



Ontario's Teaching Regulator
L'organisme de réglementation
de l'enseignement en Ontario

Memo

Date: September 9, 2022

To: Council of the Ontario College of Teachers

From: Elaine Lajeunesse, Chair
Selection and Nominating Subcommittee

Subject: Report of the Selection and Nominating Subcommittee

Subcommittee Meeting Dates

The subcommittee met six times since its last report to Council in March 2022: April 25, May 24, June 29, July 24, August 30 and September 8, 2022.

Summary of Work

At the April 25, 2022 meeting, the subcommittee updated and approved a work plan for 2022. Subcommittee members also amended the *Duties and Responsibilities of Subcommittees and Committees* summary on [GovNet](#) to include the responsibilities for chair and vice-chair positions.

The subcommittee's work at the May through September meetings focused on the development of appropriate mechanisms to gather feedback on members of the governance structure with (a) 1-year committee/roster terms expiring December 31, 2022, and (b) 1-year chair and vice-chair terms expiring December 31, 2022. The subcommittee also updated and reviewed various matrices to assist it in making recommendations for Council's consideration.

Work undertaken by subcommittee members specifically included:

1. Reviewing the competency matrices for Council and for each of the statutory and regulatory committees to ensure that the competencies identified were appropriate and up to date.
2. Canvassing individuals appointed to initial 1-year terms to determine their interest in being reappointed.
3. Surveying the Chair of Council and committee chairs/vice-chairs to seek feedback on their interactions to date with Council, committee or roster members, noting that activity may have been limited to date in 2022.

4. Surveying senior College staff and independent legal counsel (where applicable) regarding their interactions with and observations of Council, committee and roster members to date.
5. Surveying Council members and committee members regarding their interactions with and observations of the Chair of Council or their respective committee chair and vice-chair.
6. Reviewing recommendation forms completed and submitted by College staff who support the work of Council, committees and rosters.
7. Conducting interviews of potential candidates to be recommended for appointment to Council to fill one vacancy that will arise on January 1, 2023.

In addition, in July the College launched a permanent application portal on its website through which individuals can apply for various positions in the College's governance structure on a rolling basis, without the need wait for a formal call for expressions of interest. This will allow the subcommittee to have a continuous stream of potential candidates who can be assessed and recommended for appointment by Council if and when needs arise. The subcommittee was supportive of this operational enhancement.

Conclusion

The subcommittee is satisfied that the current mix of appointees to Council, committees and rosters is meeting the operational needs of the College; is broadly reflective of Ontario's diversity; is sufficiently equipped to operate in both official languages; and that committees and rosters are right-sized based on current workload. No significant competency gaps were identified through the above-noted process and no concerns were raised that would warrant removal from office nor a recommendation to not re-appoint.

The subcommittee acknowledges that in many instances individuals were not able to provide fulsome feedback (or any feedback) due to a lack of time in their role or lack of exposure to the work of the committee, roster or panels, however this should resolve itself over time as more opportunities present themselves. The subcommittee was, nevertheless, satisfied with the amount and quality of feedback and information received, despite the fact that the current governance model only came into effect in February 2022.

Motions Referred to Council

The Selection and Nominating Subcommittee recommends:

That Council make the appointments set out in the summary of recommendations outlined in Document GC20220915-53, Attachment 1, with terms of office commencing January 1, 2023.

Subcommittee Mandate/Duties

The mandate and duties of the Selection and Nominating Subcommittee are outlined in the attached Appendix.

Future Meeting Dates

No future meeting dates have been set.

Subcommittee Members

- Abena Buahene
- Peter Dinsdale
- Douglas Gosse, OCT (Vice-Chair)
- Elaine Lajeunesse (Chair)
- Tammy Webster, OCT

Appendix 1

Subcommittee Mandate/Duties

Per Section 5.05 of the College Bylaws, the Selection and Nominating Subcommittee shall:

- Carry out the duties prescribed in section 15.2 of the Act; and
- Carry out the additional duties prescribed in section 14 of Regulation 563/21 (General).

Per the *Ontario College of Teachers Act*:

15.2 (4) The Selection and Nominating Subcommittee shall,

- (a) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (a), and based on the review and assessment, prepare a list of nominees who may be appointed to the Council under that clause;
- (b) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (b), and based on the review and assessment, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to the Council under that clause;
- (c) review and assess applications of persons who have applied to be appointed to a statutory committee or regulatory committee, and based on the review and assessment, prepare a list of nominees who may be appointed to such a committee;
- (d) recommend persons for the positions of Chair of Council and of each regulatory committee, and for Chair and Vice Chair of each statutory committee;
- (e) review and assess applications of persons who have applied to be appointed to the roster of eligible panellists under clause 17 (4) (a), and based on the review and assessment, prepare a list of nominees who may be on the roster; and
- (f) carry out any other duty prescribed by the regulations. 2020, c. 36, Sched. 33, s. 9.

Per Ontario Regulation 563/21 (General):

14. (1) In addition to performing its duties of the Selection and Nominating Subcommittee under the Act, the subcommittee shall,

- (a) prepare a list of nominees composed of members of the statutory committees for the Council to consider for appointment to the Adjudicative Body of Chairs as additional members referred to in paragraph 3 of subsection 15.1 (1) of the Act;
 - (b) if requested by the Minister, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to a roster under clause 17 (4)(b) of the Act; and
 - (c) prepare a list of nominees for the Council to consider for appointment to subcommittees of Council, including the Selection and Nominating Subcommittee.
- (2) The Selection and Nominating Subcommittee shall not consider an application from a person for appointment to the Council, a statutory committee, regulatory committee, roster or subcommittee of the Council if the person does not meet the eligibility criteria for that position.
- (3) The Selection and Nominating Subcommittee shall consider, as applicable, the following selection criteria when reviewing and assessing applications for appointment to the Council, a statutory committee, regulatory committee or roster or a subcommittee of the Council, including the Chairs and Vice-Chairs of such bodies:
1. Demonstrated commitment to the College's mission, mandate and the safeguarding of students.
 2. Familiarity with relevant legislation and policies.
 3. Demonstrated ability to practise independent and unbiased decision-making.
 4. Independence from other memberships, directorships, voluntary or paid positions or affiliations that may present a conflict of interest.
 5. Previous governance or board of directors experience.
 6. Availability to perform the duties of the position, including completing training, attending meetings and preparing for hearings, proceedings and other matters before a panel.
 7. Demonstrated ability to make evidence-based decisions efficiently.
 8. Computer literacy and experience working remotely.
 9. Oral and written fluency in either English or French.
 10. Experience as a principal, vice-principal or supervisory officer.
 11. Specialized knowledge, expertise or experience,
 - i. in teacher education, or as an educator in a faculty of education,

- ii. in financial, auditing and human resources,
 - iii. in adjudication, or
 - iv. in complaint screening.
- (4) When preparing the list of nominees or recommendations for appointment to the Council, a statutory committee, regulatory committee or roster, or the Selection and Nominating Subcommittee, as the case may be, the Selection and Nominating Subcommittee shall consider including on the list,
- (a) persons who reflect the diversity of Ontario;
 - (b) persons who reside in different regions of Ontario; and
 - (c) persons who reflect the composition of Ontario's education system, including persons employed by,
 - (i) English-language public boards,
 - (ii) French-language public boards,
 - (iii) English-language separate boards, and
 - (iv) French-language separate boards.