



Report of the  
OTF Secretary-Treasurer  
to the Annual Meeting of the  
OTF Board of Governors  
August 22, 2023

**Scott Perkin**



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# Advocacy & Political Action

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Ontario Principals' Council's *2023 Summit on Public Education in Canada*

Teacher Supply & Demand

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## Political Action Staff Work Group

The Work Group focused on the following this school year:

- assessing the political and educational landscape in Ontario
- surfacing teachers' and education workers' experiencing of residual effects of the COVID-19 pandemic, especially of burnout and mental health concerns
- identifying signals of a privatization agenda, including the siphoning of money out of the publicly funded education system
- identifying strategies to sustain and bolster a positive opinion of the publicly funded education system



The Work Group organized and hosted an OTF-Affiliate Education Suite in Hamilton for delegates at the Ontario Liberal Party's 2023 Annual General Meeting on Saturday, March 4, 2023. Approximately 250 delegates attended the suite during the three-hour event, including OLP caucus members such as MPP and education critic Mitzie Hunter and interim leader John Fraser.

## Anti-Privatization Work Group

An ad hoc Anti-Privatization Work Group (Work Group) – comprised of political action and communications staff from OTF and the four Affiliates – was established mid-year.

The goal of the Work Group is to explore the sources and scale of the following complementary threats to publicly funded education in Ontario – commercialization, commodification, and privatization – and to identify feasible and effective antidotes and actions to combat these threats.

Over the course of the three day-long meetings, the Work Group explored relevant research, germane to the issue of privatization, conducted or sponsored by OTF, its Affiliates, national and international teacher unions and organizations. The Work Group also identified potential goals, timelines, strategies, target audiences and key messaging that could frame future engagement and advocacy campaigns.



# Advocacy Letters

Governors are already aware of the *two* curriculum-focused advocacy letters sent to the Education Minister in late December 2022.

The Director of the Curriculum, Assessment and School Success Policy Branch at the Ministry of Education replied to one of the letters on January 24, 2023.

The Assistant Deputy Minister (Education) replied to the second letter on April 3, 2023.

The thrust of the Ministry's reply is explored in more detail in the *Curriculum* section of this report.



## Education Partner Discussion Table



The Education Partner Discussion Table (Table) is a multi-partner, education-focused committee, chaired by Judith Nyman, Ontario Public Schools Boards' Association (OPSBA). Ian Pettigrew represents OTF at the Table and is joined by representatives from all Affiliates.

The Table met virtually six times this school year.

The focus of the Table's work was the co-creation of a discussion paper to provide a multi-lateral vision for publicly funded education in Ontario in the next 5-10 years. The intended uses of the paper are to ground future discussions with the current and near-future governments and influence education policy decisions.

The discussion paper – [\*Beyond knowledge: Preparing students for an uncertain future\* | \*Au-delà des connaissances : Préparer les élèves pour un avenir incertain\*](#) – to which OTF is a signatory, was published in May 2023.

## Ontario Coalition for Children and Youth Mental Health

The Ontario Coalition for Children and Youth Mental Health (Coalition) has existed for 13 years. Judith Nyman, OPSBA, and Purnima Sundar, Knowledge Institute on Child and Youth Mental Health and Addictions, co-chair the Coalition. The Coalition's purpose is to unite education, mental health and health sectors and the community in a movement to promote the priority of social and emotional well-being as a part of healthy child development in Ontario, and to make it a priority that drives integrated public policy in the province. Ian Pettigrew represents OTF at the Coalition and is joined by representatives from all Affiliates.

The Coalition met six times this year. In November 2022, the Coalition produced an advocacy paper entitled: [\*Let's Put Our Heads Together: Coordinating Our Efforts to Improve Mental Health and Well-being for Ontario's Children and Youth\*](#), the goal of which is to articulate a common vision - across the health and education sectors - for mental health and well-being support in Ontario.

There was no shortage of mental health issues for the Coalition to discuss, given the continuing fall-out from the COVID-19 pandemic.



Ontario Coalition *for*  
Children AND Youth  
Mental Health

*Let's put our heads together.*

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



## Ontario Principals' Council's 2023 Summit on Public Education in Canada

The Ontario Principals' Council (OPC) hosted a two-day *Summit on Public Education in Canada* (Summit) on April 3-4, 2023 at the Fairmont Royal York Hotel in Toronto. The stated goal of the Summit was to build towards shared recommendations for a transformed public education system.

The two-day program was choc-a-bloc full, with a mixture of three keynote addresses and three panels interspersed with small-group discussions. Keynotes and panels were catalysts for a critical examination of the merits and drawbacks of current educational policies and practices and re-envisioning new ones.

To be sure, few Canadian schools could be characterized as having returned to anything close to a pre-COVID-19 pandemic state. While administrators, like teachers and students, continued to wrestle with the effects of the pandemic, comments about the current state in Canadian schools happened not in the whole-group open discussions, but during sidebar and “water cooler” conversations.

All told, it is difficult to predict accurately whether the Summit will lead to any significant changes in Ontario much less across Canada.



## Teacher Supply & Demand – Action Table

OTF and the Minister 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 system staffing challenges.

The inaugural meeting of the Action Table on Teacher Supply and Demand was held on March 27, 2023, with 14 key education stakeholder organizations invited to participate. The Deputy Minister and key Ministry staff also attended.

In May, a decision was taken to move the project forward via the establishment of a Steering Committee, composed of key decision makers from stakeholder organizations. The initial meeting of the Steering Committee took place on May 25, with a debrief on June 2 for those who were unable to attend on May 25.

Staff from EDU and OTF then worked collaboratively to develop a series of surveys and data requests for stakeholders. Feedback from Steering Committee members was solicited to finalize the survey and data request instruments. Survey responses and data were requested by July 12 from stakeholders, but the faculties of education had additional time to collect data from recent graduates.



## Teacher Supply & Demand - Faculty of Education Enrolments

As we have done for the past few years, OTF again reached out to the faculties of education in late 2022, requesting that they provide their enrollment numbers for all divisions and all subject specializations, including: Primary/Junior, Junior/Intermediate, Intermediate/Senior, Technological Education and French as a Second Language.

In the spring, we collated the data into one chart for the 13 English language faculties and a second for the two French language faculties.

Governors will find a detailed description of our findings in the Teacher Education Committee Report to be presented later in this meeting.

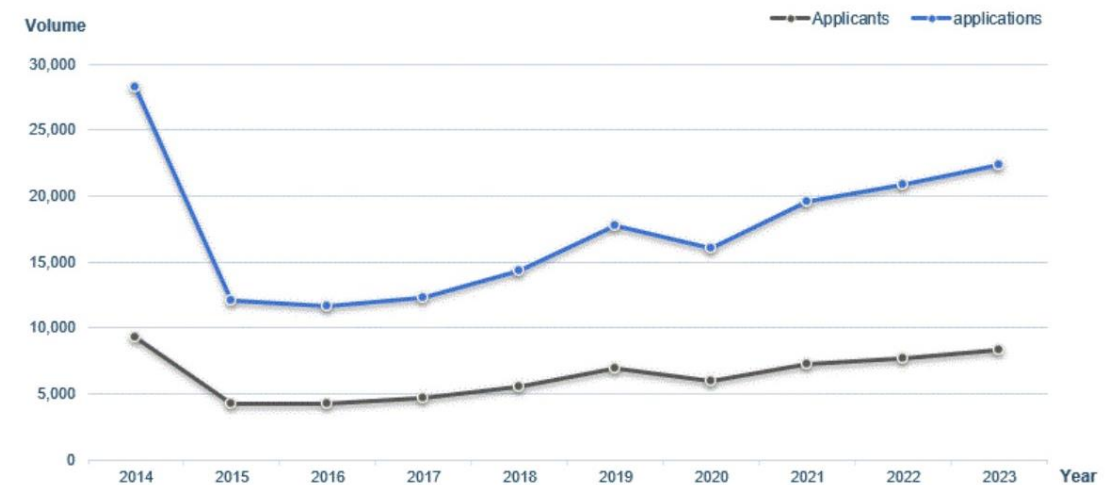


## Teacher Supply & Demand - Teacher Education Application Statistics

OTF also continued to track the application statistics published by the Ontario Universities Application Centre (OUAC). These statistics are for all consecutive teacher education programs other than the Ontario Institute for Studies in Education at the University of Toronto (OISE/UT). OISE's teacher education programs are both at a Masters level, and therefore not tracked as part of undergraduate data by OUAC.

Application statistics reported for June 2023 show an increase with 22,387 applications submitted by 8,404 applicants.

According to OUAC, 4,097 candidates have received confirmed acceptances to date, up from 3,634 at the same time last year.



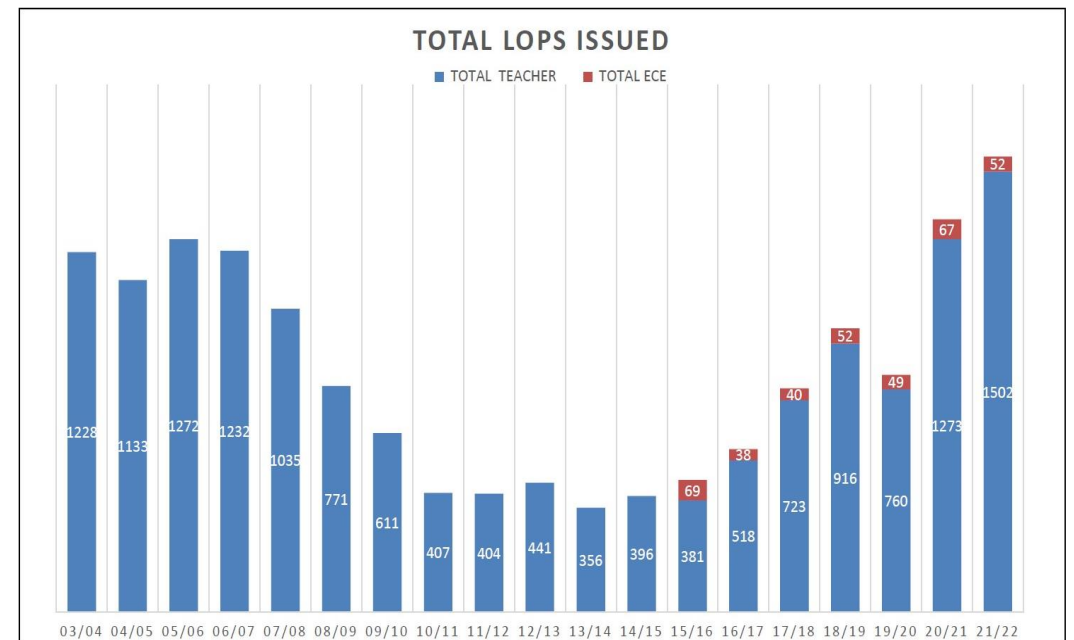
## Teacher Supply & Demand - LOPs and TLAs

The most recent Letter of Permission (LOP) and Temporary Letter of Approval (TLA) reports were received by OTF and the Affiliates on June 7, 2023, providing data for the 2021-22 school year.

OTF has been tracking the number of LOPs reported by the Ministry over the past two decades, and the number of TLAs for the past 12 years, so we are able to provide an analysis and interpretation of the figures over time.

