



Ontario  
College of  
Teachers

Ordre des enseignantes  
et des enseignants  
de l'Ontario

# 2023 Annual Report





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# Table of Contents

1	<b>Chair's Message</b>
3	<b>Registrar &amp; CEO's Message</b>
6	<b>2023 Facts and Stats</b>
8	<b>Who We Are and What We Do</b>
8	<b>Our Mandate</b>
14	<b>Our Governing Council</b>
16	<b>Membership and Applications</b>
20	<b>Teacher Education</b>
26	<b>Teacher Regulation</b>
30	<b>Financial Statements</b>

**“By ensuring that teachers are not only certified, but also held to professional standards, we reinforce our commitment to quality education”**

Diana Miles, Chair of Council

# Chair's Message



Diana Miles

This past year has been pivotal for the College, marked by the sunset of our Strategic Priorities, which guided the College from 2018-2023, the development and unveiling of a new five-year Strategic Plan, and regulatory changes that have significantly impacted the College's work.

## The new Strategic Plan

The College's new Strategic Plan, which will guide the College's work from 2024-2028, was developed with and endorsed by Council. The plan will help the College further refine its work to better support its mandate of protecting student safety and well-being.

Drawing upon their expertise and in collaboration with College leadership and staff, Council members honed the Strategic Plan to forge a seamless alignment between our legislated objectives and our unwavering commitment to bolster student protection.

The roadmap that will direct the College's work until 2028 has been crafted through extensive consultation spanning several months. This collaborative effort involved engaging with internal and external stakeholders, including federations,

faculties, school boards, parents' groups, Indigenous advisors, and many others.

## Fair access to enter regulated professions

Ensuring fair access to regulated professions is vital as it fosters equal opportunity, diversity, and economic mobility.

In response to the recent amendments to the *Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA)*, which took effect throughout 2023, the College introduced policy changes, automation and other efficiencies that allowed for increased access to the profession for internationally educated teachers and applicants from other Canadian provinces and territories.

## New teaching certificate helps address teacher shortage

To help address Ontario's teacher shortage, Council approved the creation of a new Transitional Certificate of Qualification and Registration that enables teacher candidates from faculties of education to teach prior to graduation.

The new permanent Transitional Certificate

replaces the Temporary Certificate, which expired at the end of December 2023. The Temporary Certificate was introduced as a short-term solution to tackle teacher shortages worsened by the COVID-19 pandemic.

This initiative led to the introduction of the Transitional Certificate of Qualification and Registration (TCQR) at the end of August, and resulted in an influx of applications from hundreds of eligible teacher candidates.

Individuals who hold a Transitional Certificate are subject to the same benefits and obligations as any other member of the College, including the requirement to uphold the standards of the profession, with breaches of these standards engaging the complaints and discipline process.

### **With students at the forefront, our governance highlights a commitment to modernity**

In 2023, the College, Council and its committees completed a second year of operating under a modernized governance framework. This updated structure increased involvement from Ontario Certified Teachers and the members of the public, emphasizing our central role in ensuring student safety and well-being.

I'm thrilled by the overwhelmingly positive and enthusiastic response we've received from professionals and members of the public who remain eager to apply to contribute to the governing Council, the eight committees of the College and their rosters, including Accreditation, Accreditation Appeal, Adjudicative Body of Chairs, Discipline, Fitness to Practise, Investigation, Registration Appeals, and Standards of Practice & Education.

Every individual must go through an application

process. This selection procedure meticulously evaluates their knowledge, skills, and expertise, ensuring that our governing body comprises qualified individuals with diverse skill sets and extensive knowledge.

By ensuring that teachers are not only certified, but also held to professional standards, we reinforce our commitment to quality education. As we embark on the next phase of our journey, we'll build upon our achievements and continue to make meaningful progress towards cultivating a thriving learning environment for every student.

**Diana Miles**  
**Chair of Council**

# Registrar & CEO's Message



Linda Lacroix, OCT/EAO

2023 was a pivotal year for the College. As Registrar & CEO, I worked closely with Council to bring forward a number of significant changes and projects, including the development and approval of a new Strategic Plan that will guide how the College fulfills its public interest mandate for the next five years.

Building on the strong foundation laid by the previous five-year Strategic Priorities, this roadmap for 2024-2028 will strengthen the College's work while maintaining the focus on our mandate.

The year was also marked by several significant changes to provincial regulations that had a substantial impact on the College's operations.

## New Strategic Plan

The College's new Strategic Plan, approved by Council in October 2023, reflects the culmination of innovative thinking, hard work and collaboration between Council, the College, as well as key stakeholders from across the education and regulatory sectors.

The College is well-positioned to operationalize the new plan in 2024 and align our work with the four strategic goals identified by Council:

- Accountable and agile processes to certify educators to teach in Ontario classrooms.
- Teachers who are informed of, and held accountable to, professional standards.
- Efficient and proportionate responses to alleged and actual misconduct, incompetence, and incapacity.
- A clear and independent role in the education system.

Council also identified three functions, values and behaviours that will enable the achievement of the goals:

- A regulatory model that strives to be free from barriers to truth and reconciliation, and equity, diversity, inclusion, and access.
- The collection, analysis, and responsible sharing of data to improve decision-making.
- Responsive client service for all stakeholders.

I am pleased to say that much of our work from 2023 already aligned with the areas identified in the new Strategic Plan, including:

### **Accountable and agile certification processes**

In 2023, the College launched two initiatives to streamline the certification of qualified teachers while upholding professional standards. Both were designed to meet the demands of recent legislative changes and to support our ongoing efforts to modernize and improve the application process, ultimately benefiting anyone who seeks to become an Ontario Certified Teacher (OCT).

Provincial legislation introduced alongside changes to the *Fair Access to Regulatory Professions and Compulsory Trades Act* (FARPACKTA) shortened the College's timelines to provide certification decisions to internationally educated teachers and applicants from other Canadian provinces and territories. The College reallocated its resources and adjusted work procedures to ensure these changes were efficiently integrated into our certification processes.

At the same time, the College developed and launched a new Transitional Certificate of Qualification and Registration (TCQR) following a request from the Ministry of Education. The TCQR replaced the Temporary Certificate, which was introduced in response to pandemic-related teacher supply issues. This new certificate helps to address Ontario's teacher shortage by enabling teacher candidates to gain classroom experience as OCTs while completing their initial teacher education program.

### **A clear and independent role in the education system and data-driven decision-making**

Our launch of the *Focus on Teaching* survey report is an example of the College goal of maintaining a vital and independent role in education while enhancing data-driven decision-making.

As Ontario's teacher regulator, the College is in a unique position to reach out to all licensed teachers. The *Focus on Teaching* survey was distributed to all OCTs as an enhancement to existing early career surveys, broadening the survey scope allows for a more robust record of long- and short-term fluctuations in the province's teacher workforce.

Future surveys aim to boost OCT participation rates. This will help this survey report become a reliable source of data for the education system by offering valuable insights into the teacher shortage, demographic representation, workforce mobility, and other critical issues affecting the province's teaching profession.

