

ANNUAL REPORT

2023 – 2024



MESSAGE FROM THE TESL ONTARIO BOARD OF DIRECTORS

*Dear members of the
TESL Ontario community,*

It is with great pleasure that I bring you the report for 2023/2024. As Chair of the Board, it is my privilege to provide you with an overview of our organization's activities, achievements and challenges of the past year.

The challenges posed by the COVID-19 pandemic, though recent, seem distant in light of our continued progress as a community and profession. Today, we have new challenges facing us stemming from changes in government policy on immigration and student visas. Nevertheless, we remain resilient and adaptable in the face of these changes.

ACHIEVEMENTS

Networking Event - We had our first in person networking event (since 2019) to start off our conference – we had 126 attendees and 6 exhibitors. We look forward to this year's in person event in November to kick off this year's conference.

Annual Conference – we had over 1200 attendees to the 2023 conference with more than 70 conference sessions with countless volunteers to help accommodate this yearly event.

Career Centre – we launched our Career Centre in 2023 which we continue to expand in 2024 with many new resources.

New Website – the new website launched in 2023. TESL Ontario has streamlined its online presence by updating and unifying branding on the main website along with many web modules including: Membership Application, Registries, TESL Career Centre, and the Directory of Best Practices sites. The Blog and Contact Magazine website will be updated in the coming year.

PRESENT AND FUTURE OUTLOOK

Certificate Courses – Starting in 2024, TESL Ontario began the expansion of professional development opportunities by developing a new online, short, self-directed certificate course program tailored to high-demand skills. These courses will offer flexible learning options that address the evolving needs of our members, enhancing their employability and teaching practices.

Additionally, we launched half-day regional in-person PD events, providing members with more localized, hands-on learning experiences. These initiatives demonstrate our commitment to supporting the continuous growth and development of TESL professionals across the province.

Certificate Course Program Development Timeline

- > In January 2024, the board approved a business plan for the development of an online course program.
- > In the spring of 2024, the operational team hired a course developer to design and create the first online course titled **Classroom Management and Conflict Resolution**.
- > The course is almost complete, and is currently being piloted.
- > Course expected to be released in early 2025.
- > A second course is under development to be released mid to late 2025.

New initiative to recognize volunteers – There are several new initiatives in this area, monthly and quarterly draws, we will soon be introducing volunteer skills certificates, and in 2025 we will introduce a new Volunteer of the Year award. In addition, we will continue our efforts during national volunteer week.

OCELT Awareness Campaigns – We want to get the word out to Service Providers about the value of OCELT. Therefore, TESL Ontario has created and distributed new resources designed to raise awareness about OCELT certification. Videos and blog posts were shared on social media.

Financial Performance - Our financial performance remains strong. With Eva Csiszar (our Operations Manager) at the helm, we will continue to prudently manage our resources to ensure the long-term sustainability of the association. TESL Ontario members are welcome to our yearly AGM where they can be better informed concerning our finances.

ACKNOWLEDGEMENTS

No association or organization is an island. In light of that, the board would like to acknowledge and express their sincere gratitude to the dedicated board members, volunteers, and staff who have contributed to our achievements.

The operations team is tireless in their commitment to organizational excellence. Eva Csiszar as Operations Manager, Reza Mazloom-Farzaghy as Accreditation Services Manager, Dave Fraser as Coordinator of Member Services and Communications, Kevin Gamble as Office Manager, Helen Wu as Coordinator of Social Media and Professional Development (2023), and of course Allison Keown our dedicated Executive Director. As always, the work accomplished this year could not have been possible without the Operations team's expertise and dedication.

I would also like to give a heartfelt thank you to the Board of Directors. The board shares a strong commitment to the organization and its strategic directions. I must commend their commitment and dedication as they work towards achieving the goals and vision of TESL Ontario and its membership. It is an honour to be a part of this team.

I also extend my appreciation to you - our members, without whom our association would not exist nor thrive. Thank you!

In conclusion, the TESL Ontario association remains dedicated to its mission of promoting excellence in the ESL field of education. We are excited about the future and the potential for even greater impact and change.



Mary Rizzi



AFFILIATE CHAPTER EVENTS



TESL Windsor

In January 2023, TESL Windsor offered its members a half-day PD event focused on addressing gender-based violence in the classroom.

TESL London

In February 2023, TESL London held a “Free Skate” ice skating social event for their members. They also offered their Spring Conference in April 2023.

TESL Waterloo-Wellington

In May 2023, TESL Waterloo-Wellington held their annual Spring PD event and AGM, featuring keynote speaker Jesslyn Wilkinson. The Affiliate Chapter offered an additional PD event in October 2023.

TESL Hamilton-Wentworth

In April 2023, TESL Hamilton-Wentworth presented their annual Spring PD event and AGM over two days.

TESL Niagara

In April 2023, TESL Niagara held their Spring Conference with the theme *Our New World with Artificial Intelligence*. TESL Niagara also offered a member social event in November 2023.

TESL Toronto

In February 2023, TESL Toronto presented their annual T4T virtual technology event, followed by their annual in-person employment event in March 2023. In June 2023, TESL Toronto presented the annual TOSCON event and then presented an additional PD workshop with their annual general meeting in November 2023.

TESL North York/York Region

In February 2023, TESL NYYR held their annual general meeting and a mini-conference featuring keynote speaker, Dr. Geoff Lawrence.

