

Annual Report 2024

Report of the
OTF Secretary-Treasurer
to the Annual Meeting of the
OTF Board of Governors
August 20, 2024

Ian S. Pettigrew





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Political Action Staff Work Group

At the time of the writing of this report, the Political Action Staff Work Group (Work Group) is coordinating an OTF/All-Affiliate Education Networking Suite to be hosted at the upcoming Ontario Liberal Party Annual General Meeting. This AGM will be in London, Ontario in late September 2024.

The Work Group is finalizing details for this networking suite, including materials to be distributed to attendees highlighting key issues in education.

Regular meetings and discussions of the Work Group are expected for the new school year. Future Work Group activities include the identification of any other upcoming major political party meetings where OTF may host another networking suite.

Anti-Privatization Work Group

The ad hoc Anti-Privatization Work Group (Work Group), comprised of political action and communications staff from OTF and the four Affiliates, met several times throughout the year.

This year the Work Group revised its objectives as follows:

- Promote and protect publicly funded education in Ontario and Canada.
- Share knowledge and insights useful in countering various THREATS to the publicly funded education system, our members, the students and the public such as privatization and other forms of intrusion, and to seize OPPORTUNITIES to strengthen publicly funded education, to ensure better education outcomes for each and every student and to improve conditions for our members.
- Develop resources, campaigns, and strategies to promote Ontario's publicly funded education, to seize opportunities and to counter various threats.
- Engage stakeholders as partners in advocating for a world class publicly funded education system that will benefit all Ontarians.

Next year the Work Group will continue to meet and develop unified approaches to combatting privatization in Ontario education.

Anti-Privatization Work Group, cont'd

Public Education Exchange (PEX)

The PEX network emerged from a partnerships among universities, provincial and national teachers' federations and progressive policy thinktanks. PEX advocates for public schools that are equitable, accessible, publicly funded, democratically governed, and in pursuit of the common good.

Several members of the Work Group, including OTF's new Director of Curriculum and Assessment, Moses Velasco, were able to participate in a PEX meeting in Montreal on June 12, 2024.

This meeting provided OTF an important opportunity to contribute to an understanding of how privatization is manifesting in public education across the country. In addition, the meeting strengthened OTF's network with other provincial teacher federations and public policy researchers.



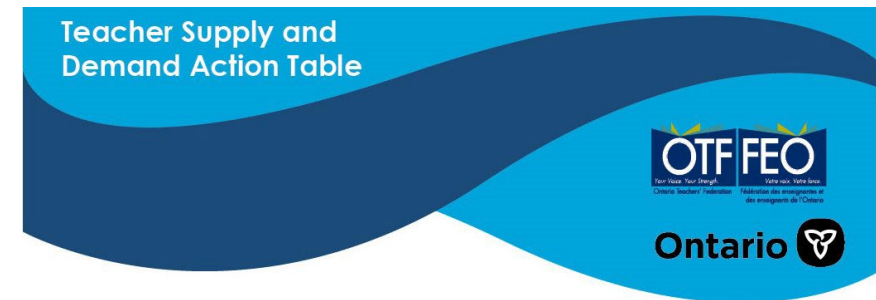
Teacher Supply & Demand – Action Table

Governors will recall that the Teacher Supply and Demand Action Table came into existence as an integral part of an agreement reached between OTF and EDU regarding the 50-day Re-Employment Rule in March 2023. The joint communication issued at that time stated:

OTF and the Minister have committed to a consultation process with other education stakeholders, beginning in March 2023, and to timely implementation of identified solutions during the 2023-2024 school year, to resolve the staffing challenges that our education system continues to face.

Following preliminary meetings of the Action Table and Steering Committee at the tail end of the 2022-23 school year, OTF and EDU staff worked over the summer and fall of 2023 on a large-scale data collection exercise.

Meetings of the Steering Committee were held on September 13 and October 3 and with the full Action Table on October 17 to share the data findings and discuss possible interventions stemming from these.



Teacher Supply & Demand – Action Table, cont’d

Based on the data and stakeholder discussions, a set of confidential recommendations were drafted, and these were shared with the OTF Executive in December. Following further edits to the recommendations by the General Secretaries in January, OTF provided the draft to EDU for its consideration. With the understanding that we had secured EDU’s agreement in February, a meeting of the Steering Committee was then convened on March 26. Unfortunately, it became apparent at that meeting that EDU was not on board with a central recommendation that had been put forward.

In the months that have ensued, OTF has made several attempts to explore whether EDU would be amenable to exploring the recommendation in question, even on a pilot basis. To date, this has not been the case.

Discussions about next steps with respect to the Action Table are ongoing.



Teacher Supply & Demand – Faculty of Education Enrollments

For the third year in a row, OTF successfully collected complete information on Teacher Candidate (TC) enrollments across all Faculties of Education. The collected data includes enrollment numbers for all divisions (P/J, J/I, I/S), all teachables (Intermediate and Senior subjects), as well as all program specializations (FSL, Technological Education, Indigenous Teacher Education), program types (Consecutive, Concurrent and Multi-Session) and language (English and French).

While enrollments in the English-language programs have remained fairly stable, there was some improvement in the number of TCs being prepared to teach in high needs subject areas. The news of the Francophone side was also positive, with the total enrollment numbers increasing substantially. Nonetheless, many subjects on the Francophone side still show low enrollment figures.

Further details of the Faculty enrollment data can be found in the Teacher Education Committee Report to be presented later in this meeting.

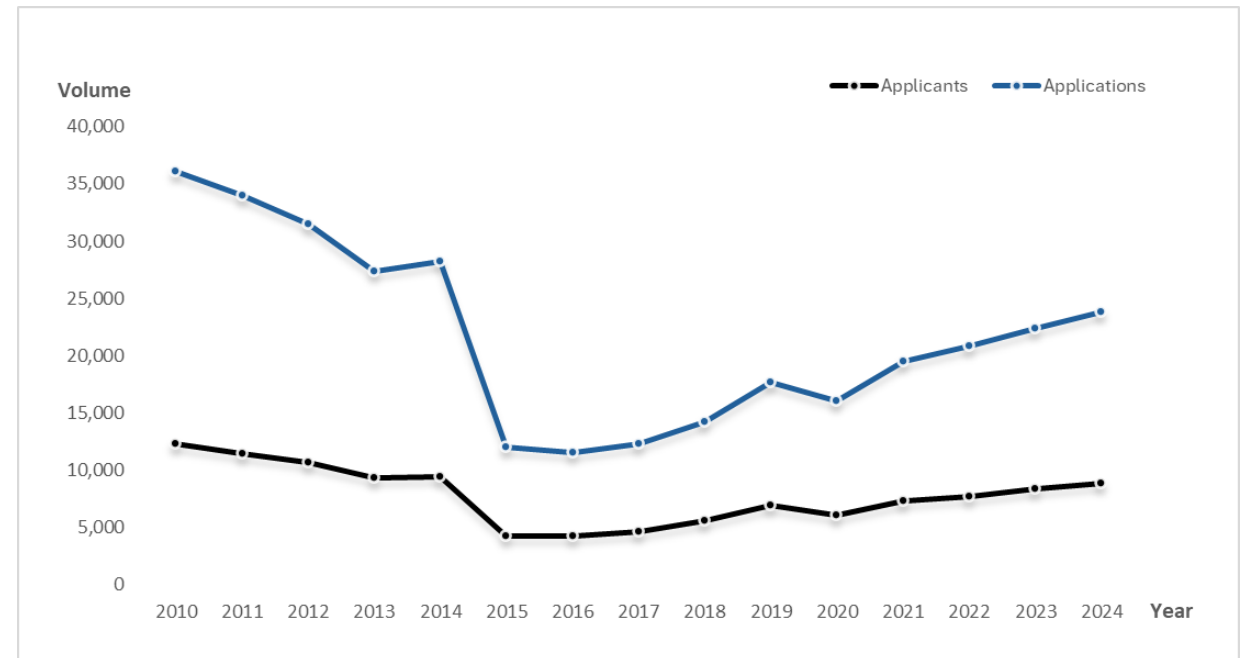


Teacher Supply & Demand – Teacher Education Application Statistics

OTF also continued to monitor the number of applications submitted to Faculties of Education for the coming academic year, as received by the Ontario Universities' Application Centre (OUAC), in spite of OUAC no longer making these data publicly visible.

Application numbers for June 2024 have once increased, with 23,831 applications submitted by 8,826 applicants.

Without funding for additional spaces, however, the Faculty confirmations were only marginally up. According to OUAC, 4,121 candidates have received confirmed acceptances to date, up from 4,097 at the same time last year.

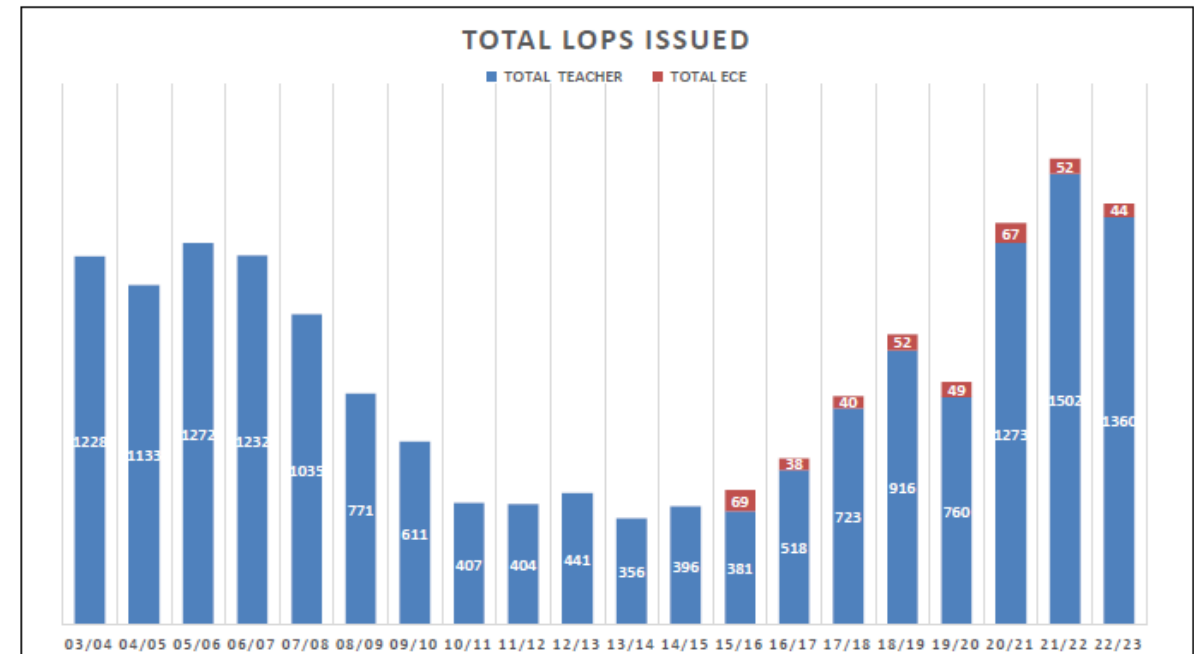


Teacher Supply & Demand – LOPs and TLAs

The most recent Letter of Permission (LOP) and Temporary Letter of Approval (TLA) reports were received by OTF and the Affiliates on June 20, 2024, providing data for the 2022-23 school year.

