

# Report of the OTF Secretary-Treasurer

Ian S. Pettigrew

Annual Meeting of the  
OTF Board of Governors  
August 26, 2025





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# Advocacy and Political Action

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Canadian Healthy Schools Alliance  
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Education Research Support



## Political Action and Ad hoc Anti-Privatization Staff Work Groups

The OTF Political Action Staff Work Group (PASWG) has engaged with political parties to sensitize them about and advocate for effective solutions to "sticky" challenges within the education system.

In addition, the PASWG continues to collaborate with the Ad hoc Anti-Privatization Staff Work Group (APSWG) to strategize about ways to promote publicly funded education and to defend the system and the profession from the privatization agenda.

Both the Work Groups have been meeting to discuss opportunities for common public messages about threats to publicly funded education. Work Groups continue to explore ways in which their collective efforts and strategies are best focused and utilized.

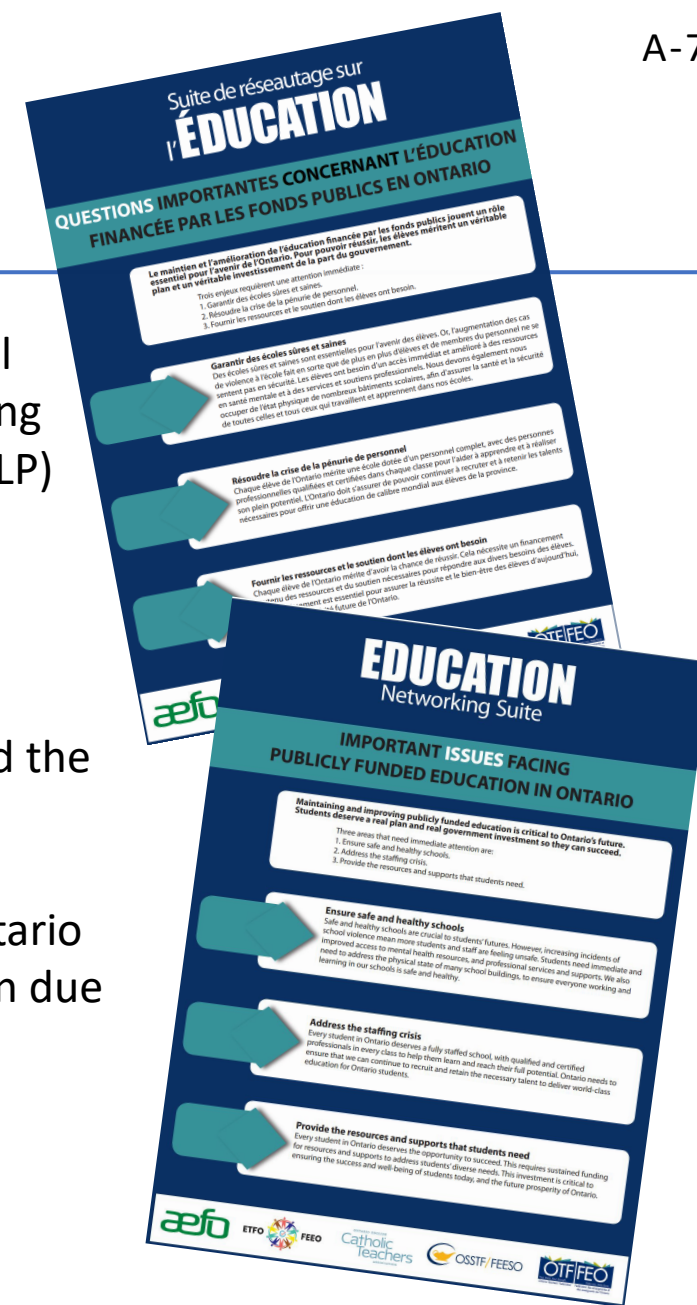
Work Group participants are political action and communications staff from OTF and its Affiliates.

## OTF/Affiliates Education Networking Suites

With the support of the Ad Hoc Anti-Privatization Work Group, the OTF Political Action Staff Work Group hosted a successful OTF/Affiliates Education Networking Suite on September 20, 2024 that coincided with the Ontario Liberal Party's (OLP) Annual General Meeting in London, ON.

Overall, the feedback about the suite was very positive. Delegates expressed gratitude that the Federations were making a point of engaging the OLP about issues affecting publicly funded education. All attendees noted and appreciated the focus on issue-based conversations.

A similar suite was being planned for January 17, 2025 to coincide with the Ontario NDP's 2025 Convention; however, the ONDP elected to postpone its convention due to the snap provincial election called for February 2025.



## Teacher Supply & Demand – Action Table

While we are disappointed that the Action Table has not yet landed actionable recommendations, OTF has continued actively tracking data related to teacher supply and demand and advocating for solutions that will strengthen, as opposed to adversely impact, the future of the teaching profession.



In May, Minister Quinn (MCURES) announced an increase to the number of funded spaces at Faculties of Education by 2,600 over the next two years.

We let the Minister know that while the additional spaces may increase somewhat the supply of French First and Second Language teachers, this approach will not necessarily resolve staffing shortages in other subjects and geographic locations, nor address the roots of recruitment and retention challenges.

Also in May, the OTF Executive approved the creation of a staff work group to undertake the development of a position paper on teacher recruitment and retention. This work will begin in earnest early in the fall.

## Teacher Supply & Demand – Teacher Education Application Statistics

OTF continued to monitor the number of applications submitted to Faculties of Education for the coming academic year, according to data gathered by the Ontario Universities' Application Centre (OUAC).

Figure 1 shows application numbers for June 2025 have increased exponentially, compared with recent years.

Both the number of applicants (11,024) and applications (29,508) have increased by approximately 25% over last year's figures.

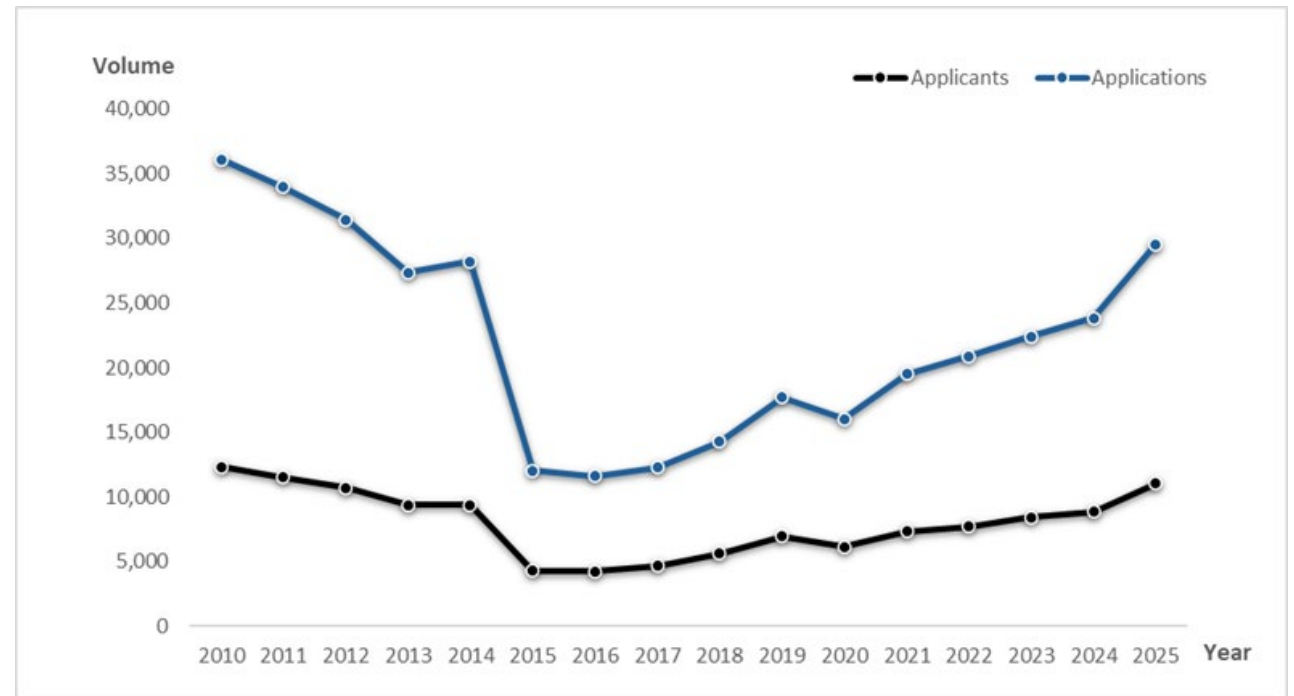


Fig 1: Comparison applicants and applications to Faculties of Education (2010 to 2025)

## Teacher Supply & Demand – Faculty of Education Enrollments

While we were poised to collect enrollment data from the Faculties of Education once again this Spring, we received word from the Ontario Association of Deans of Education (OADE) in early January that the Deans had elected to take on this task for the foreseeable future.

At the time of writing, we are still awaiting a report from the Deans regarding the 2024-25 enrollment data.



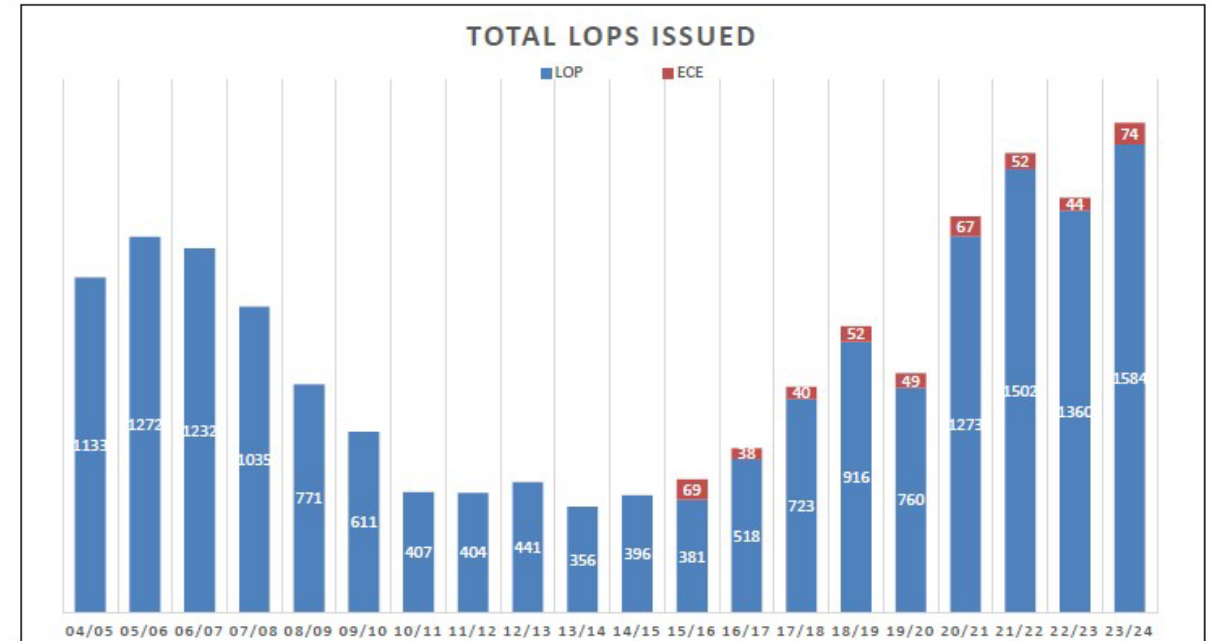
## Teacher Supply & Demand – LOPs and TLAs

The most recent EDU Letter of Permission (LOP) and Temporary Letter of Approval (TLA) reports were received by OTF and the Affiliates on July 15, 2025, providing data for the 2023-24 school year.

