



2020/21 ANNUAL REPORT



Message from the TESL Ontario Board of Directors



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Change doesn't quite capture the full meaning of 2020, and yet there isn't another word that comes to mind to describe the upheavals and shifts that touched every person in our large and diverse membership. The meaning of classroom and teaching expanded over the course of 2020 and is expanding still. TESL Ontario was no different in confronting challenges head on. And like many of you, TESL Ontario was already well positioned for the changes to come.

TESL Ontario was one of the first professional associations to have already been offering webinars on a regular basis. A growing cohort of our membership were already connected online and able to access resources quickly. TESL Ontario's online presence increased over 2020 in both webinar offerings and via our social media channels to ensure topics remained current and reflected members' needs.

While many associations across Canada and around the world cancelled their events, TESL Ontario hosted our first virtual professional development conference. We were still able to connect, learn and engage in as many workshops and panels as in past events. Most importantly, we were still able to host our welcome reception and honour the Sparks of Excellence award recipients. I also want to thank and highlight the many speakers and representatives from Immigration, Refugee and Citizenship Canada, Ministry of Labour, Training and Skills Development as well as the Ministry of Children, Community and Social Services.

2020 also saw a change in leadership with the retirement of Renate Tilson, who had worked tirelessly for over 30 years. Under Renate's guidance, TESL Ontario's membership not only grew, but gained professional recognition through accreditation; a feat that rarely exists in other jurisdictions. Renate's work has cemented TESL Ontario's reputation in the industry. Taking this into consideration, the recruitment process was extensive and thorough. The members of the Hiring Committee represented extensive knowledge and experience in community ESL/LINC programming, Colleges and University and the private sector. At the beginning of 2021, Allison Keown became TESL Ontario's Executive Director. With her demonstrated creativity, passion and dedication, TESL Ontario is well suited towards both the current and future changes ahead.

In a year with as many changes both internally and externally with the world, the Board of Directors made the decision to extend the current strategic plan by one year to 2022. In 2018, as the first draft of the strategic plan was taking shape, the idea of encouraging integration of technology in English language education was to be explored. Little did we know that this particular goal has risen to the top of all agendas. As this "next normal" is beginning to unfold, the goals set in the original strategic plan continue to be actively pursued.

None of this work this past year would have been possible without the amazing work of TESL Ontario staff. First and foremost, the Board of Directors would like to thank Eva Csiszar as Operations Manager and interim Executive Director, who ensured operations continued as normal as possible and helped with a seamless transition. The Board also recognizes the efforts from Reza Mazloom-Farzaghy, Accreditation Services Manager; Colleen Taylor, Manager of Member Engagement and Communications; Kevin Gamble, Office Manager; and Dave Fraser, Coordinator of Member Services and Education joining the team in early 2021.

Finally, I wish to thank the Board of Directors for their time, energy and insight that I can count on at every board meeting. I count myself fortunate to have been able to work with such knowledgeable individuals who all share in the vision of advancing the TESL profession. The past six years on the Board has been a rich professional experience and I am filled with gratitude for the opportunity to serve such an amazing and resilient membership.

Sharon Deng,
Chair, TESL Ontario

TESL Ontario 48th Annual Conference

The theme of the 48th Annual TESL Ontario conference, “Resilience: Re-envisioning Language Education Together” was chosen to reflect the new reality of English language teaching and adapting to how professional development is delivered in an era of online education.

Held virtually for the first time, from November 5-7, over 1300 ESL professionals attended over the three days. TESL Ontario is grateful for the conference assistance from the Ministry of Children, Community and Social Services for enabling 235 delegates to attend the conference. Many of these were among the 118 individuals who attended the Friday afternoon joint administrators’ session.

The messages from 3 keynote speakers resonated with our delegates. Zaheen Nanji from the Shanti Wellness Centre spoke on ‘Building Your Resilience Reflex – How to Shift from Chaos to Control’. Eva Haque from York University delivered a timely message on ‘Teaching and Learning Through an Anti-racist and Decolonial Framework for ESL Professionals’. Hugh Dellar, from Lexical Lab and sponsored by National Geographic discussed ‘Technology and Principles in Language Teaching’.

The theme of the 15th Annual Panel Discussion was “Forging Ahead in an Era of Change”. The audience heard updates from Yves Saint-Germain, Immigration, Refugees and Citizenship Canada; Yvonne Ferrer from Ministry of Children, Community and Social Services; Joanne Prior Ministry of Labour, Training and Skills Development; and Pauline McNaughton from Ontario Ministry of Education. Following the updates, panelists responded to delegates’ questions.

The daily TechKnow sessions featured 12 tech-related topics, in which participants could learn more about various aspects of technology.

The Career Connections Panel Discussion gave participants an opportunity to hear advice and relevant information from a panel of hiring managers and experts in the post-secondary as well as settlement language programming fields.

Best practices and innovative ideas were shared by 130 volunteer presenters through 70 moderated sessions. In addition, there were 3 moderated networking sessions. Volunteers assumed a significantly different role this year; 13 Session Chat Volunteers, 3 Social Media Volunteers and 1 Blog Volunteer played an integral role in our success.

Moderators were key to the overall success of the event, having training sessions with each presenter prior to the conference and supporting them at the time of their presentations.

Sixteen exhibitors participated, which was considerably fewer than in previous years but we realize this format was a new experience for many. We will endeavour to find ways to encourage more participants in the future.

The Annual General Meeting was well attended, followed by the Welcome and Celebration at which the Sparks of Excellence awards were presented. Over the past two years, we are more grateful for and inspired than ever by the dedication and hard work of our members.

A conference of this size is due in part to our sponsors who contribute to our success. We are truly appreciative of National Geographic Learning who sponsored Hugh Dellar’s keynote and New Language Solutions for sponsoring the session ‘EduLINC & Avenue: The Response to the Pandemic’.

The success of this conference was the result of the work and commitment of many who stretched their comfort zone as they embarked on a steep learning curve, and the patience and assurance of others who led the way.