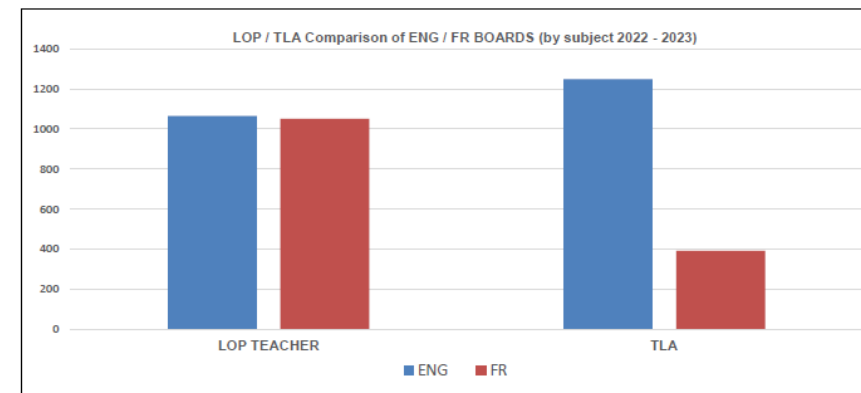
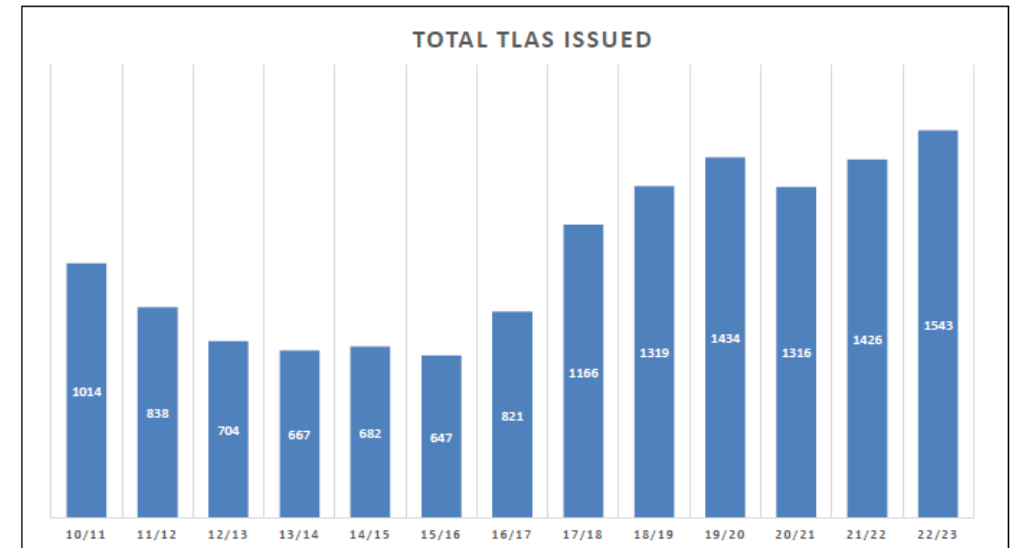
OTF has been tracking the number of LOPs reported by EDU for 22 years and of TLAs for the past 13 years, so we are able to provide an analysis and interpretation of the figures over time. The following trends are apparent:

- The total number of teacher LOPs issued for 2022-23 is 1,360, a 9% decrease from the 1,502 issued in 2021-22, but still an almost 7% increase over the 1,273 issued in 2020-21. This number remains almost double the 760 LOPs issued in 2019-20, and far above the 356 – 441 issued between 2010-11 and 2015-16.



Teacher Supply & Demand – LOPs and TLAs, cont'd

- The number of TLAs issued in 2022-23 is 1,543, the highest number recorded to date. As noted above, this is an 8% increase over the 1,426 issued in 2021-22 and seems to show a concerning upward trend (1,316 issued in 2020-21, 1,434 in 2019-20 and 1,319 in 2018-19).
- While the LOPs issued to Francophone school boards decreased slightly in 2022-23, this number continued to be disproportionately high (practically 50%) when compared to the English language boards, especially given that AEFO members represent just 5% of the total teaching population.



Ontario Coalition for Children and Youth Mental Health

The Ontario Coalition for Children and Youth Mental Health (Coalition) has existed for 14 years and OTF has been a member since its inception. The Coalition is a multi-sectoral network of provincial partners, including those in education, mental health and addictions, health, public health and social services, which advocates for policies and practices that support the best mental health and well-being outcomes for Ontario children, young people and their families.

This year, the Coalition met three times (October 23, February 7, and April 18). The main areas of focus at these meetings included consideration of:

- A research proposal by Dr Tracy Vaillancourt, Canada Research Chair in School-Based Mental Health and Violence Prevention, on school-based mental health and peer relations;
- EDU's Policy/Program Memorandum (P/PM) 169: Student Mental Health;
- The Right Time, Right Care (RTRC) initiative, a program that seeks to enhance coordination of community-based mental health supports and services provided by child and youth mental health agencies (CYMHA) and school boards; and
- Updates on EDU-funded projects, including the Coalition, School Mental Health Ontario (SMHO) and Children's Mental Health Ontario (CMHO).



Ontario Coalition *for*
Children AND Youth
Mental Health
Let's put our heads together.

Coalition ontarienne
pour la santé mentale des
enfants ET des adolescents
Réfléchissons ensemble.

Ontario Coalition for Children and Youth Mental Health, cont'd

As always, the Coalition meetings provided an excellent opportunity for partner interactions and updates.

The year ahead will see a significant shift in the leadership of the coalition as both co-chairs have retired. Founding Coalition co-chair, Judith Nyman, OPSBA's Director of Program Policy, was replaced by Erin Kelly in the spring and co-chair, Purnima Sundar, The Knowledge Institute, will be replaced in the fall by Lucia Reece, PCODE.



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Canadian Healthy Schools Alliance

OTF has been a member of the Advisory Committee of the Canadian Healthy Schools Alliance (CHSA) since the spring of 2022. This year, OTF participated in three meetings of the Alliance (December 4 and April 16).

The activities of the Alliance in the fall were mostly focused on National Healthy Schools Week, which took place in October, and on the Healthy Schools National Forum, held in Ottawa in November. The spring saw Alliance members focusing on the ongoing development of a National Healthy and Active Schools Policy proposal and a Hill Day Advocacy plan. Alliance members also took time to consider next steps for both National Healthy Schools Week and the National Healthy Schools Forum.



Advocacy Letters

In October 2023, OTF wrote a testimonial in support of the Resources for Rethinking (R4R) website developed by our partner organization, Learning for a Sustainable Future (LSF).

Also in October, the OTF President wrote to the Minister of Education and the Presidents of the Council of Ontario Directors of Education and le Conseil ontarien des directions de l'éducation de langue française (CODE and CODELF), raising concerns about Indigenous education funding in Ontario and advocating for greater transparency and accountability in the way funding is provided and allocated for Indigenous education.

In December, the President wrote to the Minister and also to education leaders at CODE, CODELF, OPSBA, OCSTA, ACEPO and AFOCSC, urging them to put in place improved supports for beginning teachers to assist them with burnout and trauma.

In February, the OTF President wrote to the Minister of Education requesting that a Naloxone kit be made available in all work sites to help protect staff, students and community members from the risk of an opioid overdose. In addition, we requested mandatory training for all administrators or supervisors and voluntary training for other staff in the administration of the Naloxone.

Also in February, the President wrote to the Chair of CUPE 3903 to express support for the union's legally constituted strike action at York University.

In July, the President wrote to Premier Ford to voice support for implementing the National School Food Program.



Response to Regulatory Amendments – Math Proficiency Test & Technological Education

In February, the Ministry of Education issued an invitation to education stakeholders to provide feedback on proposed regulatory amendments related to the Math Proficiency Test (MPT) and the assignment of teachers to teach the new Technology and the Skilled Trades courses (TAS10 and TAS20), scheduled to be implemented in September 2024.

OTF and Affiliate staff developed responses to both sets of regulatory amendments and these were subsequently approved by the Executive in March 2024.



Education Survey Support

In February, the Executive approved two requests to publicize education surveys to OTF members via our social media channels.

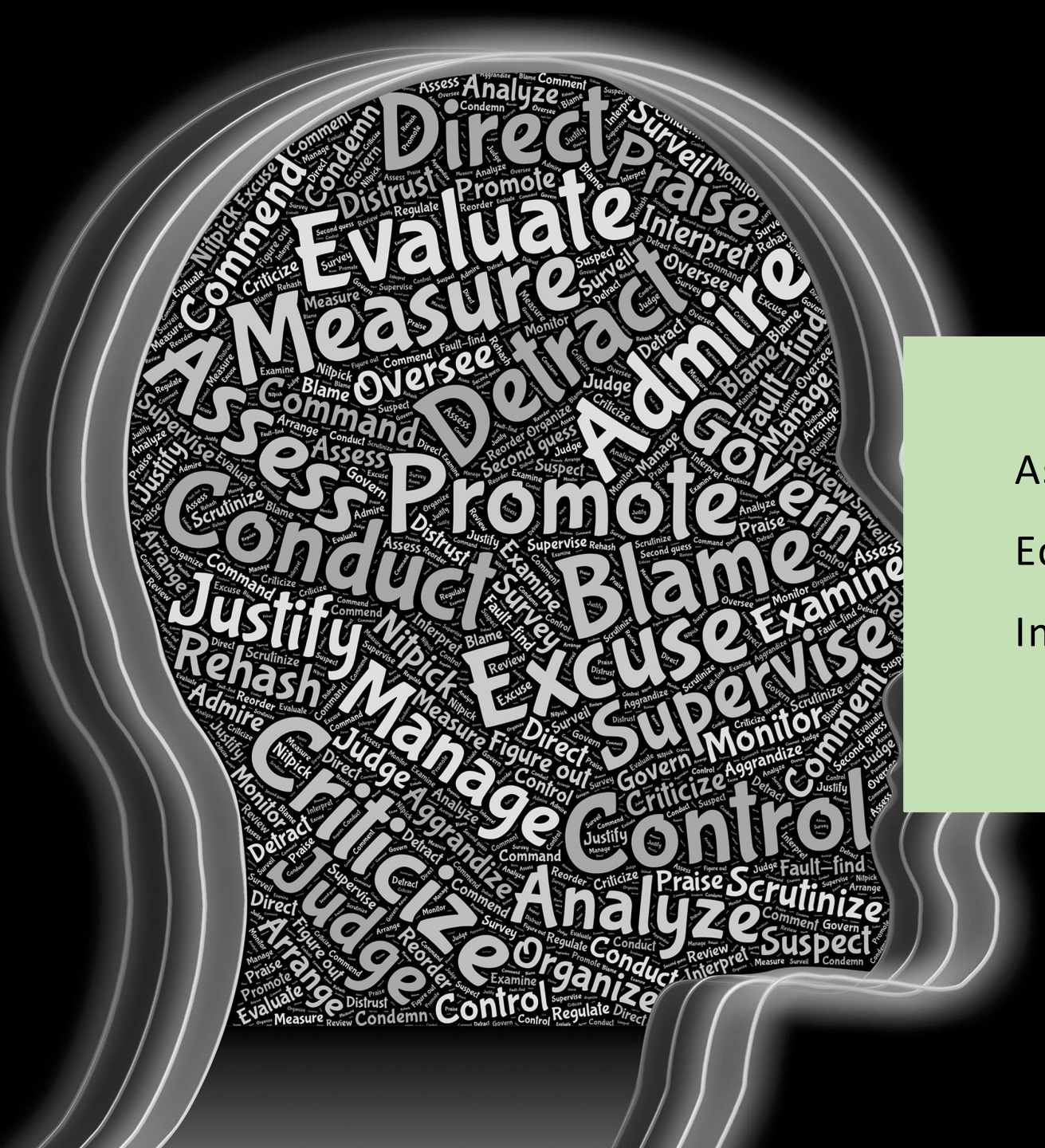
These included:

- EdCan's *Pan-Canadian Survey on K-12 Workplace Wellbeing*; and
- A survey of *Internationally Educated Teachers (IETs) in Canada and Europe* led by researchers at the University of British Columbia and Simon Fraser University.



