skills,provided interaction with others in my field, and recharged my energy for the work. |
| 36 | It keeps you up to date on new technologies practices in your area of instruction. |
| 37 | Sharing of ideas, new approaches. |
| 38 | enriching supporting and enhancing knowledge and ideas that I already have. An opportunity to network and learn different perspectives. |
| 39 | Being made aware of what are best practices by others in the same field |
| 40 | helps |
| 41 | Not Sure |
| 42 | Haven't received much PD on literacy. |
| 43 | Advancing my knowledge of tools that will directly impact students' learning |
| 44 | Spotlight on Learning Conference provided a great overview of ongoing literacy trends and issues. |
| 45 | very vaulable - one always learns something new |

Page 21, Q24. In your experience, what is the value of professional development you have received to date?

46	necessity
47	It has been tailored, not classroom, local, peer to peer or provided by focused, specific experts
48	As a lifelong learner, it's extremely valuable to me and those I work with.
49	PD in the past has kept me abreast of the newest forms of resources to use, but I would love to get together with all colleagues of mine in the College of the North Atlantic to see and understand what is working or not working for them. Since I was hired 5 yrs. ago as a Level 1 instructor there has not been one opportunity to get together since to compare notes etc.
50	no price tag fo this.
51	Very valuable
52	helps me understand and help others
53	Always good to be refreshed. Always learn from the other participatns in the room - this sharing is important. Learning not just from the instructor.
54	Excellent
55	It enhances my work performance, and allows me to better relate to my students.
56	Too much to mention - 16 years of teaching experience in the private school system (K-12) in Vancouver, BC.
57	it was basically to teach us about a new computer program needed for my work
58	Fabulous. I have enjoyed the many activities and learning opportunities in the past and hope to enhance my working life with additional learning.
59	Gosh, like I just stated, Networking with other individuals is so important and valuable. PD supports and educates and we then are able to take the information received and distribute, share and help implement.
60	Huge value re: updating knowledge, staying current & expanding ideas to benefit the Client
61	It helps to keep one current on new developments in the field of literacy
62	excellent
63	none
64	mostly very valuable, depends on facilitators
65	10000
66	Very valuable; Provides both skills development, resource identification and networking opportunities; all of which enable me to be more effective at my job.

Page 24, Q28. What accreditation or training would you like to receive?

1	Seminar/workshops or any of the above
2	Not sure
3	Not a priority
4	Masters in Adult Education
5	updates on current practices and resources
6	please see above. I have a M.Ed. with a specialty in reading, and additional training in working with people with dyslexia and LD, but would like to find more time to explore new methods for remediation.
7	don;'t need certification...just to feel like I am doing something worthwhile
8	Irrelevant. Already hold 2 degrees. Learning never stops!
9	Masters degree in education
10	Intervention
11	short workshops
12	Masters
13	Any
14	practical professional development
15	not related to this survey
16	unsure
17	currently part time mun student major is English
18	masters

Page 25, Q29. Please specify what diploma, degree or certificate you would like to receive:

1	Oh! I don't know of any, but if there is one for improved awareness of literacy and how to help people, that would be nice.
2	I would like to receive a certificate for any pd that I do.
3	Bachelors in Social Work
4	unsure
5	International Development
6	completion
7	Masters of Education
8	IT
9	Bachelor of Education
10	adult education
11	adult education
12	Adult Education Training
13	Adult Education
14	Diploma in Adult Education
15	Bach. of Ed.
16	nothing in particular.
17	Anything with a formal completion certificate that is useful to my work
18	Bachelor of Adult Education
19	Like at the University of Victoria - Certificate in Adult and Continuing Education
20	Human Resource, Administration
21	I don't know what is available
22	Office Ad
23	!!!!
24	Certificate in Family Learning