

! "#\$%&'(#)*+, -./01&-0/0**"\$0*0.2&0#03\$-(./1-02&, 4-(./-5%'&
#(6-0/7-./#0&8#(9/06&.#&1+\$\$#(.&-0*&-*: -0, "&\$+5%, &' *+, -./#0&.4(#+64&
("1"-(.42&\$#%, ;2&-0*&\$+5%, &'06-6"<"0.=&
>4-(./-5%'&?#-&@ABCD&EAFG&HHEEE&
BG@I &J.&>%-/(&I : "0+"&K"1.2&L#(#0.#2&M?2&NO>&CPF&
QCO3AFQ3ECE&#(&C3@@@3AFQ3FDQQ&
ca ca

L4"&I 00+-%MO.-(/#&J, 4##%J+(: " ; &8-1&*": "%#\$" *&5; &! "#\$%'&'#(&
) *+, -./#0&-0* &.4"&N".(#&! -("0.&?" .8#(92&/0&, #01+% -./#0&8/.4&\$-("0.1&
-0*&\$-("0.&6(#+\$1&- , (#11&MO.-(/#-&! "#\$%'&'#(&)*+, -./#0̡&.4"&
, #;\$; (/64.�&-%/O."%"; .+-%\$(\$#"(. ; &.4-.&/1&\$-(.&#&.4/1&\$(#R", .&
S1"&#&'&-0; &T+"1./#01&, #0.-/0" *&/O&.4"&1+(: " ; 2&#(&-0; &#&'&.4"&/O."%"; .+-%
\$(\$#"(. ; &*": "%#\$" *&.##&1+\$\$#(.&-* </0/1.(-./#0&#&'&.4"&1+(: " ; 2&/1&1.(/, .%&
\$(#4/5/." *&8/.4#+.&.4"&'US("11&8(/.. "0&\$" (</11/#0&#&'&! "#\$%'&'#(&
) *+, -./#0=&
V+"1./#01&-5#+.&.4"&+1"&#&'&/O."%"; .+-%\$(\$#"(. ; &14#+%*&5"&- * * ("11" * &&
.##.4"&H"1"- , 4&! (#6(<&V/((" .#(2&! "#\$%'&'#(&)*+, -./#02&-.&&
QCO3AFQ3ECE&#(&/O'#X\$"#\$%'&'#(" *+, -./#0=, -&

Specific research data from the survey can be provided for a fee.

1, , #(* /O6&.##&\$(/O, /\$-%12&%, 9&#'+0* /O62&\$##(&, #00", ./: /: 2&-0* &/O1+'3
ficient access to professional development can make it challenging to
1+, , "11'+%& /O."6(-."&.", 4O##%#6; &/O&1, 4##%#1=&P+. &84"O&.4"1" &5-((/" (1&
-(" &#: "(, #<"2&.", 4O##%#6; &4-1&.4" &\$#. "O./-%&.#&"04-0, " &%'- (O/O6&1\$-, "1=

dO&GECO2&@f&# '&'%' <"O.-(: &1, 4##%#1&(" \$#(. " * &.4-. &1# <" &." - , 4" (1&
, #<<+O/, -." * �%O" &8/.4&\$- ("O.1h1.+ * "O.1=&dO&GECDBf&# '&'%' <"O3
.-(: &1, 4##%#1&-O* &CEEf&# '&'1", #O* -(: &1, 4##%#1&(" \$#(. &.4-. &1# <" &# '&.4" /(&
. " - , 4" (1&+1" &.", 4O##%#6; &.##&, #<<+O/, -." &8/.4&1.+ * "O.1=&