Assessment

Assessment Staff Work Group
Education Quality and Accountability Office
International Large-Scale Assessments



Assessment Staff Work Group

EQAO contracted the firm LBCG Consulting for Impact (LBCG) to solicit input from a variety of education stakeholders, via interviews, to inform the agency's strategic planning. In fall 2023, the Assessment Staff Work Group (Work Group) developed common key messages to inform and support the LBCG interview responses of the OTF President.

OTF President Yves Durocher, accompanied by OTF's Director, Curriculum and Assessment participated in an LBCG interview. They were able to amplify critical concerns, perspectives, and positions about the agency which were common to OTF and its Affiliates.

Looking ahead, the Work Group will continue to address the following:

- Reinforcing the reciprocal relationship between professional judgement and professional responsibility. This includes affirmation of the teacher's central role in robust, classroom-based assessment as opposed to further entrenchment of a culture of large-scale, high-stakes assessment and external accountability.
- Underscoring the role of professional judgement and professional responsibility in defending the profession from unwarranted interference. This includes any erosion of teachers' rights to exercise professional judgement, especially as it relates to making responsive pedagogical (assessment) decisions based on students' identities, contexts and needs.
- Exploring the fast-evolving impact and influence of generative artificial intelligence in teacher assessment, evaluation and reporting of student learning. This includes the acceleration of assessment commercialization that increases data harvesting risks that infringe upon educators' and students' privacy rights.

Education Quality and Accountability Office

Provincial Achievement Results, 2022-2023

The Education Quality and Accountability Office (EQAO) reports on its provincial results from the previous school year in the fall of the subsequent school year.

This was the agency's second year reporting on the student achievement results in a digitized and modernized provincial assessment format.

Overall, provincial results for English-language and French-language students did not reflect major changes over the 2021-2022 results. In most assessments, where there was a change, it was +/- 1-3%.

There were two exceptions, both of which occurred in the French-language system:

1. The Grade 3 results in mathematics improved at Level 4 by 6% (from 14% in 2021-2022 to 20% in 2022 - 2023).
2. Achievement results of Grade 6 students in writing increased at Level 4 by 6% (from 17% in 2021 -2022 to 23% in 2022 -2023).



Education Quality and Accountability Office, cont'd

EQAO Advisory Committee (EAC)

The EAC did not meet during the 2023-2024 school year and EQAO has not yet communicated about or scheduled meetings of the EAC in the 2024-2025 school year.

The role and mandate of the EAC is to:

- provide a forum for stakeholders to share expertise and provide advice to EQAO relating to English- and French-language assessment activities, research, reports, accountability frameworks, engagement with Ontarians and approaches to equity and inclusivity;
- disseminate information to the constituent organizations and represent them when providing input and feedback to EQAO;
- promote the analysis and use of EQAO data to improve student learning in Ontario;
- promote assessment and evaluation of student learning that is based expectations at the classroom, board, and provincial levels; and
- provide advice on the means of communicating EQAO information to parents, students, teachers, school boards, media, the general public and the Ministry of Education, and on means of using the information in partnership with these stakeholders.



International Large-Scale Assessments

International Large-Scale Assessments

Program for International Student Assessment (PISA)

PISA measures 15-year-old students' abilities, in more than 81 educational systems around the world, to use and transfer their reading, mathematics and science knowledge and skills to authentic contexts and tasks. The Council of Ministers of Education, Canada (CMEC) oversaw Canada's participation and EQAO coordinated Ontario's participation .

The major domain of PISA 2022 was mathematics. On December 5, 2023, the OECD released results from PISA 2022.

Ontario achieved scores that were at the Canadian average in mathematics, reading and science.

Of 81 international jurisdictions, Ontario students' results were:

- ranked second overall in reading internationally and nationally
- among the top 10 internationally and second in Canada in science
- were within the top 15 internationally and second nationally in mathematics.

Of note, CMEC did urge some caution in interpreting results from a number of Canadian provinces, including Ontario, due to the potential for non-response bias among students, exacerbated by the COVID-19 pandemic.

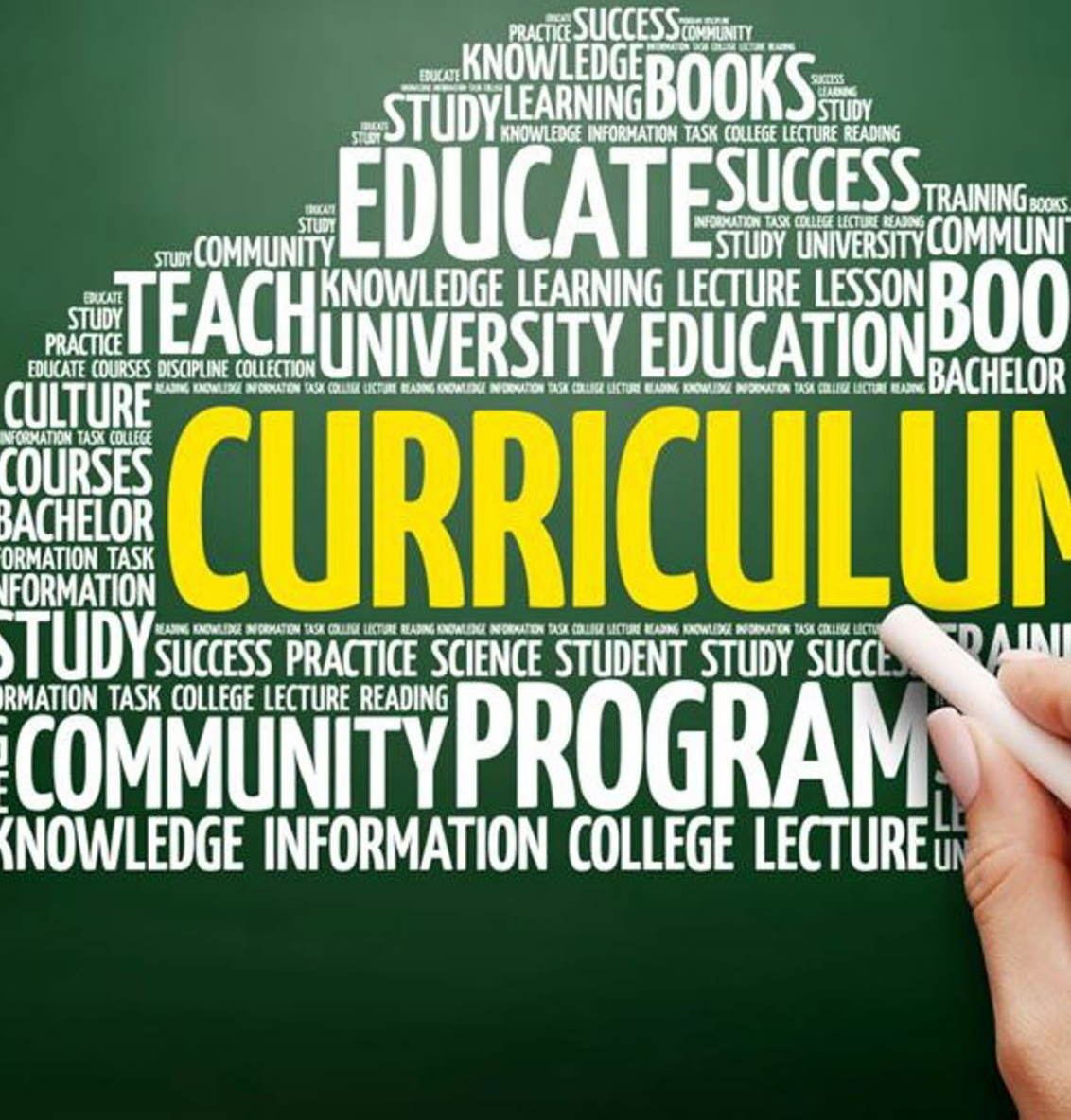


Curriculum

Curriculum Staff Work Group

Ministry of Education Internal Branch Re-Organization

Ministry of Education's Curriculum Review
Process



Curriculum Staff Work Group

This year, the Ministry of Education invited education stakeholders to provide feedback on two current curriculum documents: *Technological Education*, Grades 9-12, (2009) and *The Kindergarten Program* (2016). Feedback collection on the current versions of the curriculum, part of the Engagement step in the Ministry's *The Ontario Curriculum Review and Revision Guide*, will be used to determine the scope of revisions to these curricula. This is only one phase in the review process where OTF and Affiliates are consulted on curriculum revisions.

In mid-September 2023, the Curriculum Staff Work (Work Group) prepared and submitted an OTF-Three Affiliate (AEFO, OECTA, OSSTF) joint information gathering response to the *Technological Education* curriculum. In June 2024, the Work Group also submitted an OTF information gathering response to *The Kindergarten Program*.

In both cases, the submitted responses underscored concerns about inadequate support for fulsome implementation of revised curricula. Our responses also cited recommendations made in the OTF-All Affiliate's paper *A Roadmap for renewal: Revisiting the curriculum review process in Ontario* (October 2020).

Ministry of Education Internal Branch Re-Organization

In November 2023, senior staff at the Ministry of Education informed OTF that the Curriculum, Assessment, and Student Success Policy Branch (CASSPB) had undergone an internal re-structuring. This re-organization applied only to the English-language branch. Similarly, there were no changes to the Regional Support Unit (RSU) and Assessment and Reporting Unit (ARU) within CASSPB.

The re-organization reflects the following changes:

- A new unit was created: the *Math, Careers, Business and Humanities Unit*.
- Two units were renamed: The *Implementation and Review Unit* became the *STEM and Health Unit* and the *Curriculum and Learning Resources Policy Unit* became the *Arts, Languages and Indigenous Studies Unit*.

The rationale for reorganizing the units and for the clustering of subjects and disciplines was to help provide clarity on areas of focus for the unit staff and managers, to bridge connections among curriculum areas and mitigate against the "silo effect" and to guide internal/external stakeholder inquiries and interactions.



Ministry of Education's Curriculum Review Process

The feverish pace of the Ministry of Education's curriculum and review process abated somewhat this school year. The Ministry announced six new curriculum revisions and/or changes to graduation requirements.

First, the Ministry released a memo to the system indicating that it was planning an overhaul of *The Kindergarten Program* (2016).

The memo referenced recent EQAO results and the Ontario Human Rights Commission's (OHRC) *Right to Read* report (2022). While there was an explicit commitment to retain a play-based learning approach, there was simultaneous use of terms such as "foundational knowledge and skills," "phonics instruction and more explicit instruction", both of which align with government's back-to-basics agenda.

Mandatory implementation is slated for September 2025. However, the Ministry has provided no information regarding resources and training that might be prepared and provided for teachers and educators.

