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The SPTRB

The Saskatchewan Professional Teachers Regulatory Board (SPTRB) has been established to regulate Saskatchewan's teachers for the purpose of serving and protecting the public interest. The SPTRB is governed by a nine person Board of Directors. The Board of Directors is comprised of seven registered teachers and two members of the public. The Board of Directors are responsible for establishing the policies of the SPTRB. The SPTRB employs nine staff members, who are responsible for administering the policies established by the Board of Directors. **The SPTRB will begin operating on October 19, 2015.** For further information about the Board of Directors, the SPTRB and the SPTRB's employees, please visit the SPTRB's website at www.sptrb.ca.



Self-regulating Professions

Being granted the privilege of self-regulation is a significant event for the teaching profession in Saskatchewan. Being granted self-regulation means a government recognizes it is teachers who are in the best position to establish the standards for entry into their profession, and it is teachers who are in the best position to establish the standards for conduct and competency teachers must uphold to continue in the practice of teaching. By being granted self-regulation, the SPTRB has also been charged with the responsibility of conducting its business transparently, accountably, fairly and in a manner which, above all else, serves and protects the public interest.



The New System of Regulation

CERTIFICATION

A Teacher's Certificate officially states or "certifies" an individual has met the criteria to be a teacher in Saskatchewan.

A Saskatchewan Teacher's Certificate will continue to be required in order to teach in Saskatchewan and will be granted to teacher candidates who meet the criteria for certification established by the SPTRB. The criteria for teacher certification is set out in the Regulatory Bylaws of the SPTRB, and can be found on the website. There have not been any changes to the existing criteria for teacher certification in Saskatchewan, however, this criteria will be reviewed and may be amended in the future.

Prospective Saskatchewan teachers will now apply to the SPTRB for their teacher's certificate. Applications are administered by an online process and can be initiated by visiting the SPTRB's website. Teachers' certificates remain permanent unless suspended or revoked by the SPTRB's Discipline Committee.

REGISTRATION

Registered Teachers are the only persons who are permitted to teach in Saskatchewan's pre-kindergarten through Grade 12 education system. This means that all holders of Saskatchewan Teachers' Certificates **who wish to teach in Saskatchewan** must register with the SPTRB before the beginning of each school year. For the 2015 - 2016 school year, practicing teachers will be required

to register with the SPTRB by the end of November 2015. Teachers who completed the Ministry of Education's Electronic Educator Profile (EEP), or who had the EEP completed on their behalf by their employer, will receive an email with a link to the webpage where they will be able to initiate their registration. Substitute teachers do not complete the EEP and consequently will not receive a registration email from the SPTRB. However, **substitute teachers must also register with the SPTRB by the end of November 2015.**

Registering with the SPTRB involves providing the SPTRB with your current contact information, identifying your employer and affirming that you have not committed, been charged with, or been convicted of an offence under the Criminal Code of Canada. Teachers who have been convicted of an offence will be required to submit a current criminal record check, including a vulnerable sector search, with their application for registration. **There is presently no registration fee, as the Ministry of Education is providing operational funding to the SPTRB for its first two years.**

PUBLIC REGISTRY

Registered Teachers are subject to the Registered Teachers Act and must comply with the Act and the bylaws established by the SPTRB's Board of Directors. Teachers who register with the SPTRB and teachers who are granted a Saskatchewan Teacher's Certificate by the SPTRB will appear on the SPTRB's public register. The public



Saskatchewan Teacher's Certificate

register lists teachers' names, type of certificate held, certificate status, date of last registration with the SPTRB, and any disciplinary action to which they have been subject.

PROFESSIONAL STANDARDS

Standards are an expected and achievable level of performance against which actual performance can be compared. It is the minimum level of acceptable performance.

The SPTRB Board of Directors has adopted a slightly modified version of the Saskatchewan Teachers' Federation's Code of Professional Competence as its Standards of Competence. The Regulatory Bylaws of the SPTRB set out the Standard of Competence and provides examples of behaviours that constitute misconduct.

STANDARDS OF COMPETENCE

Registrants of the Saskatchewan Professional Teachers Regulatory Board shall:

1. Create and maintain an environment that encourages and demonstrates a commitment to student learning and student well-being.

- 2. Demonstrate a professional level of knowledge about the curriculum and the skills and judgment required to apply this knowledge effectively.
 - 3. Demonstrate and support a repertoire of instructional strategies and methods that are applied in teaching activities.
 - 4. Carry out professional responsibilities for student assessment and evaluation.
 - 5. Reflect upon the goals and experience of professional practice, and adapt one's teaching accordingly.
 - 6. Work with colleagues in mutually supportive ways and develop effective professional relationships with members of the educational community.
 - 7. Conduct all professional relationships in ways that are consistent with principles of equity, fairness and respect for others.
- Misconduct is defined in the Registered Teachers Act, and examples of behaviours considered misconduct are provided in the SPTRB's Regulatory Bylaw 2.
- d. sexually abusive conduct that violates a person's sexual integrity, whether consensual or not which includes sexual exploitation;
 - e. an act or omission that, in the circumstances, would reasonably be regarded by the profession as disgraceful, dishonourable or unprofessional;
 - f. being in violation of a law if the violation is relevant to the teacher's suitability to hold a certificate of qualification or if the violation would reasonably be regarded as placing one or more pupils in danger;
 - g. signing or issuing a document in the teacher's professional capacity that the teacher knows or ought to know contains a false, improper or misleading statement; or
 - h. falsifying a record relating to the teacher's professional responsibilities; providing false information or documents to the registrar or to any other person with respect to the teacher's professional qualifications.