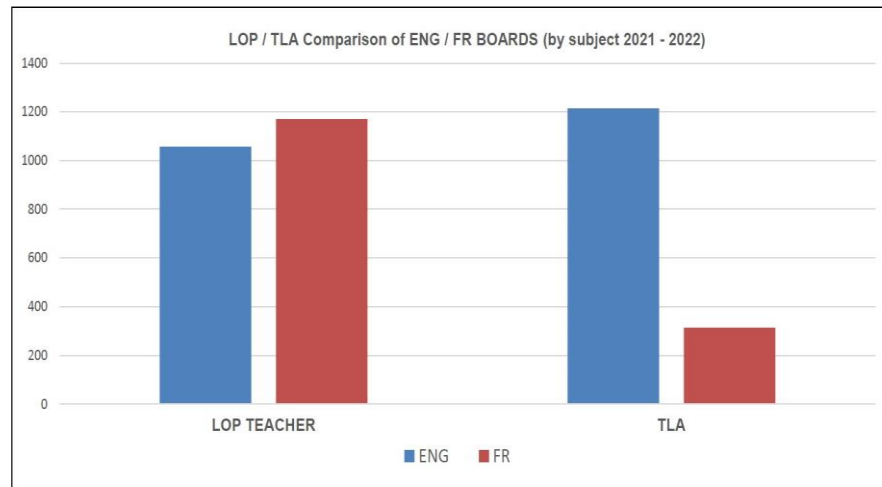
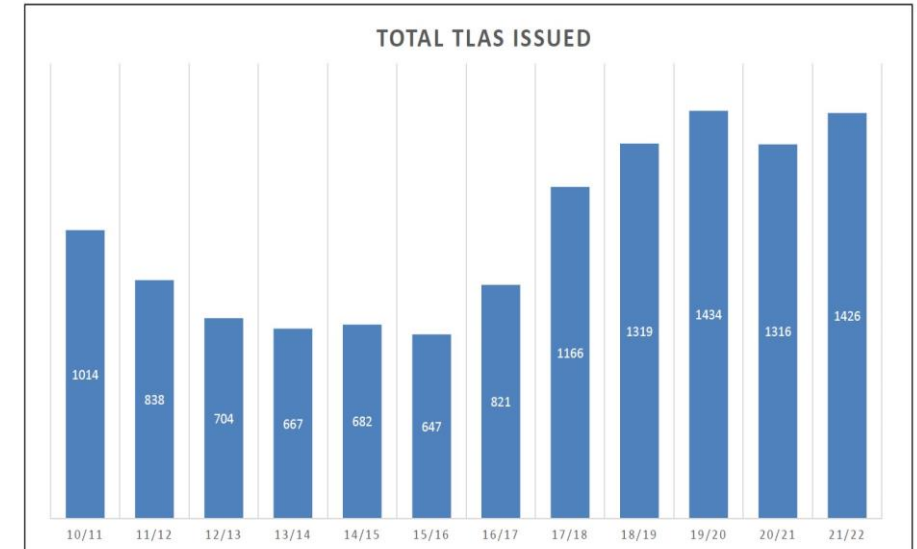
The following trends are apparent:

- The number of teacher LOPs issued for 2021-22 is 1,502, an 18% increase over the 1,273 issued in 2020-21, but almost double the 760 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 2021-22 is 1,426, an 8% increase over the 1,316 issued in 2020-21, and similar to the numbers issued in 2019-20 and 2018-19 (1,434 and 1,319 respectively).
- The percentage of LOPs issued to Francophone schools (53%) is highly disproportionate to those issued to English language boards (47%), especially given that AEFO's members represent just 5% of the total teaching population.



## Canadian Healthy Schools Alliance (CHSA)

OTF has been a member of the Advisory Committee of the CHSA since April 2022. The main objective of the Alliance is to bring together organizations from across the country to collaborate in helping every school in Canada to be a healthy school.

There were three meetings of the Advisory Committee this year – November 21, 2022, February 15, 2023, and June 7, 2023 – which enabled discussions by the Committee regarding four main areas of work identified by the CHSA:

1. The status of the four main goals of the Alliance;
2. Work to establish a National Healthy Schools Week;
3. Development of a Government Relations Plan; and
4. Healthy Schools National Forum, scheduled for November 8-10, 2023 in Ottawa.

At its meeting of April 12, 2023, the OTF Executive agreed to continue supporting OTF's membership on the CHSA Advisory Committee for the 2023-24 school year.



# Assessment

Assessment Staff Work Group  
Early Reading Enhancements (K-2)  
Education Quality and Accountability Office  
National & International Large-Scale Assessments





## Assessment Staff Work Group

The Assessment Staff Work Group (Work Group) met several times this school year. Discussions focused on emerging or accelerating issues in the assessment landscape in Ontario and on adjusting the Work Group's 2022-2024 strategic plan. Work on the latter was prompted by dynamic issues, some of which were not even on the radar when the plan was conceived.

The Work Group remains concerned about the increasing ease of designing and administering digitally-based large-scale assessments. This ease could entice assessment developers and decision-makers alike to expand the menu of large-scale assessments administered to students across Ontario, something anathema to OTF. Furthermore, these commercial platforms increase the risk of data harvesting and the erosion of educators' and students' privacy rights.

The Work Group also probed the implications of the Ontario Human Rights Commission's *Right to Read (R2R)* report which found traction with the Ontario government. Among the concerns is the Ministry's directive to put in place universal third-party commercial screeners, thereby supplanting the teacher's central role in differentiating assessment for and of students.

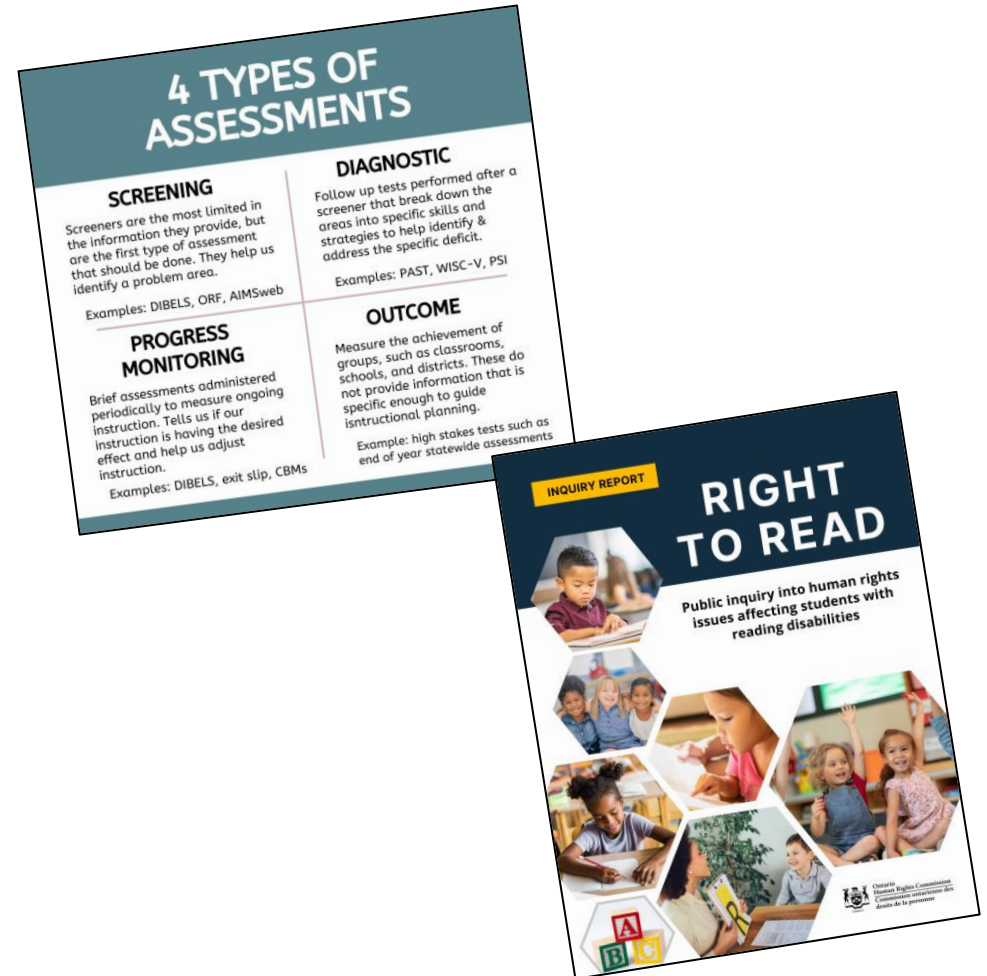
## Early Reading Enhancements (Kindergarten to Grade 2)

In October 2022, as part of the Ontario government's *Plan to Catch Up*, and in response to the Ontario Human Rights Commission's (OHRC) *Right to Read Report*, the Minister of Education announced that \$25 million would be invested in early reading enhancements (i.e., universal, standardized screening tools).

Screening would be administered to students from Senior Kindergarten to Grade 2.

The Minister framed these screening tools as evidence-based reading intervention programs and professional assessments to help educators reach young students sooner.

These are to be available and used beginning in the 2023-24 school year.



# Education Quality and Accountability Office (EQAO)

## Provincial Achievement Results, 2021-2022

EQAO reports on its provincial results from the previous school year in the fall of each new school year.

Of note, students who took the 2021-2022 EQAO assessments did so while the province was still in the grips of the COVID-19 pandemic. Furthermore, the vast majority of all provincial assessments were administered using its digital platform supported by edtech company Vretta. EQAO offered the following caveat for the 2021-2022 results: *Given the substantial changes to the EQAO assessments (e.g., delivery, model), 2018–2019 results are provided only as reference points, where applicable, to shine a light on how students are doing after a two-year pandemic.*

Overall, except for the Grade 6 assessment of writing, more Francophone students achieved levels 3 or 4 (provincial standard and above) than their Anglophone peers.

Education Quality and  
Accountability Office



## Education Quality and Accountability Office (cont'd)

### Advisory Committee

EQAO hosted two virtual EQAO Advisory Committee (EAC) meetings, one in October 2022 and a second one in May 2023.

EAC meeting agendas seemed to be deliberately orchestrated to fill time rather than providing authentic opportunities for committee members to offer robust feedback or to interrogate the agency's existing or future initiatives.

EQAO is enamored with its new Microsoft-based data visualization platform *Power BI*, a fact borne out by the hype expressed of it in both meetings. For those within the school system with security clearance, *Power BI* provides the ability to drill down and disaggregate data about school and individual student achievement results.

It is clear that EQAO continues to view the shift to digital administration of its provincial assessments as a synonym for modernization. Indeed, on its website, EQAO offers the following as one of three big ideas related to its modernization outlook: *Technology will be leveraged to assess students' understanding of the curriculum and to provide timely feedback to students, parents and guardians and educators so that stakeholders are able to use all EQAO assessment data more effectively.*

Education Quality and  
Accountability Office



# National & International Large-Scale Assessments

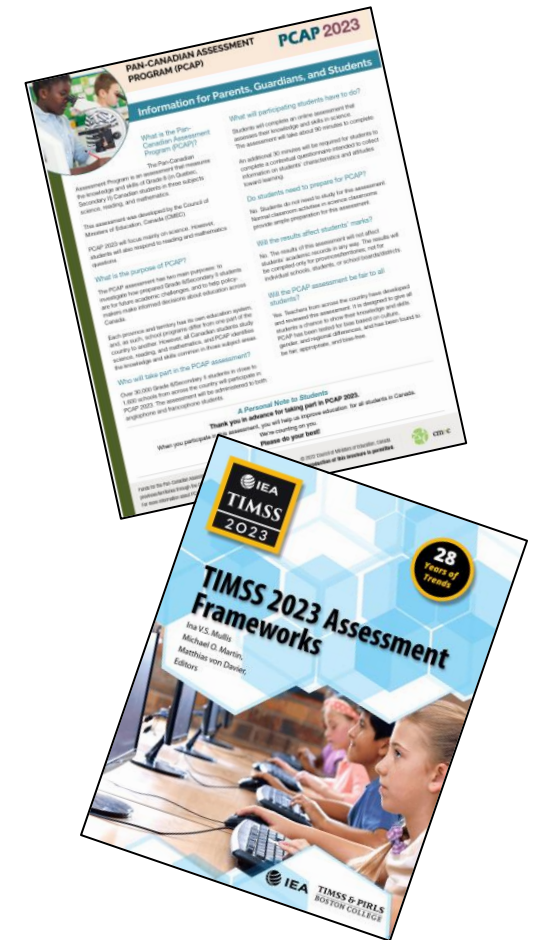
At the Ministry's direction, EQAO coordinated Ontario students' participation in the following two assessments: the *Pan-Canadian Assessment Program (PCAP)* and the *Trends in International Mathematics and Science Study (TIMSS)*. Both large-scale assessments are administered to a random sample of schools and students.