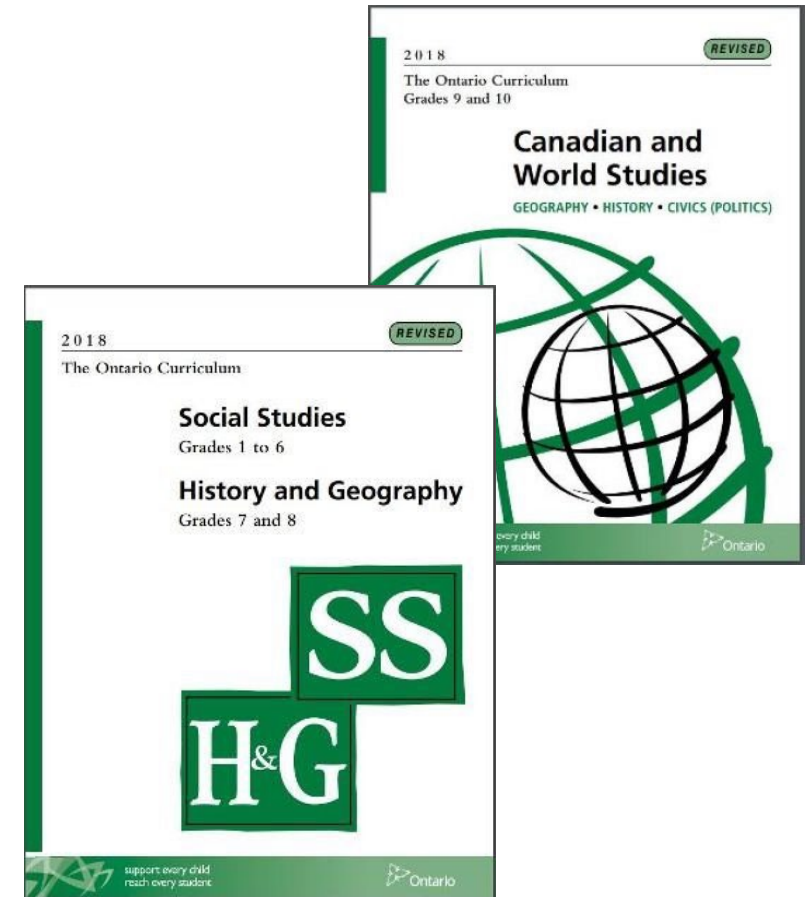


Ministry of Education's Curriculum Review Process, cont'd

The Ministry's second curriculum-focused announcement was released in February. It indicated that new mandatory learning and curriculum expectations on the experiences and history of Black Canadians would be added to the Grades 7, 8 and 10 History curriculum.

These new mandatory components follow on the heels of previously announced changes in November 2023.

The updated curriculum is expected for the 2025-2026 school year.



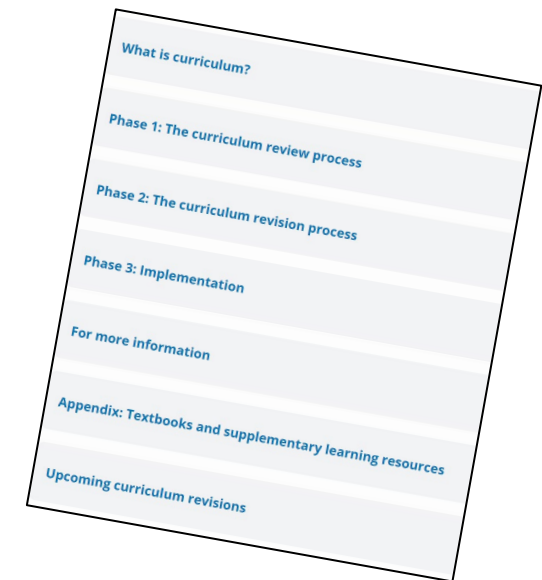
Ministry of Education's Curriculum Review Process, cont'd

Ontario Curriculum Review and Revision Guide (Guide)

The Ministry's February memo also announced the release of its digital *The Ontario Curriculum Review and Revision Guide (Guide)*.

The Ministry stated that the Guide was intended to “provid[e] greater transparency....about how the Ontario curriculum is updated and ensures a consistent approach to curriculum review and revision.” Governors will recall that the 2020 OTF/All-Affiliate paper: *A Roadmap for Renewal: Revisiting the Curriculum Review Process in Ontario* called for clarity and transparency of the process.

While the release of the Guide addresses some of the recommendations in the OTF/All-Affiliate paper, others remain unaddressed including the need for increased consultation, and reasonable timelines, resources, and training for fulsome curriculum implementation.



Ministry of Education's Curriculum Review Process, cont'd

The Ministry's third and fourth curriculum-focused announcements set out new graduation requirements.

Grade 9 and 10 Technological Education Graduation Requirements

In March 2023, the Ministry announced a new OSSD graduation requirement: a Grade 9 or Grade 10 Technological Education credit. This requirement will begin with the cohort of students entering Grade 9 in September 2024.

Subsequently, on May 29, 2024, two new technological education courses were issued: *Technology and the Skilled Trades*, Grade 9, Open (TAS1O) (replacing Grade 9 *Exploring Technologies* (TIJ1O)) and *Technology and the Skilled Trades*, Grade 10, Open (TAS2O).

School boards can continue to offer broad-based technology (BBT) focus courses related to Grade 9 and 10 Technology and the Skilled Trades.

Financial Literacy Graduation Requirement

On May 30, 2024, the Ministry announced a new financial literacy OSSD graduation requirement that will be part of students' Grade 10 Mathematics course starting in September 2025. This requirement will be an assessment developed by TVO, in collaboration with TFO, EQAO, and financial literacy experts.

Students will be required to successfully complete this assessment by obtaining a mark of 70% or higher on the assessment component.

Ministry of Education's Curriculum Review Process, cont'd

The Ministry's final two curriculum-focused announcements this year occurred in late June and signalled changes to the following two secondary curriculum areas: Business Studies and Geography.


Building the Entrepreneurial Mindset, (BEM1O) and Launching and Leading a Business, Grade 10 (BEP2O)

Building the Entrepreneurial Mindset (BEM1O) replaces the *Information and Communication Technology in Business*, Grade 9 or 10 course (BTT1O/BTT2O) and *Launching and Leading a Business*, Grade 10 (BEP2O) replaces the *Introduction to Business*, Grade 9 or 10 course (BBI1O/BBI2O). Both courses are to be implemented in September 2024.

Exploring Canadian Geography (CGC1W)

Exploring Canadian Geography (CGC1W) is the de-streamed Grade 9 course which replaces the previous nominally de-streamed *Issues in Canadian Geography*, Grade 9 course. This new course is also to be implemented in September 2024.

Professional Learning



OTF Connects

Ici on parle français

OTF/Affiliate Symposium on Teacher Education

OTF Connects

Our *OTF Connects* webinars this year were built around three important themes:

- Anti-racism, equity, diversity and inclusion (EDI)
- Mental health and wellbeing
- Revised Curriculum in Ontario

From November to May, we offered 18 webinars. Although registration numbers were healthy, attendance levels were noticeably lower than in past years. Nevertheless, a total of 608 teachers actively participated in the offered webinars and we continually received very positive feedback from those in attendance. By far the most highly attended session was one we offered in partnership with Liberation75 on Holocaust Education in early December.

Almost all of the webinars are recorded and archived on OTF's website so that members who cannot participate in the live sessions can access the content asynchronously.



In the coming year, our plan is to combine the scheduled webinars with one or two in-person sessions, in hopes that we can address some of the “Zoom fatigue” our members have begun to express.

Ici on parle français

This was the fourth year that OTF and the English-language Affiliates received funding from the French as a Second Language - Labour Market Partnership (FSL-LMP) for our *Ici on parle français* PD grant program.

In total, we received 292 applications for grant funding, including 109 team and 184 individual projects. Of these, we were able to approve 125, including 38 teams and 87 individual applications.

A full 36 teams and 66 individuals successfully completed all aspects of their project goals – a total of 201 educators. This is a good outcome, especially given that 2023-24 was another very challenging year for Ontario's schools, with opportunities for educator release time still extremely restricted due to shortages of occasional teachers.

An online *Sharing the Learning* event was held on May 8, 2024, giving participants an opportunity to share and celebrate their learning journeys. We are also posting the reports submitted by the teacher teams on project completion, so that other FSL teachers can benefit from the learning that occurred.



Year-end testimonies regarding the impact on participant confidence and pedagogical practice continued to be extremely positive, illustrating the high value of *Ici on parle français* to our members.

OTF/Affiliate Symposium on Teacher Education

The 2024 OTF/Affiliate Symposium on Teacher Education was held in person on February 9 – 10, 2024, at the Holiday Inn Toronto International Airport.

For the fifth year in a row, the Symposium was a joint event between members of our Teacher Education Liaison Committees (TELCs) from across the province and members of the OTF Curriculum Forum (OTFCF). The result was another highly successful and meaningful joint TELC-OTFCF Symposium. Our chosen theme was *Partnering for Innovative Teacher Preparation* | *En partenariat pour une formation à l'enseignement innovatrice*. A total of 133 participants were in attendance, including 41 Teacher Education Liaison Officers, 24 Faculty members, 19 TCs, 31 OTF Curriculum Forum (CF) members, six guests and 12 OTF and Affiliate leaders and staff.

As we had hoped, the Symposium provided a valuable opportunity for stakeholders to explore re-imagined visions for teacher preparation in Ontario.

Participants' anecdotal and formal feedback was overwhelmingly positive and attested to the value of the event for all. Several of the main ideas proposed by participants were subsequently included in the Federation's revised position paper on ITE.



Pensions

OTPP Orientation for New Governors and OTF Pension Committee Members

50-Day Re-employment Rule

Pension Forum

Preliminary 2024 Valuation of the Ontario Teachers' Pension Plan

Semi-Annual Financing Reporting by the OTPP

Reduced Workload Benefit for Childcare and Disability

Pension Valuation

OTPP Orientation for New Governors and OTF Pension Committee Members

A Plan Valuation Education Session was held at the Plan for new Governors in February 2024.

The session, presented by Plan staff and Plan actuaries from Mercer, covered information related to Plan funding and the annual actuarial valuation process.

New Governors were also given a tour of the Member Services call centre and the Trading Floor at the Plan.

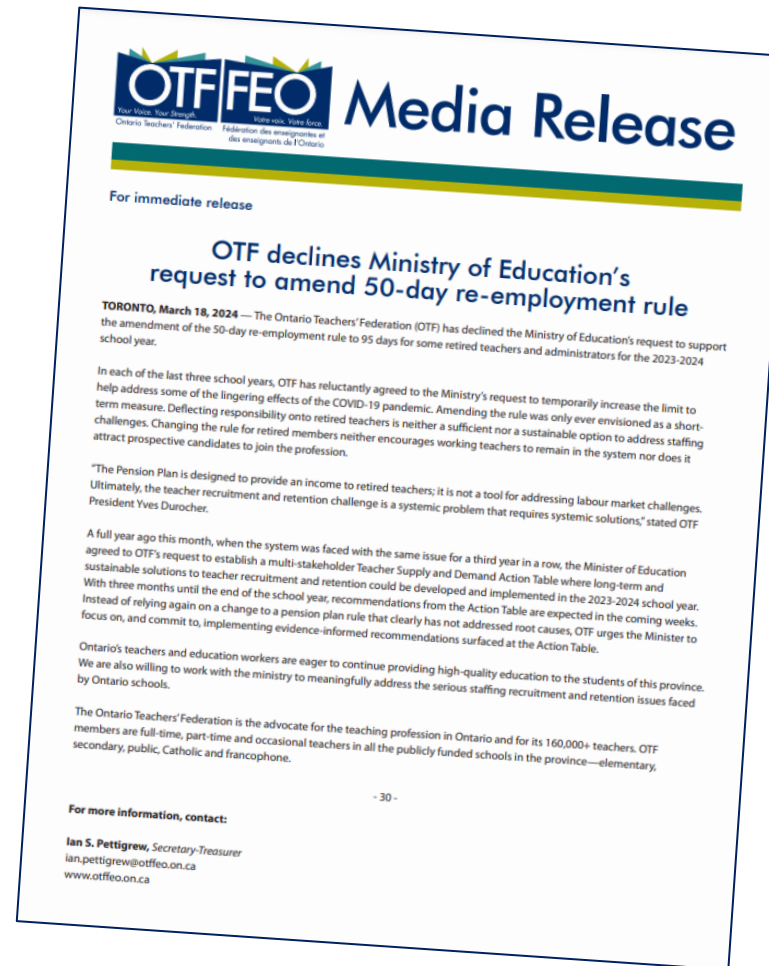
A similar session is planned for January 2025 for new Governors and new OTF Pension Committee Members, to be presented by OTPP staff and advisors.



