

REGISTRAR'S REPORT TO COUNCIL

October 5, 2023

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INTRODUCTION

I am pleased to present the College's third quarterly report to Council in 2023. The report is organized around the College's three strategic priorities in the 2018 Strategic Plan, and provides statistics and activity for the second quarter of 2023 (April 1-June 30, 2023). The report also includes updates on recent regulatory and legislative activity, and the College's responses thereto, the staff complement, membership services, investigations and hearings, among others.

HIGHLIGHTS OF THIS REPORT

Expedited Certification and Minister's Requests

Although outside the reporting period, in June and July the College continued to take steps to implement its September 2022 action plan to expedite the certification of new teachers in Ontario, and continued to work with the Ministry of Education on changes requested in the Minister of Education's April 17, 2023 letter to the College. More information on these items will follow in the next Registrar's Report covering the third quarter of 2023.

Transitional Certificate of Qualification and Registration

On July 19, Council confirmed its support for a new transitional certificate to replace the outgoing Temporary Certificate, which was introduced in response to pandemic-related teacher supply issues. The new Transitional Certificate of Qualification and Registration (TCQR) went live in Ontario Regulation 176/10 (Teachers' Qualifications) on August 30, 2023 and the Temporary Certificate, which is now closed to new applicants, will be discontinued on December 31, 2023. The TCQR enables teacher candidates currently enrolled in an Ontario initial teacher education program to gain employment as Ontario Certified Teachers while completing their program.

Expedited Certification

Also on July 19, Council approved amendments to Ontario Regulation 271/09 (Fair Registration Practices) that will require the College to make a certification decision within 60 business days on applications received from internationally educated teachers, unless exceptional circumstances prevent the Registrar from making a decision. In addition, the regulation now requires teachers certified by other Canadian provinces and territories to receive a certification decision in Ontario within 30 business days, and Ontario educated teacher applicants must be certified "forthwith". These changes will go into effect on December 31, 2023.

Holocaust Education and Countering Antisemitism

Also at the July 19, 2023 special meeting, Council approved the addition of a new Additional Qualification called *Holocaust Education and Countering Antisemitism* to Ontario Regulation 176/10 (Teachers' Qualifications). This additional course aligns with the government's earlier announcement that Ontario would implement a mandatory learning requirement in elementary school on Holocaust education in the Grade 6 curriculum, beginning in September 2023.

Better Schools and Student Outcomes Act

On June 8, 2023, the [Better Schools and Student Outcomes Act](#) became law, introducing significant changes aimed at enhancing student protection, improving efficiency in College investigations and disciplinary processes, and strengthening public confidence in the regulation of the teaching profession.

The College supports the changes to our legislation brought about by the *Better Schools and Student Outcomes Act* and continues to implement those changes. The College also reaffirms its commitment to fostering safe and supportive learning environments for students, and maintaining high standards of professionalism and accountability among its licensees.

Expanding Therapy and Counselling Eligibility

Eligibility for the College's [Therapy and Counselling Program](#) has been extended to all student survivors of sexual abuse committed by any Ontario Certified Teacher (OCT), regardless of whether the OCT had direct professional practice involvement with, or direct supervision of, the student. On July 19, 2023, Council approved proposed amendments to Ontario Regulation 493/20 (Alternative Eligibility Requirements for Therapy or Counselling) to align with changes to the *Ontario College of Teachers Act* brought about by the *Better Schools and Student Outcomes Act*.

Increasing Efficiencies in Disciplinary Processes

The new legislation enhances the College's ability to serve its student safety mandate through streamlined investigation and discipline tools. A range of new efficiencies in the College's legislation was reported in the June 7, 2023 Registrar's Report.

Sexual Abuse Prevention Program

Extended Access

As requested by members of the teaching profession and suggested by Council, the College, in partnership with the Canadian Centre for Child Protection, has permanently opened access to the Sexual Abuse Prevention Program (SAPP) for members of the College. Members now have ongoing access to the Program *after* they have successfully completed it. Members and applicants who have yet to complete the Program continue to have full access via the Members' Area on the College website.

Compliance Efforts

The compliance rate among members in good standing continues to climb. As of June 30, 2023, the Program completion numbers were:

- Completed - 211,688
- Incomplete - 10,036
- To Be Completed - 2,375 (members who requested and received an extension)

Final reminders to the Incomplete and To Be Completed groups were sent in June. As part of our best efforts to reach everyone, a combination of emails and print letters were sent. We also continued to work with the test providers at the Canadian Centre for Child Protection to provide accommodations for members and applicants who are unable to complete the test in its original format.

Although outside the scope of this report, in mid-September the College sent lists of “Incomplete” members to Boards of Education to help them identify OCT employees who have not completed this legally required education. The information provided was the same as what is publicly available on the College’s public register (*Find a Teacher*), but provided to Boards in aggregate to promote compliance.

While members who have not yet completed the SAPP remain in good standing at this time, the College is actively exploring enforcement measures that may affect a teacher’s certification to work in publicly funded education in future. It is therefore essential that OCTs who have not yet successfully completed the SAPP complete the Program as soon as possible. More information will follow in the third quarter 2023 Registrar’s Report.

COLLEGE STRATEGIC PRIORITIES

1. Strengthen transparency and accountability

Annual Meeting of Members

The 2023 Annual Meeting of Members will take place on October 24 from 5:30 p.m. to 6:30 p.m. and will once again be conducted virtually, with simultaneous translation and closed captioning available. The session will include an update on College operations, as well as reports from the Chair of Council and the Chair of the Audit and Finance Subcommittee. Details for the event are posted on the College website and shared via the College e-newsletters.