L" - , 4" (1&+1" &-&: -(/" .: &# '&.##%#12&/O, %t * /O6&" <- /2&, %-11(## <&8"51/."12&
8"5&- \$&\$%, -./#O1&["=6=&H" </O*2&J" "1-82&> %-11&W#R#&2&-O* &#O%O" &, %-113
(## <1&[1" " &Y/6+(&C=&L4"1" &.##%#1&-%#8&%"- (O/O6&.##&, #O./O+" &5"; #O* &.4" &
confnes of a classroom. Students can email teachers with questions,
-19&# (&#O"3#O3#O" &1+\$&\$#(.2&8-. , 4&: / * " #12&# (&(" - * &- (./, %'1&(" %-. " * &.##&
, %-11&%'- (O/O6=&L4" &.##%#1&-%#1&-%#8&." - , 4" (1&.##&-11"11&1.+ * "O.&\$' ('#3
<-O, " &/O&-&: -(/" .: &# '&8-; 12&/O' # (<&\$- ("O.1&-5#+. &, %-11(## <&- , ./: / /" 12&
-O* &\$#1.&, %-11(## <&-OO#+O, " <"O.1=

J# <" &\$\$(/O, /\$-%1&(" \$#(. &.4-. &/O, (" -1" * &- , "11&.##&, #<<+O/, -./#O&.", 43
O##%#6; &\$#1"1&, 4-%'O6"1&# (&." - , 4" (1i \$- ("O.1h, -("6/: "(1&-O* &1.+ * "O.1&
."U./O6&" - , 4&# .4" (&* + /O6&, %-112&# (&'U\$", . /O6&-O&/ <<" * /-." &("1\$#O1" &.##&
T+"1./#O1&-O* &\$(\$#5%' <1=&M.4" (&\$\$(/O, /\$-%1&(" \$#(. &.4-. &+1/O6&.", 4O##%#6; &
.##&, #<<+O/, -." &, -O." (&6(" -." (&4# <"31, 4##%#&, #00", . /#O1&84"O&
-\$\$(#\$(/-." &* /6/.-%+1" &\$#%#, /"1&- (" &/O&\$%-, "=&

dO&MO. -(/#2&1, 4##%#85#- (*1&- (" &("T+ / (" * &.##&*": "%#&-O* &("': /"8&\$#%#, /"1&# (&
-, , "\$.-5%' &/O." (O".&+1" &[>#+O, /%# '&MO.-(/#&W/ (" .#(1&# '&)*+, -./#O2&GEC)=&

L4" &! (#: /0, /-%"3`" - (0/06&J. (-."6; &8-1&%-+0, 4" * &/0&"% : "0&\$/%#. &1, 4##%
5#- (*1&/0&GEE02&-0* &4-1&0#8&6(#80&.#&/0, %* * " &-%%\$+5%, % &' +0* " * &1, 4##%
5#- (*1&[MO.- (/##N/0/1. (; &#' &) *+, -. /#02&GECF\&) 3%' - (0/06&, (" * /.& #+ (1"1&
are of ered to students in secondary schools. Until 2019, these courses
8" (" &\$ (/ < - (/ % &' # (&1. + * " 0.1&84#&, #+ %* &0#.&- . " 0* &\$4; 1/, -%, %-11"1&*+ " &
. #&\$" (1#0-%# (&. / < " .-5%06&/11+ " 12&# (&' # (&1. + * " 0.1&84#&8-0." * &. #&. -9" &

J#<"&\$(/0, /\$-%1&("\$#(.&-&6(#8/06&*" < -0*&'#(&'3%' -(0/062&-0*&0#. &
"0#+64&, #+(1"1&.#&<" ".&.4- .&*" < -0*=&L4"; &-%1#&("\$#(.&.4- .&1. +*" 0.1&
-("&9""0&.#&1/60&+\$&'#(&'3%' -(0/06&, #+(1"12&5+.&- .&./<" 1&1.(+66%'&8/.4&
.4"&1"%3*/1, /\$%0"&.4"1"&, #+(1"1&("T+/(="&K4/%&.&/1&+1""+%.#&"U\$#1"&

?#.&-%1.+*"0.1&4-:"&-,"11&.#&,#<\$+."(1&#(&.4"/O."(O".&-.&4#<"&l O*2&
"1\$/."&/.1&/O,("1/O6&\$("1"O,"2&-,"11&.#&.",40#%#6;&:-(/"1&,#01/"(3
-5% &'(#<&1,4#%#. #&1,4#%#
Y(#<&GECQ3GECB2&.4"&N/O/1.(;/O:"1."*&kCAE&</%#O/O&.4"&L",40#%#6;&
-O*&`"- (O/O6&Y+O*&[L`Y\&.#&4"%\$&1,4#%#1&- ,T+/(("&*/6/.-%.",40#%#6;&
-O*&%'-(O/O6&.#%#1&[>#+O,/%#&W/(" ,.#(1&#&)*+,-./#O2&GECB\&m#S": "(2&
- , #(* /O6&.#&.4"&)%' <"O.-(;&L"- ,4"(1&Y""*(-./#O&#&MO.-(/#2&+O*/O6&

