

Report of the Secretary-Treasurer to the Annual Meeting of the Board of Governors of the Ontario Teachers' Federation, August 20-21, 2013

INTRODUCTION

The 2012-2013 school year was no ordinary year in many respects, but like other recent years, pensions consumed a significant amount of time. Aside from filing a valuation to tackle yet another deficit in the Ontario Teachers' Pension Plan, OTF concluded an agreement with the Government of Ontario as one of Ontario's Jointly Sponsored Pension Plans (JSPPs). That process began early last fall but was set aside until after the valuation concluded in February of 2013. The JSPP agreement provides assurance to Government that contributions will not increase during an agreed upon five year freeze period and credits the teacher partner with financial credit for changes made in the recent valuation. The Government also commissioned the Morneau Report which was released in November 2012 and addressed issuing of pooling assets in broader public sector pension plans.

It was also a year of unprecedented labour and political turmoil, with the resignation of a sitting premier, a Liberal party leadership contest and a somewhat precarious co-operation between the New Democrats and the Liberals which has sustained the Government since that time.

Kathleen Wynne, former Minister of Education, brought a new approach to many issues as the new Leader and Premier, and Liz Sandals, Wynne's appointed Minister of Education, has subsequently reached accords with Affiliates on a number of issues.

There has been much political change in recent months as several sitting MPP's stepped aside, (including former Ministers of Education, Finance and Energy as well as McGuinty himself), resulting in five by-elections held on August 1, 2013. There was much speculation early in the summer as to the impact of the by-elections; no party was in a position to win a majority as a result of the summer elections but the potential changing of seats among the parties, and the longer-term implications of any such changes, were much debated in the media. Former OSSTF President and outgoing OTF Governor Ken Coran stood as candidate for the Liberals in London. The results of the five by-elections saw the Liberals holding two of the five previously held (Ottawa, Scarborough) and losing Etobicoke to the PCs and Windsor and London to the NDPs.

Although OTF is not involved in collective bargaining or labour relations for teachers, the Affiliates were all very busy addressing these matters on behalf of their members this last Federation year. Because of the challenge with that file, many of the usual government consultations, working tables and meetings were either suspended or reduced in number but we anticipate a return to more normal interactions in the coming year.

We saw the retirement of Cyndie Jacobs, Director of Curriculum and Assessment, effective February 28, 2013. The OTF Secretariat and Secretary-Treasurer had already shifted duties to absorb those of the Director of Policy and Public Relations who retired a year earlier. The period since Cyndie's retirement has been even busier for staff and duties were reassigned again

among the Secretary Treasurer and Director of Professional Affairs, Lindy Amato, and Director of Pensions and Economic Affairs, Scott Perkin. The support of temporary staff with some OTF projects and as support for a number of communications (ie. web updates and interaction) and advocacy tasks (ie. awards, WOTS, fellowships etc.) and for OTF's ongoing professional learning program (ie. OTF Connects) has proven invaluable and will continue next year.

The OTF Executive approved the hiring of a third secretariat member to begin September 1, 2013. The personnel committee (OTF Table Officers) reviewed applications on July 12 to shortlist candidates. The committee conducted interviews on July 31, 2013. We were pleased with the high caliber of the applications and look forward to welcoming Ian Pettigrew to OTF's staff in September. Ian will be primarily responsible for the duties previously performed by the Director of Curriculum and Assessment but will have other assignments as well.

The support of the OTF Executive with respect to OTF staffing is much appreciated.

We also chose to refresh the website this spring and that work is continuing through the summer months. Three providers were approached for Request for Proposals and the chosen provider has been hard at work ever since. Initially, we intended more of a cosmetic overhaul of the site but upon greater review, determined it made sense to make more fundamental changes. While this increased the budget slightly, the OTF Executive approved some additional spending from reserves, if it is required, in the 2013-2014 year to complete the project. Governors will get a sneak peak of the new look later in the meeting.

As always, the summer months at OTF mean the audit is underway. While the Board determines the fee and budget at the Spring Board, the financial statements from the Auditors and the revenue and expense report for year-end will show a slight budget surplus.

Based on a request from the Secretary-Treasurer, the OTF Executive approved the establishment of an internally-restricted reserve for the staff pension. We feel it prudent to make an initial deposit to this reserve in case future valuations of the staff pension plan require increases to premiums by OTF. The staff included in the OTF staff pension plan agreed to provisions that would allow for greater sharing of increased pension costs, should they occur, between employees and the employer. The staff pension plan is on solid ground and we wish to be both prudent and proactive. A staff workshop on the pension plan took place in late June and QECO staff and representatives of RTO were invited to join OTF staff. Approval for this internally restricted reserve will be sought by the Board at this meeting.

Approval will also be sought at this meeting for appointments to the Board of the Ontario Teachers' Pension Plan Board. That matter will be dealt with in Executive session later in the meeting.

The remainder of this report provides further details on activities of OTF over the past very busy, and very unusual year.

ADVOCACY

Word on the Street / Launch of Books of Life

As previously reported to the Board of Governors, the *Word on the Street Festival* took place Sunday, September 23, 2012. Attendance was excellent and we provided resources to teachers, parents and children. The Annikin books were popular as always. We met many enthusiastic parents and teachers and appreciate the help of the volunteers in the OTF booth.

We also chose the Festival for the launch for our *Books of Life* Aboriginal Education Program. The showcased books were created by the 91 teachers and their students who had participated in the *Books of Life* project in the 2011-12 school year. Some 200 books, each uniquely capturing the details and stories of the lives of the students engaged in the project, were displayed and viewed by literally hundreds of teachers and thousands of members of the public.

World Teacher Day

OTF issued a press release on October 4 commemorating World Teacher Day celebrated on October 5 each year. We also distributed CTF-provided posters with the OTF logo. The theme this year was "Take a Stand for Teachers".

Political Suites/Interactions

As Governors are aware, in addition to advocacy and public relations work on behalf of the profession, OTF engages with political parties to some extent as well. Normally, OTF would organize all-Affiliate suites at political conventions but this past year, there were few regular conventions and the decision of the Executive was that we not host a suite at the Liberal Leadership Convention. In a typical year, the OTF President and staff are invited to many fundraisers by all parties; even those invitations were few this past year but the President was able to attend an NDP event or two on behalf of OTF.

With the political turmoil, particularly in education, there was only one meeting of the Executive with the Education Minister this past year and it occurred after Kathleen Wynne was chosen leader/Premier. Minister Sandals met the OTF Executive at our offices shortly after her appointment.

