



TEACHER QUALIFICATIONS

PRESENTATION TO THE BOARD, January 2017

DEFINITION

- Article C.21
 - Teaching experience
 - Educational preparation
 - Qualities
 - Evidence of ability to perform duties

The PROCESS

- Make a Future TTOC Application
- Interview
- Reference Check

The PROCESS

- At the time of hire
- On teacher request
- Educational Preparation

The PROCESS

- Levels
 - Elementary
 - Middle
 - Secondary
- Subject/s
 - Primarily Secondary
- “Specialties”

The PROCESS

- TQS sets minimum standard
- Each district sets own standard
- Assessed by Human Resources
- Historical practice

The PROCESS

- Equivalency
 - Provinces/Countries
- Red Seal

The PROCESS

- “Specialty” Subjects
 - French Immersion
 - Learning Support/Special Ed
 - Librarians
 - Counsellors

The PROCESS

- French Immersion
 - Test de Francais International (TFI)
 - Oral - 395
 - Written - 420

The PROCESS

- Learning Support (Reg. 2127.064)
 - Teaching Specialty
 - Diploma
 - Master's
 - Within three years

The PROCESS

- Counsellor (Reg. 2127.063)
 - Masters – Counselling Psychology
 - Certified teacher
 - Applies to elementary only

The PROCESS

- Teacher Librarian (Reg. 2224)
- Teaching Specialty
- Diploma
- Master's
 - Within two years

The OUTCOME

Aboriginal Status

Position Information

Position	Start Date	End Date	Location	FTE	Subjects and Levels
Lt Toc In Temp Assignment	01-Jan-2017	30-Jun-2017	Central	0.4000	Special Education-Middle School
Teacher	01-Jul-2016	08-Dec-2016	Esquimalt High	0.0000	Spanish-Grade 9 (X), Grade 10 (X)
Teacher	29-Jan-2016	30-Jun-2016	Esquimalt High	0.5710	Spanish-Grade 9 (X), Grade 10 (X)
Teacher	01-Jul-2015	28-Jan-2016	Esquimalt High	0.0000	Spanish-Grade 9 (X), Grade 10 (X)
Lt Toc In Temp Assignment	30-Dec-2014	30-Jun-2015	Glanford	0.3720	Home Economics-Middle School
Lt Toc In Temp Assignment	01-Sep-2014	29-Dec-2014	Glanford	0.3720	Home Economics-Middle School
Lt Toc In Temp Assignment	28-Apr-2014	30-Jun-2014	Victoria High	1.0000	Special Education-Secondary (X)
Lt Toc In Temp Assignment	24-Oct-2013	30-Jan-2014	Esquimalt High	0.2500	

Educational Preparation

Subject	Level	Subject	Level
Social Studies	Junior Secondary	Social Studies	Senior Secondary
Geography	Junior Secondary	Geography	Senior Secondary
Spanish	Junior Secondary	Spanish	Senior Secondary
Special Education Middle Grades	Junior Secondary Middle School	Special Education	Senior Secondary

Experience

Subject	Level	Subject	Level

Part B - University Education and Equivalent Training

Degree	Year	University	Major	Minor
B.A.	2007	U-Vic	Hispanic Studies	
B.Ed.	2008	U-Vic		
PDPP	2008	U-Vic	Spanish	Social Studies
M.Ed. in Sp. Ed	2012-	VIU-Nanaimo		

The CHALLENGES

- Assessing
 - Equivalency
 - Relevance of post-secondary courses
 - Currency of training
 - Subject area shortages

The CHALLENGES

- Subject areas in demand
 - Counselling
 - Learning Support
 - Senior Sciences
 - Home Economics
 - French Immersion

DEVELOPMENTS

- Interviewing
- Clarifying Standards
- Recognizing Experience

DEVELOPMENTS

- Interviewing
 - Point of entry
 - Clarify training
 - Address Article C.21

DEVELOPMENTS

- Clarifying Standards
 - Narrowing areas
 - Defining Post-Secondary requirements
 - Publishing standards

DEVELOPMENTS

- Recognizing Experience
 - Full instructional cycle
 - Planning, teaching, assessing
 - Immediately visible to principals