

Ministry of Education

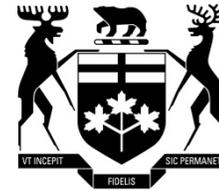
Minister

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October 8, 2013

Mr. Bernard Roy
Chair
Council of Ontario Directors of Education
1123 Glenashton Drive
Oakville ON L6H 5M1
royb@ecolecatholique.ca

Dear Mr. Roy,

We are writing to inform you of an important two-phase process the Ministry of Education will be initiating with respect to the implementation of Ontario Regulation 274/12 (Regulation 274). As we move forward with this process we would like to ask for your participation and the participation of members of your organizations.

Since the introduction of Regulation 274 in September 2012, we have received feedback from school boards, federations and individual teachers about the regulation and its implementation. In response to that feedback, we have indicated that the Ministry is receptive to making changes to the regulation that can be supported by the federations and their respective school board associations. We plan to work with our education partners to address the concerns raised about Regulation 274 and its implementation while maintaining the principles regarding transparency and accountability in the hiring process.

That is why the Ministry has commissioned *Directions Evidence and Policy Research Group* (Charles Ungerleider and Ruth Baumann) to hold meetings over the next 3–4 weeks with individual organizations to hear about issues, ideas and specific suggestions for improvement to the regulation and discuss possible solutions. We are hopeful that we will find improvements to the regulation about which there might be broad agreement. Initially, the Ministry is requesting that you participate in a one-on-one meeting with Charles and Ruth to provide your perspectives about challenges, proposed solutions and other areas for consideration. They would like to hear your views about the benefits, challenges and issues involving Regulation 274 as soon as possible. They will be phoning you in the next few days to determine a mutually agreeable time to meet. It is our intention to move quickly and have asked Charles and Ruth to report back to the Ministry by mid-November.

Following this phase, under the leadership of Charles and Ruth, *Directions* will conduct a fact-finding study this fall on the impact of the regulation's implementation in each school board across the province. Charles and Ruth will meet with representatives of every school board and its local teacher unions (primarily by teleconference) in order to gather information regarding current effective hiring practices, positive outcomes and challenges experienced since the regulation came into effect. *Directions* will be seeking documented evidence of the impacts, benefits and challenges of Regulation 274. This process will ensure that all school boards, teacher federations and board associations are included in the fact-finding study and that the full range of experiences with the regulation across the province has been captured.

Because of the impact of the Regulation on the sector it is important that the voices of all parties are heard. We strongly encourage you to participate in this important two-phase process.

If you have any questions regarding this, please contact Paul Anthony, Director Teaching Policy and Standards Branch, Ministry of Education (paul.anthony@ontario.ca).

Yours truly,



Liz Sandals
Minister



George Zegarac
Deputy Minister