

February 12, 2021

**Memorandum to:** Chairs of District School Boards  
Directors of Education  
Secretary-Treasurers of School Authorities

**From:** Stephen Lecce  
Minister of Education

Nancy Naylor  
Deputy Minister of Education

**Subject:** Policy/Program Memorandum (PPM) No. 165 “Teacher Hiring Practices”

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We are writing to share the Policy/Program Memorandum (PPM) No. 165 “Teacher Hiring Practices”, which comes into effect on March 31, 2021. This date represents the new deadline for school boards to adopt and post their own teacher hiring policies in accordance with the PPM (deadline extended from December 31, 2020).

The PPM was informed by stakeholder input, including most recently through stakeholder feedback on a draft version of the policy. The PPM outlines provincial expectations for establishing teacher hiring policies and processes that will strengthen Ontario’s teacher workforce. School boards will be expected to have their own teacher hiring policies that meet the expectations in the PPM no later than March 31, 2021.

The Ministry of Education expects that all teacher hiring decisions will be made in accordance with the PPM and subject to the provisions of collective agreements, the Human Rights Code and applicable laws. The ministry will continue to work with school boards and education partners to provide ongoing support and resources as boards develop and implement local teacher hiring policies and processes aligned with this PPM.

Please see below for the new timeline regarding teacher hiring practices.

- **October 29:**
  - Revocation regulation came into force and O. Reg. 274/12 was revoked.
  - Interim hiring policy came into force.
- **November:**
  - DRAFT PPM was shared.
  - Stakeholder input was gathered, coded, analyzed and used to inform the PPM.

- **February 2021:**
  - Final PPM is posted and distributed to school boards, school authorities and stakeholders.
  
- **March 31, 2021:**
  - PPM comes into force.
  - Publicly funded school boards are required to implement their own teacher hiring policies consistent with the PPM by this date.

The PPM is posted on the ministry website at <http://www.edu.gov.on.ca/extra/eng/ppm/165.html>. Once you have had the opportunity to review the PPM, we encourage you to connect with the ministry to answer any questions that may arise as you implement teacher hiring policies that are responsive to your local context. Inquiries can be sent to [PTPSB@ontario.ca](mailto:PTPSB@ontario.ca).

Thank you for your ongoing dedication to students in Ontario and the teaching profession. We look forward to continuing in our shared commitment to building an education system that is equipped with a diverse, qualified and well-prepared educator workforce.

Stephen Lecce  
Minister

Nancy Naylor  
Deputy Minister

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