



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

# Memo

---

**Date:** December 1, 2023

**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 on October 5, 2023, the Selection and Nominating Subcommittee met once for a special meeting on December 1, 2023.

## Summary of Work

### Subcommittee Appointments

The subcommittee previously identified to Council concerns regarding the requirement as set out in O. Regulation 563/21 (the Regulation) that appointments to the Selection and Nominating Subcommittee must be for a two-year term. Although the Regulation is silent on appointment terms for the remaining Council subcommittees, Council has operated under the same principle for those subcommittees for the sake of clarity and consistency.

Council approved a recommendation to request an amendment to the Regulation that was shared with the Minister of Education following the October meeting. College staff continue to work with Ministry of Education staff to enact those changes, however the subcommittee also sought an opinion from legal counsel about how to proceed in the interim to ensure that Council subcommittees continue to function effectively.

Following the advice provided by legal counsel, the subcommittee determined that it will proceed to make appointments to all Council subcommittees for a two-year term, under the principle of “reasonableness”, where a reasonable person would understand that an individual who ceases to be a member of Council would also cease to be a member of a Council subcommittee.

The Selection and Nominating Subcommittee surveyed members of Council regarding their subcommittee roles and recommendations are outlined for Council’s consideration as Motions 1 and 2 below in this report.

### Appointment Recommendations

The subcommittee also considered requests from two committees for appointments to positions that were filled under Council’s approval at the October 2023 meeting of Council, but that were subsequently left vacant when two appointees declined to serve.

Recommendations for appointments to fill the vacancies are outlined in Motions 3 and 4 for Council's consideration.

### **Motions Referred to Council**

The Selection and Nominating Subcommittee recommends:

1. That Council approve the following subcommittee appointments for a two-year term commencing January 1, 2024:

#### **Audit and Finance Subcommittee**

Jonathan Davey  
Diana Miles  
Jonathan Rose  
Maria Vasanelli, OCT  
Valerie Williamson, OCT

#### **Human Resources Subcommittee**

Abena Buahene  
Elaine Lajeunesse  
Imran Syed, OCT

#### **Selection and Nominating Subcommittee**

Abena Buahene  
Douglas Gosse, OCT  
Elaine Lajeunesse  
Tammy Webster, OCT

2. That Abena Buahene be appointed to the position of Chair of the Selection and Nominating Subcommittee for a one-year term of office commencing January 1, 2024, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*.
3. That Vicky Fauteux, OCT be appointed to the position of Vice-Chair of the Accreditation Appeal Committee for a one-year term of office commencing January 1, 2024, in accordance with regulations made under the *Ontario College of Teachers Act, 1996*.
4. That the following individuals be appointed to a committee or roster position, each for a two-year term of office commencing December 7, 2023, in accordance with the provisions of the *Ontario College of Teachers Act, 1996* and regulations made thereunder, as applicable:
  - John Labine, OCT to the Accreditation Appeal Committee
  - Sekne Farhat, OCT to the roster of the Registration Appeals Committee.

**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 Spring 2024, with the exact date to be determined.

**Subcommittee Members**

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