Chair of Council
Report to Council
March 5-6, 2020

The contents of this report highlight the activities of the Chair between December 1, 2019 and January 31, 2020. Attachment 1, the College mandate, objects, vision, mission and strategic priorities, is provided for your reference. Attachment 2 is a summary of Outreach Activities.

Strengthen Transparency and Accountability

Governance Review Recommendation #11
- Council passed the following motion in May 2019:
  > #11-That Council direct the Chair of Council and Registrar to study and report on governance culture to maintain a healthy, respectful and professional environment.
- The Registrar and I have had several meetings to discuss the development of a framework that will allow a current baseline to guide and support a healthy governance culture
- The next step is for the Executive Committee to review and make a recommendation to Council
- A draft framework will then be presented to Council for review and input
- Development of some tools may require assistance from either the Governance or Human Resources Committees or both

Policy, Procedure, Process and Guidelines
- In December, Council passed a motion regarding the framework to support the policy review cycle
- Council Members sought clarity in understanding the difference between policy, procedure, process and guidelines
- A detailed document can be found on CouncilNet
- Committees that have any policies, procedures, processes and/or guidelines are encouraged to add this topic to their meeting agendas
- The overall list of policies can be found in your December Council package under item 6.1 Executive
  (https://councildocs.oct.ca/Council_Dec05_2019/Pages/ParticipantView.aspx?itemID=12&lang=English)

Manage Risk More Strategically

Current Council Composition
- As of the writing of this report, we have three of twelve appointed members who are bilingual in English and French

- Communication to the Minister of Education as well as the Deputy Minister have expressed our concern for the lack of bilingual appointed members filling vacancies
- In order for the College to fulfill its mandate (e.g. forming adjudicative panels for French language) we require qualified, appointed members who are bilingual

Consent Agenda for Council

- For the past three Council Meetings we have used a Consent Agenda
- You will recall Agenda item 11.3 of the February 28, 2019 Council meeting provided information on Consent Agenda (https://councildocs.oct.ca/Council_Feb28_2019/Pages/ParticipantView.aspx?itemID=47&lang=English)
- Any item that is listed under Consent Agenda assumes that no discussion is required
- If any member of Council feels that there is a need to ask questions or discuss an item, they would simply move a motion to remove the item/report from the Consent Agenda and it would be added under regular business
- Council will continue using Consent Agenda moving forward

Professional Development

- Many Council Members have engaged in professional development to support them in their role
- Reports upon completion of the experience or event are posted on CouncilNet for other members to access
- If you have not yet provided your summary report post-event, please complete as soon as possible as per the policy (https://council.oct.ca/pd/Lists/Professional%20Development%202/AllItems.aspx)

CLEAR Board Member Online Training

- The following motion was passed at the September Council Meeting:
  > That Council request that Ontario Regulation 293/00 include as a condition of taking office, the successful completion within the first three months following the Council election, of a governance training program to be identified by the Governance Committee.
- Given the importance Council expressed in passing this motion, Council Members who have not yet taken advantage of the free online **CLEAR Board Member Online Training** are encouraged to enrol
- You can find details on CouncilNet (https://council.oct.ca/resources/Pages/Professional-Development-Resources.aspx)

Improve Stakeholder Engagement

Meetings with the Deputy Minister

- I continue to attend meetings between the Registrar and the Deputy Minister, Nancy Naylor

- As of the writing of this report, we met on one occasion (Dec 9) to share information regarding Council's decisions in relation to Therapy Funding, the math test requirement for new applicants, and governance enhancement decisions
- The math test implementation will commence March 2020
- We have reiterated the importance of filling appointed vacancies with individuals who are bilingual so as to mitigate risk when committees or panels require a Francophone member
- College staff have been working with Ministry staff to include the motions passed by Council in December in relation to the Therapy and Counselling Funding
- As of the writing of this report, we await further opportunities to meet with the Deputy Minister

Attendance at Council Meeting at the College of Nurses of Ontario (CNO)
- I attended the meeting on December 4th where the Council discussed the implementation and subsequent revisions of the competency profile for applying to Committee vacancies
- The Council also passed motions in relation to the composition of the (equivalent to what we are calling) Governance and Nominating Committee
- One of the motions passed:
    A member of the Nominating Committee who applies for appointment or reappointment to the Board or a Committee must first resign from the Nominating Committee
- The CNO's Governance Workgroup also developed terms of reference of how their nominating committee will operate
- I have extended an invitation to the Chair and Vice-Chair of the Governance Committee to observe the next CNO Council Meeting on March 11

International Delegations at the College and Faculty Presentations
- As part of our external relations department, delegations visiting Ontario continue to request visits to the Ontario College of Teachers to learn about professional self-regulation
- Reciprocally we learn about their structures and best practices
- During this reporting period, I welcomed delegations from China and Korea
- In early February, I presented to teacher candidates at Windsor University
- Thank you to Vice-Chair, Tim Gernstein, for presenting at the faculties of Education at Tyndale and University of Ontario Institute of Technology
- Thank you to Council Member, Jacqueline Karsemeyer, for presenting on my behalf at the Université Laurentienne teacher education program
- Also, a note of appreciation to Council Member, Stéphane Vallée, for presenting on my behalf to first year teacher candidates at Lakehead University

Mandate ([Act](#)) and [Objects](#)

1	To regulate the profession of teaching and to govern its members.
2	To develop, establish and maintain qualifications for membership in the College.
3	To accredit professional teacher education programs offered by post-secondary educational institutions.
4	To accredit ongoing education programs for teachers offered by post-secondary educational institutions and other bodies.
5	To issue, renew, amend, suspend, cancel, revoke and reinstate certificates of qualification and registration.
6	To provide for the ongoing education of members of the College.
7	To establish and enforce professional standards and ethical standards applicable to members of the College.
8	To receive and investigate complaints against members of the College and to deal with discipline and fitness to practise issues.
9	To communicate with the public on behalf of the members of the College.
10	To perform such additional functions as are prescribed by the regulations.
11	To develop, provide and accredit educational programs leading to certificates of qualification additional to the certificate required for membership, including but not limited to certificates of qualification as a supervisory officer, and to issue, renew, amend, suspend, cancel, revoke and reinstate such additional certificates.
Duty	
In carrying out its objects, the College has a duty to serve and protect the public interest.	

[Mission](#)

The College regulates the teaching profession in Ontario in the public interest by setting and enforcing high ethical and professional standards for its members.

[Vision](#)

Trusted to regulate the teaching profession.

[Strategic Priorities](#)

1. **Strengthen Transparency and Accountability**
   - develop objective and subjective key performance indicators for the College that are measurable, observable and perceivable
   - make improvements to the discipline process to better reflect public expectations
   - use plain language internally and externally in all communications to better connect the public and College members to the work of the College

2. **Manage Risk More Strategically**
   - Council meetings focus more on managing risk and less on operational issues
   - increase public awareness of the ongoing professional development activities of all College members
   - annually conduct an environmental risk scan

- analyze College data and trends as a basis for creating additional guidance and member resources
- utilize the recommendations of the 2018 Governance Review to ensure improved governance and oversight

3. **Improve Stakeholder Engagement**
   - clarify and better communicate the privilege and benefits of self-regulation
   - enhance the effectiveness of collaboration with government, constituent organizations and other regulators