



Committee Report

Item: Selection and Nominating Subcommittee Report

Public Interest Rationale: The Selection and Nominating Subcommittee serves the public interest by ensuring that candidates are appointed to Council, Committee, and Roster positions based on competencies and qualifications, and that the process is fair and transparent.

Submitted By: Tammy Webster, OCT, Chair

Committee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee (“the SNS”) met on February 18, 2025.

Summary of Work

Update on OIC Vacancy and Future Recruitment Strategy

The SNS received an update on the current status of OIC Public Member vacancies and discussed recruitment strategies for future Council vacancies. One mechanism was to enhance the current competency matrix into a lean competency matrix organized by legislative composition requirements, attributes, and desired skills. This lean competency matrix could be shared with Ministry staff and the SNS to support the prioritization of requirements when appointing OCT and OIC Council members. This will be brought back to SNS at a future meeting.

OCT Council Member Vacancy

The SNS reviewed a list of candidates that applied for a Council position via the online application portal on the OCT website and shortlisted candidates for interviews to fill the OCT Council vacancy. Interviews will be conducted at the end of March, with a recommendation to be presented at a Special Meeting of Council in April.

Subcommittee and Chair/Vice-Chair Appointments

At the December Council meeting, Council approved the subcommittee appointment for the SNS and deferred appointments to fill the vacancies on the Audit and Finance Subcommittee (AFS) and the Human Resources Subcommittee (HRS) until new OIC appointments were received. As Council now has four OIC Public Members, the SNS reviewed the interest received for subcommittee appointments and Chair/Vice-Chair positions for the AFS and HRS. Current public members will be appointed to more than one



subcommittee until new OIC Public Member appointments are received. Recommendations for these positions are included for Council approval.

Motions Referred to Council

The Selection and Nominating Subcommittee recommends that Council approves the following:

1. Subcommittee appointments for a two-year term commencing March 3, 2025, in accordance with regulations made under the Ontario College of Teachers Act, 1996:

Audit and Finance Subcommittee:

- Mark Baxter
- Joseph Fiorino
- Robert Waxman

Human Resources Subcommittee

- Joseph Fiorino
- Robert Waxman

Selection and Nominating Subcommittee

- Joseph Fiorino

2. Subcommittee Chair and Vice-Chair appointments for a one-year term commencing March 3, 2025, in accordance with regulations made under the Ontario College of Teachers Act, 1996

Audit and Finance Subcommittee

Chair – Valerie Fontenelle

Vice-Chair – Robert Waxman

Human Resources Subcommittee

Chair – Imran Syed

Vice-Chair – Joseph Fiorino

Future Meeting Dates

The SNS will meet on March 31, followed by additional quarterly meetings to be scheduled shortly.

Subcommittee Members

- Tammy Webster, OCT (Chair)
- Elaine Lajeunesse (Vice-Chair)



- Mark Baxter

Subcommittee Mandate/Duties

Per Section 5.05 of the College Bylaws, the Selection and Nominating Subcommittee shall:

- Carry out the duties prescribed in section 15.2 of the Act; and
- Carry out the additional duties prescribed in section 14 of Regulation 563/21 (General).

Per the *Ontario College of Teachers Act*:

- 15.2 (4) The Selection and Nominating Subcommittee shall,
- (a) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (a), and based on the review and assessment, prepare a list of nominees who may be appointed to the Council under that clause;
 - (b) review and assess applications of persons who have applied to be appointed to the Council under clause 4 (2) (b), and based on the review and assessment, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to the Council under that clause;
 - (c) review and assess applications of persons who have applied to be appointed to a statutory committee or regulatory committee, and based on the review and assessment, prepare a list of nominees who may be appointed to such a committee;
 - (d) recommend persons for the positions of Chair of Council and of each regulatory committee, and for Chair and Vice Chair of each statutory committee;
 - (e) review and assess applications of persons who have applied to be appointed to the roster of eligible panellists under clause 17 (4) (a), and based on the review and assessment, prepare a list of nominees who may be on the roster; and
 - (f) carry out any other duty prescribed by the regulations. 2020, c. 36, Sched. 33, s. 9.

Per Ontario Regulation 563/21 (General):

14. (1) In addition to performing its duties of the Selection and Nominating Subcommittee under the Act, the subcommittee shall,
- (a) prepare a list of nominees composed of members of the statutory committees for the Council to consider for appointment to the Adjudicative Body of Chairs as additional members referred to in paragraph 3 of subsection 15.1 (1) of the Act;
 - (b) if requested by the Minister, prepare a list of nominees for the Lieutenant Governor in Council to consider for appointment to a roster under clause 17 (4)(b) of the Act; and



- (c) prepare a list of nominees for the Council to consider for appointment to subcommittees of Council, including the Selection and Nominating Subcommittee.
- (2) The Selection and Nominating Subcommittee shall not consider an application from a person for appointment to the Council, a statutory committee, regulatory committee, roster or subcommittee of the Council if the person does not meet the eligibility criteria for that position.
- (3) The Selection and Nominating Subcommittee shall consider, as applicable, the following selection criteria when reviewing and assessing applications for appointment to the Council, a statutory committee, regulatory committee or roster or a subcommittee of the Council, including the Chairs and Vice-Chairs of such bodies:
1. Demonstrated commitment to the College's mission, mandate and the safeguarding of students.
 2. Familiarity with relevant legislation and policies.
 3. Demonstrated ability to practise independent and unbiased decision-making.
 4. Independence from other memberships, directorships, voluntary or paid positions or affiliations that may present a conflict of interest.
 5. Previous governance or board of directors experience.
 6. Availability to perform the duties of the position, including completing training, attending meetings and preparing for hearings, proceedings and other matters before a panel.
 7. Demonstrated ability to make evidence-based decisions efficiently.
 8. Computer literacy and experience working remotely.
 9. Oral and written fluency in either English or French.
 10. Experience as a principal, vice-principal or supervisory officer.
 11. Specialized knowledge, expertise or experience,
 - i. in teacher education, or as an educator in a faculty of education,
 - ii. in financial, auditing and human resources,
 - iii. in adjudication, or
 - iv. in complaint screening.
- (4) When preparing the list of nominees or recommendations for appointment to the Council, a statutory committee, regulatory committee or roster, or the Selection and Nominating Subcommittee, as the case may be, the Selection and Nominating Subcommittee shall consider including on the list,
- (a) persons who reflect the diversity of Ontario;
 - (b) persons who reside in different regions of Ontario; and
 - (c) persons who reflect the composition of Ontario's education system, including persons employed by,
 - (i) English-language public boards,
 - (ii) French-language public boards,
 - (iii) English-language separate boards, and
 - (iv) French-language separate boards.