

2022-2023

Annual Report

Message from the TESL Ontario Board of Directors



Dear members of the TESL Ontario community,

I am pleased to present the annual report for 2022 on behalf of our professional association. As the Chair of the Board, it is my privilege to provide you with an overview of our organization’s activities, achievements, and challenges over the last year.

2022 finally felt like we had made advances in returning to ‘normal’ after a very challenging few years in the field of English language instruction. Despite these challenges, and changes to English language teaching in many areas, our membership has remained resilient as they looked for and found new learning opportunities and made new connections. We have faced unique challenges but have also achieved notable successes. We look forward to seeing what new experiences and growth opportunities 2024 holds for us.

Achievements and Milestones

One of last year’s highlights was the 50th Annual TESL Ontario conference, “Celebrating 50 years of Community, Leadership and Innovation.” The conference was held virtually once again, and we welcomed 1,090 members who participated in over 82 virtual sessions. The AGM, the 50th anniversary celebration, and the Welcome and Award ceremony were also held virtually. However, this coming November, we are very much looking forward to welcoming you and celebrating our members with our first in person networking event since 2019. We look forward to seeing you there.

Throughout the year the board has been diligently working to uphold the association’s mission and values. We convened regularly to discuss strategic priorities, review policies, and oversee the overall direction of the organization.

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.

Governance and Compliance – Under the expert guidance of a policy and bylaw consultant, along with Allison Keown our ED, we have spent much time reviewing and updating both our Governance Policies and our By-laws to ensure they are aligned with the new ONCA (Ontario Non-Profit Corporation Act) bylaws. They have just been completed!

We held our first annual joint meeting with both the Affiliate Chapter reps and Chapter Presidents. It was great to meet, chat with, work through challenges, find solutions for, and discover that some of our challenges were not unique to just one chapter alone. In the past, the Affiliate Chapter Representatives and Affiliate Chapter Presidents met separately. In Ontario, we have 12 Affiliate chapters that make up our nearly 4600 members.

Our Strategic Goals and Objectives set forth in our Strategic Plan has brought about another achievement that I’d like to bring to your attention. It is the completion of the document “*The Role of Your Professional Association*”. This document defines and summarizes what we are all about. As a professional association our primary focus is to:

- Maintain professional credibility through certification and professional designation, and
- Provide access to information, resources, professional development and a vast community of peers.

The above focus is beautifully laid out in our Three Pillars of Service: 1. Certification Services – 2. Professional Development – 3. Career Development

Future Outlook – we very much value the input of our members and have actively sought your feedback through surveys and consultations. Your insights have been invaluable in shaping our initiatives. Looking ahead, we are committed to continuing this practice and we anticipate exciting opportunities for our association.

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 Operation 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, and of course Allison Keown our dedicated Executive Director. 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. It has been a busy and eventful year, and I must commend their commitment 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 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.



Mary Rizzi

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TESL Ontario 50th Annual Conference

In 2022, TESL Ontario presented its landmark 50th Annual Conference. For the third consecutive year, the conference was presented virtually. The decision to remain virtual was guided by member survey feedback and the uncertainty of in-person events when booking contracts were required to be signed in late 2021.

The conference was presented by a team of dedicated volunteers, along with external conference coordinators and the full TESL Ontario staff.

Our two keynotes – Jeremiah Brown (“The Four Year Olympian”) and Tyson Seburn – were incredibly well received by the audience, with hundreds attending each of their virtual addresses. Although Jeremiah Brown’s address was pre-recorded, he joined TESL Ontario for a live Q&A session via Zoom.

The content of the conference was incredibly well received, with attendees scoring the sessions at an average of 4.45 out of a possible 5, and presenters at 4.5 out of a possible 5.

Overall, our attendees reported a very positive experience at the 50th Annual Conference, as evidenced by the feedback surveys.

Attended by
1090 individual registrants

The conference saw
82 individual sessions held over three days, including:

5
plenary sessions (keynote addresses, the annual panel discussion and research symposium, and a teacher research mentorship workshop)