OTF has been tracking the number of LOPs reported by EDU for 23 years and of TLAs for the past 14 years, so we are able to provide a longitudinal analysis and interpretation of the figures.

The following trends are apparent:

The total number of teacher LOPs issued for 2023-24 is 1,584, a 16% increase from the 1,360 issued in 2022-23, and above the previously recorded high of 1,502 issued in 2021-22.



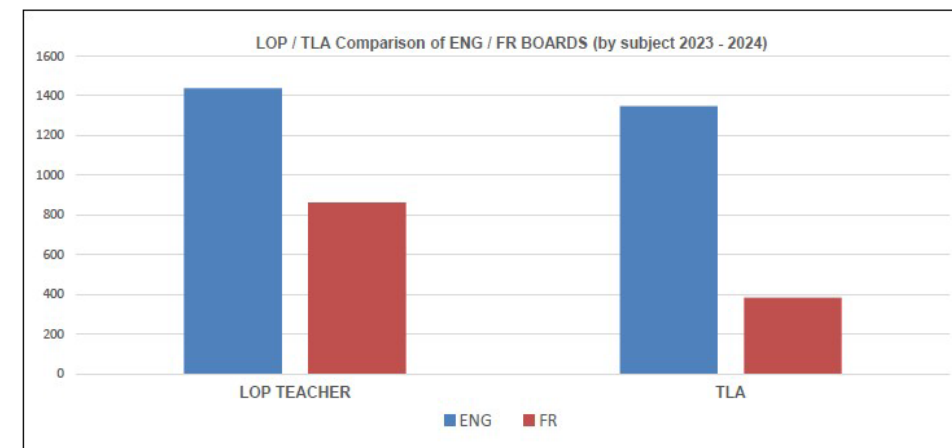
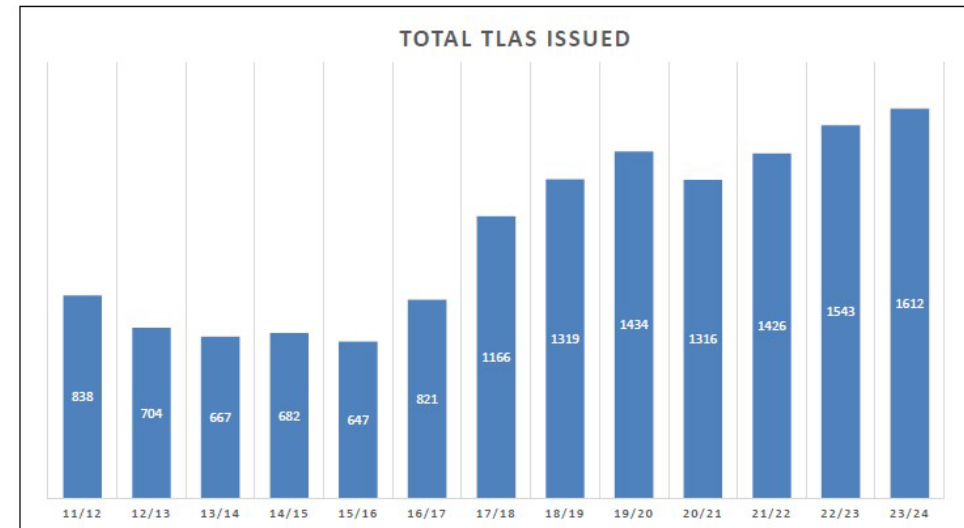
The 2023-24 number is more than double the 760 LOPs issued in 2019-20, and far above the 356 – 441 issued between 2010-11 and 2015-16.

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

The number of TLAs issued in 2023-24 is 1,612, similarly the highest number recorded to date. This is a 4% increase over the 1,543, issued in 2022-23, and is evidence of a concerning continuation of an upward trend (1,426 in 2021-22, 1,316 issued in 2020-21, 1,434 in 2019-20 and 1,319 in 2018-19).

The number of LOPs issued to French-language school boards decreased substantially from 1,051 in 2022-23 to 862 in 2023-24.

Additionally, the proportion of teacher LOPs issued to French-language boards compared with those issued to English-language boards dropped considerably in 2023-24, from almost 50% to around 38%. Nevertheless, this number still constitutes an over-representation in the proportion of LOPs issued to the French-language system.



## Ontario Coalition for Children and Youth Mental Health

The Ontario Coalition for Children and Youth Mental Health (Coalition) has existed for 15 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.



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.

As is the norm, the Coalition met three times during the school year (October 29, February 4, and April 29).

The main areas of focus at these meetings included consideration of:

- The *Right Time, Right Care* project and other work currently underway by CMHO and by School Mental Health Ontario (SMHO)
- The *Understanding Parent and Caregiver Experiences and Needs to Support Children and Youth Mental Health* project, which is being led by the Coalition.
- Evidence-based resources for parents and caregivers to support children and youth mental health

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

## 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.

The Advisory Committee met four times this year (October 10, March 4, April 1 and July 8).

As part of our interaction with the Alliance in the fall, OTF once again publicized National Healthy Schools Week (October 7 – 11) in our October edition of *Interaction*, as well as via social media.

Over the following months, with the Federal election well in sight, members of the Alliance began discussing the possibility of jointly developing a briefing and set of recommendations for healthy schools that could be presented to the next leader of Canada, regardless of the eventual outcome of the election. Work on this began immediately following the election and a document entitled *Recommendations for Canada's 24<sup>th</sup> Government: Healthy Schools – Accelerators of Federal Priorities* has now been drafted.



## Advocacy Letters

On September 4, 2024, the Ministry invited OTF to participate in a Life Skills consultation via an online survey. The invitation positioned this consultation as foreground work to “modern[ize] home economics education.”

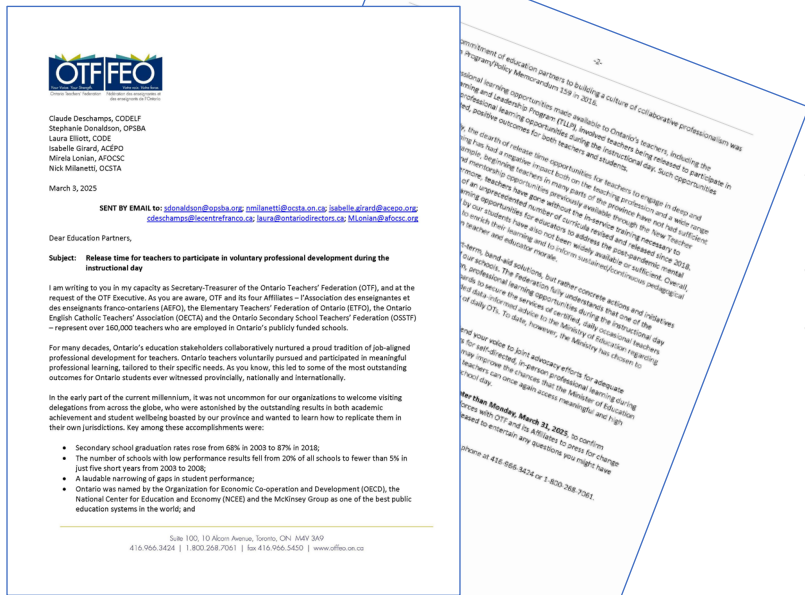
In lieu of providing feedback via the survey, the OTF President wrote a letter to then Minister of Education Jill Dunlop. While the President observed, in the letter, that it was important for students to encounter, explore and develop Life Skills, he also underscored some problematic patterns in policy and curriculum renewal or development.

An email response to the letter was received on December 17, 2024. The Ministry acknowledged concerns about the lack of fulsome consultation with OTF and its Affiliates. The response concluded with, an openness “...to engaging in further dialogue about life skills and modernized home economics to ensure that policies are both effective and inclusive.”



# Advocacy Letters, cont'd

At its meeting of December 12, 2024, the Executive passed a resolution for OTF to urge the Ministry of Education to remind school boards of their responsibilities under P/PM 156 to put in place transition plans for students with special education needs who move from one school board to another. A letter was accordingly drafted and sent by the OTF President to then Minister of Education Jill Dunlop on January 29, 2025, with copy to the Deputy Minister of Education, Denise Cole.



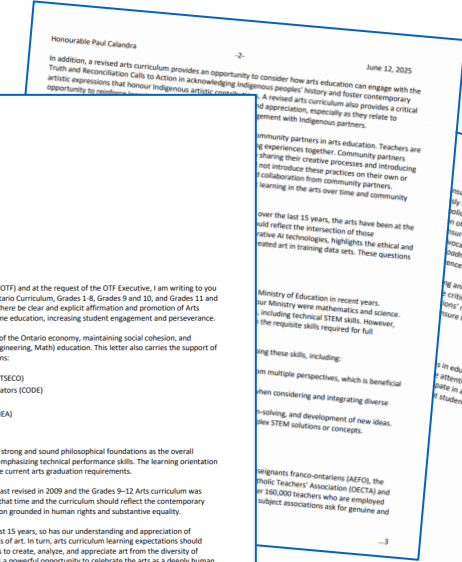
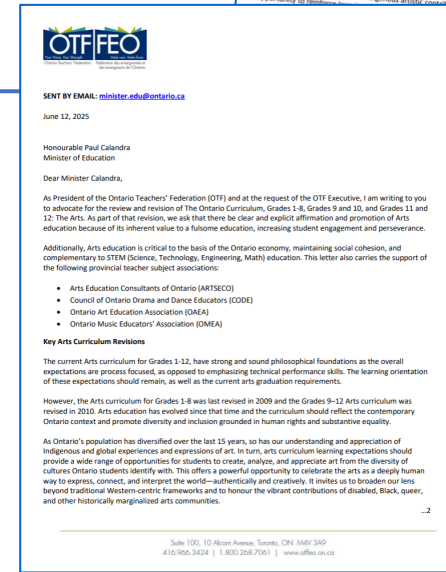
Also at this meeting, the Executive resolved to encourage education partner organizations to support a proposed lobbying effort by OTF, focused on encouraging the Ministry of Education to provide sufficient funding for school boards to release teachers and educators for professional development during the instructional day. Given that a snap provincial election was called in January and held on February 27, 2025, we delayed sending the letter until after the election result and then sent it to six key education stakeholder organizations on March 3, 2025.

# Advocacy Letters, cont'd

At its December 12, 2024 meeting, the OTF Executive passed a motion requesting that the OTF President write to Minister of Education Calandra to encouraging the Ministry of Education to conduct a review and revision of The Ontario Curriculum, (Grades 1-8, Grades 9 and 10 and Grades 11 and 12): The Arts and, as part of that revision, to affirm and promote Arts education as complementary to STEM education.

A letter was drafted, with input from provincial Arts subject associations, and sent by the OTF President to Minister Calandra on June 12, 2025.

A response from the Minister was received on July 25, 2025. While there was agreement on the importance of building creative skills through the arts, there was no commitment to review and revise the arts curriculum.