Professional Advisory

At its March 21, 2023 meeting, Council endorsed the development of a new Professional Advisory (PA) to inform members of the College of their professional responsibilities to uphold human rights and combat hate and intolerance. A series of focus groups to inform the writing of the PA are taking place this fall/winter. Participants will include students, parents, members of the College, community stakeholders and researchers in related fields.

Focus on Teaching Survey

The Focus on Teaching survey was distributed to all members in good standing in the second quarter of 2023. This year, Focus on Teaching replaces Transition to Teaching (T2T), which was published by the College from 2002 to 2022. Whereas T2T focused on early-career teachers, Focus on Teaching opens the door to an annual snapshot to inform membership forecasting, and provide insights into teacher labour mobility and attrition. This is the first time in the history of the College that such a broad data set will be collected. The survey includes a component that will collect demographic data. The self-identification questions were thoroughly researched and aligned with Provincial Data Standards for the Identification and Monitoring of Systemic Racism. Over 16,000 members responded to this voluntary survey and a full report will be published in early 2024.

Accelerated Pathways, Divisional Reform and Enhanced Teacher Education

At the request of the Minister of Education, the College has been working with the Ministry of Education, the Ontario Association of Deans of Education, and the Independent Ontario Deans and Directors of Education to deliver a joint proposal on three initiatives:

1. Accelerated teacher education pathways in order to attract skilled professionals and individuals with unique training to the teaching profession.
2. Reform divisional structures in initial teacher education to reflect new teacher qualifications and make it easier for teachers in other provinces/territories to become licensed in Ontario.
3. Enhance proficiency in certain content areas of the initial teacher education program, particularly math, reading, literacy, mental health, special education, leadership, and use of technology.

The work is expected to lead to proposals that would be shared for Council consideration in due course. For more information on achievements to date and next steps, please see the College's letter to the Minister under the *Correspondence* section of the October 5, 2023 Council meeting agenda posted online.

Recent Program Accreditation

In the second quarter of 2023, the Accreditation Committee granted general accreditation to programs at Université Laurentienne and Niagara University. The Committee also accredited the addition of a technological education program at Lakehead University. This brings the number of accredited Technological Education programs to 11 in the province. Most of these programs are offered in a multi-session format that allows candidates to be able to be reported for a Multi-Session Transitional Certificate of Qualification and Registration.

Holders of the Multi-Session Transitional Certificate are able to seek employment after the first session of coursework and successful completion of a requisite number of practicum days. Candidates are then able to be employed while they complete the remainder of their initial teacher education program.

Social Media

The College's social media presence continued to expand across all platforms (i.e. Twitter, Facebook, LinkedIn, Instagram, Pinterest and YouTube) through the second quarter of 2023. From April 1 to June 30, our total number of followers increased by 2.6 per cent (1,587) to 63,421.

The College's Communications team manages all inquiries received through social media platforms. From April 1 to June 30, the total number of inquiries remained steady at 221.

Communications continues to highlight the professional development resources offered by the Margaret Wilson Library, such as eBooks, digital magazines and other materials. Since the last report, these resources have received 39,441 views on social media.

Digital Newsletters

Communications tracks and analyzes online data for the College's e-newsletters, including *Your College and You (YCA)*, which is sent to members and applicants monthly, and *The Standard*, our quarterly publication for the public. Both newsletters have above industry-standard open rates. On average, education-based emails have an open rate of 29 per cent.

Through Q2 2023, YCA had an open rate of 58 per cent for English emails and 57 per cent for French emails. The English open rate remained steady, while the French open rate increased by 11 per cent from Q1 2023.

The Standard had an open rate of 45 per cent for English emails and 37 per cent for French emails. The rate increased by 4 per cent for English emails and decreased by 7 per cent for French emails from Q1 2023. The fluctuations in open rates for both newsletters are a regular occurrence.

Accessibility and AODA Compliance

Communications works collaboratively with internal staff to ensure that all documents posted on the College website meet accessibility guidelines, as required by the *Accessibility for Ontarians with Disabilities Act* (AODA). The unit also ensures that videos uploaded to the College's YouTube channel meet these criteria.

During the second quarter of 2023, Communications focused on assessing and remediating the following documents and videos to ensure they meet accessibility standards in English and French:

- Investigations and Professional Conduct documents
- 72 Additional Qualification Guidelines
- Information session videos for internationally educated teachers
- Holocaust Education Information Session videos
- OPSOA Supervisory Officer's Qualification Program presentation

Media Inquiries

The College continues to receive inquiries from alternative media outlets that are following high-profile cases. Answers are provided promptly as part of our commitment to transparency. Questions about College operations beyond investigations and discipline matters were limited this quarter. However, when they do arrive, they are treated as an opportunity to further educate the public about the College's role.

Complaint Resolution

Complaint Resolution (CR) is a process for concluding complaints early in the investigation process that leads to a final disposition. Resolving less significant matters through CR is a responsible use of resources, freeing up the Investigations unit's time and resources for more serious complaints. CR panel meetings are conducted electronically and take place in either English or French, as required.

Single-member panels of the Investigation Committee (IC) held between April 1 and June 30, 2023 adopted 14 CR agreements between members and the College. Panels for the same period in 2022 adopted a total of 23 CR agreements. While the volume of complaints assessed for CR was up by a third, the number of resolutions was down 40 per cent when compared to the same period in 2022.