I enjoy being a member and volunteer at TESL Ontario and working with wonderful people and connecting with the larger professional community.

TESL Ontario Member survey response



Affiliate Chapter Activities

TESL Northern Region

TESL Northern Region held a PD event in late October 2020 that highlighted “A Day in the Life of Teaching Using Avenue.ca.” In August of 2021, they joined with TESL Durham to present “Tried, Tested and True – Successful Teaching Moments of 2020/2021.”

TESL North York/York Region

On January 20, TESL NYY held its AGM and mini-conference featuring a keynote address by Marina Tchistaia from Toronto Public Health COVID-19 outreach rapid response team. The event also included the opportunity to socialize and connect virtually with peers.

TESL Peel-Halton-Etobicoke

On June 24, TESL PHE held a summer PD event featuring a keynote address on “Using Resource Binders to Improve Online Delivery” by Carolyn Flores and a presentation by the Centre for Skills in Burlington on settlement services for teachers to assist students in the virtual world.

TESL London

On May 15, TESL London held its Online PD Conference featuring sessions on such topics as needs assessments, information on ESL Library, PBLA, self-care and fossilization.

TESL Windsor

On January 22, TESL Windsor held its AGM and PD event. The event featured two guest speakers and a presentation that introduced Slangman and Avenue.ca to attendees.

On June 4, TESL Windsor held a webinar on “Strategies to Overcome the Challenges of Learning ESL Online” with guest speaker Amina Abdulle.

TESL Hamilton-Wentworth

On January 28, TESL Hamilton-Wentworth held its AGM and Resource Sharing event.

On April 20, TESL Hamilton-Wentworth held its Tech Talk and Try, featuring presentations on Flipgrid, Google Docs, and Office 365 tasks.

TESL Niagara

During the month of March, TESL Niagara held a “March Madness” that featured a new webinar every week. Themes included allyship, equity and diversity, anti-racism, task modification, and online assessment.

TESL Toronto

On January 30, TESL Toronto held a T4T (Technology for Teachers) mini-conference. The event connected local ESL professionals from private schools, settlement services and colleges/universities to the latest and greatest technology-enhanced teaching and learning tools. Gavin Dudeney gave a keynote on “Rushing Back to the Old Normal – Lessons Learned During Lockdown.”

On March 25, TESL Toronto held its 2021 Employment Event: Trends, Strategies & Opportunities. The event featured a panel discussion that provided attendees with an opportunity to learn about post TESL PD programs, the evolving ESL industry, and the hiring criteria trends in the sectors represented.

On June 5, TESL Toronto held TOSCON21, a virtual conference for language teachers and administrators from various sectors in Toronto. This year’s theme was “The Good Language Teacher” and featured Dr. Patrice Palmer as the plenary speaker.

TESL Ottawa

On November 28, TESL Ottawa held its Fall PD Conference and AGM. The PD event focused on racism as the challenge of our times, shaping the response to all other challenges.

On May 1, TESL Ottawa held its Spring PD Conference featuring a plenary titled, “The teacher variable in corrective feedback: Exploring the ‘how’ and ‘why’ through education and reflection.”

TESL Kingston

On November 19, TESL Kingston held its AGM and PD event, focused on “The Challenges of Online and Blended Learning.” Attendees watched 2 pre-recorded interviews with local teachers who have successfully made the transition from in class to teaching online, followed up by a guided discussion and teacher sharing.

On May 18, TESL Kingston held a panel event featuring online ESL tutors and instructors talking about tips and best practices for working with ESL students online. The theme of this workshop was “Engaging Students in Learning Online.”

TESL Durham

On April 17, TESL Durham held its AGM and Spring 2021 Workshop featuring a presentation on “Emerging Technologies for English Learners’ Vocabulary Development across Curriculum: Research Based Practice” given by Dr. Jia Li.

On August 19, TESL Durham, along with TESL Northern Region, held a networking event called “Tried, Tested and True - Successful Teaching Moments of 2020/2021.” The event was geared towards celebrating triumphs during a difficult time.

Member Services

I like the Webinars, especially lately. The topics are getting more interesting and diverse. Thank you!

TESL Ontario Member survey response

The Association continued to maintain a membership of approximately 4500 in 2020, despite the challenges of the COVID-19 pandemic. Just over eight percent of members hold a standard, non-certified membership, while ninety-one percent are OCELT certified members.

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 and the Directory of Best Practices.

The TESL Ontario webinar program further expanded in 2020, with thirty-seven webinars held during the year. The webinar series featured a variety of topics to address all areas of professional development, including online teaching tools and strategies, accessibility, pronunciation, the arts in the classroom, mindfulness, literacy and more. All webinars 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 developed within the webinar program for 2021.

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 each 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 10,600 visits per month – well over 2600 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 deliver 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. Approximately ninety-five percent 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. Over two hundred 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.

The COVID-19 pandemic and associated closures and restrictions created a great deal of uncertainty for many of the venues and businesses that provide our TESL Ontario membership discount offers

but the majority of these issues have now been successfully resolved. Almost all of our discount and savings program providers have reinstated their offers and those that cannot yet do so due to capacity restrictions have committed to revisiting this in 2022. In addition to re-establishing the majority of our member savings offers, TESL Ontario has been able to add new providers to this list, including ESLLibrary.com and Storwell Storage.

To further assist and support the TESL Ontario membership, a Diversity, Equity & Inclusion (DEI) Committee has been established. In its first year, this committee will work to educate, inform and raise awareness of diversity and inclusion issues through the creation of resources and content, as well as the establishment of DEI partnerships within the ESL sector. Additionally, the committee will work to support TESL Ontario in the development of inclusive guiding principles, support a safe space for TESL Ontario members, and provide consultation and guidance on issues and concerns raised by the membership. A full update from the DEI Committee will be included in next year’s annual report.