TESL Ottawa

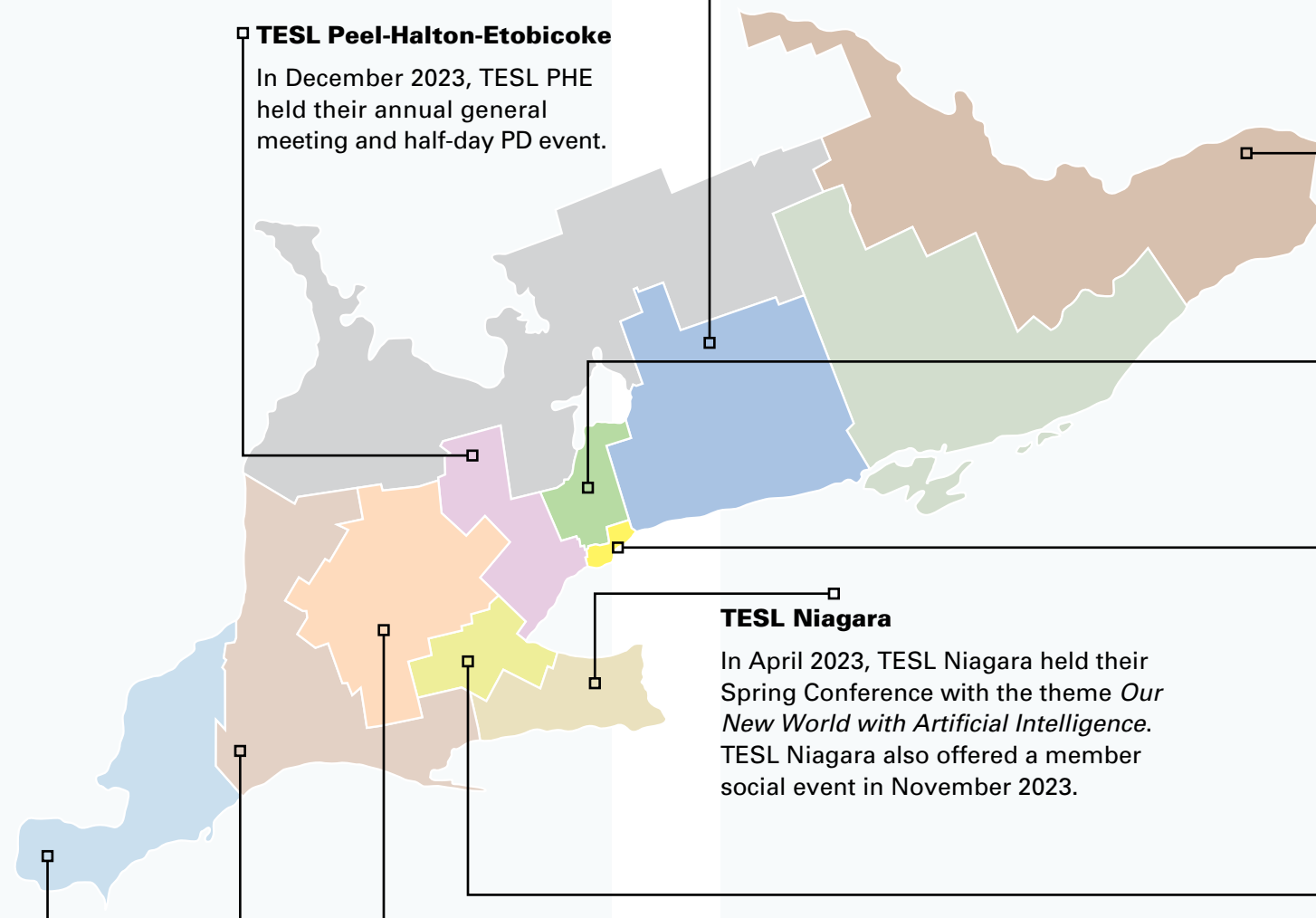
In February 2023, TESL Ottawa offered its members a PD workshop focused on diversity, equity and inclusion resources.

TESL Durham

In May 2023, TESL Durham held their In-Person PD Event and Annual General Meeting at the Ajax Public Library. The Affiliate Chapter also held an online PD Event in December 2023.

TESL Peel-Halton-Etobicoke

In December 2023, TESL PHE held their annual general meeting and half-day PD event.



MEMBER SERVICES



The Association continued to maintain an average membership of over 4500 members in 2023, with the effects of the COVID-19 pandemic further dwindling. As with the previous year, just over eight percent of members hold a “standard” or non-certified membership, while ninety-one percent hold OCELT certificates.

TESL Ontario has continued to actively build an engaged member community with a wide variety of professional development and networking opportunities, while further building and enhancing additional valuable resources through social media platforms, the TESL Ontario YouTube channel, the Directory of Best Practices, CCPLAR pathways to certification, our TESL Career Centre and a return to in-person professional development events.

The TESL Ontario webinar program continued with gusto in 2023, with twenty-one (21) webinars and eight (8) TESL Dialogue sessions held during the year, along with two (2) TESL Mentorship events and other special online, interactive events. The webinar series featured a variety of topics to address all areas of professional development, including multi-sensory learning, meaning research results, reading and listening skills, trauma-informed spaces in education, ChatGPT in the classroom and more. All webinars and Dialogues

The TESL Ontario blog averages just over 106,000 individual visitors per year

sessions are scheduled as live events, free to TESL Ontario members, and are made available in a recorded format following the airdate. Additional topic-specific series were included within the webinar program for 2023, including a diversity, equity and inclusion stream and a research series.

The TESL Ontario blog, accessible via the association’s website, continues to be a popular and important resource for ESL professionals across the province and beyond. Fresh content is published to the blog every week and TESL Ontario members have the opportunity, through an open call for submissions, to contribute to the content that is found on the platform. At present, the TESL Ontario blog averages just over 106,000 individual visitors per year – or 2000 unique visits per week.

