



TESL Ontario Annual Report

2018 | 2019



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This document outlines the significant contributions and achievements made by TESL Ontario staff and volunteers in the running of the organization.

A MESSAGE FROM THE TESL ONTARIO BOARD OF DIRECTORS

It is with pleasure to present to you, on behalf of the TESL Ontario Board of Directors, the TESL Ontario Annual Report for 2018-2019. This document outlines the significant contributions and achievements made by TESL Ontario staff and volunteers in the running of the organization.

A key ingredient to the success of TESL Ontario lies with our many volunteers. Whether this is at the Affiliate Chapter level, annual conference, working committees or online, the dedication and commitment to professional development is the reason why we not only continue to succeed, but thrive. It is with great sincerity that I thank all of the volunteers in the organization.

Another key ingredient to our success is from that of TESL Ontario staff who work with endless determination and great diligence. In particular, I would like to extend our respect and gratitude for their work to: Renate Tilson, Executive Director, Eva Csiszar, Operations Manager, Reza Mazloom-Farzaghy, Accreditation Services Manager, Alison Keown, Manager, Member Services and Communications, and Kevin Gamble, Office Manager.

2018-2019 has been an impressive year where we started building and actively working towards the first year of the TESL Ontario Strategic Plan. The strategic priorities of professional development, accreditation standards, organizational excellence, and strategic partnerships are being realised through: our expanded TechKnow session at our annual conference, webinars available anytime, anywhere via our strengthening partnership with Tutela, growing influence on social media and many other fresh approaches taken this year to better benefit our membership.

TESL Ontario is well positioned to see such excellence and innovation continue. Thank you for your interest and participation in the governance of your organization.

Sincerely,

A handwritten signature in black ink, appearing to read "Sharon Deng".

Sharon Deng
Chair, TESL Ontario

“

It (TESL Ontario conference) is always well organized, with many interesting and useful sessions, and a great opportunity to network.

Conference Survey Response



TESL ONTARIO'S 46TH ANNUAL CONFERENCE

The 46th Annual TESL Ontario Conference, “Synergies of Language and Life” acknowledged the connectivity of language teaching and learning with the lives of our learners and was evident in many of the sessions. While there was slightly less emphasis on Portfolio Based Language Assessment (PBLA) this year, there were a number of sessions which did focus on that theme.

The 909 attendees expressed their approval at being back at Sheraton Centre Toronto for the conference, which took place November 1st and 2nd.

Once again 250 of the delegates received conference assistance from the former Ontario Ministry of Citizenship and Immigration. Many of these were among the more than 100 individuals who attended the Friday afternoon Administrators' session.

A conference of this size is due in part to the generosity of our sponsors who contribute to our success. We are most appreciative of the support of British Council – IELTS, ESL Coin, FAST (Fighting Antisemitism Together), Ontario Road Safety Resources, Paragon Testing Enterprises, Retired Teachers of Ontario, and University of Saskatchewan for their support.

Asmaa Cober, a clinical social worker who also has a private practice in Waterloo, delivered a well-received keynote on ‘Learning and Resilience’. Asmaa’s personal refugee experience has informed and influenced her work in this important field.

Our second keynote was a first for TESL Ontario! Dr. Deborah Healey teaches online teacher training courses for the American English Institute at the University of Oregon and delivered her message on ‘Gamification’ remotely which was well-received by those who participated.

The focus on technology continued as there were 2 other remote sessions offered, and a new session called TechiKnow in which participants moved throughout the room and participated in different groups to learn about various aspects of technology.

The theme of the 13th Annual Panel Discussion was “Building Thriving Communities”. The audience heard updates from Yves Saint-Germain, Immigration, Refugees and Citizenship Canada and Yvonne Ferrer from the Ministry of Children, Community and Social Services. The audience very much appreciated the opportunity to ask questions and give input.

Our second annual Career Connections session provided conference delegates an opportunity to hear advice and input from a panel of three employers following which they could connect with representatives from 19 organizations who were seeking potential staff. While most employers, covering the public and private sectors, were from the Greater Toronto Area, there was also representation from Kitchener and Guelph. We had reached out to employers across Ontario and will continue to do so in the future.

Best practices and innovative ideas were shared by 168 volunteer presenters through 110 workshops and presentations. In addition, there were 13 poster presentations.

Twenty-eight exhibitors displayed their goods in the exhibitor hall, providing participants with the opportunity to peruse and purchase the latest ESL resources.

At Thursday's Welcome Reception the TESL Ontario's Distinguished Contribution Award as well as the Sparks of Excellence awards for contributions to the field of ESL were presented. We continue to be grateful for, and inspired by, the dedication and hard work of our members.

The volunteers who present, monitor doors or staff the registration desk contribute significantly to our success. The TESL Ontario conference could not exist without their commitment and effort; the conference committee is most appreciative of their dedication to our profession.

“

I was a first-time attendee of TESL Ontario, but have attended many other local, regional, and international conferences. I was really impressed by the quality of this conference!

Conference Survey Response

Well organized, helpful volunteers, well signed – good job!