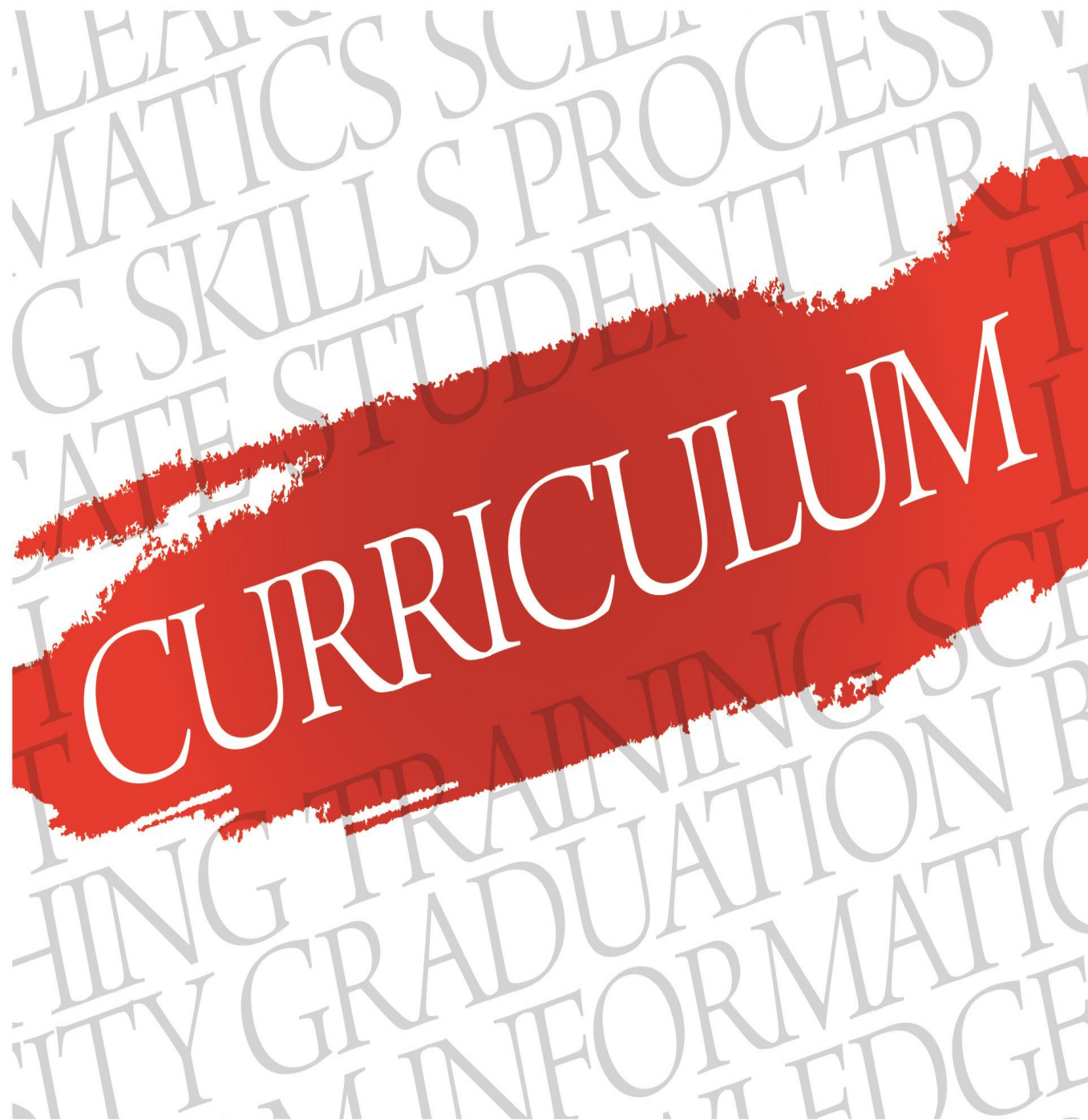
## ***Pan-Canadian Assessment Program (PCAP)***

The Canadian Council of Ministers of Education (CMEC) organizes this assessment which focuses on achievement of Grade 8 students in reading, math and science. EQAO coordinates its administration every three years. The main PCAP study, in which the major domain was science, was administered between April 3 and May 12, 2023.

## ***Trends in International Mathematics and Science Study (TIMSS)***

The International Association for the Evaluation of Educational Achievement (IEA) sponsors this assessment which is administered in four-year intervals and focuses on assessment of achievement in mathematics and science among students in Grades 4 and 8. The TIMSS main study was administered between April 17 and May 26, 2023.





## Curriculum

Curriculum Staff Work Group

TVO/TFO - Freedom of Information Request

Curriculum-Focused Advocacy Letters

Ministry of Education's Curriculum Review Process

Changes to Program Pathways and Graduation Requirements



## TVO/Groupe Média TFO - Freedom of Information Request

TVO/Groupe Média TFO have been the central coordinating bodies for distance learning programs in Ontario since their mandates were broadened under Bill 197 in 2020.

Amidst rumours that TVO had granted upwards of 3,000 distance learning course credits in the 2021-2022 school year, OTF submitted a Freedom of Information (FOI) request to TVO in early May 2023.

For the purposes of comparison, we requested data for 2021-2022 and the previous two school years. Among other data, we requested the following data for distance learning courses:

- enrolment totals
- completion and pass rates
- revenue generated
- school boards involved

While TVO acknowledged receipt of our FOI request, it has not yet provided the requested data.



# Curriculum-Focused Advocacy Letters

This year, the Work Group prepared two curriculum-focused advocacy letters. The first, co-signed by OTF President Nathan Core and Pam Schwarzberg, CEO of Learning for a Sustainable Future, urged the Minister of Education to infuse climate change education across the Grades 1-12 curriculum. It was sent in December 2022.

On January 24, 2023, the Ministry responded to the letter stating that numerous opportunities already existed in the Ontario curriculum to explore the broader topic of "environmental issues" suggesting the Ministry saw this term as synonymous with "climate change/action" education.

Furthermore, and not surprisingly, the Ministry echoed its common refrain that school boards have local autonomy to engage in environmentally-based programs or initiatives. Lastly, the response highlighted the Ministry's belief that educators have licence to plan units of study (about climate change education) that respond to the strengths, interests, and abilities of their students. Effectively, no seismic changes to the curriculum should be expected from this government in this regard.

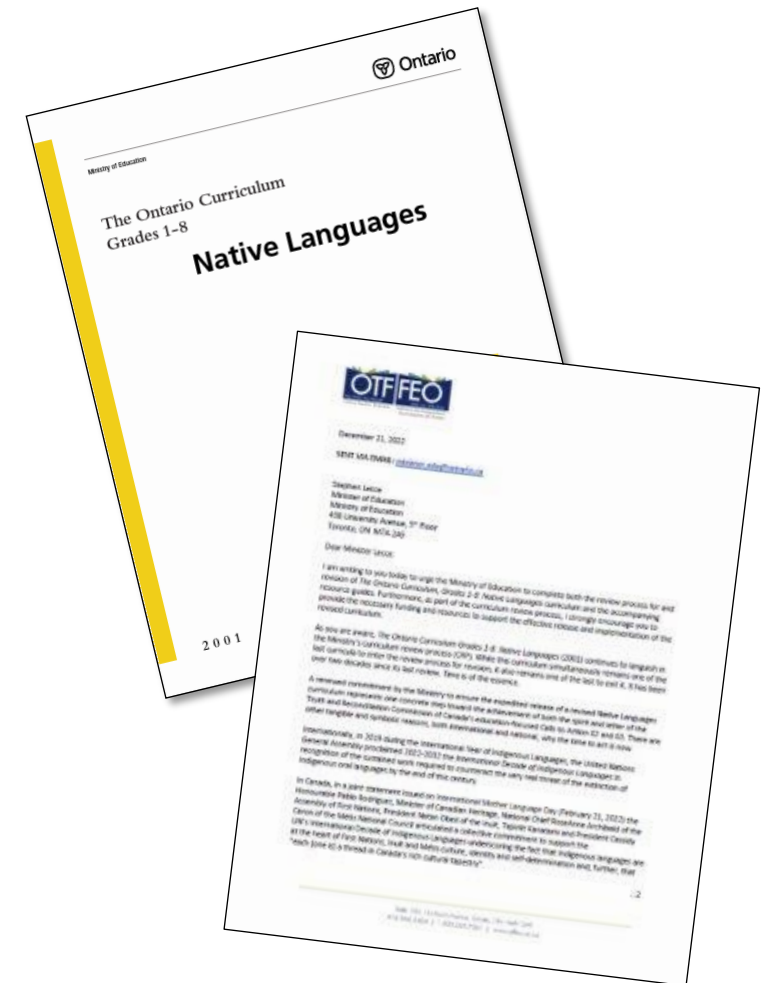


## Curriculum-Focused Advocacy Letters (cont'd)

A second letter from OTF President Nathan Core was sent to the Education Minister in December 2022. This letter called on the Ministry to complete the review and release of a revised version of *The Ontario Curriculum: Native Languages, Grades 1-8* (2001).

This curriculum, one of the oldest curricula offered in Ontario schools, entered the Ministry's curriculum review process during the previous Liberal government's term in office and has since languished in the curriculum review process for over a decade.

A long-awaited response arrived from Assistant Deputy Minister Yael Ginsler on April 3, 2023. It was underwhelming and provided neither any insight into the reasons for the delayed review and release nor any confirmation of when a revised version of the curriculum could be expected.

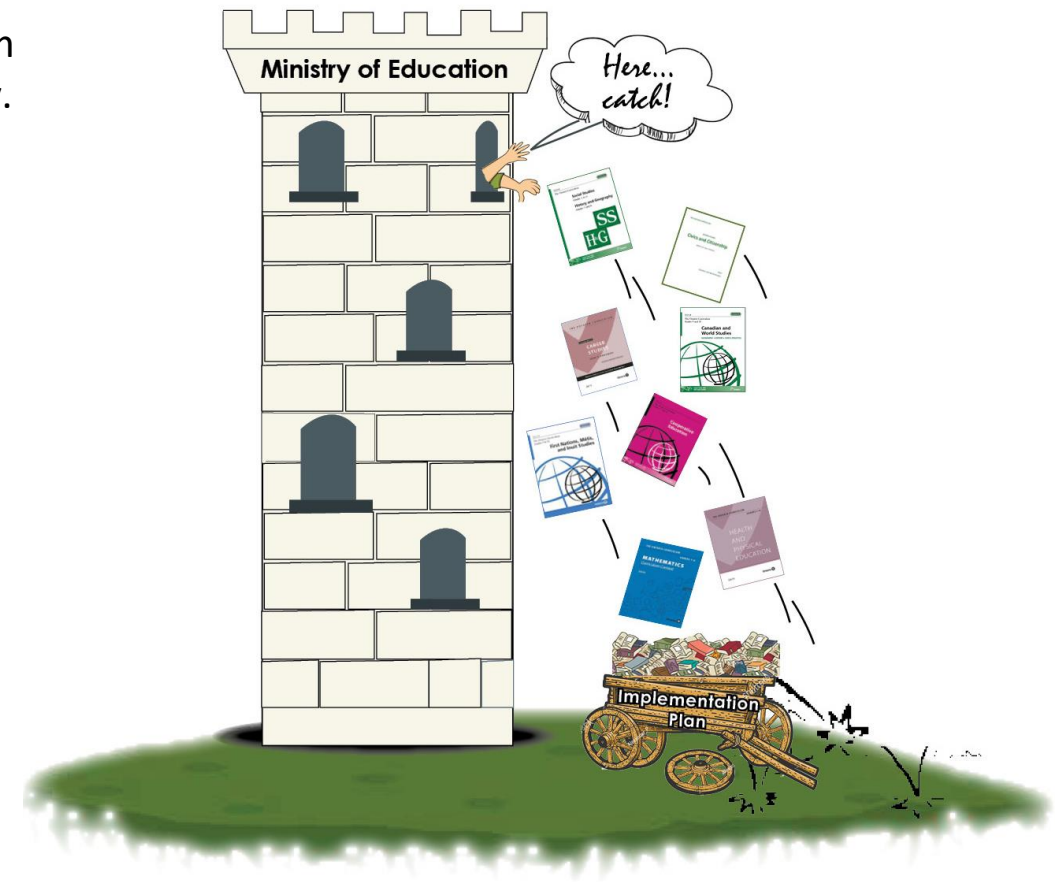


# Ministry of Education's Curriculum Review Process

Since elected in 2018, the Ford Government has embarked on one of the most aggressive overhauls of the Ontario curriculum in at least three decades, both in terms of volume and velocity.

The Ministry continued that pace unabated in the 2022-2023 school year. The Minister of Education announced the revision of all or part of the following curricula:

- Français (Grades 1-8)
- Health and Physical Education (Grades 7 & 8)
- Language (Grades 1-8)
- Social Studies (Grades 1-3 and 6)
- Business Studies (Grades 9-12)
- Career Studies (Grade 10)
- Computer Studies (Grades 10-12)
- English (Grades 9-12)
- Français (Grades 9-12)
- Technological Education (Grades 9 & 10)



## Ministry of Education's Curriculum Review Process (cont'd)

### ***Elementary Revised Curriculum: Release and Implementation Dates at a Glance***

CURRICULUM DOCUMENT	RELEASE DATE	MANDATORY IMPLEMENTATION DATE
Français, Grades 1-8	June 21, 2023	September 2023
Language, Grades 1-8	June 21, 2023	September 2023
Health and Physical Education, Grades 7 & 8 ONLY	TBD	TBD
Social Studies, Grades 1-3 ONLY	TBD	September 2023*
Social Studies, Grade 6 ONLY	June 16, 2023	September 2023
*Anticipated but not confirmed by the Ministry		

## Ministry of Education's Curriculum Review Process (cont'd)

### **Secondary Revised Curriculum: Release and Implementation Dates at a Glance**

<b>CURRICULUM DOCUMENT</b>	<b>RELEASE DATE</b>	<b>MANDATORY IMPLEMENTATION DATE</b>
Business Studies, Grades 9-12	Spring 2024*	September 2024*
Career Studies, Grade 10	TBD	TBD
Computer Studies, Grade 10	June 14, 2023	September 2023
English, Grade 9 (De-streamed)	June 21, 2023	September 2023
Français, Grade 9 (De-streamed)	June 21, 2023	September 2023
Technological Education, Grades 9 & 10 ONLY	Spring 2024*	September 2024*
*Anticipated but not confirmed by the Ministry		

## Ministry of Education's Curriculum Review Process (cont'd)

On January 20, 2023, the Ministry finally replied to an OTF request made on September 8, 2022, on behalf of the Curriculum Staff Work Group, for an update on the status of the curricula *already* identified as having entered the Ministry's curriculum review process.