TESL Ontario has undertaken a yearlong survey series to garner feedback from the membership on a wide variety of issues affecting the ESL sector and to create and adjust programming and resources accordingly. Each survey throughout the year has focused on a different key area, including Demographics and Employment, Professional Development and Online Communities, and Member and Certification Services. The results of these surveys have helped to inform organizational decisions and directives such as a renewed focus on career planning services, the establishment of the DEI Committee and the creation of the forthcoming Mentorship Pilot Program.





Accreditation Services

In May 2020, the TESL Ontario English language proficiency (ELP) standard of certification application was updated as per Standards Committee's recommendations. The decision was made based on the results of the employer survey of March 2020 on the TESL Ontario certified members' ELP level, the accredited training providers' recommendations about ELP requirement, requests and supporting documentation received from certification applicants regarding recognized ELP tests and English-speaking countries, and the restrictions caused by the COVID-19 lockdown on taking ELP tests in person. The recommended changes were as follows: Singapore was added to the list of English-speaking countries; TOEFL iBT Special Home Edition (online) was added to the list of recognized ELP tests; CanTest was removed from the same list; and the required score in TOEFL iBT speaking module was changed from 24 to 26. Furthermore, in October 2020, CAEL Online was recognized as an ELP test option.

The 9th annual joint meeting of the Standards Committee and accredited training providers was held in June 2020. One of the major topics discussed in this meeting was the training providers' challenges due to the lockdown and the need for adjustments to the TESL Ontario training and practicum requirements. To address this topic, in consultation with the training providers and based on their feedback following the joint meeting, the Standards Committee developed guidelines for online TESL training and online practica for the duration of the COVID-19 pandemic.

These guidelines, which have been reviewed and updated on a regular basis since June 2020, are as follows: all TESL training (theory and methodology courses) and all TESL practica (observations and practice-teaching) may be completed online; the percentage of synchronous and asynchronous hours/activities for TESL theory and methodology courses are determined by the training provider (however, no courses can be fully asynchronous); the online practicum is to include 30 hours of observation and 20 hours of practice teaching; a minimum of three language learners present during observation and practice teaching time is required; language learners who are not physically present in Canada must be receiving language instruction through a program/school based in Canada; up to five hours of the twenty-hour practice teaching component of the practicum course can be assigned to asynchronous activities, such as evaluation, feedback, and online discussion; the asynchronous activities should be connected to the actual activities in the synchronous teaching segment; since materials development is not part of the teaching hours of the practicum and does not indicate how well one can teach a lesson, it is not accepted as an asynchronous activity for the practicum; the observation component of the practicum should, if possible, include at least two different contexts (such as EAP and LINC); TESL students are to practice-teach one or more of the designated observation classes; viewing recordings of adult ESL classes taught by qualified mentor teachers is recognized as observation hours; viewing videos (such as YouTube videos) of teachers other than the mentor teacher teaching language learners does not count as observation hours unless they have been selected or approved by the mentor teacher and are accompanied by a lesson built around the video(s)

being viewed; and learning outcomes established for TESL training and practica by the training provider pre-pandemic fully apply to online TESL training and online practica offered during the pandemic.

In January 2021, TESL Ontario's copyright registration application for the "TESL Ontario Competency Framework for Adult ESL Teachers" document was approved by the Canadian Intellectual Property Office (CIPO). A professionally designed PDF version of this document was then posted on the TESL Ontario website for use by the public.

The registration process of ICTEAL (Internationally Certified Teacher of English as an Additional Language) as a professional designation, which had started in May 2018, was completed earlier this year. ICTEAL certificate and designation, along with OCELT certificate and designation, is granted to applicants who have completed at least 300 hours of accredited training and are approved for the TESL Ontario OCELT & ICTEAL Certificates. There are no additional fees or application steps for ICTEAL. ICTEAL is to enhance our certified members' credibility and employability in international settings.

CTESOL (Canadian Teacher of English to Speakers of Other Languages) received official approval as a professional designation from Innovation, Science, and Economic Development Canada in early 2021. The application process had started in April 2018. This designation is granted to (1) TESL Ontario accredited programs consisting of 120 hours of training and practicum and (2) individuals who have completed at least 120 hours of accredited training and are approved for the TESL Ontario CTESOL Certification. CTESOL is to further promote our accredited training and teacher certification in Canadian and international contexts where 120 hours of TESL

training is deemed sufficient. It also allows eligible individuals who have completed a recognized short-term (120-hour) TESL certificate program to enjoy a registered professional designation.

During this reporting period, we continued to promote the TESL Ontario certification and accreditation services through a variety of activities. Two synchronous presentations were given on OCELT & ICTEAL certification application, TESL Ontario membership benefits, and job search tips to TESL students at Humber College and Carleton University in October 2020 and March 2021, respectively. A pre-recorded presentation followed by a synchronous Q&A session on OCELT certification application and PLAR assessment was given to the clients of First Stop Canada in March 2021. A presentation on the TESL Ontario PD standard, PD requirement, recognized PD activities, and PD opportunities offered by TESL Ontario was given in the TESL Toronto Employment Event in March 2021. Furthermore, we started developing YouTube videos on different topics related to the TESL Ontario certification and accreditation services in early 2021. We produced our first pre-recorded YouTube Presentation on OCELT certification application (Path 1) in March 2021.

Between April 2020 and March 2021, we approved 295 OCELT & ICTEAL certification applications (including 43 PLAR applications), 32 OCELT & ICTEAL reinstatement applications, 40 TESL trainer/PTCT instructor certification applications, and 1 TESL program accreditation application. Also, all accredited TESL programs and approved PTCT course providers submitted their annual reports, received TESL Ontario's recommendations and feedback, as necessary, and were renewed to 2021.

Recognition Award Recipients

2020 was a challenging year for all of us, yet the TESL community drew closer together, supporting each other's efforts during the pandemic. As a result, we had a record number of Sparks of Excellence nominations this year, illustrating the remarkable effort and commitment of so many individuals in the TESL profession. In response to this outpouring of community and spirit, TESL Ontario increased the number of Sparks of Excellence awards recipients from three to four for the year.