## Advocacy Letters, cont'd

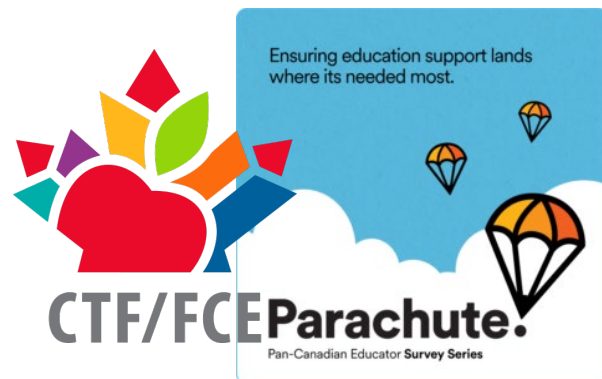
In June, we sent letters to both Education Minister Calandra and Minister Quinn, Minister of Colleges, Universities, Research Excellence and Security (MCURES), to raise our concerns about teacher recruitment, retention, supply and demand, and requesting an opportunity to meet with them individually to discuss this important matter.

The OTF President subsequently met with Minister Calandra on July 24. OTF was unable to schedule a similar meeting with Minister Quinn.

## Education Research Support

This year saw OTF staff working to support and/or monitor several education research initiatives undertaken by outside and partner organizations:

- In January, we participated in a Policy Forum led by the University of Waterloo focused on a research study they have been conducting on the occupational health of teachers who are engaged in online teaching across Canada.
- Through our membership on CTF's National Teachers' Research Network (NTRN), we provided ongoing input and feedback on CTF's Parachute Survey series.



- OTF alerted CTF to a national research study on K-12 workplace culture, staff well-being, and school climate administered by a for-profit company, The Learning Bar. CTF was then able to alert its member organizations about this initiative.



- The findings from the research project on Associate Teaching in Ontario that OTF undertook with the OADE in 2023-24 were presented at the prestigious International Congress for School Effectiveness and Improvement (ICSEI) in Melbourne Australia in February 2025, as well as at the Canadian Society for Studies in Education (CSSE) in Toronto in May.

# Assessment

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



## Assessment Staff Work Group

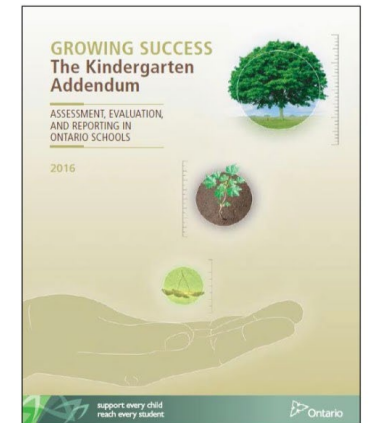
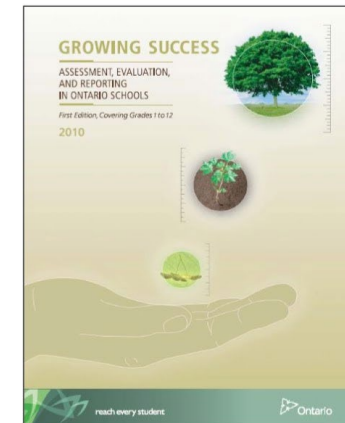
The Assessment Staff Work Group (Work Group) met twice this year. Earlier in the fall, the Work Group provided feedback to the Ministry of Education as part of its information gathering stage for a revision of the assessment, evaluation, and reporting policy, *Growing Success*.

Feedback was consolidated and an OTF/All-Affiliate response was submitted to the Ministry of Education.

The Work Group continues to monitor any announcements that EQAO or the Ministry has made regarding changes in standardized or large-scale testing or assessment, evaluation, and reporting (AER) policies, like *Growing Success*.

The Work Group anticipates that the Ministry's planned revision the *Growing Success* policy may gather steam in the new year. To date, however, there have not been any new AER policy announcements.

### Growing Success K-12



## Assessment Staff Work Group, cont'd

A fast-evolving pedagogical issue is the use of Generative AI (GenAI) in classroom assessment practices.

The Work Group expects further analysis and potential action may need to be taken, possibly including:

- Considering opportunities for OTF to support teacher understanding and use of GenAI in ethical and responsible ways
- Reinforcing the importance of teacher professional judgement in the face of increased use of GenAI by teachers and students.

## Education Quality and Accountability Office

### EQAO Interactive Data Dashboard

EQAO released a new public data reporting tool in the form of an interactive data dashboard. Primary/Junior, Grade 9 and OSSLT results can be summarized and visualized through achievement or questionnaire results.

### Provincial Achievement Results, 2023-2024

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

*Grade 3 and Grade 6 (English-language)* student achievement results have...

- decreased in reading and in writing relative to those in 2022-2023
- increased in mathematics relative to those in 2022-2023.

The three-year trend shows that the percentage of students meeting the provincial standard has decreased in reading and in writing and has increased in mathematics.



## Education Quality and Accountability Office, cont'd

### Provincial Achievement Results, 2023-2024 (cont'd)

*Grade 3 (French-language)* student achievement results, relative to those in 2022-2023 have...

- increased in reading and in mathematics relative to those in 2022-2023
- decreased in writing relative to those in 2022-2023.

The three-year trend shows that the percentage of students meeting the provincial standard has increased in reading and in mathematics and has remained stable in writing.

*Grade 6 (French-language)* student achievement results, relative to those in 2022-2023 have...

- remained the same in reading
- decreased in writing
- increased in mathematics

The three-year trend shows that the percentage of students meeting the provincial standard has remained stable in reading, has decreased in writing, and has increased in mathematics.



## Education Quality and Accountability Office, cont'd

### Provincial Achievement Results, 2023-2024 (cont'd)

*Grade 9 mathematics (English-language)* student achievement results, relative to those in 2022-2023, are unchanged.

*Grade 9 mathematics (French-language)* student achievement results, relative to those in 2022-2023, have increased.

In both cases, the three-year trend shows an increase in the percentage of students meeting the provincial standard.

*Ontario Secondary School Literacy Test English (OSSLT)* student achievement results, relative to those in 2022-2023, are unchanged.

*Le Test provincial de compétences linguistiques (TPCL)* student achievement results, relative to those in 2022-2023, have increased slightly.

In both cases, the three-year trend shows an increase in the percentage of first-time eligible students who were successful.



## Education Quality and Accountability Office, cont'd

### **EQAO Advisory Committee (EAC)**

The EAC met once during the 2024-2025 school year on November 6, 2024. The 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”.

However, recent meetings have become exercises in dissemination of information. For example, the November meeting consisted mostly of a review of the already-public results of the 2023-2024 EQAO assessments. No new information was provided that impacted the administration of assessments for 2024-2025 or 2025-2026. Roundtable discussion was limited to 15 minutes.

EQAO has not yet communicated about or scheduled meetings of the EAC in the 2025-2026 school year.

**Education Quality and  
Accountability Office**



## International Large-Scale Assessments

Only one international large-scale assessment was administered in the spring of the 2024-2025 school year: the *Program for International Student Assessment (PISA)*

PISA measures 15-year-old students' abilities, in more than 90 educational systems around the world, to use and transfer their reading, mathematics and science knowledge and skills to authentic contexts and tasks. PISA uses a random sampling methodology.

The Council of Ministers of Education, Canada (CMEC) oversaw Canada's participation (10 provinces) in PISA 2025 and EQAO coordinated Ontario's participation.

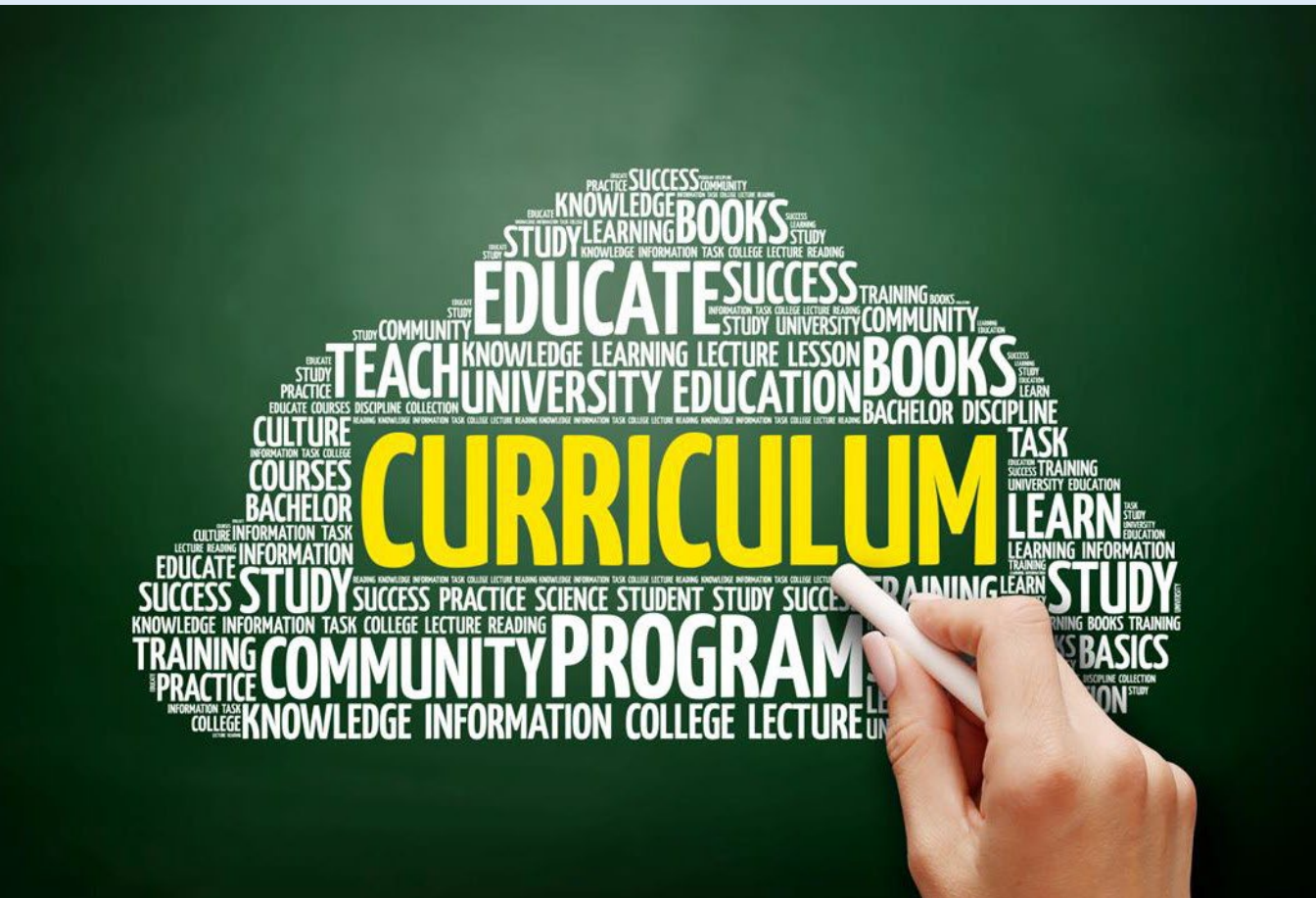
The major domain of PISA 2025 was science.



# Curriculum

Curriculum Staff Work Group

Revised Curriculum Implementation Timelines



## Curriculum Staff Work Group

The Curriculum Staff Work Group (Work Group) met twice this year.

In the fall, the Work Group met to discuss potential advocacy for a generative artificial intelligence (GenAI) policy and to provide additional perspectives to inform feedback on *Growing Success*.

In the spring, the meeting was primarily focused on finalizing The Arts curriculum revision advocacy letter.