Education partners at all levels of the province's publicly funded system – from school boards making hiring decisions, to system leaders making policy decisions, to individual OCTs seeking new career opportunities – will have access to this comprehensive data analysis, empowering informed decision-making across Ontario.

### **Ongoing commitment to equity, diversity and inclusion**

The College is also applying data-driven decision-making internally. Over the years, the College has invested in equity, diversity and inclusion (EDI) through training, staff surveys

**“I offer my sincere thanks to Council, staff, all OCTs and College applicants for sharing and advancing our common commitment and dedication to student well-being.”**

Linda Lacroix, OCT/EAO

and the creation of an EDI Committee. As part of our ongoing commitment to EDI, we worked with D&D Inclusion Consulting, an independent third-party consultant, to initiate a comprehensive internal EDI review. The process, which started in late 2022 and concluded in 2023, included a review of our internal policies, staff surveys and consultations. The findings, along with a set of recommendations, were shared with staff and the College’s EDI Committee. By understanding our strengths and barriers, we are better positioned and engaged in moving forward with the implementation of recommendations from the EDI review.

### **Shared commitment**

I offer my sincere thanks to Council, staff, all OCTs and College applicants for sharing and advancing our common commitment and dedication to student well-being and fostering a safe learning environment where every student is cared for.

**Linda Lacroix, OCT/EAO**  
**Registrar & CEO**

# 2023 Facts and Stats

Additional  
Qualifications awarded



28,818

7,169



new members certified

Members in  
good standing



228,185

8,228



applications received

97.8% of members have  
completed the Sexual  
Abuse Prevention  
Program



110



applications denied

1,127



concerns received

Council approves new  
five-year Strategic Plan



Launched new Tran-  
sitional Certificate  
of Qualification and  
Registration





## Who We are and What We do

The Ontario College of Teachers is the regulatory body for Ontario's teaching profession.

Self-regulation recognizes the maturity of a profession and acknowledges its professionals can govern themselves. It means the government has delegated its regulatory authority to those with the specialized knowledge required to do the job.

A self-regulating profession protects the public interest by setting standards of competency and conduct. It has the right and responsibility to license and discipline its professionals, including suspending and revoking those licences.

In short, we exist to safeguard Ontario's more than two million students.

## Our Mandate

As the regulator for the province's teaching profession, the Ontario College of Teachers protects the public interest by safeguarding students and supporting student well-being. All educators working in Ontario's publicly funded elementary and secondary school systems are required to be members of the College. Our role and authority are set out in the *Ontario College of Teachers Act, 1996 (OCTA)*.

Simply put, we are responsible for regulating Ontario's teaching profession through:

- Membership
- Accreditation
- Regulation

Our legislated objects (provisions from our Act that outline the underlying purposes of the legislation) all fall into these categories.



## Legislated objects

1. To regulate the profession of teaching and to govern its members.
2. Develop, establish and maintain qualifications for membership in the College.
3. Accredite professional teacher education programs offered by post-secondary educational institutions.
4. Accredite ongoing education programs for teachers offered by post-secondary educational institutions and other bodies.
5. Issue, renew, amend, suspend, cancel, revoke and reinstate certificates of qualification and registration.
6. Provide for the ongoing education of members of the College.
7. Establish and enforce professional and ethical standards applicable to members of the College.
8. Receive and investigate complaints against members of the College and to deal with discipline and fitness to practise issues.
9. 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.
10. Communicate with the public on behalf of the members of the College.
11. Perform such additional functions as are prescribed by the regulations.

## Membership

## Accreditation & Standards

## Regulation



## Public accountability, professionalism and transparency

Infused into every area of our work is accountability, professionalism and transparency.

**Accountability** to the public means the College operates in an open and accountable manner, always with the public interest in mind. We communicate with the public regularly about what we do and how we support public education in Ontario via our e-newsletter, *The Standard*, social media and news releases. We prioritize accountability in everything we do.

**Transparency** is being open about the work that we do. It is about making our work available and accessible to the public whenever permitted by law. Moreover, it is about communicating simply and plainly with our stakeholders and making it easier for them to engage with us.

**Professionalism** is ensuring OCTs are qualified, licensed, and have earned the privilege of

teaching in Ontario's publicly funded elementary and secondary schools. It is continuing to do good work, while making improvements before they are needed.

Collaboration is key to supporting Ontario's education system. The breadth and depth of the expertise contributed by individuals and organizations combine to support student learning and well-being.

Parent groups, trustees and government agencies work with teachers and administrators, faculties of education, teachers' federations and professional associations to identify issues and develop solutions. Whether developing revised professional standards for OCTs or a response to government policy initiatives, we consult with education stakeholders as an integral part of addressing issues and opportunities facing the teaching profession.

Proactive, ongoing learning is an opportunity for OCTs to stay up to date on their professional knowledge and practice, and the College provides for continuing education to teachers in the field.

### Highlights from 2023 include:

**Updated – Professional Advisory on Additional Qualifications: Extending Knowledge and Practice through Ongoing Professional Learning** – Updated in November 2023, the intent of this advisory is to clarify for members the purpose of the regulated system of qualifications in a division or subject, commonly referred to as Additional Basic Qualifications (ABQs) and Additional Qualifications (AQs).

**Accredited AQ courses** – Designed by teachers for teachers, the College accredited more than 1,150 AQ courses from 54 providers this year alone. AQs reflect the pedagogy and experience of the teaching profession and when completed, they are recorded on a member's teaching certificate.

### Greater student protection: completing the Sexual Abuse Prevention Program

More than 97.8 per cent (approximately 218,000) of all members have completed the Program since it came into effect at the beginning of 2022. Created in partnership with the Canadian Centre for Child Protection, the Program is mandatory for all members and a certification requirement for all applicants.

## Continuing our EDI journey through self-reflection and ongoing learning

In 2023 the College received the results of an internal equity, diversity and inclusion (EDI) review, conducted by third party consultant D&D Inclusion Consulting, an EDI firm with expertise in assessments for non-profit organizations, the public sector and associations.

The purpose of the review was driven by the College's desire to act on its EDI responsibilities and gain a better understanding of the lived experiences of its staff to help the organization move forward on its EDI goals.

Staff were extensively consulted, and participation was voluntary.

The report:

1. Brought forward the voices of equity-deserving staff and raised awareness of their experiences
2. Acknowledged the organization's strengths on EDI
3. Identified key EDI barriers, and
4. Provided an actionable path forward to address the identified barriers.

The College is working closely with its internal EDI Committee to enact the report's recommendations.



## Our public register: Find a Teacher

In the interest of transparency, the public can view a register of all Ontario Certified Teachers (OCTs) on our website, which includes their qualifications, credentials and, most recently, criminal charges and convictions relevant to their ability to teach.

Notations for every revocation, cancellation and suspension, and the terms, conditions and limitations imposed on a member's Certificate of Qualification and Registration are also listed.