The update included reference to a *Curriculum Review Guide*, the stated purpose of which is to improve transparency about the Ministry's curriculum review cycle.

Should the Ministry follow through with the release of this *Guide*, it will at last meet one of OTF's 10 recommendations found in: [\*A Roadmap for Renewal – Revisiting the Curriculum Review Process in Ontario \(2020\)\*](#); namely, that the Ministry "publish a timetable and schedule that establish future target dates for the beginning of a review process for each curriculum."

## Ministry of Education's Curriculum Review Process (cont'd)

### ***Français (Grades 1-8)*** and ***Language (Grades 1-8)***

In October 2022, the Minister of Education announced that, as part of the Ontario government's *Plan to Catch Up* (Post-COVID-19 pandemic) and to respond to recommendations contained in the Ontario Human Rights Commission's (OHRC) *Right to Read Report*, the Ministry was launching a review of the elementary Language and Français curricula.

According to the Ministry, the new curricula would focus on developing students' foundational knowledge and skills in reading and writing. Further, the curricula are to be aligned with scientific, evidence-based approaches that emphasize direct, explicit and systematic instruction.

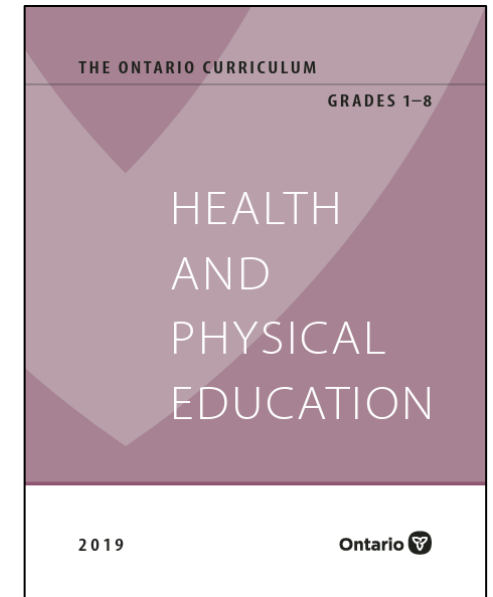
Nine days before the end of the school year, the Ministry announced the release of both curricula and confirmed the mandatory implementation date as September 2023.

## Ministry of Education's Curriculum Review Process (cont'd)

### ***Health and Physical Education (Grades 7 & 8)***

On May 1, 2023, at the beginning of National Mental Health Week, the Minister of Education announced that mental health resources would be developed only for the Grades 7 and 8 Health and Physical Education (HPE) curriculum. The HPE curriculum was last revised in 2019. Among others, supports are to include student activities, videos and other interactive tools. Issues and topics are anticipated to include managing stress, distinguishing between mental health and mental illness, identifying signs and symptoms of mental health concerns, and knowing when and how to get help.

While no hard target was set for release and implementation of the revised curricula, it was proposed for introduction in the 2023-2024 school year.





# Ministry of Education's Curriculum Review Process (cont'd)

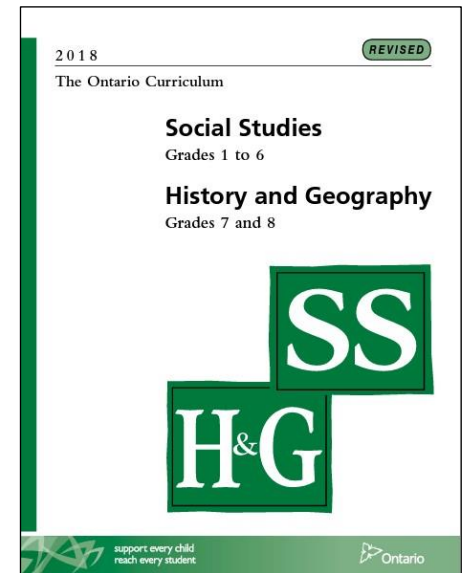
## ***Social Studies, Grades 1-3***

The Ministry continued to revise the Social Studies (Grades 1-3 only) curriculum with a focus on introducing mandatory Indigenous-focused learning. Its revision is being co-developed with input from First Nations, Métis and Inuit partners.

## ***Social Studies, Grade 6***

The Grade 6 Social Studies curriculum was updated to include new mandatory learning on the Holocaust to help younger students gain a deeper understanding of its significance and combat rising cases of antisemitism in Ontario schools.

On June 16, 2023, two weeks before the end of the 2022-2023 school year, the Minister issued the revised curriculum. As expected, mandatory implementation was confirmed for September 2023.



# Ministry of Education's Curriculum Review Process (cont'd)

## ***Business Studies (Grades 9-12)***

Business Studies was one of the very last curricula held over from the Liberal government's era. In the fall of 2022, the Ministry announced that Business Studies, Grades 9-12 (2006) would undergo a review.

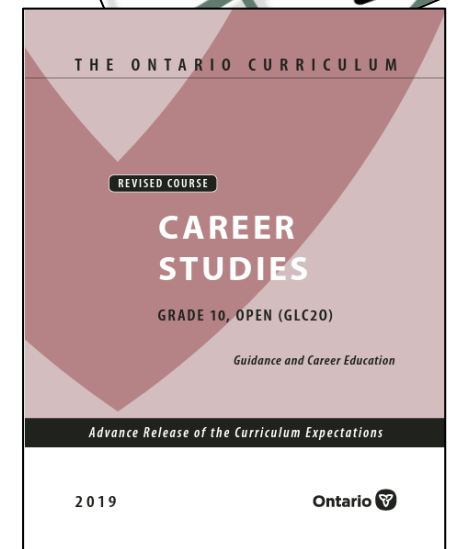
On May 2, 2023, the Ministry issued an invitation to education and industry stakeholders to provide feedback on the current curriculum, during the preliminary information gathering phase of the review process, via an online survey.

OTF and three Affiliates (AEFO, OECTA, OSSTF) submitted a joint response to the Ministry on June 5, 2023.

## ***Career Studies (Grade 10)***

On May 1, 2023, the Minister stated that mandatory learning would be added to the Career Studies curriculum with mandatory implementation in the fall of 2024. This curriculum was already revised in 2019.

The Minister positioned the new mandatory learning as helping students to recognize signs of being overwhelmed or struggling, as well as where to find help locally when and as appropriate.

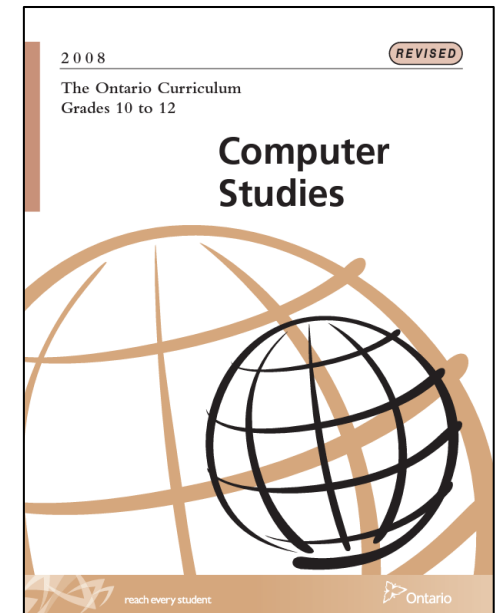


## Ministry of Education's Curriculum Review Process (cont'd)

### ***Computer Studies (Grades 10-12)***

The Computer Studies curriculum (2008) entered the review process this year. Initially, the Ministry announced that it would create a new Grade 10 Computer Studies course: *Digital Technology and Innovations in the Changing World* (ICD20). This course would replace the *Introduction to Computer Studies, Grade 10, Open* (ICS20)

On June 14, 2023, two weeks before the end of the school year, the Minister of Education released the new course and indicated that it would be implemented in Ontario classrooms starting in September 2023. Among the changes, the Ministry included the learning and application of coding concepts and skills to build hands-on projects and investigate artificial intelligence, cybersecurity, and other emerging digital technologies that connect to a wide range of fields and careers.



## Ministry of Education's Curriculum Review Process (cont'd)

### ***English (Grades 9-12)*** and ***Français (Grades 9-12)***

In October 2022, the Minister of Education announced that, as part of the Ontario government's *Plan to Catch Up* (Post-COVID-19 pandemic) and to respond to recommendations contained in the Ontario Human Rights Commission's (OHRC) *Right to Read* Report, the Ministry was launching a review of the de-streamed Grade 9 English and Français courses.

Among other changes, the new curricula will focus on students':

- use of transferable skills
- development and application of digital media literacy knowledge and skills
- use of digital and media tools
- management of their data, security and privacy online
- making connections to the contributions of diverse voices, experiences, and perspectives including those of First Nations, Métis and Inuit individuals, communities, groups and nations.

Nine days before the end of the school year, the Ministry announced the release of both curricula and confirmed the mandatory implementation date as September 2023.

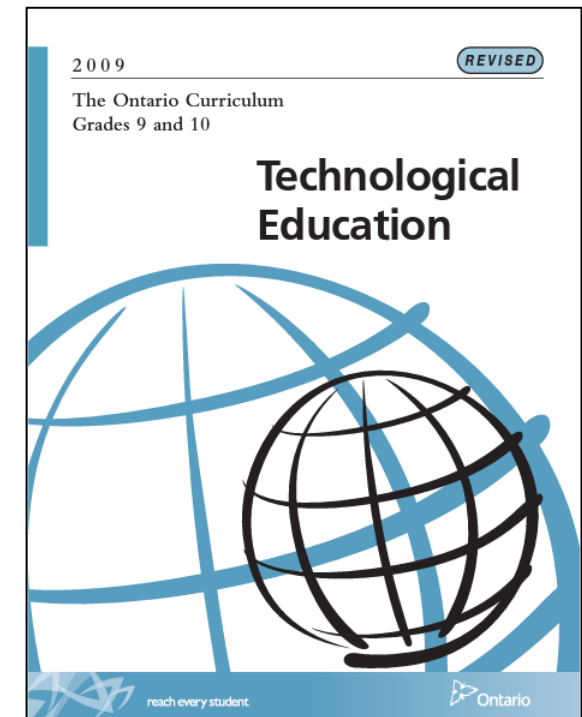
## Ministry of Education's Curriculum Review Process (cont'd)

### ***Technological Education (Grades 9 & 10)***

A review of the Technological Education, Grades 9 & 10 curriculum (2009) was announced this year.

The revised curriculum is scheduled for release in the spring of 2024 with mandatory implementation anticipated for September 2024.

Among other anticipated changes, there will be a greater emphasis on providing students with opportunities to explore advancements in automation across sectors such as agriculture, manufacturing, and construction.



## Ministry of Education's Curriculum Review Process (cont'd)

### ***Release Dates and Implementation Plans***

Collectively, we have bemoaned the Minister's consistent propensity for making splashy announcements without regard for the ripple effects at the system and classroom level. Our oft-expressed concerns about the Ministry's unrealistic, unfeasible and untenable timeframe between release dates and mandatory implementation dates remain as relevant now as they did when the Ford government began the curriculum overhaul in 2018.

Frustrating and concerning is the Ministry's continued abdication of its responsibility to provide appropriate access to training and resources for teachers, something teachers rightly expect and deserve in order to make appropriate program and practice decisions during the curriculum implementation phase. It leaves teachers to fend for themselves.

To be sure, the Minister's chronic disregard of school- and classroom-level realities exacerbated the deleterious ripple effects and burdens on the system of the COVID-19 pandemic.

# Changes to Program Pathways and Graduation Requirements

The Ministry issued a [news release](#) on March 8, 2023 paving the way for Grade 11 students to transition to a full-time, skilled trades apprenticeship program and earn their OSSD as a mature student. Included in the release was the Ministry's intention to consult in fall 2023 about ways to expedite students' transitions into careers in the trades. One possible avenue raised in the release was to lower entry requirements for some of the 106 skilled trades that currently require a grade 12 education.

The Ministry also released a memo on March 10, 2023 announcing a *new* Ontario Secondary School Diploma (OSSD) graduation requirement. Students entering Grade 9 in the 2024-2025 school year will need to earn a mandatory Grade 9 or 10 Technological Education credit.

