

Chair of Council  
Report to Council  
December 2020

The contents of this report highlight the activities of the Chair between September 1, 2020 and November 6, 2020. Attachment 1, the College mandate, objects, vision, mission and strategic priorities, is provided for your reference. Attachment 2 is a summary of Outreach Activities.

### **Strengthen Transparency and Accountability**

#### **Council and Committee Meetings During COVID19**

Our governance role continues through our virtual Committee, Council and panel Meetings. We will keep you posted on CouncilNet in relation to the next phase of opening the physical building. The College remains open to the public in a virtual format and all applicants and members can access services as required. A heartfelt thank you to each and every one of you for your continued commitment to the College mandate during these unprecedented times. I like to especially thank Deputy Registrar Bélisle and staff for continuously ensuring the health and safety for all through best practices that have been implemented. Please do visit the oct.ca website for our communications to the members and public. Additional information to Council Members will continue to be posted on CouncilNet.

At this time, the feedback collated from surveys post-October Council Meeting has indicated that majority of Council Member, when not possible to meet in person, wish to follow a virtual meeting schedule with some flexibility in length. We will continue to seek input to ensure Council members' and staff's well-being. We certainly understand the many challenges the pandemic presents and your health above productivity will continue to guide our decision making.

Committee Chairs and Vice-Chairs work in collaboration with staff to meet the needs of their members and the need to fulfill their mandate.

I sincerely do hope we are able to meet in person at least once prior to the conclusion of 8<sup>th</sup> Council. I recognize that it will be a wonderful way for us to honour and appreciate the accomplishments of our work together.

#### **Introduction of Bill 229**

- On November 5, 2020 the government introduced legislation that, if passed, will modernize the College's governance structure
- Many of Council's recommendations for governance enhancements have been included in the proposed legislation
- Most notable are the following:
  - Once the legislation passes, the College's election regulation 293/00 will be repealed bringing our current election process for the 9th Council to a close. The College will pursuant to the current election regulation continue to process

candidate nominations up to and until the November 27 deadline, in the event that the section is repealed or the bill withdrawn.

- As recommended by Council, the overall size and composition of Council will be reduced to 18 individuals, 9 elected members of the profession and 9 appointed members. Membership on Committees will reflect the same equity in membership.
  - A transitional authority will be appointed by the province to lead the transition to the new governance model.
  - Future Council, Committee and Roster members will be appointed by an independent committee based on competencies.
  - The College's Investigation Committee will be given the authority to order a medical assessment of a member prior to referring a matter to either Discipline or Fitness.
  - The College will be required to develop a sexual abuse prevention program for teachers that will be similar to what other regulators are required to provide.
  - All decisions of the Discipline Committee regardless of whether a condition has been fulfilled and notation removed from the public register, will be required to remain on the College's publicly available decision database for the information of the public.
  - Individuals who are found guilty of sexually abusing a student will no longer be eligible to apply for reinstatement to the profession after five years.
  - All of the legislative amendments to the Ontario College of Teachers Act will come into force upon proclamation, or at the latest April 1, 2021. As this is a budget-related bill, it is likely to receive third reading and Royal Assent prior to the house recessing on December 10.
- Full details will be provided to Council Members as information becomes available

### **Budget Presentation**

- The Finance Committee will be presenting the 2021 budget at the December Council meeting
- The budget preparation cycle began in January 2020 and the Finance Committee has created many opportunities for input from Committees and Council members
- A sincere thank you to the Committee's Chair and Vice-Chair for explicitly communicating the cycle of budget input and budget development throughout the year

### **Human Resources/Selection Committee**

- Council approved the Recruitment Plan presented by the Human Resources Committee at the October Council meeting
- Thank you to the Selection Committee members who have worked expeditiously to bring forward a recommendation for filling the position of the Registrar and CEO
- We recognize and thank Dr. Michael Salvatori, Registrar and CEO, for his years of dedication and service to the College and the teaching profession in Ontario

- Over the years, Michael has served in a number of roles at the College, including that of client services manager, accreditation program officer, and membership services director, prior to his appointment as Chief Executive Officer and Registrar
- Michael also recently served a term as the President of the Council on Licensure, Enforcement and Regulation (CLEAR) an international organization committed to regulatory excellence