Despite these efforts, some schools report that they are struggling to

m/6431\$ " *w/O." (O" -5% 1&1. + * " O.1&0* - * +, - .# (1&. #&- , " 11&

dO&GECO2&.4" - -0* /-O&H- * /#3. " %": /1/#O&-O* -L" %", # < < +O/, - ./#O1&&

W" 1\$/." &.4" -O.- /#O- %\$#% , ; 2&.4/1& ; " - (*1&1+ (: " ; - (" 1+ % 1&O* / , - ." &.4- .&

L#&- * * (" 11&.4" 1" &/11+ " 12&.4" -N/O/1. (; -) * + , - ./#O- +O, 4" * &- &64" 37&

W" 1\$/." &.4" - (" : - %' O, " - #- P- G- M- W- \$- #- % , /" 12&, " %\$- 4#O" - + 1" &/O&1, 4# #- 1& &- &

J# < "\$(/O, /\$-%1&("\$ \$#(.&, 4-%'06" 1&O&\$(" : "O./06&1.+*" 0.1&'(# < &+1/06&
1#, /-%< "*" /-&#(�%O" &6-</06&1/. " 12&-1&8" %&-1&/0, (" -1/06&, ; 5" (35+%& /06&
/11+" 1-M.4" (&\$(/O, /\$-%1&("\$ \$#(.&-* * (" 11/06&.4" 1" &, 4-%'06" 1&.4(#+64&
1, 4#%\$#%#, /" 1&#O&-\$\$(#\$(/-." &*/6/.-%+1" 2&6+" 1.&\$(" 1" 0.-./#01&-5#+.&

L4" & ` " - (0/06 > # < < # 01 & < # * "%4-1&, 4-06" * &.4" &. " - , 4" (&%5(-(/-0&(#%& & ' (# < &6- . " 9" " \$ " (&# '&5##91&.##&' - , /% . - .# (&# '&, # < \$ " . " 0, /' 12& (" 1" - (, 4&19/9&12& -0* &. " , 40/, -%90#8%" * 6" &[H/792&GEC@-\&m#8": " (2&< -0; &\$ (/0, /\$ -%& (& " \$ # (& that they are unable to keep libraries open and stafed all day long. In
GEC2/O&1, 4##%&1&8/.4&. " - , 4" (&%5(-(/-012&.4" &-: " (-6" &(-./#&\$" (&"%&' < " 0.-(: & 1, 4##%/1�" &. " - , 4" (&%5(-(/-0&'# (&": " (; &@EA&1.+*" 0.1-&dO&1" , #O* -(: & 1, 4##%&12&.4- &(-./#&/0, (" -1" 1&. #&C&. #&C2EEB&

M: " (&.4" &%-1.&GE&; " -(12&. " - , 4" (&%5(-(/-01&/O&'%" < " 0.-(: &1, 4##%&1 &4-: " & 5" " O&1. " - * /% & * ", %/062&84/%' &%5(-(: &. " , 40/, /-01&4-: " &5" " O&/O, (" -1/06=& L4/1&; " -(2&AQF &# '&'%" < " 0.-(: &1, 4##%&1 &4-: " &- &%-1.�" &' +%&# (&\$-(.3./ < " & . " - , 4" (&%5(-(/-02&, # < \$ - (" * &. #&@EF &/O&CDD@&[1" " &Y/6+ (" &A=&Y# (; 3.4 (" " & \$ " (, " 0.&# '&'%" < " 0.-(: &1, 4##%&1 & (" \$ # (&4-: /06&-&%5(-(: &. " , 40/, /-0&/O&GEC2& compared to 16% in 1999. This may be a result of salary dif erences.