Support and Coalitions

OTF offered support to a number of initiatives and organizations over the year, including the Broadbent Institute, Student Vote, Canada Without Poverty, the Coalition for Better Childcare, People for Education and others (each in modest amounts).

We continue to be involved in coalitions on Student Mental Health, Violence in the Media and the Accessibility for Ontarians with Disabilities Act (AODA) through the Ontario Public School

Boards' Association. Some of these have been more active than others in the past year but all are worthwhile projects.

We would remind Governors that the TeachABLE project which was managed by OPSBA (OTF was represented on an advisory committee) and is now complete provides lesson plans and additional information for teachers about AODA and disabilities in general and can be accessed at: <http://theteachableproject.org/>

The OPSBA-led Mental Health Coalition continues to expand its membership with all major partners now at the table. This includes representation from Health, Education, and Community and Social Services as well as parent groups, community facilities, and many NPO and NGO associations working in and around the areas of children and youth mental health. It is also working to include law enforcement representation as well.

The Coalition has recently elected HWDSB Director of Education, Dr. John Malloy as one of its co-chairs for a three year term. The Coalition is moving to expand its outreach to the media with the aim of being the first, or among the first, contacted when these issues arise. The Coalition wants to position itself as a respected authority in this area. Research efforts between various coalition members and organizations across the country are happening and this will only serve to further the strength of the coalition in terms of expertise and awareness and ultimately, brings the issue into the mainstream of Canadian society.

Preparations are well underway for the 3rd annual Summit on Children and Youth Mental Health buoyed by the resounding success of this year's summit which drew well over 700 participants from across the province far exceeding the original 400+ spaces anticipated. OTF was represented at the Summit and assisted with facilitating expert workshops and presentations. Keynote speaker Canadian Olympian Clara Hughes kicked off the Summit bringing an authentic voice and face to the issue. She donated her entire fee to Right to Play. Affiliates (and the education sector) were very visible during the Summit providing sponsorship, materials, etc. and providing education insight and expertise to the coalition on an ongoing basis. OTF appreciates Rian McLaughlin's assistance in representing OTF on this coalition.

OTIP Teaching Awards

The OTIP Teaching Awards website was revised this year in an effort to remove several glitches and facilitate the nomination process for users. In addition, as well as the traditional mailing of the poster to schools, mailings or electronic mailings concerning the awards and poster were sent to OTF contacts in the public educational sphere. We received 77 nominations by the deadline of April 5, 2013, more than we have had in the last several years. The Awards Committee met on April 25 to narrow the number of nominations to a short list of five in each category. This short list went to a Jury of partners in public education in mid-May for the decision on the final winner in each category and the awards will be presented in the fall of 2013. A more detailed report is provided under separate cover.

We continue to partner with TFO in their Prix d'enseignement (Prix du multimedia). For the last couple of years, we have not partnered with the Toronto Star in their Teacher of the Year Award nor have we been involved with the Education Supplement the Star normally published around the time of World Teacher Day. We were approached by the Star in July to rekindle that partnership which the Executive considered over the summer. The Executive decided to discuss the possibility further this fall in time for 2014 if the decision is to proceed.

Interaction/Communications

Four issues of *Interaction*, OTF's newsletter, were issued this year. We also updated and improved our email communication (VEXNET) list for distribution of *Interaction*. Many press releases were issued along with pension communiqués related to the 2012 filing, the JSPP agreement and Plan amendments to address sick leave and unpaid days. The President provided comment on these topics and others to various media over the year. We are working to improve the OTF website with the help of a firm chosen through an RFP process and are pleased with the work done to date.

People for Education Indicators Project

The OTF Executive approved OTF's involvement on an advisory committee established by People for Education (P4E) for an initiative entitled *Building a Better Measure of Success*.

The initiative is being undertaken by P4E in partnership with the Ontario Institute for Studies in Education at the University of Toronto (OISE/UT). The project seeks to develop a broader, alternative set of indicators for measuring success in education. The advisory committee has met twice over the course of the winter months, and has responded to ideas proposed by P4E through a preliminary discussion paper.

Ontario Education Research Panel (OERP)

Late in 2012, the Executive chose to nominate Lindy Amato, OTF's Director of Professional Affairs, to serve on the Ontario Education Research Panel. The purpose of OERP is to promote and disseminate effective research in education undertaken at the board, school or classroom level as well as to build education research capacity in Ontario. The Panel consists of just 14 members, who serve for a two-year term. Over the winter months, the panel met once in February and has subsequent meetings scheduled for April and June. We are excited about our involvement in the OERP and look forward to being part of the decisions taken by the Panel.

Visiting Delegations

Ontario continues to attract international attention for its success, despite recent turmoil.

The Secretary-Treasurer was invited to present to a group of educators/administrators from California regarding Ontario's education system and the improvements in student achievement in recent years and was also part of an Ontario panel which travelled to Ohio to present at an

international summit. OTF was also interviewed for background by a freelance American author writing a piece comparing several high performing jurisdictions, including Ontario, Finland and Singapore and by other American educational columnists. A representative of the Swedish Teachers' Federation met and interviewed the OTF Secretary-Treasurer for publication in their Federation's newsletter.

In November, we responded to a request from a delegation of 12 educators from South Korea to meet with them to discuss our Safe@School project. The delegation was made up of education administrators from across South Korea, who are working to develop programs to prevent school violence, in particular bullying, and to create a positive school culture. The initiative was a joint venture of the Institute for Youth Development, which is under the Prime Minister's Office, and the South Korean Ministry of Education, Science and Technology. It was set up in the aftermath of a slate of teen suicides caused by school bullying in South Korea.

In mid-April we met with representatives from the *Simiente Foundation for Human & Community Development* in Honduras. The Foundation is a grassroots organization that works with rural youth and women from vulnerable communities in southwest Honduras, training them in organic agricultural practices as a means of empowerment and economic development. The visit was organized by Horizons of Friendship, a Cobourg-based organization which has a long-standing relationship with OTF's International Assistance Committee.

In early May, OTF hosted a large parliamentary delegation from Finland, a highly esteemed group of educators and policy makers from Finland's Committee for Education and Culture. The delegation was also joined by a senior advisor from a major Norwegian educational foundation, *International Management Training for Educational Change (IMTEC)*. IMTEC is a leadership development program established in the 1970's and based on the assumption that knowledge about school improvement is essential to school leaders.

In June, OTF staff met with a representative from the New Zealand Initiative, that country's newest research institute and think tank, on the topic of teacher recruitment, selection and development in Ontario.