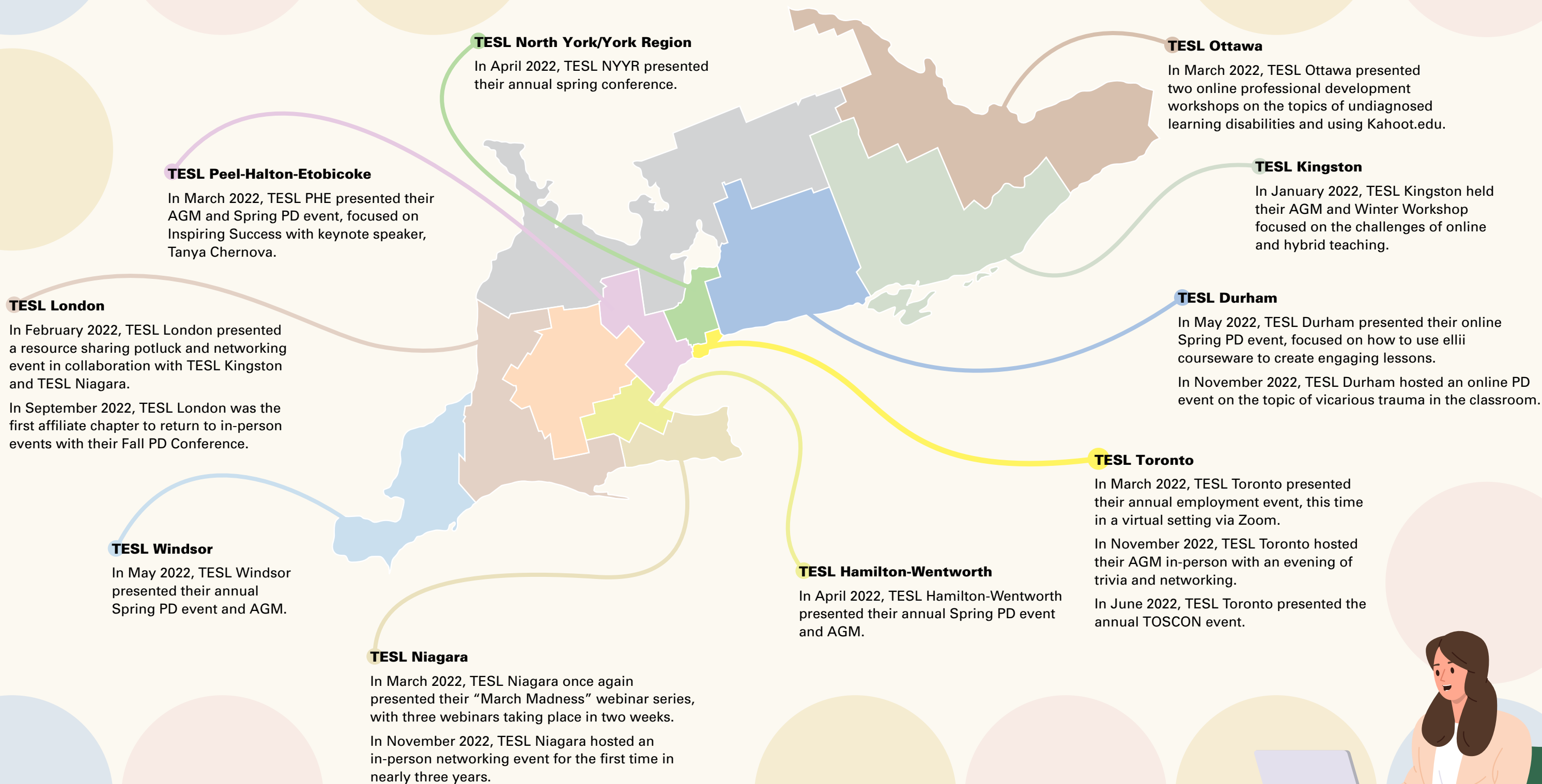
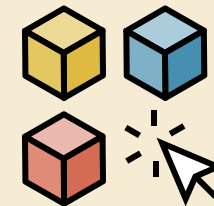
71
concurrent workshops

9
supplier & sponsor sessions

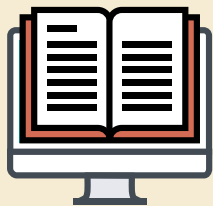
5
roundtables

The annual
TESL Career Fair and
Career Booster Forum

Affiliate Chapter Activities



Member Services



The Association continued to maintain a membership of over 4500 in 2022, with the effects of the COVID-19 pandemic significantly lessening for our members. As with the previous year, just over eight percent of members hold a “standard” or non-certified membership, while ninety-one percent hold certificates of accreditation.

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, the new CCPLAR pathways to certification, and the introduction of our TESL Career Centre.

The TESL Ontario webinar program further expanded in 2022, with twenty webinars and ten TESL Dialogue sessions held during the year. The webinar series featured a variety of topics to address all areas of professional development, including assessment, understanding gender and diversity, vicarious trauma in the classroom, best practices for remote learning and more. All webinars and Dialogues 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.

2022 also saw the continuation of the TESL Ontario Mentorship Pilot Program. The success of the initial Fall 2021 sessions helped to inform the decision to make these events regular features of TESL Ontario’s Professional Development calendar.