### Publicly available:

**Discipline hearings and decisions** - Our disciplinary hearings are open to the public. A summary of each hearing and its outcome is published in the College's official publication *Your College and You*, on our website, and through *Quicklaw* and *CanLII*.

**Accreditation decisions** - College accreditation panels review each new each new proposed teacher education program in Ontario. Accredited programs are also reviewed on a regular cycle to ensure they continue to meet required standards. All panel decisions are available on our website.

## Our commitment

The College has an ongoing and long-standing commitment to anti-oppression, equity and inclusion. We recognize there is always more work to be done and are committed to doing more, including continuing to develop our own awareness; leading where appropriate; and, consulting or following as needed to support anti-oppressive and anti-racist practices, policies and processes.

## Resources available year-round



We offer OCTs and the public a wide range of resources about teaching and education on our website, through the Margaret Wilson Library and in our newsletters, ***Your College and You*** and ***The Standard***. Government agencies, consulates, international organizations and advocacy groups, as well as other Canadian provinces, increasingly draw on College expertise about teacher certification, international credentials and assessment, program accreditation and the status of teacher education.

College correspondence reflects, wherever possible, gender-neutral language. Providing members with the ability to self-identify supports our ongoing commitment to equity, inclusivity and respect when communicating with applicants, OCTs and the public within diverse communities.



# OUR GOVERNING COUNCIL

12

Council members

40

Committee members



Competency-based selection process



Diverse geographic, linguistic, and Indigenous perspectives of Ontario

81

Panellists on rosters

**New: 2024-2028 Strategic Plan:** College Council approved a new five-year strategic plan on October 5, 2023. The plan guides how the College fulfils its public interest mandate from January 1, 2024 to December 31, 2028.

The 2024-2028 strategic plan builds upon the successes of our previous five-year plan. It is the product of several months of engagement and consultation with external and internal stakeholders, including federations, faculties, school boards, parents' groups, and Indigenous advisors.

Also in place are our statutory committees, regulatory committees and rosters of panellists, all established through a competency-based selection process.

Members of Council are dedicated to only serving on Council, while more than 100 individuals serve on committees and rosters, which ensures quorum is always met with a diversity of perspectives present.

## Year-round application process

Applications to Council, committees and rosters are accepted year-round and held for review until the annual selection process, which occurs at the end of each calendar year.

OCTs and members of the public can apply to the Selection and Nominating Subcommittee for future Council, committee and roster vacancies on an ongoing basis. Individuals appointed to fill a future vacancy will be appointed for a two-year term.

## College Council

### Members of the teaching profession

Natacha Akineza, OCT  
Valerie Fontenelle, OCT  
Douglas Gosse, OCT  
Imran Syed, OCT  
Maria Vasanelli, OCT  
Tammy Webster, OCT

### Members of the public

Diana Miles, Chair of Council  
Abena Buahene  
Jonathan Davey  
Peter Dinsdale  
Elaine Lajeunesse  
Jonathan Rose

### Subcommittees of Council

Council members also serve on one or more of the following subcommittees:

- Audit and Finance
- Human Resources
- Selection and Nominating

## Committees

The mandate of each committee is set out in legislation or regulation, depending on its role in the governance structure.

All statutory and regulatory committees are comprised of an equal number of Ontario Certified Teachers in good standing and members of the public who must not be, nor ever have been, a member of the teaching profession. Statutory committee chairs and vice-chairs also serve on the Adjudicative Body of Chairs.

### Find out more about our Committees at

[oct-oeeo.ca/committees](https://oct-oeeo.ca/committees)

### Statutory committees

- Adjudicative Body of Chairs
- Discipline
- Fitness to Practise
- Investigation
- Registration Appeals

### Regulatory committees

- Accreditation
- Accreditation Appeal
- Standards of Practice and Education

## Rosters of Panellists

Individuals serving on rosters are appointed to three- or four-person panels to decide matters on behalf of a committee.

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# Membership and Applications

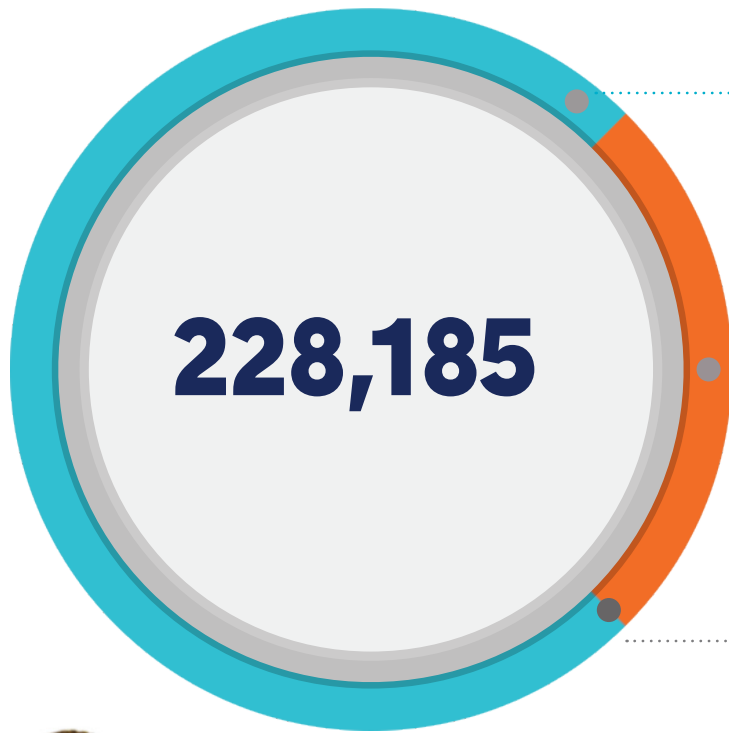
## Ontario Certified Teachers

Who are Ontario Certified Teachers (OCTs)? Teachers, consultants, vice-principals, principals, supervisory officers, and those working in non-school board positions must all be licensed by the College to work in Ontario's publicly funded schools and school systems.

Our members work in faculties of education at universities, the Ministry of Education, teachers' federations, independent schools, and at the College itself. They also work in many other institutions that provide educational opportunities for teachers and their students in Ontario, other parts of Canada and around the world.



