



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

Memo

Date: November 28, 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

Since its last report to Council in September 2022, the Selection and Nominating Subcommittee (the “subcommittee”) met once on October 25, 2022.

Summary of Work

Public Member of Council

Following the September 15, 2022 meeting of Council, the individual recommended for appointment to Council by the Lieutenant Governor in Council withdrew from consideration. As a result, the subcommittee met on October 25, 2022 and agreed to recommend to Council that Jonathan Rose’s term of office on Council be continued for one year, in accordance with section 5(4) of the *Ontario College of Teachers Act, 1996*:

Membership on Council and committee

(4) ... a person appointed to the Council may be a member of the Council, a member of a committee established under subsection 15 (1), or a combination, for a total of no more than six consecutive years and subsequently may not be a member of the Council or a member of such a committee until three years have elapsed since the end of the member’s last term on the Council or such a committee.

The subcommittee is therefore requesting Council’s consideration of **Motion #1** below.

Subcommittee Composition

In addition, at various meetings over the course of 2022, the subcommittee considered the composition of the three subcommittees of Council (Audit and Finance, Human Resources, Selection and Nominating), noting that terms of office on subcommittees were not assigned at the time of initial appointment, but were rather to mirror an appointee’s respective term of office on Council.

It is anticipated that in late-2023, the subcommittee will review all subcommittee appointments with a view to filling vacancies heading into 2024 and ensuring that each subcommittee has an optimal balance of skills and competencies to meet its mandate.

The current composition of the three subcommittees of Council is:

Audit and Finance Subcommittee

- Jonathan Davey (Chair)
- Valerie Williamson, OCT (Vice-Chair)
- Diana Miles
- Jonathan Rose
- Maria Vasanelli, OCT

Human Resources Subcommittee

- Imran Syed, OCT (Chair)
- Abena Buahene (Vice-Chair)
- Peter Dinsdale
- Elaine Lajeunesse
- Martine Lewis, OCT

Selection and Nominating Subcommittee

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

With respect to the roles of subcommittee Chairs and Vice-Chairs, it was determined that due to the short period of service on the subcommittees at the time of the review (e.g., one subcommittee had only met on one occasion), all subcommittee Chairs and Vice-Chairs be reappointed for a 1-year term, effective January 1, 2023.

Similar to the review of subcommittee composition above, it is also anticipated that in late-2023, the subcommittee will review all subcommittee Chair and Vice-Chair appointments.

The subcommittee is therefore requesting Council's consideration of **Motion #2** below.

Motions Referred to Council

The Selection and Nominating Subcommittee recommends:

1. That Council approve the continuation of Jonathan Rose's appointment to Council commencing January 1, 2023 and ending the earlier of the expiration of his eligibility for Council under Section 5(4) of the *Ontario College of Teachers Act, 1996* or December 31, 2023, and such approval, if granted, will supersede Council's September 15, 2022 recommendation to the Lieutenant Governor in Council.

2. That Council approve the following reappointments to the role of subcommittee Chair or Vice-Chair, each for a 1-year term of office commencing January 1, 2023, in accordance with the provisions of the *Ontario College of Teachers Act, 1996* and regulations made thereunder:
- Abena Buahene, Vice-Chair of the Human Resources Subcommittee
 - Jonathan Davey, Chair of the Audit and Finance Subcommittee
 - Douglas Gosse, OCT, Vice-Chair of the Selection and Nominating Subcommittee
 - Elaine Lajeunesse, Chair of the Selection and Nominating Subcommittee
 - Imran Syed, OCT, Chair of the Human Resources Subcommittee
 - Valerie Williamson, OCT, Vice-Chair of the Audit and Finance Subcommittee

Subcommittee Mandate/Duties

The mandate and duties of the Selection and Nominating Subcommittee are outlined in the attached Appendix 1.

Future Meeting Dates

No future meeting dates have been set.

Subcommittee Members

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