Rudina Jacaj
*Ottawa Catholic School Board,
Ottawa, ON*

Rudina is currently teaching an IELTS test preparation class and a CLB 1 class with the Ottawa Catholic School Board (OCSB), which she joined in 2013. Changing hats has become the norm for her during the day. When she is asked: "How can you do that?" She simply says: "I love it." Prior to this, she taught a variety of English language levels, including CLB 10, worked as a teaching assistant at Carleton University and as an EFL teacher in Albania.

Rudina strongly believes that taking risks, developing students' cognitive skills and creating opportunities for socialization are the main pillars of language acquisition. In her lessons she frequently utilizes Data-Driven Learning

and Linguistic Risk-Taking Activities that require students to unravel a variety of linguistic mysteries, dare with language use beyond the classroom walls, and engage in enjoyable arguments.

She enjoys creating worksheets to investigate massive amounts of authentic data, such as that available in the Contemporary Corpus of American English (COCA) and designing PBLA Assessment Tasks and Rubrics. She also loves participating in school fundraising events. Rudina takes immense pride in displaying students' work during Education Week as well as in having her students succeed in the IELTS test and being admitted to colleges or universities.

Rudina holds a Master of Arts in Applied Linguistics and Discourse Studies and is TESL Ontario Certified (OCEL). Acknowledging how important professional development is for her peers and herself, she was a member of the TESL Ottawa Board from 2012-2020 as member-at-large and as membership secretary.



Diane McCargar
*Ottawa-Carleton District School Board,
Ottawa, ON*

Diane McCargar began her teaching career in 1993 as a computer instructor in a storefront Adult Basic Education program at the Ottawa Public School Board. With a Bachelor of Education specializing in Computer Science and Mathematics, she brings a unique set of skills to the field of literacy and language instruction. As a computer and math

instructor, she strives to put students at ease and instill in them the confidence they need to tackle new challenges.

Her interest in curriculum development began as a contributor to and editor of CONNECT, a national newsletter for technology & adult literacy. Most recently, she has participated as a developer for the Ottawa-Carleton District School Board's Real World Assessment Task Bank and as the Manager of the OCDSB's Module development project.

As an instructor and member of the Board of Directors of TVLT (New Language Solutions), she has witnessed the evolution of technology in adult education. At the beginning of her career, she worked with instructors, helping them to take advantage of technology as an educational tool that could utilize multi-media to motivate students and address their various learning styles. She was also instrumental in sourcing and acquiring educational software and equipment to support individualized instruction, allowing learners to work at their own pace and receive immediate feedback. As time progressed, she introduced instructors to technologies designed to assist students with learning challenges and overcome barriers, such as physical access, to education.

In her current role as the Technology Support Instructor for the adult ESL, LINC and LBS programs at the Ottawa-Carleton District School Board, she continues to support instructors as they navigate their way through online distance learning as part of the response to the COVID-19 pandemic. She also hopes to continue her work with colleagues to ensure that both curriculum and instruction are informed by the multitude of ever-changing technologies that permeate all aspects of our daily lives.

Continued ›

Recognition Award Recipients *continued*



Maha El-Otari
*Ottawa Catholic School Board,
Ottawa, ON*

Maha El-Otari holds a BA in English language and literature and is a TESL Ontario-certified teacher (OCELT). She has worked in the field of EFL and ESL for 20 years, starting at the post-secondary level and moving on to teaching ESP classes for business, tourism, and journalism.

Living in Gatineau provided opportunities to teach French speakers and be in close proximity to join OCSB adult education program. Starting off as a substitute teacher at OCSB widened Maha’s knowledge in teaching various levels in different parts of the city. This made her aware of the necessity to tailor lessons to the needs of the learners since teaching the same lesson to a different class will result in different outcomes. With this in mind, Maha became curious

in experimenting with PBLA as a pilot project starting with Literacy level and later on with CLB 3 and CLB 4. She has seen the benefits of task-based teaching on the learners which encouraged her to participate in supporting teachers in implementing PBLA led her to a PBLA Lead teacher, supporting both LINC and ESL teachers in local programs.

Maha is a bibliophile and cherishes being a member of a book club. In her free time, she loves being outdoors especially hiking and cross-country-skiing in Gatineau Park.



Jacqueline Seijo
*Ottawa Catholic School Board,
Ottawa, ON*

Jacqueline Seijo is currently an ESL Instructor and EdTech ESL/LINC Support Lead with the Ottawa Catholic School Board. She has been teaching since 2017 at school boards and colleges in the Ottawa area. In 2013, she returned to Canada after having been away in Spain for 25 years. During that period, she worked as a heritage architect out of her own firm and won several national and regional awards in architectural design. On her return to Canada, she chose to follow and develop her passion for teaching and trained in the TESL program at Algonquin College in 2016/17.

Technology is a constant in Jacqueline’s classroom, as she believes that learners should use and benefit from digital tools, applications and platforms to improve their English language skills. This involves collaboration among individual students, pairs,

groups as well as with other classes through project-based learning. As a result, communities are built and relationships are forged providing an integral learning and growing experience.

She regularly invites guest speakers who participate in Q&A’s with students to exchange knowledge and experience. As a result, the course is enhanced with the colour and freshness of new faces from the community. She is convinced that true learning spans beyond the classroom, and connecting with the community brings the rainbow into the classroom.

Jacqueline’s background and skills as an architect contribute to how she designs, creates, experiments and processes her work as an instructor in the search for continuous improvement and growth.

Resilience is her greatest skill and she reminds herself daily that:

“Every morning we are born again. What we do today is what matters most.” Buddha

From my perspective, TESL ON is a high-quality professional organization – one that I’d be proud to join.
TESL Ontario Member survey response



TESL Ontario Working Committees



Social Content Committee

- The Social Content Committee has a mandate to:
- provide TESL Ontario members with an online professional community in which they can connect with their peers, and obtain and share relevant resources and teaching strategies;
 - develop and provide direction, planning, and execution of a social media strategy and practices for TESL Ontario that would result in a professional community for its members.







