

Wednesday, November 4, 2020

Memorandum to: See attached List

From: Stephen Lecce
Minister of Education

Nancy Naylor
Deputy Minister of Education

Subject: Teacher Hiring Practices – Policy/Program Memorandum
DRAFT for Feedback

Following the recent announcement regarding the revocation of Ontario Regulation 274/12 (Hiring Practices) and the issuance of the Interim Provincial Teacher Hiring Policy, please find attached a **draft** Policy/Program Memorandum (PPM). We are interested in your feedback.

The *draft* PPM outlines provincial expectations for establishing teacher hiring policies and processes that will strengthen our educator workforce. The accompanying Conflict of Interest (COI) provides a template for defining and addressing potential and actual conflicts of interest. It provides guidance so that conflicts of interest are recognized and either avoided or resolved through appropriate disclosure and management. Once finalized, the expectations in the PPM will apply to school board teacher hiring processes that commence on December 31, 2020.

The Ministry of Education expects that all hiring decisions will be made in accordance with the final PPM and reminds school boards that their decisions are subject to the provisions of their collective agreements, the Human Rights Code and applicable laws. In outlining provincial expectations for teacher hiring, the PPM and accompanying COI maintain due regard for the provision of the best possible program, safety, and well-being of students as mandated in Ontario Regulation 298.

At this time you are invited to share any feedback regarding the *draft* PPM and COI. Comments should be submitted to the Professionalism, Teaching Policy and Standards Branch of the Ministry of Education (PTPSB@ontario.ca) by November 20, 2020.

Thank you for your ongoing dedication to students in Ontario and the teaching profession.

Stephen Lecce
Minister

Nancy Naylor
Deputy Minister

[Enclosure: DRAFT Policy/Program Memorandum: Teacher Hiring Practices and Teacher Hiring Conflict of Interest Template]