



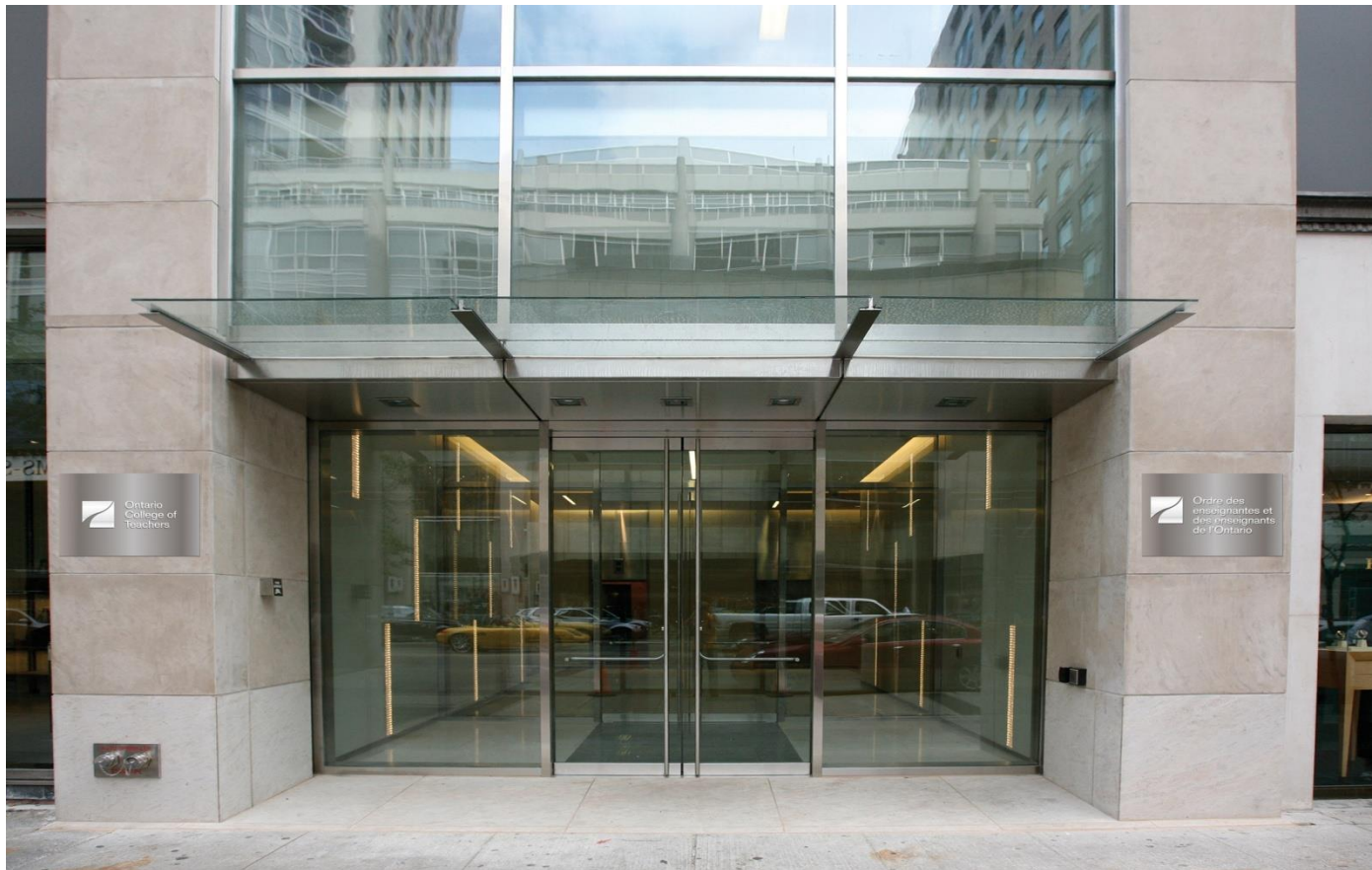
INTERNATIONAL FORUM OF TEACHER REGULATORY AUTHORITIES

*Greater Transparency and
Efficiency to Better
Protect the Public Interest*

November 5th 2014

Ontario
College of
Teachers
Ordre des
enseignantes et
des enseignants
de l'Ontario