The Ministry of Education (EDU) invited OTF and its Affiliates to attend a consultative meeting in May, the purpose of which was to provide an update on curriculum revisions currently underway [Kindergarten, History (Grades 7, 8, 10), Financial Literacy graduation requirement and Anglais, Grades 4-8 (for French-language school boards)] and to discuss potential opportunities to support implementation.

The Work Group attended this meeting and, after receiving the update, expressed concerns about implementation, namely that the implementation of curriculum changes require deeper pedagogical shifts that necessitate teams of educators (including DECEs) to work together in learning about and ultimately making those shifts.

The Work Group encouraged EDU to consider the recommendations set out in OTF's position paper *Roadmap to Renewal* such as providing a two-year implementation window to provide teacher and educator teams with time to learn about the content of the expectations and to determine how to integrate these into existing instructional practices throughout the first year.

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## Revised Curriculum Implementation Timelines

On June 27, 2025, Minister of Education Paul Calandra announced changes to timelines regarding the release and implementation of new curricula. Curricula with a previous mandatory implementation date of Fall 2025 will now be implemented in Fall 2026. This EDU decision was framed as a measure to ensure comprehensive teaching resources are available to accompany the revised curriculum in advance of implementation

In a memo to school boards, the Ministry also indicated it was delaying implementation of the new financial literacy graduation requirement to the 2026-27 school year to allow time for a comprehensive revision of the Grade 10 mathematics courses.

# Professional Learning



*OTF Connects*

*Ici on parle français*

OTF/Affiliate Symposium on Teacher Education

## OTF Connects

This year, we offered nine excellent webinars through our *OTF Connects* program. These were offered by practicing classroom teachers, OTF staff, former Affiliate staff and in partnership with organizations such as the Harmony Movement, the Métis Nation of Ontario and I-Think.

The thrust of the nine workshops/webinars was:

- *Addressing Harmful and Discriminatory Language in Our School Communities*
- *The Teachers' Gateway to Special Education, K – 12*
- *An Introduction to Generative Artificial Intelligence (GenAI): How does it work and how might it impact my work as a teacher?*
- *Métis Days of Significance*
- *Supporting Exceptional Learners – Part 1*
- *Supporting Exceptional Learners – Part 2*
- *AI Literacy and Fluency Responsible Engagement with Generative AI*
- *Enhancing Classroom Practices with Generative AI*
- *L'intelligence artificielle générative: la révolution en action pour le personnel enseignant*



We had originally planned to offer *both* parts of our *Supporting Exceptional Learners* workshop in person, but the February in-person workshop proved challenging for participants to attend. Consequently, Part 2 was offered in a virtual format.

Not surprisingly, demand for webinars addressing sound pedagogical and ethical use of Generative AI was very high.

## *Ici on parle français*

This was the fifth 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 early fall, OTF and Affiliate staff adjudicated the 191 applications we received and approved 75 of these, including 45 individual and 30 team applications, involving some 159 members. Individuals and teams were supported as they carried out their learning projects throughout the school year.

Similar to previous years, some participants experienced challenges with securing release time from their boards to pursue their professional learning plans. For those who opted not to continue with their projects, we were able to reach out to wait-listed members to offer them an opportunity to access the relinquished grant funds.



## *Ici on parle français, cont'd*

Ultimately, 155 educators, including 42 individuals and 29 teams successfully completed their projects. These educators were employed by 29 different school boards (18 Public and 11 Catholic). The testimonies provided by the participants at the conclusion of their projects were extremely positive, with almost all (97%) noting improvements in their FSL instructional and assessment practices and the majority saying that they could not have undertaken the professional learning without the grant program.

We are currently in the process of posting the completed team projects on the OTF website so that other members can benefit from the incredible learnings of our project participants.

We were pleased to receive notification from OPSBA in late July that funding for *Ici on parle français* in the amount of \$65,000 has been approved for the 2025-26 school year.

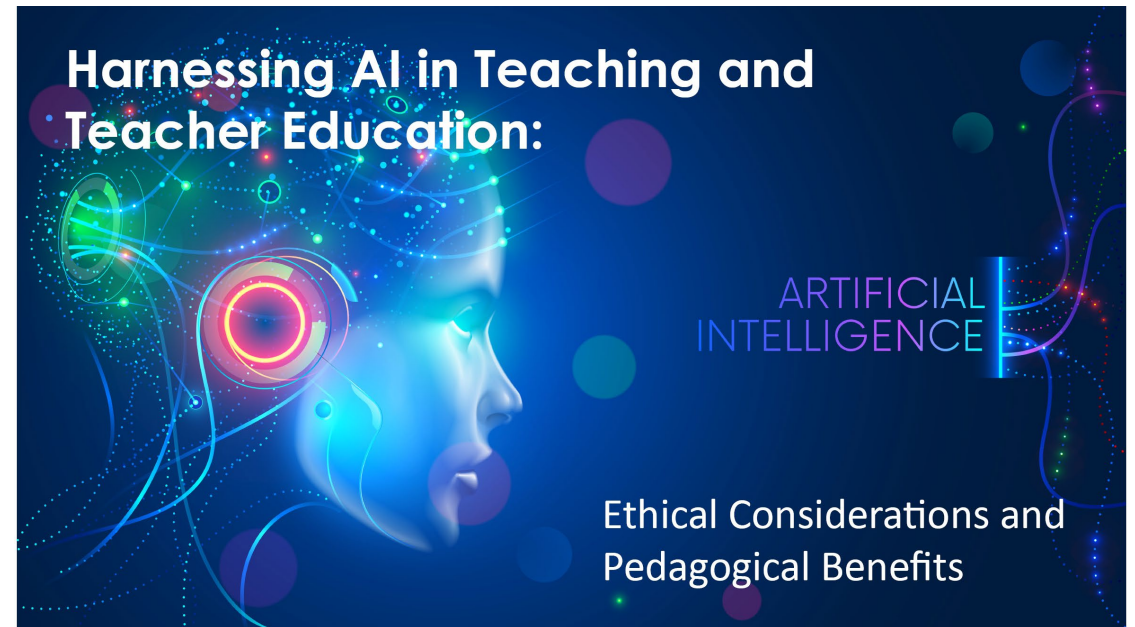


## OTF/Affiliate Symposium on Teacher Education

The 2025 OTF/Affiliate Symposium on Teacher Education was held in person on February 7 and 8, 2025 in Toronto.

For the sixth year in a row, the Symposium was presented as a joint event between members of the Teacher Education Liaison Committees (TELC) and members of the OTF Curriculum Forum (OTFCF).

The result was another extremely successful and meaningful joint TELC-OTFCF Symposium. Our chosen theme was *Harnessing AI in Teaching and Teacher Education: Ethical Considerations and Pedagogical Benefits | L'Intégration de l'IA dans l'enseignement et la formation initiale : considérations éthiques et avantages pédagogiques.*

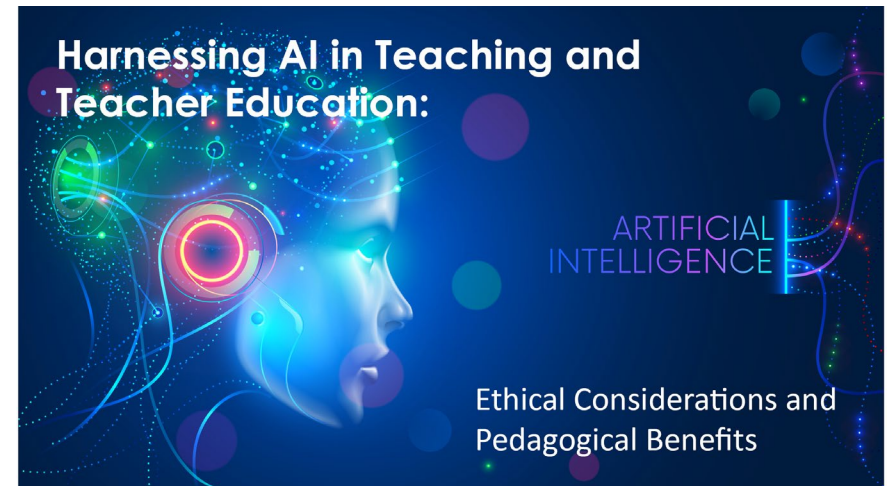


## OTF/Affiliate Symposium on Teacher Education, cont'd

A total of 155 participants were in attendance, including 38 Teacher Education Liaison Officers, 35 Faculty members, 29 Teacher Candidates, 36 OTF Curriculum Forum (CF) members, six guests and 13 OTF and Affiliate leaders and staff.

As we had hoped, the Symposium provided a valuable opportunity for stakeholders to collectively examine both the ethical and pedagogical implications of Generative AI, as it applies to K-12 teaching and learning and to initial teacher education.

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



# Pensions

OTPPB Director (Re-)Appointments

Plan Valuation

Semi-Annual Financial Reporting by OTTP

Pension Forum

OTTP Orientation for New Governors and OTTP Funding Education Session

Reduced Workload Benefit for Childcare and Disability

## OTPPB Director (Re-)Appointments



***Chris Goodsir***

At the Special Meeting of the Board of Governors on June 2, 2025, Governors will recall ratifying the appointment of Chris Goodsir to the Board of Directors of the Ontario Teachers' Pension Plan for a three-year period commencing January 1, 2026 and ending December 31, 2028.

Chris will be replacing Gene Lewis, whose term will end December 31, 2025.

Tim Hodgson resigned this spring to pursue public office and was successfully elected and subsequently appointed to Prime Minister Mark Carney's cabinet.

Long-time OTPP Board member Patti Croft was re-appointed, in an interim capacity, until a new Director is selected and ratified by Governors.



***Patti Croft***

## OTPP Plan Valuation

In early June, the Government Partner agreed with OTF's decision to voluntarily file OTPP's January 1, 2025 Plan Funding Valuation with the regulator again this year.

The \$29.1 billion surplus will be classified as a contingency reserve.

The next required filing (triennial filing required by the *Pension Benefits Act*) is not until 2028.

OTF *Communiqués* about the filing were issued for OTF members on June 4, 2025.



## OTPP Plan Valuation, cont'd

Ontario Teachers' (the Plan) net assets totaled **\$266.3 billion** as at December 31, 2024.

Time period (all as at Dec. 31, 2024)	One-year	Five-years	Ten-years	Since inception
Total-fund net return	9.4%	6.9%	7.4%	9.3%



## Semi-Annual Financial Reporting by OTPP

The Ontario Teachers' (the Plan) reported its mid-year results (as at June 30) on August 11, 2025.

OTPP's net assets are \$269.6 billion, up \$3.3 billion from year-end.

Time period (all as at June 30, 2025)	Six-month	12-month	Ten-years	Since inception
Total-fund net return	2.1%	7.1%	6.9%	9.2%



## OTF Pension Forum

The 2025 OTF Pension Forum took place on April 10, 2025.

This annual 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.

Key topics highlighted at this year's forum included:

- Tariffs and the US-Canada dynamic
- Cadillac Fairview's evolving real estate strategy
- The journey of the informed member
- The new OTPP Portfolio Solutions Group, and
- OTPP's approach to sustainable investing.



