



# Briefing Note

## Proposed Regulatory Amendment – Leadership Pathways

### Issue

The College is requesting that Ontario Regulation 176/10 (Teachers' Qualifications Regulation) be amended to remove the requirement that teachers must hold "an acceptable post-secondary degree" as a prerequisite for being granted the Principal's Qualification Program (PQP) Part 1 qualification, and to develop corresponding equivalency pathways to allow other PQP Part 1 requirements predicated on holding a post-secondary degree to be satisfied.

### Background

Responding to the need in the education system for a diversified pool of qualified leaders in education, in fall 2021, the College initiated a review of qualification requirements for principal candidates.

The primary pathway to an administrative position (e.g., a principal or vice-principal) in the public education system is by obtaining both the PQP Part 1 and Part 2 qualifications. The current requirements for being granted the PQP Part 1 qualification include:

- holding a post-secondary degree;
- completing an initial teacher education program;
- completing an accredited PQP Part 1 program;

- having five years of successful teaching experience verified by a supervisory official;
- holding specialist qualifications and/or graduate post-secondary credits; and
- holding qualifications in grades 9 and 10 in a technological education subject (Schedule B) or in the intermediate division in a general education subject (Schedule A), and two additional qualifications (Primary division, Junior division, and either Senior division in a general education subject (Schedule A) or grades 11 and 12 technological education subject listed in Schedule B).

In order to obtain the PQP Part 2 qualification, a teacher must complete the necessary accredited PQP Part 2 program and complete a leadership practicum. A comprehensive list of requirements for PQP Parts 1 and 2 is set out in an Appendix to this Briefing Note.

### Issue

A historical challenge posed by the post-secondary degree requirement noted above is that certain specialized teachers licensed under sections 11 of the Regulation are not required to hold a post-secondary degree, namely technological education teachers, Indigenous language teachers and teachers who have entered the profession via the completion of a

teacher education program designed specifically to prepare teachers who are of First Nation, Métis or Inuit ancestry. Despite possessing unique experiences and skills that are needed in the current education system, and holding the qualifications necessary for entry into the profession through specialized pathways, these teachers face a barrier to leadership. In fact, various principals' associations highlighted the importance of removing this barrier.

In February 2023, a College staff working group began developing a series of proposed regulatory amendments to the Teachers' Qualifications Regulation. To inform this work, the working group administered a survey and received responses from more than 80 education stakeholders, including education administrators. The following proposed amendments are based on survey responses from the Council of Ontario Directors of Education, Ontario Principals' Council, Ontario Teachers' Federation and its affiliates, school boards, Faculties of Education, education administrators including independent school administrators, and technological education additional qualification course providers.

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### Proposed Amendment

The proposed removal of the requirement that teachers must hold "an acceptable post-secondary degree" as a prerequisite for being granted the PQP Part 1 qualification had strong support among respondents, who noted that the removal of this requirement would lead to increased equity, visibility, variety of experience, and legitimacy, among other benefits.

A few respondents indicated that the risks associated with adopting the proposal included the degradation of the role of

school administrators and a negative impact on student learning outcomes. The working group noted, however, that possessing an undergraduate degree is not the sole requirement for a PQP. Other educational requirements, such as completion of the corresponding PQP leadership program, will be maintained as will the requirement for verified successful classroom experience, which are both critical indicators and supports for a teacher's ability to succeed as an administrator.

Granting the PQP Part 1 qualification also requires the possession of other qualifications, such as an additional teaching division and a combination of post-graduate credits and/or specialist qualifications. Equivalencies for these qualifications will be required as teachers without post-secondary degrees are not currently eligible to pursue these divisional and/or specialist qualifications. Equivalency pathways would be based on completion of leadership and content courses from Schedule C of the Teachers' Qualifications Regulation that would provide for necessary learning about assessment, student transitions, leadership skills, and other content beneficial for aspiring administrators.