The Ontario College of Teachers



Transparency



Image source: thekerbster <http://www.flickr.com/photos/kirbyurner/3620734716/>

Transparency



“Sunlight is ... the best of disinfectants”

- Justice Louis Brandeis

Transparency



Image source: Kewei Shang <http://www.flickr.com/photos/kewei/2873043385/>

The Avison Report

October

2010

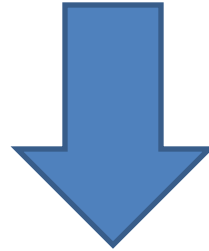
A College Divided: Report of the Fact
Finder on the BC College of Teachers

Donald J. Avison



Outcome

British Columbia
College of Teachers



Ministry of Education
Teacher Regulation Branch



BC Teachers
Council

Best Practices

- 2003 Review of dispute resolution program
- 2006 Review of registration practices
- 2007 Review of public access to discipline decisions

External Review



External Review



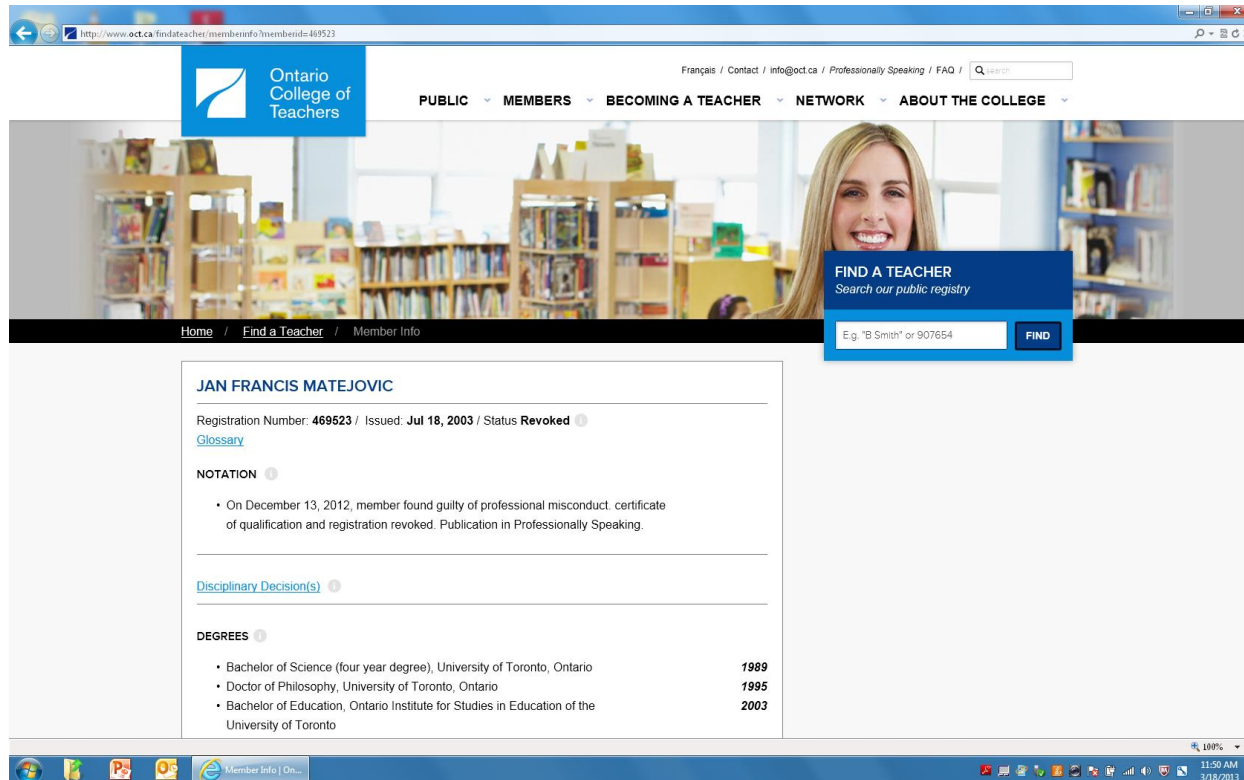
The Honourable Patrick LeSage and Lynn Mahoney