Conference Survey Response

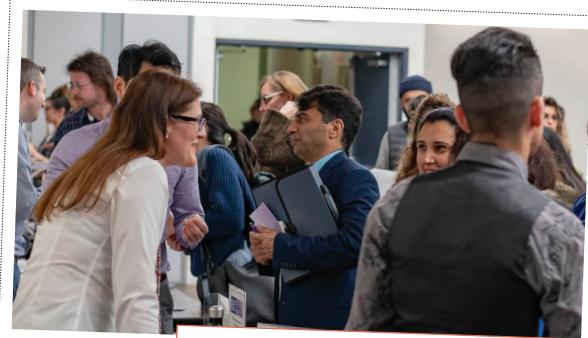




TESL Ottawa

“It is a blessing to be affiliated with an organization that is so supportive of and responsive to its members' needs.

Beverly H.



TESL Toronto employment event

AFFILIATE CHAPTER ACTIVITIES

TESL Durham

On October 27, 2018, TESL Durham hosted a fall PD event. David Clarke, of Durham Mental Health Services spoke to participants about post-traumatic stress syndrome in the classroom and beyond.

TESL Durham's spring workshop and annual general meeting was held on April 27, 2019. The event featured a presentation by Tim Westhead titled "Picture That! Great Writing prompts for students".

TESL Hamilton

TESL Hamilton-Wentworth held its annual spring conference & AGM on April 13, 2019. The event featured a keynote presentation titled "The Accent Effect", four workshops, an annual general meeting and a publisher's display.

TESL Kingston

TESL Kingston's fall PD workshop was held on October 20, 2018. Ann Chen presented a workshop titled "Weaving Soft Skills into Occupation-Specific Language Training (OSLT)".

The affiliate chapter held its spring PD workshop and AGM on May 4, 2019. The event featured a presentation by Lindsey Gutt titled "Communication Skills - More than Vocabulary and Pronunciation" as well as an annual general meeting.

TESL London

TESL London held two networking events in the winter of 2019. A paint night held on January 9, and a snow tubing evening on January 24.

The TESL London spring conference: Overcoming Challenges in ELT was held on April 6, 2019. The event featured a plenary presentation by Dr. Farahnaz Faez from Western University, as well as a discussion panel on "Overcoming the Challenge of Finding Suitable Employment in English Language Training" with representatives from several prominent employers in the London area.

TESL Niagara

TESL Niagara's winter conference was held on February 9, 2019. Keynote presentation was offered by Lisa Xing and Lakshme Sathiyanathan who shared their series, "The Accent Effect". The conference also included 2 workshops, pecha kucha presentations, a job fair and an annual general meeting.

TESL North York/York Region

The TESL North York/York Region fall conference and AGM was held on November 19, 2018. The event featured a keynote presentation by Sylvia Fung on "Ways to Welcome and Warm Your Class", and an annual general meeting.

TESL Ottawa

TESL Ottawa held its fall PD conference on November 17, 2018. Donald Myles & Eva Kartchava presented “EAP speaking: Task repetition, self-reflection and feedback”. Attendees also participated in an interactive Education Tech Jam session.

The Affiliate Chapter held its annual spring PD and AGM on May 4, 2019. The event featured Plenary by Norma McCord titled “You Learn Something New Every Time You Sponsor Refugees!”. The event also included two workshops, and an annual general meeting.

TESL Peel/Halton/Etobicoke

TESL PHE held its fall PD and AGM on November 22, 2018. Marie Brzeska & Gayane Petrosyan presented “Cultural Shock & Cultural Intelligence” and Anthony Lindan presented “The Magic of Team Collaboration”.

The affiliate chapter held its spring PD session on June 7, 2019. Keynote speaker Tanya Chernova presented “From Resilience to the Rise of Greatness” and Anindita Chaudhury, offered a session titled “Think in English!”.

TESL Toronto

TESL Toronto held its annual conference, TOSCON 2018, in May. The conference featured a full day of professional development including plenary presentations, workshops and networking.

The affiliate chapter held its AGM on September 18, 2018. The event included a workshop entitled “What’s Happening to Writing?” presented by Lindsay Clandfield.



On January 19, 2019 TESL Toronto hosted their annual T4T event that included 12 technology themed presentations.

TESL Toronto held a spring networking event “Growing your Network”. The event brought together industry representatives including employers from the ESL teaching sector, as well as professional development providers.

TESL Waterloo-Wellington

TESL WW held its fall mini-PD event on October 24, 2018 Del Dente’s restaurant in Kitchener. The event included small table discussions on ESL topics.

The TESL WW spring PD and AGM event “Narrating the Self: Personal Storytelling in Pedagogical Practice” was held on April 27, 2019. The event featured a keynote performance by the group, Crossing Borders. There were also two workshop sessions, and an annual general meeting.

TESL Windsor

The TESL Winsor fall conference: “Creative Strategies to Teach History in ESL Settings” was held on October, 20, 2018. The workshop presented by Irene Moore Davis, provided attendees with information about tools to teach more about black history in their classrooms.

