

Item:	Selection and Nominating Subcommittee Report
Public Interest Rationale:	The Selection and Nominating Subcommittee serves the public interest by ensuring that candidates are appointed to Council, Committee, and Roster positions based on competencies and qualifications, and that the process is fair and transparent.
Strategic Alignment:	N/A
Submitted By:	Abena Buahene, Chair Selection and Nominating Subcommittee

Subcommittee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee (“the subcommittee”) met on May 21 and 30, 2024.

Summary of Work

The subcommittee met to discuss the Council appointment process and review the list of Council members whose term ends on December 31, 2024. Seven members are reaching the end of their terms: two are Ontario Certified Teacher "OCT" members and five are non-OCT members. Of the five non-OCT members, two are not seeking reappointment (Jonathan Davey and Abena Buahene), and one has completed their tenure (Jonathan Rose) this will result in three vacancies. The remaining two are seeking reappointment (Diana Miles and Elaine Lajeunesse) and will have three years left in their tenure if they are reappointed.

To fill the three non-OCT Council member vacancies, the two non-OCT member candidates approved by Council in October 2023 (Gerald Mak and Erin Fisher) will be proposed again to fill two of the three vacancies. The subcommittee identified the necessary competencies and attributes to fill the third vacancy. The subcommittee will undertake this work over the summer and a recommendation will be presented to Council at its October Council meeting. The subcommittee will engage the services of Odgers Berndtson to assist with the recruitment of candidates.

Per the Ministry of Education's request to receive recommendations six months before the end of their terms, the Subcommittee evaluated the reappointment requests from the two non-OCT Council members seeking reappointment and is bringing forward a motion that Council recommend to the Lieutenant Governor in Council that Diana Miles and Elaine Lajeunesse be appointed for a term of three years, commencing January 1, 2025.

For the OCT Council members, both of whom are seeking reappointment, their requests to be reappointed will be considered by SNS and, if approved, will be included as part of the comprehensive list of recommendations for Council, Committee, and Roster positions at the October Council meeting.

In addition, the subcommittee evaluated two urgent recommendations for committee appointments. First there was a recommendation for the appointment of a second bilingual non-OCT member to the Investigation Committee to support workload capacity. Second,



there was a recommendation for an OCT member to be appointed to the Accreditation Committee to fill a vacancy that arose following the resignation of a committee member in April 2024. The subcommittee reviewed the proposed candidates and is recommending the motion below for Council consideration.

Motions Referred to Council

The Selection and Nominating Subcommittee recommends:

- 1. That Council recommend that the Lieutenant Governor in Council reappoint Diana Miles and Elaine Lajeunesse to Council for a three-year term commencing on January 1, 2025, in accordance with the provisions of the Ontario College of Teachers Act, 1996 and regulations made thereunder, as applicable.**
- 2. That Council appoint Danielle Morin to the Investigation Committee and Cathy McCann Kyte, OCT to the Accreditation Committee for a 2-year term commencing immediately.**

Subcommittee Mandate/Duties

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

Future Meeting Dates

The subcommittee will meet again in July 2024.

Subcommittee Members

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