The committee grew significantly with the introduction of several dynamic and new teams. From April 2020 to March 2021, the committee consisted of the following members:

- Patrick Chan, Social Content Committee Chair
- Allison Keown, Executive Director
- Colleen Taylor, Manager, Member Engagement & Communications
- Dave Fraser, Coordinator, Member Services & Education
- Vanessa Nino, Twitter Manager
- Melissa Chung, Instagram Manager
- Heba El Kady, Facebook Manager
- Robbin Sethi, LinkedIn Manager
- Irene Walker, YouTube Team Manager
- Laureta Vavla, TESL Dialogue Team Manager
- Paramita Dutta, TESL Exchange Team Manager
- Rabia Rashid, TESL Webinars Team Manager
- Althea Raymond, TESL Webinars Team Manager
- Emily Cameron, Video Editing Team Manager
- Jessica Freitag, TESL Blog Team Manager
- Beth Beardall, TESL Blog Team Manager

The Social Content Committee has been the driving force of the online member communities at TESL Ontario. The committee encourages member engagement on Twitter, LinkedIn, Facebook, and

Instagram. In addition to the communities on social media platforms, the committee delivers professional development and resources including webinars, the TESL Blog, and YouTube videos. Some highlights from the past year on TESL Ontario's social media:

Likes, follows, and members are some of the ways the committee measures its success. Across all platforms, there was a discernible increase in engagement. From April 2020 to March 2021:

<p>YouTube: increased followers from 406 to 638</p> 	<p>Facebook: followers increased from 2799 to 3120</p> 
<p>LinkedIn Company page: rose from 8159 to 9284 followers,</p> <p>LinkedIn Group: increased members from 3635 to 4102</p> 	<p>Twitter: followers rose from 2798 to 2980</p> 
<p>Instagram: increased from 218 to 463 (launched in December 2018)</p> 	<p>TESL Ontario webinar group on Tutela: increased from 2707 to 3198</p> <p>TESL Ontario Blog: Averaged 14,780 monthly reads in 2019 and 14,186 in 2020</p> 

Continued ›

Social Content Committee *continued*

Of course, these numbers don't provide a complete picture. In support, here are some of the details that also drive the increased interactions on TESL Ontario's social media presence.

The TESL Ontario webinar team saw a significant increase in the average number of attendees at each webinar, from 109 (Apr. 2019 to Mar 2020) to 126 (Apr 2019 to Mar 2020). A contributing factor to that increase was the record number of attendees at the following webinars:

- 1. Free Online Learning Platforms 2020 – 282
- 2. Energize Online Classes With Virtual Experiences – 237
- 3. Creating Digital Classes Using Google Classroom – 229
- 4. The BlendSync Approach to Teaching ESL: Pedagogy and Technology – 182
- 5. Online TESL Resources – 180

The YouTube channel saw its most watched videos, which include the following views:

- 1. Pheedloop Tips and Tricks – 520
- 2. TESL Exchange - Extensive Listening to Enhance Vocabulary Acquisition – 481
- 3. TESL Perspectives – Review: Linguahouse.com – 459

The TESL Dialogue series is a new PD opportunity where participants join a subject-matter-expert in an open forum where they are free to turn on their microphones and cameras to fully immerse in a discussion about a relevant topic in ELT. Attendance at these events is deliberately limited to ensure fulsome and quality conversation. Some of the most popular sessions include:

- 1. Best Practices for Teaching Literacy/Low Level ELLs – 40
- 2. Cheating in Online Environments - 34
- 4. Professional Development in Unusual Times – 29

The TESL Ontario Blog team publishes weekly blog posts, with a regular blog team, guest bloggers, and occasional bloggers contributing to the content. Some of the most popular posts, by total views, include:

- 1. Student-Led Discussions – 18,046
- 2. Trauma + Second Language Learning = Alternative Pedagogy – 8,988
- 3. PBLA: Can I See the Curriculum Please? – 8,908
- 4. Choosing an App for Your Lessons with the Pedagogy Wheel – 7,011
- 5. A Meaningful Handicraft Project: Collaboration, Learning and So Much More! – 6,635

What's next?

The Social Content Committee will continue to bring the membership new and exciting professional development, including original YouTube video content with TESL Exchange, TESL

Perspectives, and Resources-to-Go. The committee will also continue to hold monthly virtual roundtable discussions for TESL Ontario members with TESL Dialogue. If you would like to attend our future TESL Dialogue sessions, please visit www.teslontario.org/tesl-dialogue-sessions

Again, none of these successes would be possible without the dedication and the commitment of all the volunteers on the committee and all the volunteers on the teams who ensure the Social Content Committee produces relevant content. Also, TESL Ontario wishes to thanks all of our members who continue to support these platforms and contribute to the online communities.



Conference Committee

TESL Ontario 49th Annual Conference will be held November 3-5, 2021. Once again, due to the ongoing COVID-19 pandemic, the conference will be held virtually.

Taking lessons from last year's inaugural virtual conference, the expanded 2021 conference committee has been able to create a fulsome

TESL Ontario is providing excellent service where professional development is concerned compared to when I was starting out as an ESL teacher.

TESL Ontario Member survey response

professional development event that will speak to the needs of the TESL Ontario membership. While provincial conference assistance funding is unfortunately no longer available, TESL Ontario has been able to offer an economical registration fee for both members and non-members, given the virtual setting, and to leverage the fact that delegates need not travel or incur accommodation costs for the event.

This year's conference program will include two keynote speakers, over seventy concurrent sessions (with increased audience capacity), the 16th annual panel discussion (Shifting Perspectives: Adapt, Adopt and Celebrate Progress), Annual General Meeting, Award Ceremony, Career Connections event and Career Booster Forum, TechKnow sessions, interactive networking and supplier opportunities, and the return of the TESL Ontario Research Symposium.