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 to ten days 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 92,000 individual visitors per year – or almost 1800 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. In 2022, new Member Benefit reminder emails were introduced, along with early membership renewal reminders that outline the many

benefits of maintaining a membership. Approximately ninety-three 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. 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.

2022 saw the TESL Ontario staff team return to in-person events to promote membership, certification and professional development opportunities to members and non-members across the province.

All of our discount and savings program providers have reinstated their offers and loyalty programs following the uncertain two years of the pandemic. New benefits were added in 2022, including additional savings program providers.

The TESL Ontario blog averages just over **92,000 individual visitors per year**



Certification and Accreditation Services



Competency-and -Credit Based PLAR (CCPLAR)

TESL Ontario launched its Competency-and-Credited Based PLAR (CCPLAR) in February 2022. CCPLAR, which is based on the TESL Ontario Competency Framework for Adult ESL Teachers, recognizes that the Ontario ESL context is unique and acknowledges the learning that candidates have obtained through education and experience in Canada or abroad. Having all candidates meet competency requirements gives TESL Ontario confidence that successful CCPLAR candidates will be able to fulfil the demands of adult ESL instruction in Ontario.

During this report period, we received and reviewed 42 CCPLAR applications including 35 applications for CCPLAR-Stream A (education-based) and 7 applications for CCPLAR-Stream B (experience-based). Furthermore, we conducted 7 CCPLAR challenge interviews on different competency areas.

Promoting TESL Ontario Certification

During this report period, the following activities were performed to promote the TESL Ontario certification:

- Presentation on TESL Ontario certification services with a focus on CCPLAR, Next Stop Canada (Next Stop Canada provides pre-arrival settlement services and support to those who have received approval from IRCC to come to Canada.), May 2022
- Presentation on membership benefits, OCELT certification application, and employment tips, Achēv, August 2022
- Presentation on membership benefits, OCELT certification application, and employment tips, Sheridan College, August 2022
- Blog post: “Five Most Frequently Asked Questions about OCELT”, August 2022

- Informational video on the connection between certification and employment, August 2022
- Blog post: “The Path to Employment through OCELT Certification”, November 28
- Presentation on TESL Ontario certification, Humber College, October 13
- Career Connections Presentation, TESL Ontario Conference, October 28
- Presentation on CCPLAR, 2nd TESOL Associations’ International Conference, November 26
- Representing TESL Ontario at CESBA Conference, November 2022
- Presentation on TESL Ontario membership benefits and certification, Seneca College, December 2022
- Presentation on TESL Ontario membership benefits and certification, York University, February 2023

Accredited Training Providers

During this report period, 29 accredited TESL, CTESOL, and PTCT training providers submitted their annual reports and applied for their accreditation renewal. TESL Ontario provided feedback and recommendations, as necessary, along with renewed accreditation certificates and approval letters.

Statistics

228 OCELT & ICTEAL certification applications (including 28 CCPLAR applications), 41 OCELT & ICTEAL reinstatement applications, 17 TESL trainer certification applications, and 9 CTESOL certification applications were approved during this report period.



Recognition Award Recipients



2022 Sparks of Excellence Award Recipients



John Allan, *New Language Solutions*

John Allan first experienced a TESL Ontario event at the King Edward Hotel in 1988. Since then, he has been a contributor to TESL communities in various capacities.

To be honest, John entered the profession with a desire to earn cash while traveling, but was quickly drawn into the profession through meeting and working with motivating personalities and opportunities. At Brock University, professors John Sivell, Hedy McGarrell, Ernie Harris and John Kooistra inspired him to move forward with a TESL career.

Not one to sit still, John has since taught at Brock University, Niagara College, the Niagara Catholic District School Board, the Centre for Language Training and Assessment (now Achev), Abu Dhabi Men's College, the College of the North Atlantic – Qatar and Algonquin College. He has functioned as an instructional designer developer at Red River College, CNAQ, HSBC, Niagara College and on the New Language Solution's Avenue Project.

John has also worked on several web sites including TESL Ontario, TESL Canada, TESL Niagara and the CLTA in the early days. Other related projects included designing and facilitating the Creating Vocabulary Activities and Digital Materials Production courses for the TESOL

Electronic Village Online. He served on the TESL Ontario Social Media Committee in the initial years. He is amazed at how much TESL Ontario's digital offerings and support have grown over the past decade.

