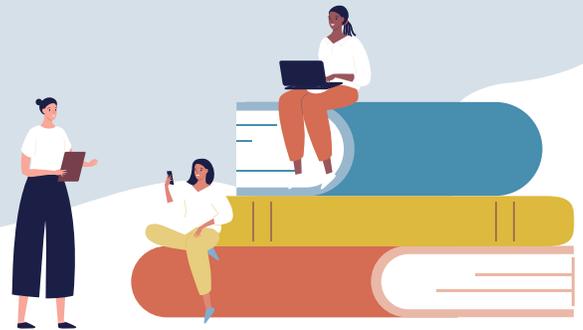




# 2021–2022 ANNUAL REPORT



# MESSAGE FROM THE TESL ONTARIO BOARD OF DIRECTORS

The last several years has seen some profound changes in our education and employment context. Despite challenges, our resilient membership looked for learning opportunities and new connections. Many new connections were made, new skills were learned, and a time for creativity and innovation ensued. We are happy to move onward into the next chapter of our professional landscape.

We are very excited to celebrate our 50th anniversary. TESL Ontario was established in 1972. Our earliest records show 951 members in 1980. In the last year, we recorded 4,559 members. That is truly amazing growth and shows the strength and advancement of organizational excellence.

We also had a highly successful virtual conference last year in 2021. Across 78 sessions, we hosted 142 speakers and welcomed 1,153 attendees. In addition, 35 TESL Ontario members served as moderators or technical support volunteers. We wish to thank all those who attended or participated, and we look forward to another successful conference this year.

We had a particularly busy but fruitful year on the Board. We collaborated with our provincial TESL organizations across Canada over the past year, sharing information and best practices. We also established a formal partnership with TESOL Spain, which includes an information exchange, promotion of PD events, as well as a sharing of expert speakers. We look forward to further collegial partnerships with other professional organizations in the months and years to come.

In preparation for the new Ontario Not-for-Profit Corporations Act (ONCA), which was proclaimed in October 2021, the Board completed a comprehensive review of our bylaws and governance policies, and proposed updated revisions, insertions, and omissions that better reflect our current and future working context. We also worked tirelessly to develop the next strategic plan, having extended our previous strategic plan by one year. We took careful consideration of the expression of needs and desires of our membership and learning community that we received through four different member surveys completed in 2021.

The strategic planning exercise not only allowed us to envision a stronger organization, but it also permitted us to revisit and appreciate what has been working well for TESL Ontario, and we are excited to continue many new successful initiatives. For example, we introduced the Career Boosts video series on our YouTube channel. We continued our webinar series, which was sponsored by iTep this year. The Mentorship Pilot Program was also announced to continue into its second year and will become a permanent feature in our PD schedule.

Another initiative that we are excited about is the new Competency and Credit Based PLAR (CCPLAR) process, which recognizes that the Ontario ESL context is unique and acknowledges the learning that candidates have obtained through education and experience. 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. After receiving funding from Ontario’s Ministry of Labour, Training and Skills Development (MLTSD) for this four-year project, it was completed in March 2021, and the CCPLAR service was officially launched in February 2022.

Some new changes you will find coming up later in the year or early 2023 will be our new website, as well as a new online career centre, so please stay tuned for those exciting developments.

TESL Ontario’s Director, Allison Keown, started strong at the beginning of 2021, and has not slowed down since. Allison has the energy, passion, insight, and skillset to continue to lead the organization into clear and steady future growth, which she has already demonstrated over the past 18 months. The Board of Directors would like to thank Allison for her ongoing efforts and incredible leadership.

The Board would also like to recognize and thank the Operations team for their tireless commitment to organizational excellence. Eva Csiszar as Operations Manager; Reza Mazloom-Farzaghy as Accreditation Services Manager; Dave Fraser as Member Services and Communications Coordinator; Kevin Gamble as Office Manager. We also wish to welcome Helen Wu to the team as Coordinator of Social Media and Professional Development, joining us in June 2022. The work accomplished over the past year could not have been possible without the Operations team’s expertise and enthusiasm.

Lastly, I would 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 was a busy and eventful year during a time of continued change and transition. The directors all worked unwaveringly and ardently to share their knowledge and insights and strategize about the vision of TESL Ontario and its membership. I have been honoured to be part of such a passionate, caring, and professional community, and it has been a pleasure to serve as the Chair for the past year and to serve on the Board for three years.



Allison Keown

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## TESL ONTARIO 49th ANNUAL CONFERENCE

The 49th Annual TESL Ontario conference, “Forging Ahead: Building New Normals Together” was our second year offering the conference and connecting with our members and the TESL community virtually.

