

September 2010 – Teacher Assignment Q's and A's Update

- Q. Who do I contact for more information about the changes to the Teachers' Qualifications Regulation (O. Regulation 176/10), including the elimination of Interim Certificates of Qualification?**
- A.** The Ontario College of Teachers should be contacted on matters related to teacher certification and qualification, including questions about the Teachers' Qualifications Regulation (O. Regulation 176/10). The College is an independent self-regulatory body with full responsibility for all matters relating to teacher certification and qualification. The Ontario College of Teachers can be reached by phone at (416) 961-8800, toll free in Ontario at 1-888-534-2222 or online at www.oct.ca.
- Q. Do the amendments to Regulation 298 mean that teachers' qualifications are less important when making teaching assignments?**
- A.** Teacher assignments must always be according to qualifications and according to the provision of the best possible program, and student safety and well-being.
- Q. If there is no limit on the number of subsequent TLAs a school board can request for one teacher, are teachers still expected to work towards the required additional qualifications while working under a TLA?**
- A.** It is in the best interest of teachers to complete additional qualifications for subjects and positions they want to teach. As such, the ministry is requesting that school boards encourage teachers to complete the necessary qualifications while they are assigned under a TLA.
- Q. When assigning teachers, what is more important – the provision of the best possible program and the safety and well-being of students or teachers' qualifications?**
- A.** Provision of best program and student safety and well-being is always the ultimate goal in all teacher assignment decisions. When this cannot be achieved through the assignment of a teacher with the qualifications, a teacher without the qualifications, who is able to provide for the best program and safety and well-being of students, may be assigned.
- Q. Have the amendments to Regulation 298 changed the list of subjects or positions for which a teacher requires a TLA if he or she does not have the qualifications (i.e., assignments to what are often known as restricted subjects)?**
- A.** The amendments to Regulation 298 have reduced the number of subjects and positions for which a teacher must have the qualification or a TLA. Pages 8 and

9 of the teacher assignment resource guide, available on the Ministry website at <http://www.edu.gov.on.ca/eng/teacher/pdfs/assignment.pdf>), contains a list of the common situations for which a TLA is required.

- Q. Does the amended Regulation 298 still require that teachers have the necessary qualifications, or a TLA, to teach more than two courses in grades 9 through 12 in art, business studies, guidance including counselling, family studies, instrumental music, vocal music, or physical education?**
- A.** No. There is no longer a requirement that a teacher have the necessary qualifications or a TLA to teach more than two courses in grades 9 through 12 in art, business studies, guidance including counselling, family studies, instrumental music, vocal music, or physical education.
- Q. Will teachers who do not have technological education qualifications but have been grand-parented to teach a subject in technological education (e.g., Green Industries, Computer Studies and Business Studies – Data Processing) be required to complete a qualification in technological education at any point?**
- A.** No.
- Q. Are teachers who do not have technological education qualifications but have been grand-parented to teach a subject in technological education (e.g., Green Industries, Computer Studies and Business Studies – Data Processing) eligible to take the additional qualification in the technological education subject?**
- A.** Teachers must meet the requirements, including the work experience prerequisite, to take an additional qualification in technological education.
- Q. Does the grand-parenting provision for teachers with qualifications in Computer Studies or Business Studies – Data Processing also apply to teachers with a qualification in Computer Science?**
- A.** Yes.
- Q. Is a TLA required for the assignment of a teacher with only divisional qualifications recorded on his or her certificate in French (eg., primaire/moyen) to teach classes in the primary or junior division in an English school board? How does a teacher with primaire/moyen qualifications become qualified to teach in the primary or junior division in an English school board?**
- A.** Yes, a TLA is required. To be qualified to teach in an English board in the primary or junior division, a teacher with primaire/moyen qualifications would

need to take an Additional Basic Qualification (ABQ) course in English in the primary or junior division.

On the other hand, a teacher with qualifications recorded on his or her certificate in French can teach in an English board in the intermediate or senior division by mutual agreement.