TESL Windsor’s spring PD and AGM event was held on April 12, 2019. The event featured a workshop from LearnIT2Teach as well as an annual general meeting.



“Excited to be a part of such a rewarding organization and career!

New Member Survey Response



MEMBER SERVICES

The association had approximately 4450 active members in 2018. 87% of the membership held certificates of accreditation, while 9% of the membership keeps abreast of the language training sector with a standard membership.

TESL Ontario continues to work towards improving member engagement, especially with new members. In 2018 a new member education campaign was developed to help inform new members of association services and opportunities for involvement. This has led to increased awareness and engagement among new members. Two new committees were formed in 2018; Private Sector committee and the Colleges and University committee. These committees were formed in order to facilitate increased engagement opportunities and benefits for these growing sectors of membership.

The value of membership continues to be a focus of the organization, including further development of member benefit offerings. The TESL Ontario Career Connections event was expanded in 2018 with more employers and a focussed forum discussion, to assist members with their job search, networking and career development.

The TESL Ontario online social media community continues to grow with more members joining us online this year to gather information, share and communicate with language training professionals and to contribute

to our engaging conversations on Twitter, LinkedIn, Facebook, YouTube, Tutela.ca and the TESL Ontario blog. Instagram was added to the association's social media communities in December 2018.

The TESL Ontario free webinar program has continued to offer members a wide array of professional development on popular topics covering technology, critical thinking, PBLA, leadership, self-care, mental health and much more. In early 2019, the webinar series experienced a significant increase in registrations, as members are becoming more comfortable with this form of online PD. All webinars are initially scheduled as a live event, but a recorded version of the webinar is made available to all members following the live event. Live and recorded webinars provide members with easily accessible professional development for accredited membership renewal requirements. In late 2019 TESL Ontario will be changing our webinars to the Zoom platform to accommodate larger audiences.

The TESL Ontario blog has once again seen an increase in readership and popularity among ESL professionals across Canada. The blog continues to publish new articles weekly on a variety of English training topics. In response to member survey results indicating that members want more chances to publish work, the Blog is now continually accepting guest blogger applications through out the year.

TESL Ontario continues to communicate with members in a variety of ways including regular member emails. Monthly emails on upcoming webinars, new blog posts, and new Contact magazine articles are designed to keep members informed of new professional development and resources available. The quarterly Membership Minute Newsletter provides information about new and existing membership related activities and upcoming PD. In addition to the regular monthly and quarterly emails and newsletters, TESL Ontario makes an effort to keep the membership informed of upcoming affiliate chapter events, new and popular Directory of Best Practices resources, annual conference updates, and volunteer opportunities.

ACCREDITATION SERVICES

The 7th annual joint meeting of the TESL Ontario Standards Committee and the accredited training providers was held at Metro Hall on June 1, 2018. Thirty training program representatives and committee members, two presenters from the Centre for Canadian Language Benchmarks (CCLB), and two presenters from the TESL Ontario Competency and Credit based PLAR project team participated in the joint meeting. The major topics discussed included updates on PBLA, updates on Recognition of Prior Learning (RPL), and Canadian TESOL (CTESOL) training structure and content for short-term teacher training programs.

Also, in June 2018, the Standards Committee discussed the need for a Canadian-branded adult ESL teacher certificate of accreditation alternative for the graduates of the approved short-term training programs and recommended that TESL Ontario consider changing its Membership system so that it includes three categories: Standard Membership for administrators, retirees, TESL students, and other groups who did not need a teaching certificate; OCELT (Ontario Certified English Language Teacher) Accredited Membership for graduates of the accredited 300-hour teacher training programs; and CTESOL (Canadian Teacher of English to Speakers of Other Languages) Accredited Membership for graduates of the accredited 120-hour teacher training programs.

In September 2018, the standards, domains and outcomes, training structure and topics, practicum requirements, and application process steps for CTESOL program accreditation were developed and posted on the TESL Ontario website. In October 2018, TESL Ontario started accepting CTESOL Program Accreditation applications from all interested short-term certificate programs in Canada.

Between November 2018 and August 2019, TESL Ontario developed the CTESOL Accreditation service for the graduates of the accredited short-term teacher training programs, and TESL Ontario started offering its new two tiered Adult ESL Teacher Accreditation scheme consisting of OCELT Accreditation Level and CTESOL Accreditation Level as of August 20th, 2019.

Accreditation Statistics

During this report period, TESL Ontario approved 321 new Adult ESL Teacher Accreditation applications (including 54 accreditation applications through PLAR assessment), 65 accreditation reinstatement applications, 60 TESL trainer/PTCT instructor approval applications, 25 TESL program accreditation renewal applications, 3 new TESL program accreditation applications, 3 new CTESOL program accreditation applications (grandparented), and 11 PTCT course approval renewal applications.

I am so grateful to you and the whole team for processing my application in such a short time. You are an amazing example of efficiency and professionalism!

Laureta V.



AWARDS

2018 Distinguished Contribution Award Recipient

The TESL Ontario Distinguished Contribution Award is designed to recognize and honour particularly significant achievements and/or contributions to the advancement of the profession of English Language educators, the English language training sector and/or TESL Ontario. In 2018 the award was presented to Barbara Dick.

