

**Comparison Chart – Teacher Letters of Permission and ECE Letters of Permission**

<p><b>Column 1</b> <b>Core Requirements</b></p>	<p><b>Column 2</b> <b>Teacher LOP Provisions</b></p>	<p><b>Column 3</b> <b>ECE LOP Provisions</b></p>
<p>Advertising Requirements</p>	<ul style="list-style-type: none"> <li>• A position must be publicly advertised at least once in one of the following ways:                             <ul style="list-style-type: none"> <li>○ An advertisement was published in a daily newspaper that has provincial circulation in Ontario for at least 3 days, and at least 1 of those days was within the 5 days before the closing date of the competition of the position, OR</li> <li>○ An advertisement was published on a publicly accessible, ministry-approved website for at least 10 days, and it was not removed before the closing date of the competition of the position.</li> </ul> </li> <li>• No teacher applied for or accepted the position for which the LOP is requested.</li> </ul>	<p>Same requirements as column 2 plus:</p> <ul style="list-style-type: none"> <li>• Beginning in 2011-2012, early childhood educator-designated positions must be advertised at additional locations (i.e. at two or more ministry-approved educational institutions offering ECE diploma or degree programs, e.g. Colleges of Applied Arts and Technology.)</li> </ul>
<p>Candidate Requirements</p>	<ul style="list-style-type: none"> <li>• Candidates must be at least 18 years old and hold an OSSD, a secondary school honour graduation diploma or equivalent;</li> <li>• Candidates must not be or have been members of the Ontario College of Teachers;</li> <li>• Candidates must provide the board with a written statement indicating that any teaching certificate or licence granted to them by another jurisdiction has not been cancelled, revoked or suspended (other than for failure to pay fees or levies to the governing body).</li> </ul>	<p>Same as Column 2 (but replacing Ontario College of Teachers with College of Early Childhood Educators).</p>

Other Conditions	<ul style="list-style-type: none"> <li>A board must obtain a “personal criminal history” of the individual, as defined in O. Reg. 521/01, “Collection of Personal Information”, made under the <i>Education Act</i>.</li> <li>A board must complete professional reference checks of the individual and be satisfied with the results.</li> </ul>	Same as Column 2
Limits on LOPs	<ul style="list-style-type: none"> <li>LOPs may be granted for up to a maximum of one year.</li> <li>There is no limit on the number of LOPs a board may request.</li> </ul>	<ul style="list-style-type: none"> <li>LOPs may be granted for up to a maximum of one year.</li> <li>Individuals may be assigned or appointed to an early childhood educator designated position under a LOP no more than 4 years.</li> <li>For second and subsequent LOPs, the applying director of education, secretary of the board, or in the case of school authorities, the supervisory officer, must provide a declaration that the board is satisfied that the candidate is working toward qualifying as a registered early childhood educator, i.e., becoming a member of the College of Early Childhood Educators. (Note – this requirement is subject to exemptions relating to illness, maternity/paternity leaves, etc.)</li> </ul>
Ministry Reporting and Accountability Measures	<ul style="list-style-type: none"> <li>Minister’s authority to grant LOP delegated to Ministry’s Regional Managers.</li> <li>Ministry collects data on use of LOPs.</li> </ul>	Same as Column 2