- Q. Can technological education teachers with a degree teach classes in general education without a TLA?**
- A.** No. A TLA is required for the assignment of a teacher with only technological education qualifications to teach classes in general education, regardless of whether or not they hold a degree.
- Q. For an assignment of a teacher to a position in which he or she is referred to as a principal, but has responsibilities for a portfolio at the school board level rather than within a specific school, does that person need to have principal's qualifications?**
- A.** Under Regulation 298, only the principal and vice-principal of a school with responsibility for carrying out the duties of a principal must hold principal's qualifications.
- Q. Do teachers with technological education qualifications need a post-secondary degree to teach guidance, cooperative education or special education?**
- A.** No.
- Q. Are technological education teachers able to teach non-credit courses in special education (eg., like "K courses")?**
- A.** Yes, if they have taken part 1 of the three-part specialist additional qualification in special education.
- Q. Which teachers are able to teach co-operative education classes?**
- A.** Teachers with general education or technological education qualifications may teach co-operative education. However, if the curriculum course related to co-operative education is in a general education subject, that general education subject must be taught by a teacher who has qualifications in general education. If the related curriculum course is in technological education, the related course must be taught by a teacher with technological education qualifications.

Q. Do assignments requiring a qualification in a subject listed in schedule D of the Teachers' Qualifications Regulation require that the teacher has completed part 1 of the three-part specialist qualification or that the teacher has completed all three parts of the program?

A. Assignments requiring a qualification in a subject listed in schedule D (e.g., special education) require the qualification in part 1 of the three-part specialist qualification.

Q. What subjects in technological education can a teacher, with qualifications in Design and Technology, teach?

A. A teacher with intermediate qualifications in "Design and Technology" may teach Grades 9 and 10 Technological Design in technological education. A teacher with senior qualifications in "Design and Technology" may teach Grades 11 and 12 Technological Design in technological education. If the teacher does not hold qualifications in a technological education subject, he or she must have a TLA to teach any other subject in technological education.

Q. What subjects in technological education can a teacher, who had qualifications in Computer Studies or Business Studies – Data Processing on August 31, 2010, teach?

A. A teacher who had qualifications in Computer Studies or Business Studies – Data Processing on August 31, 2010, may teach Computer Technology in technological education. If the teacher does not hold qualifications in a technological education subject, he or she must have a TLA to teach any other subject in technological education.

Q. What subjects in technological education can a teacher, who has completed two years of successful teaching of locally developed courses related to Green Industries before September 1, 2010, teach?

A. A teacher who has completed two years of successful teaching of locally developed courses related to Green Industries before September 1, 2010 may teach Green Industries. If the teacher does not hold qualifications in a technological education subject, he or she must have a TLA to teach any other subject in technological education.

Q. Health Care or Green Industries additional qualification courses have yet to be offered. Do boards still need to request TLAs to assign teachers, who do not have technological education qualifications, to teach these subjects?

A. Yes.

Q. Who, other than directors of education, have the authority to submit TLA applications?

A. Section 19.2 of Regulation 298 states that a “board official authorized by the board” is able to submit a TLA application. A board official should be an individual who holds an office with the board (i.e., has a formal position with the board) and has sufficient seniority and decision-making authority.

Q. Is there a formal process for board staff to secure mutual agreement for teacher assignments?

A. Regulation 298 does not outline a process boards must follow for documenting the agreement between the principal and the teacher and the approval of the appropriate supervisory officer. This gives boards the flexibility to develop their own processes. Best practices may include written documentation of a mutual agreement decision so that there is evidence that both the teacher and the principal have agreed to the assignment and that it has been approved by the appropriate supervisory officer.

Q. Will the ministry be moving to an online TLA application process?

A. Yes, the ministry is currently exploring the development of an online TLA application process.

Q. If a teacher has already started teaching in an assignment for which a TLA is required, but the board has not yet submitted a TLA application, should the board still submit the late application?

A. Yes. We realize a transition period is necessary as the ministry has just assumed responsibility for administering TLAs. However, we ask that boards make best efforts to submit their TLA applications as soon as possible.