

**TEACHER CERTIFICATION REVIEW PANEL**

**Activity Plan**

**April 1, 2020 to March 31, 2023**



## Chairperson's Message

Honourable Tom Osborne  
Minister of Education  
West Block, Confederation Building  
P.O. Box 8700  
St. John's, NL A1B 4J6

Dear Minister:

I am pleased to submit a three-year Activity Plan for the Teacher Certification Review Panel. This plan covers the period April 1, 2020 to March 31, 2023 and is prepared in accordance with the responsibilities for a category three entity under the **Transparency and Accountability Act** and in consideration of the strategic directions of government. The review panel is committed to its supporting role in the education system, ensuring the teachers of the province are held to high standards.

My signature below is on behalf of the Teacher Certification Review Panel and indicative of the panel's accountability for the preparation of this plan and the achievement of the objective contained in this plan.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "G. French".

**GREGORY FRENCH**  
Chair

## Overview

Section 3 of the **Teacher Training Act** sets out the membership of Teachers Certification Review Panel (TCRP): a member of the Newfoundland and Labrador Teachers' Association (NLTA); a member of the Newfoundland and Labrador School Boards' Association (NLSBA); and a representative of the general public. As per the Act, the review panel is appointed by the Minister of Education.

As of April 1, 2020, the membership of the Teacher Certification Review Panel was as follows:

<b>Name</b>	<b>Position</b>
Gregory French, representative of the general public	Chairperson
Thomas Kendall, member of NLSBA	Member
Peter Sutherland, member of NLTA	Member

Mr. Peter Sutherland is from Stephenville, Mr. Thomas Kendall is from Grand Falls-Windsor and Mr. Gregory French is from Paradise.

The first two members of the review panel are nominated by their organizations for appointment and the representative of the general public is chosen through a merit-based process. Remuneration is in accordance with Level III of the Treasury Board Guidelines for Rates of Remuneration for Agencies, Boards and Commissions. The remuneration issued is minimal and is covered in its entirety by the Department of Education. Minimal expenses for travel and incidentals are also covered by the department. TCRP is not required to prepare financial statements

The Registrar of Teachers acts in the capacity of executive secretary to the review panel, which meets as required in St. John's.

## Mandate

Under sections 5, 10 and 13 of the **Teacher Training Act**, the Teacher Certification Review Panel is mandated to:

- suspend or cancel the certificate or licence of a teacher (including a director, an associate director or an assistant director as defined in the **Schools Act, 1997**) who is guilty of gross misconduct, incompetence or for other just cause;
- suspend for up to one year the certificate or licence of a teacher who
  - while required by contract to teach with one school board, accepts a position with a second school board without obtaining a written release from the first school board,
  - having contracted to teach with a school board, terminates that contract before beginning service as a teacher with the school board unless, where special circumstances arise which the school board and the teacher agree make it inappropriate for the teacher to fulfil his or her contract, the school board has given the teacher a written release, or
  - having contracted to teach with a school board terminates that contract without giving to the board the notice required by the collective agreement; and
- at the request of a teacher or the committee, review the cancellation or suspension of, or a refusal to cancel or suspend, a teaching certificate or licence made by the review panel, and make its decision in accordance with the Act and regulations.

## Objective

### Issue One: Review Certification Decisions

The Teacher Certification Review Panel was established to ensure due process with respect to the cancellation or suspension of teaching certificates. The panel only meets when required; however, it is committed to providing timely decisions effectively and efficiently.

With respect to the review panel, the following objective is the focus for each of the fiscal years ending March 31, 2021, 2022, and 2023. This objective will be reported upon in each of the respective annual reports.

#### Objective:

The Teacher Certification Review Panel will have reviewed and rendered decisions, as required, with respect to teacher certification issues.

**Indicators:**           Number of issues reviewed  
                                  Number of decisions rendered

## Conclusion

The Teacher Certification Review Panel is committed to supporting the mandate of the Minister of Education and will continue to do its part to further the vision and mission of the department by ensuring that teachers in the province are held to high standards.