John's interest in technology enhanced language learning has led to teacher support guides, open learning objects, blog posts, online courses, targeted workshops, webinars, conference presentations, and magazine articles many of which can be linked to from his LinkedIn page at:

www.linkedin.com/in/johnharoldallan

He feels that he benefits as much as his participants at professional development events through their feedback on technical alternatives, insights on innovative teaching applications of using technical tools with learners, and the preparation for these events. Working on professional growth events is a pleasure as the majority of people who attend genuinely care about this profession. Currently, working with so many dedicated professionals on New Language Solution's projects which have included Avenue, ONYX.on, edulinc, LearnIT2teach, rollr and related projects such as Tutela make showing up to work every day a pleasure after more than thirty years in TESL.

David Hazell, *York University English Language Institute*

David Hazell has been an English language educator since 2003. He has an MA TESOL from University College London.

He began his teaching journey in the UK, teaching in language schools in Brighton and London. In 2004, he moved to Japan where he taught in Kyoto and around the Kansai region. David enjoyed living in Japan so much that he stayed for five years teaching Business English and Test Prep classes.

In 2009, David arrived in Canada and began working in private language schools in Toronto. He began working as an ESL Teacher at English School of Canada in 2010 before moving into the role of Director of Studies at the school in 2012. In his role as DOS, he managed a team of teachers and the day to day running of the school. He oversaw teacher hiring and training, program and class scheduling, continuous professional development, and curriculum development. Working with teachers with a range of experience levels, he particularly enjoyed working with novice language teachers and supporting them through the early stages of their career.

David served on the TESL Ontario Board of Directors 2015-2021. He was Chair, Vice-Chair, and Treasurer during his two terms on the Board. He also served as

Chair of the TESL Ontario Private Sector Committee 2017-2020. His time on the Board was a wonderful and inspiring learning period, during which he was lucky to collaborate with many inspirational individuals working and volunteering for the organization.

David has worked as a part-time teacher educator at Humber College since 2019, teaching courses on methodology and grammar on their TESOL program. He currently teaches on the Content and Language Integrated Learning course to overseas educators teaching in EMI environments.

Since 2021, David has been working as a Program Manager at York University English Language Institute (YUELI). There, he manages the Academic Program assisting international students in their pathway to degree programs at York University. He is also responsible for the short-term immersion programs as well as customized programs. This role has provided David with exciting new challenges and opportunities to develop by working with diverse student groups and in areas such as program development.

Recognition Award Recipients
continued >>

Distinguished Contribution Award Recipient



Judith Bond

Judith has been an adult ESL educator for over 30 years in a variety of sectors and organizations; teaching and training, managing and developing projects, supervising teaching staff and writing several workplace specific and occupational specific curriculums. During the last 13 years Judith has focused on enhanced language training for Internationally Educated Professionals (IEPs) as well as consulting on several projects: Writer/Developer of the All CLB document, Researcher and Project Lead for the Directory of Best Practices, and Project Manager/ Researcher for the CCPLAR and TESL Ontario Competency Framework for Adult ESL Teachers projects. She has gained extensive knowledge and experience of the scope of ESL in Ontario and experience in developing and leading projects in several different ESL training models; workplace/ workforce, ESL, ELT, Bridging, Job Specific, OSLT and LINC and on-line.

She has written a number of resources including: Co-writer, TESL Ontario Competency Framework for Adult ESL Teachers, Co-writer, ALL: ESL for Adult Literacy Learners (CCLB), Chapters for Unregulated

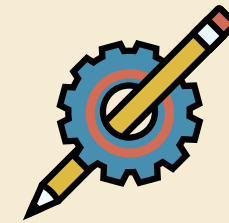
Professions and Mature Workers in WorkReady (CCLB), Canada Works, a resource book for LINC 4/5 classes, two of the Steps to Employment workbooks, PracticalWHMIS.com, an on-line training program written to CLB 3, e-learning course on Accessibility (based on the AODA) for small business owners, writing team, and on-line content for the Hospitality sector.

As a consultant, Judith facilitated the Federal Settlement Renewal Consultations and the Provincial discussions regarding professional certification for adult ESL teachers in Ontario. For the Centre for Canadian Language Benchmarks, she has been involved in several occupation benchmarking projects and researched and wrote several Occupational Language Analysis (OLAs). Judith also represented Ontario on the team that developed a Dacum for Workplace Educators.

Judith's passion has always been about newcomers being successful in the Canadian workplace. Her early career, teaching night school and supervising ESL programs led to working in workplace programs within companies. Developing workplace curriculum specific to a company helped employed workers communicate better and look to opportunities to advance in their company. Other areas of teaching interest include Ontario Human Rights, WHMIS and Health and Safety. Judith has developed specific modules for ESL and ELT students to ensure new and experienced workers understand their rights and responsibilities in a workplace. Judith was very excited when approached to develop ELT curriculum for the college sector. Working with newcomer professionals before they enter the workforce is rewarding. Individuals return to their occupation or a similar occupation with an understanding of the intersection of culture and language, a satisfying outcome.