Total Number of Members in Good Standing



**228,185**

Female **171,422**



English 161,063  
French 10,359

Male **56,504**



English 52,579  
French 3,925

x **259**  
English 252  
French 7



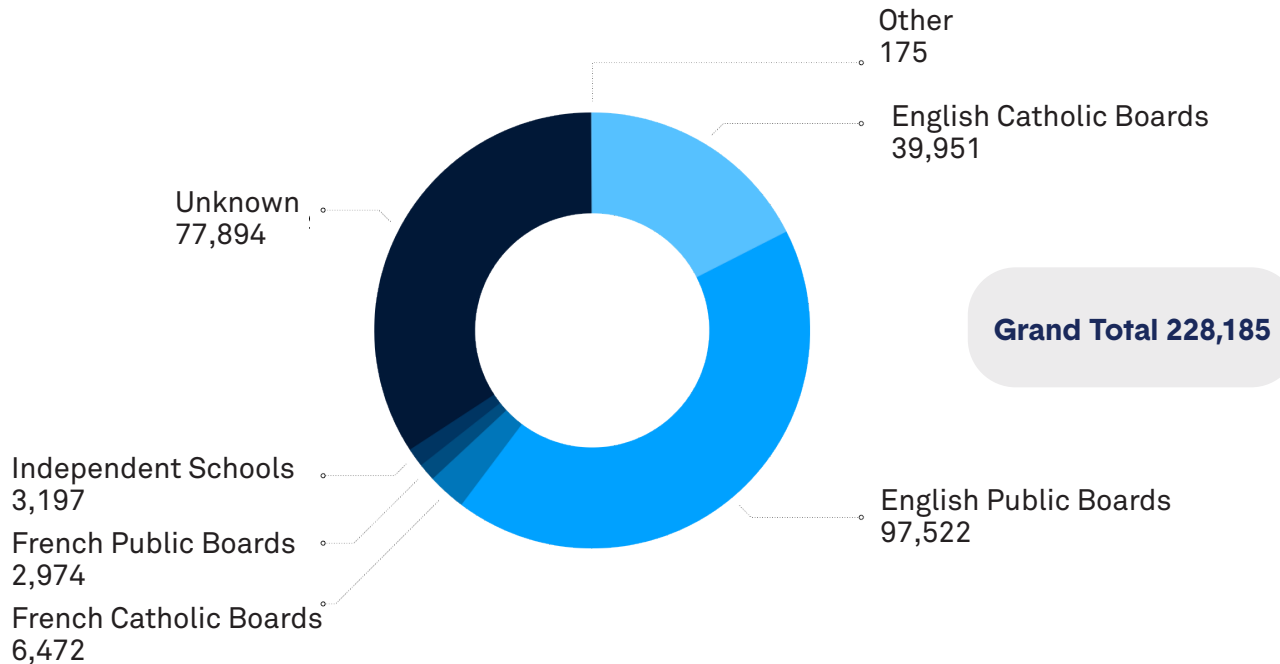
## Average Age of Members

**44.9** yrs

Age of Female Members	44.4
Age of Male Members	46.6
Age of X	36.4



## Where Members are Employed

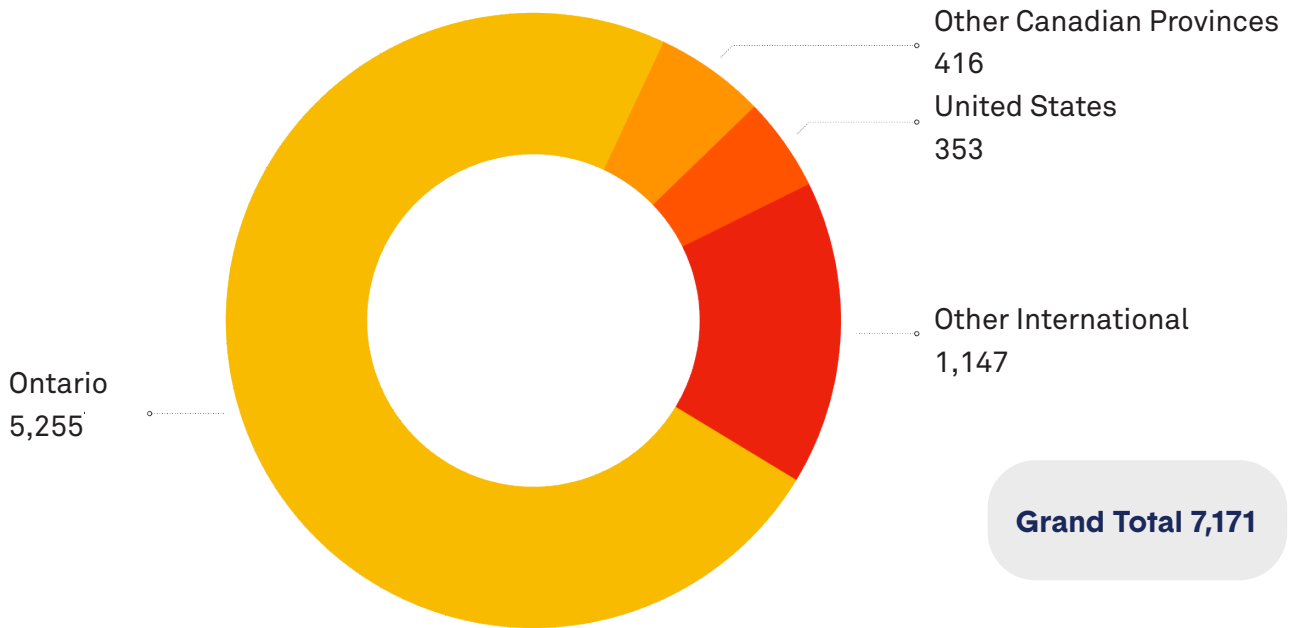


## Applications

The College receives applications for certification from both domestic and international applicants. To be certified, teachers must typically have:

- completed a minimum three-year postsecondary degree from an acceptable postsecondary institution
- successfully completed a four-semester teacher education program
- applied to the College for certification and paid the annual membership and registration fees
- successfully completed the Sexual Abuse Prevention Program.