APRIL 10, 2025 • CHELSEA HOTEL TORONTO • 33 GERRARD ST. WEST • TORONTO

**Agenda** 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.

9:55 - 10:00 a.m.	<b>SLIDO INTRODUCTION</b> Jeffrey Barber, Director, Pension & Economic Affairs
10:00 - 10:05 a.m.	<b>LAND ACKNOWLEDGEMENT &amp; WELCOME</b> Mike Foulds, OTF President Jeffrey Barber, Director, Pension & Economic Affairs
10:05 - 10:15 a.m.	<b>OPENING REMARKS</b> Jo Taylor, CEO, Ontario Teachers' Pension Plan
10:15 - 11:00 a.m.	<b>TARIFFS &amp; US-CANADA DYNAMIC</b> Jonathan Hausman, Chief Strategy Officer, OTPP Millan Mulraine, Managing Director and Chief Economist, OTPP
11:00 - 11:35 a.m.	<b>EVOLUTION IN REAL ESTATE: A CONVERSATION WITH OTPP AND CADILLAC FAIRVIEW</b> <i>Our real estate approach over the past year, upcoming strategic priorities, and how CF is shaping its future</i> Pierre Cherki, Executive Managing Director, Real Estate, OTPP Sal Iacono, CEO, Cadillac Fairview Dan Madge, Director, External Communications, OTPP (Moderator)
11:35 - 11:50 a.m.	<b>BREAK</b>



## OTPP Orientation for New Governors and OTPP Funding Education Session

A Plan Valuation Education Session was held for new Governors on January 22, 2025 at the new OTPP offices at 160 Front Street West.

The session, presented by Plan staff along with 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.

On January 17, 2025, following the Winter Board of Governors meeting, all Governors participated in a first: a virtual Funding Education Session focused on the funding valuation, the discount rate, and the Funding Management Policy.

Future education opportunities are in development.



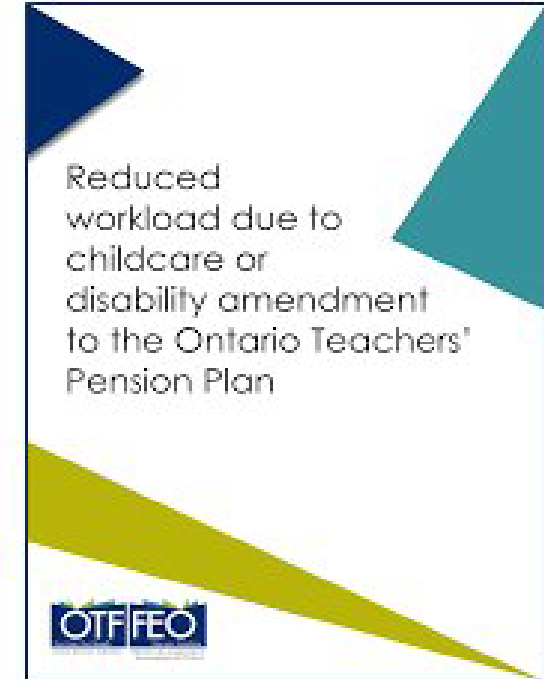
## Reduced Workload Benefit for Childcare and Disability

### Reduced Workload – *Applications*

- Applications from 533 unique applicants have been received of which 89% have had their applications reviewed (475/533)
- 369 of those members have had cost calculation(s) delivered to them (covering 413 distinct absence periods)
- Out of those members who have been provided a cost,
- 72.9% (369) of them reduced their workload for childcare reasons

### Reduced Workload – *Payments/Commitments*

- 74.5% of members have made at least one payment and/or intent to pay has been provided (275/369)
- 67.2% of those members are considered to have fully paid for their RWL absence



# Equity Work

Anti-Racism Staff Work Group

Truth and Reconciliation

Métis, Inuit and Urban Indigenous Education  
Priorities Table

CTF Women's Symposium

International Assistance



## Anti-Racism Staff Work Group

The Anti-Racism Staff Work Group (Work Group) met several times throughout the year. The major focus for the Work Group this year has been the Ontario Human Rights Commission's (OHRC) report and action plan, *Dreams Delayed: Addressing Systemic Anti-Black Racism and Discrimination in Ontario's Public Education System (Dreams Delayed)*.

Prior to the release of this report and action plan, the Work Group:

- Reviewed draft content of the action plan and provided the OHRC with feedback focusing on the legislated responsibilities of teacher unions
- Participated in a briefing with the OHRC to review the plan's identification of union actions
- Drafted an OTF/All-Affiliate joint statement and response to the report and action plan

Hours after the release of *Dreams Delayed* OTF released the joint statement in both French and English.

The Work Group expects to continue its engagement with the OHRC throughout the 2025-2026 school year regarding actions outlined in *Dreams Delayed*.



## Anti-Racism Staff Work Group, cont'd

The release of the *Dreams Delayed* report created a timely opportunity for OTF to identify specific actions that it can take to combat anti-Black racism in education, both for members and for students.

To provide a theoretical and research basis to inform and guide the development of OTF anti-Black racism action plans, *From Advocacy to Action: OTF Framework for Addressing Anti-Black Racism in Education (From Advocacy to Action)* was drafted and then reviewed by the Work Group.

Using *From Advocacy to Action*, the Work Group will make connections with Black scholars, community organizations, and educator associations to inform the development of an initial action plan focused on policy advocacy and program initiation or engagement.



## Truth and Reconciliation

As a major component of our work to support education for reconciliation over the past many years, OTF continue to be an active participant in two annual Indigenous national gatherings. The *Indspire National Gathering* takes place each year in the fall, while the *National Indigenous Education and Reconciliation Network Gathering* (NIERNG) is held each spring. Both were phenomenal successes.

At its meeting of June 20, the Executive again passed a resolution to sponsor a workshop (or the newly established Wellness Room) at the Indspire National Gathering next fall. We will also attend NIERNG next year, which will be hosted in May 2026 by the British Columbia Teachers' Federation (BCTF).

In addition to participating in the above events, OTF was pleased to support the Métis Nation of Ontario (MNO) this year to promote its newly developed resources for teachers at both the elementary and secondary levels and to heighten the attention of our members regarding the worthwhile work of the MNO.



# Indspire

Indigenous education,  
Canada's future.

L'éducation des autochtones.  
L'avenir du Canada.

Métis Nation  
of Ontario 

## Métis, Inuit and Urban Indigenous Education Priorities Table

OTF has been an active member of the Métis, Inuit and Urban Indigenous Education Priorities Table (MIUIEPT) since November 2023.

This year, the MIUEPT met on three occasions (September 18, December 4 and June 4). A fourth meeting was originally scheduled for early March but was cancelled due to the announcement in January of the provincial election.

The main focus of discussions this year has been on the creation of alternative teacher education pathways for teachers of Indigenous languages.



## CTF Women's Symposium

OTF was pleased to have a representative attend the 2025 CTF/FCE Women's Symposium, which was held in Banff on May 8 – 10 and co-hosted by the Alberta Teachers' Association (ATA).

The theme of this year's Symposium was *Stand in Your Power – S'affirmer dans toute sa force!*

The event brought together an impressive 305 women leaders from CTF member and associate member organizations across the country and provided a rich blend of learning and networking opportunities, all exploring topics related to strengthening the status of women in education, education unions and society as a whole.

Plans are now underway for next year's Symposium, which will be hosted by the Ontario Federations. Representatives from OTF and the Affiliates met with the CTF Executive Director and staff on July 4 to kick off the planning process with a focus on aligning our vision and determining early planning milestones for the 2026 Symposium.



## International Assistance

As is our usual practice, the International Assistance Committee met twice this year (December 7 and June 7). In total, the Committee considered 440 requests for project funding and was able to approve 235 of these, located in 17 different countries, including Bolivia, Cameroon, El Salvador, Ethiopia, Ghana, India, Jamaica, Kenya, Lesotho, Malawi, Nigeria, the Philippines, Sierra Leone, South Africa, Tanzania, Uganda and Zimbabwe.

The Committee also continued serving as the Trustees for the Ontario-Lesotho Educational Sustaining Fund. This year, due to lower interest rates, the Committee opted to supplement the amount available for disbursement from the Trust Fund with an additional \$400 from the International Assistance Fund, as we have often done in the past. The total amount allocated to Lesotho was therefore \$2,237.78.

Additionally, the Committee approved one grant from the Blanche Snell Estate Fund this year.



Further details regarding the work of the Committee can be found in the International Assistance Committee's Annual Report, which will be presented later in this meeting, and on our [Google Maps](#) and [Google Earth](#) links, created by Committee member Paul Kiely.

# Teacher Education

Faculty Liaison

Teacher Education Committee

Teacher Education Staff Work Group

Mentoring for Mentors Community of Practice

Ontario Association of Deans of Education

Reimagining Teacher Education Working Group

Transitional Certificate of Qualification

Math Proficiency Test



## Faculty Liaison

Our Faculty liaison activities continued in earnest this year. Having added two new Teacher Education Liaison Committees (TELCs) at Lakehead Orillia and l'Université de l'Ontario français (UOF) in 2023-24, we now have 17 TELCs (14 English and three French) in place at Faculties of Education across the province.

Federation TELC representatives work hard to nurture positive relationships with the Deans at each of these Faculties. For the first time in many years, we saw a slowdown in the turnover of faculty leadership and this stability has helped our working relationships tremendously. In the year ahead, we anticipate there will be just one new Dean – Dr. Amy Burns at Queen's University.

We were pleased to present at a record number of 29 Federation Days this year, including 24 in-person events and five online sessions. As the Governors know, Federation Days constitute our first interactions with our future members, so we make every effort to ensure that our presentations are both welcoming and motivational.

In addition to Federation Days, OTF participated in two Pinning Ceremonies – one at Western and the other at the University of Windsor.

Finally, as we have done in previous years, OTF staff provided two workshops at the University of Ottawa – one in September addressing OTF and subject associations' Curriculum Supports, and the other on Parent Engagement in March.

Both workshops were extremely well received.

## Teacher Education Committee

The provincial Teacher Education Committee met face-to-face three times (September 21, February 7 and May 24) and once online (November 23).

The thrust of the Committee's work this year included a focus on the following teacher education initiatives:

- Pre-service program (content, delivery and length)
- The new Transitional Certificate of Qualification, introduced in August 2023 and now available to Teacher Candidates (TCs) who have completed just half of their program credits and practicum requirements
- The Math Proficiency Test (MPT), reintroduced by the Ministry of Education as a certificate requirement for graduates of Ontario Faculties of Education as of February 1, 2025
- Faculty enrollments and the impact of these on teacher supply and demand
- Challenges faced in Associate Teaching and the practicum component of the pre-service programs;
- The Interim Report of the Reimagining Teacher Education (RiTE) Working Group
- Planning of, and participation in, our annual OTF/Affiliate Symposium on Teacher Education



## Teacher Education Staff Work Group

As always, the 2024-25 school year was an extremely busy time for OTF's Teacher Education Staff Work Group (Work Group). The Work Group met five times this year (September 17, November 12, January 14, March 18 and May 13) to consider ongoing policy areas pertaining to teacher education. Of note, the Work Group has provided input and formulated policy responses on the following:

- Implementation of the Math Proficiency Test (MPT), which became a certification requirement for Ontario teacher graduates as of February 1, 2025
- Work by the Reimagining Teacher Education Working Group, established by OADE and the Council of Ontario directors of Education (CODE)
- Teacher supply and demand, including OADE's new Initial Teacher Education (ITE) data collection process
- New directions and delivery models in ITE, including Indigenous and other alternative programs
- Release by the College of Teachers of the 2024 Focus on Teaching Survey;
- Certification delays and challenges
- Providing input and feedback to OCT on the College's review of the Standards of Practice and Ethical Standards, the new Professional Advisory addressing hate and discrimination, and the 2024 Focus on Teaching Survey (FOTS)

The Work Group additionally invested a great deal of time on creating the program for, and delivery of, the OTF/Affiliate Symposium on Teacher Education, held in February.