The 2022 TESL Ontario Recognition Awards were presented virtually at the 50th Annual Conference on October 26, 2022.

TESL Ontario Working Committees



Conference Committee

Supported by survey feedback from the membership, TESL Ontario decided to hold our 50th annual conference virtually once again, building on the success of our two 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 nearly attendees over three days.

Our upcoming 2023 conference has been themed "Energizing The Present. Inspiring The Future." Once again, with survey feedback from members, the decision was made to hold the conference on a virtual platform. We are pleased, however, to be offering an in-person networking and award presentation component with this year's conference. Conference logistics are handled by TESL Ontario's conference planners with significant support from 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.

TESL Ontario Working Committees
continued >>

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 three meetings through Zoom, including the 11th annual joint meeting with the accredited training providers. The major topics discussed in these meetings were as follows:

- Practicum Standard (post-pandemic)
- English Language Proficiency Standard
- Essential TESL training topics
- CLB Bootcamp and self-directed PBLA
- Lessons learned from TESL training online
- TESL training delivery modalities

Serving on the Standards Committee in this report period were Karen E. Evans (Chair), Joan Reynolds, David Wood, Sven Greve, Claudia Petrescu, Paula Ogg, Kay Ham, Narjis Ahmad, Antonella Valeo, Allison Keown, and Reza Mazloom-Farzaghy.

CLB: Canadian Language Benchmarks

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

PBLA: Portfolio Based Language Assessment

PTCT: Post TESL Certificate Training

Colleges and Universities Committee

The College and University Committee of TESL Ontario is pleased to present the annual report for the year 2023. Over the past year, the committee has made significant progress in achieving our mission to support the College and University sector members of TESL Ontario. The Committee thanks the members of the College and University Committee, a small but dedicated group comprised of experienced

professionals who are passionate about enhancing professional development for ESL educators in colleges and universities. We would like to extend our gratitude to all committee members for their hard work and commitment to our mission and three year strategic plan.

A special note of appreciation goes to our outgoing co-chair, Lara McInnis, for her exceptional dedication and contributions to the committee during her tenure. Lara’s leadership has been instrumental in guiding our efforts and ensuring the committee’s success since its inception. She will be greatly missed.

This year was a busy year for the committee, who supported a number of initiatives. First, the TESL Ontario College and University Committee presented a panel for the TESL Windsor Conference. We also organized a “Meet and Greet” panel at this year’s TESL Ontario Conference, which is something we plan on doing into the future. Also throughout the year, the committee hosted a series of webinars aimed at addressing the evolving challenges and opportunities in EAP and higher education within post-secondary institutions. These webinars featured experts in the field, like our most recent speaker, James Corcoran, who shared expertise on the sector. We are grateful to all the presenters for their contribution to the organization and for their volunteerism.

On behalf of the committee, we would also like to recognize the efforts of the staff and Volunteers of TESL Ontario for their support and encouragement. We would also like to thank Allison Keown for her guidance with the C/U committee.

In conclusion, the College and University Committee of TESL Ontario has had a productive and impactful year. As we look forward to the next year, we are committed to continuing the webinar series, blog posts, and working with TESL Ontario and the affiliates of TESL Ontario to ensure professional

development needs for college and university educators are being met. As we look to our next 3 year plan, we look forward to building upon the achievements of this year and the years past and continuing to serve the TESL Ontario members in post-secondary institutions across Ontario.

Diversity, Equity and Inclusion Committee

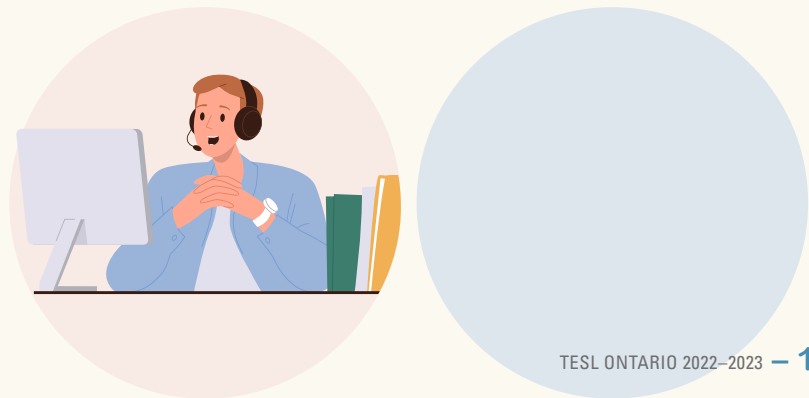
Now in its second year since establishment, TESL Ontario’s Diversity, Equity and Inclusion (DEI) Committee has begun to enact its guiding principles through a series of projects and initiatives.

