



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, Subcommittee, 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 September 10, 2026.

Summary of Work

Committee and Roster Appointments

At the September 10 meeting, the SNS received an overview of the Committee and Roster appointment process undertaken over the summer months for statutory and regulatory committees. In addition to confirming upcoming vacancies at year-end, candidates mid-way through their terms were required to attest to their ongoing eligibility and availability for their roles. SNS members reviewed the information prepared in support of recommendations including individual skills and competencies of candidates and overall committee/roster composition. Recommendations for the Committee and Roster appointments for terms starting January 1, 2027 are included in Attachment 1.

Once Council confirms the new committee memberships, staff will reach out to invite expressions of interest in serving as Chair or Vice-Chair of each committee. Recommendations for appointment as Chair and Vice-Chair of Statutory and Regulatory Committees will be made at the next SNS meeting on November 12 and be brought forward to Council in December. Individuals will assume these positions on January 1, 2027.

At the November meeting, SNS will also consider expressions of interest in serving as Chair of Council and Chair or Vice-Chair of Council subcommittees. Recommendations for these one-year terms will be brought to Council in December. Recommendations to realign the membership of subcommittees may also come forward to SNS allowing new Council members an opportunity to contribute to corporate governance.

Recruitment for Governance Positions

At the May meeting, the SNS supported a recruitment process using existing tools such as social media and electronic newsletters to promote awareness of the application process for Council and committees. Statistics provided at the September meeting indicate the messages had a strong impact with an overall increase in applications available for current and future vacancies.

Motions Referred to Council

The two motions recommended from the Selection and Nominating Subcommittee are included in Attachment 1.

Future Meeting Dates

- 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).