The Work Group acknowledged the retirement of long-standing Staff Work Group member, Susan Perry (OECTA). Her retirement represents a loss to the Work Group given her expertise and extensive experience in teacher education.

## Mentoring for Mentors Community of Practice

To support the work of the Teacher Education Committee members and their Federation TELC colleagues, OTF ran a year-long Community of Practice initiative, entitled *Mentoring for Mentors*.

Led by mentoring expert Jim Strachan, the program consisted of six online workshops, each provided exciting and energizing opportunities for the liaison officers to explore practical mentoring tools and opportunities to refine their own mentorship skills.

Feedback on the *Mentoring for Mentors* program was extremely positive, with some participants indicating that the impact on their leadership has been transformative.



We hope to be able to offer this program again in future years, when a critical mass of new members joins our TELCs across the province.

## Ontario Association of Deans of Education

This year, OTF participated in three regular meetings of the Ontario Association of Deans of Education (OADE), alongside other education stakeholders (October 4, February 21, June 13). In addition, the OTF President, Secretary-Treasurer and OTF and Affiliate staff, with responsibility for Teacher Education, attended a meeting on March 28, 2025, the one meeting annually dedicated to OTF-OADE discussions.

During our dedicated meeting with OADE, the OTF President stressed the importance of partnership between the Federations and the Faculties in the preparation of the next generation of teachers. Several areas of alignment and mutual concern were then discussed, including:

- The Math Proficiency Test (MPT)
- Faculty-Federation liaison activities
- Possible collaboration on Initial Teacher Education (ITE) in 2025-26, modelled on our recent joint research endeavour on Associate Teaching in Ontario
- Associate Teacher (AT) supply and demand

While our positions on Teacher Education are not always aligned with those of the OADE, we continue to enjoy positive relationships with the OADE.

As mentioned earlier in this report, our research endeavour of 2023-24 and the early part of 2024-25, which focused on enhancing supports for Associate Teachers (ATs), was very successful. We are delighted that the Deans have agreed to undertake a new research collaboration in the 2025-26 school year to assess the extent to which the preparation provided to beginning teachers is in step with the skills required to survive and thrive in current classroom realities.



## Reimagining Teacher Education Working Group

The Reimagining Teacher Education (RiTE) Working Group met on five occasions this year (September 24, November 26, January 28, March 25 and May 27).

It has now been two years since OTF and the Affiliates joined the RiTE Working Group, which is co-led by OADE and the Council of Ontario Directors of Education (CODE).

Over last summer and fall, the Working Group finalized an Interim Report, summarizing the work undertaken to date and scoping out the future direction of our work together.

The Interim Report was shared with then Minister of Education, Jill Dunlop just before the provincial election this winter, and again with Minister Calandra once he was appointed Minister of Education in March.

The Working Group has continued to refine its Terms of Reference and has agreed that it will consider an environmental scan of Ontario ITE programs as a starting point for its work in the fall.



## Transitional Certificate of Qualification

In August 2023, the government introduced a substantive change to teacher certification in Ontario, in the form of a new Transitional Certificate of Registration and Qualification. The new Transitional Certificate enables TCs who have completed just half of their pre-service preparation (30 credits and 40 days of practicum) to be employed as qualified teachers.

As we had anticipated, the new Transitional Certificate has put the pre-service programs (including the practicum component) and Teacher Candidates (TCs) themselves under tremendous stress, as TCs have come to be awarded teaching certificates prior to completing all program components. OCT and the Qualifications Evaluation Council of Ontario (QECO) have also had their workloads disrupted and processing times greatly delayed as they have had to accommodate literally thousands of new applications from TCs who are only midway through their preservice programs.

From January 1 – December 31, 2024, OCT issued 4,275 (4,079 English and 196 French) Transitional Certificates. From January 1 to March 31, 2025, a further 2,018 (1,949 English and 69 French) Transitional Certificates were issued. This brings the total number of new Transitional Certificates issued by OCT in the past year and a half to 6,293.



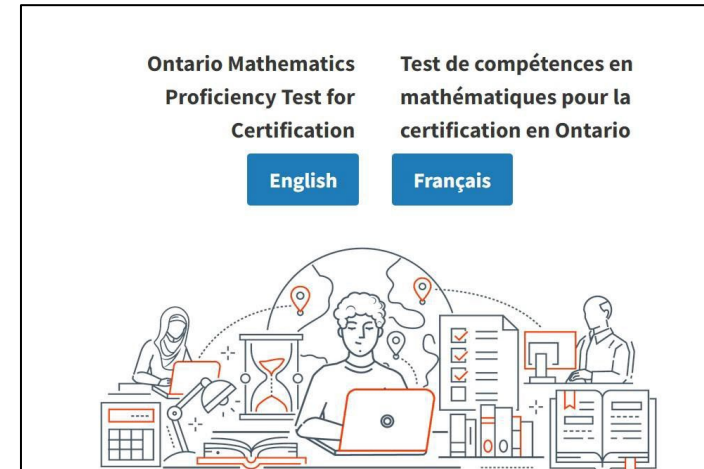
## Math Proficiency Test

Ontario’s Math Proficiency Test (MPT) was reinstated as a certification requirement for teachers in Ontario as of February 1, 2025. According to EQAO, the organization tasked with administering the MPT, the test content and format are unchanged from the previous MPT iteration, although the Agency is also on record as stating that this may change in the future.

During the 2024-25 school year, three “test windows” were made available by EQAO, with registration opening on September 9, 2024. The end date of the third test window was extended by six weeks to accommodate all those hoping to pass the MPT prior to the start of the new school year. The final test windows were therefore administered as follows:

- October 16 – December 7, 2024
- February 3 – March 15, 2025
- April 22 – June 28, 2025 (originally May 16, 2025)

In April, the Executive approved OTF’s participation on a newly created Mathematics Proficiency Test Advisory Committee (MPTAC), the inaugural meeting of which took place on May 29.



Also in April, I wrote to the Chief Executive Officer of EQAO, requesting the agency to disclose information on the success rates of beginning teachers attempting this high-stakes test. A response was received in late June, in which EQAO indicated its intention to share the aggregate results for the MPT on an annual basis. EQAO committed to sharing the current year’s data “in the coming weeks.”

# Ontario College of Teachers

Governing Council  
Investigations and Hearings  
Membership  
Financial Report  
Professional Affairs  
Professional Advisory—Addressing Hate and  
Discrimination  
Focus on Teaching Survey  
Certification Challenges

## Governing Council

### *Registrar's Report*

In her verbal remarks to Governing Council, Registrar Linda Lacroix highlighted five items:

- *Professional Advisory - Addressing Hate and Discrimination*
- *Focus on Teaching Survey (FOTS)*
- *Bill 2, the Protect Ontario Through Free Trade Within Canada Act, 2025* (meant to facilitate labor mobility between provinces)
- Request for additional staff (to meet certification challenges)
- Artificial Intelligence (AI) and Automation Initiatives



## Governing Council, cont'd

### ***Professional Advisory - Addressing Hate and Discrimination***

The advisory was released on June 23. This is the first time that additional resources have been included in a Professional Advisory.

Case studies have been produced to assist members of the profession to address situations they may be facing in schools. The goal of the additional resources, which will be released a month after the advisory release, is to create a safe and inclusive environment for students in our schools.

### **Focus on Teaching Survey (FOTS)**

Work continues on the 2025 FOTS which is launching in August. The College hopes that all education stakeholders will encourage participation from members of the profession.



## Governing Council, cont'd

### ***Bill 2, the Protect Ontario Through Free Trade Within Canada Act, 2025***

Teachers certified in other provinces will now be able to notify the College that they plan to teach within 10 business days and can teach in Ontario schools without Ontario Certification for up to six months. The College will have shorter timelines to certify these out of province teachers.

### ***Appointments and Staffing***

Council learned of the appointment of Hollis Sinker as the new Director of Corporate Services, replacing Eric Mezin.

Membership Services is seeking a mid-year increase in their staffing complement of 5 full-time equivalent positions both to meet the certification timeline challenges and to meet the College's mandate.



## Governing Council, cont'd

### ***Artificial Intelligence (AI) and Automation Initiatives***

The College has recently approved an AI-Use Policy for staff based on core guiding principles and rolling out this policy in all departments along with AI specific training. The College is exploring some benefits of using AI with a closed 'Microsoft Copilot' system. The Registrar reassured the Governing Council that humans would always be the final decision makers.



## Investigations and Hearings

The Registrar's report included statistics from the Investigations and Professional Conduct Department for the period January 1, 2025 to March 31, 2025.

The College continues to receive higher numbers of complaints against members. A total of 359 new intake files were received in Q1 of 2025, representing an increase of 21.3% over 2024 (296).

The 155 files originating from members of the public in Q1, represent an increase of 7.6% over the 144 complaints from the same period in 2024.

Complaints originating from members of the College increased 9% in 2025 over 2024 (24 vs 22).

There was a 38.4% increase (180 vs 130) in complaints from the Registrar (including employer notifications).



## Investigations and Hearings, cont'd

The College's Investigations and Hearings' intake completed the processing of 490 formal expressions of concern and employer notifications from January 1, 2025 to March 31, 2025.

Timelines for in-take processing these files are as follows:

Timelines for in-take processing these files are as follows:	Files Completed
Files completed in under 30 days	339 (69%)
Files completed in 30 to 60 days	34 (7%)
Files completed in over 60 days	117 (24%)

The table at right is a summary of the dispositions from the 17 concluded discipline proceedings in Q1 of 2025 (January 1, 2025 to March 31, 2025)



Type of disposition	Number of dispositions
<b>Revocation</b>	12
<b>Suspension</b>	1
<b>Reprimand</b>	1
<b>Cancelled – Resigned</b>	1
<b>Withdrawal of Notice of Hearing</b>	1
<b>Other</b>	1

