



# Subcommittee Report

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## 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

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## Committee Meeting Dates

Since our last report to Council, the Selection and Nominating Subcommittee ("the SNS") met on May 14, 2026.

## Summary of Work

### Appointment Process Overview

The first item of business was an overview of the Committee and Roster appointment process for the remainder of 2026. Highlighting key milestones and deliverables for future SNS meeting dates, SNS reviewed the process for bringing recommendations for statutory and regulatory committee and roster appointments to the September Council meeting, followed by recommendations for Chairs and Vice-Chairs of committees, Council subcommittees and the Chair of Council to the December Council meeting.

## **GEP: Competency Matrix Use**

SNS considered the referral motion from Council to report back on how the current competency matrix is, or should be used, for reviewing and assessing applications. This is the first stage (bucket 1) of the GEP initiative focused on competency matrix enhancements.

Following background on how the current matrix tools were developed and are being used, the SNS focused discussion on the usefulness of the existing tools and opportunities for improvement.

The SNS highlighted the legislative framework under which the College operates requires mandated composition elements specified in regulation as well as desirable composition elements, for example, to enable formation of subcommittees and to reflect the diversity of Ontario. The current versions of the matrix – the long form on the College website and lean, summary version of the long form typically used by SNS – serve to address both.

SNS members agreed that the process to recommend individuals for appointment requires more than just the matrix. The matrix tools are useful for assessing readiness to serve on Council, for example, alignment of skills and knowledge with Council's mandated responsibilities. It is through the interview process that SNS seeks to better understand each candidate's experience, character and approach to collaboration and service on Council. The overall process requires both elements to be most effective.

The next stage of this GEP priority will be to review the content of the matrix which will be part of the future bucket 2 work plan.

## **OCT Council Member Vacancy**

The SNS received notice of Tammy Webster's resignation from Council effective July 6, 2026. The SNS reviewed a list of candidates who had applied for a Council position via the online application portal on the College's website, including two individuals interviewed in March for an earlier OCT Council vacancy. Based on the strength of the interview and the competencies and attributes brought to Council, the SNS is pleased to recommend the appointment of Line Lienou, OCT to Council. Line's resume is attached for Council's information (GC20260611-30, Attachment 1C).

The SNS requested that College staff initiate a recruitment process to promote the availability of the application form on the College's website using available social media and electronic newsletters. The goal is to increase awareness of opportunities to participate in the College's governance framework and build a pool of applications available for any future vacancies.

## **Motions Referred to Council**

The Selection and Nominating Subcommittee recommends:

**That Council appoint Line Lienou, OCT to Council, for a two-year term of office effective July 7, 2026, subject to onboarding requirements, in accordance with the provisions of the Ontario College of Teachers Act, 1996 and regulations made thereunder, as applicable.**

## **Future Meeting Dates**

- 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).