TESL Ontario continues to regularly communicate with the membership through a monthly series of emails that cover upcoming professional development, social media events, available resources, and recent publications. Quarterly communications including Contact magazine and the Membership Minute newsletter provide additional professional development updates, while providing members with a more in-depth look at issues, events and resources pertinent to those in the ESL field in Ontario. Additional email communications are sent



throughout the year to ensure continued engagement of the membership. These may include volunteer opportunities, external professional development events, research survey opportunities and more. Approximately 91% of TESL Ontario members opt to receive regular emails from their association.

In addition to TESL Ontario’s regular email communications, the membership is also actively engaged through updates, outreach, event marketing and resources on social media platforms. Under the supervision of the Coordinator, Social Media and Professional Development, several teams comprised of dozens of volunteers work to ensure content is regularly curated and updated on TESL Ontario’s LinkedIn, Facebook, Instagram and YouTube platforms, in addition to supporting the blog, webinar series and more. These dedicated volunteers continue to be the lifeblood of the association, bringing passion and innovation to their roles and TESL Ontario extends heartfelt thanks for their contributions.

2023 saw the return of an in-person component at the Annual Conference, as well as an increased number of in-person professional development and networking events attended by the TESL Ontario staff to promote association membership and certification.

CERTIFICATION AND ACCREDITATION SERVICES



PROMOTING TESL ONTARIO CERTIFICATION

TESL Ontario continues to work hard to promote the importance and impact of TESL Ontario certification in the English language education field. During this report period, the following activities were performed to promote the TESL Ontario certification:

- > Delivered multiple online presentations on OCELT & ICTEAL certification at institutions like Seneca College (April 2023), Humber College (October 2023), and Next Stop Canada (November 2023).
- > Released an informational video targeting employers, encouraging use of the TESL Ontario OCELT Registry to verify teacher certification (May 2023).
- > Participated as an exhibitor at the TESL Toronto Conference (June 2023) and TESL Toronto's Employment Event (March 2024), offering in-person support on certification.
- > Presented at TESL Ontario's Career Connections (November 2023)

- > Created a Blog post on benefits of the TESL Ontario certification: *Maximize your potential: Why OCELT Certification Maintenance Matters*, March 2024
- > Conducted an in-person presentation on certification at the Canadian Centre for Victims of Torture (March 2024).

Also, in order to raise recognition of the TESL Ontario certification with employers, a survey was created to collect data on employers' knowledge of OCELT and their hiring practices as it related to certification. This survey was posted on social media and sent to our existing lists of employers. It was also shared with some other organizations such as Languages Canada, CESBA, TESL training providers, Interprovincial organizations, and TESL Canada to distribute the survey as widely as possible. We also offered to give in-person and online presentations and set up orientation sessions on the benefits of hiring TESL Ontario OCELTs.

ACCREDITED TRAINING PROGRAM RELATIONS

The TESL Ontario adjudicator and the accreditation services manager held a number of online and in-person meetings with individual training providers to address their questions and receive their suggestions about various topics including TESL training components, standards and delivery modes; temporary guidelines for TESL training and practica for the duration of the pandemic; transition to post-pandemic time; and compliance with the TESL Ontario standards.

We also met with representatives from New Language Solutions in October 2023. The meeting focused on the PTCT approval framework, requirements and course approval application process.

In June 2023, the TESL Ontario standards committee met with 28 representatives from the accredited TESL programs. The major discussion topics included delivery models for the post-pandemic time, recognized training delivery models, TESL Ontario's exploratory measures re delivery models, and accredited training providers' experiences with different models: delivery modes they have used, advantages and disadvantages of each mode, training providers' reasons for abandoning other delivery models, and concerns re delivery models.

COMPETENCY-AND-CREDIT BASED PLAR (CCPLAR)

The CCPLAR interview process and tools were reviewed and updated for effectiveness and accessibility. Also, CCPLAR interview questions and expected responses were updated based on our findings from the interviews performed since early 2022.

STATISTICS

During this report period, TESL Ontario approved 298 new applications for OCELT & ICTEAL certifications (including 51 CCPLAR applications), 52 certification reinstatement applications, 33 TESL trainer certification applications, and 7 CTESOL certification applications. Also, we conducted 11 CCPLAR interviews on different competency areas during this period.

In June 2023, TESL Ontario received a total of 24 TESL and CTESOL program annual reports for the 2022-2023 period. All reports were approved, and renewed TESL/CTESOL program certificates for 2023-2024 were issued in September 2023.

Also, TESL Ontario received two PTCT course annual reports in Oct. 2023. Both reports were approved.

2023 **RECOGNITION** **AWARD** RECIPIENTS



Sparks of Excellence Award Recipients

MICHELE DEAN

Algonquin and Lakeshore Catholic District School Board

As an English language teacher for almost 24 years, Michele Dean has taught both LINC and ESL blended programs throughout her career. She began her career in November 1999 after volunteering with her cousin who was teaching ESL. Michele had been taking courses in TESL and Adult Education and so the fit was perfect. Since then, she has taught all levels of the CLBs in Belleville.

Her passion for bringing Canadian culture and humour into her classroom has engaged her students and colleagues for many years. In fact, many of her students say she is an actress. She brings music and cooking into her classroom. She has had her student choir perform in various community events and they are often requested to sing. Through practice and performance, Michele helps her students gain confidence to reach out in their community.

Michele is committed to creating an exceptional learning environment so that students can achieve their goals. She creates engaging lesson plans, based on student needs' assessments. She also takes the time to get to know every student really well and remembers their goals, their family members, the holidays that are important to them, and how to pronounce their names correctly.