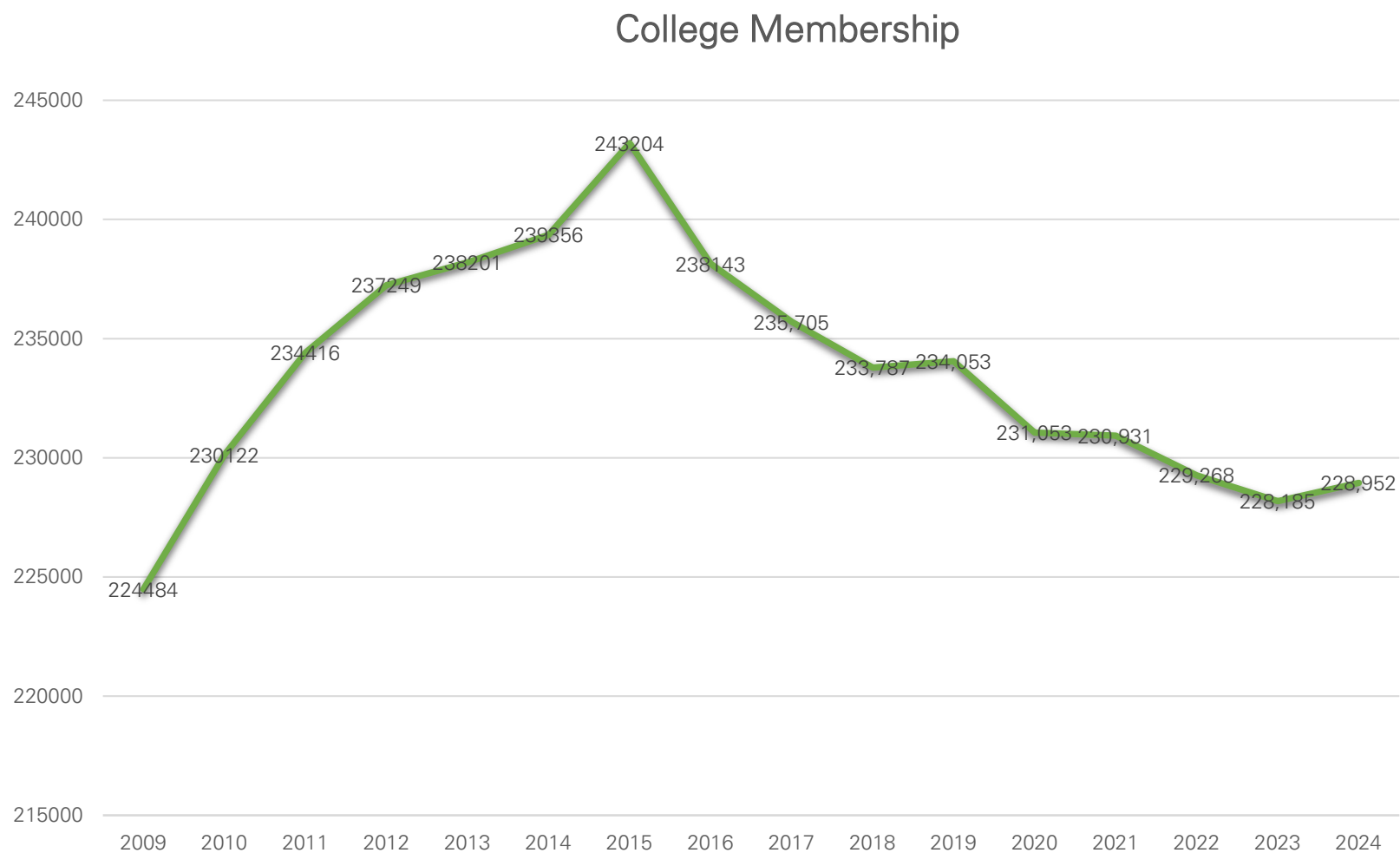
## Membership

The Registrar's report indicates that 153 (92 French) Multi-session Transitional Certificates, 2018 (69 French) Transitional Certificates, and 967 (111 French) permanent certificates were issued in the first quarter of 2025.

The College certified more teachers in the first quarter of 2025 than in any quarter of 2024. Of the Certificates of Qualification issued in the first quarter of 2025, 58% (562) were issued to internationally educated teachers.

	March 31, 2025	March 31, 2024
Good Standing	232,925	232,098
Inactive/non-practicing	253,013	251,285

## Membership, cont'd



## Financial Report

### Audit and Finance Subcommittee

The first quarter reflected consistent revenue collections and spending patterns.

The Audit and Finance Subcommittee brought forward the following motions to the Governing Council, (both of which passed):

1. The Audit and Finance Subcommittee recommends that Council approve at its June 12, 2025, meeting, the Membership Services department's request for approval of five full-time equivalents (FTEs). For 2025 existing sources of funding within the 2025 budget would be allocated up to \$144,691 and the net new funding for 2026 would require a College reserve allocation of \$383,432.
2. The Audit & Finance Committee recommends that Council approve the retirement of a College mortgage with BMO-Bank of Montreal by using \$5,457,550 from reserves due and payable on June 30, 2025.



## Financial Report, cont'd

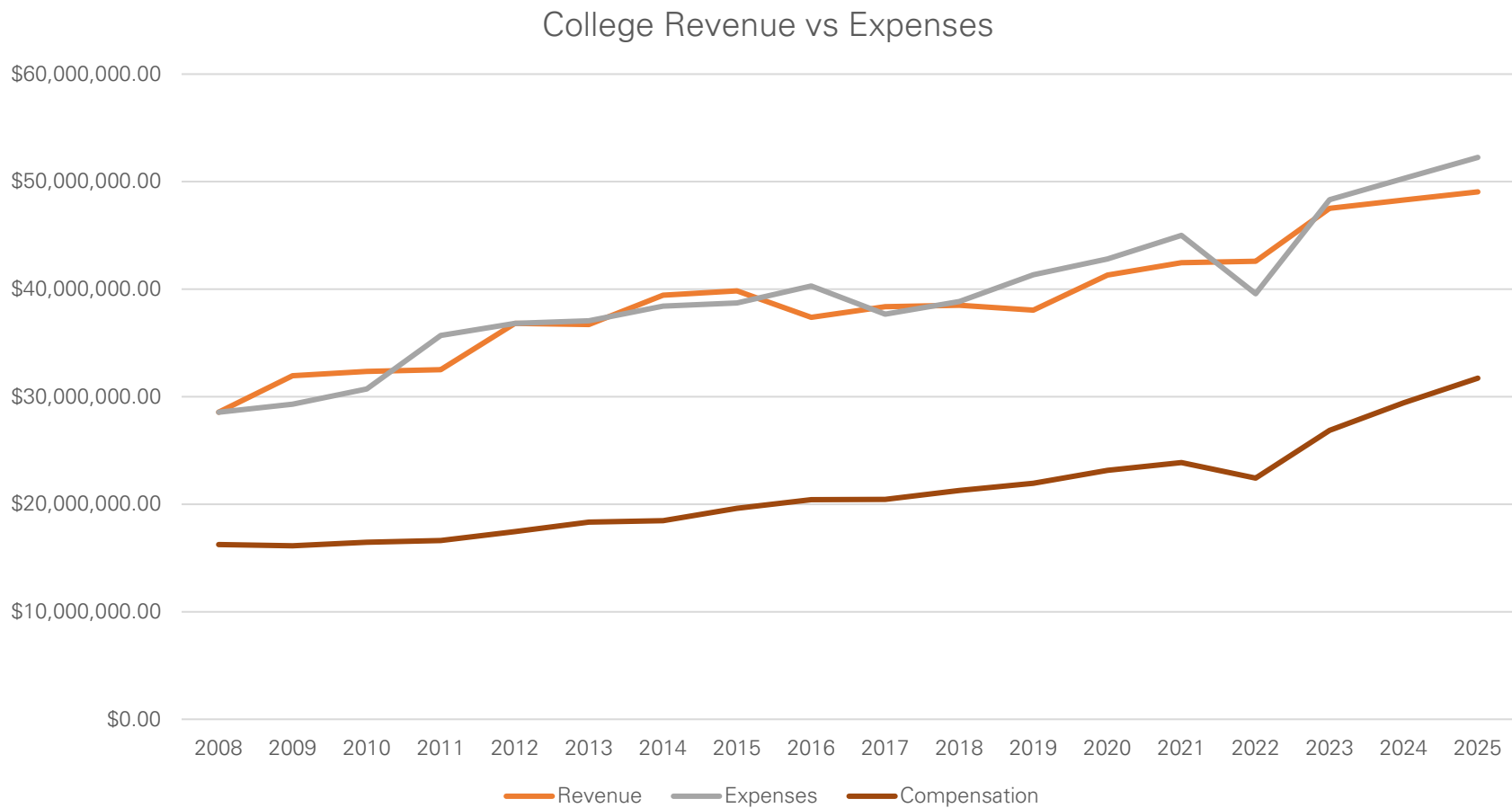
**Ontario College of Teachers**

For the Period Ending March 31, 2025.

**Statement of Operations***(in thousands of dollars)*

	<b>Actual 31-Mar-25</b>	<b>Actual % of Budget</b>	<b>Budget 2025</b>	<b>Actual % of 31-Mar-24</b>	<b>Actual 31-Mar-24</b>	<b>Actual 31-Dec-2024</b>
<b>Revenue</b>						
Annual Membership Fees	40,984	90%	45,542	104%	39,347	45,903
Unearned Portion of AMF	(29,599)	0%	0	106%	(27,928)	0
Other Fees	684	43%	1,602	125%	546	2,742
Advertising Revenue	74	24%	305	93%	80	262
External Project Funding	0	0%	0	0%	0	0
Investment & Other Income	451	28%	1,600	75%	598	2,322
<b>Total Revenue</b>	<b>12,595</b>	<b>26%</b>	<b>49,049</b>	<b>100%</b>	<b>12,643</b>	<b>51,228</b>
<b>Expense</b>						
Employee Compensation	7,735	24%	31,722	115%	6,720	28,633
Membership Services Department	4	3%	140	127%	3	142
Investigations & Professional Conduct	946	19%	5,069	128%	740	2,846
Standards of Practice and Accreditation	35	6%	602	122%	29	406
Office of the Registrar	1,589	23%	7,002	92%	1,732	1,154
Policy, Governance and Tribunals	256	14%	1,786	116%	221	1,383
Corporate Services	340	27%	1,254	140%	243	5,847
Occupancy Costs 101 Bloor West	409	21%	1,950	98%	417	1,676
Amortization	558	20%	2,728	64%	876	3,327
<b>Total Expense</b>	<b>11,872</b>	<b>23%</b>	<b>52,254</b>	<b>108%</b>	<b>10,980</b>	<b>45,415</b>
<b>Net Surplus/(Deficit) for the College</b>	<b>723</b>	<b>-23%</b>	<b>(3,205)</b>	<b>43%</b>	<b>1,663</b>	<b>5,813</b>

## Financial Report, cont'd



## Professional Affairs – Inter-Staff Meetings

As is the norm, OTF and Affiliate staff participated in two formal meetings with OCT staff from the Standards of Practice and Accreditation Department and Membership Services (October 31 and May 1). Although our respective staffs meet formally only twice a year, our ongoing interactions via email and the fact that many also sit as representatives on other external committees and work groups, have enabled us to develop positive working relationships. As testament to this, the agenda for May 1 Inter-Staff Meeting was co-developed by staff from both OCT and the Federations, and the meeting was held in person at the OTF office.

The main items covered at these meetings were:

- 2024 Focus on Teaching Survey (FOTS)
- New MPT requirement
- Transitional Certificate data
- Faculty accreditation renewals undertaken in 2024-25
- Certification and Additional Qualification (AQ) delays experienced by new and existing members
- Review of the Professional Standards
- Professional Advisory addressing hate and discrimination
- AQ Guideline reviews currently underway and anticipated
- Development of OCT's new online application system, which will hopefully streamline and expedite the process for new applicants



## Professional Advisory: *Addressing Hate and Discrimination*

Last summer, the College of Teachers (OCT) advised education stakeholders that it was embarking on the creation of a new Professional Advisory, focused on addressing hatred and discrimination. OTF and Affiliate staff worked extensively in the early fall on analyzing the document drafted by OCT. OTF's response, containing detailed feedback on this important matter, was approved by the Executive and provided to OCT at the end of September.

In early June, we were contacted by OCT to inform us that the Professional Advisory: *Addressing Hate and Discrimination* had been finalized and approved by the College's Standards of Practice and Education Committee. As has been the case in almost all prior Professional Advisories released by OCT, almost all of the feedback provided by the Federations was integrated into the finalized document and is reflected in the final product. It is clear that the Professional Advisory was greatly improved as a result of our input.