### Total Number of Applicants Certified by Jurisdiction in 2023



### Total Number of New Teacher Induction Program Completions in 2023



### Total Number of Registration Appeals in 2023

**15** Decisions Rendered

**21** Appeals Received

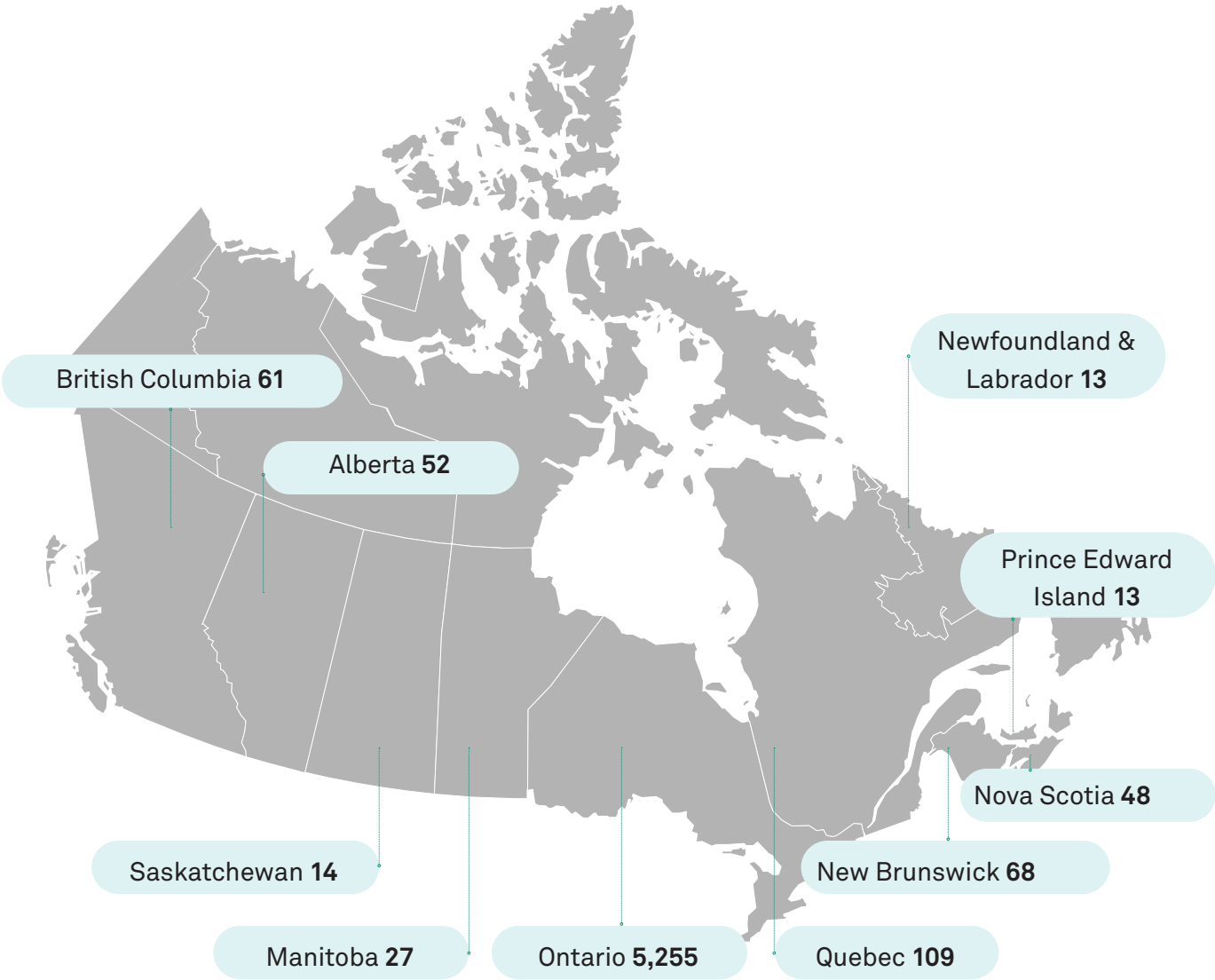
Not all applicants who apply to the College become certified. Those who are denied have the right to appeal the decision within 60 days.

# Teacher Education

## Accreditation

The College is responsible for accrediting Ontario’s initial (pre-service) and ongoing (in-service) teacher education programs in the province, including more than 50 full- and part-time programs of professional education at 17 faculties of education.

## Total Number of New Members by Province of Initial Certification



## Ontario Graduates : Total Number of New Members by Ontario Faculty of Education

Faculty of Education	Quantity
Charles Sturt University	1
College of Education, Niagara University	242
Faculté d'éducation, Université Laurentienne	91
Faculté d'éducation, Université d'Ottawa	350
Faculty of Education, Brock University	398
Faculty of Education, Lakehead University	597
Schulich School of Education, Nipissing University	354
Faculty of Education, Queen's University	519
Faculty of Education, The University of Western Ontario	314
Faculty of Education, University of Ottawa	289
Faculty of Education, University of Windsor	350
Faculty of Education, Wilfrid Laurier University	139
Faculty of Education, York University	786
Ontario Institute for Studies in Education of the University of Toronto	312
Redeemer University College	50
School of Education, Laurentian University	85
Trent University	148
Tyndale University	38
University of Ontario Institute of Technology	192

## Top 20 Countries Where Members Were Initially Certified (Excluding U.S. & Canada)

Country	Certified
Australia	4,776
India	4,147
England	1,073
Scotland	1,045
New Zealand	731
Jamaica	687
Philippines	365
Pakistan	349
Wales	327
Unknown	308
Poland	234
Nigeria	217
Cameroon	191
Hong Kong	189
South Africa	162
Romania	141
Ukraine	139
Albania	123
Egypt	120
Lebanon	120

## Qualifications of College Members

### Additional Qualification Courses

The College reviews and approves hundreds of Additional Qualification (AQ) courses. These courses help teachers stay current in their practice, expand their skills and meet the challenges of today's classrooms.



**Total Aqs Awarded 28,818**

## Top 20 English Additional Qualifications Awarded in 2023, by Subject

Top Additional Qualifications - English	Quantity
Special Education, Part 1	3,268
Mathematics, Primary and Junior, Part 1	1,699
Special Education, Part 2	1,612
Teaching English Language Learners, Part 1	1,516
Reading, Part 1	1,501
Religious Education in Catholic Schools, Part 1	1,210
Special Education, Specialist	1,086
Guidance and Career Education, Part 1	999
Kindergarten, Part 1	865
Mathematics, Primary and Junior, Part 2	758
Principal's Qualification program (PQP), Part 2	743
Principal's Qualification program (PQP), Part 1	717
Honour Specialist	664
Teacher Librarian, Part 1	576
French as a Second Language, Part 1	546
Mathematics, Primary and Junior, Specialist	490
First Nations, Métis and Inuit Peoples: Understanding Traditional Teachings, Histories, Current Issues and Cultures, Part 1	469
Co-operative Education, Part 1	426
Reading, Part 2	413

## Top 20 French Additional Qualifications Awarded in 2023, by Subject

Top Additional Qualifications - French	Quantity
Éducation de l'enfance en difficulté, partie 1	355
Éducation de l'enfance en difficulté, partie 2	156
Éducation de l'enfance en difficulté, spécialiste	117
Éducation religieuse en milieu scolaire catholique, partie 1	112
Programme menant à la qualification de directrice ou de directeur d'école (PQD), Partie 2	74
Programme menant à la qualification de directrice ou de directeur d'école (PQD), Partie 1	52
Mathématiques (cycles primaire et moyen), partie 1	44
Lecture, partie 1	42
Intégration de la technologie de l'information et de la communication dans l'enseignement, partie 1	39
Mathématiques (cycles primaire et moyen), partie 2	37
Mathématiques - 7e et 8e année	36
Orientation et formation au cheminement de carrière, partie 1	29
Premières Nations, Métis et Inuits - Comprendre les enseignements traditionnels, l'histoire, les enjeux actuels et les cultures, partie 2	25
Actualisation linguistique en français/Programme d'appui aux nouveaux arrivants, partie 1	24
Enseignement aux élèves ayant des besoins particuliers en communication (troubles du spectre autistique)	23
Intégration de la technologie de l'information et de la communication dans l'enseignement, spécialiste	18
Lecture, spécialiste	18
Écriture, partie 1	17
Jardin d'enfants, partie 1	16
Éducation coopérative, partie 1	15

### Members with Principal's Qualifications (by Gender)

The Principal's Qualifications program is designed to educate future principals to lead and manage efficiently in contexts characterized by change and complexity.