Staff assess every complaint for possible suitability for the CR program. As is the case for all IC dispositions, CR outcomes are not made public. However, the member, employer(s), and complainant(s) each receive a copy of the IC's Decision and Reasons, thus creating accountability. CR also allows the College to resolve low-risk complaints more expeditiously, in line with the College's commitment to be both nimble and responsive to members whose conduct has been impugned.

Internal Resolution

Between April 1 and June 30, 2023, staff assessed 12 referrals to the Discipline Committee for suitability for prosecution by internal staff (29 for the same period in 2022). Of those 12

matters, 4 (7 in 2022) were retained for internal prosecution (33 per cent) and the remainder were transferred to external counsel.

In addition to having carriage of files internally, Professional Conduct (PC) continues to provide prosecution, penalty and scheduling instructions to the College's two external legal teams. PC staff address novel issues as they arise and help implement legislative changes (e.g. posting members' criminal charges and convictions to the public register; recovery of therapy and counselling costs; etc.).

Tribunals

The Tribunals Unit continues to make improvements to the discipline process to better reflect public expectations, and to this end, has maintained its focus on reducing hearings timelines, implementing process efficiencies, and ensuring that hearings processes are transparent. In Q2 of 2023, staff have, among other things:

- continued to close hearings files on a weekly instead of monthly basis, to shorten the overall lifespan of a file;
- worked with a third-party provider to refine the automated scheduling process used for panel selection of the Discipline and Fitness to Practise Committees; and
- continued working on a longer-term project to develop publicly available resources (i.e. FAQs) that will provide accessible and transparent information about various parts of the hearings process, particularly to inform and assist self-represented members in Discipline or Fitness to Practise proceedings.

2. Manage risk more strategically

Accreditation Information Management

College staff continue to work to update the Accreditation Information Management System. This system is used to manage the information related to the accreditation of over 1,200 Additional Qualification (AQ) courses offered by more than 50 provider institutions in the province. The system update is advancing well and is expected to be completed by the end of 2023. Improvements will address system issues and requested features identified by providers and staff during the needs analysis. This long-awaited system update will enhance the client experience throughout the AQ accreditation process.

Teachers' qualifications are organized into Schedules in regulation. When a provider brings a course forward for accreditation, it is an indication that the course could be offered to the membership. In May and June, the following three additional Schedule B courses were accredited: Construction Technology, Technological Design and Hospitality and Tourism. This shows a marked improvement in the availability of courses leading to qualifications in technological education. Whereas in 2021, several AQs had not been available in the province since 2015, some Technological Education AQs are now being offered by more than one provider. Staff continue to follow up with members who have submitted *Find and AQ* inquiries, letting them know when Schedule B AQs are accredited, so that they can contact providers regarding course registration. These efforts support necessary increases in the number of qualified technological education teachers.

EDI Training

In Q2 of 2023, Discipline and Fitness to Practise Committee and Roster members, as well as the Tribunals' staff who support their work, attended training sessions with respect to

Equity, Diversity and Inclusion (EDI) from an expert in this field. This training is part of the Tribunals' commitment to ensuring that its hearings are held in accordance with Ontario's *Human Rights Code* and are free of harassment or discrimination with respect to any protected ground. Hearings resources have been updated accordingly, and the Tribunals' EDI work and training will continue on an ongoing basis.

Encouraging Self Service and Reducing Call Volumes

Since 2022, the Communications team, in collaboration with Client Services, has been working to help reduce the number of tickets received by Client Services, primarily by improving the Frequently Asked Questions (FAQ) section on our website. Using a data-driven and analytical approach to make changes and user-driven improvements to the FAQs, the new FAQs launched in May 2023.

Following the launch of the restructured FAQs section of the website, the College has seen an increase in search usage. The average number of monthly searches from May 2022 (no data was available for this metric before May 2022) to May 2023 was 864, and the total number of searches for June 2023 was 1,398, an increase of 62 per cent. This boost suggests a growing preference for self-service support among our users and represents an ongoing uptrend in search usage.

Investigations

Panels of the Investigation Committee (IC) met 12 times between April 1 and June 30, 2023. Six of these meetings were a part of the regular schedule, while six panels were for seized or urgent matters. The panels considered 96 files (14 of those matters were considered by a single member panel of the IC). Twelve matters were referred to the Discipline Committee (DC) and one matter was referred to the Fitness to Practise Committee (FTPC). The referral rate remains sustainable, and helps to ensure that only the most serious matters are referred to DC or FTPC. The result is that the resources of those committees remain focused on matters that raise issues of protection of children and governing the profession in the public interest.

Professional Conduct

The Professional Conduct unit has continued to manage risk more strategically in 2023 by (a) staying up-to-date with Investigation Committee precedents when assessing matters for Complaint Resolution suitability, ensuring that resolutions proposed through the CR process are consistent with prior IC decisions and take into account the feedback of IC panel members; and (b) pressing forward with hearings using videoconference and electronic document sharing technologies, thereby avoiding delay and reducing the risk of waning attention among participants, and other intervening events (e.g. health issues); and (c) continuing to offer members Undertakings to Resign & Never Reapply in suitable cases, which reduces the need to hold costly and protracted hearings in some cases and eliminates the risk of a sub-optimal hearing outcome.

