

Bill 78 establishes New Teacher Induction Program

On June 1, 2006, the Ontario legislature passed Bill 78, the *Education Statute Law Amendment Act*. Among the Bill's principal features is the introduction of the New Teacher Induction Program (NTIP). Under the NTIP, school boards will be required to develop orientation, mentoring and professional development programs for persons in their first 24 months of teaching, other than occasional teachers. Implementation of the NTIP will be mandatory at the beginning of the 2006-2007 school year.

Principals are given a key role in carrying out of the NTIP, in that they are to determine which elements of the NTIP are most appropriate for each new teacher. They are also tasked with conducting performance appraisals of teachers participating in the NTIP.

PERFORMANCE REVIEWS

School boards will be required to ensure that new teachers undergo two performance appraisals during the first 12 months after they begin their teaching careers. New teachers who receive two unsatisfactory performance ratings will be placed on an "on review" status. Principals are to monitor the performance of "on review" teachers, consult with the teacher's supervisory officer on the teacher's performance and provide the teacher with feedback and recommendations aimed at improving the teacher's performance.

TERMINATION OF NEW TEACHERS

Where a new teacher on review status receives a third unsatisfactory performance appraisal, the principal must recommend the teacher's termination to the school board. Pending the board's determination, the teacher is to be suspended with pay or reassigned to duties considered appropriate by the Director of Education.

Where the school board decides to terminate the teacher, it must file a complaint regarding the reasons for the termination with the Ontario College of Teachers. Where the board declines to terminate, the teacher is to reassume his or her prior duties, unless the teacher and the board agree otherwise.

OTHER AMENDMENTS

Regulations promoting the provincial interest in education

Cabinet is authorized to make regulations in respect of the duty of school boards to further and promote the provincial interest in education. Before such a regulation is made, the Minister of Education is to consult with the school boards' provincial umbrella organizations, except in specified circumstances.

These regulations include measures:

- ensuring the boards' resources are applied effectively;
- regarding the achievement of student outcomes, such as literacy, numeracy and improved graduation rates;

- to encourage parent involvement in specified matters;
- promoting student health, and student and staff safety;
- requiring boards to publish reports regarding their compliance with the regulation.

Where a regulation respecting the provincial interest in education is contravened, the Minister may direct an investigation into the board's affairs, but the Minister may no longer do so in respect of contraventions of provisions regarding co-instructional activities and minimum teaching time.

Trustee honoraria

The provision in the *Education Act* limiting the honoraria paid to school board trustees has been repealed. In its place, the Minister is given the power to make regulations setting limits to honoraria, requiring public consultations by school boards on the payment of honoraria and governing the form, conduct and timing of the consultations.

Grants for educational purposes

The power of Cabinet to make regulations governing the making of provincial grants for educational purposes is expanded to cover grants in respect of:

- construction of child care facilities;
- construction of facilities for the co-ordination and provision of child development and parenting services and programs; and
- use by community groups of school buildings and premises.

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