The DEI Committee has continued to invite presenters and writers to produce a series of equity-themed webinars and TESL Ontario blog posts. In April, 2023, the Committee developed and administered a DEI-related survey to the membership. Findings from this survey were shared by the Committee in a TESL Ontario Dialogue session on May 9, 2023, and insights from both the survey and the Dialogue session will be published in an upcoming Contact magazine article. In response to member requests, the DEI Committee will also present a workshop at the annual conference in November.

The DEI Committee has also been working with TESL Ontario’s Executive Director on 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’s next project, in response to member requests for more DEI-related professional development opportunities, will involve an “activity challenge” pilot that guides members through a series of practical and reflective tasks over a three-month period.

The DEI Committee recruited three new members and welcomed a new Chair in 2023.



Directory of Best Practices

The Directory of Best Practices: Resources for Language Training (the Directory) is a curated web-based directory of 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 instructors and program managers.

From April to November 2022, 47 new resources were added to the ESL Directory, and 26 to the FSL Directory. In November, the Directory team identified a need for a more consistent and standardized approach to determining the scope and nature of each of the Directory categories (within which the resources are listed and annotated) and other substantial changes to ensure that this compilation of teaching and learning resources was user-friendly, topical and helpful for teaching practice. Therefore, the team took a short break from adding new resources to the Directory and dedicated its time and energy to making the necessary updates and doing some reorganization.

In December 2022, the Directory team started holding monthly meetings to discuss the changes. Also, in January 2023, the team developed a survey for the TESL Ontario members to collect their input regarding the Directory topics, most/least



useful resource collections and the organization of the collections. The results revealed some very interesting statistics. For example:

- Only 35.7 % of membership thinks that the current name of the Directory, that is, Directory of Best Practices, adequately reflects its purpose.
- More than 64% do not know how to easily find the Directory online.
- Almost 43% of respondents have never looked at the Directory. Another 43% have not looked at the Directory within the past several months to a year.

The survey results also indicated which Directory topics/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 Directory team worked hard to create a more user-friendly and more intuitive interface. The original 25+ categories have been renamed, collapsed, combined or had contents relocated. As a result, there are now only three categories that appear on the home page of the Directory:

- 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.

The other changes included alterations to the names, descriptions and scopes of folders and subfolders; relocating any mis-categorized resources; removing any resources that were obsolete; and standardizing the annotation of resources to ensure consistency regarding the kind of information provided for each newly added resource.

The Directory team will also be creating an introductory video to provide a walk-through of the newly designed Directory site for the TESL Ontario membership. In addition, the team members will be presenting a webinar on the ESL Directory and another one on the FSL Directory at the TESL Ontario Conference in November 2023.

The volunteer members of the Directory of Best Practices team and their roles are as follows:

- Dr. Allyson Eamer, ESL resources expert
- Sandra Nobel, ESL resources expert (served to July 2022)
- Meral Hussein, FSL resources expert
- Maha Bazzi, resource maintenance and verification assistant
- Anney De Gobeo, resource maintenance and verification assistant
- Akheela Mohideen, technical assistant (served to March 2023)
- Anna Rodrigues, ESL resources expert (joined in December 2022)

The Directory team would like to invite the TESL Ontario members to contribute to the Directory by

Visiting the Directory and using its resources frequently

Sharing their feedback and recommending resources by sending an email to bestpractices@teslontario.org

Volunteering on the Directory team

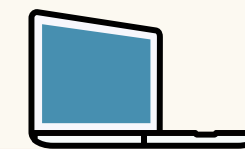
CONTACT Magazine



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 2022-2023 year saw the completion of volume 48 and the beginning of volume 49.

Issues are published on the last days of March, August, and November. The first issue includes some of the work from the presenters from the previous year's TESL Ontario annual conference. The second and third issues carry a wide range of theory, personal essays, lesson ideas, special features, and field research from writers and researchers around the world. Additionally, *Contact* has continued with its Spotlight section – recognizing the work of ELT professionals around Ontario. We thank the contributors for their work and for allowing the opportunity to learn more about the types of work our members are doing. We aspire to put together issues that encourage reflection and discussion within the field – that go beyond the standard narrative and that provoke ELT professionals to think about the work they're doing and the effects their contributions have.