ENHANCEMENTS

FOR GREATER TRANSPARENCY
AND EFFICIENCY

Additions to the Public Register



The screenshot shows the Ontario College of Teachers website. The header includes the logo and navigation links: PUBLIC, MEMBERS, BECOMING A TEACHER, NETWORK, and ABOUT THE COLLEGE. A search bar is also present. The main banner features a smiling woman in a library setting. Below the banner, a 'FIND A TEACHER' button is visible. The profile of JAN FRANCIS MATEJOVIC is displayed, showing registration details and a disciplinary decision.

Ontario College of Teachers

Francis / Contact / info@oct.ca / Professionally Speaking / FAQ / Search

PUBLIC MEMBERS BECOMING A TEACHER NETWORK ABOUT THE COLLEGE

Home / Find a Teacher / Member Info

FIND A TEACHER
Search our public registry

E.g. "B Smith" or 907654 **FIND**

JAN FRANCIS MATEJOVIC

Registration Number: **469523** / Issued: **Jul 18, 2003** / Status **Revoked** ⓘ

[Glossary](#)

NOTATION ⓘ

- On December 13, 2012, member found guilty of professional misconduct. certificate of qualification and registration revoked. Publication in Professionally Speaking.

[Disciplinary Decision\(s\)](#) ⓘ

DEGREES ⓘ

Bachelor of Science (four year degree), University of Toronto, Ontario	1989
Doctor of Philosophy, University of Toronto, Ontario	1995
Bachelor of Education, Ontario Institute for Studies in Education of the University of Toronto	2003

Discipline Decisions

The screenshot shows a web browser window with the URL <http://www.ect.ca/members/complaints-and-discipline/decisions>. The page is titled "DECISIONS" and contains two paragraphs of text explaining the process of discipline decisions. Below the text is a "Disciplinary Decision Glossary" link. A table lists members and their registration numbers, with a filter bar above it showing letters A through Z and a hash symbol. To the right of the table is a "MEMBERS" sidebar with a list of links including Services, Library, Membership and other fees, Member ENewsletter, Discounts, Know Your College, Complaints and Discipline, Additional Qualifications, Jobs in Education, Find a Teacher, and Resources. The "Complaints and Discipline" link is highlighted in blue.

DECISIONS

Three-member panels of the Discipline and Investigation Committees render decisions concerning College members facing allegations of professional misconduct. The committees also review and ratify memorandums of agreement (MOA) between members and the College that are reached through a complaint resolution process.

Discipline Committee hearings involving allegations of incompetence or professional misconduct are held in public. Although proceedings of the Investigation Committee (IC) are, by law, generally confidential, certain decisions and MOAs ratified by these panels have explicitly stipulated that they would be available in the College library or otherwise publicly available, and they appear here.

[Disciplinary Decision Glossary](#)

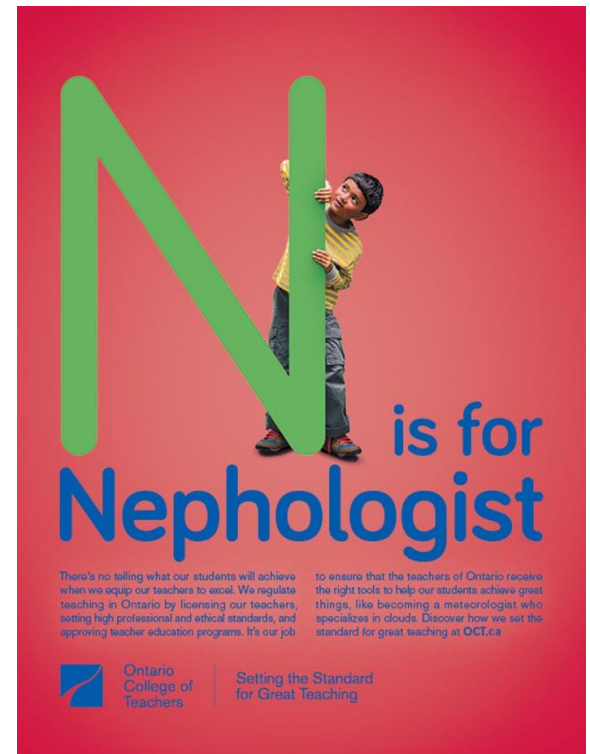
All [A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) <#>