### Members with Supervisory Officer's Qualifications (by Gender)

The Supervisory Officer's Qualifications program is designed to help educators become leaders at the board level.

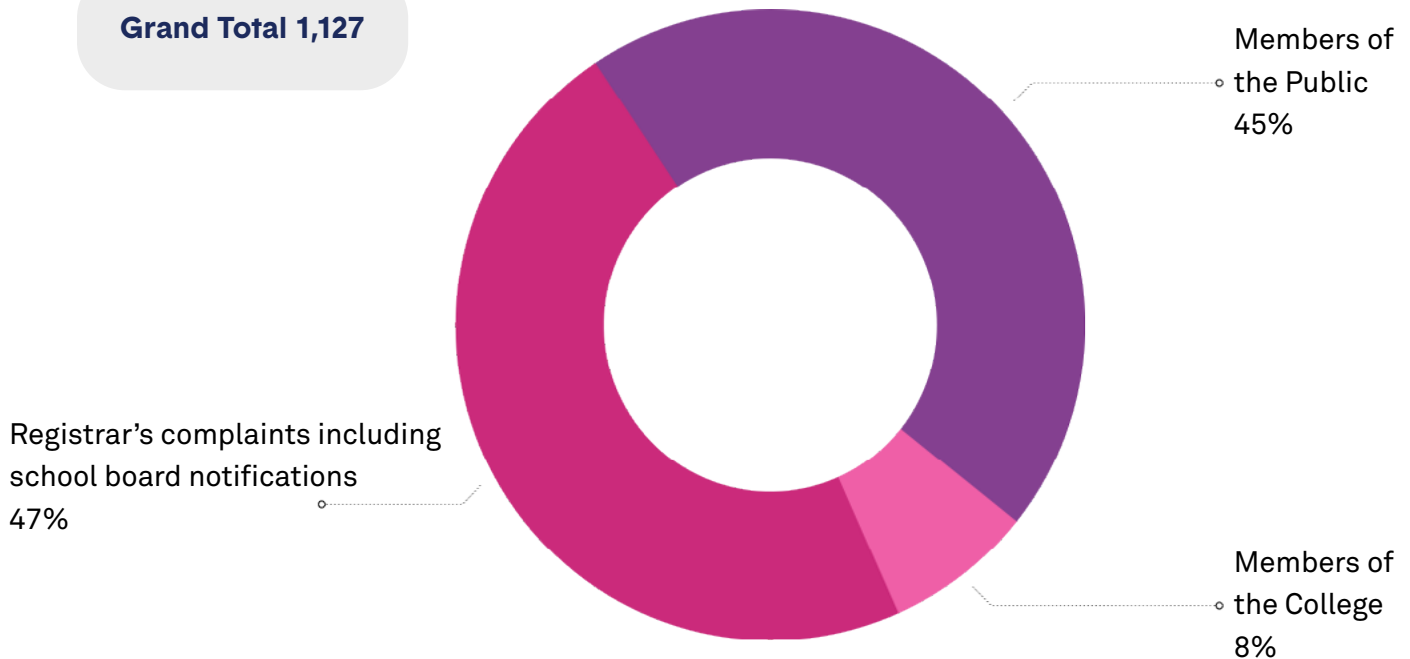




## Origin of Complaints

The College receives complaints from three sources.

Grand Total 1,127



The College investigates complaints about its members to enhance public confidence in the teaching profession and promote learning environments that are safe for students.

Some complaints can be addressed at an early stage through complaint resolution. A panel reviews investigation reports and, if conduct, competence or capacity concerns are identified, a separate discipline or fitness to practise panel rules on the allegations. There are two types of hearings:

- Discipline hearings related to allegations of professional misconduct or incompetence, and their decisions, are public.
- Fitness to Practise hearings related to allegations of a member's incapacity to practise are not public.

**Complaint Resolution:** The voluntary, without-prejudice process through which suitable complaints are resolved by agreement, without a full investigation or hearing. Outcomes protect

the public interest and mirror Investigation Committee decisions reached after investigations of matters of a similar nature.

**Discipline:** Conducts legal proceedings that are generally open to the public and rules on allegations of professional misconduct or incompetence made against members of the teaching profession. A three-person panel receives evidence and submissions before reaching a decision that is supported by written reasons. If a panel finds that a member engaged in professional misconduct or is incompetent, it may make orders that include reprimands, the imposition of terms, conditions or limitations on a member's teaching certificate, suspensions or revocations.

**Fitness to Practise:** Conducts closed hearings and rules on allegations related to a member of the teaching profession's physical or mental capacity to carry out their professional responsibilities. A three-person panel receives evidence and submissions before reaching a decision that is

supported by written reasons. If a panel finds that a member is incapacitated, it may make orders that include the imposition of terms, conditions or limitations on a member’s teaching certificate, suspensions or revocations.

**Adjudicative Body of Chairs:** The chairs and vice-chairs of the Discipline, Fitness to Practise, Investigation, and Registration Appeals committees also serve on the Adjudicative Body of Chairs (ABC). The ABC may:

- direct the Discipline or Fitness to Practise committees to hold a hearing to determine allegations of member misconduct, incompetence or incapacity;
- make interim orders directing the Registrar to suspend a member’s teaching certificate or impose terms, conditions or limitations on a member’s certificate;
- make an order to direct the Registrar to

- issue a certificate to a member or to remove the suspension of a member’s certificate (reinstatement);
- approve the Registrar’s appointment of an investigator; and hold a hearing for complaints made against a Council, committee or roster member for reasons of conflict of interest or for contravention of the oath.

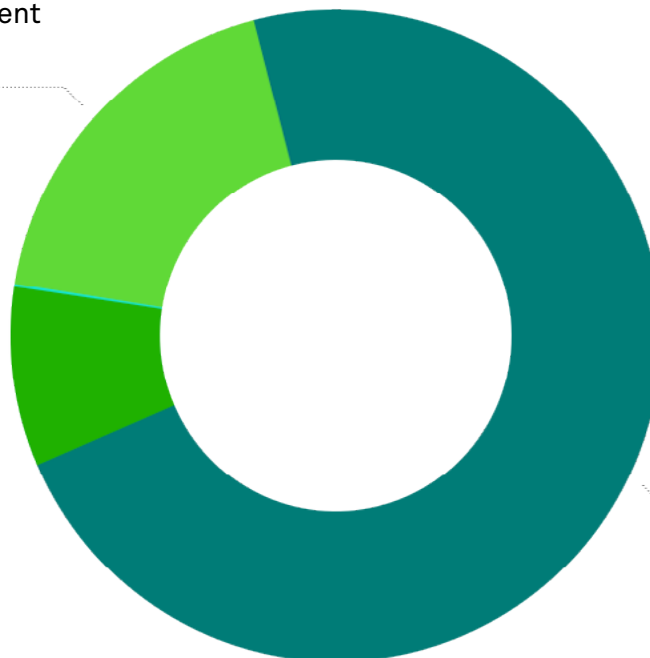
**In 2023:**

- In 2023, 20 of the 26 revocations were for sexual abuse.
- The College concluded 62 Discipline Committee Hearings and 1 Fitness to Practise Committee hearing. All discipline decisions can be found on our website at [oct.ca](http://oct.ca).