### **Policy Review Cycle**

- Recognizing we have staggered onboarding of new members, I provide a brief history of the Policy Review Cycle
- In December 2019, Council passed a Policy for executing the Policy Review Cycle
- Many Council-level policies are first reviewed by the assigned committee; many by the Executive Committee (<https://council.oct.ca/resources/policies-procedures>)
- The process involves a Pre-screening Instrument completed by staff to update necessary sections due to, for example, legislative changes
- The members of the committee and Council Members also use an Evaluation Instrument with high-level questions to determine directional change, update or status-quo
- These tools are all accessible on CouncilNet under the Policy Review Cycle policy
- The reviewed Policy then comes to Council with the recommendation for approval
- Council members also requested clarity on the difference between Policies, Procedures, Protocols and guidelines; a helpful document is found here for your review ([https://council.oct.ca/resources/Documents/Terminology\\_for\\_Policies\\_Procedures\\_Guidelines\\_2020.pdf](https://council.oct.ca/resources/Documents/Terminology_for_Policies_Procedures_Guidelines_2020.pdf)).

## **Manage Risk More Strategically**

### **Current Council Composition**

- At this meeting, the Governance Committee is making a recommendation for your consideration to fill an elected position which was vacated earlier this year
- We abide by our mandate as per the current OCTA
- As of January 2021, 8<sup>th</sup> Council will have six months left in its mandate
- For Council's information, should an elected member vacancy arise on Council during that time period, according to the OCTA, Council is not obligated to fill the vacancy
- In order to mitigate risk and determine if capacity is maintained with the current composition given its Committee work and panel work associated with Regulatory Committees, 8<sup>th</sup> Council will consider whether to fill any existing or future elected position vacancies as per the recommendation of the Governance Committee

### **Professional Development**

- Many Council Members have engaged in professional development to support them in their role

- Reports upon completion of the experience or event are posted on CouncilNet for other members to access
- If you have not yet provided your summary report post-event, please complete as soon as possible as per the policy (<https://council.oct.ca/pd/Lists/Professional%20Development%202/AllItems.aspx>)
- If you require assistance, please reach out to the Chair of Council

### **CLEAR Board Member Online Training**

- The following motion was passed at the September 2019 Council Meeting:  
*That Council request that Ontario Regulation 293/00 include as a condition of taking office, the successful completion within the first three months following the Council election, of a governance training program to be identified by the Governance Committee*
- Of the current 37 Council members, 14 members have registered and approximately 9 have either completed or are in the process of completing the course
- Given the importance Council expressed in passing the above motion, Council Members who have not yet taken advantage of the free online **CLEAR Board Member Online Training** are encouraged to enrol
- You can find details on CouncilNet (<https://council.oct.ca/resources/Pages/Professional-Development-Resources.aspx>)

### **Improve Stakeholder Engagement**

#### **Meetings with the Deputy Minister**

- I continue to attend meetings between the Registrar and the Deputy Minister, Nancy Naylor
- As of the writing of this report, we met on one occasion (October 14) to share information regarding Council's decisions in relation to the regulatory amendments passed by Council in October, the response for members reinstating their licenses, and a follow-up to our written invitation for the Minister of Education to speak to Council
- As a follow-up to the introduction of Bill 229, the Deputy Minister communicated with the Deputy Registrar and the Chair the Bill's aim to safeguard Ontario's students and the College's role in protecting the public interest by providing greater transparency and accountability

#### **Faculty Presentations**

- As part of our external relations department, we continue to present to Teacher Candidates at Ontario's Faculties of Education
- Thank you to Vice-Chair, Tim Gernstein, for presenting virtually to the faculties of Education at Lakehead University and Trent University,
- Thank you to Council Member, Jacqueline Karsemeyer, for presenting virtually on my behalf to the Université d'Ottawa teacher education program

**Scholarship Sub-Committee**

- A scholarship sub-committee is formed to review applications from final-year teacher candidates
- There are three scholarship recipients being honoured at the December Council Meeting
- The sub-committee members are Tim Gernstein, Colleen Landers and Jacqueline Karsemeyer
- I thank them for their time and commitment in their review of the applications and look forward to congratulating the three honorees