J, 4##%&5#-(*1&(" , /: " &' +O*/06&' (# < &.4" &N/O/1.(; &'# (�" &. " - , 4" (&%5(-(/-0& '# (&": " (; &BOF&'%" < " 0.-(: 3%: "%1.+*" 0.1&-O* �" &'# (&": " (; &DED&1" , #O* 3

School libraries tend to be staffed differently across the province. Those in Western and Northern Ontario are more likely to be staffed with only a teacher librarian, while those in Eastern and Northern Ontario are more likely to be staffed with only a library technician (see Table 1.4).

! (/0, /\$-%1&("\$ \$#(.&.4-.&." -, 4"(1&4-:"&: -(;/06&%" : "%1&#%'&, # < '#(.&8/.4&." , 43
0#%#6;2&-0*1#<"&." -, 4"(1&<-; &0""*&\$(#""11/#0-%*": "%#\$<"0.&/O&+1/06&
technology as an effective teaching tool. To support boards with this,
.4"&N/O/1.(; &#') *+, -./#0&' +0*""*&' -, 4&1, 4##%5#-(*&8/.4&-&L" , 40#%#6; &
)0-5%'*&' "-(0/06&-0*&L" -, 4/06&>#0.-, .&[L)`L\O&GEC@&[MO.-(/#&N/O/1.(; &#''&
Education, 2018c). The TELT supports staf in using various online platf
'#(<1&-0*&: /(.+-%0": /(#0<"0.1-m#8": "(2&%- (6" (&1, 4##%5#-(*1&, %-/<&.4-.&/.&
/1&, 4-%'06/06&.##&<" ".&.4" &0"" *1#&'&-%&1, 4##%1&/O&.4" &5#-(*&8/.4�" &L)`L=&
dO&GECB&.4"&N/O/1.(; &-%1#&-00# +0, ""*&-&kCE&</%�&\$" (&," -(&d00#: -./#O&/O&
`"- (0/06&Y+0* &[d`Y&.##1+\$ \$ \$#(.&.4" &*": "%#\$<"0.&#%'&6#5-%, # < \$"."0, /"1&-1&
-&8-; &.##5+/%* �&.4" &L`Y&[Y(-07&GECB\&-m#8": "(2&/O&W" , " < 5" (&GEC@2&.4/1&
' +0* &8-1&*/1, #0./0+""* &[! " # \$ % ' & # (&) * +, -./#02&GEC@5\&

@YS&hf A8QT#a#&nB" S0a) R&/HadE9&%

1. **P** de d ec ade a d a e a ce.

L#4" %&\$+ , 4-1"2< -/0.-/02(" \$-/2&-0*("&\$% '0/14&* /6/.-%.##%12&&
 , (" -."&-&, #01#%* -."*&6(-0.&'#(&." , 40#%#6; &8/.4/0&.4" &j (-0.1&
 '#(&J.+*"0.&?" " *1=L4/1&14#+%&5" &' +0*" *&+1/06&-&'# (<+%-&.4- .&
 /1&5-1" *�&-&, #<5/0-./#0&# '&\$" (&\$+\$/%-0*&* " <#6(-\$4/ ,&&
 '- ,.#(1&.#&- , ,#+0.&'#(&.4" " (&- , , "11&.#&." , 40#%#6; &/0&(+(-%
 -0*&1# , /#3" , #0# < / , &- (" -1=&&&&
2. **Re- a e e l a a Lea F d.**

-%#0" &-"&0#.&"0#+64&.#&1+\$&\$#(.&1.+*"0.&%" -(0/06&[Y+%&0&_&
 ^-068#(.4; 2&GECQ\&L#&"U" (, /1" &.4" &' +%&\$#."0./-%#&." , 40#%#6; &
 /0&1, 4##%12&" *+ , -.#(1&0" " *&.#&+1" &< " .4#*1&.4-.&'#1." (&%" -(03
 /06&# '&, #(" &, #<\$" .0, /"1=L4" &id00#: -./#0&/0& " - (0/06&Y+0* &
 1+\$&\$#(.1&" *+ , -.#(1&/0&* " : "%\$ /06&.4"1" &, #<\$" .0, /"1&- <#06&
 1.+*"0.1=
3. **C e d e B adba d Acce A S de**
I a e a d e R a a d N e Ed ca (RNEF)
F d.