Finally, in response to a request received from CTF, we met via conference call with senior staff from the largest teachers' union in the United Kingdom, the National Association of Schoolmasters Union of Women's Teachers (NASUWT) in early July. England is currently considering establishing a college of teaching to replace the former General Teaching Council for England (GTCE). Several organizations in England have pointed to the Ontario College of Teachers as a possible model upon which to base a new college of teaching. NASUWT was interested in hearing first-hand from OTF what our experience has been with the Ontario College of Teachers, recognizing that what looks good on paper may be quite different in practice.

Additionally, we were visited by delegations from Columbia (mine workers representatives) and representatives of the Teamsters from Ohio. These respective delegations shared concerns about investments in their industry/company and asked that we communicate those concerns to

the Ontario Teachers' Pension Plan. Although we did not meet face to face, we were contacted as well by public sector union representatives from Pennsylvania over concerns about the privatization of the state lottery and the bid by an OTPP owned company in the process.

Interestingly, we are hosting two visiting delegations of Russian educators and principals in October and November 2013. We hope they will find our conversations of value and we look forward to meeting with them. We appreciate the support of OECTA and OSSTF in providing meeting space for these two large delegations.

Ministry Consultation – Building the Next Phase in Ontario's Education Strategy

As part of our Annual Board meeting in August, we have organized a mini-forum to discuss future directions for education in Ontario. The event will include Will Richardson, Michael Fullan, Ken Thurston and Andy Hargreaves (via video recording). Governors, Affiliate staff and Affiliate Executive members as well as the Presidents and Executive Directors of the Principals', Trustees', Supervisory Officers/Directors' organizations have been invited to join us tomorrow. An all-Affiliate staff committee is facilitating tomorrow's event, *Thinking Forward – Forward Thinking*.

The Ministry of Education, through the Minister's Education Partnership Table, is consulting widely on "big picture" questions about Ontario's education system. Several organizations and researchers have documented their views on these questions in research/position papers and OTF, through our all-Affiliate staff workgroup and our mini-forum in August, are in the process of consolidating input to these "big picture" questions and others.

Professional Development Projects and Partnerships

Teacher Learning and Leadership Program (TLLP)

This has been another phenomenally successful year for the Teacher Learning and Leadership Program (TLLP), as record numbers of teachers and funded projects continued to move successfully through the program. As the Governors will recall, OTF hosted in November the fourth *TLLP Sharing the Learning Summit*, bringing together 179 teachers who had participated in 84 TLLP projects over the course of the previous school year, and providing them with an opportunity to share their learning by displaying their own projects and discussing their experiences with other participants.

In May, for the seventh time since the inception of the TLLP in 2007-08, OTF hosted the *TLLP Leadership Skills for Classroom Teachers* training session. The session provided project management and leadership skills training to 231 teachers who are working on a record number of 111 TLLP projects that have received funding for the coming school year. As substantiated by the research report produced in the spring by Drs. Ann Lieberman, Carol Campbell and Anna Yashkina and shared with the Governors when they last met, the TLLP continues to draw praise from education scholars internationally, as a forward-thinking and meaningful professional learning initiative that showcases and supports the excellent work teachers do.

Safe@School – Phase 4

Work on OTF's bullying prevention and equity and inclusive education program, *Safe@School*, continued fruitfully this year with our award-winning project partner, le Centre ontarien de prévention des agressions (COPA). As the Governors will recall, our focus this year has been on continuing to offer COPA's highly effective whole-school training programs, producing a new bullying prevention guide and DVD for teachers, reproducing the various resources in our extremely popular tool kit on equity and inclusive education, and also expanding the *Safe@School* website to include an additional professional learning module on working with parents and families.

We have continued to receive rave reviews from the field, as well as nationally and internationally, regarding the resources that are part of *Safe@School*, in particular our two videos (*Hear Me Out* and *Taking Bullying Seriously*), and our new bullying prevention guide for teachers. Work is also continuing on updating the main *Safe@School* website and the *Change Our World* micro site.

As part of the contracted deliverables for the current phase of *Safe@School*, we were obliged to engage the services of an external evaluator to assess the impact of the various training programs offered. The findings and conclusions of the external evaluator could not have been more positive. The final External Report attests to the impressive and positive impact that *Safe@School* and COPA (as the deliverer of these outstanding programs) have had on the lives of countless students, teachers, school staff and parents in our province. In total, 1,936 students, 142 parents and 167 teachers and other school staff participated in the whole-school programming. All told, 225 workshops were offered to 2,245 participants. In addition to the whole-school programs, we also offered sensitization training to a total of 171 teachers and other educators involved in the Equity and Inclusive Education Implementation Networks (EIEINs) established in each region of the province by the Ministry of Education. Response to these training sessions was equally positive. Finally, in terms of the *Safe@School* project website, the number of unique visitors to the site grew this year to an impressive 176,025 in the 12-month period from July 1, 2012 to June 30, 2013. This was up from 146,833 for the same time period the year before. We are expecting this number to grow even further once the new professional learning module is released next fall.

Teachers' Gateway to Special Education

Our web-based resource on special education, *The Teachers' Gateway to Special Education*, also continues to experience phenomenal demand by teachers and education workers in the field. In its first year of operation (the 2010-11 school year), the site had over 63,000 unique visitors. Last year, that number grew to 134,764 unique visitors. This year, for the period July 1, 2012 to June 30, 2013, the total number of unique visitors to the site was a whopping 231,235. As we continue to receive positive feedback from teachers regarding the usefulness of the site, we are working on some new content and improvements to the look and feel of the website.

Survive and Thrive/Surmonter les défis

Ongoing interest and use of our *Survive and Thrive* website for beginning teachers, occasional teachers, mentors and teacher candidates has also continued to grow this year, in spite of the lower enrollment at Faculties of Education and very low numbers of new hires in our schools. Although we have not done significant content updates to the site this year, we continue to see the numbers of users growing at a rate that suggests the site is still considered useful to members.

Aboriginal Education Project - Books of Life

After several attempts to bring our Primer for teachers, entitled *Hearing Every Voice, Seeing Every Face*, to completion, it was decided in consultation with the project's funder, the Aboriginal Education Office (AEO), that we would no longer pursue this aspect of our Aboriginal Education project. The AEO has asked us to focus instead on a subsequent phase of the *Books of Life* project. OTF staff is currently in the process of considering options for moving forward with further opportunities for teachers to become engaged in creating *Books of Life* with their students in the 2013-14 school year.