**Disposition of Complaints**

Complaint Resolution /  
Memorandum of Agreement  
Ratified by Investigation  
Committee  
18%

Discipline Committee  
9%



Investigation Committee  
73%

# HISTORICAL STATISTICS

Available online at [oct-oeo.ca/historical\\_stats](https://oct-oeo.ca/historical_stats).



Financial Statements of

**ONTARIO COLLEGE OF  
TEACHERS**

Year ended December 31, 2023

# ONTARIO COLLEGE OF TEACHERS

## Table of Contents

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	<b>Page</b>
• Independent Auditor's Report	
• Financial Statements of Ontario College of Teachers	
• Balance Sheet	1
• Statement of Operations and Changes in Members' Equity	2
• Statement of Cash Flows	3
• Notes to Financial Statements	4 - 9



**KPMG LLP**  
Vaughan Metropolitan Centre  
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## **INDEPENDENT AUDITOR'S REPORT**

To the Members of Ontario College of Teachers

### ***Opinion***

We have audited the financial statements of Ontario College of Teachers (the Entity), which comprise:

- the balance sheet as at December 31, 2023
- the statement of operations and changes in members' equity for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at December 31, 2023, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### ***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditor's Responsibilities for the Audit of the Financial Statements***" section of our auditor's report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



## ***Responsibilities of Management and Those Charged with Governance for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

## ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



Page 3

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. A horizontal line is drawn underneath the signature, extending from the left side of the 'K' towards the right.

Chartered Professional Accountants, Licensed Public Accountants

Vaughan, Canada

March 21, 2024

# ONTARIO COLLEGE OF TEACHERS

Balance Sheet  
(In thousands of dollars)

December 31, 2023, with comparative information for 2022

	2023	2022
<b>Assets</b>		
Current assets:		
Cash	\$ 14,467	\$ 4,999
Investments (note 2)	9,465	9,174
Accounts receivable	222	107
Deposits and prepaid expenses	129	157
	<u>24,283</u>	<u>14,437</u>
Capital assets (note 3)	21,676	23,695
	<u>\$ 45,959</u>	<u>\$ 38,132</u>

## Liabilities and Members' Equity

Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 5,080	\$ 3,748
Deferred revenue	1,532	1,604
Deferred salaries	20	195
Mortgage payable (note 5)	549	532
	<u>7,181</u>	<u>6,079</u>
Mortgage payable (note 5)	11,241	11,788
Members' equity:		
Unrestricted	9,374	10,863
Internally restricted (note 9)	18,163	9,402
	<u>27,537</u>	<u>20,265</u>
Commitments and contingencies (notes 7 and 8)		
	<u>\$ 45,959</u>	<u>\$ 38,132</u>

See accompanying notes to financial statements.

On behalf of the Board:

\_\_\_\_\_  
Council Chair, Diana Miles

\_\_\_\_\_  
Registrar & CEO, Linda Lacroix

# ONTARIO COLLEGE OF TEACHERS

Statement of Operations and Changes in Members' Equity  
(In thousands of dollars)

Year ended December 31, 2023, with comparative information for 2022

	2023	2022
Revenue:		
Annual membership fees	\$ 45,929	\$ 39,000
Other fees	2,302	2,225
Advertising	283	284
Interest and other (note 11)	1,925	1,095
	<u>50,439</u>	<u>42,604</u>
Expenditures:		
Employee salaries	20,647	18,913
Employee benefits (note 10)	5,481	4,659
Council and committees	260	200
Services to members and applicants	381	542
Professional practice	262	259
Investigations and hearings	4,200	5,032
Operating support	7,328	5,430
Mortgage interest	397	417
Amortization	4,211	4,132
	<u>43,167</u>	<u>39,584</u>
Excess of revenue over expenditures	7,272	3,020
Members' equity, beginning of year	20,265	17,245
Members' equity, end of year	<u>\$ 27,537</u>	<u>\$ 20,265</u>
Members' equity, comprised of:		
Unrestricted	\$ 9,374	\$ 10,863
Internally restricted (note 9)	18,163	9,402

See accompanying notes to financial statements.

# ONTARIO COLLEGE OF TEACHERS

Statement of Cash Flows  
(In thousands of dollars)

Year ended December 31, 2023, with comparative information for 2022

	2023	2022
Cash provided by (used in):		
Operating activities:		
Excess of revenue over expenditures	\$ 7,272	\$ 3,020
Items not involving cash:		
Amortization	4,211	4,132
Interest accrued	(291)	(174)
Change in non-cash operating working capital:		
Accounts receivable	(115)	171
Deposits and prepaid expenses	28	157
Accounts payable and accrued liabilities	1,332	(1,057)
Deferred revenue	(72)	218
Deferred salaries	(175)	(330)
	12,190	6,137
Financing activities:		
Repayment of mortgage principal	(530)	(515)
Investing activities:		
Purchases of investments	–	(9,000)
Purchase of capital assets	(2,192)	(647)
	(2,192)	(9,647)
Increase (decrease) in cash	9,468	(4,025)
Cash, beginning of year	4,999	9,024
Cash, end of year	\$ 14,467	\$ 4,999

See accompanying notes to financial statements.

# ONTARIO COLLEGE OF TEACHERS

Notes to Financial Statements  
(In thousands of dollars)

Year ended December 31, 2023

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The Ontario College of Teachers (the "College") was established by an Act of the Ontario Legislature proclaimed on July 5, 1996.

The College is an independent, self-regulating professional body with authority to license and regulate the practice of teaching in Ontario.

The College is governed by a Council comprised of 12 members, half of whom are Ontario Certified Teachers and half who are members of the public appointed by the Government of Ontario.

As a not-for-profit professional membership organization, the College is exempt from income taxes.

## **1. Significant accounting policies:**

The financial statements of the College have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies followed by the College are outlined below:

### **(a) Revenue recognition:**

The College follows the deferral method of accounting for revenue.

Membership fees received are deferred and recognized as revenue in the year to which the fee relates.

All other unrestricted revenue is recognized as revenue when received or receivable, if the amounts to be received can be reasonably estimated and collection is reasonably assured.

Interest revenue is recorded as earned.

# ONTARIO COLLEGE OF TEACHERS

Notes to Financial Statements (continued)  
(In thousands of dollars)

Year ended December 31, 2023

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## 1. Significant accounting policies (continued):

### (b) Capital assets:

Capital assets purchased are recorded at cost. Repairs and maintenance costs are charged to expenditures. Betterments which extend the estimated useful life of an asset are capitalized. When a capital asset no longer contributes to the College's ability to provide services, its carrying amount is written down to its residual value. Capital assets are amortized over their estimated useful lives on a straight-line basis, as follows:

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Building	30 years
Building improvements	15 years
Furniture	10 years
Equipment	3 to 10 years
Computer equipment	4 years
Software	3 years

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### (c) Financial instruments:

Financial liabilities are initially recognized at fair value less any financing fees or transaction costs. The financial liabilities are subsequently measured at amortized cost.