The current [Ontario high school graduation requirements](#) *already* limit elective options for secondary students. Furthermore, in the Catholic system where there is a requirement of four Religious Studies credits (one per grade), students will have even fewer options than their public system peers. Neither the news release nor the system memo provided insight into precisely *how* these changes are to be operationalized.





# Professional Learning

*OTF Connects*

OTF/Affiliate Symposium on Teacher Education

Ici on parle français

OTF Coding Connections

Learning Disabilities Association of Canada (LDAC)  
Conference



## OTF Connects

In the late fall and early winter we offered a limited, five-part series of webinars entitled: *In conversation with... En conversation avec...* in which inspiring Ontario teachers shared insights on their teaching practices and strategies that other teachers could adapt for use in their own classrooms and contexts.

We also launched a limited, four-part series entitled: *Animating the Revised Math, Science & Technology and Science Curriculum*. The elementary science & technology and secondary science webinars were led by members of the Science Teachers' Association of Ontario (STAO) and the elementary and secondary math-focused sessions were facilitated by members of the Ontario Association for Mathematics Education (OAME).

Although uptake for the live webinars was lower than usual, the recorded sessions have all been archived and will hopefully serve members well.



# OTF/Affiliate Symposium on Teacher Education

The 2023 OTF/Affiliate Symposium on Teacher Education was held February 3-4, 2023 at the Sheraton Toronto Airport Hotel.

It was the first time, since the COVID-19 pandemic began, that the Symposium was held in person. It was well attended by a total of 131 participants including 36 OTF Curriculum Forum members, 81 Teacher Education Liaison Committee members, and 14 OTF/Affiliate leadership and staff.

The theme of this year's Symposium was *Sharing the Professional Load*. Keynote speakers Dr Betty Pries and Paul Okoye (Credence & Co.) anchored the Symposium program. OTF and Affiliate staff facilitated engaging and interactive workshops that explored more deeply the art and science of facilitation, and modelled strategies and tools that participants could leverage in their own work with students, teacher candidates and colleagues.

Participants' anecdotal and formal feedback about the event was overwhelmingly positive.



## Ici on parle français

For the third year in a row, OTF ran its successful *Ici on parle français* PD grant program, using funding provided by the French as a Second Language - Labour Market Partnership (FSL-LMP).

We received a total of 257 applications, including 163 individual and 94 team applications. Of these, we were able to approve funding for 83 individual and 36 team applicants.

From November to June, the grant recipients implemented a wide variety of professional learning activities aimed at enhancing their FSL teaching and assessment practices. These activities included participating in a collaborative learning community, taking an AQ or other course to improve French proficiency, attending a conference or purchasing teaching resources.

A culminating *Sharing Our Learning* event was held online on May 9, 2023, giving participants an opportunity to share and celebrate their learning journeys.



## OTF Coding Connections

Over the course of the 2022-23 school year, OTF staff worked with the federally-funded organization [Canada Learning Code](#) (CLC) to develop a funding proposal to support a new iteration of our OTF Coding Connections project.

In May, the Executive approved moving forward with a partnership with CLC for the 2023-24 school year. Like its predecessor, the new OTF Coding Connections project will support teams of teachers in working collaboratively to explore coding and computational thinking in their classrooms.

We will begin by funding six teams of teachers in 2023-24, but we are confident that the success of the project will lead to ongoing opportunities in future years.



## Learning Disabilities Association of Canada (LDAC) Conference

In September, we were pleased to offer partnership support to the Learning Disabilities Association of Canada (LDAC) by purchasing a block of 50 tickets for LDAC's 2022 conference entitled: *Learning from Research and Practice: Strategies to Support Students with Learning Disabilities*.

The 50 tickets were offered to OTF members via social media on a first-come-first-served basis.





# Pensions

Semi-Annual Financial Reporting by OTPP  
Plan Valuation  
Pension Forum  
Plan Amendment  
OTPP Orientation  
Reduced Workload Benefit for Childcare and Disability

## Semi-Annual Financial Reporting by OTPP

The Ontario Teachers' Pension Plan normally reports out its mid-year results (as at June 30) in mid-August.



## Plan Valuation

At the Spring Board meeting on April 14, 2023, Governors endorsed a filing of the OTPP preliminary valuation (as at January 1, 2023) along the same lines as the 2022 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 due now until 2026.





# Pension Forum

The 2023 Pension Forum was held on April 13 this year with the theme: *Strategic Investing for a Better Future*.

Topics included: Economic Update, Impact Strategy, Transmission Lines - Powering the Transition, Integrating ESG into the Investment Process, High Carbon Transition Assets, and Diversity, Equity & Inclusion: How Teachers' is Demonstrating its Commitment Across its Portfolios and the Organization.

OTF would like to acknowledge the efforts of Hilary Brown and her OTPP colleagues for their invaluable assistance towards this year's successful event !



2023 OTF Pension Forum • April 13, 2023	
OTFFEO	
<b>STRATEGIC INVESTING FOR A BETTER FUTURE</b>	
Courtyard by Marriott Hotel • 475 Yonge Street • Toronto	
8 am	<b>BREAKFAST</b>
10	<b>WELCOMING REMARKS &amp; LAND ACKNOWLEDGEMENT</b> <i>Nathan Core, President, Ontario Teachers' Federation (OTF)</i>
10:05	<b>OPENING REMARKS</b> <i>Jo Taylor, CEO, Ontario Teachers' Pension Plan (OTPP)</i>
10:20	<b>ECONOMIC UPDATE</b> <i>Millan Mulraine, Managing Director and Chief Economist, Total Fund Management, OTPP</i>
11	<b>IMPACT STRATEGY</b> <i>Robert Sturgeon, Managing Director, Global Investment Strategy, OTPP Claire Holland, Managing Director, Marketing &amp; Communications, OTPP</i>
11:20	<b>BREAK</b>
11:35	<b>PANEL DISCUSSION: TRANSMISSION LINES - POWERING THE TRANSITION</b> <i>Stacey Purcell, Managing Director, Infrastructure &amp; Natural Resources, OTPP Charlotte Brunning, Managing Director, Infrastructure &amp; Natural Resources, OTPP Igor Romiteili, Director, Infrastructure &amp; Natural Resources, OTPP James Adam, Senior Managing Director, Infrastructure &amp; Natural Resources, OTPP Moderator: Tomas Dauden, Director, Sustainable Investing, OTPP</i>
12:15 pm	<b>LUNCH</b>

# Plan Amendment

There was one temporary Plan amendment in 2022-2023.

On March 1, 2023, the 50-Day re-employment rule was increased to 95 days for retired teachers, principals, and vice-principals in the publicly funded schools, or in either a designated private school or a designated organization that operates on a reserve, until June 30, 2023.

OTF only agreed to the amendment after the Minister of Education 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.



March 1, 2023

**50-Day re-employment rule increased to 95 days  
for some OTPP retirees until June 30, 2023**

**Joint Communication from OTF and the Minister of Education**

The Ontario Teachers' Federation (OTF) and the Ontario Government, as co-sponsors of the Ontario Teachers' Pension Plan (OTPP), have agreed to temporarily increase the 50-day re-employment rule to 95 days for retired teachers, principals, and vice-principals in the publicly funded schools or in either a designated private school or a designated organization that operates on a reserve until June 30, 2023.

This measure will help in a limited manner to address some of the potential shortages of teachers, principals, and vice-principals in Ontario's publicly funded schools. OTF and the Minister acknowledge that this measure is only a temporary solution for what has become an ongoing systemic teacher supply problem in certain areas of the province and in certain subject areas. 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.

As part of this agreement, school boards will be required to report retiree re-employment data on a monthly basis to OTF and the Ministry. Only retirees who will be filling teacher, principal, and vice-principal roles in the publicly funded schools or in either a designated private school or designated organization that operates on a reserve are eligible for the increase to 95 days for positions that cannot otherwise be filled by qualified members.

It should be noted that retirees may already work beyond 50 days with or without impacting their pension. A retiree may work until the end of the month in which they exceed their 50-day limit, potentially adding up to 20 more days of employment. Additionally, retirees may choose to suspend their pension after exceeding their 50-day limit and work as many days as they wish. A suspended pension resumes the first month with no re-employment service or the September 1 following the suspension, whichever is earlier.

While employers will continue to report all retiree re-employment service to OTPP, retirees are required to track their days and contact OTPP if they plan to work after the month in which they exceed the re-employment limit. Retirees should always contact OTPP before beginning work after retirement if they are unsure whether re-employment rules apply to their situation.

**For more information about working after retirement**

<http://bit.ly/workafterretire>  
**Email:** [inquiry@otpp.com](mailto:inquiry@otpp.com)  
**Phone:** 416.226.2700 or 1.800.668.0105 (toll free)  
**Call service hours:** 8:30 am to 5 pm, Monday to Friday



Nathan Core  
OTF President



Stephen Lecca  
Minister of Education

## OTPP Orientation

A virtual Pension Valuation Education session is being planned for January 2024 for new Governors and new OTF Pension Committee Members, to be presented by OTPP staff and advisors.

We are also hoping to schedule another orientation session providing an overview of the Plan, its governance, the Member Services and Investment Divisions at OTPP, and a review of how enterprise risk and responsible investing are managed at OTPP.



## Reduced Workload Benefit for Childcare and Disability

- Since March 2022, OTPP has received 325 inquiries regarding the new reduced workload buyback provisions.
- Approximately 120 members have formally applied, with approximately 60 applications completed. The balance is in process or pending further requirements.
- 85% of applications are for childcare and 15% are for disability.
- 66% of completed applications are eligible and have been “approved” to buyback credited service under the new reduced workload terms of the Plan.
- Of those approved, 25% have made payment or have indicated a formal intent to pay.





## Equity Work

Anti-Racism

Truth and Reconciliation

International Assistance

Ontario Human Rights Commission (OHRC)

CTF & EI Urgent Action Appeals

## Anti-Racism

OTF continues to move forward on applying an anti-oppression and anti-racism lens to our ongoing work. Some highlights of our work this past year:

- OTF was pleased to be a partner in the development of ETFO's *Generation Black: You're Next* Symposium, held on October 1, 2022, also hosting a booth at the event and presenting a workshop entitled: *OTF Welcomes You*.
- On October 13, 2022, the OTF President participated in an Anti-Hate Roundtable convened by the Ministry of Citizenship and Multiculturalism.
- OTF wrote to the Minister on November 14, 2022, urging him to ensure that teachers have access to a broad range of voluntary professional development opportunities on antisemitism and Holocaust education, and requesting that Holocaust education be mandated throughout the curriculum.
- We included a powerful keynote presentation on *Leading Equitable and Inclusive Collaboration* at the OTF/Affiliate Symposium on Teacher Education in early February, and several hands-on workshops on implementing inclusive presentation skills and anti-oppressive practices.
- OTF coordinated the naming of two Federation representatives to serve on a panel addressing the importance of equity and representation within the teaching profession at the May 3-4 *Summit on Public Education in Canada*, organized by the Ontario Principals' Council (OPC).



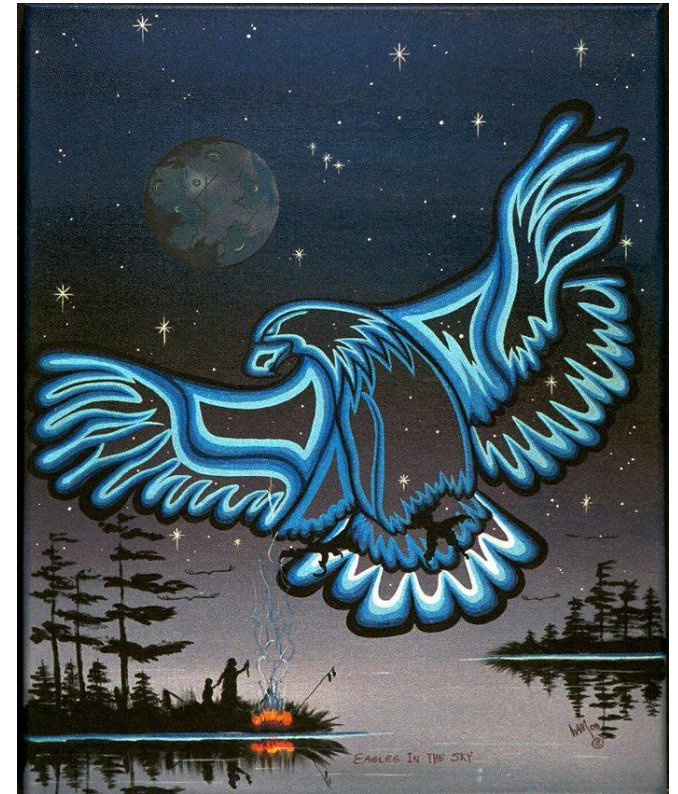
In addition, the OTF/Affiliate Staff Work Group on Anti-Racism met on three occasions this year to address issues of racism and to share initiatives our organizations are working on to combat racism.