50-Day Re-employment Rule

OTF declined the Minister of Education's March 4, 2024, request to temporarily increase the 50-Day Re-employment Rule for the fourth year in a row and issued a Media Release and a subsequent Expanded comment on the decision to decline the request.

The OTF President fielded numerous media inquiries about the decision



Pension Forum

The 2024 Pension Forum, themed *Driving Performance*, took place on April 18, 2024.

This event provided an opportunity for the Plan to showcase, with OTF and other Plan stakeholders, the many ways in which the Plan is working to deliver on the pension promise to our members.



The image shows a promotional graphic for the OTF Pension Forum 2024. The top half features a blue background with a white line graph showing an upward trend. The text "DRIVING PERFORMANCE" is written in a large, white, sans-serif font across the graph. Below the graph, the event details are listed: "OTF PENSION FORUM • APRIL 18, 2024 • COURTYARD BY MARRIOTT HOTEL • 475 YONGE STREET • TORONTO". The bottom half of the image is a table titled "Agenda" listing the event's schedule.

Time	Topic	Speaker(s)
9:55 am	SLIDO INTRODUCTION	Jeffrey Barber, Director, Pension & Economic Affairs
10:00	LAND ACKNOWLEDGEMENT & WELCOME	Yves Durocher, OTF President
10:05	OPENING REMARKS	Jo Taylor, CEO, Ontario Teachers' Pension Plan
10:15	ECONOMIC UPDATE	Millan Mulraine, Managing Director and Chief Economist, OTTP
10:45	THE WAY AHEAD AND DRIVING PERFORMANCE IN 2024	Gillian Brown, Chief Investment Officer, OTTP Jonathan Hausman, Chief Strategy Officer, OTTP Stephen McLennan, Chief Investment Officer, OTTP Moderator: Millan Mulraine, Managing Director and Chief Economist, OTTP
11:25	BREAK	

OTF strives to ensure a safe atmosphere at all venues for its events. However, OTF cannot guarantee that all events will be completely free from allergens and peanut products.

Preliminary 2024 Valuation of the Ontario Teachers' Pension Plan

The Ontario Teachers' Pension Plan (the Plan) finished 2023 with a one-year total-fund net return of 1.9%.

The Plan remains fully-funded for the eleventh year in a row, using a real discount rate of 2.55%.

The Plan has a surplus of \$19.1 billion and is 107% funded.



Semi-Annual Financial Reporting by the Plan

On August 13, 2024 OTPP reported its mid-year results.

The Plan's net assets totaled \$255.8 billion as at June 30, 2024.

Time period	Six month	One year	Five years	Ten years	Since inception
Total-fund net return	4.2%	4.2%	6.7%	7.3%	9.3%



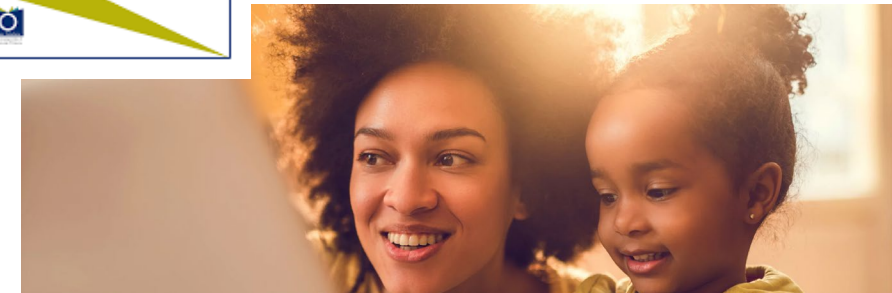
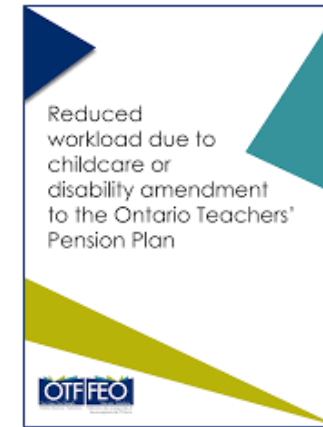
Reduced Workload Benefit for Childcare and Disability

Reduced Workload – Application details

- 269 distinct members have formally applied for a reduced workload, with a total of 335 applications received
- 88.36% of all applications received have been approved and completed
- 74.32% of all RWL instances relate to childcare reasons

Reduced Workload – Payment details

- 71.62% of all RWL instances have at least one payment applied and/or intent to pay has been provided
- 56.52% of all RWL instances are considered to be fully paid



Pension Valuation

At a Special Board of Governors meeting on June 19, 2024, Governors endorsed a filing of the OTPP preliminary valuation (as at January 1, 2024) along the same lines as the 2023 filing (with the surplus allocated to a contingency reserve).

Following subsequent confirmation from our Government Partner, the valuation was filed with the pension regulator and the next required filing (triennial filing required by the Pension Benefits Act) is not until 2027.

An OTF Communiqué about the filing was issued for OTF members on July 23, 2024.



Equity Work

Anti-Racism Staff Work Group

Holocaust Education

Truth and Reconciliation

New Métis, Inuit and Urban Indigenous Education
Priorities Table

International Assistance

CTF & EI Urgent Action Appeals



OTF/Affiliate Staff Work Group on Anti-Racism

The OTF/Affiliate Staff Work Group on Anti-Racism (Work Group) met several times throughout the year, sharing initiatives Affiliates are working on to combat racism. Throughout the year, several new Affiliate staff members joined the Work Group.

The Work Group discussed Holocaust education and OTF's decision to work with *Liberation75* to support the revisions to the Grade 6 social studies curriculum.

A meeting with representatives of OHRC was arranged for the Work Group to discuss respective insights on anti-Black racism affecting students, communities and teachers. In a follow-up meeting with Moses Velasco, Director of Curriculum and Assessment, the OHRC shared that the OHRC's Plan to Tackle Anti-Black Racism in Education is anticipated to be released in early fall 2024.

In February 2024, OHRC's Chief Commissioner issued a request to all education stakeholders, including OTF and the Affiliates, to provide details of their professional development (PD) budgets that are allocated to equity, anti-racism, anti-Black racism and anti-oppression. At the direction of the Executive, the OTF President sent a letter responding to this request on May 15, 2024.

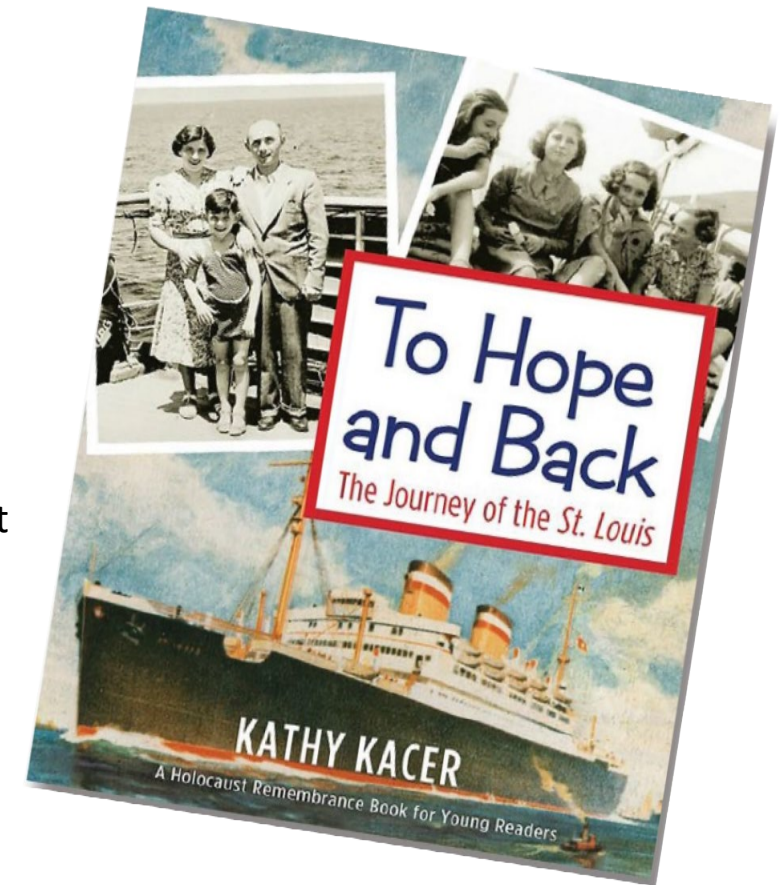


Holocaust Education

In October, the Executive approved the OTF working with *Liberation75*, a Holocaust education organization based in Ontario. Support for its initiative included:

- Helping to publicize an opportunity for Grade 6 teachers to receive free class sets of the book, *To Hope and Back: The Journey of the St Louis* by Canadian author, Kathy Kacer. As a consequence of this initiative, 25,000 free books were delivered to teachers across Ontario.
- Inviting *Liberation75* to present an OTF Connects webinar entitled "Holocaust Education in Grade 6: Supporting the New Social Studies Curriculum." As noted earlier in this report, the webinar was highly subscribed, as it guided teachers through best practices in teaching about the Holocaust, including exposure to the high-quality resources available through Liberation75.org
- Informing teachers of *Liberation75's* free Teacher PD session, held on March 27, and Student Holocaust Education Day Symposium on May 6.

All initiatives were highly successful and of great benefit to our members.



Truth & Reconciliation – Indspire & Professional Learning

The OTF President and Manager of Communications were pleased to attend this year's annual Indspire National Gathering for Indigenous Education, which was held in Montreal on

November 15-17, 2023. OTF has been a proud sponsor of this important event since it first began.

We were also pleased to have Elder Deb St Amant facilitate a webinar for us on November 28 through our *OTF Connects* program on the topic of "25 Things Every Teacher Should Know to Support the Success of First Nations Students." Deb shared a list of practical, tried-and-true ideas that teachers can use to help support Indigenous student engagement and success in the classroom.



Truth & Reconciliation - NIERNG

As part of our ongoing commitment to promoting Truth and Reconciliation, OTF staff once again attended the annual National Indigenous Education and Reconciliation Network Gathering (NIERNG).

This year's event was hosted by the Saskatchewan Teachers' Federation (STF) and took place on May 14 – 16, 2024, in Saskatoon. Staff officers from OTF and the Affiliates participated in NIERNG, along with approximately 40 other representatives from national and provincial/territorial organizations from across Canada. We are grateful for this unique opportunity to learn alongside Indigenous leaders each year.



New Métis, Inuit and Urban Indigenous Education Priorities Table

In November 2023, OTF was invited by EDU to participate in a newly constituted provincial Priorities Table, focused on Métis, Inuit and Urban Indigenous Education (MIUIEPT). Since OTF previously sat on the Minister's Advisory Council on Indigenous Education, which met regularly prior to 2018, we were very pleased to see this work revived.

