

**Ministry of Education**

Minister

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Queen's Park  
Toronto ON M7A 1L2

**Ministère de l'Éducation**

Ministre

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Queen's Park  
Toronto ON M7A 1L2



January 9, 2014

Dear stakeholders,

I am pleased to write you to provide an update on the progress made in the ongoing discussions about possible improvements to the process outlined in Regulation 274. As you are aware, last fall I asked Ruth Baumann and Charles Ungerleider of *Directions Evidence and Policy Research Group* to carry out a two-phase process examining the implementation of Regulation 274 and to identify possible improvements to the regulation.

In the first phase, Charles and Ruth met with provincial organizations representing teacher federations, trustee groups and administrators to hear about implementation issues and specific suggestions for improvement to the regulation. The meetings with the provincial organizations have been positive and have allowed them to identify some possible improvements to the hiring process for which there might be broad agreement at the provincial level. In recognition that staffing processes begin in school boards early in the new year, Charles and Ruth were asked to move quickly in this first phase so that we could take advantage of the insights provided through these solution-seeking discussions. I expect them to provide me with a report in the coming weeks.

With the first phase near completion, Charles and Ruth will now undertake the fact-finding phase aimed at seeking documented evidence/experience of the impacts of the regulation's implementation in each school board across the province. In this second phase, they will meet with representatives of every school board and its local teacher unions (primarily by teleconference) in order to gather facts related to current effective hiring practices, positive outcomes and challenges of the regulation. This second phase of the process is to ensure that all school boards, teacher federations and board associations are included and that the full range of experiences with the regulation across the province has been captured.

The questions for this second phase of inquiry by Charles and Ruth are attached to allow adequate time for consideration and formation of responses.

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Please ask your locals to provide Ruth and Charles with the name(s) and contact information for their designated representative(s) by means of an e-mail message to [regulation274@directions-eprg.ca](mailto:regulation274@directions-eprg.ca) with the local's name and Regulation 274 on the subject line in the following format:  
Regulation 274 – Local's Name.

It is important that information is obtained from all parties and I thank you in advance for your work in ensuring there is broad active participation in this important second phase of the process.

Sincerely,

A handwritten signature in black ink, appearing to read "Liz Sandals". The signature is fluid and cursive, with the first name "Liz" and last name "Sandals" clearly distinguishable.

Liz Sandals  
Minister