

Ministry of Education

Ministère de l'Éducation

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MEMORANDUM TO: Directors of Education
Secretaries of School Authorities
Director, Provincial Schools Branch
Superintendent, Centre Jules-Léger
Principals of Elementary Schools
Principals of Secondary Schools
Principals of Provincial and Demonstration Schools
Elementary Teachers' Federation of Ontario, General Secretary
Ontario Secondary School Teachers' Federation, General Secretary
Ontario English Catholic Teachers' Association, General Secretary
Association des enseignantes et des enseignants franco-ontariens,
Executive Director

FROM: Kevin Costante
Deputy Minister

DATE: May 25, 2010

RE: **Key Changes to Ontario's Teacher Certification and Assignment Requirements**

The purpose of this memo is to inform you that a regulation amending the teacher assignment provisions in Regulation 298 (Operation of Schools – General) under the *Education Act*, and a new Teachers' Qualifications regulation (O. Regulation 176/10), which replaces O. Regulation 184/97 (Teachers Qualifications) under the *Ontario College of Teachers Act, 1996*, were filed on May 20, 2010. I also wish to provide you with *Policy/Program Memorandum No. 153 – Applications for Temporary Letters of Approval and Teacher Assignment in Ontario Schools: A Resource Guide*, both of which complement the amended Regulation 298 and provide further information to support these changes.

Key Changes to Teacher Assignment Requirements

The amendments to Regulation 298 (Operation of Schools – General), under the *Education Act*, reflect Ontario's labour mobility obligations under the Agreement on Internal Trade (AIT) and the *Ontario Labour Mobility Act, 2009* (OLMA), as well as a general need to modernize and clarify the regulation. Among other things, the amendments:

- Reinforce that all assignment decisions must be made with due regard for providing the best possible program and the safety and well-being of students. At the same time, assignments must be made in accordance with the qualifications recorded on the teacher's certificate of qualification and registration.

- Establish criteria governing the granting of Temporary Letters of Approval (TLAs) by the Minister authorizing a school board to appoint or assign a teacher to teach a subject, to teach in a division, or to hold a position for up to one year, where the teacher does not have the required qualifications.

The attached *Policy/Program Memorandum No. 153 – Applications for Temporary Letters of Approval* provides information on the requirements for submitting an application for a TLA to the Ministry of Education. PPM No. 153 also sets out the application process and includes the TLA application form. Please note that, from now on, all TLA applications must be sent to the Regional Offices of the Ministry, and not to the Ontario College of Teachers.

Teacher Assignment in Ontario Schools: A Resource Guide has been developed to provide school boards with plain-language information on the regulatory requirements and effective practices established to assist in making teacher assignment decisions that will ensure the best possible learning experience for Ontario students.

I understand that many schools and school boards have made staffing decisions for the 2010-2011 school year. School boards and school board staffing committees should continue to make decisions in the best interests of programs and students.

PPM No. 153 and *Teacher Assignment in Ontario Schools: A Resource Guide* are posted on the ministry website at www.edu.gov.on.ca. Regulation 298 can be found on the e-laws website at www.e-laws.gov.on.ca.

Key Changes to Teacher Certification Requirements

The new Teachers' Qualifications regulation (O. Regulation 176/10) under the *Ontario College of Teachers Act, 1996* replaces O. Regulation 184/97 under that Act. The new regulation has been made by the College to comply with the OLMA, and to update and clarify its teacher certification requirements. Among other things, the new regulation:

- Reduces the number of classes of certificates of qualification and registration to two classes (general and transitional);
- Removes the one year of Ontario teaching experience requirement for teachers educated outside Ontario, thereby eliminating Interim Certificates of Qualification (ICQs); and
- Updates teachers' qualifications to be consistent with recent curriculum revisions.

The new Teachers' Qualifications regulation can be found on the e-laws website at www.e-laws.gov.on.ca.

I would ask that teachers' federations forward this information to the local federation representatives in each school board.

If you have any questions, please contact your Ministry Regional Office. A list of Regional Offices is attached.



Kevin Costante

Attachments

C. Regional Office Managers

Rhonda Kimberley-Young, Secretary-Treasurer
Ontario Teachers' Federation (OTF)

Frank Kelly, Executive Director
Council of Ontario Directors of Education (CODE)
Ontario Public Supervisory Officials' Association (OPSOA)

Mike Benson, Executive Director
Ontario Principals' Council (OPC)

Dan Tighe, Executive Director (Interim)
Catholic Principals' Council of Ontario (CPCO)

Serge Plouffe, Executive Director
Association des directions et direction adjointes des écoles franco-ontariennes (ADFO)

Theresa Harris, Executive Director
Ontario Catholic Supervisory Officers' Association (OCSOA)

François Massé, President
Association des gestionnaires de l'éducation franco-ontarienne (AGEFO)

James Heap, Chair
Ontario Association of Deans of Education (OADE)

Michael Salvatori, Registrar and Chief Executive Officer
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