



**Title:** *Teacher Training Committee (TTC) Proposal*

**Proposed by:** *TED Committee of the Federation*

**Proposed to:** *Federation Delegate Board*

**Date:** October 2016

**Proposal:** *The TED committee proposes to the Federation the creation of a committee tasked with the work of further research and development of a formal teacher training program and (pending Federation delegate approval) the work of establishing and maintaining such a program into the future.*

**Grounds:** Providing proper training for teachers is one of the fundamental purposes of the Federation. Of the four stated purposes of the Federation, two of them deal expressly with training. Specifically, Article II, C of the Federation's constitution provides the mandate for the Federation to seek ways and means for a thorough training of teachers.

Our past school societies were wise to make this the thrust of the Federation. A properly trained teaching staff is an essential component for schools who find their existence tied to a distinctively Reformed educational philosophy and practice. It is imperative that Protestant Reformed schools make sure there is distinctive Protestant Reformed training for Protestant Reformed teachers who do this work.

Today, there still exists no "thorough training" (Art. II, C) which will equip a young person or existing teacher in the distinctives of a Protestant Reformed education. Secular colleges certainly do not, nor do the local Christian colleges. The time to provide this training is now lest we lose our distinctiveness.

Over the last two years, the TED Committee of the Federation put greater effort in this area. We have been working on a concept plan for a more thorough training of teachers including teacher development through mentorships. We have determined there is indeed a legitimate path for this training to take place. We laid out a vision of this path in our document *Concept Plan for a Future Protestant Reformed Teacher Training Program*. We have seen with our own eyes the blessed fruits of a Teacher Training Program when visiting Covenant Canadian Reformed Teacher's College. We have determined that further work on this project requires the attention and efforts of a separate committee. Due to its structure and make up, the TED Committee alone is not equipped for this undertaking. The members on the TED Committee also serve on various school boards. It is appropriate then to organize a separate committee. This committee should be tasked with the work of further research and development on this project with the view to establishing and maintaining a formal teacher training program.



## **Additional Information:**

**Purpose:** This committee's purpose will be two-fold. As such, it will be conducted in two phases.

*Research Phase: Research and develop a plan for a more thorough teacher training program and receive approval by the Federation.*

*Operational Phase: Once Federation delegates approve, the TTC will operate and maintain a thorough teacher training program which eventually provides schools a complete, systematic and formal training of teachers in all aspects of Reformed education.*

**Principles of Basis:** The principles which form the basis of Reformed education and the teacher training program are as follows:

1. The Bible is the infallibly inspired, written Word of God (II Peter 1), the doctrine of which is contained in the Three Forms of Unity, and as such forms the basis for administration, instruction, and discipline in the schools and teacher training program.
2. Our sovereign, triune, covenant God has from eternity chosen and in time forms a people unto Himself (Eph. 1) that they may stand in covenant relationship to Him and live to His praise, friendship, and living service in all spheres of life, in the midst of a sinful world knowing and understanding that this God is King over heaven and earth and will one day reconcile all things through Jesus Christ (Col. 1).
3. The training of covenant people must serve to reveal the glory of their God in a life lived from the principle of regeneration by grace.

### **Committee Structure:**

- *Members:*
  - Research Phase: President, Managing Director, Educator, Member at Large #1, Member at Large #2
  - Operational Phase: President, **Treasurer**, Managing Director, Educator, Member at Large #1, Member at Large #2
  - Each member has voting privileges. Members on this committee must have membership in one of our member school's societies.



- *Terms:*

Each member will serve a 3-year term, except the Managing Director who will serve a 4-year term. Terms will begin July 1. At initial organization, terms will begin at the following term year

- President: year 1 of 3
- Educator: year 1 of 3
- Managing Director: year 1 of 4
- At Large #1: year 2 of 3
- At Large #2: year 3 of 3

- *Elections:*

By March 1, the TTC will recommend to the TED Committee two individuals for each vacant seat. The TED Committee will bring one of these two individuals to the Spring Federation Delegate meeting for final approval. Terms for the retiring members will end June 30. In regards to the Managing Director position, the TTC will only recommend one individual to the TED for approval. Each year, the TTC will elect a member of their committee to the office of President and Treasurer (Treasurer for operational phase only)

- *Consecutive terms:*

A member may serve consecutive terms. Election for a consecutive term will follow the same procedure as outlined above.

- *Salary:*

Except for the Managing Director, the TTC members receive no salary or stipend for their work. The Managing Director will receive a yearly salary approved by the Federation Delegate Board.



- *Reporting:*

The Managing Director of the TTC will submit regular reports to the Executive Director of the TED Committee for TED committee review. This reporting will include, at minimum, the minutes of each meeting, a regular financial report, and a regular activity report.

- *Budget:*

- During the Research Phase, the TTC has no budget. Any desired expense must receive approval by the TED Committee via request. By March 1, the TTC will submit to the TED Committee a recommendation of the upcoming year's expenses. The TED Committee will take this and formulate the yearly Federation budget which will be approved at the April delegate meeting.
- During the Operational Phase, the TTC will gain a Treasurer Officer from its current membership. With their treasurer, the TTC will develop an operational budget which will seek approval from the TED Committee and the Federation delegates at the Spring Federation Delegate meeting. The TTC will operate within this approved budget, making expenses as needed. The collection and accounting of any revenue accumulated in the operation of the teacher training program will be the responsibility of the TTC. The fiscal year begins July 1.

### **TTC Managing Director:**

- *Salary:* \$5,400/yr. (to be revisited on a regular basis)
- *Job Description:* In general, the Managing Director will act as the main working agent of the TTC. Specifically, the Managing Director will carry out the following tasks:
  1. Act as secretary at all TTC meetings.
    - a. Prepare agendas and gather reports for each meeting.



- b. Take minutes of each meeting.
  - c. Take care of all correspondence.
  - d. Keep record of all decisions made at meeting.
  - e. Prepare and distribute meeting minutes to the TED committee.
2. Communicate regularly with the TED Committee on activities and decisions made by the TTC. This will be accomplished by a written activity report sent to the TED Committee following each TTC meeting.
  3. Prepare an activity report for the Federation delegates at all federation meetings.
  4. Promote the teacher training program in the Federation's membership community by regular written articles or speaking engagements using various appropriate media.
  5. Communicate with Website Director in regards to any use of the website by the TTC.
  6. Organize and facilitate the use of technology to ensure long distance TTC members can actively participate in meetings.
  7. Keep the TTC focused on their purpose and work by communicating the past, present and future work of the TTC to new/incoming TTC members.

### Organization Chart