Held on November 3-5, the conference welcomed 1153 attendees. Unlike the previous year, conference assistance was not offered through the Ministry of Children, Community and Social Services, which had enabled 235 delegates to attend the 2020 TESL Ontario Conference.

The keynote speeches featured Dr. Julie Kerekes from OISE/University of Toronto, sharing her expertise about supporting multilingual learners through action research for practitioners. In addition, Award winning broadcaster Jowi Taylor, gave an enlightening and moving keynote speech about his project Six String Nation, which offered a unique perspective about Canadian history, geography, and multicultural identity. Both keynote sessions were very well-received by the attendees.

The 16th Annual Panel Discussion with representatives from Immigration, Refugees, and Citizenship Canada, Ministry of Labour, Training and Skills Development, and Ontario Ministry of Education was organized around the theme “Shifting Perspectives: Adapt, Adopt & Celebrate Progress”. The session featured updates from the ministry representatives, mostly focused on online/remote language training delivery, possible directions for the future, and followed by an interactive Q & A session.

TechKnow sessions as well as the Career Booster Forum were also held successfully, and we were also able to host our very first virtual career fair, featuring employers from various sectors. The Career Connections Panel Discussion gave participants an opportunity to hear advice and relevant information from a panel of hiring managers and experts in the post-secondary as well as settlement language programming fields.

Last year’s conference also featured the return of TESL Ontario’s Research Symposium with a focus on exploring new and innovative research in English language education. Plurilingualism, Fanfiction, and the role of AI and algorithms in language teaching and learning were among the main topics discussed.

80 presentations including the two keynote sessions were offered, which was an increase compared to our 48th annual conference. The sessions were made possible through the collective efforts of 142 presenters, 15 moderators, 20 volunteers, as well as the Conference Committee, our conference planner, and TESL Ontario staff. TESL Ontario’s Annual General Meeting was held on Wednesday, followed by an interactive Welcome Reception session featuring the Sparks of Excellence awards and the TESL Ontario Distinguished Contribution. The participants had the opportunity at the end of the session to share their gratitude and words of encouragement with the award recipients.

Same as the previous year, moderators were key to the overall success of the event, having training sessions with each presenter prior to the conference and supporting them at the time of their presentations. Training modules using Moodle, rehearsals and or pre-recordings were prepared to train all participants as needed. We were able to build on some of the resources and experiences from the previous year’s conference and refine the conference preparation and training resources.

We hosted 11 exhibitor profiles and 2 sponsor profiles. The sponsors of last year’s conference included the British Council and Paragon Testing Enterprises.

And lastly, there were 196 attendees in our annual Program Administrators session, which brings together program administrators from across the province as well as federal and provincial funders.

Overall, the TESL Ontario 49th Annual Conference was a success as we all have become more acquainted and confident in navigating virtual spaces, and thanks to the hard work and dedication of all individuals involved in organizing the conference, as well as all TESL community delegates joining us for this event. The success of this conference was the result of the work and commitment of many who continued to step outside of their comfort zone and embarked on a journey of “building new normals together”.



# AFFILIATE Chapter ACTIVITIES



In November 2021, TESL Hamilton-Wentworth collaborated with TESL Windsor to present a Joint "Give & Take" event that allowed members of both chapters to share best practices and experiences of teaching online, in-person and in hybrid mode.

In April 2022, TESL Hamilton-Wentworth held their AGM and a Spring PD event.



In November 2021, TESL Windsor collaborated with TESL Hamilton-Wentworth to present an online Joint "Give & Take" event.



In April 2022, TESL North York/York Region held a very well-attended Spring PD Conference online.



TESL London collaborated with TESL Kingston and TESL Niagara to present a "Resource-Sharing Potluck" online event in February 2022.

In September 2022, TESL London held an in-person PD conference for their members at the Four Points Sheraton in London, ON.



In March 2022, TESL Ottawa held two popular online PD events. One featured the online collaborative tool, Kahoot, and the other focused on Working with ELL Students who may have Undiagnosed Learning Disabilities.



In January 2022, TESL Kingston held their AGM, as well as a Winter PD workshop. This was followed in February by a collaborative "Resource-Sharing Potluck" online event with TESL London and TESL Niagara.



In November 2021, TESL Durham held a Fall PD Event in conjunction with the chapter's AGM. The PD event featured a special presentation from Joanna Blair.



In November 2021, TESL Toronto hosted an AGM and PD presentation that focused on inclusivity in ESL. This was followed by a well-received Employment Event in March 2022.

In February 2022, TESL Toronto held their much-anticipated annual T4T event.

In June 2022, TESL Toronto presented its annual TOSCON event to great success.