The PC Unit continues to meet its maximum interval of 45 days between CR panel dates to ensure that matters are not delayed until a panel agenda reaches a minimum threshold of matters to consider. While holding monthly panels is the goal (or more often if volume requires), all CR matters that are ready for IC panel review are considered inside 45-days.

3. Improve stakeholder engagement

Accreditation Resource Guide Refresh

The Accreditation Resource Guide is a companion to requirements set out in Regulation 347/02 (Accreditation of Teacher Education Programs). The purpose of the Guide is to clarify the intent, through additional information and examples, of the core content that should be included in Ontario teacher education programs. The Guide is intended to be updated periodically to reflect system and program changes and was last revised in 2017. It is with this spirit of reflecting currency of the Ontario context in which elementary and secondary schools operate that the Accreditation Unit is engaged in updating the Guide.

The input and external review process included involvement of French and English language stakeholders, representing faculties of education, the affiliates, the Accreditation Committee and roster and Ministry of Education personnel from a variety of units. Researchers and practitioners were also invited to review the first draft of the Guide and to conduct their review from the perspective of their area of expertise. These specialized consultative areas included climate justice, environmental and sustainability education, Indigenous knowledge systems and perspectives, accessibility, and equity, diversity and inclusion.

The Guide is designed for providers to support the development and accreditation of teacher education programs and for accreditation panels who seek evidence of sufficiency and currency with the required core content outlined in the regulation, and by programs undergoing accreditation.

The updated Accreditation Resource Guide is now available on the College website here:

English: [oct-oeo.ca/Accreditation Resource Guide 2022-2023.pdf](https://oct-oeo.ca/Accreditation%20Resource%20Guide%202022-2023.pdf)

French: [oct-oeo.ca/Guide d'appui à l'agrément 2022-2023.pdf](https://oct-oeo.ca/Guide%20d'appui%20%C3%A0%20l'agr%C3%A9ment%202022-2023.pdf)

Technical briefings regarding the updated Guide are planned for the Deans and all faculties this fall. The updated Guide is already being used by providers with accreditation reviews underway in 2023 and College staff have delivered briefings on the updated Guide to these providers.

Additional Qualifications

In June, the College conducted a consultation to inform the review of eligibility criteria for providers of AQ courses and programs for school and system leadership. All current providers of the Principal's Qualification Program (PQP), the Principal's Development Course (PDC), and the Supervisory Officer's Qualification Program (SOQP) were invited to participate. Faculties of Education, Indigenous Institutes, the Ministry of Education, the Ministry of Colleges and Universities, professional organizations representing Principals and Supervisory Officers, and the Council of Ontario Directors of Education were also invited to participate. The eligibility criteria have been updated based on this input and will be detailed in a College memorandum to be distributed in fall 2023.

In addition to the two regular AQ provider information sessions held in May 2023, staff also held an information session to support AQ providers in their response to Ontario teachers' professional learning needs with respect to Holocaust education and countering antisemitism. Thirty participants, representing 50 organizations offering accredited AQ programs, participated in the opportunity to learn about:

- teaching resources available from the Friends of Simon Wiesenthal Center for Holocaust Studies and Liberation 75; and
- the possibility of developing a focused version of an existing AQ to highlight Holocaust education and countering Antisemitism.

The session was extremely well-received. A recording of the session is available to AQ providers via a dedicated SharePoint site. AQ providers may apply the content of the information session to the current development of a focused version of an existing AQ, as well as to future development of a new AQ course dedicated to Holocaust Education.

From April to June 2023, staff continued preparations for the development of the Holocaust Education and Countering Antisemitism AQ guideline. The new qualification was enacted by the government in July 2023. Establishing the qualification in regulation triggers the development of the course guidelines since additional qualifications cannot be developed without the existence of an analogous credential in the Teachers' Qualification Regulation. Two writing teams of subject area experts, experienced teachers and teacher educators will be convened to develop the draft guideline. Teams will meet in early fall. Once the guideline is drafted, stakeholder feedback will be gathered through the three-month provincial validation process. Once approved by the Standards of Practice and Education Committee, a final version of the guideline will be made available to AQ providers. Courses submitted by providers for initial accreditation of the new AQ will be identified for expedited review. Guideline development is on track for AQ courses to be available to teachers by summer or fall 2024.

Stakeholder Engagement Events

Every year, staff make presentations to faculties of education to provide teacher candidates with important information to help build awareness and knowledge of the College, the teacher certification process, and the wealth of services and supports available to members of the College. A total of three faculty presentations took place in Q2 of 2023.

Tribunals' staff also continue to provide presentations about hearings processes to university students who are completing their studies in Education, and who attend discipline proceedings from time to time as part of their program requirements.

In April 2023, College staff presented to staff at two schools: St. Scholastica Catholic Elementary School and ISNA Elementary School. The presentations included a reminder of the College's mandate and responsibilities, a refresh on the Standards and a review some of the professional advisories through case studies. Staff also presented a workshop at the Ontario Catholic School Trustees' Association (OCSTA) annual general meeting.

On May 3, 2023, the College welcomed an international delegation that included the Minister of Education and the Parliamentary Committee for Education of the German state of Baden-Württemberg.

The College regularly presents to members enrolled in the Principals' Qualification Program (PQP) and the Supervisory Officer's Qualification Program (SOQP) across the province throughout the year. The presentations reinforce the concept and importance of self-regulation, including the College's mandate to operate in the public interest. Staff provide Ontario Certified Teachers with interactive case studies to help them understand and reflect

on the Standards of Practice, and Ethical Standards for the Teaching Profession, and the investigations and hearing process from an administrator’s perspective. These sessions also provide an opportunity for the College to highlight resources available to administrators to assist them in their roles.

