

October 16, 2020

Memorandum to: Chairs of District School Boards
Directors of Education
Secretary/Treasurers of School Authorities

From: Stephen Lecce
Minister of Education

Nancy Naylor
Deputy Minister of Education

Subject: Update on Teacher Hiring Practices

We are writing to let you know that, effective October 29, 2020, Ontario Regulation 274/12 (Hiring Practices) made under the *Education Act* will be revoked. Along with the revocation of O. Reg. 274/12, the Ministry of Education is issuing an [interim provincial teacher hiring policy](#), which will be in effect until school boards have adopted their own teacher hiring policies. The board's hiring policies will need to be consistent with a forthcoming Policy/Program Memorandum (PPM) and be responsive to the local context.

The attached interim policy applies to all teacher hiring processes that commence after the revocation date of October 29, 2020. This policy change was informed by the results of stakeholder consultations conducted by the ministry in 2019 with teachers, parents, school boards and principals. They called for several changes to Ontario's teacher hiring practices, including support for more diversity, equity, fairness, flexibility, mobility, merit and quality.

The results of the stakeholder consultations will also inform the PPM, which will outline provincial expectations for establishing teacher hiring policies and processes. A draft PPM will be shared with stakeholders for feedback and a final PPM will be released in November 2020. School boards will be expected to have their own hiring policies that meet the expectations in the PPM no later than December 31, 2020.

Both the interim policy and PPM will work in conjunction with the provisions of collective agreements, the *Human Rights Code*, and applicable laws. In outlining provincial expectations for teacher hiring, the interim policy and PPM will maintain due regard for the provision of the best possible program, safety, and well-being of students as mandated in Ontario Regulation 298.

We know that the quality of teaching is the most critical component in a school's impact on student learning. The guidance provided by the interim teacher hiring policy, and the forthcoming PPM, will enable students to have access to educators that best meet their needs.

Please see below for a timeline of updates on teacher hiring practices.

- **October 29:**
 - Revocation regulation comes into force and O. Reg. 274/12 is revoked.
 - Interim hiring policy comes into force.
- **November:**
 - Final PPM is posted and distributed to school boards, school authorities and stakeholders.
- **December 31:**
 - Interim hiring policy ends.
 - PPM comes into force. Publicly funded school boards are required to implement their own teacher hiring policies consistent with the PPM by this date.

Once you have had the opportunity to review the forthcoming PPM, we encourage you to connect with the ministry to answer any questions that may arise as you develop teacher hiring policies that are responsive to your local context. Inquiries can be sent to PTPSB@ontario.ca.

Thank you for your ongoing dedication to students in Ontario and the teaching profession. We look forward to continuing in our shared commitment to building an education system that is equipped with a diverse and well-prepared educator workforce.

Stephen Lecce
Minister

Nancy Naylor
Deputy Minister

[Enclosure: Interim Provincial Teacher Hiring Policy]

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