## Focus on Teaching Survey (FOTS)

The College released preliminary findings its 2024 Focus on Teaching Survey (FOTS) on March 14, in the form of an Executive Summary. The full FOTS 2024 report was released on April 24, with a Supplementary Appendix added on April 30, 2025. The complete, finalized FOTS 2024 report can be found in English at [2024 Focus on Teaching: A Survey of Ontario Teachers](#) and the French report at [Regard sur l'enseignement : sondage auprès du personnel enseignant agréé de l'Ontario 2024](#).

Among the many findings of the 2024 FOTS, a few that stand out are:

- For respondents who started teaching in the last 10 years, the top reasons for wanting to leave the profession within the next three years include:
  1. Overall lack of job satisfaction – 56%
  2. Feelings of lack of safety and/or security in the school or system – 51%
  3. Challenges facing instruction that resulted from the pandemic – 36%



## Focus on Teaching Survey (FOTS), cont'd

- 60% of respondents who were certified in the last five years, who also indicated they were in non-permanent positions, and did not have enough work in the 2023-2024 school year, indicated they may leave the profession in the next five years. Furthermore, 73% of those who indicated reasons they might leave the profession specified a lack of longer-term job stability as one such reason.
- 29% of LTOs and OTs did not work as much as they would have liked.
- 47% of teachers certified in the past five years said they did not have access to the New Teacher Induction Program (NTIP).

On May 1, OTF and Affiliate staff participated in a meeting with OCT focused on gathering feedback on the 2024 questionnaire and to propose changes to the 2025 instrument. A similar session with Francophone organizations was held on April 29.



## Certification Challenges

Since the start of the 2025 calendar year, OTF staff have responded to an upsurge of inquiries from teachers regarding certification challenges (primarily delays). Many of these inquiries have come to us via local Affiliate leaders, looking for support for their members who have, in some cases, faced the threat of loss of employment due to OCT certification delays and challenges.

OCT does not discuss specific cases with a third party, unless consent has been explicitly given by the applicant to do so. OCT has introduced a Third Party Disclosure Authorization Form for this purpose. Where OTF staff have deemed our intervention necessary, we have asked applicants to submit this form, duly filled out, to OCT.

We have been pleased that our engagement with OCT staff on the most pressing cases resulted in prompt attention and, in almost all cases, a positive resolution.



# Services

OTF Curriculum Forum

Health & Safety Work Group

Ministry-Faculty Liaison Committee

Former OTF Campground Update



## OTF Curriculum Forum

The OTF Curriculum Forum (OTFCF) met three times throughout the 2024-2025 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 2, 2024

**Winter Meeting:** February 7 - 8, 2025, conducted as a symposium with OTF's Teacher Education Liaison Committees (TELC)

**Spring Meeting:** May 31, 2025

Governors can refer to the separate, full report on Curriculum Forum activities this past 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 2024-25 school year. A total of three meetings were held (October 30, January 24 and April 23). The meetings continue to be held remotely, a poor comparison to the full-day, face-to-face meetings previously in place.

The main topics covered at the meetings included:

- EDU's proposed review of *Growing Success*
- The reinstated Math Proficiency Test
- EDU's Professional Development Program for Teacher Candidates (PDPTC)
- French as a Second Language (FSL) and French Language (FL) Call for Proposals (RFP) to address teacher recruitment and retention
- New French language resources
- Curriculum matters, including the proposed new Kindergarten curriculum and changes in the History curriculum
- OHRC's *Dreams Delayed* report, addressing systemic anti-black racism and discrimination in Ontario's publicly funded education system
- Current challenges, successes and barriers regarding NTIP



## Former OTF Campground Update

On July 21, 2025, an offer—that was accepted by the OTF Executive for the former OTF Campground—became "firm".

The anticipated closing date of sale of the property is October 8, 2025.

Former campers were offered several opportunities to retrieve their personal property from the former Campground facilitated by OTF staff.



# Communications

OTF Social Media Analytics

OTF External Communications and Media Relations

OTF Email Distribution List Communications

# OTF Social Media Analytics

Over the course of the 2024–2025 school year:

X:

[@otffeo](https://twitter.com/otffeo)

Followers 8.8K

Tweets 120

Impressions 53.6K

Engagement rate 3.1%

Engagements 1.6K

Profile visits 89

Likes 425

Reposts 237

URL clicks 258

X:

[@OTFpresFEO](https://twitter.com/OTFpresFEO)

Followers 2.8K

FACEBOOK:

[facebook.com/otffeo](https://facebook.com/otffeo)

Followers 6K

Posts 123

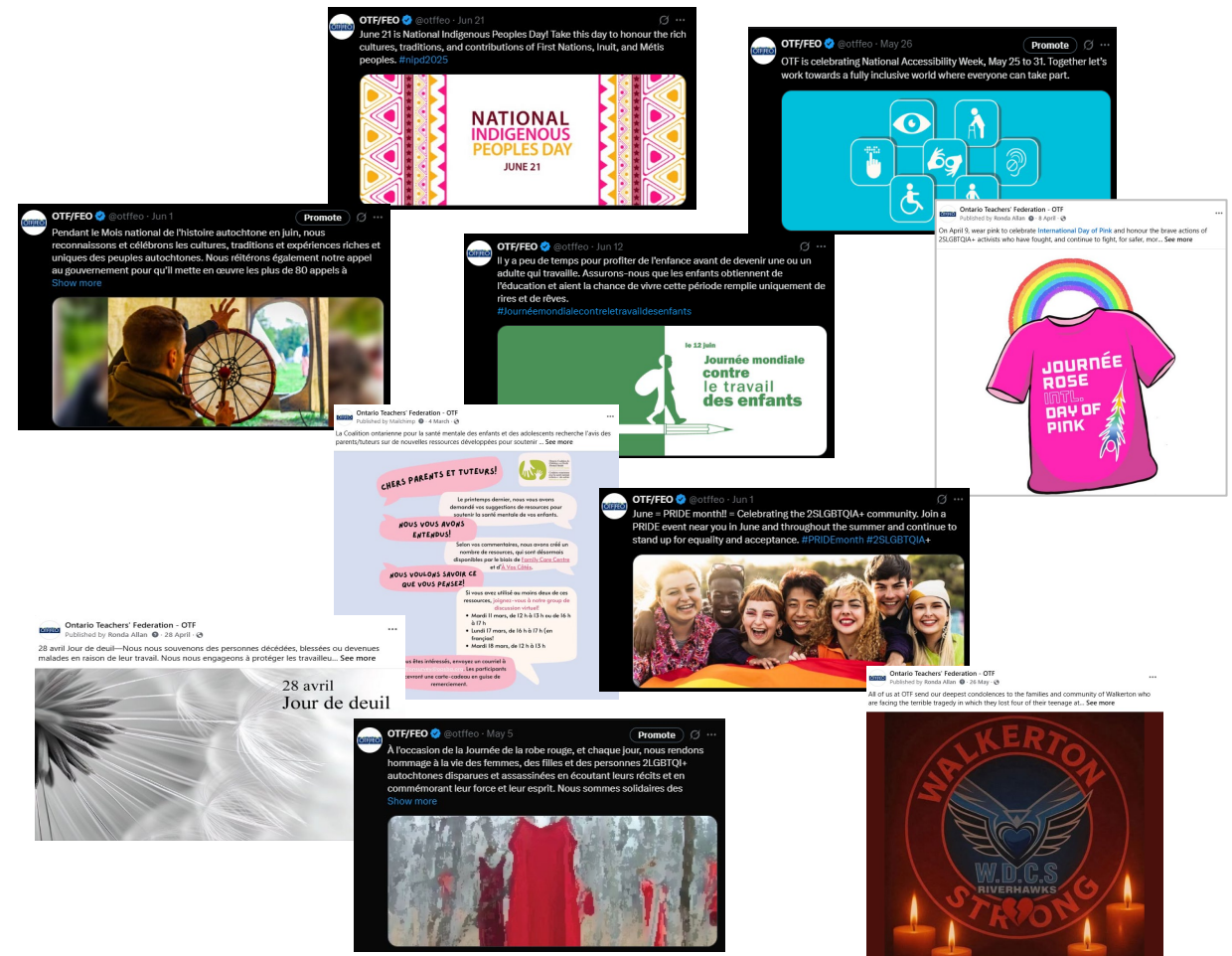
Post reach 5.4K

Post interactions 1.6K

Link clicks 1.4K

Visits 8,072

Follows 506



@otffeo  
@OTFpresFEO



otffeo



@OntarioTeachersFederationOTF

## OTF External Communications and Media Relations

**During the 2024–2025 school year, OTF issued:**

**One *President's Video*:**

[World Teachers' Day Message from OTF President Mike Foulds, Oct. 4, 2024](#)

**Seven *Media Releases*:**

[New Board member appointed to the Ontario Teachers' Pension Plan Board](#)

May 28, 2025

[Joint Statement From Canada's Education Leaders](#)

April 28, 2025

[Interim member appointed to the Ontario Teachers' Board](#)

March 27, 2025

[OTF and its Affiliates respond to report released by the Ontario Human Rights Commission on anti-Black racism in education](#)

March 26, 2025

[OTF announces the resignation of Tim Hodgson as a member of the Board of the Ontario Teachers' Pension Plan](#)

February 19, 2025

[Joint Statement on Publicly Funded Education in Ontario](#)

August 22, 2024

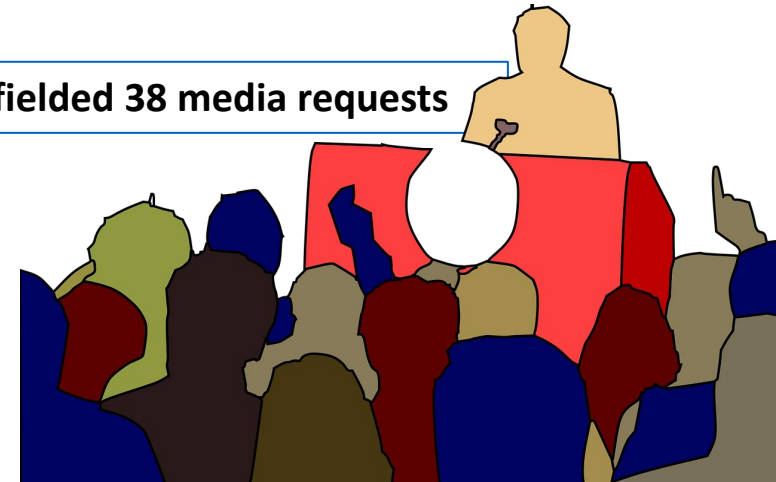
[Owen Sound teacher elected OTF President](#)

**One *Communiqué*:**

June 4, 2025

[Ontario Teachers' Pension Plan valuation to be filed-2025](#)

OTF also fielded 38 media requests



## OTF Email Distribution List Communications

**During the 2024–2025 school year, OTF issued the following:**

- Awards announcements (3)
- *Interaction* newsletters (4)
- *OTF Connects* registration information (11)
- Media Releases (5)
- Joint Media Statements (2)
- Pension Communiqué (1)
- OTF Statement (1)
- OTF Announcement (1)
- Job Posting (1)
- Festive greeting (1)



### **MAILCHIMP:**

- Subscribers—26,264
- Messages—30
- Emails sent to 712,532
- Deliveries—708,538
- Open rate—48.7%
- Click rate—1.6%
- Unsubscribe rate—0.08%