COMPLAINTS

The SPTRB will be responsible for receiving complaints concerning teachers' conduct and competence. Complaints must be in writing or recorded and must include the name and contact information of the complainant. A teacher will be notified when the SPTRB receives a complaint about him/her. When a complaint has merit, that is, there is a probability that misconduct or incompetence has occurred, it will be presented to the Professional Conduct Committee. The Professional Conduct Committee, which is comprised of three registered teachers and two members of the public, is responsible for investigating

complaints and determining the appropriate means by which to dispose of the complaint. First off, the Professional Conduct Committee will require the teacher who is the subject of the complaint to provide a written response to the complaint. The Professional Conduct Committee may then order an investigation, dismiss the complaint or order a consent resolution.

INVESTIGATION

When the Professional Conduct Committee orders an investigation, the complaint will be investigated by an investigator hired by the Professional Conduct Committee or by one of the members of the SPTRB's staff. The Professional Conduct Committee will receive the investigator's report and may decide to dismiss the complaint, order a consent resolution or charge the teacher with having committed misconduct or incompetence by registering a formal complaint with the Discipline Committee.

CONSENT RESOLUTION

Consent Resolution is a process by which a teacher admits to having committed low level misconduct or incompetence and consents to taking measures to rectify the situation that led to the complaint. Cases referred for consent resolution must be resolved to the satisfaction of the complainant, the teacher who is the subject of the complaint and the Professional Conduct Committee. Teachers who participate in a consent resolution will have that fact noted on the public register.

DISCIPLINE COMMITTEE

The Discipline Committee, which is comprised of three registered teachers and two members of the public, is responsible for hearing the formal complaint, deciding

The following conduct on the part of a teacher is misconduct:

- a. conduct which is harmful to the best interest of pupils or affects the ability of a teacher to teach;
- b. any intentional act or omission designed to humiliate or cause distress or loss of dignity to any person in school or out of school which may include verbal or non-verbal behavior;
- c. physically abusive conduct which involves the application of physical force which is excessive or inappropriate in the circumstances to any person;

whether or not a person is guilty of the charges made against him/her, and in cases where the person is found guilty of misconduct or incompetence, for imposing disciplinary sanctions. Disciplinary sanctions may include actions such as reprimanding the teacher, imposing practice limitations or restrictions, suspending or cancelling the teacher's certificate. All disciplinary actions taken when a person is found guilty of misconduct or incompetence are posted on the individual's public record.

PUBLIC NOTICE

When the Professional Conduct Committee registers a formal complaint with the Discipline Committee, the Formal Complaint will be made public by posting the complaint on the SPTRB's website. When the date, time and location of the hearing are established, that information will also be posted on the SPTRB's website. After the conclusion of a hearing, the Discipline Committee's decision will be posted to the SPTRB's website.

RIGHT TO APPEAL

Teachers may appeal the Discipline Committee's decision and/or penalty to a judge of the Court of Queen's Bench.

WHAT DOES ALL THIS MEAN FOR ME?

If you hold a Saskatchewan Teacher's Certificate but you are not teaching in Saskatchewan, you do not need to do anything.

If you are presently working in a position that requires a Saskatchewan Teacher's Certificate, or if you plan to do so during the 2015 - 2016 school year, you must register with the SPTRB by the end of November 2015. Teachers who completed the Ministry of Education's Electronic Educator Profile (EEP) will receive an email with a link to the webpage where they will be able to initiate their registration; substitute teachers must register on their own.

Registration will begin October 19, 2015 and must be completed by November 20, 2015. Learn more about the SPTRB, the Registered

Teachers Act and the Bylaws of the SPTRB at www.sptrb.ca.

TEACHERS EMPLOYED BY A FIRST NATION

First Nations are being invited to work with the SPTRB in order to establish agreements under which certified teachers will be required to register with the SPTRB as a condition of their employment with a First Nation. Certified teachers presently working in First Nation schools may voluntarily register, free of charge for 2015-2016 and 2016-2017, with the SPTRB at www.sptrb.ca.

REGISTERED TEACHERS NEEDED

The SPTRB requires Registered Teachers to serve on the Professional Conduct Committee and the Discipline Committee. Watch for an invitation to apply for a position on one of these committees or visit the SPTRB website www.sptrb.ca for further information.



204 - 3775 Pasqua Street
Regina, SK, Canada S4S 6W8

Phone: 306.352.2230

Fax: 306-352-0022

Email: general@sptrb.ca

www.sptrb.ca