ESL, for Barbara, is a way of life - a natural extension of a wonderful career



Barbara Dick

Barbara believes in the importance of professional development and networking. From the beginning when she experienced the challenges of first-year teaching, she has appreciated the value of being mentored and supported by administrators and colleagues. In turn, she has always tried to pay it forward by mentoring others, sharing ideas and materials, and by being a supportive team member. She sat on both the TESL Manitoba Executive (1980's) and the TESL Kingston Affiliate Chapter Executive (2003–2016).

She has taught in both elementary and secondary schools, in adult education with colleges, school boards and government, in First Nations communities in northern Manitoba, and overseas in the international school system in Lesotho, Africa.

Although she retired from full time teaching in 2013, Barbara continues to stay active in the ESL field with volunteer teaching of Syrian refugees, tutoring ESL students, and helping newcomers adjust to life in Canada in whatever ways she can. ESL, for Barbara, is a way of life - a natural extension of a wonderful career.

2018 Sparks of Excellence Award Recipients

The TESL Ontario Sparks of Excellence Award is designed to recognize and acknowledge the excellence and commitment of TESL Ontario members. In 2018 the award was presented to Leslie Belsito, Patrick Chan, Alex MacGregor.

For Leslie, there is never anything quite as satisfying as witnessing the excitement, growth and confidence of her students



Leslie Belsito

Leslie Belsito has worked in the field of education for more than 20 years, with much of that working at either a post-secondary or continuing/adult education levels. Based in Sault Ste. Marie, Ontario, she has taught at Algoma University, Sault College (with a partnership with ADSB) and at the Algoma District School Board (ADSB) in English as a Second Language. She holds a Bachelor of Arts in Modern Languages and is TESL Canada and TESL Ontario Certified (OCELT).

Although she has traveled and taught internationally, addressing the unique needs of students living in a small Northern Ontario community has been her focus and greatest challenge. For Leslie, there is never anything quite as satisfying as witnessing the excitement, growth and confidence of her students as they successfully use their new found language skills to begin building lives for themselves and their family members in this northern community. She has a passion for teaching, but more importantly a passion for learning from her students, through the stories that they share about their family, history, cuisine, geography – all in their new found language. In a small community, the bond that is created between teacher and student goes far beyond the classroom, and out into the community for years to come.

Patrick has shared his interest of technology in the classroom with his colleagues and has helped them successfully integrate technology in their own classrooms



Patrick Chan

Alex recognizes when students incur bumps in their language learning, and delights in illustrating shortcut strategies that can help them succeed



Alex MacGregor

Patrick strongly believes that newcomers need digital literacy to thrive in Canadian societies, so he makes an effort to integrate technology in his lessons. In fact, his students are often his guinea pigs as he is constantly introducing new EdTech tools in his classroom. He has facilitated numerous professional development workshops focused on technology, and he has participated in the discourse of EdTech with educators all over the world. At the local level, he has shared his interest of technology in the classroom with his colleagues and has helped them successfully integrate technology in their own classrooms.

Patrick is an advocate for project-based learning and jumps at the opportunity to create project-based learning projects whenever possible. While he appreciates the authenticity of this type of learning, his students appreciate its student-driven, interactive aspects. He also tries to create lessons that foster multiliteracies and empower learners through unveiling subjugated knowledge.

Patrick Chan is currently a LINC and ESL instructor with the Ottawa Carleton District School Board (OCDSB). He has been teaching LINC and ESL with this board for over five years. Prior to his current position at the OCDSB, he taught students of all ages for many years across the Ottawa area.

Alex MacGregor began teaching EFL/ESL in 1980. His career has taken him to Mexico, Northern Québec, Japan and Saudi Arabia. Presently faculty at Niagara College, Alex has also served Niagara College as student advisor, recruiter, curriculum developer and associate dean over his ten years there. His work also includes teacher training in NC's TESL Graduate Certificate Program, published research (TESOL Journal 9.2, June, 2018) and material development (co-author, *Have Your Say 3*, OUP).

Recently, Alex has been researching issues international students face in Canadian post-secondary institutions, and sharing strategies to better support them with faculty and administrators across the province.

Having studied five languages with some success along the way of his well-travelled teaching career, Alex recognizes when students incur bumps in their language learning, and delights in illustrating shortcut strategies that can help them succeed.

TESL ONTARIO WORKING COMMITTEES

Social Content Committee

The Social Content Committee (SCC) has a mandate to:

provide TESL Ontario members with an online professional community in which they can connect with their peers, 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.