PD Calendar

The PD Calendar is continuously updated with listings of professional learning opportunities across Ontario and beyond. All known AQ and ABQ courses, face-to-face and online, are included in the PD Calendar. We are asking the Affiliates to encourage members to use the OTF's PD Calendar which is found on the OTF website at www.otffeo.on.ca .

OTF Environmental Education Collaborative Resource Project

During the summer and fall 2012, OTF worked collaboratively with select Subject Associations to develop environmental education workshops and supporting teacher and classroom resources. This collaborative Resource Development Project provided an opportunity for Subject Associations involved in newly revised Grades 1- 8 Social Studies, History and Geography curriculum policy document and other relevant curriculum documents to develop environmental education resources for their teachers.

The curriculum was recently released by the Ministry. The resources will be made available through the Subject Associations' publications and websites. All Ontario teachers will be able to access all resources developed through the Teacher Resources sections on the OTF website.

OTF Professional Learning Newsletter Online

In the Fall 2012, OTF published Volume 2 of the *OTF Professional Learning Online* newsletter, which highlighted OTF's professional learning offerings and resources. In September 2013, OTF will again be publishing the *OTF Professional Learning Online* newsletter which will announce the OTF PD offerings for the 2013-2014 school year. The newsletter will be posted on the OTF

website and the link will be emailed to all Affiliate Unit Presidents, Affiliate Teacher Representatives and to our teacher database.

OTF Connects

OTF Connects allows OTF to continue to support teacher learning by providing teachers with a mechanism for ongoing professional learning that respects the limited time teachers have and the need for PD that is immediately useful in their classroom. OTF Connects, our online interactive webinars facilitated by teachers for teachers, has been providing our members with opportunities for self-directed learning since January 2012.

These webinars allow teachers to broaden and deepen their learning in the areas of Teaching and Learning in the 21st Century, Critical Thinking, Financial Literacy and Violence Prevention. We gratefully acknowledge that our Financial Literacy webinars are supported by the Investor Education Fund (IEF) and the Financial Consumer Agency of Canada (FCAC), which graciously provide us with high-quality facilitators and free resources for our teachers.

The OTF Connects 2012-2013 program was extremely well received by teachers. Between late October 2012 and early June 2013, a total of 39 webinars were scheduled. In some areas, the demand has been very high, requiring us to add follow-up sessions. Registrations for the entire year totaled 1165, broken down as follows:

Type of Session	Number of Sessions	Number Registered
Teaching & Learning in the 21st Century	21	748
Critical Thinking	9	332
Media Violence Prevention	2	46
Financial Literacy	7	39

There were 1165 registrants for 39 sessions (average of 30 registrants per session). We received very positive feedback from participants.

Teacher Resources

The *Teacher Resources* section of the OTF website contains a portal to a multitude of resource links as well as a searchable Lesson Plan Resource. In the *Web Resource* section you will find valuable information on a variety of organizations including links to their Internet sites and resources to assist teachers in their planning and professional development. These links are monitored and updated on a regular basis. In addition, the *Lesson Plan Resource* is designed to assist teachers in their everyday classroom planning with access to many lesson plans. The lessons can be searched by Subject, Level, Grade, Focus and Keyword. More lesson plans and links to resources will be added as they become available, so plan on visiting this site often, www.otffeo.on.ca .

Planboard Project

OTF has undertaken a new initiative in partnership with Planboard (Vetica Interactive), a web-based app that simplifies planning and scheduling for teachers. Free for OTF members to use, Planboard will allow teachers to create, share and edit lesson plans online, and assign them to particular classes or courses using the integrated planner. Teachers can use Planboard's database of standards to identify specific Ontario curriculum expectations for each plan. The plans can include text, images, videos and attachments. OTF is currently migrating hundreds of lesson plans and supporting documents from OTF's *It's About Time* project into the new OTF Planboard portal. Through this portal, Ontario teachers will have access to numerous lesson plans created by Ontario educators and many more that have been shared within Planboard itself. We will present Governors with a look at exactly how Planboard will work later in the meeting.

POLICY AND LEGISLATION

OTF staff continued to attend a number of ongoing Working Table meetings throughout the school year including:

- *Accepting Schools Act* (Bill 13) - Consultation on Policy Program Memoranda 144, 145 and 128
- Ontario Leadership Strategy
- Healthy Schools Working Table
- Student Achievement Division Working Table
- Working Group on Diagnostic Assessment
- Minister's First Nation, Métis and Inuit Education Advisory Council
- EQAO Assessment Advisory Committee
- Consultation on Occasional Teacher Evaluation
- School Mental Health Assist
- Joint EDU/TFO/TVO Resource Collaboration Meeting
- Curriculum release and training (ie. FDELK, SS grades 1-6, 7/8 geography/history)

Most of these have been reported in more detail in earlier reports to the Board over the last year but some others have been more recent.

We were invited to participate in a consultation meeting this July with School Mental Health ASSIST (a provincial implementation support team, designed to help school boards with student mental health and well-being) to discuss plans for the development of mental health literacy modules for teachers.

We also attended a joint resource collaboration meeting in late July to discuss Ministry intentions and strategies for resources to support aboriginal education. Many stakeholders were present including TFO and TVO; the Ministry intends to strike two workgroups focused respectively on pre-service and in-service teacher training on aboriginal education and addressing achievement gaps of aboriginal students.

Teacher Education

Policy

After a hiatus of a full year, during which no discussion occurred between the Government and the Federations on the issue of teacher preparation, Minister of Education Liz Sandals and Minister of Training, Colleges and Universities Brad Duguid announced on June 5, 2013, their decision to prolong Ontario's initial teacher education programs to be two years (four semesters) in length. Perhaps one of the most surprising aspects of the announcement was that a year earlier, an intensive, Ministry-led consultation on the matter of an expanded program had led stakeholders to reach near-consensus on supporting a three-semester program, to be delivered over 12 – 15 months.

First announced by the McGuinty Government in August 2011, the idea of doubling the preparation period for teacher candidates was always accompanied and clearly motivated by a desire to cut in half the number of teacher graduates entering an increasingly dire job market, without completely decimating Ontario's Faculties of Education. The new program will take effect in September 2015-16 and will include a minimum of 80 days of practicum – well below the 100 - 120 days proposed by stakeholders during the spring 2012 consultation. There will be no graduates at the end of first year of the new program (ie, in spring 2016), with the exception of a small number of concurrent students who will by that point still be completing programs begun under the previous regime.