Michele values lessons that engage students beyond the classroom and ensures that their education

includes experiences, not just lessons. She has taken her students on nature hikes, taught them to start a campfire, taught them to cook over a campfire, and arranged field trips to expose her students to skating, curling and even tobogganing.

In addition to her role as an amazing educator, Michele previously served on the TESL Kingston board and has been part of the Quinte Local Immigration Partnership from its inception.

Michele Dean is described by one of her nominators as a "role model who brings excellence into the learning environment," inspiring others to elevate their own teaching and infuse their classrooms with the same leadership, generosity and passion as Michele.

MARLAINA RIGGIO

Ottawa, Ontario

Marlaina Riggio began her love affair with teaching over 15 years ago. After completing her Bachelors in French Studies in Toronto, Canada, she spent a year abroad teaching English as a Second Language to learners of all ages in Seoul, South Korea. She then went on to pursue her Master's in Education to further her understanding of second language teaching and acquisition. Currently, Marlaina is both a full-time English professor at College La Cité and a TESL trainer in the Teachers of English as a Second/Foreign Language program at Algonquin College.



Marlaina Riggio
*Sparks of Excellence
Award Recipient*

Since then, she has been an integral part of several curriculum development initiatives, including the creation and implementation of seven ESL courses, two online ESL courses, and one elective TES/FL course. Additionally, she has integrated and developed various features of Brightspace, including an online English community for faculty members in order to facilitate communication and sharing of resources. She has also had the pleasure of conducting several pedagogical workshops in Canada, Mexico, and China.

One of Marlaina's nominators writes "In Ottawa, Marlaina is well known for her seemingly boundless energy, can-do attitude and sense of humour," adding "Marlaina brings many authentic and creative activities to her classrooms to help her students connect to their future occupation and their community." Marlaina not only wears many hats in our field but she is also unique because she supports an incredibly wide range of learners all across the province.

Marlaina has served on the TESL Ottawa Executive Board since 2018. She began as Webmaster and Social Media Coordinator, completed two terms as President, and is currently the Affiliate Representative.

2023 **RECOGNITION AWARD** RECIPIENTS *continued >*



Michele Dean
*Sparks of Excellence
Award Recipient*



Gonul Turkdogan
Sparks of Excellence
Award Recipient

GONUL TURKDOGAN

Niagara College

Gonul began her teaching career in 2009 and has been a strong advocate for English language education ever since. She has a Bachelor's degree in Sociology with a minor in Women's Studies from Brock University, which demonstrates her interdisciplinary approach to education. Gonul's dedication to excellence led her to earn both a TESL Certificate and a Master of Applied Linguistics (TESL), which further enhanced her expertise.

Early in her career, Gonul taught English as a second language (ESL) in Guangzhou, China from 2009 to 2011, where she laid the foundation for her international teaching experiences. She joined Niagara College in 2013 as an English Academic Preparation (EAP) instructor within the School of English Language Studies, where she played a pivotal role in helping students prepare for academic success.

Gonul continued to broaden her global teaching experience when she taught at TED Istanbul College in Turkey from 2016 to 2017. Here, she served as an EAP and IELTS/TOEFL instructor, enriching the lives of her students and further expanding her cultural and pedagogical horizons.

Since 2020, Gonul has been an active participant in the TESL Ontario Volunteer community. She has been an integral member of the TESL Exchange, TESL Dialogue,

and TESL Webinar teams, which have developed crucial professional development opportunities for TESL educators. Gonul also shares her expertise through her insightful blog posts and informative webinar presentations. Gonul thrives on the collaborative spirit of her community involvement and feels privileged to work alongside inspirational individuals who share her passion for education.

One of Gonul's nominators writes "Gonul works to foster and enhance diversity, equity and inclusion in her workplace through a number of on-campus initiatives. She is always thinking of the ways in which others experience their lives in and integration to Canadian culture." Gonul is a dedicated member of the TESL community who goes above and beyond her regular duties with numerous volunteer and charitable activities that directly affect the lives of ESL learners in her local community and across the province. She participates in many charitable efforts to better the lives of new Canadians, both in and out of the classroom, particularly refugees.

Finally, through her unwavering dedication, diverse experiences, and commitment to lifelong learning, Gonul Turkdogan remains a stalwart advocate for effective language education and cross-cultural communication.

Distinguished Contribution Award Recipient



Joan Reynolds

JOAN REYNOLDS

Toronto, Ontario

Joan Reynolds' long and distinguished career has been, for most of her professional life, devoted to the area of English as a Second Language teaching in Ontario.

Joan is well respected among colleagues, friends and other professionals in the sector alike. Among her many qualities, Joan is a lifelong learner who has always embraced new roles, responsibilities, and initiatives with open arms. She is not afraid to learn, question, and examine. She takes a deep dive and presents her viewpoints respectfully and firmly and takes a stand for issues that matter to her.

A teacher by profession, Joan began teaching ESL to adults in 1991 in TDSB and joined the TCDSB Adult Ed Program in January 1995, where she remained until 2008. Joan then held the positions of Chair of Language Studies and Manager of International Programs and Partnerships at George Brown College until 2015.

This year, she served as a team participant for Project Abraham's Ride for Refugee fundraiser; her task was to reach out to family, friends, and former colleagues to support this initiative by finding sponsors for her in the 5 km walk in September 2023. Over the past decade, Project Abraham has provided aid to traumatized refugees settling in Canada, beginning with the Yezidis.

Along with a group of friends and colleagues, Joan privately sponsored a Syrian refugee family. She

reached out to colleagues, friends, and family to appeal for donations toward the sponsorship. This private sponsorship group raised \$30,000 in aid for this family.

Beyond her humanitarian efforts and her professional roles, Joan has contributed greatly to the development of accreditation services at TESL Ontario over the past twenty plus years. This involvement and the changes and developments she has helped to usher in have had a lasting and positive impact on English language educators across the province.