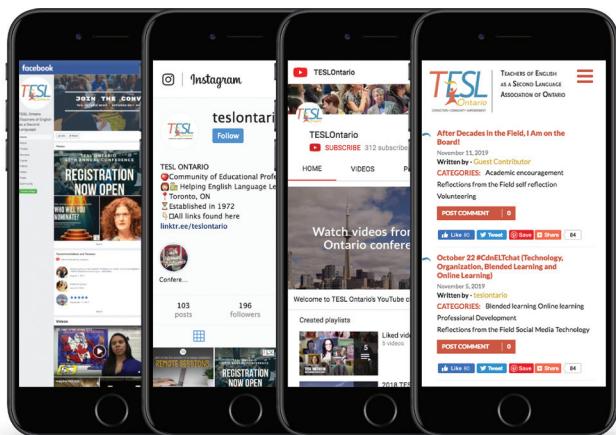
From March 2018 to 2019, the SCC consisted of the following members:

Lynn Doherty (Chair), Jen Artan (Webinars – Tutela), Suma Balagopal (Facebook), Tamsin Cobb (Blog), Jessica Brown (LinkedIn) and then Rajmonda Deliallis took over the LinkedIn Manager position in February 2019, Vanessa Nino (Twitter), Patrick Chan (Instagram), Renate Tilson (Executive Director), Allison Keown (Manager, Member Services and Communications). Anna Bartosik took over the Chair position in April 2019.

The Social Content Committee has been a hub of activity. In addition to having the YouTube channel re-launched in the past year, the Committee also includes TESL webinars hosted on the IRCC-funded platform, Tutela, Facebook, the TESL Blog, the LinkedIn Group page and Company page, and new to this report year, Instagram, as of December 2018.

There are so many things that could be reported on but can't because of the sheer volume of information. Some highlights:

Likes, follows, and members: this is one of the ways the SCC measures its success.



Across all platforms, there was a discernible increase in engagement

	March 2018	March 2019
YouTube Followers	223	274
TESL Ontario webinar group on Tutela (Members)	1995	2332
Facebook Lifetime number of Likes	2314	2543
TESL Ontario blog averaged reads	12149	14780 reads
LinkedIn Company page	4970	5964
LinkedIn Group	3497	5528
Twitter Followers	2288	2596

Instagram, launched in December 2018, was at 130 followers by March 2019.

These numbers don't tell the complete story, however. How TESL Ontario members were engaged on TESL Ontario's social media platforms?

The YouTube channel saw its most watched videos include:

- Saving the dates for the annual TESL Ontario Conference;
- A video advertising the poster sessions from the conference;
- Calls for presenters for the conference.

The TESL Ontario Webinars saw a big change in their numbers. The first webinar in March 2018 had 91 registered and 71 attendees; the last webinar of March 2019 had 238 registered and 155 attendees! This sudden popularity of the webinars began in July of 2019 when registrations were above 100 consistently; this has shown no signs of stopping. During the year, the webinars broke 5 of its previous records for registrations and attendance. The most popular topics were: PBLA, social justice, technology, mental health, and multi-level learners.

The TESL Ontario Blog team has blog posts being published weekly, with a regular blog team, guest bloggers, and occasional bloggers contributing to the content. Some of the posts of note:

March 2019 apps from the Pedagogy Wheel, November 2018 Enhance Online Video with H5P's Interactive Video tool, and reflections on the implementation of PBLA.

None of these successes would be possible without the volunteers who ensure the Social Content Committee produces relevant content and the TESL Ontario members who continue to support these platforms.

Conference Committee

The planning for our TESL Ontario conference begins immediately following the annual conference. We look at what went well, and consider where we may need to make changes based on feedback from the delegates, the publishers and our own observations. The conference theme is chosen by the committee to reflect trends and innovations in the field of ESL. Logistics are handled by TESL Ontario's conference manager who works closely with the TESL Ontario office team and the conference committee. The committee considers potential keynote speakers whose names may have come from a variety of sources. The work is ongoing with updates shared at our bi-monthly committee meetings.

Under the capable leadership of the Committee Chair, Barb Krukowski, we wish to acknowledge the dedication of committee members Sheila Nicholas, Jennifer Fieldhouse, Patrick Chan and Taybeh Shalmani; Conference Manager Stefanie Wolf, Executive Director Renate Tilson and the TESL Ontario office team for their commitment to making our conference a success.

Accreditation Standards Committee

The Standards Committee's mandate is to uphold the TESL Ontario professional standards by addressing and advising on accreditation developments and concerns. This committee is composed of a chairperson; six representation seats for two program managers, two TESL trainers, one LINC teacher, and one adult ESL teacher; TESL Ontario Executive Director; TESL Ontario Adjudicator; and TESL Ontario Accreditation Services Manager. The members of this committee are recruited from the TESL Ontario membership.

During the period of April 2018–March 2019, the Standards Committee held five meetings, including the annual joint meeting with the accredited training providers. During this report period, the committee reviewed and discussed several topics including the terms and conditions of grandparenting approved standard 1 certificate programs; competency-and-credit based assessment and recognition of prior learning; Canadian TESOL (CTESOL) training program structure, content, and accreditation application process steps; and CTESOL accreditation for teachers.

Serving on the Standards Committee in the 2018–2019 period were Karen E. Evans (Chair), Joan Reynolds, David Wood, Kay Ham, Laura Stoutenburg, Sven Greve, Marlene Saavedra, Claudia Maria Petrescu, Angela Meyer Sterzik, Renate Tilson, and Reza Mazloom-Farzaghy.