During the month of March, TESL Niagara once again held a "March Madness" that featured a new webinar each week. TESL Niagara also collaborated with TESL Kingston and TESL London to present a three-chapter resource sharing online event.

# MEMBER SERVICES



The Association continued to maintain a membership of over 4500 in 2021, despite the lingering challenges of the Covid-19 pandemic. Just over eight percent of members hold a “standard” or non-certified membership, while ninety-one percent hold OCELT certification.

TESL Ontario has continued to actively build an engaged member community with a diverse 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 and the recent introduction of the CCPLAR pathways to certification.

The TESL Ontario webinar program further expanded in 2021, with twenty-eight webinars and eleven TESL Dialogue sessions held during the year. The webinar series featured a variety of topics to address all areas of professional development, including online teaching tools and strategies, accessibility, pronunciation, the arts in the classroom, mindfulness, literacy and more. All webinars 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 developed within the webinar program for 2022, including a career planning-focused stream in response to feedback from the 2021 Membership Surveys.

2021 also saw the introduction 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 each week and TESL Ontario members have the opportunity, through an open call for submissions, to contribute to the content that is found on the platform. At present, the TESL Ontario blog averages just over 11,000 visits per month – approximately 2750 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 2021, a monthly “Digital Digest” email featuring online and video

resources was added to the communication schedule. 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.

The Covid-19 pandemic and associated closures and restrictions created a great deal of uncertainty for many of the venues and businesses that provide our TESL Ontario membership discount offers but all of these issues have now been successfully resolved. All of our discount and savings program providers have reinstated their offers.



# CERTIFICATION SERVICES

## PROFESSIONAL DESIGNATIONS AND COPYRIGHT REGISTRATION

In May 2021, ICTEAL (Internationally Certified Teacher of English as an Additional Language) was officially registered as a trademark certificate and a professional designation with Innovation, Science, and Economic Development Canada. The registration application process had started in May 2018. ICTEAL certificate and professional designation was created to enhance the TESL Ontario certified members' credibility and employability in foreign countries.

Also, in June 2021, CTESOL (Canadian Teacher of English to Speakers of Other Languages) received official approval as a trademark certificate and a professional designation from Innovation, Science, and Economic Development Canada. The registration application process for CTESOL had started in April 2018. CTESOL designation is used by two groups: (1) accredited programs consisting of 120 hours of training and practicum and (2) applicants who have completed at least 120 hours of accredited training and are approved for the TESL Ontario CTESOL Certificate. CTESOL was developed to further promote our accredited training and teacher certification in Canadian and international contexts where 120 hours of TESL training is deemed sufficient. It also allows eligible individuals to benefit from a registered professional designation.



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

## COMPETENCY-AND-CREDIT BASED PLAR (CCPLAR)

In 2018, TESL Ontario received four-year project funding from Ontario's Ministry of Labour, Training and Skills Development (MLTSD), for the development of a new Competency and Credit Based PLAR (CCPLAR) process. The project was completed in March 2021. CCPLAR could be a TESL Ontario certification application option for applicants who have a university degree or a two-year college diploma in TESL/TEFL or applied linguistics, Cambridge DELTA, or Trinity College DipTESOL. Also, candidates with at least 2,000 hours of recent adult English language teaching experience might be eligible for CCPLAR application.

In April 2021, we created a rollout plan for CCPLAR and executed it between May 2021 and January 2022. During May and June, all CCPLAR materials, developed by the project team, received a thorough review to make sure they were up-to-date. In July and August, the updated materials and forms were designed professionally. From September to January, CCPLAR webpages were created, a launch promo plan was developed and administered, final reviews and updates to materials and forms were performed, and information sessions were held for different groups of stakeholders. Finally, CCPLAR service was launched 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. 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.

## PROMOTING TESL ONTARIO CERTIFICATION

In October 2021, a presentation on TESL Ontario OCELT & ICTEAL Certification was given to Humber College TESL Program students. In November 2021, the annual Career Connections presentation on TESL Ontario Certification & Tips for New ESL Teachers was given during the annual Conference. This was a joint presentation with Kathy Hughes from the Center for Canadian Language Benchmarks (CCLB), who introduced resources for ESL teachers available through the CCLB website. Also, a presentation on CCPLAR was given at the 2021 conference. In late November,

another presentation on TESL Ontario certification updates, including CCPLAR, was given to the Ontario Colleges Language and Communication Council (OCLCC)-ESL subcommittee. In December, a video on online CLB and PBLA courses (provided by CCLB), their role in enhancing employability, and the registration process for each course was recorded. In late January 2022, another presentation on CCPLAR application process and requirements was given through Tutela. Furthermore, in February-March 2022, two blog posts entitled "A Look Back: History and Impact of TESL Certification" and "Boosting Your Career with OCELT Designation-Growth, Recognition, Community", two videos on "OCELT Certification and Professional Designation" and "OCELT Application Path 2- CCPLAR" were created, and a presentation on OCELT and job search tips for new teachers was given to York University's TESL students.