Another surprising aspect of the announcement is that the per-student funding for teacher candidates will be cut from the current 2.0 Basic Income Units (BIUs) annually to 1.5 BIUs. OTF has written to the Government to express the Federation's displeasure that the Government has opted to go in a direction that is not in keeping with the recommendations of stakeholders at its own consultation table. Our letter also raises a number of concerns regarding potential negative impacts of the proposed new program structure, not least of which is the impact on already debt-laden teacher candidates, who will now have to pay twice as much for teacher preparation.

Liaison Committee and Staff Work Group

OTF's Teacher Education Committee met three times this year. A full report on the main activities of the Committee is provided with the materials for Governors. The OTF/Affiliate Teacher Education Staff Work Group also met three times this year – far less than in other years – but with the announcement of the expanded B. Ed. Program on hold through almost the entire year and the ongoing labour unrest putting other policy development initiatives in abeyance, there were far fewer burning questions of teacher education policy for the Work Group to address.

We had also decided last year that we would not hold a jointly sponsored conference with the Ontario Association of Deans of Education (OADE) this year, and this further reduced the activities of the Work Group. Most of the fall was spent liaising with the Faculties of Education on the impact of strike action on practicum placements. The Work Group also spent substantial

time considering the dramatic reduction in the number of applications received by Faculties of Education, which slid from a high of over 16,000 applicants in 2006 to just half that number for the upcoming 2013-14 academic year.

OTF staff continues to meet roughly every second month with the Ontario Association of Deans of Education. This interaction has been greatly diminished owing to the decision taken by the Deans last year to no longer meet with their five stakeholders at each of their monthly meetings.

In the spring, the Work Group also studied the results of the most recent *Transition to Teaching* study, released in late February by the Ontario College of Teachers. The reported results are nothing short of shocking: For the fourth year in a row, the unemployment and underemployment rates for new teachers rose dramatically. More than one in three teachers who graduated in the spring of 2011 found no employment in teaching at all in the 2011-12 school year. Of those who found employment in teaching, 44% reported finding less employment than they had hoped for. Essentially, the unemployment rate for first year teacher graduates has risen from seven percent in 2008 to 37% in 2012, and the combined unemployment and underemployment rate in the same time period has risen from 30% to a staggering 71%.

Federation Days and Liaison with Faculties of Education

The work of our Teacher Education Liaison Committees (TELCs), which operate at the 15 publicly-funded faculties and schools of education across the province, continued at an almost frenetic pace once again this year. This past September saw new Deans at four teacher education institutions, including Ottawa, Laurentian, UOIT and Windsor, plus a returning Dean at Nipissing. Midway through the first semester, the Deans at Windsor and York left their respective posts, and Interim Deans were brought in to fill these gaps. The TELCs soldiered on, holding regular committee meetings with their faculty counterparts and offering a large number of workshops and seminars for teacher candidates.

Teacher Education – Federation Days

In addition to the work of the TELCs, OTF presented at 21 Federation Days interspersed throughout the academic year, and Federation staff continued to attend the regularly scheduled meetings of the OADE. During the fall, in keeping with the *OTF/Affiliate Protocol for Communication Regarding Affiliate Strike Actions and Practicum Placements*, OTF communicated all announcements of strike action to the Deans of Education, and ensured that teacher candidates were well apprised of strike situations, so that they did not take on any voluntary activities from which teachers in their placement schools had refrained, or show up at practicum placements that had been suspended. When Regulation 274/12, governing hiring practices, was introduced, the Federation fielded many calls and questions from teacher candidates regarding this matter.

OTF/OADE Conference

While there was no OTF/OADE Conference this year, plans are now underway to hold a conference in the coming school year. Tentatively scheduled for February 21-22, 2014, the upcoming conference will be hosted by York University. The proposed working title and theme for the conference is *Rethinking Teacher Education*. We hope to enable a healthy dialogue among the two central partners in teacher preparation – namely, the Faculties of Education and the teachers' Federations – on this all important question.

Ministry of Education/Faculties of Education Forum

OTF is a sitting member of the Ministry of Education/Faculties of Education Liaison Committee, and has for several years been involved in the planning of the annual forum held by this Committee. This year, the theme of the Forum was *Exploring Dimensions of Social Change in Education*, and focused on promoting student well-being, global citizenship and innovation and creativity. Diane Pacom of the University of Ottawa was the keynote speaker, and presented on issues of social and cultural change in education. Close to 50 presentations were given by Ministry, Faculty of Education and Subject/Division Association representatives addressing the Forum sub-themes. The Forum took place on May 8, 2013, at OISE/UT.

Education Quality and Accountability Office (EQAO)/National and International Assessments

The final meeting of the EQAO Assessment Advisory Committee for the current school year took place on March 21, 2013. EQAO is currently working on the development of a secondary school reporting tool, similar to the one it previously created for reporting results at the elementary level. The tool makes it possible to report results to schools and boards in a clearer way than in the past. Recent enhancements to the elementary tool have included new templates designed in collaboration with school improvement teams, so that principals can view at a glance a graphic representation of areas where students have improved or are having difficulty. EQAO has indicated that it is being careful about not identifying actual schools in its provision of comparison data for schools that are considered to be “statistical neighbours”. The plan is to have the new secondary tool ready for the fall.

EQAO is also working on redesigning its website to make it more user-friendly and more technically sophisticated. Another recent initiative by the Agency is a consultation with student trustees to determine how to put resources about test preparation into the hands of students (possibly via social media), so that students can engage in their own assessment preparation.

Finally, EQAO has been investigating the topic of proportional reasoning, an area in mathematics with which the Ministry of Education believes students in Ontario may be struggling.

The EQAO has announced a new CEO, Bruce Rodrigues.

The report to the Winter Board of Governors summarized results of the 2011 Trends in International Mathematics and Science Study (TIMSS) and Progress in International Reading Literacy Study (PIRLS) which were released in December 2012. This was the first time the same group of students (Grade 4 for both assessments) were tested at the same time on all three curriculum areas: reading, mathematics and science.

Curriculum Forum

The annual OTF Curriculum Forum (CF) Retreat was held at the Kempenfelt Conference Centre (KCC) in Barrie, from Thursday evening, February 7, 2013 through Saturday afternoon, February 9, 2013. The theme for the retreat was *This is Canada: the Arctic and its People*. Feedback from the 38 CF members has been extremely positive; some saying this was the best CF meeting they have ever attended and great professional development for educators. The final meeting of the Curriculum Forum took place at the end of May and followed the usual format of a Ministry-led meeting on Friday and an OTF-led meeting on Saturday. The Forum membership is approximately fifty (50) leaders who represent the various subject and division associations across Ontario.