Joan was a member of the TESL Ontario TESL Training Institution Recognition Advisory Committee from 2000 to 2009, after which she served as the Chair of the Accreditation Standards Committee until 2014.

Joan served as a member of the task force that developed the TESL Ontario Code of Ethics in 2014, and has served as a TESL program accreditation adjudicator for the past five years. In 2018, Joan also rejoined the TESL Ontario Standards Committee, where she continues to serve today.

Few members in the history of our association have done as much to advance the cause and credibility of the English language learning section as Joan Reynolds.

The 2023 TESL Ontario Recognition Awards were presented at TESL Ontario's in-person Professional Development, Networking and Awards event at the 51st Annual Conference on November 8, 2023.

TESL ONTARIO WORKING COMMITTEES



TESL ONTARIO ANNUAL CONFERENCE COMMITTEE AND ANNUAL CONFERENCE

Supported by survey feedback from the membership, TESL Ontario decided to hold our 51st annual conference virtually once again, building on the success of our three previous online conferences. A large portion of the planning work involved training moderators and presenters, and with the efforts from TESL Ontario staff and Committee members, a training course for moderators was set up on Moodle so that training materials could continue to be used for the upcoming years. The planning process also involved the development of key events such as the annual Career Connections career fair and Career Booster Forum, our Annual Panel Discussion with government representatives, and networking round table sessions to engage conference attendees. Overall, our third virtual conference was very well-received with over 1200 attendees over three days.

Our upcoming 2024 conference has been themed “*Navigating New Routes in Routes in English Language Learning.*” Once again, with survey feedback from members, the decision was made to hold the conference on a virtual platform. We are pleased, however, to once again be offering *TESL Ontario Connect*, an in-person

networking and award ceremony component, during this year’s conference. Conference logistics are handled by TESL Ontario’s in-house conference planner with significant support from the rest of the TESL Ontario office team and the volunteer conference committee, all meeting virtually every month for a year to ensure the planning process goes as smoothly as possible.

The dedication of our volunteer committee members, supported by TESL Ontario staff, is essential to our success. Sincere thanks to our previous and current committee members, our conference planners, and Executive Director Allison Keown, as well as the TESL Ontario office team, for their commitment to making the conference a success.

ACCREDITATION STANDARDS COMMITTEE

The TESL Ontario accreditation standards committee develops the TESL Ontario standards for program accreditation, TESL trainer and PTCT instructor certification, OCELT®/ICTEAL® and CTESOL® teacher certification, and professional development recognition.

It also supports accredited TESL and CTESOL programs by developing guidelines to help them maintain the quality of their training. Currently, the standards committee is structured as follows:

- > A Chairperson (volunteer)
- > one LINC Teacher (volunteer)
- > one ESL Teacher (volunteer)
- > two TESL Trainers (volunteers)
- > two Program Managers (volunteers)
- > TESL Ontario Executive Director
- > TESL Ontario Adjudicator
- > TESL Ontario Accreditation Services Manager

The volunteer members of this committee are recruited from the TESL Ontario membership. The committee chair is appointed by and reports to the TESL Ontario Executive Director.

During this report period, the standards committee held six meetings through Zoom. The primary topics discussed in these meetings were as follows:

- > Surveying graduates of accredited TESL programs on training delivery modalities: The goal was to understand the correlation between different training modalities and TESL program graduates’ perceptions of support during their training, and readiness to teach English upon the completion of the program. In this survey, the following terms were used to describe different modalities: Online Synchronous; Online Asynchronous; Online Blended – A combination of sync and async; In-Person Blended – In person with some online synch and/or async; Entirely in-person.
- > Surveying employers on training delivery modalities: The goal of this survey was to understand how employers perceive the preparedness of graduates from various TESL (Teaching English as a Second Language) programs, specifically those conducted through asynchronous, synchronous, in-person, and blended formats.
- > Practicum components, practicum contexts, and training providers’ challenges with arranging

practicum opportunities for their students

- > Updating the TESL Ontario English language proficiency standard
- > Updating the PD* requirement of certification reinstatement application

Also, in the 12th annual joint meeting with the accredited training providers in June 2023, the standards committee met with 28 representatives from the accredited TESL programs. The major topics discussed in this meeting were inquiries about delivery models for the post-pandemic time, recognized training delivery models, TESL Ontario’s exploratory measures re delivery models, and accredited training providers’ experiences with different models: delivery modes they have used, advantages and disadvantages of each mode, training providers’ reasons for abandoning other delivery models, and concerns re delivery models.

The standards committee emphasized that it would continue its discussions on modes of delivery, keep monitoring and updating the TESL Ontario standards for training program accreditation and delivery in consultation with the accredited training providers, and endeavor to keep the TESL Ontario standards as efficient and practical as possible while maintaining the high quality of the accredited training.

Serving on the Standards Committee in this report period were Karen E. Evans (Chair), Joan Reynolds, David Wood, Antonella Valeo, Sven Greve, Claudia Petrescu (to Sept. 2023), Narjis Ahmad, Milka Stupar, Kay Ham (rejoined in Feb. 2024), Allison Keown, and Reza Mazloom-Farzaghy.

