

Ministry of Education

Mowat Block  
Queen's Park  
Toronto ON M7A 1L2

Ministère de l'Éducation

Édifice Mowat  
Queens Park  
Toronto ON M7A 1L2



Instruction & Leadership Development Division  
900 Bay Street, 13th Floor, Mowat Block  
Telephone No. (416) 314-3664  
Fax. No. (416) 325-7019

**MEMORANDUM TO:** Directors of Education  
Secretaries of School Authorities

**FROM:** Barry Pervin  
Assistant Deputy Minister (A)  
Instruction and Leadership Development Division

**DATE:** June 23, 2008

**SUBJECT:** **Amendments to Ontario Regulation 309: Supervisory Officers  
Qualifications and Appointment of Supervisory Officers and  
Directors of Education**

---

I am writing to advise you that the government has approved amendments to Ontario Regulation 309, made under the *Education Act*. These amendments, which were filed on June 20, 2008, introduce some changes to the qualifications and appointment of academic and business supervisory officers.

Supervisory officers have an important leadership role to play in creating the conditions where all students can succeed, by supporting principals in their leadership roles, and by ensuring that everyone has high expectations of what students can achieve. It is essential for Ontario's school boards to be able to recruit and hire appropriately qualified and experienced candidates for these positions, both from inside Ontario and from other provinces and countries. The government is also committed to meeting its labour mobility obligations set out in Chapter 7 of the *Agreement on Internal Trade* to remove barriers that prevent qualified professionals from other parts of Canada from gaining access to Ontario positions.

The amendments to Ontario Regulation 309 will bring about the following changes:

#### **Academic Supervisory Officers**

Effective immediately, school boards may employ a person who does not yet have Ontario supervisory officer qualifications as an academic supervisory officer or director of education for a period of up to two years if that person has:

- A certificate of qualification or interim certificate of qualification from the Ontario College of Teachers;
- An acceptable post-secondary degree;
- A master's degree or doctorate;
- At least five years of successful classroom teaching experience; and
- At least two additional years of education-related leadership experience or principal's qualifications.

The person must also enter into a written agreement with the employing board that he/she will do everything possible to complete the supervisory officer additional qualification requirements set out in Ontario Regulation 184/97 – Teachers' Qualification, made under the *Ontario College of Teachers Act, 1996* within the two years. The employing board can request an extension to this appointment for an additional two years if the person continues to make progress towards completing these requirements.

The Minister has written to the Ontario College of Teachers to ask that they develop amendments to O. Reg. 184/97 that would reflect the changes described above.

### **Business Supervisory Officers**

The requirement for business supervisory officers to complete a Program in School Board Management, one of the eligibility requirements for business supervisory officers, has been amended to allow the consideration of education and experience relevant to the role of a business supervisory officer as equivalent to this program.

Attached for your information is a set of questions and answers that may help you better understand the amendments to the supervisory officer regulation. If you have any other questions or concerns, you should contact your Regional Office.

*(original signed by)*

---

Barry Pervin  
Assistant Deputy Minister (Acting)

Attachments

cc: Deputy Minister  
Assistant Deputy Ministers