College staff conducted a SOQP presentation for L’Association des gestionnaires de l’éducation franco-ontarienne in May 2023.

Also in May 2023, the College hosted an information session for Hiring Immigrant Professional Talent, and made a presentation on ethical decision-making to the Ontario Institute for Studies in Education (OISE) Master of Teaching - Law, Policy & Ethics class.

On June 23, 2023, College staff presented with the Ministry of Labour, Immigration and Skills Development (MLITSD), Global Talent & Settlement Services Division, to a group of internationally educated teachers. The virtual session was hosted by the YMCA-GTA. Staff have continued to collaborate with the MLITSD and various school boards across the province and to present a new format for the department’s information sessions for internationally educated teachers.

Tribunals’ staff co-founded and continue to co-organize regular meetings of the Adjudicative Tribunals Network, which is a group comprised of hearings staff from multiple Ontario regulators who meet to share best practices relating to tribunals processes, and to discuss common challenges and recent trends in disciplinary hearings. The Network met most recently on June 21, 2023.

STATISTICS

Human Resources

Recruitment is ongoing as vacancies arise from time to time in the 204 full-time staff positions approved in the 2023 budget. This includes regular College staff, staff seconded from school boards, and temporary staff as of June 30, 2023.

Services to Applicants and Members

Certification outcomes, new members:

CERTIFICATES ISSUED		
Certificate Type	Language of Teaching Qualifications	Apr. 1-June 30, 2023 (Q2)
Certificate of Qualification and Registration	English	912
	French	97
Temporary Certificate of Qualification and Registration	English	583
	French	16
Multi-session Transitional Certificate of Qualification and Registration	English	46
	French	69
TOTAL		1,723

For the second quarter of 2023, the total number of certificates issued has decreased by 36%. The temporary certificate issuance was largely responsible for this decrease, with a total of 1,885 issued in the first quarter and 599 issued in the second quarter.

AVERAGE CERTIFICATION TIMELINE BY APPLICANT TYPE (Q2 2023)			
Applicant Type	April 2023	May 2023	June 2023
Ontario	Same day	Same day	Same day
Labour Mobility	24 days	24 days	20 days
International	185 days	147 days	146 days

The average certification timeline represents the number of calendar days from the date the College is in receipt of all required documents to the date the certification decision was issued. For the second quarter of 2023, the average certification timeline for labour mobility applicants remained consistent and within the legislated timeline of 30 business days outlined in the Fair Access to Regulated Professions Act (FARPACKA). While the IET certification timeline for the month of April 2023 was higher than usual, the timeline for the remainder of the quarter remained consistent.

EXPEDITED LICENSURE LIST		
	Language of Teaching Qualifications	Apr. 1– June 30, 2023 (Q2)
Received a Certificate of Qualification and Registration or had a certificate converted	English French	73 17
TOTAL		90

The table above shows the numbers of individuals who received an initial certificate or had an expiring certificate converted to a permanent one.

Member Statistics

Status	June 30, 2023	June 30, 2022
Inactive/Non-Practising	254,990	249,714
Good Standing	224,047	223,614
Expired	21,485	21,537
Cancelled – Resigned	3,176	3,203
Revoked	483	457
Cancelled	265	265
Suspended – Interim	90	89
Suspended	14	22
Total	504,550	498,901

Margaret Wilson Library

In Q2 of 2023, members borrowed 5,876 items versus 5,884 items in the same period the previous year (including eBooks).

Library staff have made improvements to existing resources to help members better navigate the library's online system. The video tutorials and documents are available online 24/7 and encourage quick and easy self-serve options.