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

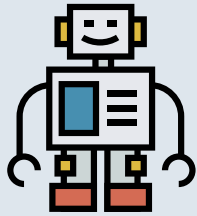


Articles and issues can be viewed at <http://contact.teslontario.org/issues>

Technology

We are proud to announce the launch of the new TESL Ontario website and web modules. Our old website has been working well for years, but with evolving technology, time has come to create a more advanced and user-friendly website. In order to make the process smoother, it has been decided that we will gradually switch to a new website. After some investigation, we found that WordPress web content management system is the right solution for our needs. WordPress allowed us to create custom modules for each major part of the new website.

Work started with the development of the Applications module. This module provides various online forms for submitting applications online with the function of uploading required documents. Website visitors can apply for membership, OCELT or CTESOL certification, or CCPLAR review. Existing members have the option to renew their membership and pay their membership fees online, or if they wish, they can apply for TESL Trainer certification. Members with expired certified memberships have the option to reinstate their certificate through the website as well. The Applications section of the TESL Ontario website was launched in February 2022 and is available at <https://applications.teslontario.org/>



The next step in the process was the development of the new TESL Ontario Registries. The functions of the old registries have been retained and integrated into a well-designed, user-friendly environment. TESL Ontario certified members can search, download and email their certificates. The Registries module was published in August 2022 and is available at <https://registries.teslontario.org/>

A new addition to the TESL Ontario website is the new TESL Career Centre. The Career Centre module is an interactive, self-serve employment site. The online portal includes an occupation specific job board for paid and volunteer positions as well as a repository of essential career development resources. ESL professionals will find valuable information on various career development events and trainings, such as mentoring events, live career development webinars, career connection events, career fair, CLB bootcamp, PBLA training and PTCT courses. The Career Development Resources section provides access to archived career development webinar



series, career development blog posts, career related articles, YouTube resources and more. Visit the new Career Centre, launched in February 2023, at: <https://careers.teslontario.org/>

After the development of the Applications, Registries and Career Centre modules, the design and development team continued the work of building the recently launched main website.

The new main TESL Ontario website is home to information on membership benefits, certification options and requirements, countless professional development resources and opportunities, research, publications and much more.



See what TESL Ontario has to offer you at www.teslontario.org



Operations



TESL Ontario now serves over 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:

- 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

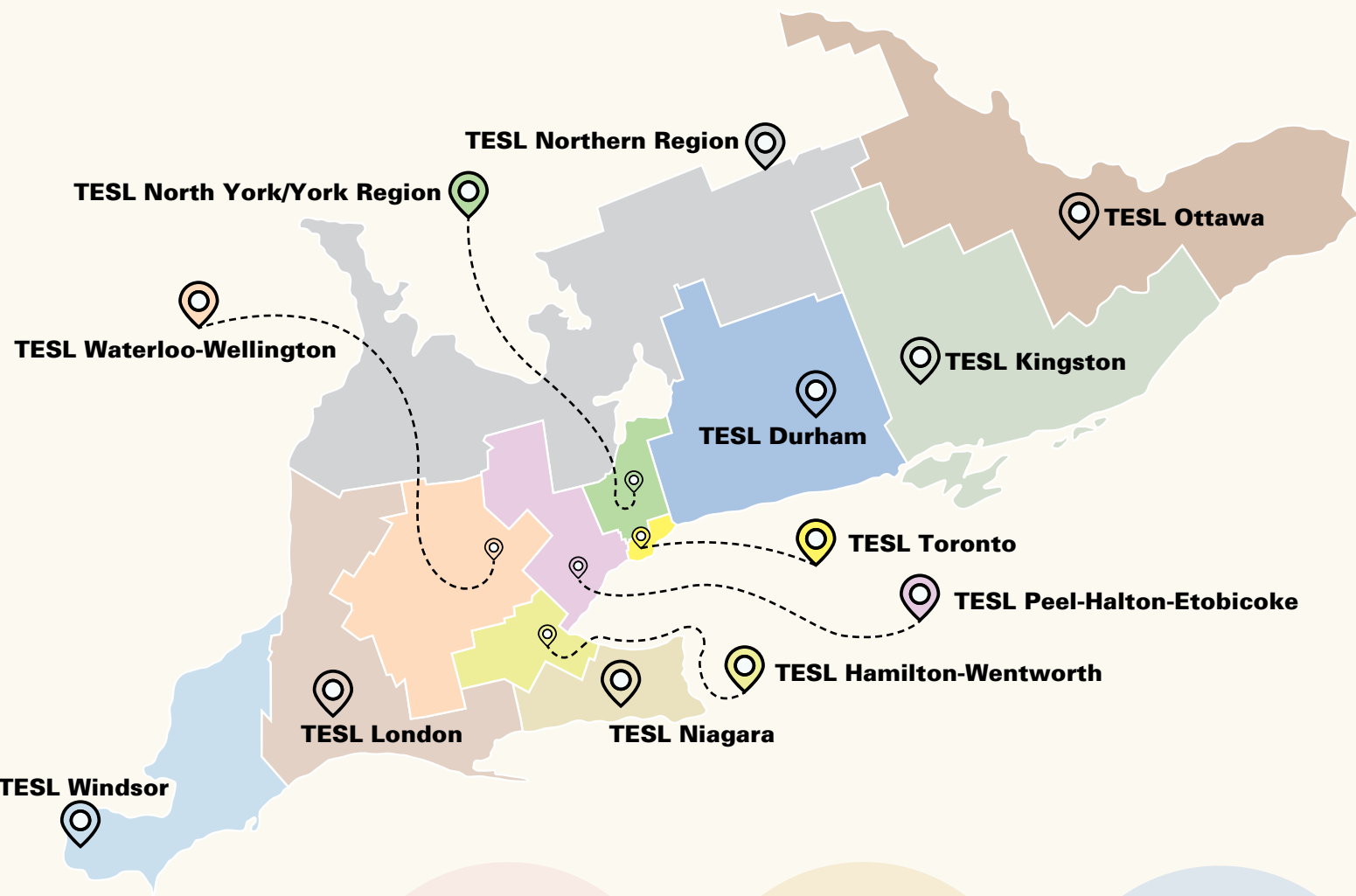
Under the direction of the Board of Directors, and supervision of the Executive Director, the office staff carry out the functions of membership support, including membership benefits, webinars and social media, TESL Ontario accreditation, which includes TESL Ontario's CCPLAR service, financial management,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