## Truth and Reconciliation

OTF marked the National Day for Truth and Reconciliation on September 30 with a moving professional learning session for staff, led by Ojibwe Elder Deb St Amant. We also published a list of actions and resources that teachers could use to mark the day.

The OTF President and Secretary-Treasurer were pleased to attend the annual Indspire National Gathering for Indigenous Education on November 23-25 in Winnipeg. OTF has been a proud sponsor of this important event since it first began.

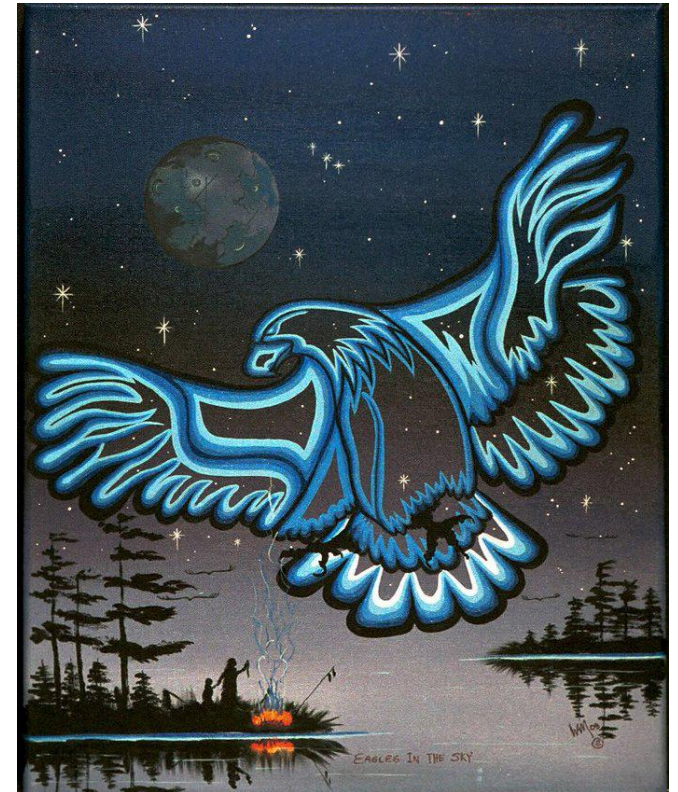
Senior staff at OTF dedicated time over the fall months to working on a revised Land Acknowledgement statement, drawing on the expertise and outreach recently undertaken by our AEFO colleagues and seeking input and feedback from Deb St Amant. The result is what we hope is a less proforma and more authentic statement.



## Truth and Reconciliation (cont'd)

OTF staff attended the Roundtable on Indigenous Rights, organized by the OADE on February 9, 2023. The Roundtable provided a rich opportunity for stakeholders to share and discuss initiatives underway to promote Indigenous rights through teacher education.

As part of our commitment to promoting Truth and Reconciliation, OTF staff once again participated in the annual National Indigenous Education and Reconciliation Network Gathering (NIERNG) in the spring. This year's event was hosted by the Rupertsland Institute on May 16-18 at Métis Crossing in Alberta.





## International Assistance

The International Assistance Committee met twice this year (December 3, 2022, and June 3, 2023) to consider applications for project support.

A total of 475 projects were considered and 220 of these were approved. The approved projects are located in 15 countries including Cameroon, Congo, Ethiopia, Ghana, Guatemala, India, Kenya, Lesotho, the Philippines, Sierra Leone, South Africa, Tanzania, Uganda, Zambia and Zimbabwe.

The Committee also approved one application to the Blanche Snell Estate Fund this year and allocated funding to Lesotho from the Ontario-Lesotho Educational Sustaining Fund.

This year, aided by our AEFO representative, Alphonse Yongoua, and OTF's 1<sup>st</sup> Vice President, Yves Durocher, we sent 20 letters to the consulates and embassies of Francophone developing countries to inform them of our work and to encourage applications from these countries.

Finally, while we continued to experience challenges this year with finding affordable and reliable mechanisms for transferring funds internationally, we were successful in securing new partnerships with two organizations in Uganda, the Uganda National Teachers Union (UNATU) and Girls in Red Organization (GIRO) to assist us with dispersing funds to worthwhile projects in that country.



More detailed information regarding the work of the Committee can be found in the International Assistance Committee's Annual Report, to be presented later in this meeting.

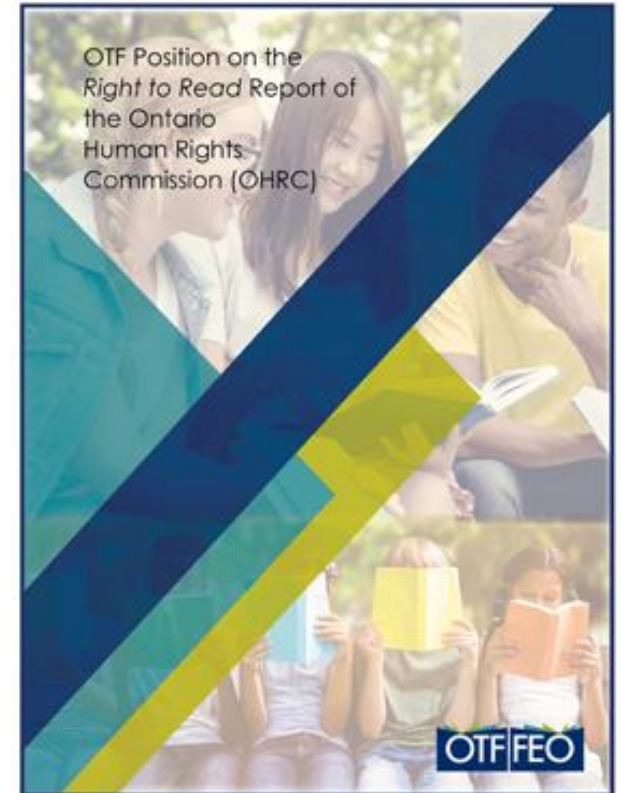
## Ontario Human Rights Commission (OHRC)

Since the spring of 2020, OTF has had a representative on the Education Advisory Council (EAC) of the Ontario Human Rights Commission (OHRC). This year, however, we were repeatedly frustrated by the lack of respect shown by the OHRC towards the views of education stakeholders, both those on the EAC and more generally.

In a move that characterized the lack of value the OHRC has for its education stakeholders, the Advisory Group met just once this year (September 29). The meeting scheduled for February 2023 was cancelled and was never rescheduled.

Concerns raised repeatedly by Advisory Council members regarding the OHRC's Report on the *Right to Read Inquiry* were completely ignored. The above notwithstanding, OTF was pleased to formalize its position on the *Right to Read Inquiry* and to post this on the OTF website over the winter months.

In April, the OHRC held a two-day Roundtable on Anti-Black Racism in Education, but neglected to invite members of its own Advisory Council and only invited one of the four Affiliates. We have since written to the OHRC's Executive Director to express the concern of the Federation that OTF and all Affiliates were not invited to participate in the Roundtable, and to request that the Federations be included in future steps undertaken by the OHRC in this regard.



## CTF & EI Urgent Action Appeals

OTF responded to two urgent action appeals from CTF and Education International (EI) this year:

- a financial contribution of \$2,000 to support the relocation to Canada of an Afghan education union leader and her family; and
- a financial contribution of \$2,000 to the *EI Earthquake Solidarity Fund* to support victims of the 7.8 magnitude earthquake that struck Turkey and Syria on February 6, 2023.





# Teacher Education

Federation Days

Teacher Education Committee

Staff Work Group

Changes to Teacher Education & Certification in Ontario

Enhancing Supports for Associate Teachers (ATs)

Ontario Association of Deans of Education (OADE)

Strikes at Faculties of Education

Ministry-Faculty Liaison Committee

Work with Ontario Teacher Candidates' Council (OTCC)

## Federation Days

We were thrilled to return to in-person Federation Days this year at almost all Faculties of Education.

The OTF President, 1<sup>st</sup> Vice President and senior staff presented at 21 Federation Days in the fall and one in the winter, bringing the total number of Federation Days this year to 22.

We also participated in one Pinning Ceremony at Western this year, and an additional presentation to Year 2 teacher candidates at the University of Ottawa in March on the topic of Parent Engagement.

As always, every effort was made to ensure that our Federation Day presentations, which represent our first interactions with our future members, were motivating and welcoming.



## Teacher Education Committee

The OTF provincial Teacher Education Committee met three times this year (September 17, 2022, February 4 and May 13, 2023). It was wonderful to resume our in-person meetings following a long hiatus due to the pandemic.

The main areas of focus considered by the Committee included:

- The revisioning of teacher education undertaken by the Ontario Association of Deans of Education (OADE) and the Council of Ontario Directors of Education (CODE);
- New/changed programs at Lakehead, Brock, Laurier, Université de l'Ontario français and Ottawa French, as well as the remote and multi-session programs at Laurentian French and Queen's (FSL);
- Teacher supply and demand, in particular our ongoing work to gather data on faculty enrollments;
- Pilot projects to enhance support for Associate Teachers (ATs) at Western and Lakehead, plus a new research project with the OADE to survey ATs;
- Ontario College of Teachers (OCT) accreditations and the OCT's review of the Accreditation Resource Guide;
- Support options for the Ontario Teacher Candidates' Council (OTCC);
- Uptake and impact of Temporary Certificates of Qualification; and
- Ministry of Education massive reform of teacher education and certification under Bill 98.



More detailed information regarding the work of the Committee can be found in the Teacher Education Committee's Annual Report, to be presented later in this meeting.

## Staff Work Group

The Staff Work Group met five times this year to consider teacher education policy issues, and to plan this year's OTF/Affiliate Symposium.

During the fall months, the Work Group dedicated time to generating responses to two consultations by the OCT (the Accreditation Guideline Review and *Right to Read* Recommendations), and to responding to the OADE/CODE Revisioning of Teacher Education draft document. Work on the latter led to the creation of a new OADE-stakeholder work group, including representation from OTF and the Affiliates, to reimagine teacher education.

In the winter and spring, the Work Group also coordinated a response to an OCT consultation on Technological Education and considered accreditation changes and the introduction of new programs at faculties of education.

Most significantly, in the late spring the Work Group considered the implications of the massive changes to teacher education and certification proposed by the provincial Government under Bill 98 and coordinated the drafting of a Federation response to the Government in this regard.



Other major areas of focus this year included:

- Pilot Projects to enhance supports for ATs at Western and Lakehead
- OADE Subcommittee on Associate Teaching
- Temporary Certificates of Qualification
- Teacher Supply and Demand
- Professional Boundaries presentations by Affiliates to teacher candidates

# Changes to Teacher Education & Certification in Ontario - *Better Schools and Student Outcomes Act, 2023*

In mid-April, the Ministry of Education directed the OADE and the OCT to make substantive changes to “modernize” Initial Teacher Education (ITE) programs and teacher certification in Ontario by:

- Ensuring a core focus on proficiency in math, literacy, special education, use of technology in teaching, and knowledge of student mental health; and
- Enabling options for eligible teacher candidates (TCs) to work as teachers while completing the pre-service program, by allowing TCs to become eligible for a new Transitional Certificate (replacing the Temporary Certificate previously put in place).

EDU also stated its intention to make the following substantive changes over the longer term:

- Reform the divisional structures of ITE to reflect new teacher qualifications; and
- Provide opportunities for accelerated pre-service programs to better attract mid-career professionals as teacher candidates.



OTF has sent a letter to EDU objecting to the changes made without due consultation with stakeholders and prior to completion of work by the Action Table on Teacher Supply and Demand.

In July, OTF and Affiliate staff also lodged our concerns regarding the proposed Regulation changes that enable the creation of the new Transitional Certificate.



## Enhancing Supports for Associate Teachers (ATs)

Our two Pilot Projects at Western & Lakehead (Thunder Bay) involving Federation, Faculty and school board representatives, continued to surpass our expectations as we worked collaboratively throughout the year to enhance supports for ATs at these faculties of education.

The partners in the Western pilot met eight times this year, their work culminating in two impressive events to support ATs. The events have led to the establishment of Communities of Practice made up of ATs who will have input into program and practicum at Western in the year ahead.

The partners at Lakehead also met on eight occasions. The work at Lakehead is focused on creating a “menu of supports” for ATs, the explicit long-term goal being “to recognize that the work of an AT is integral to assisting the transition from teacher candidate to teacher, and hence a crucial link in inducting teacher candidates into our profession.” Identified short- and long-term goals include a road trip to visit schools where ATs serve, a new initiative to involve experienced ATs in mentoring new ATs, and increasing representation of ATs on various faculty committees.