Already, the newly established Priorities Table has met on three occasions (December 18, April 17 and June 26). To date, the work has entailed drafting the Terms of Reference for the Table, which will work in conjunction with two technical tables – one composed of first Nations and Inuit representatives and the other of Métis. Participants have also engaged in consideration of Indigenous education priorities. OTF looks forward to participating in this important work over the coming months and years.



International Assistance

As is our usual practice, the International Assistance Committee met twice this year (December 2, 2023, and June 8, 2024). All told, the Committee considered 378 requests for project funding and was able to approve 226 of these, located in 13 different countries, including the Congo, Ethiopia, Ghana, India, Kenya, Mexico, the Philippines, Sierra Leone, South Africa, Tanzania, Uganda, Zambia and Zimbabwe.

The Committee also continued its responsibility of allocating funds from the Ontario-Lesotho Educational Sustaining Fund, this year sending the largest amount in several decades (\$2,947.22), due to higher than usual interest rates that were generated by the Fund. As Governors may recall, these funds are now sent to the Lesotho Association of Teachers (LAT), whose leadership then ensures the funds are fairly allocated to students in the country.

Additionally, the Committee approved two applications to the Blanche Snell Estate Fund.



An interactive map of the funded projects is viewable in [Google Maps](#) or in the [Google Earth interface](#).

Further details regarding the work of the Committee can be found in the International Assistance Committee's Annual Report.


CTF & EI Urgent Action Appeals

OTF responded to three urgent action appeals from the Canadian Teachers' Federation (CTF) and Education International (EI) this year:

- A financial contribution of \$2,000 was sent in September to the United Way NWT Emergency Response to assist the people of the NWT who experienced devastating losses due to wildfires. Additionally, the OTF President wrote to the President of the Northwest Territories Teachers' Association (NWTTA) to express the concern and condolences of OTF and its members for the devastation experienced by educators and communities in the NWT.
- A financial contribution of \$1,250 was sent in October to the EI - Morocco Earthquake Solidarity Fund to support the victims of the 6.8 magnitude earthquake that struck the mountainous regions of Morocco in September.
- A financial contribution of \$3,000 was sent in June to EI's Solidarity with teachers and students in Palestine appeal.



Teacher Education



Faculty Liaison
Teacher Education Committee
Staff Work Group
Enhancing Supports for Associate Teachers
New Transitional Certificate of Qualification
Math Proficiency Test
Ontario Association of Deans of Education
Associate Teaching Research Project with OADE
Reimagining Teacher Education
Strike by CUPE 3903 at York University

Faculty Liaison

Our Faculty liaison activities continued in earnest this year, with two new Teacher Education Liaison Committees (TELCs) operating at Lakehead Orillia and l'Université de l'Ontario français (UOF). We now have 17 TELCs (14 English and 3 French) in place at Faculties of Education across the province.

OTF participated in a total of 25 Federation Days and three *Welcome to the Profession* Pinning Ceremonies this year, starting in August 2023 and ending in July 2024. We continue to make every effort to ensure that these events are motivating and exciting, since they are our first interactions with our future members.

In addition, OTF's Director of Pensions and Economic Affairs presented in the spring to Teacher Candidates (TCs) in Year 2 of their program at the University of Ottawa on the topic of Parent Engagement.

While our TELCs continue to nurture positive relationships with the Deans at each Faculty of Education, we have continued to see substantial turnover in Faculty leadership. Last year, five of the Deans were still in the first or second year of their tenure. By the end of this year, as many as four Deans or Interim Deans were ending their terms, including the Dean at Ottawa, Ontario Tech, UOF and Laurentian.



Teacher Education Committee

The provincial Teacher Education Committee met face-to-face three times (September 23, 2023, February 9, 2024, and May 11, 2024). The main areas of the Committee's work this year included a focus on the following teacher education initiatives:

- The New Transitional Certificate of Qualification;
- Faculty enrollments and new applications by TCs;
- Pilot projects to enhance support for Associate Teachers (ATs) at Western and Lakehead;
- Research project in partnership with the Ontario Association of Deans of Education (OADE) to survey Associate Teachers (Ats);
- The return of the Math Proficiency Test (MPT);
- OTF/Affiliate Symposium on Teacher Education.

To support the work of the Committee and that of the Federation members they lead in their role as TELC Chairs, OTF will be piloting a special Mentoring for Mentors program in the year ahead.



Teacher Education Staff Work Group

The Teacher Education Staff Work Group (Work Group) met six times this year (September 19, October 12, November 14 January 16, March 19 and June 3) to consider ongoing policy areas pertaining to teacher education. Of particular note is the work undertaken by the Work Group on creating position papers, providing input and formulating policy responses. This included:

- Developing an OTF/Affiliate position paper on the new Transitional Certificate of Qualification;
- Providing input to and feedback on the survey of ATs, administered in cooperation with the OADE this spring;
- Developing a Renewed Federation position on Initial Teacher Education (ITE);
- Concluding the pilot projects on enhancing supports for ATs at Western and Lakehead (Thunder Bay);
- Participating in meetings of the Reimagining Teacher Education (RiTE) Working Group, led by OADE and the Council of Directors of Education (CODE);
- Tracking and providing analysis of Faculty enrollment and application data as these pertain to teacher supply and demand;
- Responding to the Ontario Appeals Court decision enabling EDU to resume the Math Proficiency Test (MPT); and
- Providing input to the Ontario College of Teachers (OCT) on potential revisions to the Accreditation Regulation and processes that are currently in place.



In addition, the Work Group spent substantial time in the fall and early winter planning and running the OTF/Affiliate Symposium on Teacher Education.

Enhancing Supports for Associate Teachers

2023-24 saw the completion of our two highly successful pilot projects at Western & Lakehead (Thunder Bay), involving Federation, Faculty and school board representatives.

A report on the two projects was finalized in October and shared with the Deans of Education at a special meeting of OTF with the OADE.



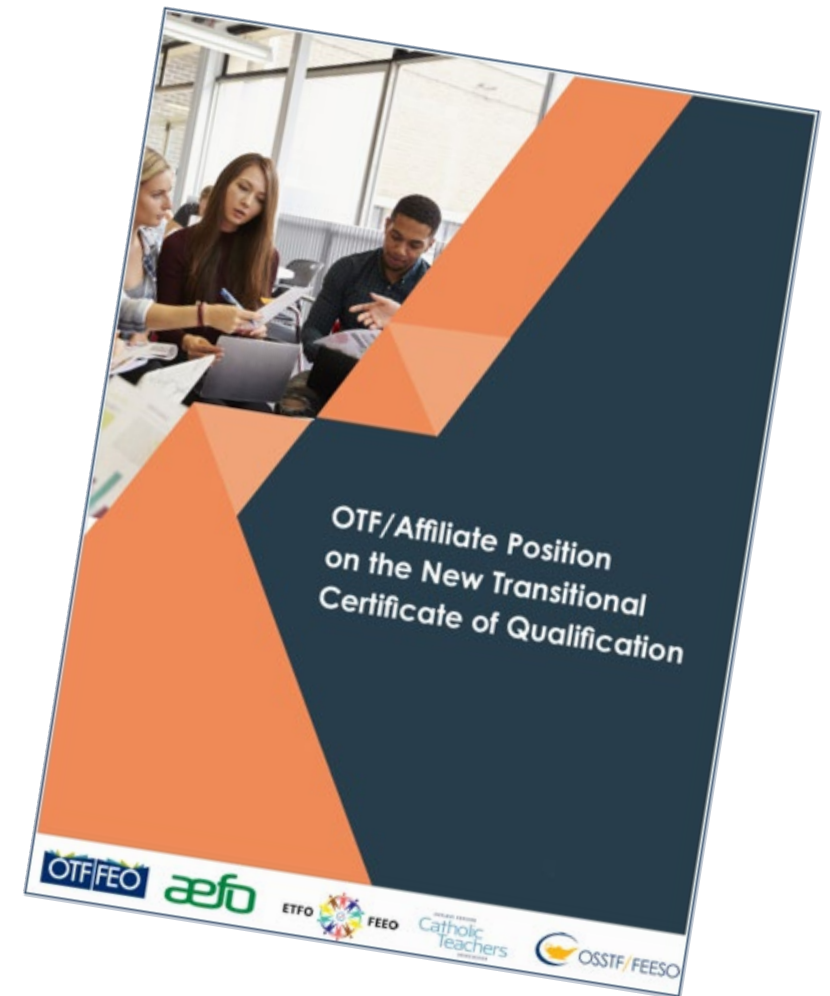
New Transitional Certificate of Qualification

Governors will recall that in August 2023, the Ontario government introduced massive changes to teacher certification, primarily through the *Better Schools and Student Outcomes Act, 2023* and changes to Regulation 176/10 (Teachers' Qualifications) made under the *Ontario College of Teachers Act* (OCTA), giving birth to the New Transitional Certificate of Qualification.

The New Transitional Certificate enables TCs who have completed just 30 credits of their preservice programs and 40 days of practicum to be employed as qualified teachers.

In the fall, OTF lobbied against the new certificate, via a publicly-facing communications campaign, addressing the pitfalls of the Transitional Certificate. The campaign included the development of a position paper and infographics, highlighting OTF's position on ITE, while also providing advice to TCs and recommendations to EDU. These were publicized on our website and through social media.

During the 2023-24 school year, OCT issued a total of 3,863 New Transitional Certificates. Of these, 1,171 have since converted their certificates to full Certificates of Qualification.



Math Proficiency Test

In November 2023, we received the disappointing news that the Ontario Government had won its appeal case against OTCC concerning the MPT. Almost immediately, the OTF President issued a statement expressing the Federation's disappointment with the decision of the Court of Appeal. OTF staff also developed an internal Backgrounder document to inform our public statement and shared this with staff at the Affiliates. The Backgrounder summarizes the history, Federation objections and previous advice to the Government regarding the MPT.

In December 2023, OTF and Affiliate General Secretaries met with legal counsel of the Ontario Teacher Candidates' Council (OTCC) to consider possible next steps. After careful consideration of the factors, it was decided in early January that OTF would not provide financial support for a Supreme Court challenge.

OTF received many emails from TCs (particularly from Trent, Ottawa and Windsor), urging us to support an appeal and we responded with reasons for OTF's decision.

On May 30, 2024, the Minister of Education announced that the MPT would be reinstated as a certification requirement for teachers in Ontario as of February 1, 2025.

Ontario Mathematics
Proficiency Test for
Certification

English

Test de compétences en
mathématiques pour la
certification en Ontario

Français



Ontario Association of Deans of Education

OTF attended two regular meetings of the Ontario Association of Deans of Education (OADE), which were also attended by other stakeholder groups (September 29 and February 23) as well as one special meeting with the Deans to present the findings of OTF's Pilot Projects at Western and Lakehead to Enhance Support for Associate Teachers (November 3).

We also attended two Roundtable events convened by OADE – the first on December 5, addressing Environmental Education, and the second on February 6, on the topic of Mental Health.

Finally, the OTF President and Director of Professional Affairs attended the meeting that is annually dedicated to OTF meeting alone with OADE on May 10. We spent our allocated time together discussing Faculty enrollment statistics, the return of the MPT, enhancing support and collaboration in ITE and our shared concerns regarding the New Transitional Certificate. Teacher supply and demand was another topic that was included on the agenda. The tenor of our conversation and exchanges with the Deans was very positive.