Affiliate Chapters

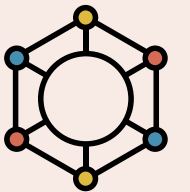


Each of the 12 TESL Ontario Affiliate Chapters has an executive body consisting of a President, Affiliate Chapter Representative, Treasurer, and Membership Secretary, but may also include other positions such as Event Chair, Communications Officer,

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.



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.

- 2022-2023 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](#)

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

Financial Reports



The condensed financial information below represents the abbreviated annual financial statements of TESL Ontario for the year ended March 31, 2023

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.

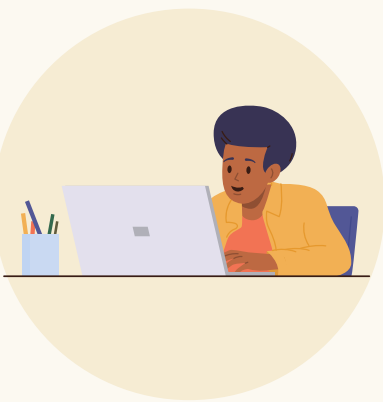
The independent auditors’ report and complete audited financial statements, which include notes and more detailed supplementary financial information, are available on the TESL Ontario website at www.teslontario.org/publication/annual-report

Statement of Financial Position as of March 31, 2023

	2023	2022
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 296,995	\$ 277,539
Short-term investments	\$ 784,167	\$ 751,005
Prepays and deposits	\$ 17,449	\$ 18,165
HST receivable	\$ —	\$ —
	\$ 1,098,611	\$ 1,046,709
Capital Assets	17,665	20,153
Intangible Assets	20,763	12,182
	\$ 1,137,039	\$ 1,079,044
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 65,876	\$ 73,746
Deferred contributions	314,000	314,000
	\$ 379,876	\$ 387,746
NET ASSETS		
Unrestricted	\$ 757,163	\$ 691,298
	\$ 1,137,039	\$ 1,079,044

Statement of Operations and Changes in Net Assets
Year Ended March 31, 2023

	2023	2022
REVENUES		
Annual TESL Ontario Conference		
Publisher fees	8,000	3,588
Registration fees	140,109	142,015
Sponsorship	—	2,000
Project revenue		
Employment and Social Development Canada (ESDC)		
Canada Summer Jobs	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	—
Membership fees	337,742	327,120
Accreditation fees	368,550	376,373
Interest and other income	37,972	46,273
	\$ 931,868	\$ 906,628
EXPENDITURES		
Membership	165,486	161,979
Accreditation	166,239	169,697
Projects	11,251	—
Annual conference	119,770	110,505
Affiliate Chapters’ operations	34,719	22,199
Office and administration	309,839	320,942
TESOL affiliation	2,024	2,279
Board and committee meetings	25,539	14,777
Occupancy	31,136	33,386
	\$ 866,003	\$ 835,764
Net excess of revenues over expenditures for the year	\$ 65,865	\$ 70,864
Net assets, beginning of year	\$ 691,298	\$ 620,434
Net assets, end of year	\$ 757,163	\$ 691,298



www.teslontario.org

@TESLOntario



TESLOntario



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