



Subcommittee Report

Item: Selection and Nominating Subcommittee

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: Natacha Akineza, OCT, Chair

Committee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee ("the SNS") met on March 5 and March 10, 2026.

Summary of Work

The March 5 meeting began with an orientation to the work of the SNS by staff. With three new subcommittee members, it was an opportunity to learn about the SNS mandate and preview the work ahead for 2026. The SNS finalized meeting dates in the coming year to carry out this work.

OCT Council Member Vacancy

With Imran Syed, OCT's resignation from Council, the SNS reviewed a list of candidates who had applied for a Council position via the online application portal on the College's website. The SNS shortlisted four candidates to invite for interviews to fill the OCT Council vacancy. Interviews were conducted on March 10 with four candidates. The SNS is pleased to recommend the appointment of

Teresa Mormile, OCT to Council. Teresa's resume is attached for Council's information (GC20260326-12, Attachment 1C).

Committee and Roster Appointments

At the March 5 meeting, the SNS considered and recommended appointments to statutory and regulatory committees and the rosters. These appointment requests came to SNS early in the year to address the vacancy on the Discipline/Fitness to Practise Committee roster and to ensure a seamless appointment process for members of Investigation and Accreditation Committees whose terms will be ending ahead of the June Council meeting (the next opportunity to make recommendations for appointments).

Motions Referred to Council

The Selection and Nominating Subcommittee recommends:

1. That Council appoint Teresa Mormile, OCT to Council, for a two-year term of office effective March 26, 2026, subject to onboarding requirements, in accordance with the provisions of the Ontario College of Teachers Act, 1996 and regulations made thereunder, as applicable.
2. That Council appoint Rachelle Coleman to the Roster of the Discipline/Fitness to Practise Committee for a term effective immediately and ending December 31, 2026.
3. That Council appoint Danielle Morin to the Investigation Committee for a two-year term beginning June 6, 2026.
4. That Council appoint Glenn Ellis, OCT to the Accreditation Committee for a two-year term beginning June 6, 2026.

Future Meeting Dates

- May 14, 2026
- September 10, 2026

- November 12, 2026

Subcommittee Members

- Natacha Akineza, OCT (Chair)
- Mark Baxter
- Karen Restoule
- Jeff Rutledge
- Stephen Sliwa, OCT (Vice-Chair)

Subcommittee Mandate/Duties

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.

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.

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).