



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.
Strategic Alignment:	N/A
Submitted By:	Abena Buahene, Chair Selection and Nominating Subcommittee

### Subcommittee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee (“the subcommittee”) met on August 7 and September 20, 2024. The subcommittee also met on August 27 and 29 to interview candidates for Council positions.

### Summary of Work

#### Council Member Recruitment and Appointments

At the August 7 meeting, the subcommittee received an overview of the non-OCT recruitment process, emphasizing the recruitment and vetting conducted by a third-party executive recruitment firm, Odgers Berndston. They reviewed a list of 12 candidates, which included resumes, completed matrices, and highlights of qualifications and skills. The subcommittee assessed the current attributes of Council, identified competency gaps due to upcoming vacancies, and considered the implications for subcommittee composition.

After a thorough review, the subcommittee invited 8 candidates for virtual interviews that were held on August 27 and 29. They also refined the interview questions. Following the interviews, the subcommittee deliberated on the competencies of each candidate and how they would align with Council requirements.

At the September 20 meeting, the subcommittee developed recommendations for Council approval of five candidates, including one additional Indigenous candidate, to be submitted to the Minister of Education to fill three upcoming Council vacancies. Details of the recommendations are included in Attachment 1, with supporting LinkedIn profiles in Attachment 2.

Additionally, the subcommittee reviewed the reappointment requests for two OCT Council members. A motion recommending the reappointment of Imran Syed, OCT, and Tammy Webster, OCT is reflected in Attachment 1.

### **Council Subcommittee Appointments**

The Selection and Nominating Subcommittee has specific legislative composition requirements, consisting of three non-OCT Council members and two OCT Council members. Following the resignation of a former Council member in 2023, there was a vacancy for one non-OCT Council member on the subcommittee. With the recent appointment of Mark Baxter as a non-OCT Council member, the subcommittee is recommending that he be appointed to the subcommittee effective immediately.

### **Committee and Roster Appointments**

At the September 20 meeting, the subcommittee also received a detailed overview of the reappointment and new appointment processes conducted by staff, which informed the recommendations for reappointments and appointments to the College's Statutory and Regulatory Committees and Rosters. Additionally, there was a request to fill an immediate vacancy caused by a mid-year resignation from the Standards of Practice and Education Committee. Recommendations for the Committee and Roster reappointments and new appointments are included in Attachment 1.

### **Chairs and Vice Chair Appointments**

The subcommittee received a policy detailing the appointment process for the Chair and Vice Chair positions for both Council and Committees. To ensure compliance with this policy and to allow additional time for the College to receive appointment notices from the Lieutenant Governor in Council, the subcommittee decided to defer any decisions on these appointments until its next meeting in November. Recommendations will then be presented to the Council at the December meeting.

### **Motions Referred to Council**

**The Selection and Nominating Subcommittee recommends:**

- 1. That Council approve the recommendations for Council, committee and roster member appointments and reappointments, as outlined in Document 36, Attachment 1.**

### **Future Meeting Dates**

- November 2024

### **Subcommittee Members**

- Abena Buahene (Chair)
- Douglas Gosse, OCT (Vice-Chair)
- Elaine Lajeunesse
- Tammy Webster, OCT

### **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,
- 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;
  - 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;
  - 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;
  - recommend persons for the positions of Chair of Council and of each regulatory committee, and for Chair and Vice Chair of each statutory committee;
  - 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
  - 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,
- 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;
  - 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.