



## Subcommittee Report

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### 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

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### Committee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee (“the SNS”) met on March 31, 2025.

### Summary of Work

The SNS invited three prospective OCT candidates to a virtual interview on March 31. Following the interviews, the committees convened a meeting and, after deliberation, are recommending Charles Kouassi, OCT, be appointed for a two-year term commencing April 29, 2025. SNS considered legislative requirements and the competency matrix in their decision-making. The resume of this candidate is provided in Attachment 1.

The subcommittee was also asked to consider an ad hoc appointment request for the Accreditation Roster. There are three upcoming panel reviews scheduled over the summer that require an OCT roster member. While staff have been working to arrange these panels, the current OCT roster members are unavailable to participate in the panels over the summer months. The SNS considered the request and are recommending Dr. Diane Vetter, OCT, be appointed for a two-year term commencing April 29, 2025.

### Motions Referred to Council

The Selection and Nominating Subcommittee recommends that:

1. That Council appoint Charles Kouassi, OCT to a Council position for a 2-year term commencing April 29, 2025, in accordance with the provisions of the *Ontario College of Teachers Act, 1996* and regulations made thereunder, as applicable.
2. That Council appoint Dr. Diane Vetter, OCT to the Accreditation Committee Roster for a 2-year term of office commencing April 29, 2025 in accordance with the provisions of the *Ontario College of Teachers Act, 1996* and regulations made thereunder, as applicable.



### **Future Meeting Dates**

- May 8, 2025
- July 14, 2025 (if required)
- September 15, 2025
- November 20, 2025

### **Subcommittee Members**

- Tammy Webster, OCT (Chair)
- Elaine Lajeunesse (Vice-Chair)
- Mark Baxter
- Joseph Fiorino

### **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.