



Teacher Hiring: New Policy

To: Governance and Policy Committee

Date: 24 March, 2021

Report No.: 03-21-4060

Strategic Directions

- Transform Student Learning
- Create a Culture for Student and Staff Well-Being
- Provide Equity of Access to Learning Opportunities for All Students
- Allocate Human and Financial Resources Strategically to Support Student Needs
- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being

Recommendation

It is recommended that:

- a) the Policy Development Work Plan for the Teacher Hiring Policy, as presented in this report, be approved;
- b) the Teacher Hiring Policy, as presented in this report, be approved;
- c) the review of the Teacher Hiring Policy, including public consultations, be conducted within the first year after the effective date of the Policy, and subsequently, at a minimum every four (4) years.

Context

On October 29, 2020, the Ministry of Education revoked Ontario Regulation 274/12: Hiring Practices. On February 22, 2021, the Ministry of Education issued Policy/Program Memoranda (PPM) 165 – School Board Teacher Hiring Practices (see Appendix A). The PPM165 directs school boards to develop and implement fair, consistent, and transparent teacher hiring policies and processes by March 31, 2021.

To ensure compliance with PPM 165, staff prepared the draft Teacher Hiring Policy (the “Policy”) for the Committee’s consideration (see appendix B).

In order to be able to meet the implementation deadline and as outlined in the attached Policy Development Work Plan (see Appendix C), staff are recommending to use the

streamlined policy development process and waive the public consultations phase in accordance with section 6.26 of the Board's Policy Development and Management governance procedure (PR501):

Consultations are not required for policies mandated by the Ministry of Education (i.e., policies that are developed or revised following formal directions from the Minister of Education or his/her designate), unless the TDSB policy significantly exceeds or deviates from the requirements set out by the Ministry of Education. Notification about the Ministry of Education mandated policies will be provided to all Advisory Committees of the Board and to the public through the Board's website.

Subject to approval of the Policy by the Board of Trustees, staff recommend initiating an immediate review of the Policy, which will include public consultations.

Action Plan and Associated Timeline

Subject to the Governance and Policy Committee's directions, the Policy will be presented to the Board of Trustees on April 21, 2021 for consideration and final approval.

Once approved by the Board of Trustees, the new Policy will come into effect immediately, and a review of the Policy will be initiated.

Resource Implications

No additional resources will be required for implementation of the Policy.

Communications Considerations

System-wide communication to staff and stakeholders will be implemented following approval of the Policy. The communication will provide information about the upcoming Policy review.

Board Policy and Procedure Reference(s)

Policies:

- Employee Conflict of Interest (P057)
- Employment Equity (P029)
- Equity Policy (P037)

Legislative Acts and Regulations:

- Regulation 298: Operation of Schools – General
- Ontario Human Rights Code

Appendices

- Appendix A: Policy/Program Memoranda (PPM) 165: School Board Teacher Hiring Practices
- Appendix B: Teacher Hiring Policy - Draft
- Appendix C: Policy Development Work Plan

From

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