Member	Registration Number
Abdallah, George Fred	257688
Abel, Bruce	114290
Abi-Mansour, Paul	515326
Aboul Dahab, Michel	266067
Addie, Mark Hilton	169755
Ahluwalia, Shawn	435021
ALE	
Aleksandrowicz, Alfred Andrew	244125
Alexander, Helen Marie	215965
Allan, Jennifer Elizabeth	433352
Aisbergas, Paul Ronald	166543
Ammoura, Messaouda	463980
Anderson, Barry Mark	395310

MEMBERS

- Services
- Library
- Membership and other fees
- Member ENewsletter
- Discounts
- Know Your College
- Complaints and Discipline
 - Members' Rights
 - Decisions
 - Hearing Schedule
 - Complaints Process
 - How Complaints are Resolved
 - Submit a Complaint
 - Appealing Discipline Decisions
 - Investigation Committee
 - Discipline Committee
 - Fitness to Practise Committee
- Additional Qualifications
- Jobs in Education
- Find a Teacher
- Resources

PUBLIC AWARENESS INITIATIVE



Recommendations - Transparency

- Greater clarity in legislative definitions to ensure consistency
 - define “restrictions on the member’s duties” (#3)
- Codify College’s current practice
 - an online public register since 2001 (#36)
 - length of time and types of penalties remain on register (#38)

Recommendations - Transparency

- Greater sharing of information:
 - College's Act should be amended to permit disclosure to outside bodies (#9)
 - Greater mutual sharing of information between College and boards (#10)
 - Member's response should be provided to the complainant (#11)
 - College should report back to both notifying and current employers (#23)

Recommendations - Transparency

- Specific measures:
 - limited power to close hearings (#30)
 - publication bans (#31)
 - publication of all DC decisions including member's name (#33 and #34)
 - open reinstatement hearings (#39)
 - no stay in event of appeal (#46)
 - set clear legislative parameters on dispute resolution program (#13 – 16)

Recommendations - Transparency

- Expand what information will be placed on the public register
 - reference to a Notice of Hearing once served on a member (#35)
 - undertakings not to teach (#37)
 - information about relevant criminal proceedings (#37)

Recommendations - Efficiency

- Faster disposition of complaints:
 - allow other ways to file a complaint (#2)
 - timeline for members to respond (#6)
 - investigations in hiatus only in exceptional circumstances (#7)
 - Registrar may appoint an investigator in an emergency situation (#12)
 - greater screening of complaints (#18)
 - steps to be taken if complaint not disposed within 120 days (#20)

Recommendations - Efficiency

- Timelines and speedy disposition:
 - “fast-tracking” uncontested complaints (#17)
 - timelines for Notices of Hearing (#24)
 - timely scheduling of hearings (#28)
 - full-day consecutive hearings (#41)
 - speedy release and writing of decisions (#42 – referred to Discipline Committee)

Current Status

- College Council has endorsed the recommendations, some with amendments
- Bill 103, an Act to amend the OCTA was introduced but died when the House was dissolved in the Spring of 2014
- A new similar Bill is expected in the spring of 2015

MOVING FORWARD WHERE POSSIBLE

- Changes to College practice where possible:
 - Communications strategy
 - Bylaw amendments
 - Protocol – ongoing notification re: investigations
 - Prosecutorial viability assessments
 - Increased disclosure to members
 - Principals on panels

Questions?