Colleges and Universities Committee

TESL Ontario's Colleges and Universities Committee was formed this year in response to the intensification of bridge programs and internationalization strategies in post-secondary institutions in Ontario. This intensification prompted TESL Ontario to seek effective ways to better serve members who are practitioners and administrators in the post-secondary sector.

The committee aims to address emerging issues in the field, such as how institutions and instructors are accommodating the needs of the increasingly diverse students in EAP, ESP and ESL programs. The committee's vision is to establish an engaged, participatory college and university community that promotes professional development for post-secondary educators who are members of TESL Ontario. Its mission is to develop leadership for professional development and practice

among English Language and TESOL educator working in both the college and university sectors.

The committee meets four times annually. Working groups were created to develop action items in service of two larger goals:

1. To develop **strategic priorities** that are mapped to the larger strategic priorities articulated in TESL Ontario's Strategic Plan, 2019-2021, and the strategic vision of TESL Ontario's Private Sector committee.
2. The development of **outreach initiatives** that 1) promote the value of OCELT certification at colleges and universities and 2) demonstrate how TESL Ontario can strengthen its support of post-secondary membership. Outreach projects include the submission of proposals for panel presentations at the 2019 TESL Ontario Conference and the International Foundation Program EAP Conference in 2020.

Private Sector Committee

The mandate of the Private Sector Committee to develop a coherent voice and focus for professional development and practice for ESL educators working in private postsecondary institutions.

This year, the committee has aligned its goals with that of the TESL Ontario Strategic Plan 2019–2021. It has focussed its efforts in the areas of professional development, accreditation standards, and promoting organizational excellence.

In the area of professional development, the Private Sector Committee is excited to hold its first panel discussion at the TESL Ontario Annual Conference. The topic of the discussion is gaps in novice teacher training and the resultant training and development that occurs at private sector institutions. In addition, the committee has worked to promote awareness of TESL Ontario and affiliate chapter events among private sector administrators and teachers by providing regular email updates. Currently, the committee is working on a presenter directory for private sector administrators to use when searching for professional development options at their institution.

In the area of accreditation, the committee has worked to promote TESL Ontario accredited membership among private sector educators. The committee has created a distilled, easily-digestible outline of the benefits of membership that can be used by private sector administrators, TESL program providers, and TESL Ontario affiliates.

Finally, in the area of organizational excellence, the committee is currently working to renew its private sector contact directory.

The committee functions due to the hard work and dedication of its members: David Hazell (Chair) Carmen Valero, Jennifer Jones, John Friel, Kangxian Zhao, Paula Medina, Tetyana Vdovina, and Tobie Pilloy. Thank you so much to all members for their contributions over the last year.

CONTACT MAGAZINE

Contact, TESL Ontario's professional development magazine, was established in 1974, and has evolved over the years to match the changing needs of its audience. The 2018/19 year saw the completion of volume 44 and the beginning of volume 45.

The first issue each year incorporates articles based on the works of presenters and researchers from the previous year's annual conference. Two other issues are published in August and November, and carry a wide range of research articles, lesson ideas, book reviews, special features, and profiles of community organizations. *Contact* strives to serve its readership with practical teaching information, theory and methodology, and lesson plans and classroom tools. The solicited and unsolicited contributions of our writers provide an opportunity for readers to stay current and to learn more about concepts in English language teaching. The contributions of our writers are appreciated for the continued success of *Contact*.

Nicola Carozza stepped into the role of *Contact* Editor in May 2019.

Individual articles and entire issues can be viewed at:

www.contact.teslontario.org/issues/



TECHNOLOGY

TESL Ontario continues to provide its members with a wide variety of resources and information available through its innovative use of technology. We provided easy access to information for our members, as well as an easy to use website to provide up to date information about the organization and the field. It also allows our members to access to a wide variety of information and to be able to renew memberships, find jobs and understand the accreditation process. We do this while providing for the latest security to protect the member information. Members are also offered options to opt out of mailing lists and the communication pieces that they are not interested in.

This past year, TESL Ontario has continued to be involved in numerous projects including the continued provincial project for Best Practices. As a result of the work of this team, the Directory of Best Practices website has been maintained and improved, adding yet more online resource for language training professionals. This Directory of Best Practices can be found at bestpractices.teslontario.org.

TESL Ontario also continues to offer access to *CONTACT* magazine through the online website contact.teslontario.org for this TESL Ontario publication with a user-friendly search component for members to easily find articles and issues of interest.

The blog website found at blog.teslontario.org continues to inform and entertain members of the many issues they face

in and out of the classroom. The many volunteers that run the blog site and the numerous members that contribute to the blog make this a valuable resource for our membership. This is a remarkable resource where expertise is shared by members to help both new and seasoned teachers navigate the ever-changing landscape of our field.

These websites are maintained by our amazing volunteers who devote their time and expertise to provide valuable resources and information to our members.

TESL Ontario continues to be committed to making membership in our not-for-profit organization as valuable and relevant as possible through the continued effective use of technology. Our webinar team is a fine example of the wonderful sharing and expertise of a group of volunteers who work hard throughout the year to provide exceptional professional development webinars for our members. We also depend on the many wonderful members who share their experiences and expertise by volunteering to be a webinar presenter.