There is a more detailed report on the work of the Curriculum Forum over the past year under separate cover. Governors may be interested to know that CF members indicated interest in the following goals:

- Increasing Membership across Subject and Division Associations
- Sustaining Involvement with Colleagues
- Increasing Involvement of Elementary Teachers
- Development of More Cross-Curricular Resources
- Combining Conferences for Cost-Effectiveness

Ontario College of Teachers (the College)

OTF/Affiliate Meetings with Councillors

In accordance with the Executive's direction from last year, OTF staff had scheduled meetings with elected Councillors (who are also OTF members) for 2012-2013 to coincide, as in the past, with Councillors' attendance in Toronto for College Governing Council meetings.

On April 3, 2013, the second of such meetings, was attended by 13 of the 19 Councillors. As with the first meeting (November 14, 2012), attended by 14 of the 19 Councillors, OTF/Affiliate staff had not prepared an agenda in advance, nor had they received the Governing Council Agenda (thereby avoiding specific concerns raised by the LeSage Report Recommendation #48: that Councillors who serve on certain College committees be prohibited from attending meetings with their unions/associations at which the Council agenda is discussed. An agenda was developed at the beginning of the meeting covering a number of different issues, all of which (except for an update on pension matters) were raised by the Councillors.

Following an in-camera discussion among the Councillors during the meeting (as also happened at the November meeting), the Councillors confirmed their desire to continue these meetings which they find both helpful and important. The next such meeting was scheduled for June 5, 2013.

Despite these meetings having occurred for years and no regulatory action yet taken following the recommendation of LeSage to restrict such meetings, the Chair of the College strongly advised Councillors to discontinue meetings with the Affiliates/OTF prior to the meeting scheduled for June 5, 2013. At present, no further meetings are scheduled with the Councillors but the Chair of the College is invited to present a report to the OTF Board this summer (and take questions) and that may provide greater clarity to this decision.

At the subsequent Governing Council meeting on June 6, 2013, Council unanimously approved the following motion put forward by the Vice-Chair of the Council:

That Council approve that the Chair of Council explore and report to Council on the feasibility and a format to allow, at future Council meetings, an opportunity for stakeholders and members of the public to address Council.

It remains to be seen what impact this might have on future interactions with Councillors and the College.

LeSage Report

Recommendation 49 (Prohibited from Holding Positions) provided as follows:

Members of the Investigation, Discipline and Fitness to Practise Committees should be prohibited from holding any elected or appointed union/association positions during their tenure on those Committees.

At the April 4, 2013 Council meeting, the following recommendation from the Quality Assurance (QA) Committee was discussed at length and eventually approved to replace the original LeSage Recommendation 49:

That Council incorporate the intent of Recommendation 49 in principle and recommend to the Minister of Education the following:

- that the restrictions be applied to all Council members;
- that the College's Regulations be amended so that the restriction be applied to all Council members effective July 1, 2015; and
- that additional prohibited positions for appointed and elected positions with federations or professional associations include positions directly related to the protection of the profession, other than at the school level.

If adopted by the Minister, the recommended prohibition against holding union/association positions while also serving on Council would apply to all Councillors (elected and appointed) beginning with the next Council (in 2015) but only to prohibit positions directly related to the "protection" of the profession (other than at the school level). The issue of what positions might be considered "protective" had been considered by the QA Committee, by reviewing current positions within the Affiliates and the Principals' Councils, but without any definitive conclusions.

Ontario College of Teachers - Registrar's Report

In his April 2013 Report to Council, the Registrar noted the following increase in complaints, and matters referred to Discipline, between 2011 and 2012:

Intake Stage

- Registrar's complaints: 47.7% increase (223 in 2012 and 151 in 2011)
- Complaints by members of the College: 238.5% increase (44 in 2012 and 13 in 2011)
- Complaints by members of the public: 116.7% increase (169 in 2012 and 78 in 2011)
- Overall: 80.2% increase (436 in 2012 and 242 in 2011)

Matters referred by Investigation Committee to Discipline Committee

- 37.2% increase (107 in 2012 and 78 in 2011)

Release of Professional Advisory on Safety in Learning Environments

In May, the College released its most recent professional advisory to members, entitled *Safety in Learning Environments: A Shared Responsibility*. The advisory was developed with input from a set of "critical readers", which included staff representatives from OTF and the Affiliates. As a consequence, the advisory positions student safety as a shared responsibility, and the tone and direction of the released document is in keeping with Ministry, school board and school policies. By contrast, the College invited an associate professor from Ashland University in Ohio to its release of the advisory, to present an alternative view on school safety, including:

- lockdown enhancements and alternatives;
- violence prevention; and
- the role of social media in school crisis response.

Media coverage of the event, including a front-page article that appeared in the *Toronto Star* on the morning of May 22, 2013 focused primarily on the content of the U.S. professor's recommendations, and overshadowed the content of the professional advisory. Ironically, the advice provided by the professor runs contrary to established Ministry, school board and school procedures that the College's own advisory instructs members of the College to respect.

Following the advisory release, OTF sent a formal letter to the Chair of the College, expressing Federation's concerns about the conflicting and sensationalist messaging that was prevalent at the release of the advisory. The response received from the Chair was unwavering and unapologetic, arguing that it is within the mandate of the College, as part of its responsibility to protect the public interest, to expose members and policy makers to "emerging thought" about student safety. It is the view of OTF that school safety is a matter for the Ministry and Boards and not the professional regulator.

PENSIONS

Valuation 2012

Earlier reports provided details on the 2012 filing. The process to put in place Plan amendments to enact the decisions taken in the filing has been ongoing for some time. The status of the amendments will be reported to Governors later in the meeting.

Review Task Force

OTF committed to studying a number of issues with its government partner and the Plan. To that end, a committee was struck to review the Funding Management Policy. The OTF representatives on that committee are Murray Gold, OTF Legal Counsel; Scott Simpson, OTF Consulting Actuary; Scott Perkin, Director of Pension and Economic Affairs, along with Terry Hamilton, OTF President and the Secretary-Treasurer. This group will liaise regularly with the OTF Executive; the goal was to complete this task by the end of June 2013 although it is clear this will take longer than expected.