*Acronyms

CTESOL®: *Canadian Teacher of English to Speakers of Other Languages*

ICTEAL®: *Internationally Certified Teacher of English as an Additional Language*

OCELT®: *Ontario Certified English Language Teacher*

PD: *Professional Development*

PTCT: *Post TESL Certificate Training*

TESL ONTARIO WORKING COMMITTEES *continued* >

TESL ONTARIO COLLEGE AND UNIVERSITIES COMMITTEE

The Colleges and Universities Committee at TESL Ontario has been actively engaged in promoting professional development and fostering connections among EAP practitioners in the post secondary sector. On July 26, 2023, the committee organized a successful webinar titled “EAP Practitioners in Canada,” featuring presenters James Corcoran, OCELT, Julia Williams, OCELT, and Kris Johnston. This event attracted a diverse audience, highlighting the essential role of English for Academic Purposes in our educational landscape through the review of important research on EAP professionals’ lived experiences. Additionally, the committee hosted a Meet and Greet event in November 2023, providing an opportunity for members to learn about the work of the committee, share experiences, and discuss challenges in the sector.

In alignment with TESL Ontario’s new strategic priorities, the committee has also worked to ensure its strategic priorities reflect the broader goals of the organization. This alignment will help to enhance the committee’s impact and relevance within the community. The Committee is fortunate to have a team of dedicated volunteers, whose efforts are crucial to the committee’s success including Jim Papple (Chair), Danielle Freitas, Alex Harchenko, Bill Hodges, Shaun Dass, Parisa Nafissi Rad, and Ivan Su. Their commitment and expertise continue to drive the committee’s initiatives forward and strengthen the TESL community.



DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Now in its third year since establishment, TESL Ontario’s Diversity, Equity and Inclusion (DEI) Committee has continued to enact its guiding principles through a series of projects and initiatives.

During a survey of the TESL Ontario membership developed and administered by the DEI committee in April, 2023, requests were made to have access to more DEI-related professional development experiences including workshops and opportunities to learn about DEI-related terminology and concepts. The DEI committee responded to these requests by providing a DEI-related workshop at the annual conference in November 2023, and developing and piloting an asynchronous “activity challenge” from March-May 2024 which guided members through a series of practical and reflective DEI-related tasks. Insights from the April 2023 survey were also published in an article in the spring issue of the Contact magazine.

The DEI committee also finalized two DEI-related hiring documents: one that outlines hiring guidelines for TESL Ontario employees and volunteers, and one that presents a DEI-related hiring checklist for English Language Teaching employers in Ontario.

The DEI committee recruited one new member in early 2024.

DIRECTORY OF ENGLISH LANGUAGE TEACHING RESOURCES

TESL Ontario’s Directory of English Language Teaching Resources (the Directory), formerly known as **Ontario’s Directory of Best Practices**, is home to a rich collection of English resources supporting programming and delivery of ESL (English as a Second Language) and FSL (French as a Second Language) training. Launched in 2017, the Directory identifies available resources vetted to ensure best practices in adult language training and provides linkages to guide ESL and FSL teachers, program managers, and other stakeholders.

In early 2023, the results of a survey developed by the Directory team revealed which Directory topics or folders were consulted most and least frequently. Furthermore, there was strong indication that there was frustration with the lack of clarity regarding category names and how to navigate the Directory. With the survey results in mind, the team renamed, collapsed, and combined the original 25+ categories and had their contents relocated. The result was a more user-friendly and more intuitive interface for the Directory with only the following three categories appearing on its home page:

- 1) Learning, Research and Development for Instructors- This includes numerous subfolders related to professional learning, research, program administration, methodology, etc.

- 2) Curriculum Development- This includes numerous subfolders related to classroom practice, themed content, and English for Specific Purposes, etc.
- 3) Tech for Language Teaching and Learning- This includes numerous subfolders related to specific sorts of digital tools: for collaboration, for presentations, for independent learning, etc.

In three of its monthly meetings, the Directory team met with Eva Csiszar, the TESL Ontario operations manager, to discuss the interface for the new website for the Directory, formatting of annotations, and navigation through the site. Also, the Directory team created texts for Curriculum Development section; Learning, Research & Development section; Tech for Language Teaching & Learning section, and the Home page of the new Directory website.

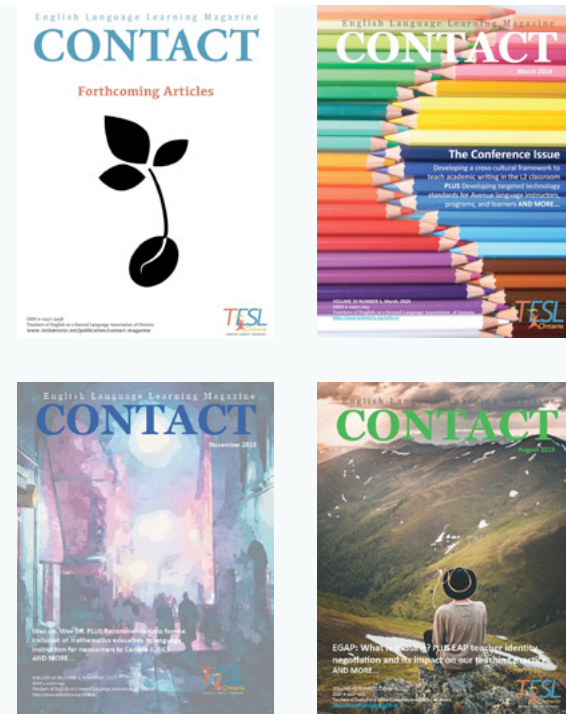
At the 2023 Conference, the Directory team presented an overview of the new ESL Directory site as well as a tour of the FSL Directory site, and discussed the benefits of using the Directories to enhance the teaching and learning experience.

The Directory received over 3500 page views in this report period.

Due to the time spent reorganizing the Directory, followed by the development of its new website and interface, the resource experts have temporarily been refraining from adding new resources to the Directory. They have now resumed doing so; hence the membership and other Directory users can expect to see new resources being added to the collection monthly.