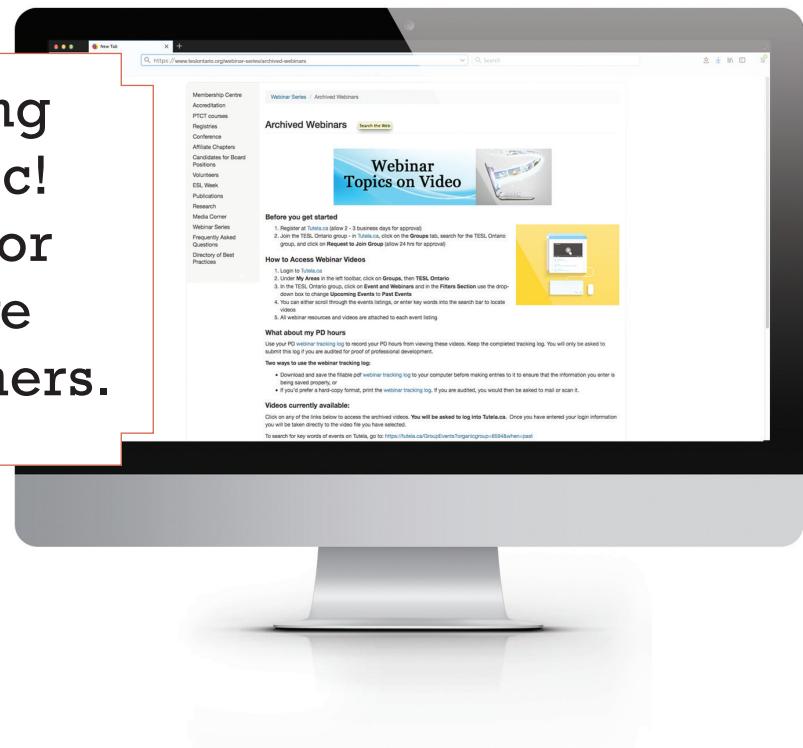
The social media team also continues to make great use of a wide array of the social media platforms to engage with its members and to both keep our members informed and abreast of the latest information, research and teaching strategies to make our lives easier. These platforms include, LinkedIn, Facebook, Twitter, and YouTube.

"This process (presenting a webinar) was fantastic! Thank you very much for the opportunity to share my knowledge with others.

Webinar Survey Response

Love these Webinars!!!

Webinar Survey Response



OPERATIONS

TESL Ontario now serves approximately 4,450 members, and a large number of them are TESL Ontario Accredited.

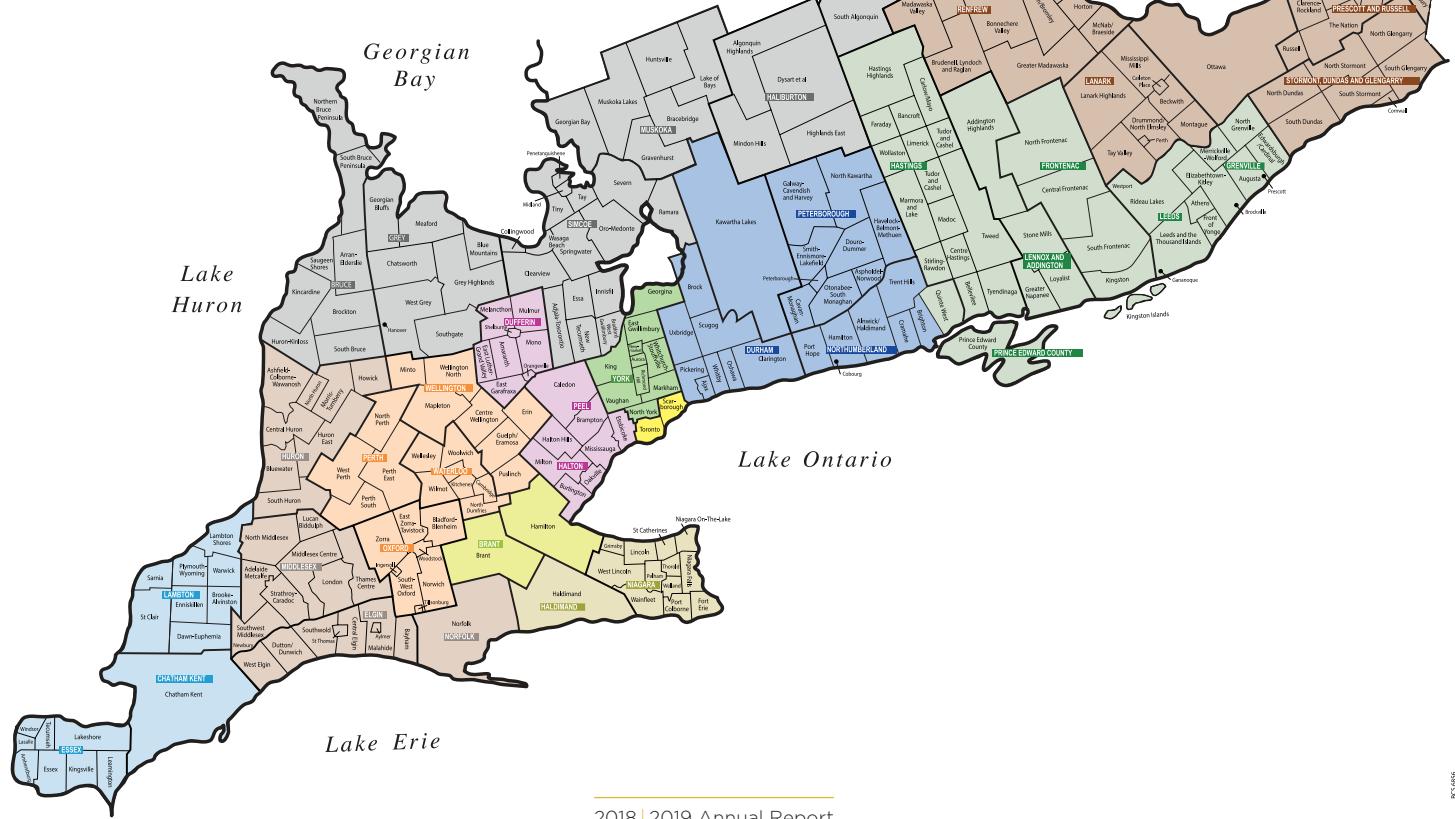
The operations of TESL Ontario are carried out by five full-time staff members:

- Renate Tilson, Executive Director
 - Eva Csiszar, Operations Manager
 - Allison Keown, Manager, Member Services and Communications
 - Reza Mazloom-Farzaghy, Accreditation Services Manager
 - Kevin Gamble, Office Manager

Under the direction of the Board of Directors, and supervision of the Executive Director, the office carries out the functions of Membership Support, TESL Ontario Accreditation, 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 large 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 Boards' awareness of the strategic issues of their members.

TESL Ontario Affiliate Chapters

TESL Ottawa	TESL Peel/Halton/Etobicoke
TESL Kingston	TESL Waterloo-Wellington
TESL Durham	TESL Hamilton-Wentworth
TESL Northern Region	TESL Niagara
TESL North York/ York Region	TESL London
TESL Toronto	TESL Windsor

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 of TESL Ontario is comprised of nine members, all designated Members-at-Large, as they are voted in by the membership. 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 ED 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 Board’s job 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 and volunteers to achieve the means to meet those targets.

2018—2019 Board of Directors

Chair	Sharon Deng
Vice-Chair	David Hazell
Treasurer	Art Rekhtin
Secretary	Cheryl Fretz
Member-at-Large	Brett Basbaum
Member-at-Large	Alex Harchenko
Member-at-Large	Lara McInnis
Member-at-Large	David Wood
Member-at-Large	Amy Yani

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, 2019.

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, 2019

	2019	2018
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 190,879	\$ 311,424
Short-term investments	517,423	361,155
Prepays and deposits	9,545	24,329
	\$ 717,847	\$ 696,908
Capital Assets	13,175	14,836
Intangible Assets	25,000	32,000
	\$ 756,022	\$ 743,744
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 67,166	\$ 76,589
Deferred contributions	390,841	546,512
	\$ 458,007	\$ 623,101
NET ASSETS		
Unrestricted	\$ 298,015	\$ 120,643
	\$ 756,022	\$ 743,744

Statement of Operations and Changes in Net Assets
Year Ended March 31, 2019

	2019	2018
REVENUES		
Annual TESL Ontario Conference		
Conference Assistance project - MCCSS	131,606	116,102
Publisher fees	25,311	20,375
Registration fees	133,745	115,228
Sponsorship	12,000	12,000
Project revenue		
Ministry of Children, Community and Social Services (MCCSS)		
Pay Equity Program	9,259	9,259
Directory of Best Practices & Webinars	55,131	129,369
Ontario's Directory of Best Practices - Moving Forward	19,331	—
Ministry of Training, Colleges and Universities (MTCU)		
Competency-and-Credit based PLAR	180,032	2,869
Membership fees	321,520	321,758
Accreditation fees	389,188	382,536
Interest and other income	32,463	27,455
	\$ 1,309,586	\$ 1,136,951
EXPENDITURES		
Membership	\$ 109,452	\$ 108,843
Accreditation	143,959	145,275
Projects	221,299	114,990
Annual conference	254,879	242,831
Affiliate Chapters' operations	36,539	30,657
Office and administration	284,016	291,619
TESOL affiliation	9,154	6,840
Board and committee meetings	25,508	24,330
Occupancy	47,408	45,833
	\$ 1,132,214	\$ 1,011,218
Net excess of revenues over expenditures for the year	\$ 177,372	\$ 125,733
Net assets, beginning of year	\$ 120,643	\$ (5,090)
Net assets, end of year	\$ 298,015	\$ 120,643

www.teslontario.org

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TESLOntario

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