Associate Teaching Research Study with OADE

An additional positive outcome of the pilot projects to enhance supports for associate teaching at Lakehead and Western was that the OADE invited OTF and the Affiliates to form a joint sub-committee to undertake a study to assess the needs of ATs across the province. The survey instrument was developed collaboratively with OADE, based on a previous survey developed with EDU a decade ago.

The survey instrument was administered this winter over a four-week block, from February 12 to March 15, 2024. In total, 1,816 teachers participated in the survey, including 1,687 Anglophone members and 129 Francophones. Respondents were also invited to participate in an optional online townhall to expand on their feedback.

The research team has now completed analysis of the survey data and a report on the findings is currently being drafted.



Reimagining Teacher Education Working Group

OTF and the Affiliates were invited to join the Reimagining Teacher Education (RiTE) Working Group, which is co-led by OADE and the Council of Ontario Directors of Education (CODE) when it was reconstituted in April 2023. The RiTE Working Group has set a three-year time frame to collaborate on an examination of the teacher education continuum.

The Working Group met five times this year (September 26, November 28, January 30, March 26 and May 28). Since the March meeting, work has been undertaken by the OADE and CODE leads on a draft document consolidating the discussions held to date. The stated intention for this document is to serve as the basis of an interim report to EDU.

In addition to the above noted meeting dates, OCT convened a special meeting of RiTE to consider possible amendments to the Accreditation Regulation and processes for pre-service programs.



Strike by CUPE 3903 at York University

On February 26, 2024, CUPE 3903, representing contract faculty, teaching assistants, graduate assistants and research assistants at York University, began a legally constituted strike action.

As per OTF Policy 4.1.5, regarding strikes at Faculties of Education, OTF communicated with the Dean of Education, the Faculty of Education Students' Association and CUPE 3903 to advise them that all practicum placements at York University were suspended.

On March 7, with the explicit agreement of CUPE 3903, the practicum suspension was lifted for a small group of 20 TCs enrolled in the Waaban Indigenous Teacher Education program at York University, since they were at risk of not meeting their certification requirements if they did not resume practicum by March 19. On March 8, the OTF Executive responded favourably to a request received from CUPE 3903 to lift the practicum suspension for all TCs at York University.

CUPE 3903's legally constituted strike action concluded on April 19, almost two full months after it began, with all three bargaining units ratifying new collective agreements. The excellent communications between OTF and the Faculty of Education, as well as between OTF and CUPE 3903, helped us to smoothly navigate the strike action and mitigate adverse impacts on practicum placements at York University.



Ontario College of Teachers

Governing Council

Membership

Investigations and Hearings

Financial Report

Professional Affairs

Governing Council

Correspondence

In December 2023, the College responded to OTF's November 2023 letter which set out concerns about consultations and meeting participation.

In the letter, the College stated that Council's responsibility was to ensure that all stakeholders had equal access to Council and that their interests were considered in conjunction with subjects of concern raised by OTF.



Governing Council, cont'd

Appointments and Staffing

In March, Council learned of the appointment of the following:

- Jamie Robertson as Deputy Registrar
- Andy Rosenheck as Director of Investigations and Professional Conduct and
- Eric Mézin as Director of Corporate Services.

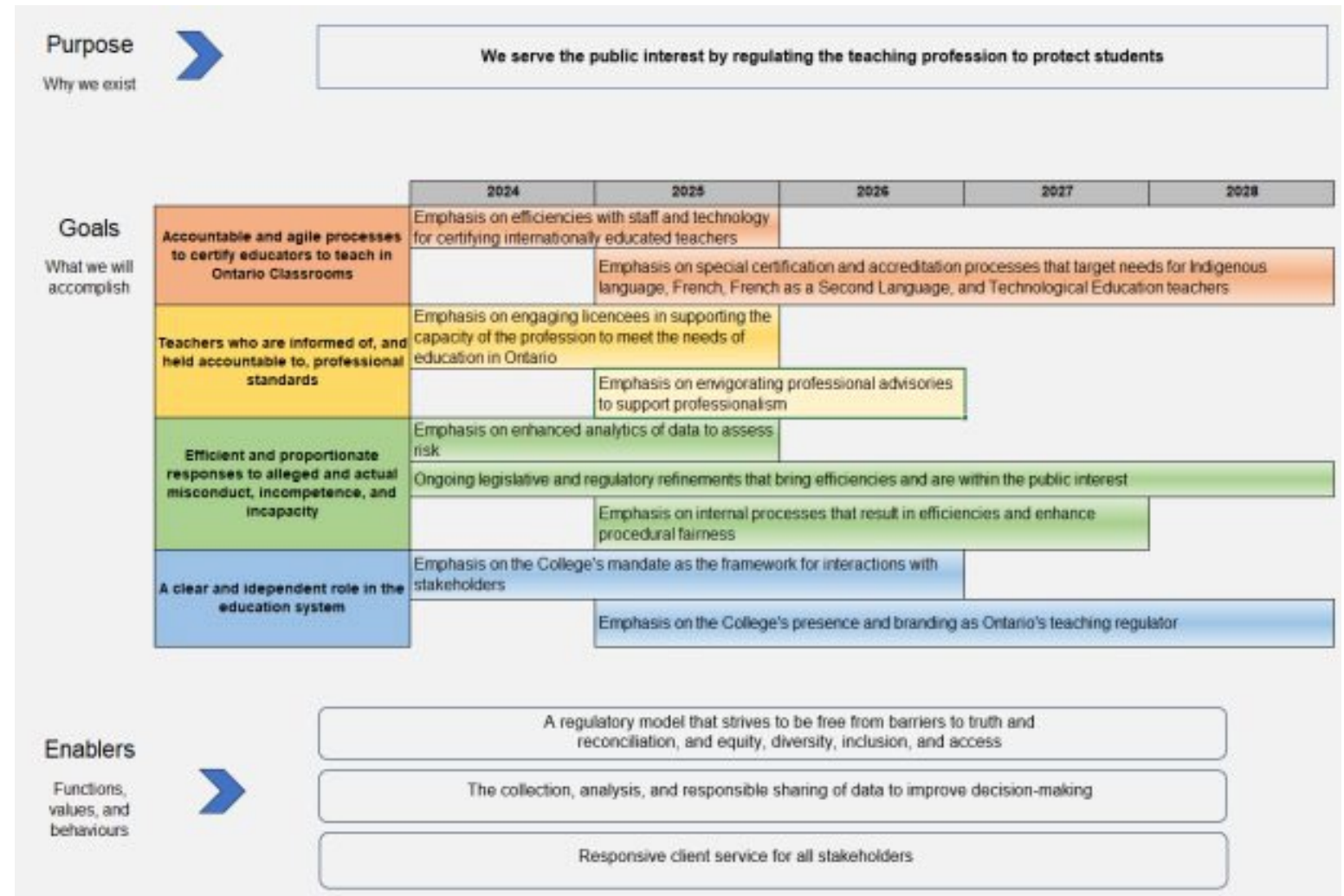
College staffing levels increased to 204 from the 186 reported at the December 2022 Governing Council meeting. The increase was attributed to workload from a substantially higher number of complaints and reports.



Governing Council, cont'd

2024-2028 Strategic Plan

In March, the College also shared the implementation process for its *2024-2028 Strategic Plan*



Investigations and Hearings

Employer Reports and Public Complaints

This year, the College's intake area continued to receive an ever-increasing number of employer reports and concerns or complaints lodged by members of the public, with a corresponding increase in the transfer of files to the Investigations Unit. The numbers reflected a growth in complaints and reports related to members' social media use and discriminatory conduct.



Investigations and Hearings, cont'd

Intake processing statistics from the Investigations and Hearings (I&H) Department for the period January 1 to March 31, 2024 reflected the following:

- Files completed in under 30 days – 249 (70.1% of all files)
- Files completed in 30 to 60 days – 38 (10.7% of all files)
- Files completed in over 60 days – 68 (19.2% of all files).



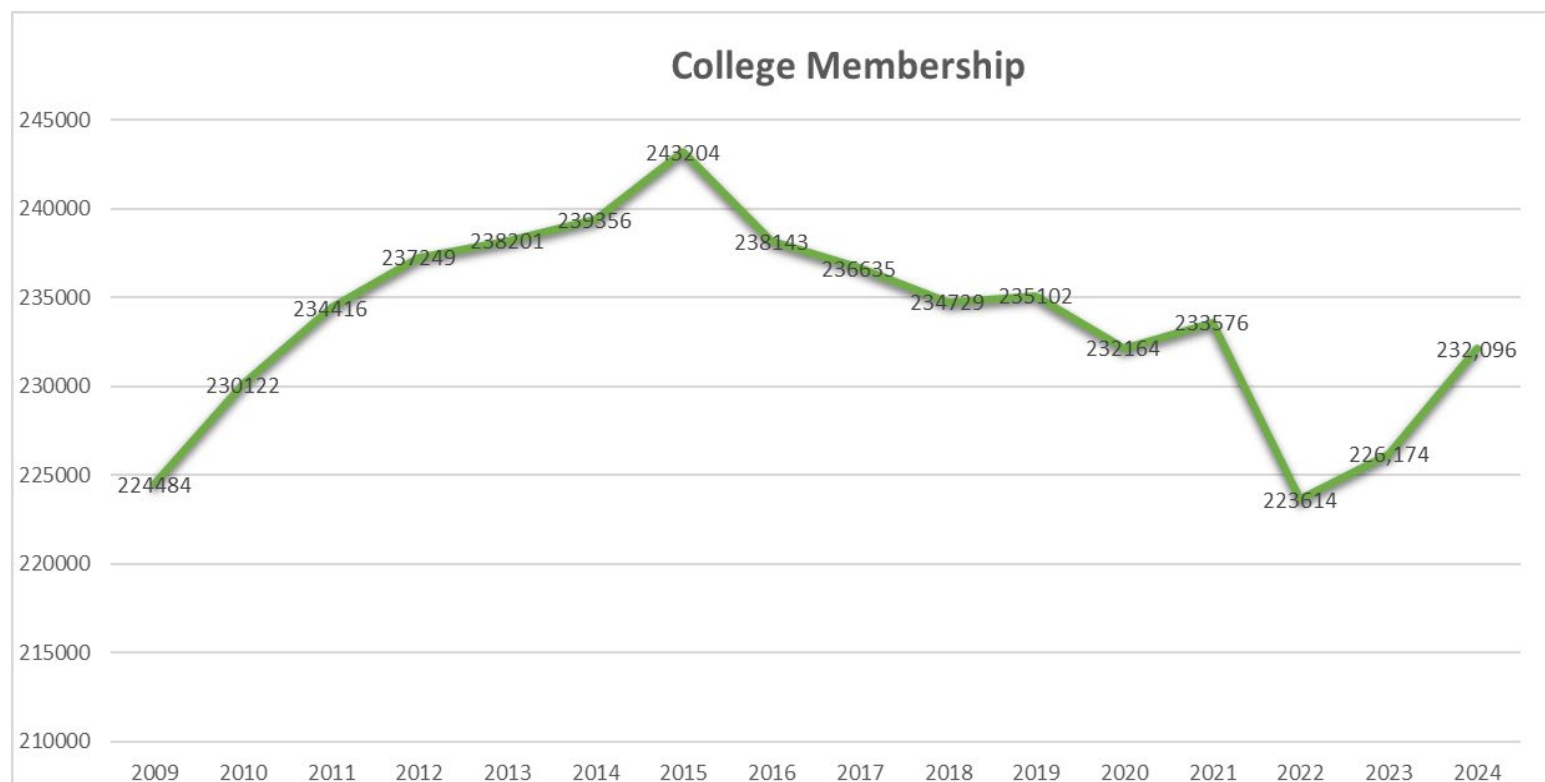
	January 1 to March 1, 2024	January 1 to March 1, 2023
Complaints originating from members of the public were up substantially	144	144
Complaints originating from members of the College	22	17
Complaints originating from the Registrar (including employer notifications)	130	129
Total number of complaints being reported to the College	296	290

Membership

Membership Fee

While there was no increase to the \$200 annual membership fee this year, Council approved changes to the Statement of Financial Objectives. The wording "To set fees at reasonable levels", was amended to read, "Set fees as required to remain fiscally prudent."