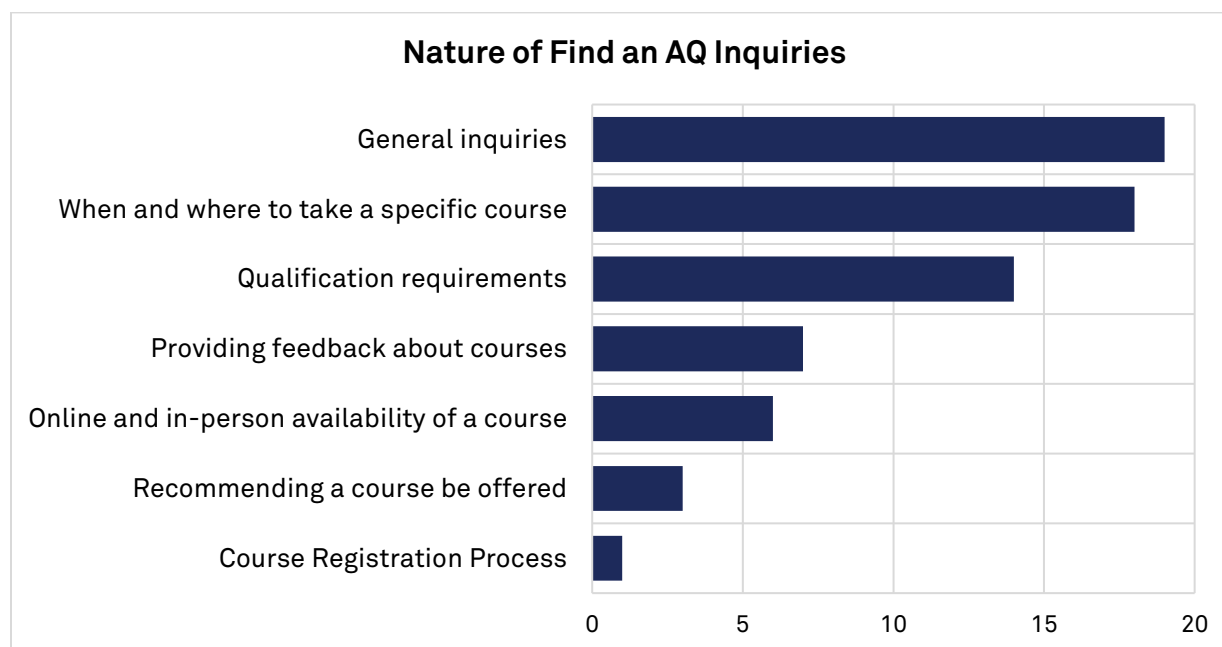
Standards of Practice and Accreditation

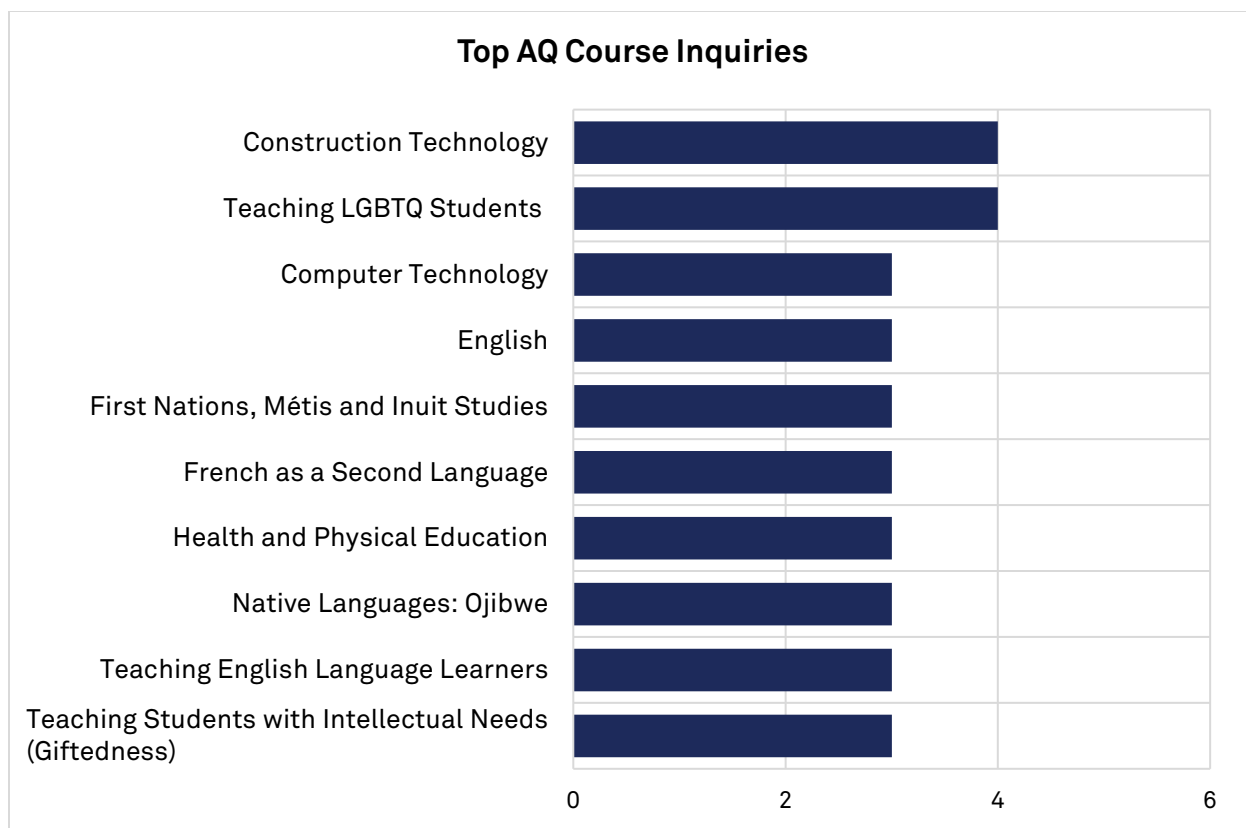
In-Service Teacher Education

Description	Apr. 1-June 30, 2023 (Q2)
Accreditation: Submitted Additional Qualification Courses	84
Courses Accredited	117*
Governance Reviewed	3
Draft Guidelines posted to website	24 (EN:12, FR:12)
Final Guidelines posted to website	24 (EN:12, FR:12)
* A period of three months is standard for the AQ accreditation review process. This varies depending on the need for additional clarification and the speed of submission. Additional courses accredited during Q2 may represent the completion of accreditation reviews started in Q1.	

