

Purpose/Background

The Division encourages staff to develop products or processes of value as a function of a Division that embraces innovation and creativity. The Division strongly encourages creative and innovative concepts be brought forward for mutual benefit. These innovations can be either the development of materials and practices to be shared amongst Division staff or the development of educational innovations that can be partnerships between the individual party and the Division.

Procedures

1. Innovative practice is encouraged of all staff and a fundamental characteristic of a dynamic jurisdiction.
2. Innovative practices are to be shared as deemed appropriate with colleagues across the Division through the various channels of collaboration.
3. The development of products, educational resources, and new knowledge, in addition to sharing across the Division, can also be brought forward to the Superintendent or designate to discuss potential revenue generation opportunities.
4. Partnerships between a staff member or group of staff members and the Division will be entered into through contract and revenues shared on a pre-determined basis as outlined in the contract.
 - 4.1 Material(s) developed by teachers for which the Division has contributed funds, equipment, consultation, payment or time off for such development, is the property of the Division.
 - 4.2 Development of any material(s), which might employ Division resources, be they human or material, must receive prior approval from the Division.
 - 4.3 Any piloting in Division Schools that may occur directly or indirectly as a result of a teacher becoming involved in a development of materials for commercial gain must receive prior approval from the Superintendent.
 - 4.4 Involvement in a project to develop materials for commercial gain must receive prior approval from the Superintendent if it would result in time off, piloting or the use of Division resources, be they human or materials.
 - 4.5 Any information gained about students as a result of piloting materials must be confidential and any reports created must guarantee the anonymity of the students.
5. Staff members are encouraged to bring forward creations that can be leveraged to foster increased internal and external value and revenue to the system.

Reference:

- Section 33, 51, 52, 53, 68, 197, 222, 256 Education Act
- Copyright Act