## Ontario Association of Deans of Education (OADE)

OTF was invited to attend two regular meetings of the OADE (September 23, 2022 and February 24, 2023) along with other stakeholders. OTF also met alone with the OADE on March 31, 2023.

The OTF President attended the March 31 meeting and stressed the importance of partnership between the Federations and the Faculties in the preparation of the next generation of teachers. Our areas of alignment and mutual concern were discussed.

OTF also attended two special Roundtables organized by the OADE this school year. The first was held on December 6, 2022, and addressed Environmental Education, while the second focused on Indigenous Rights and was held on February 9, 2023.

OTF also participated in two sub-committees of the OADE, including one charged with implementing an AT Research study and the second being the newly-constituted “Reimagining Teacher Education” working group.

In addition, the OADE Chair continued to convene monthly check-ins with OTF’s Director of Professional Affairs.



## Strikes at Faculties of Education

The past fall saw two strikes by faculty members narrowly averted (Western and Wilfrid Laurier).

OTF followed its communications protocol of alerting the Dean, Teacher Candidates (TCs), negotiating bargaining unit and Affiliates of OTF Policy IV Teacher Education, which states:

- 4.1.6 That in the event the faculty of a teacher education institution declares a strike in the course of collective bargaining, OTF would consider the practicum to be suspended for the duration of the strike, and OTF members would not provide associate teaching services to teachers in pre-service programs.

Fortunately, there were no other strike situations that arose at faculties of education over the remainder of this school year.



## Ministry-Faculty Liaison Committee

OTF continued to participate in meetings of the Ministry-Faculty Liaison Committee (MFLC), although our ongoing presence at these meetings has only been permitted in so far as we represent the subject and division associations who are part of the OTF Curriculum Forum (CF).

As always, the MFLC met on three occasions this year (October 21, 2022, January 27 and April 28, 2023). Each meeting focused on a specific theme:

- Report of the *Right to Read Inquiry* by the Ontario Human Rights Commission (OHRC)
- School Mental Health and Well-Being
- Bill 98, *Better Schools and Student Outcomes Act, 2023* and teacher professionalism

As in the past, the MFLC meetings provided an interesting opportunity for key faculty personnel to meet and to be updated on EDU initiatives. Unfortunately, the meetings continued to be held remotely and over the lunch hour this year, a poor comparison to the full-day, in-person meetings previously held. Additionally, input and feedback from participants continued to have no impact on EDU.

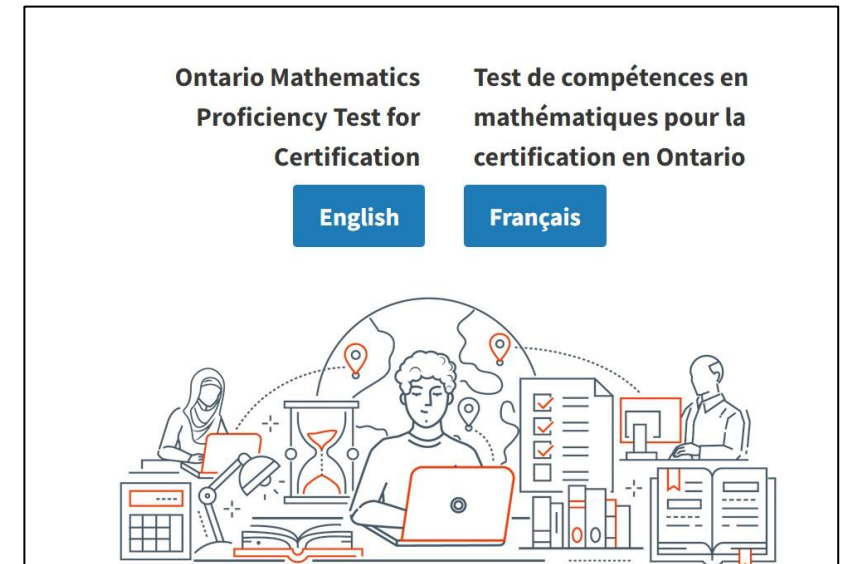


## Work with Ontario Teacher Candidates' Council (OTCC)

Last fall, we received word from our contacts at the OTCC that the Ford Government had been granted leave to appeal the December 17, 2021 decision of the Ontario Superior Court of Justice - Divisional Court, which rendered the Math Proficiency Test (MPT) as “unconstitutional and of no force and effect.”

The OTCC is facing major challenges with succession planning since all of its leaders have now graduated and are employed as teachers. In October and February, the OTF Executive considered options for supporting the OTCC, but no formal plans have been adopted as yet.

In the meantime, the Government's appeal of the Court's MPT ruling is expected to be heard sometime in the fall of 2023.





# Ontario College of Teachers

Governing Council

Membership

Investigations and Hearings

Financial Report

Professional Affairs

## Governing Council

- According to the OCT Chair, Bill 98, *Better Schools and Student Outcomes Act, 2023*, once passed, will increase supports for student safety, while enhancing transparency and accountability to parents and guardians.
- Schedule 3 of the Bill proposes a number of significant amendments to the *Ontario College of Teachers Act, 1996*, all of which reflect requests the College / TSO made to the Ministry in recent years:
  - authorizing the Investigations Committee to require a member to undertake remedial training or education;
  - authorizing both the Investigations Committee and the Discipline Committee to deal with members convicted of Criminal Code offences more efficiently, including allowing the Discipline Committee to make a decision without a hearing in cases where a member has been found guilty of a criminal sexual offense that carries a mandatory revocation penalty;
  - formalizing that the Registrar, rather than the employer, becomes the complainant when an employer files a report about a member;
  - requiring a member who has not completed the Sexual Abuse Prevention Program, and whose certificate has been suspended or revoked, to successfully complete the Program before their suspension is lifted or their certificate is reinstated;
  - expanding the Registrar's authority to fine an employer up to \$25,000 for failing to provide additional information after making an initial report about a member; and
  - allowing student victims of alleged sexual abuse, child pornography or criminal sexual acts committed by any Ontario Certified Teacher (OCT) to be eligible for funding from the College's therapy or counselling program (i.e., not solely where there was a direct connection to the OCT's professional practice or the OCT directly supervised/was responsible for the student victim).



## Governing Council (cont'd)

- A new Transitional Certificate will come into effect in September of 2023. Faculty of Education students can now begin teaching after completing 30 credits and 40 practicum days (1/2 B.Ed. Program).
- As of May 9, 2023, 94.4% of members have completed the Sexual Abuse Prevention Program and 1.5% of members have requested an extension.
- College staffing levels have increased to 204 from 181 (as of this time last year).
- Changes were made to the Public Presentations at Council Meetings Policy

### **OCT Bylaw Amendments**

- Section 4.07 was amended to address a potential conflict of interest for the Director of Corporate Services.
- Section 14.02 was amended to reduce the time required to provide notice of motion to amend a bylaw.
- Section 27.02 was amended to address possible conflicts of interest for Members of Accreditation Committee Panels





## Governing Council (cont'd)

### Correspondence

- Letter to Minister Lecce re: Request for Regulatory Amendment for New AQ – April 4, 2023
- College Response re: Recommendations of Chief Coroner of Ontario (Duty to Report Child Abuse or Neglect) – April 17, 2023
- Letter from Minister Lecce and College Response re: Bill 98 – April 17 and 24, 2023

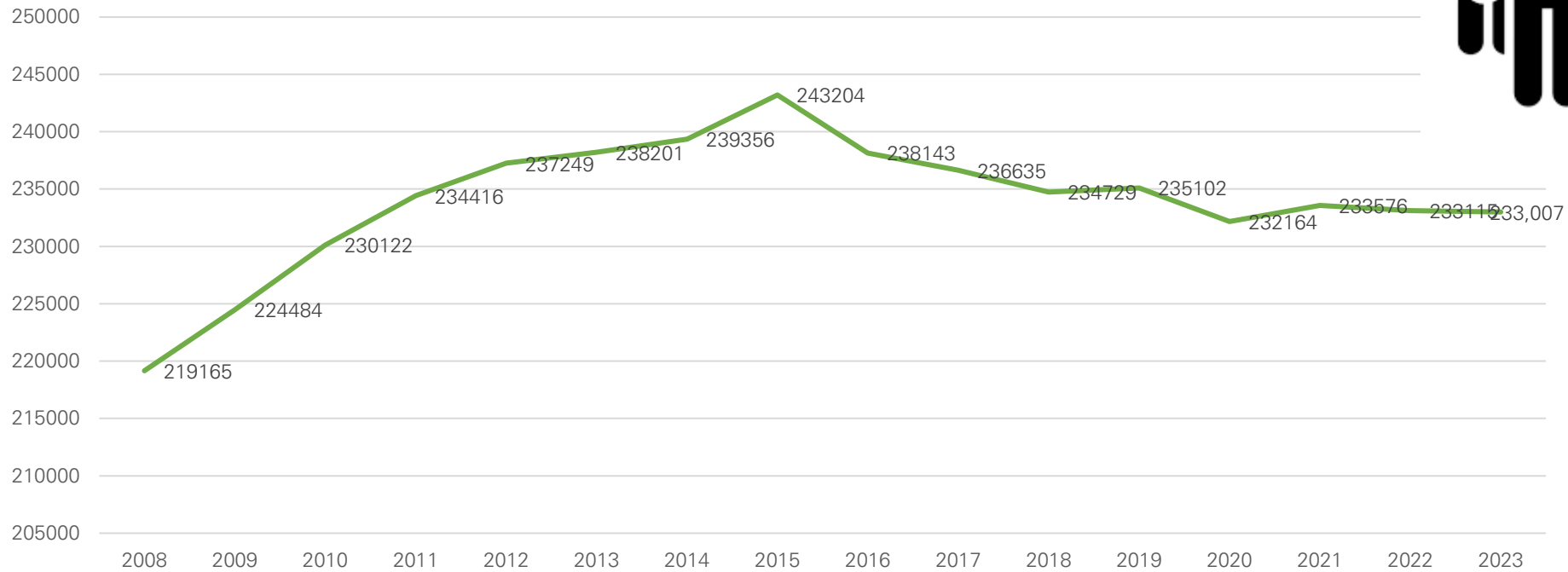


# Membership

	March 31, 2023	March 31, 2022
Good Standing	233,007	233,115
Inactive/Non-Practising	245,231	238,096



College Membership



# Investigations and Hearings

Statistics from the Investigations and Hearings (I&H) Department for the period January 1 to March 31, 2023:

Intake processing of files in 2023:

- Files completed in under 30 days – 211 (85% of all files)
- Files completed in 30 to 60 days – 17 (7% of all files)
- Files completed in over 60 days – 20 (8% of all files)



	January 1, to March 1, 2023	January 1, to March 1, 2022
Complaints originating from members of the public were up substantially	144	63
Complaints originating from members of the College	17	7
Complaints originating from the Registrar (including employer notifications)	129	131
Total number of complaints being reported to the College	290	201