Financial assets are initially recognized at fair value plus any financing fees or transaction costs. Investments are recorded at amortized cost and include accrued interest.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the College determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the College expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value. Impairments are recognized through the use of an allowance account, with a corresponding charge in the statement of operations and changes in members' equity.

# ONTARIO COLLEGE OF TEACHERS

Notes to Financial Statements (continued)  
(In thousands of dollars)

Year ended December 31, 2023

## 1. Significant accounting policies (continued):

(d) Use of estimates:

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenditures during the year. Actual results could differ from those estimates.

## 2. Investments:

	2023	2022
Bank of Montreal 5.55% GIC, maturing January 26, 2024	\$ 9,465	\$ 9,174

Included in the investment balance is \$465 (2022 - \$174) of accrued interest.

## 3. Capital assets:

	2023		2022	
	Cost	Accumulated amortization	Net book value	Net book value
Land	\$ 7,660	\$ —	\$ 7,660	\$ 7,660
Building	12,835	5,776	7,059	7,487
Building improvements	15,721	12,990	2,731	3,780
Furniture	6,553	6,001	552	598
Equipment	4,776	3,110	1,666	388
Computer equipment	2,538	1,849	689	432
Software	6,900	5,581	1,319	3,350
	\$ 56,983	\$ 35,307	\$ 21,676	\$ 23,695

Included in equipment is \$1,073 in assets related to upgrading of the audio visual systems at the College. Amortization of these amounts will commence when these assets are put in use.

# ONTARIO COLLEGE OF TEACHERS

Notes to Financial Statements (continued)  
(In thousands of dollars)

Year ended December 31, 2023

## 4. Accounts payable and accrued liabilities:

Included in accounts payable and accrued liabilities at December 31, 2023 are government remittances owing of nil (2022 - \$138).

## 5. Mortgage payable:

On June 23, 2010, the College purchased eight floors of a 15-floor commercial condominium building at 101 Bloor Street West. The vendor retained the bottom six floors, including the ground floor retail space. Total cost of the property purchased was \$20.5 million, which was recorded in capital assets.

On June 25, 2020, the College entered into a Letter of Agreement (the "Agreement") with a Canadian chartered bank to establish a renewed and amended credit facility (the "Facility"). Under the Facility, the College has established two separate loans with different interest rates and maturity dates as outlined below. Both mortgages are amortized over 20 years and are secured by the property. Held as collateral for the Facility are the property, a chattel mortgage and a general assignment of rents and leases.

Under the terms of the Agreement, the College is required to comply with certain financial and non-financial covenants. As at December 31, 2023, the College is in compliance with the covenants.

As at December 31, the balances outstanding are as follows:

	2023	2022
Bank of Montreal, 3.04% payable in monthly instalments of principal and interest of \$38, maturing June 30, 2025	\$ 5,875	\$ 6,146
Bank of Montreal, 3.54% payable in monthly instalments of principal and interest of \$40, maturing June 30, 2030	5,915	6,174
	11,790	12,320
Less current portion	549	532
	\$ 11,241	\$ 11,788

# ONTARIO COLLEGE OF TEACHERS

Notes to Financial Statements (continued)  
(In thousands of dollars)

Year ended December 31, 2023

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## 5. Mortgage payable (continued):

Principal payments are due as follows:

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2024	\$	549
2025		5,875
2026		290
2027		300
2028		311
Thereafter		4,465
		<hr/>
	\$	11,790

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## 6. Credit facility:

Under the Agreement as disclosed in note 5, the College has access to an operating demand loan with an overall limit of \$5,000, which bears interest at the bank prime rate plus 0.5%. As at December 31, 2023, no amounts (2022 - nil) had been drawn against this facility.

## 7. Commitments:

The College has entered into various operating lease commitments for office equipment. The estimated annual payments for these operating lease commitments are as follows:

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2024	\$	38
2025		39
2026		39
2027		32
		<hr/>
	\$	148

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## 8. Contingencies:

The College is involved in claims that arise from time to time in the normal course of operations. Management is unaware of any matters that will have a material adverse effect on the financial position of the College or its results of operations.

# ONTARIO COLLEGE OF TEACHERS

Notes to Financial Statements (continued)  
(In thousands of dollars)

Year ended December 31, 2023

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## 9. Members' equity:

The College's Council has designated certain amounts of previously unrestricted members' equity to be internally restricted. The internally restricted funds are available only with the approval of the Council. The operating reserve fund goal includes setting aside up to three months (2022 - two months) of cash flow to maintain ongoing operations and programs, and to fund unplanned opportunities and liabilities. The College may need to infrequently set aside additional cash reserves for a specified financial or program objective with a measurable timeframe and outcome.

Based on council approval, \$8,761 is transferred from the unrestricted fund to the restricted fund (2022 - transfer from the unrestricted fund to the internally restricted fund \$5,994).

## 10. Pension plans:

Employees who are certified teachers are required to participate in the Ontario Teachers' Pension Plan ("OTPP"), a defined benefit pension plan. All but three non-teacher employees are members of the Ontario Municipal Employees Retirement System ("OMERS"), a defined benefit pension plan with similar characteristics to the OTPP. Both OTPP and OMERS are multi-employer pension plans. The College matches the contributions made by the employees. Contributions are based on a statement from the respective plan for each fiscal year.

The College's total annual pension expense for the two plans was \$2,008 (2022 - \$1,786), which is included in the employee benefits expense in the statement of operations and changes in members' equity.

## 11. Benefits recovery:

Included in interest and other in the prior year is \$503 received from the College's group health benefits insurer related to an accumulated surplus of under-claimed insurance premiums over the years. The College utilized this surplus to fund staffing positions to address workload pressures in Membership Services.

## 12. Financial risks:

The College believes that it is not exposed to significant interest-rate, credit or cash flow risk arising from its financial instruments. Additionally, the College believes it is not exposed to significant liquidity risk as all investments are held in instruments that are highly liquid and can be disposed of to settle commitments.

# College News

Sign up to receive our public newsletter, *The Standard*, and learn more about us at [oct-oeeo.ca/The\\_Standard](https://oct-oeeo.ca/The_Standard).

## Discover the Data in Annual Reports

Our previous annual reports are filled with information and can provide statistical information about Ontario's certified teachers, and insight into the College's history and evolution. Visit [oct-oeeo.ca/annual\\_reports](https://oct-oeeo.ca/annual_reports) to learn more.



**Ontario  
College of  
Teachers**

Ontario's Teaching Regulator

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Cette publication est également disponible en français sous le titre  
*Rapport annuel 2023*