Additionally, a larger Review Task Force has been struck to also consider demographic challenges, issues of intergenerational equity and the Hearing Officer Review Process. Professor Harry Arthurs is facilitating this work. Representing OTF on the Review Task Force are: Rian McLaughlin (ETFO), Julie Pauletig (OECTA), Pierre Léonard (AEFO), Pierre Côté (OSSTF), Terry Hamilton (OTF President), Marshall Jarvis (observer) and as a resource, Murray Gold, Scott Simpson, Scott Perkin and the Secretary-Treasurer. This group has had two meetings with Professor Arthurs, the Government and the Plan, and has set an agenda and timeframe for continued discussion on these issues.

The Communications Work Group (tripartite) will continue to work on Plan member communications including a member preferences survey which will take place next year. This group also reports regularly to the Executive and will liaise with the Review Task Force as well.

Jointly Sponsored Pension Plan (JSPP) Agreement

Discussions were held during 2012 between the Government and the large public sector pension plans (including Teachers'). These discussions arose from the 2012 Ontario Budget and the Government's stated intention to freeze its funding commitments to such plans, in an effort to help reduce the Provincial deficit. The Jointly Sponsored Pension Plan Consultations

that followed proposed that Government contributions to JSPPs would be frozen at current levels for a five year period (2013-2017 – the “Freeze Period”), and that pension funding deficits during that timeframe would have to be addressed through benefit reductions rather than contribution rate increases. Agreements (as opposed to legislated conditions) reflecting these parameters were subsequently reached last October with three JSPPs (HOOPP, OPTrust and CAAT), but not with OTF regarding the Teachers’ Pension Plan. At that point, OTF chose instead to focus its efforts on discussions with the Government regarding the possibility of filing a 2012 funding valuation for the Plan.

Following the filing of the 2012 funding valuation for the Plan in late February, OTF and the Government re-engaged in JSPP discussions and an Agreement was subsequently signed. In return for the freeze on Government contributions, OTF negotiated a number of significant protections for Plan members as previously reported to Governors and Plan members:

- a one year extension to the triennial filing requirement for funding valuations providing four years of stability for contribution rates and benefits (until 2016);
- a limit (lower than that proposed by Government) on benefit reductions that may be necessary to address funding deficits during the Freeze Period, before contributions will be increased further;
- significant credit toward the benefit reductions referred to above, for certain measures adopted in the 2012 valuation, and;
- the right of Plan members to use future surpluses to compensate for benefit reductions that may be necessary during the Freeze Period.

In addition, the Plan will be exempt from a "funding concerns test" that might otherwise have required annual filings during the Freeze Period.

Plan Amendments

Since the filing of the 2012 funding valuation, OTF has been working with the Government Partner and OTPP management on Plan amendments to reflect the Conditional Inflation Protection (CIP) measures adopted in the 2012 filing.

Since late last year, the Partners have approved Plan amendments that will protect the pension benefits of Plan members affected by certain provisions of Bill 115 (now repealed). Plan amendments have been made so that both sick leave (at less than full salary) and unpaid professional activity days will not reduce the pension credit and pensionable salary for affected Plan members. In both cases, employers will deduct pension contributions of members and remit them to the Pension Plan as if the sick leave/unpaid PA days had not occurred, and the Government will match those contributions. OTF was able to resolve these Plan amendments with the Government Partner in an expeditious manner, in order to protect the pension benefits of all Plan members affected by these issues.

Other plan amendments were also made during the past year to address pension reform issues as well as housekeeping and compliance matters.

Additional Voluntary Contributions (AVCs)

Earlier this year, Governors were provided with an exchange of correspondence between the OTF President and Jim Leech regarding AVCs and the OTPP's reluctance to implement such a program, as OMERS has done. Since that time, the OTF and the Government partner have held preliminary discussions regarding the issue.

Pension Cases Affecting the Teachers' Pension Plan

Carrigan (Ontario Court of Appeal)

This case is of importance to the OTPP and members. The Court of Appeal effectively disentitled a common-law spouse to pre-retirement survivor benefits because the deceased pension plan member (not OTPP) had not divorced his married spouse (from whom he had been living "separate and apart"). The Court's very narrow interpretation of the relevant *Pension Benefits Act* (PBA) provisions conflicts with the historical interpretation of the PBA provisions based on the notion of "spouse in the house".

The common-law spouse sought leave to appeal the decision to the Supreme Court of Canada. In the meantime, the OTPP put Plan members on notice that common-law spouses would no longer receive pre-retirement survivor benefits in similar circumstances as Carrigan (unless the case was overturned on appeal), and that Plan members may wish to review their beneficiary designations as a result.

The Supreme Court of Canada has since denied leave to appeal. This means that the Court of Appeal's decision stands and, most significantly, could impact the payment of pre-retirement survivor benefits since the late 1980s. The only way to preserve the historical interpretation, referred to above, would be for the Ontario Legislature to retroactively amend the PBA. Otherwise, OTPP as well as many other plans could face possible claims regarding payment of pre-retirement survivor benefits to the wrong beneficiary. There were indications in the subsequent Ontario Budget (May 2, 2013) that the Government would consider PBA amendments to address the issue.

Agler et. al. (Human Rights Tribunal of Ontario)

This case (launched in June 2011) involved complaints to the Ontario Human Rights Tribunal (HRTO) by some 83 applicants, including a group known as the Ontario Teachers' Survivor Benefit Group (OTSBG). The essence of the complaints was that the survivor provisions of the Teachers' Pension Plan are discriminatory because they require retirees to accept an actuarial reduction to their pension if they want to provide survivor benefits for a spouse acquired (through marriage or common-law relationship) after retirement. They contrasted their situation to those Plan members who have a spouse at retirement and whose survivor benefits are available without the same cost (or actuarial reduction).

Many of the arguments advanced by counsel for the various parties (the applicants, the OTPP, OTF and the Ministry of Education) focused on procedural issues and, in particular, whether the complaints were made in a timely manner. This is because the Plan's survivor provisions have been known for years, many of the applicants retired some time ago, and the OTSBG (since it was formed many years ago) had discussions with both Plan Partners about these issues but chose not to pursue the matter through the HRTO until June of 2011.

In a January 23, 2013 decision regarding a test case (O'Flanagan) and the preliminary timeliness issue, the Tribunal found that the application was filed beyond the limit of one year of the "incident". [Unfortunately, the decision did not determine whether the "incident" was the date of retirement or (in the case at hand) the date of remarriage, since the application was not timely on either basis.] In a subsequent case management conference call on February 27, 2013, counsel for the applicants agreed that all 83 applications were untimely, and they have all since been withdrawn.