## Financial Report

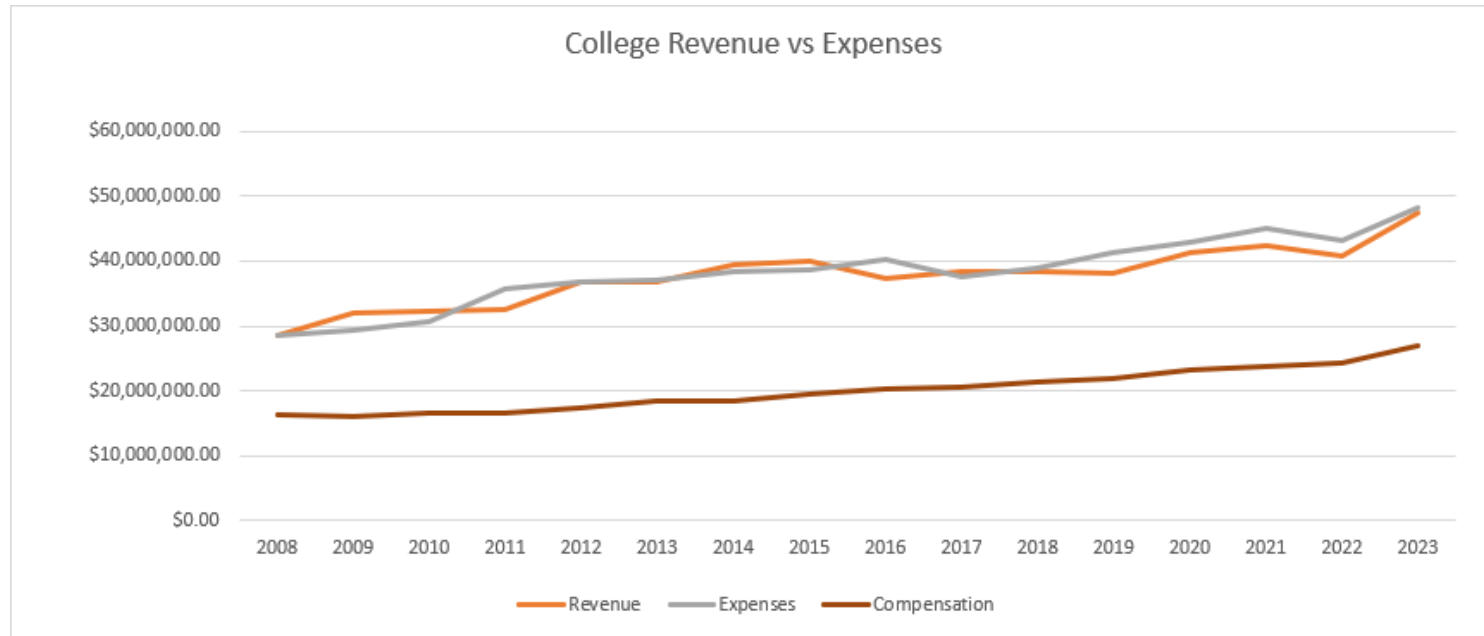
- The College's first quarter expenditures were \$10,943,000 representing an underspend of 5% of the budgeted amount for the year.
- Less travel and more virtual meetings have reduced costs for the College.
- Most budget lines are underspent with the exception of employee compensation, which is at the expected level, and overspends in Amortization (3%) and the Office of the Registrar (7%).
- Increased spending by the Office of the Registrar is due to fee collection expenses, insurance expense increases, and human resource spending



## Financial Report (cont'd)

Statement of Operations	2021 Actual	2022 Budget	2022 Forecast	2023 Budget	Increase / (Decrease)
<b>Revenue</b>					
Annual Membership Fees	\$39,064,276	\$39,566,480	\$38,267,850	\$45,205,800	\$5,639,320
Other Fees	\$1,405,973	\$1,482,140	\$1,455,120	\$1,612,900	\$130,760
Advertising Revenue	\$586,743	\$80,000	\$250,000	\$287,500	\$207,500
External Project Funding	\$0	\$0	\$0	\$0	\$0
Investment and Other Income	\$227,387	\$360,000	\$862,110	\$400,000	\$40,000
<b>Total Revenue</b>	<b>\$41,284,379</b>	<b>\$41,488,620</b>	<b>\$40,835,080</b>	<b>\$47,506,200</b>	<b>\$6,017,580</b>
<b>Expenses</b>					
Employee Compensation	\$24,403,307	\$24,199,729	\$24,199,729	\$26,861,476	\$2,661,747
Council and Committees	\$569,954	\$887,900	\$434,777	\$610,000	(\$277,900)
Membership Services Department	\$104,954	\$66,000	\$43,500	\$66,000	\$0
Investigations and Hearings	\$5,403,325	\$5,640,420	\$5,436,433	\$5,640,420	\$0
Standards of Practice and Accreditation	\$509,003	\$700,200	\$453,363	\$700,200	\$0
Office of the Registrar and Finance	\$568,272	\$862,800	\$740,430	\$1,270,500	\$407,700
Corporate and Council Services	\$6,977,228	\$6,424,296	\$5,780,938	\$7,219,800	\$795,504
Occupancy Costs 101 Bloor West	\$1,636,867	\$2,146,300	\$2,146,300	\$2,146,300	\$0
Council Elections	\$ 5,689	\$0	\$0	\$0	\$0
Amortization	\$3,049,692	\$3,812,939	\$3,812,939	\$3,812,939	\$0
<b>Total Expenses</b>	<b>\$43,228,291</b>	<b>\$44,740,584</b>	<b>\$43,048,409</b>	<b>\$48,327,635</b>	<b>\$3,587,051</b>
<b>Gross Surplus / (Deficit)</b>	<b>(\$1,943,912)</b>	<b>(\$3,251,964)</b>	<b>(\$2,213,329)</b>	<b>(\$821,435)</b>	
<b>Add: Amortization, (Non-Cash Item)</b>	<b>\$3,049,692</b>	<b>\$3,812,939</b>	<b>\$3,812,939</b>	<b>\$3,812,939</b>	
<b>Less: Capital Expenditures</b>	<b>\$2,519,449</b>	<b>\$1,075,000</b>	<b>\$1,075,000</b>	<b>\$1,541,500</b>	
<b>Net Surplus / (Deficit)</b>	<b>(\$1,413,670)</b>	<b>(\$514,025)</b>	<b>\$524,610</b>	<b>\$1,450,004</b>	

# Financial Report (cont'd)



## Professional Affairs

As has become the norm, OTF and Affiliate staff attended two regularly scheduled meetings with staff from OCT's Standards of Practice and Accreditation Department and Membership Services Department - November 7, 2022 and May 28, 2023.

OTF also provided input to three major consultations undertaken by OCT's Standards of Practice and Accreditation Department this year:

- *Right to Read* Focus Group
- Review of the Accreditation Resource Guide
- Consultation on Technological Education Qualifications

Additionally, OTF continued to respond to requests from OCT to name representatives to the ongoing review processes for Additional Qualification (AQ) courses, making sure to have the voice of the Federation active at the table for any AQs where the review is substantive.

During the months in between our formal inter-staff meetings, we continue to maintain regular email communication with our OCT counterparts. The tenor of inter-staff cooperation between our two organizations continues to be very positive.





## Services

Ministry of Education Subject/Association Meetings

OTF Campground

Health & Safety Work Group



## Ministry of Education Subject/Association Meetings

Prior to the 2018 election of the Ford Government, the Ministry's Curriculum, Assessment and Student Success Policy Branch (CASSPB) and French-Language Curriculum Policy Unit (FLCPU) routinely organized a fall and spring meeting with the Subject/Division Associations.

This is the second school year in a row in which no meetings have been scheduled.



## OTF Campground

The OTF Campground opened on May 20th and will remain open until the Thanksgiving long weekend. Our Caretaker, Mike Bosley, and his wife Mary (Baldackin), Campground Registrar, are always ready to welcome new campers!

### **2023 Campsite Daily Rates**

*High Season* (Last Saturday in June until the Tuesday after Labour Day)

\$38 per night per site – no electrical connection

\$48 per night per site with electrical connection

### **Cabins**

*High-Season*

Small Cabins (#1 and #2) (7-day week): Sat. to Sat. \$575.00

Large Cabin (#3) (7-day week): Sat. to Sat. \$685.00



## Health & Safety Work Group

The OTF Health & Safety Work Group met four times during the past year to discuss various 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 (PWGHS), Strategies to address Workplace Violence, and updates from the Ontario Federation of Labour (OFL) and the Occupational Health Clinics for Ontario Workers (OHCOW).





# Communications

OTF Communications

OTF Social Media

OTIP Teaching Awards


Word on the Street

# OTF Communications

**Communication with Members:**  
Pension Filing  
*Interaction* May 2023

**Interviews:**  
Nathan Core on the Agenda

TO BE COPIED AND SHARED WITH ALL MEMBERS



## Communiqué

Volume 27, No. 2 May 5, 2023

### Ontario Teachers' Pension Plan valuation to be filed

On March 14, 2023, the Ontario Teachers' Pension Plan (the Plan) released its results for 2022. For a tenth consecutive year, the Plan is fully funded and has a current funding surplus of \$17.5 billion (as of January 1, 2023).

The Ontario Teachers' Federation (OTF) and the Ontario Government, as co-sponsors of the Plan, have decided to file the January 1, 2023 funding valuation with the regulatory authorities and to classify the surplus as a contingency reserve. The purpose of the contingency reserve is to reduce volatility in the Plan's funded position and to facilitate stability in Plan members' contributions and benefits.

"OTF is very pleased that our pension plan continues to earn positive returns despite the challenging economic conditions of recent years. Classifying the present surplus as a contingency reserve will facilitate greater stability of contribution rates and benefit levels, including inflation protection, for Plan members, in the event that future valuations show a decline in Plan assets and/or an increase in Plan liabilities," stated Nathan Core, OTF President.

The Ontario Teachers' Federation is the advocate for the teaching profession in Ontario and for its 160,000 teachers. OTF members are full-time, part-time and occasional teachers in all the publicly funded schools in the province—elementary, secondary, public, Catholic and francophone.



# Interaction

Volume 25, No. 3 May 2023

## A message from the OTF President

**Greetings teachers,**  
I hope this message finds you well. I am pleased to share with you some updates from the Ontario Teachers' Federation.

First, I want to highlight the cautious optimism that I have in the convening of a "Supply and Demand Action Table" to address the shortage of teachers in some school boards. This was a significant step forward, as we knew that adjusting pension rules for retirees who wish to help in the classroom would only be a band-aid solution. The Action Table, attended by a range of stakeholders including the Affiliates, government officials, directors and school boards, principals and supervisory officers, deans of education, and the Ontario College of Teachers, will develop a comprehensive set of questions and identify possible solutions to the current staffing challenges. Their first meeting occurred on March 27, 2023.

While we celebrate the efforts being made to address the shortage of teachers, it is important to address the prevalence of underqualified and uncertified teachers in the public school system. This undermines the profession and public education. It is crucial that we ensure that only fully qualified and certified teachers are allowed to teach in our schools.

Additionally, the major changes to curriculum by the Ministry of Education that are occurring without consultation with OTF and its Affiliates, and the lack of time and resources for the classroom teacher to implement them, are a major concern. OTF will continue to advocate for meaningful consultation and appropriate resources to ensure that teachers are able to deliver quality education to our students.

Following our formal opposition to the Ontario College of Teachers fee increase, we created an advocacy website where members could voice their individual opposition. Over 7,000 emails have been sent to the OCT through the website, highlighting member opposition concerns. This website can be used for other future advocacy opportunities.

I would like to express my gratitude to the Affiliates (AEFO, OECTA and OSSTF) for inviting OTF to their recent annual meetings and I look forward to joining EFTO in the summer. These invitations are invaluable opportunities to showcase the unity that OTF embodies across the province. The conduct of OTF should be used as a tool to unite the profession and to advocate for publicly funded education, and the presence of the OTF helps provide authenticity to that vision.

I want to thank the OTF staff for their skills and professionalism; the Executive for their collaboration, guidance, and kindness, and most importantly, the teachers in the classroom who inspire us to continue to advocate for a strong publicly funded education system.



**Nathan Core**  
President

## OTF Communications (cont'd)

In collaboration with feedback from the Secretariat and the Communications Assistant, the Communications Manager created a comprehensive Strategic Communications Plan to direct the work of the communications portfolio. Most notable about the Plan is that it is based on a theory, in development by the Communications Manager, that is rooted in equity and an anti-oppressive framework.

The Communications Plan encompasses tactics created under three main strategies:

1. Showcase OTF's object as the advocate for publicly funded education;
2. Increase membership engagement; and
3. Strengthen equity knowledge and presence.

The OTF Executive received the Strategic Communications Plan at its April 12, 2023 meeting.

## OTF Social Media

### Twitter:

9,439 followers on @otffeo

3,048 followers on @OTFpresFEO

Since the last Board meeting, @otffeo account gained 222 new mentions, 234 new followers, 2.4k impressions

### Facebook:

www.facebook.com/otffeo: 5,470 followers (200 increase)

### Email Subscribers:

OTF Learning/News: 27,000 subscribers (500 increase)



## OTIP Teaching Awards

This year, we received 84 nominations for the OTIP Teaching Awards, reflecting the amazing work of teachers across the province. The OTF Awards Committee met on April 19, 2023 to shortlist the nominees.

The OTF Awards Jury subsequently met on May 25<sup>th</sup> to consider the shortlists and to choose a recipient in each of the three categories: Beginning, Elementary and Secondary.

A videographer was commissioned to co-ordinate and create the videos honouring the recipients who will be celebrated at the OTIP Benefits Conference in September.



*Nominate & Celebrate!*



2023

[teachingawards.ca](http://teachingawards.ca)

**OTIP TEACHING AWARDS**

Nominate a teacher in one of three categories: elementary, secondary, or a beginning teacher in the first five years of teaching.

Winners will receive a personal award of \$1,000 and a Certificate of Recognition.

Nominations close March 31, 2023

**OTF FEO**  OTIP RAEQ



## Word on the Street

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Once again, OTF took part in the Word on the Street festival on May 28, 2023.

OTF staff met and conversed with hundreds of teachers, parents and community members, while distributing OTF material and other swag. We received positive feedback from many teachers who indicated that they were going to use these items to support their students.