Accreditation Standards Committee

The mandate of the TESL Ontario Accreditation Standards Committee is to uphold the TESL Ontario professional standards by addressing and advising on the criteria for and initiatives related to

Continued ›

Accreditation Standards Committee *continued*

teacher/trainer certification and training program accreditation. Currently, the Standards Committee is structured as follows:

- A Chairperson (volunteer)
- 1 LINC Teacher (volunteer)
- 1 ESL Teacher (volunteer)
- 3 TESL Trainers (volunteers)
- 3 ESL 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 five meetings through Zoom, including the 9th annual joint meeting with the accredited training providers. The major topics considered by the Standards Committee during this report period were as follows: English language proficiency standard of certification application, Adult ESL Teacher Competency Framework, competency-and-credit based PLAR assessment, access to PBLA training for TESL students and trainers, guidelines for online TESL training and practica for the duration of the COVID-19 pandemic, and online global practicum opportunities offered and administered through TESL Ontario accredited programs.

Serving on the Standards Committee in this report period were Karen E. Evans (Chair), Joan Reynolds, David Wood, Kay Ham, Sven Greve, Marlene Saavedra, Claudia Petrescu, Angela Meyer Sterzik, Paula Ogg, Renate Tilson (retired in September 2020), Allison Keown (as of January 2021), and Reza Mazloom-Farzaghy.

Colleges and Universities Committee

TESL Ontario's Colleges and Universities Committee made significant progress towards strategic goals in four key areas: to promote professional development, to build towards a community of practice, to plan and facilitate a research symposium, and to advance an outreach strategy.

For the second year in a row, the committee facilitated a successful panel discussion at the 2020 TESL Ontario Conference. The committee adapted well to the online format by engaging over 60 attendees, giving updates on activities, welcoming feedback and questions, and establishing a baseline for the development of an online community of practice. The committee would like to thank session moderator Althea Raymond and all attendees, whose input helped shape the direction of committee goals to better serve practitioners in the post-secondary sector.

With the ongoing support of Colleen Taylor, Patrick Chan, and the Social Content Committee, the committee created an ambitious and intentional member outreach strategy in support of Strategic Priority 2, Engagement. In Spring 2021, the group conducted an audience analysis

and identified a set of prioritized social media practices, such as polling and webinars to build further engagement with colleagues.

In June 2021 the committee welcomed two new members, Danielle Freitas and Bill Hodges. In recognition of the hard work and dedication of three departing members, the committee would like to thank Anindita Chaudhury, Afrouz Mobayen and Amy Yani for their two years of enthusiastic support of the committee and for sharing their knowledge and expertise of post-secondary ESL instruction. At present, the committee is comprised of Danielle Freitas, Cheryl Fretz, Alex Harchenko, Bill Hodges, Geoffrey Lawrence and Angela Meyer Sterzik, along with co-chairs Lara McInnis and James Papple.

The committee is excited to announce a return of TESL Ontario's Research Symposium at the 2021 TESL Ontario Conference. The Symposium provides practitioners, researchers, and administrators with networking and learning opportunities to better serve post-pandemic students in language education. Attendees will be introduced to three areas of cutting-edge research relevant to members, with opportunities to discuss and consider applications to their own organizational contexts.

Finally, the committee would like to thank Executive Director Allison Keown for her ongoing guidance and support of committee goals and supporting activities.

This is a great organization! The leadership work very hard and I appreciate all that you do "behind the scenes"!
TESL Ontario Member survey response

Contact Magazine

TESL Ontario's professional development magazine, Contact, was established in 1974 and has served the evolving pedagogical needs of its ELT audience. The 2020-2021 year saw the completion of volume 46 and the beginning of volume 47. Articles and issues can be viewed at: contact.teslontario.org/issues/.

Issues are published at the ends of March, August, and November. The first issue incorporates the works of presenters and researchers from the previous year's TESL Ontario annual conference. The second and third issues carry a wide range of theory, lesson ideas, special features, and field research. Once again, Contact saw an overwhelming support from the ELT community during the 2020-2021 season. We always strive to serve our readership with practical teaching information, theory and methodology, and lesson plans and classroom tools. The contributions we receive provide our readers the opportunity to stay current on concepts in English language teaching. As always, contributions to Contact are appreciated for the continued success of the magazine.



Technology



Technology is an essential part of almost every organization and individuals’ daily operation. TESL Ontario has been using technology to inform members, to provide opportunities for professional development and to communicate with both its members, governments, and the greater ESL community for over three decades. TESL Ontario has a long history of being a leader among similar organizations in using technology to improve the opportunities for members in a variety of areas. Some of these areas include the online publication of CONTACT magazine, which has provided invaluable information on research being conducted in the field and the latest in techniques to provide a successful experience for our members’ students. Another area is blogging and the TESL Ontario’s blog platform which helps members share experiences and solutions and new ideas in the field. It provides an opportunity for teachers to write about and their experiences, something new they have learned or a successful approach they have used with students. In addition, TESL Ontario has been developing webinars since 2014. The webinar series allows experts to help inform and train members in a variety of areas. These webinars allow for live attendance or if someone is busy when the webinar is happening then they are able to watch a recording at a more convenient time. Special projects that TESL Ontario undertakes through additional funding from governments, such as the Best Practices Project, continue to provide members with information on best practices in a variety of areas related to English language education.

Through the use of technology in these various areas TESL Ontario has helped its members become more familiar and more comfortable in using technology in a variety of ways. This has become increasingly more important over the last year. It has also given the members not only the opportunity to be the recipient of the information and expertise shared through these areas but also to be the authors and the presenters using the technology to share and communicate with the rest of the membership. The skills to become a conference or webinar presenter, a blog writer or a contributor in some other way has often been through the tireless work of both the TESL Ontario staff and the many volunteers who have stepped up the help train and give back to the field in such a beneficial manner. These volunteers have also contributed to the many social media platforms to help spread and share the information with as wide a group of ESL professionals as possible.