	March 31, 2024	March 31, 2023
Good Standing	232,096	233,012
Inactive/Non-Practising	251,286	245,228



Financial Report

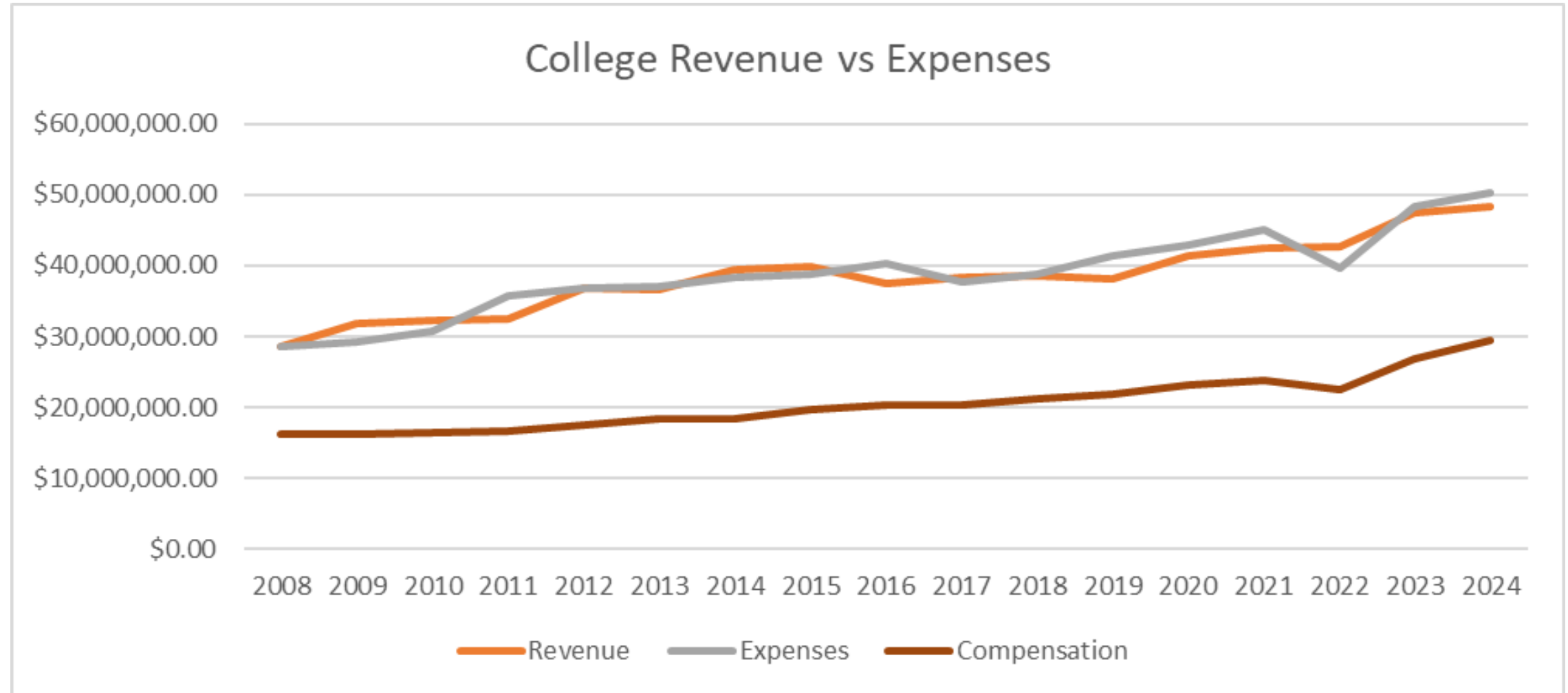
- The College's first quarter expenditures were \$10,980,000 which was within normal expectations.
- Short-term investment returns of \$597,725 reflect better returns on investment certificates in the first quarter.
- Accreditation first quarter expenditure of \$28,749 was less than the same period last year as faculties are delaying the accreditation of their programs based on the assumption that the Ministry may announce an amendment to the Initial Teacher Education program in the near future.



Financial Report, cont'd

Statement of Operations (in thousands of dollars)	2024 Actual (31-Mar-24)	Actual % of Budget	2024 Budget	2023 Budget (31-Mar-23)
Revenue				
Annual Membership Fees	\$39,347	86%	\$45,680	\$39,245
Unearned Portion of AMF	\$(27,928)	0%	0	\$(27,944)
Other Fees	\$ 546	35%	\$ 1,548	\$ 597
Advertising Revenue	\$ 80	26%	\$ 305	\$ 62
External Project Funding	\$ 0	0%	\$ 0	\$ 0
Investment and Other Income	\$ 598	80%	\$ 750	\$ 422
Total Revenue	\$12,643	26%	\$48,282	\$12,382
Expense				
Employee Compensation	\$ 6,720	23%	\$29,438	\$ 6,702
Membership Services Department	\$ 3	4%	66	(1)
Investigations and Professional Conduct	\$ 740	15%	\$ 4,932	\$ 1,011
Standards of Practice and Accreditation	\$ 29	4%	\$ 692	\$ 54
Office of the Registrar	\$ 1,732	15%	\$ 6,304	\$ 1,163
Policy, Governance and Tribunals	\$ 221	13%	\$ 1,670	\$ 263
Corporate Services	\$ 243	17%	\$ 1,421	\$ 257
Occupancy Costs 101 Bloor West	\$ 414	20%	\$ 2,129	\$ 414
Council Elections	\$ 0	0%	\$ 0	\$ 0
Amortization	\$ 876	24%	\$ 3,641	\$ 1,080
Total Expense	\$ 10,980	22%	\$50,293	\$10,943
Net Surplus / (Deficit)	\$1,663	-83%	(\$2,010)	\$1,439

Financial Report, cont'd



Professional Affairs

Again this year, OTF and Affiliate staff attended two formal meetings with OCT staff from the Standards of Practice and Accreditation Department and Membership Services (December 5 and May 7). The second of these meeting dates involved a broader meeting with members of the Reimagining Teacher Education (RiTE) Working Group and was solely focused on the question of possible changes to the Accreditation Regulation and ITE accreditation processes. OTF provided formal, written input to OCT regarding accreditation following this meeting.

OTF also participated in the consultation held by OCT to revise the questions included in the College's newly launched Focus on Teaching Survey (FOTS), providing feedback on the proposed data to be collected via the survey.

This year also saw us continuing to respond to OCT requests for OTF to identify English and Francophone representatives to serve on writing teams, to review the Additional Qualifications (AQ) course guidelines. We worked with OCT staff to develop a new process for identifying members to participate in the AQ guideline reviews and we are pleased with how this has been working to date.



Services

Ministry of Education-Subject/Division Association Meetings

OTF Curriculum Forum

Health & Safety Work Group

Ministry-Faculty Liaison Committee

Ministry of Education Subject/Division Association Meetings

In previous years, it has been customary for the Ministry of Education to host a fall meeting with Subject/Division Associations the day before the meeting of the OTF Curriculum Forum as the audience is nearly identical.

The Ministry did not schedule any meetings this school year.

Moreover, it has not signalled its intention to organize such meetings in the 2024-2025 year.



OTF Curriculum Forum

The OTF Curriculum Forum (OTFCF) met three times throughout the 2023-2024 year. These gatherings continue to offer a platform for subject/division associations to share their insights on emerging curriculum trends and issues in the publicly funded education system.

Fall Meeting: November 3, 2023

Theme: *Building a Sustainable Future for Subject/Division Associations*

Winter Meeting: February 9 - 10, 2024, conducted as a symposium with OTF's Teacher Education Liaison Committees (TELC)

Theme: *Partnering for Innovative Teacher Preparation*

Spring Meeting: May 25, 2024

Theme: *Foresight: Considering the Paths Forward*

Governors can refer to the separate, full report on Curriculum Forum activities this year.



Health & Safety Work Group

The OTF Health & Safety Work Group met four times this year to discuss a range of topics that impact the education sector.

Standing items include the Workers' Health and Safety Centre (WHSC), addressing workplace violence, the Provincial Working Group on Health and Safety, and recent Ministry of Labour Orders and related decisions.

The Work Group continues to work towards facilitating WHSC Education Sector Instructor Training.



Ministry-Faculty Liaison Committee

OTF continued to attend meetings of the Ministry-Faculty Liaison Committee throughout the 2023-24 school year.

A total of three meetings were originally scheduled (October 27, January 26 and April 12), but the spring meeting was cancelled. All of the meetings were held remotely.

The main topics covered at the meetings included:

- EDU's Math Achievement Action Plan;
- Recruitment and Retention of FSL Teachers ;
- EDU's Professional Development Program for Teacher Candidates (PDPTC);
- Special Education in Ontario; and
- Challenges encountered by Faculties with the New Transitional Certificate of Qualification.



Communications

OTF Social Media Metrics

OTF External Communications and Media Relations

OTF Email Distribution List Communications

OTF Social Media Metrics

Over the course of the 2023-2024 school year:

X: @otffeo 9,374 followers
 Mentions 1,613
 Tweets 94
 Likes 63%
 Retweets 33%
 Post engagement rate 3.26%
 Post impressions 64,718

X: @OTFpresFEO 3,020 followers
 Mentions 102
 Tweets 52
 Likes 81%
 Retweets 15%
 Post engagement rate 5.44%
 Post impressions 25,787

Facebook: www.facebook.com/otffeo: 5,645 followers

Page new fans 105
 Page reach 21,747
 Page impressions 30,528
 Posts 67
 Post engagement rate 3.49%
 Post impressions 30,427
 Post reach 30,564



OTF External Communications and Media Relations

During the 2023-2024 school year, OTF issued:

Three *President's Videos*:

[World Teachers' Day Message from OTF President Yves Durocher, Oct. 4, 2023](#)

[Season's Greetings Message from OTF President Yves Durocher, Dec. 15, 2023](#)

[OTF80 Video Tips from President Yves Durocher, May 9, 2024](#)



Two *Media Releases*:

[\(November 29, 2023\) Appointment of new OTF Secretary-Treasurer](#)

[\(March 18, 2024\) OTF declines Ministry of Education's request to amend 50-day re-employment rule](#)

One *Communiqué*:

[\(July 23, 2024\) Ontario Teachers' Pension Plan valuation to be filed](#)



OTF Email Distribution List Communications

Over the course of the 2023-2024 school year, OTF issued 40 Mailchimp emails to the *OTF Learning/News* distribution list of 24,881 subscribers:

- 5 x Awards
- 3 X PD
- 4 x *Interaction* newsletters
- 16 x OTF Connects
- 2 x Media Releases
- 2 x OTF Statements
- 1 x Pension
- 2 x Job Postings
- 1 x Festive greeting
- 1 x Special month awareness
- 2 x Surveys
- 1 x 80th Anniversary