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### Recommendation

In view of the stakeholder feedback received, the College is recommending that Council request that the Minister of Education make the following amendment to the Teachers' Qualifications Regulation:

**Removal of the post-secondary degree requirement to be granted the PQP Part 1 qualification.** This would include the creation of equivalency pathways for divisional qualifications, specialist qualifications and graduate post-secondary credit requirements.

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### **Next Steps**

If Council approves this recommendation, College staff will work with Ministry of Education staff to develop amendments for Council's approval at a future Council meeting.

**Prepared by:**

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## APPENDIX

### Part 1 principal's qualification

**32.** (1) The Registrar shall record on a candidate's general certificate of qualification and registration an entry for the part 1 principal's qualification if the Registrar has satisfactory evidence that the candidate has successfully completed an accredited program leading to the qualification, or a program the Registrar considers to be equivalent, and that at the time he or she was admitted to the program,

- (a) the candidate held an acceptable post-secondary degree or qualifications the Registrar considers to be equivalent to such a degree;
- (b) the candidate had an entry on his or her general certificate of qualification and registration for qualification in grades 9 and 10 in a technological education subject listed in Schedule B or in the intermediate division in a general education subject listed in Schedule A, and entries for qualification in any two of,
  - (i) the primary division,
  - (ii) the junior division, and
  - (iii) either grades 11 and 12 in a technological education subject listed in Schedule B or the senior division in a general education subject listed in Schedule A;
- (c) the candidate had at least five school years of successful classroom teaching experience in a school providing elementary or secondary education, verified by the appropriate supervisory officer or the appropriate supervisory official; and
- (d) the candidate had any one of,
  - (i) two specialist or honour specialist qualifications,
  - (ii) one specialist or honour specialist qualification and successful completion of at least one-half the number of graduate post-secondary credits required to qualify for a master's degree granted by an institution identified in clause (a) or (b) of the definition of "acceptable post-secondary degree" in subsection 1 (1),
  - (iii) master's degree for which the candidate was required to complete at least 30 graduate post-secondary credits or their equivalent, or a doctorate, where the master's degree or doctorate was granted by an institution identified in clause (a) or (b) of the definition of "acceptable post-secondary degree" in subsection 1 (1), or
  - (iv) successful completion of at least 30 graduate post-secondary credits or their equivalent, completed at an institution identified in clause (a) or (b) of the definition of "acceptable post-secondary degree" in subsection 1 (1). O. Reg. 176/10, s. 32 (1).

(1.1) An entry on a candidate's general certificate of qualification and registration indicating that he or she has qualifications in three subjects listed in Schedule F is deemed to be equivalent to one specialist or honour specialist qualification for the purposes of subclause (1) (d) (i). O. Reg. 176/10, s. 49 (4).

(2) To fulfil a requirement in subclause (1) (d) (ii), (iii) or (iv) relating to the completion of graduate post-secondary credits or their equivalent, the credits or their equivalent must have been completed by the candidate in addition to any credits that he or she was required to complete to be granted a general certificate of qualification and registration.

### **Part 2 principal's qualification**

**33.** (1) The Registrar shall record on a candidate's general certificate of qualification and registration an entry for the part 2 principal's qualification if the Registrar has satisfactory evidence that the candidate has successfully completed an accredited program leading to the qualification, or a program the Registrar considers to be equivalent, and a leadership practicum acceptable to the Registrar, and that at the time he or she was admitted to the program,

- (a) the candidate's general certificate of qualification and registration had an entry for the part 1 principal's qualification; or
- (b) the candidate held or was deemed to hold,
  - (i) an interim or permanent Elementary School Principal's Certificate,
  - (ii) an interim or permanent Secondary School Principal's Certificate, Type B,
  - (iii) an interim or permanent Vocational School Principal's Certificate,
  - (iv) an interim Secondary School Principal's Certificate, or
  - (v) an interim Secondary School Principal's Certificate, Type A. O. Reg. 176/10, s. 33 (1).

(2) A person holds principal's qualifications if the person's general certificate of qualification and registration indicates the part 2 principal's qualification. O. Reg. 176/10, s. 33 (2).