TESL Ontario continues to look for innovative solutions in using technology to meet the many needs of the modern teacher working in the field of ESL. The expertise of its membership and the staff all contribute to help providing the new and innovative ways we can use technology to improve the students experiences and opportunities. We encourage members to continue this process of sharing their expertise with colleagues or to take the opportunities to be trained by these incredible volunteers to be able to become one of the members who contribute and share their valuable experiences through the use of technology.



Operations

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

The operations of TESL Ontario are carried out by six full-time staff members:

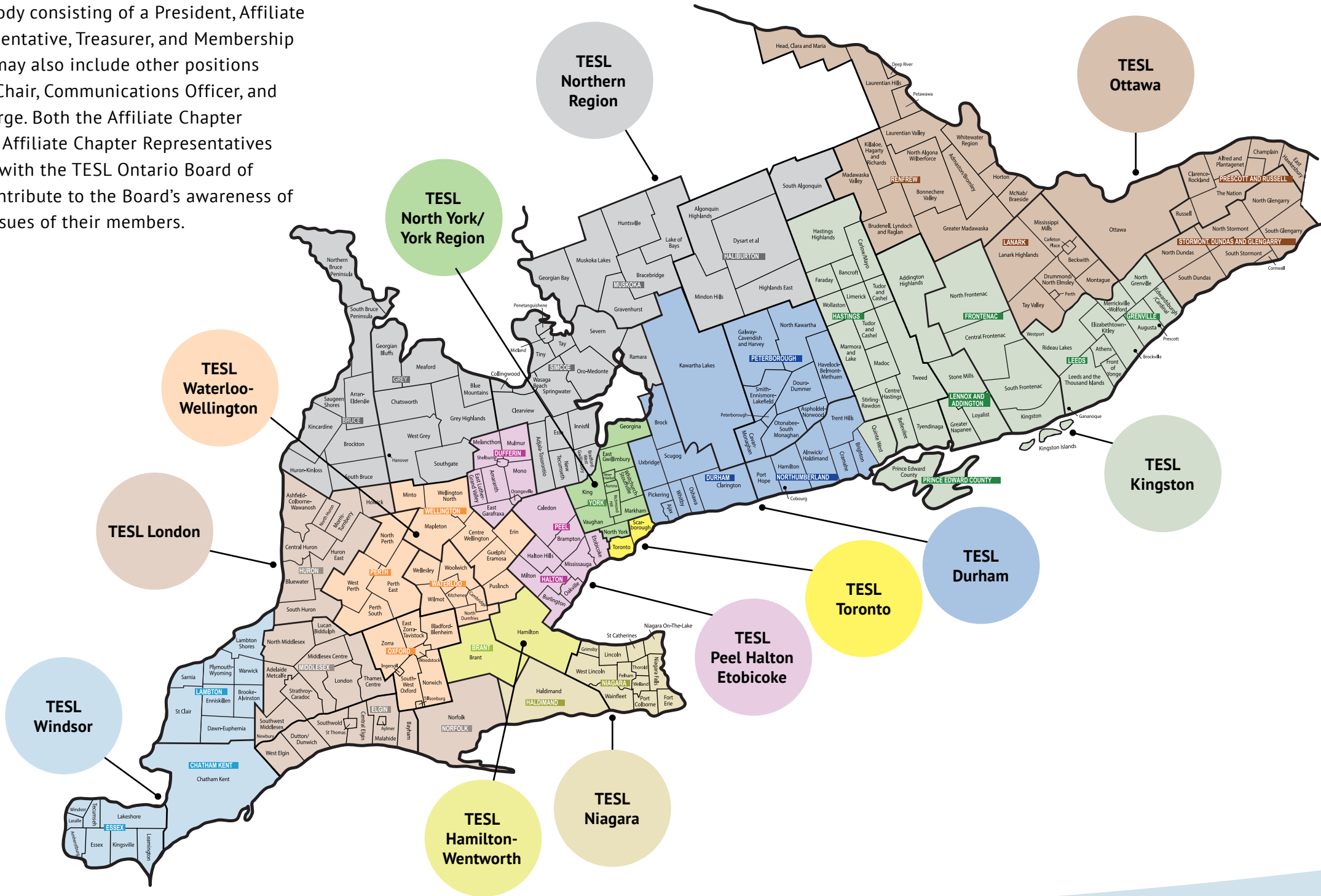
- Renate Tilson, Executive Director (Retired)
- Allison Keown, Executive Director
- Eva Csiszar, Operations Manager
- Colleen Taylor, Manager, Member Engagement & Communications
- Reza Mazloom-Farzaghy, Accreditation Services Manager
- Dave Fraser, Coordinator, Member Services and Education
- Kevin Gamble, 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 certification, which includes TESL Ontario's PLAR service, financial management, project and contract administration, office administration, liaison function with ministries, other agencies and the public and, of course, the delivery of our significant TESL Ontario 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.

All locations north of the counties and municipalities depicted on this map are located within the Northern Region Affiliate including, but not limited to, Parry Sound, Manitoulin, Sault Ste. Marie, Nipissing, Sudbury, Timiskaming, Timmins and Algoma.



Board of Directors

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.