Find an AQ Feedback Analysis

For the second quarter of 2023, a total of 89 inquiries (73 English, 16 French) were received via the web portal:





Initial Teacher Education Decisions

Section 18 Initial Accreditation Or Renewal of Accreditation	Section 19 Review, Addition to Program
<p style="text-align: center;">Université Laurentienne</p> <p>General accreditation granted to:</p> <ul style="list-style-type: none"> Programme consécutif de formation à l'enseignement avec domaines d'études pour enseigner aux cycles primaire et moyen, et moyen et intermédiaire, menant à un baccalauréat en éducation [Consecutive program of professional education with areas of study in the Primary/Junior and Junior/Intermediate divisions, leading to a Bachelor of Education degree] Programme consécutif de formation à l'enseignement en plusieurs parties, avec domaines d'études pour enseigner aux cycles moyen et intermédiaire, menant à un baccalauréat en éducation [Multi-session consecutive program of professional education with areas of study in the 	<p style="text-align: center;">Université Laurentienne</p> <p>Addition to program, accredited:</p> <ul style="list-style-type: none"> Cycles primaire et moyen ajoutés au programme consécutif en plusieurs parties et au programme concurrent. [Areas of study in the primary/junior divisions added to the multi-session consecutive program and the concurrent program] <p style="text-align: center;">Decision rendered: March 7, 2023</p> <hr style="border-top: 1px dashed black;"/> <p style="text-align: center;">Lakehead University</p> <p>Addition to program, accredited:</p> <ul style="list-style-type: none"> Multi-session consecutive program of professional education with areas of study in Technological Education (Grades 9/10 and Grades 11/12), leading to a diploma or degree <p style="text-align: center;">Decision rendered: June 7, 2023</p>

Section 18 Initial Accreditation Or Renewal of Accreditation	Section 19 Review, Addition to Program
<p>Junior/Intermediate divisions, leading to a Bachelor of Education degree]</p> <ul style="list-style-type: none"> Programme concurrent de formation à l'enseignement, avec domaines d'études pour enseigner aux cycles moyen et intermédiaire, menant à un baccalauréat en éducation <p>[Concurrent program of professional education with areas of study in the Junior/Intermediate divisions, leading to a Bachelor of Education degree]</p> <p style="text-align: center;">Decision rendered: March 7, 2023</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">Niagara University</p> <p>General accreditation granted to:</p> <ul style="list-style-type: none"> Consecutive program of professional education with areas of study in the Primary/Junior and Intermediate/Senior divisions, leading to a Bachelor of Professional Studies in Education degree <p style="text-align: center;">Decision rendered: June 7, 2023</p>	

Investigations and Professional Conduct

The College's complaints and discipline functions are carried out by the Investigations and Professional Conduct department, which consists of three units: Intake, Investigations and Professional Conduct.

Intake

Description	2023 (Q2)	2022 (Q2)
Origin of Concerns for New Intake files		
- Member of the public	126	93
— Secretary of Board – Teacher Performance Appraisal ⁽¹⁾	0	1
- Member of the College	22	18
- Registrar (including employer notifications)	132	88
- Minister of Education	0	0
Total New Intake files	280	199
- Resolved at Intake ⁽²⁾	105	73
• Employer notifications resolved at Intake	0	19
- Transferred to Investigations Unit ⁽²⁾	167	137
- Active Intake files	137	62
Therapy and Counselling Funding Program		
- New applications	1	3
- Applications approved	1	3
- Applications denied	0	0
- Applications being processed at end of reporting period	1	1

- (1) Reports related to resignation or termination as a result of unsatisfactory teacher performance appraisal.
- (2) The number of Intake files noted as “Resolved at Intake” and “Transferred to Investigations Unit” in this chart may have been received by the College in a previous reporting period. The number of matters resolved or closed during a reporting period will therefore not match the number of new files received during the same period.

Between April 1 and June 30, 2023, Intake received approximately 250 telephone calls and email inquiries. The vast majority of calls to Intake are resolved on the day they are received.

In addition to addressing concerns by telephone and email, Intake completed the processing of 272 formal expressions of concern and employer notifications in Q2 of 2023. Intake processing timelines were as follows:

Files completed in under 30 days – 210

Files completed in 30 to 60 days – 27

Files completed in over 60 days – 35

Extended processing timelines at Intake are primarily due to the need to obtain further information from employers, which may take a significant amount of time in certain circumstances where investigations are still underway at the employer level.

Investigations

The following is a summary of the disposition of cases concluded by panels of the Investigation Committee in the second quarter of 2023, compared to the same period in 2022.

Disposition of Cases	Apr. 1-June 30, 2023 (Q2)	Apr. 1-June 30, 2022 (Q2)
Referred to Discipline Committee under subsection 26(5)(a)	12	29
Referred to Fitness to Practise Committee under subsection 26(5)(a)	1	1
Admonishment in person under subsection 26(5)(c)	18	20
Written admonishment under subsection 26(5)(d)	0	5
Caution in person under 26(5)(c)	6	5
Written caution under subsection 26(5)(d)(i)	7	8
Advice under subsection 26(5)(d)(i)	4	3
Reminder under subsection 26(5)(d)(i)	2	2
Remedial training or education under subsection 26(5)(d)(ii)	2	n/a
Not referred following an investigation and no further action taken under subsection 26(5)(b)	19	18
Refused to investigate: not related to professional misconduct or incapacity under subsection 26(2)(a), OR, frivolous, vexatious, abuse of process, manifestly without substance or made for an improper purpose under subsection 26(2)(b) (Request for Direction)	11	2
Undertaking to Resign	0	1
Undertaking – Medical	5	0
TPA Undertaking	0	0
Complaint resolution	14	23
Total	101	117

The total number of files considered by the Investigation Committee does not include files that were abandoned or withdrawn. In Q2 of 2023, 9 files were abandoned or withdrawn.