### Mandate ([Act](#)) and [Objects](#)

1	To regulate the profession of teaching and to govern its members.
2	To develop, establish and maintain qualifications for membership in the College.
3	To accredit professional teacher education programs offered by post-secondary educational institutions.
4	To accredit ongoing education programs for teachers offered by post-secondary educational institutions and other bodies.
5	To issue, renew, amend, suspend, cancel, revoke and reinstate certificates of qualification and registration.
6	To provide for the ongoing education of members of the College.
7	To establish and enforce professional standards and ethical standards applicable to members of the College.
8	To receive and investigate complaints against members of the College and to deal with discipline and fitness to practise issues.
9	To communicate with the public on behalf of the members of the College.
10	To perform such additional functions as are prescribed by the regulations.
11	To develop, provide and accredit educational programs leading to certificates of qualification additional to the certificate required for membership, including but not limited to certificates of qualification as a supervisory officer, and to issue, renew, amend, suspend, cancel, revoke and reinstate such additional certificates.
<b>Duty</b>	
In carrying out its objects, the College has a duty to serve and protect the public interest.	

### [Mission](#)

The College regulates the teaching profession in Ontario in the public interest by setting and enforcing high ethical and professional standards for its members.

### [Vision](#)

Trusted to regulate the teaching profession.

### [Strategic Priorities](#)

#### 1. **Strengthen Transparency and Accountability**

- develop objective and subjective key performance indicators for the College that are measurable, observable and perceivable
- make improvements to the discipline process to better reflect public expectations
- use plain language internally and externally in all communications to better connect the public and College members to the work of the College

#### 2. **Manage Risk More Strategically**

- Council meetings focus more on managing risk and less on operational issues
- increase public awareness of the ongoing professional development activities of all College members

- annually conduct an environmental risk scan
- analyze College data and trends as a basis for creating additional guidance and member resources
- utilize the recommendations of the 2018 Governance Review to ensure improved governance and oversight

**3. Improve Stakeholder Engagement**

- clarify and better communicate the privilege and benefits of self-regulation
- enhance the effectiveness of collaboration with government, constituent organizations and other regulators

**Summary of Chair's Outreach Activities**  
**September 1, 2020 – October 31, 2020**

<b>Date</b>	<b>Event</b>
September 15, 2020	Meeting with Sarah Craig, Executive Director, Conference of Independent Schools of Ontario (CIS) (by Zoom)
September 21, 2020	Meeting with Patti MacDonald, Executive Director, Canada Accredited Independent School (CAIS) (by Zoom)
September 25, 2020	Faculty Presentation, Wilfred University - Kitchener (by Zoom)
September 29, 2020	Webinar with Governance Solutions Inc. re: OCT Human Resources Committee
October 2, 2020	Meeting with Nancy Naylor, Deputy Minister, Ministry of Education (by teleconference)
October 7, 2020	Faculty Presentation, Lakehead University – Thunder Bay (Tim Gernstein)
October 8, 2020	Faculty Presentation, Université d'Ottawa – Windsor (Jacqueline Karsemeyer)
October 13, 2020	Faculty Presentation, Ottawa University
October 14, 2020	Meeting with Nancy Naylor, Deputy Minister, Ministry of Education (by teleconference)
October 28, 2020	Faculty Presentation, Trent University – Peterborough (Tim Gernstein)
October 29, 2020	Faculty Presentation - Trent University – Peterborough (Tim Gernstein)



**Summary of Chair's Correspondence**  
**September 1, 2020 – October 31, 2020**

<b>Issues</b>	<b>Sept</b>	<b>Oct</b>
<b>Invitations</b>		
<b>Ministry of Education</b>		
- Letter to Minister Lecce – re: Invitation to December Council Meeting	1	
- Letter to Minister Lecce – re: Equity Initiative	1	
- Letter to Minister Lecce – re: Accreditation of Teacher Education Programs Outside of Canada	1	
- Letter to Minister Lecce – re: October Council Motions		1
<b>Other</b>		
- Letter to Lyn McGowan – re: Brian P. McGowan Scholarship for Resilience		1
- Letter from Parker Robinson, OTF President – re: Follow up to Meeting August 26 and retired Members		1
- Response letter to Parker Robinson, OTF President		1
<b>Council Members' Professional Development</b>	4	1
<b>Total</b>	<b>7</b>	<b>5</b>