Serving on the Directory team during the 2023-2024 report period were:

- > **Allyson Eamer**, Resource Expert - ESL
- > **Anna Rodrigues**, Resource Expert - ESL
- > **Meral Hussein**, Resource Expert - FSL
- > **Maha Bazzi**, Resource Maintenance and Verification Assistant
- > **Anney De Gobeo**, Resource Maintenance and Verification Assistant
- > **Yen-Phan Luu**, Technical Assistant (since Sept. 2023)



TESL Ontario’s professional development magazine, *Contact*, was established in 1974 and has served the evolving research and teaching needs of its ELT audience. The 2023-2024 year saw the completion of volume 49 and the beginning of volume 50.

All issues are released on March 31, August 31, and November 30. The March issue featured articles from the TESL Ontario Conference. In contrast, the August and November issues presented a diverse selection of theory, personal essays, lesson ideas, special features, and field research from contributors worldwide. Additionally, *Contact* continues its Spotlight section,

highlighting the work of ELT professionals across Ontario doing all different kinds of work. We appreciate our contributors for sharing their insights and providing a window into which our members can peer. Our goal is to create issues that foster reflection and discussion in the field, pushing beyond conventional narratives, and encouraging ELT professionals to contemplate their work and its impact. The work of ELT professionals changes the lives of individuals as they learn to thrive using the English language.

As always, contributions to *Contact* are appreciated for the continued success of the magazine.

Articles and issues can be viewed at
www.contact.teslontario.org/issues

OPERATIONS



TESL Ontario now serves over 4,500 members, a large number of whom are TESL Ontario certified.

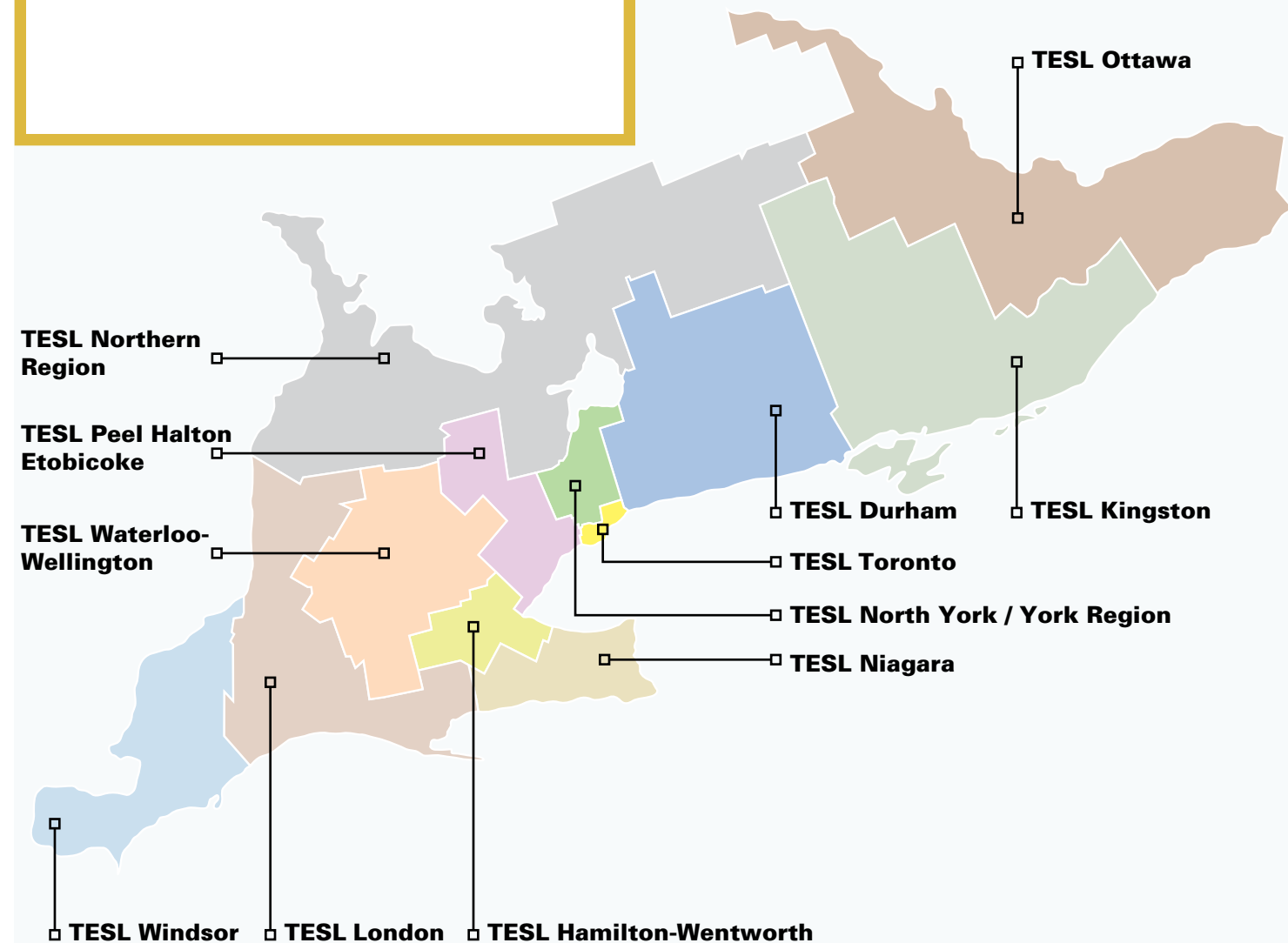
The operations of TESL Ontario during this report period were carried out by the following staff members:

- > **Allison Keown**, Executive Director
- > **Eva Csiszar**, Operations Manager
- > **Reza Mazloom-Farzaghy**, Accreditation Services Manager
- > **Dave Fraser**, Coordinator, Member Services and Communications
- > **Helen Wu**, Coordinator, Social Media and Professional Development
- > **Kevin Gamble**, Office Manager

Under the direction of the Board of Directors, and supervision of the Executive Director, the office staff carry out the functions of membership support, including membership benefits, webinars and social media, TESL Ontario accreditation, which includes TESL Ontario’s CCPLAR service, financial management, project and contract administration, office administration, liaison function with ministries, other agencies and the public and, of course, the delivery of the TESL Ontario annual Conference.