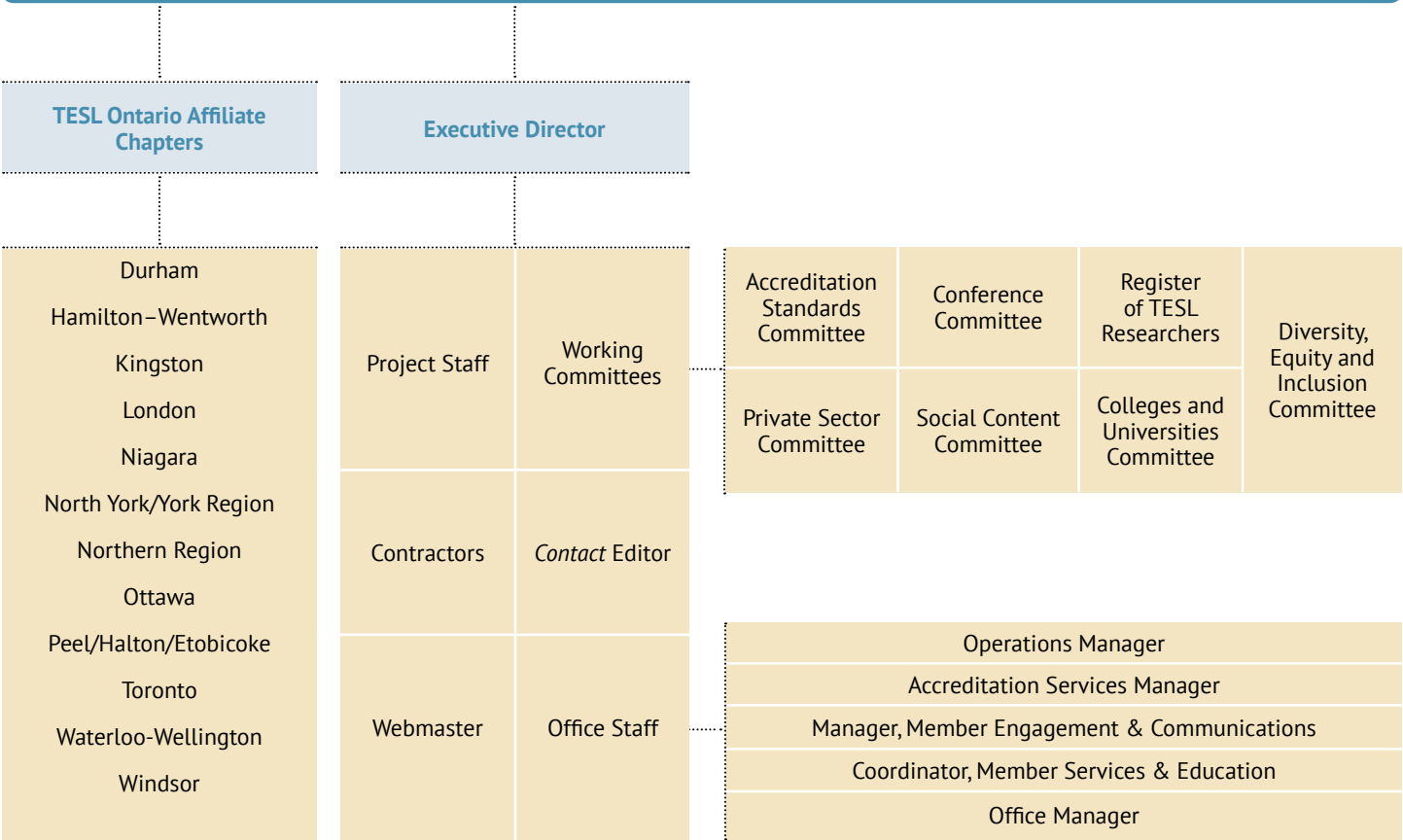
The TESL Ontario board uses a policy governance model as its “operating system”. Policy governance enables the board to focus on the larger issues, to delegate with clarity, to control operation’s job without interference, to rigorously evaluate the accomplishment of the organization - to truly lead 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.

2020-2021 Board of Directors

- Chair, **Sharon Deng**
- Vice-Chair, **David Wood**
- Treasurer, **David Hazell**
- Secretary, **Alexander Harchenko**
- Member-at-Large, **Jennifer Allore**
- Member-at-Large, **Cecilia Aponte de Hanna**
- Member-at-Large, **Mario Guerrero**
- Member-at-Large, **Paula Ogg**
- Member-at-Large, **Mary Rizzi-Somos**

TESL Ontario Board of Directors

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



Financial Reports

The condensed financial information below represents the abbreviated annual financial statements of TESL Ontario for the year ended March 31, 2021.

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/publication/annual-report

Statement of Financial Position as of March 31, 2021

	2021	2020
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 244,897	\$ 329,696
Short-term investments	736,108	527,933
Accounts receivable	-	14,660
Prepays and deposits	13,151	15,319
HST receivable	2,510	11,222
	\$ 996,666	\$ 898,830
Capital Assets	21,932	11,638
Intangible Assets	5,000	10,000
	\$ 1,023,598	\$ 920,468
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 95,164	\$ 124,138
Deferred contributions	308,000	340,000
	\$ 403,164	\$ 464,138
NET ASSETS		
Unrestricted	\$ 620,434	\$ 456,330
	\$ 1,023,598	\$ 920,468

Statement of Operations and Changes in Net Assets Year Ended March 31, 2021

	2021	2020
REVENUES		
Annual TESL Ontario Conference		
Conference Assistance project - MCCSS	\$ 38,468	\$ 123,893
Publisher fees	3,064	33,756
Registration fees	136,795	135,137
Sponsorship	1,475	9,000
Project revenue		
Ministry of Children, Community and Social Services (MCCSS)		
Pay Equity Program	9,259	9,259
Ontario’s Directory of Best Practices - Moving Forward	41,897	27,592
Ministry of Labour, Training and Skills Development		
Competency-and-Credit based PLAR	225,213	192,168
Membership fees	332,380	328,509
Accreditation fees	381,813	391,972
Interest and other income	36,966	32,658
	\$ 1,207,330	\$ 1,283,944
EXPENDITURES		
Membership	148,756	120,350
Accreditation	165,583	139,270
Projects	235,054	191,096
Annual conference	143,421	244,345
Affiliate Chapters’ operations	15,897	35,264
Office and administration	258,945	319,170
TESOL affiliation	1,339	4,191
Board and committee meetings	10,945	23,096
Occupancy	63,286	48,847
	\$ 1,043,226	\$ 1,125,629
Net excess of revenues over expenditures for the year	\$ 164,104	\$ 158,315
Net assets, beginning of year	\$ 456,330	\$ 298,015
Net assets, end of year	\$ 620,434	\$ 456,330

