One year TESL Ontario Fiscal Plan

Purpose

As requested through an AGM Motion at TESL Ontario’s AGM on November 2, 2017, TESL Ontario is reporting on the steps already taken to improve the organization’s financial situation, as well as the actions we propose to take in the future to ensure continued fiscal health. To that end we are attaching the third quarter Statement of Operations covering April 1, 2017 through to December 31, 2017, as well as the Statement of Financial Position as of December 31, 2017.

Outlook

Over the next year, TESL Ontario will experience a continued financial recovery and is projected to show relative stability with revenue growth during the next one year.

As you can see from the attached third quarter Statement of Operations, TESL Ontario shows a surplus of revenues over expenditures for the first 9 months of the 2017/18 year in the amount of $125,038.

Previous Strategies to Reduce Expenditures

During 2017 the following steps were taken to reduce expenditures:

- Head office continues to operate with a reduced number of staff members, saving on employee salaries and benefits
- Office supply and office equipment expenses were reduced
- Board and committee meetings continue to be held online thereby saving travel and meeting space costs

These actions taken in the previous year will continue to have a significant impact in reducing expenditures and costs in future years.

Previous and Continued Strategies to Increase Revenues

- The work continues on the Directory of Best Practices & Webinars project, funded by MCI. The two-year project will be completed by March 31, 2018. The soft launch of the Directory of Best Practices was introduced at the 2017 TESL Ontario Conference.
• MCI funded Conference Assistance project provided financial assistance for travel, accommodation and registration fees for 250 ESL professionals to attend the 2017 TESL Ontario Conference.

• In 2017, TESL Ontario submitted the following three new project applications to MCI:
  
  o TESL Ontario Competency-and-Credit based Prior Learning Assessment and Recognition (PLAR)
  o Ontario’s Directory of Best Practices - Moving Forward
  o TESL Ontario 2018, 2019 and 2020 Conference Assistance for 250 ESL Instructors

  Please note detailed Ministry project descriptions under Ministry Projects on page 3.

  We are pleased to report that all three project applications were accepted for funding by MCI during the next three years.

• We continue to offer our Prior Learning Assessment and Recognition (PLAR) service to applicants with prior TESL training and adult ESL teaching experience. We have recently updated the PLAR application guide by adding a PLAR Eligibility Standard and more details about the required portfolio. The current PLAR assessment fee is $280 +HST.

• Our updated TESL Program Accreditation application process has proved to be very efficient. This process includes an initial application package, two site visits, and a self-evaluation report. Two new programs have applied for accreditation recently, and we are expecting to receive two more applications in 2018. The current application fee is $4000 + HST.

• TESL Ontario offered ICTEAL (International Certificate in Teaching English as an Additional Language) to all TESL Ontario accredited members. This certificate attests to our members’ knowledge and expertise to teach English abroad. ICTEAL, which has been welcomed by both adult ESL teachers and foreign employers, adds value to TESL Ontario Accreditation.

• TESL Ontario organized and hosted the second jointly funded meeting for Ontario Language Program Administrators from both IRCC and MCI at our 2017 TESL Ontario Conference, and hope to be able to include this in the 2018 TESL Ontario Conference as well.

• The 45th Annual TESL Ontario Conference attracted almost 900 registrants and generated a $17,000 surplus.
• TESL Ontario is continuing to keep expenses as low as possible in all areas of operations.

Ministry Projects

The Ministry of Citizenship and Immigration accepted all three projects applied for, namely TESL Ontario Competency-and-Credit based Prior Learning Assessment and Recognition (PLAR), Ontario’s Directory of Best Practices - Moving Forward and TESL Ontario 2018, 2019 and 2020 Conference Assistance for 250 ESL Instructors. All projects have a three year funding agreement and will run until 2021. Here is a short summary of the projects:

TESL Ontario Competency-and-Credit based Prior Learning Assessment and Recognition (PLAR)

This project will develop a new PLAR assessment process consisting of a credit-based assessment component and a competency-based assessment component for internationally trained adult ESL teachers. Internationally trained adult ESL teachers have acquired their training, skills and knowledge through work experience as well as in formal education through schools that are not accredited by TESL Ontario. The TESL Ontario PLAR offers these individuals the opportunity to reflect on the learning they have acquired outside Canada and to describe this learning in ways that can be measured. PLAR assessment identifies the gaps, if any, in each applicant's knowledge and skills. As a result, PLAR applicants may get certified immediately upon the completion of PLAR assessment or after they go through the outstanding TESL training components.

Ontario’s Directory of Best Practices - Moving Forward

TESL Ontario has developed a Directory of Best Practices for excellence in delivery of adult non-credit English as a second language training in Ontario. The Directory of Best Practices project team is currently working on finalizing the online Best Practices Directory and it will be launched and accessible for ESL professional in March 2018. Ontario’s Directory of Best Practices - Moving Forward Project will ensure the continued integrity of the Directory through technical maintenance of website, continued addition of expertly vetted ESL/FSL resources, ongoing webinars and permanent safe housing of resources. Moving Forward Project directly responds to the needs expressed by instructors and administrators who participated in the province-wide inquiry (informant interviews, focus groups, survey). Moving Forward Project’s objective ensures that MCI’s Keystone Concepts and best practices remain accessible, current and relevant to instructors and administrators delivering ESL/FSL language classes.
TESL Ontario 2018, 2019 and 2020 Conference Assistance for 250 ESL Instructors

The Conference Assistance Project will create opportunity for 250 ESL instructors, coordinators, managers and supervisors around the Province to attend the TESL Ontario 2018, 2019 and 2020 Conference, through providing financial conference assistance for travel, hotel accommodation and registration fees. TESL Ontario Conferences provided high quality professional development opportunities for ESL professionals in the past 45 years.

**Membership Statistics**

We would like to end our report with an update on TESL Ontario Membership Statistics:

- Our membership retention rate has held steady at approximately 86% over the past three years
- Social Media – the likes/followers indicators continue to increase monthly
- Webinar Series Participation – this continues to rise with over 1,400 participants for TESL Ontario webinars in 2017.

February 28, 2018