AFFILIATE CHAPTERS

Each of the 12 TESL Ontario Affiliate Chapters has an executive body consisting of a President, Affiliate Chapter Representative, Treasurer, and Membership Secretary, but may also include other positions such as Event Chair, Communications Officer, and Members at Large. Both the Affiliate Chapter Presidents and Affiliate Chapter Representatives meet annually with the TESL Ontario Board of Directors to contribute to the Board’s awareness of the strategic issues of their members.



2023-2024 BOARD OF DIRECTORS

- Chair* **Mary Rizzi**
- Vice-Chair* **Cecilia Aponte de Hanna**
- Treasurer* **Jenny Kirk**
- Secretary* **Mitra Rabiee**
- Member-at-Large* **Ban Al-Saffar**
- Member-at-Large* **Nicola Carozza**
- Member-at-Large* **Diane Mensch**
- Member-at-Large* **Kate Paterson**
- Member-at-Large* **David Wood**

The Board of Directors is comprised of nine members, all designated members-at-large. A chair, vice-chair, secretary, and treasurer are elected each year from amongst these nine directors, following the annual general meeting. The Board meets a minimum of five times per year. Operational matters of the association are managed by the executive director. The executive director is guided and governed by board policies and serves a pivotal role in the organization.

The TESL Ontario board uses a policy governance model as its “operating system”. Policy governance enables the board to focus on the larger issues, to delegate with clarity, to control operation’s job without interference, to rigorously evaluate the accomplishment of the organization - to truly lead the association. The job of the board’s directors is to decide, through strategic planning, the kind of “targets” the association is to produce. It relies on the Executive Director to interpret and work with staff, paid and voluntary, to achieve the means to meet those targets.

TESL Ontario Board of Directors

Chair, Vice Chair, Secretary, Treasurer, Five Members at Large

TESL Ontario Affiliate Chapters	Executive Director						
Durham	Project Staff	Working Committees	Accreditation Standards Committee	Register of TESL Researchers	Diversity, Equity and Inclusion Committee		
Hamilton-Wentworth			Conference Committee	Colleges and Universities Committee	Research Advisory Committee		
Kingston			Adjudicator	<i>Contact</i> Editor	Operations Manager		
London					Accreditation Services Manager		
Niagara	Contractors	Office Staff			Coordinator, Social Media and Professional Development		
North York/York Region			Coordinator, Member Services & Communications				
Northern Region			Office Manager				
Ottawa							
Peel/Halton/Etobicoke							
Toronto							
Waterloo-Wellington							
Windsor							

FINANCIAL REPORTS

The condensed financial information below represents the abbreviated annual financial statements of TESL Ontario for the year ended March 31, 2024

Readers of the condensed financial information are cautioned that the information contained may not be appropriate for their purposes and may be misleading without referring to auditors’ report and the information contained in the notes to the financial statements.

The independent auditors’ report and complete audited financial statements, which include notes and more detailed supplementary financial information, are available on the TESL Ontario website at

www.teslontario.org/about

Statement of Financial Position as of March 31, 2024

	2024	2023
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 296,384	\$ 296,995
Short-term investments	\$ 814,561	\$ 784,167
Prepays and deposits	\$ 13,499	\$ 17,449
HST receivable	\$ –	\$ –
	\$ 1,124,444	\$ 1,098,611
Capital Assets	18,706	17,665
Intangible Assets	18,633	20,763
	\$ 1,161,783	\$ 1,137,039
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 67,442	\$ 65,876
Deferred contributions	318,001	314,000
	\$ 385,443	\$ 379,876
NET ASSETS		
Unrestricted	\$ 776,340	\$ 757,163
	\$ 1,161,783	\$ 1,137,039

Statement of Operations and Changes in Net Assets Year Ended March 31, 2024

	2024	2023
REVENUES		
Membership fees	336,328	337,742
Accreditation fees	386,258	368,550
Annual TESL Ontario Conference		
Publisher fees	5,725	8,000
Registration fees	153,045	140,109
Sponsorship	3,000	–
Project revenue		
Employment and Social Development Canada (ESDC)		
Canada Summer Jobs	9,742	9,401
Ministry of Labour, Immigration, Training and Skills Development (MLITSD)		
Pay Equity Program	9,259	9,259
PLAR for Instructors of Adult Non-Credit ESL	–	10,835
Bow Valley College Partnership		
Collaboration on pilot project	–	10,000
Interest and other income	63,553	37,972
	\$ 966,910	\$ 931,868
EXPENDITURES		
Membership	169,592	165,486
Accreditation	177,471	166,239
Projects	11,597	11,251
Annual conference	143,713	119,770
Affiliate Chapters’ operations	41,490	34,719
Office and administration	344,276	309,839
TESOL affiliation	783	2,024
Board and committee meetings	27,531	25,539
Occupancy	31,280	31,136
	\$ 947,733	\$ 866,003
Net excess of revenues over expenditures for the year	\$ 19,177	\$ 65,865
Net assets, beginning of year	\$ 757,163	\$ 691,298
Net assets, end of year	\$ 776,340	\$ 757,163



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