



## Memo

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Date: February 19, 2026  
To: Education interestholders  
From: Linda Lacroix, OCT/EAO, Registrar and CEO  
Subject: Expanding leadership opportunities for Ontario Certified Teachers

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Effective December 31, 2025, amendments to the Teachers' Qualifications Regulation enable more teachers to pursue school leadership opportunities in the education system. These alternate pathways are available to teachers of technological education, Indigenous languages, and teachers who are of Indigenous ancestry, and who do not hold an acceptable postsecondary degree.

These changes give experienced Ontario Certified Teachers (OCTs) the opportunity to enroll in Part 1 of the Principal's Qualification Program (PQP). Upon completion of Part 1 of the PQP, these OCTs will be eligible to enroll in Part 2 of the PQP.

These changes address a longstanding barrier affecting OCTs who were unable to pursue leadership positions because they did not meet the degree requirement for admission to Part 1 of the PQP.

This memo is intended to provide key education interestholders with essential information about these alternate leadership pathways.

### What has changed?

**The [Teachers' Qualifications Regulation](#) has been amended to create alternate pathways for the PQP Part 1 for only those teachers of technological education, Indigenous languages, and teachers who are of Indigenous ancestry who do not hold an acceptable postsecondary degree.**

The College has worked closely with education interestholders, including Indigenous teachers, technological education teachers, principal associations, the Ministry of Education, and others, to develop new pathways for these teachers to meet the PQP Part 1 prerequisite requirements. These education interestholders helped to bring focus to the skills and competencies required to be an

administrator in the current Ontario context. The alternate pathways set out relevant courses for skill and knowledge development for those who bring lived experience from other domains.

### **Who do these alternate leadership pathways apply to?**

The alternate leadership pathways are available to teachers of technological education, Indigenous languages, and teachers who are of Indigenous ancestry, and who do not hold an acceptable postsecondary degree.

### **What are the alternate prerequisites to be admitted to PQP Part 1 for each group?**

**Technological education teachers who hold qualifications in grades 9 and 10 and 11 and 12 in a technological education subject listed in Schedule B with a minimum of five years of successful classroom teaching experience verified by an appropriate Supervisory Officer and who do not hold an acceptable postsecondary degree**

1. Primary Education, Part 1 OR Junior Education, Part 1
2. Two Specialists OR One Specialist and Honour Specialist OR Principal's Development Course + one Specialist or Honour Specialist

**Technological education teachers who hold qualifications in grades 9 and 10 in a technological education subject listed in Schedule B with a minimum of five years of successful classroom teaching experience verified by an appropriate Supervisory Officer and who do not hold an acceptable postsecondary degree**

1. Supervisory Officer attestation of candidate's teaching experience in grades 11 and 12 in a technological education subject listed in Schedule B
2. Primary Education, Part 1 OR Junior Education, Part 1
3. Two Specialists OR One Specialist and Honour Specialist OR Principal's Development Course + one Specialist or Honour Specialist

**Indigenous language teachers with a minimum of 5 years of successful classroom teaching experience verified by an appropriate Supervisory Officer and who do not hold an acceptable postsecondary degree**

1. Supervisory Officer's attestation of candidate's experience teaching Indigenous languages in Primary and Junior divisions + Intermediate Education, Part 1 OR

Supervisory Officer's attestation of candidate's experience teaching Indigenous languages in Primary and Intermediate divisions + Junior Education, Part 1 OR

Supervisory Officer's attestation of candidate's experience teaching Indigenous languages in Junior and Intermediate divisions + Primary Education, Part 1 OR

Supervisory Officer's attestation of candidate's experience teaching Indigenous languages in Intermediate and Senior divisions + Primary Education, Part 1 OR Junior Education, Part 1

2. Two Specialists OR Principal's Development Course + one Specialist

**Primary-Junior division teachers who are of Indigenous ancestry with a minimum of five years of successful classroom teaching experience verified by an appropriate Supervisory Officer and who do not hold an acceptable postsecondary degree**

1. Intermediate Education, Part 1
2. Two Specialists OR Principal's Development Course + one Specialist

The development of the new leadership pathways also provides greater access to Primary Education, Part 1, Junior Education, Part 1 and Intermediate Education, Part 1 for those who do not hold an acceptable postsecondary degree. While successfully completing the coursework will serve as prerequisite requirements for the alternate leadership pathways, it is important to note that obtaining these Additional Qualifications (AQs) **does not** qualify OCTs to teach in the Primary, Junior, or Intermediate divisions.

## **How can Supervisory Officers provide an attestation to program providers?**

The development of the alternate leadership pathways does not change how Supervisory Officers verify teaching experience for OCTs for the purpose of admission to AQ courses. Program providers can continue to use their established review mechanisms.

## **Do you have any additional questions?**

We hope the information provided above sufficiently prepares you to respond to questions you may receive from OCTs or interestholders.

If you have any additional questions, please feel free to contact Stefanie Muhling, OCT, Director of Membership Services at [smuhling@oct.ca](mailto:smuhling@oct.ca).

Regards,

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Ontario College of Teachers