Re-employment Reporting

Since the implementation of the new re-employment limits (50 days) in September 2012, and the obligation of the employers to report all such activity to the OTPP, the OTF has been periodically reviewing re-employment statistics with the Government partner. Ongoing review and analysis will occur in order to discern any noticeable trends prior to a more comprehensive review, to which the partners committed completing in 2015 when the current changes were first announced in 2010.

OTHER

International Assistance/Donations and Appeals

For the first time in many years, the number of requests received by OTF for international assistance seems to have stabilized. As was the case last year, we received over 600 applications in total, of which 497 arrived prior to the deadline of May 1 and were considered by the Committee. We were able to fund (albeit partially), 173 of these, located in a total of 20 developing countries, including the Congo, Ecuador, Egypt, El Salvador, Ghana, Guatemala, Honduras, India, Kenya, Lesotho, Liberia, Niger, the Philippines, Rwanda, Sierra Leone, South Africa, Tanzania, Uganda, Zambia and Zimbabwe. Later in this meeting, you will hear a report from the International Assistance Committee, and see a short visual presentation of the work it has accomplished this year.

As part of its work, the Committee continued to serve as the trustee of the Blanche Snell and Lesotho Educational Sustaining Funds. In this regard, the Committee recently awarded a grant from the Blanche Snell Fund to Mr. Moses Aisia of the Apoolo Na Angor (ANA or Development of Women) organization in Eastern Uganda, who will be studying in Canada for the remainder of this calendar year.

We also responded in April to an urgent appeal from Education International to participate in the creation of a scholarship fund in the name of Shahnaz Nazli, a 41-year-old female teacher who was shot dead by gunmen on March 26, 2013 in her hometown of Jamrud, for her role in educating girls in Pakistan.

Aboriginal Literacy Summer Camps

OTF has continued its commitment to the Lieutenant Governor's Aboriginal Summer Literacy Camps, facilitated by Frontier College. A Globe and Mail article published July 19, 2013 (appended to this report) provides an excellent glimpse into the camp at Fort Hope (of which OTF is a sponsor). The link to the article, and related videos, is below:

<http://www.theglobeandmail.com/news/national/education/changing-native-futures-one-summer-camp-at-a-time/article13331334/>

Governors are proud of this commitment and the results of this long term and innovative program. Each autumn, as a sponsor, OTF is provided with a report on the success of the overall program and each year, the results have been very positive and encouraging.

Parry Sound Campground

With the recent retirement of Dave Stuart, Caretaker of the Parry Sound Campground for the past ten years, OTF scrambled to search for a replacement before the 2013 season began. We wish to thank Dave for his many years of valued service to OTF and all those who have enjoyed the Campground during his tenure. The new caretaker, Mike Bosley, has been very busy since he began in May refurbishing one of the washrooms as well as the shelters on the site. As it turns out, Mike was not only a student of Heather McEwen's (retired teacher and registrar at the camp) but also learned early in his career how to build log cabins from a member of the Quinn family, after whom Quinn Lake, at the campground, is named.

OTF owes many thanks to Heather and her grandson Duncan for getting the campground up and running this year (as Mike began his new role) and to Amy Mailhot (nee Cruttenden) for assisting with the many operational issues from Toronto.

Another busy camping season, coupled with an increase in seasonal sites and an updated fee structure, will help finance needed improvements and longer term plans for more cabins (and possibly restoration of the log school house on site now that we have someone with that expertise available to help us).

CONCLUSION

In August of 2012, it would have been difficult to predict the year ahead. It is no easier this year to hazard a guess as to what 2013-2014 will bring. The political balance in Ontario remains precarious and it is yet to be seen if, or for how long, co-operation among the Liberals and NDP may continue. The by-elections have not fundamentally shifted the balance in any way. The

Hudak PC's have made their views on education and pensions clear with the release of white papers. Clearly, the PC's intent is restraint with respect to education funding and their position on defined benefit pension plans runs counter to that of OTF's. If an election is called over the next year, we will see whether the PCs maintain those positions and what the Liberals and NDPs include in their respective platforms.

Since teacher collective agreements come to an end at the end of 2014, it will be a year of continued preparation and discussions for the Affiliates. The Government's intended reviews and consultations involve some very big picture issues in education; tomorrow's panel will give OTF and the Affiliates some opportunity for dialogue as preparation for those consultations scheduled for the fall. Alongside discussion of these significant issues, the Government is reviewing the framework for collective bargaining and that is likely to be time-consuming and challenging for Affiliates as well.

There are some certainties for OTF. We know that some of us, and some of the people with whom we interact, will be moving on. There is one member who has been around the OTF Executive and Board table longer than any of the rest of us. Gene Lewis is a keeper of the OTF corporate memory who will be missed at our Executive; his departure may pass that title to me, making me feel older but not necessarily wiser. Two Affiliate presidents are also leaving the Executive table and we want to thank Ken Coran and Kevin O'Dwyer for their contributions as well and wish them all the best with what will come next in their lives.

We also get the opportunity to welcome new (and returning) members to the Executive and look forward to Victoria Réaume, Paul Elliott and James Ryan beginning their terms as members of the OTF Executive. Today, we welcomed new Governors to our Board and tonight, we will toast and roast those who are leaving. Although not a member of the Board at present, past OTF, OECTA and CTF President Marilies Rettig (Deputy General Secretary at ETFO) is also retiring end of August and we are pleased she is joining us here to give us the chance to wish her well and thank her in person.

There has been considerable change this past year with Ministry staff as well as politicians. We've developed relationships with many new faces, particularly with our Government pension partner representatives, and we look forward to maintaining those relationships in the year ahead. And, of course, Jim Leech will be retiring end of 2013 and Ron Mock, currently Senior Vice-President, Fixed Income and Alternative Investments, will be replacing Jim as CEO of the OTPP.

So, it is again safe to predict change but perhaps not much else.

I would be remiss if I did not thank the OTF staff for their tremendous efforts this past year; they truly do work as a team and make the office not only productive, but pleasant.

And, with each August, we say good-bye to a President. Terry Hamilton was lucky enough to be OTF President in an interesting year. He will likely most remember the pension valuation and JSPP deals but Terry demonstrated real commitment to all aspects of OTF – teacher professional learning, interaction with faculty students, Ministry consultations – and so on. Around the office he will be remembered for his calm, thoughtful approach to his work and his pleasant and caring demeanor with staff. His stories – even the ones with physics analogies – and jokes will be missed. On behalf of the OTF staff: *All the best Terry and thank you!* After today, you can relax as the torch passes to Julie Pauletig – here is wishing Julie an interesting (but not too interesting!) year as well.

Rhonda Kimberley-Young
Secretary-Treasurer