F.&l 1&\$" (&.4" &>HL>&<-0* -."12&-%&>-0-*/-01&14#+%&* &4-: " &
 - , , "11&.#&5(#-*5-0*&/0." (0" .&8/.4&(" % -5% " &1\$ " " *1-&- , 9&# '&&
 /0." (0" .&- , , "11&#(&\$# #(&/0." (0" .&1\$ " " * &\$ (" : "0.1&1# < " &&
 1.+*"0.1&' (#<&- , , "11/06&.4" &1-< " &T+-%. ; &# '&' *+ , -./#0-%&
 "U\$" (/ "0, "1&-1&1.+*"0.1&/0&.4" &("1.&# '&.4" &\$ (# : /0, " &
4. **C c ad a , eac e a d de**
be e e e e e e a de a e

Re e e, ce

P" .. /06" (2&)-2&_&` #'' 52&J-[GECB\&! (# < /1" 1&-0* &\$ /.' -%1&# '&#O%O" &' *+, - ./#O=&
P%"#" "> %) * &+ 7' \$,) 3& 64" " G' # (,) P?' 7\$ # % \$) * B\$ 3G,) Q\$ B" 4&, @G[CA\2&C3O=&
> - < \$ 5" %&&N=&_&Z/062&I -&[GECB\&J, 4# # % % 5(- (/" 1&-0* &" ` " -(O/06)&I 018" (/06&
.4" &, -%&' # (&- , , " 11&-0* &" T+ / .; -&. 4\$ 3, +4\$) R" + # & 3' #)! 3# 373) S5
> -0- * / -0&` /5(- (; &I 11# , /- ./#O=&[GECB\&

Office of the Auditor General of Ontario. (2018). *Professionalism – Use of Electronic Communication and Social Media*. Toronto: Office of the Auditor General of Ontario.

MO.-(/##>##% '6" &#'&L" - , 4" (1=&[GECB\&U4" ;\$, "'#30): 7? , "41-)R3'#&3'#'## ()
Professionalism – Use of Electronic Communication and Social Media

MO.-(/##&N/O/1.(; &#'&) * + , -./#O=&[GECF\&U4"?'##'30)\$8=\$34#'# () * &43&\$ (1)
Master User Agreement.&L#(#O.#2&M?)&j #: " (0<"O.&#'&MO.-(/##&

MO.-(/##&N/O/1.(; &#'&) * + , -./#O=&[GECO\&KM

! "\$%&'(#)*+, -./0-[GEC@5\U4"?#%'30);+#7'#(3##'+##\$>\$#&,) > 31)
 affect programs for students at risk.&L#(#0.#2&M?)&! "\$%&'(#)*+, -./0-
 ! (#R" , .&L#<#((#8-[GEC@5\U4"?#%'30);+#7'#(3##'+##\$>\$#&,) > 31)
 [##"?3&'?\$)! 03, , 4"">)R"7\$0,);"4)=\$34#'#(3##'+##\$>\$#&,) > 31)
 L#<#((#8-[GEC@5\U4"?#%'30);+#7'#(3##'+##\$>\$#&,) > 31)
 Rizk, J. (2018). . /\$)KM^)%\$#&+41)%03, , 4"">). \$%/#"0" (1)3,)3)
 &43#; ;"4>3&'?\$)"0'#\$7+%3&'#30)4" +&#\$, @4+0\$, @3#7)4'&+30,)
 JU/^)'^, , \$4&3&'#0)m-</%#02&M?]&N, N-1." (&S0/: " (1.; -&
 H#; -%P-09&# '&>-0-* -&[GEC@5\U4"?#%'30);+#7'#(3##'+##\$>\$#&,) > 31)
 ! 3#). /4'?\$)'#&/\$: (\$)')'^, 4+B&'#&L#(#0.#2&M?)&H#; -%P-09&# '&
 >-0-* -&
 L4+0*" (&P-; &>- .4#%, &W/1.(/ , .&J, 4##%P#-(*-[GEC@5\U4"?#%'30);+#7'#(3##'+##\$>\$#&,) > 31)