Policy, Governance and Tribunals

Registration Appeals

The Registration Appeals Committee is a statutory committee established under the Act that is objective, fair and transparent. The Committee reviews and makes decisions on appeals from applicants who were not granted College certification/membership or who were granted certification/membership with terms, conditions or limitations.

Between April 1 and June 30, 2023, panels of the Registration Appeals Committee met four times. The following table shows the appeals received and decisions rendered in Q2 of 2023 and for the same period in 2022:

Registration Appeals	Apr. 1-June 30, 2023 (Q2)	Apr. 1-June 30, 2022 (Q2)
Appeals received	8	7
Decisions rendered	9	7

The committee continues to process appeals fairly and expediently.

Tribunals

Hearings Schedule

For up-to-date information regarding upcoming Discipline hearing dates, please refer to the College website's hearing schedule: <https://www.oct.ca/public/complaints-and-discipline/hearing-schedule>. Fitness to Practise hearing dates are not displayed on the College website because they are presumptively closed to the public.

Discipline Committee Dispositions

The following is a summary of the dispositions from the 20 concluded discipline hearings in Q2 of 2023. Where a disposition included multiple sanctions (e.g. (1) reprimand; (2) terms, conditions or limitations; and (3) suspension), only the most severe sanction ("suspension" in this example) is recorded below.

Disposition of Cases – Discipline Committee	Apr. 1-June 30, 2023 (Q2)
Revocation	10
Suspension	8
Reprimand	2
Resigned – Cancelled	0
Terms, Conditions or Limitations	0
Withdrawal of Notice of Hearing	0
Not Guilty	0
Reinstatements denied	0
Reinstatements granted	0
TOTAL	20

Fitness to Practise Committee Dispositions

No Fitness to Practise hearings concluded in Q2 of 2023.

Cumulative Volume of Open Hearings Files

The cumulative number of open hearing files at the end of Q2 2023 (June 30) for the Discipline Committee and Fitness to Practise Committee is summarized below:

2023	2022	2021	2020	2019
89	109	199	335	299

Key data relating to the volume and nature of the work of the Discipline and Fitness to Practise Committees during Q2 of 2023

- There were **89 open hearings files** at the end of Q2 of 2023. This represents a **62% decrease** from the average cumulative volume of open hearings files at the end of Q2 from the previous four years (235.5 files).
- **20 hearings were concluded** in Q2 of 2023. A matter is considered to be concluded after the hearing has ended, and the panel has issued its Decision and Reasons. This represents a **38% decrease** from the average number of concluded matters (32.3) in Q2 of the previous four years.
- **36 panel days** were spent holding hearings, deliberation sessions, or pre-hearing conferences in Q2 of 2023. The amount of time spent conducting the work of the Discipline and Fitness to Practise Committees (32 days) was **2% lower** than the Q2 average during the previous four years (36.8 days).
- **20 days** were spent conducting **contested** Discipline and Fitness to Practise proceedings (i.e. hearings and/or motions) in Q2 of 2023. This represents a **129% increase** in the number of contested proceeding days compared to the Q2 average during the previous four years (8.8 days).
- **14 uncontested proceedings** were heard in Q2 of 2023. This represents a **55% decrease** compared to the Q2 average during the previous four years (31 uncontested proceedings).
- **1 pre-hearing conferences** was held in Q2 of 2023. This represents a **77% decrease** from the Q2 average during the previous four years (4.3 pre-hearings).

Analysis

When analyzing the above hearings data, it is important to note that quarterly data is inherently limited given the relatively short reporting period. Five-year trends are considered in order to establish a proper baseline. Annual trends will become clearer over the course of the year as more data becomes available. Nevertheless, the data from Q2 of 2023 appears to be consistent with recent trends.

First, as observed over the past several quarters, the volume of contested hearings has increased significantly. In Q2 of 2023, the Discipline and Fitness to Practise Committees have again devoted more than twice as much time than usual to conduct contested hearings. This data correlates with the significant decrease (55%) in the number of uncontested proceedings heard in Q2 of 2023. As a result, although the number of panel days in Q2 of 2023 (36 panel days) was comparable to the Q2 average during the previous

four years (36.8 panel days), there was a 38% decrease in the number of concluded matters. In other words, the Discipline and Fitness to Practise Committees spent a similar amount of time conducting their work, but the nature of their work changed significantly (i.e., more contested hearings) such that their output decreased because it takes significantly more time and resources to conclude contested proceedings than uncontested ones.

Second, the number of open hearings files has decreased dramatically over the past several years (89 at the end of Q2 of 2023 compared to a high of 335 at the end of Q2 of 2020). This decrease in the number of open hearings files is due primarily to the sustained, high volume of hearings held over the past several years.

As noted above, the number of panel days held in Q2 of 2023 has remained consistent with previous averages. This is attributed to (1) the increased number of available adjudicators on the Discipline and Fitness to Practise Committee and Roster following the College's governance transition; (2) the shift to electronic hearings as the default hearings format (and the increased efficiencies of this format); and (3) the concerted effort of staff over the past several years to operationalize Council's strategic priority of improving discipline timelines by making various process improvements. However, with the current high volume of complaints and investigation files (a proportion of which will be referred to the Discipline or the Fitness to Practise Committee), and the significant increase in lengthy and complex contested hearings, it is anticipated that the number of open hearings files will begin to increase again.

I trust this information will be of assistance to you and look forward to any questions or comments you may have.

Linda Lacroix, OCT
Registrar and Chief Executive Officer