## STATISTICS

During this report period, we approved 278 OCELT & ICTEAL certification applications (including 40 PLAR/CCPLAR applications), 41 OCELT & ICTEAL reinstatement applications, 23 TESL trainer/PTCT instructor certification applications, and 3 CTESOL certification applications.

Also, in May 2021, Queen's University's TESL Program was awarded TESL Ontario accreditation. In addition, all existing 26 accredited training programs submitted their 2020-2021 annual reports and had their TESL Ontario accreditation renewed. Moreover, we received and approved annual reports for two PTCT courses in 2021.

# RECOGNITION AWARDS RECIPIENTS



In 2021, three deserving TESL Ontario members were presented with the Sparks of Excellence award for their remarkable effort and commitment.



**Karolina Gombos**

Multicultural Council of Windsor Essex, Windsor, ON

Karolina Gombos' journey in Canada started when she immigrated to Canada from Romania with her family in 2002. She enrolled in and finished Level 4 and 5 LINC classes at the Multicultural Council of Windsor and Essex County to improve her English at that time. Interestingly, the place she once studied turned out to be her future - and current - workplace. Karolina was a Mathematics and Physics high school teacher in Romania for 11 years. When she arrived in Canada, she was determined and eager to get back to teaching, but the road proved to be quite difficult and it took her many years to get back on the teaching track.

Karolina attended St. Clair College, receiving an Early Childhood Diploma, and going to work as an early childhood educator for three years. As much as she valued working with children, she wanted to get back teaching so

she kept pushing forward towards her goal. She received CERTESE certificate from the University of Saskatchewan and then pursued additional courses to have her Bachelor's degree recognized in Ontario. After several years of studies, Karolina received a Bachelor's of Arts and Science from Athabasca University and a Bachelor's in Education through OCT.

Karolina started working at the Multicultural Council of Windsor and Essex County in September 2006 where she fulfilled many different positions, including E.C.E, resource teacher and LINC instructor. She also taught citizenship and life skills classes and worked as an After School Program Assistant while teaching LINC classes in the morning. Karolina has now been teaching LINC classes since 2007 and has always remained eager to learn and experience new trends and practices

in the field, participating in the piloting of Real World Assessment Tasks and the Multiliteracies Project research conducted by the University of Windsor.

When the pandemic threw the world a curveball in 2020, Karolina turned her attention to learning about online teaching platforms and techniques. She is currently working on her Stage 4 Avenue training and is greatly enjoying creating her own interactive materials. While teaching and learning online was at first intimidating, Karolina now says she has found it not only manageable and even exciting. Her online classes and recordings allow most of her CLB 2 students to continue to participate and improve their English.

As an immigrant herself, Karolina feels an understanding of her students' needs and feelings and strives to help them in any way she can.



**Bushra Hanna**

Women's Enterprise Skills Training of Windsor, Windsor, ON

Bushra Hanna is a proud TESL member since 2006, and a member of Executive Board of Directors TESL Windsor since 2020. She holds a Bachelor's Degree in Adult Education from Brock University, along with a Master's Degree in Translation and a Bachelor Degree of Arts/ English from Baghdad University Iraq. She has been working with newcomers for over 20 years. Currently, Bushra is a PBLA Lead Teacher at Women's Enterprise Skills Training of Windsor,

a non-profit organization that empowers women and upgrades their skills to excel in their careers.

In the span of her teaching career, she has taught Literacy up to LINC 7, as well as teaching ESL at the University of Windsor. Through her career, she has worn many hats, including certified court interpret with Provincial and Supreme Courts, with IRCC for refugee claimants, Settlement Counsellor, Employment Services and GED instructor, and Editor in Chief for Arabic Newspaper Windsor Voice.

Bushra has a true passion for working with newcomers, whom she finds to be great resources of experience, and life lessons. She strives to create a positive, and funny environment in all of her classrooms.

Community is Bushra's other passion. In March 2020, she started a group of women called Ladies of Hope in response to Windsor Regional Hospital call to address a shortage of medical face masks for patients. Her goal was to sew 100 face masks, but the total number ended up being closer to 10,000. Weekly, she would drop 700-750 face masks to Windsor Reginal Hospital and was recognized by a Thank You letter from WRH.

She also created a daily newsletter with her learners through WhatsApp. Learners would share everything, including current community news, family events, job wanted, houses/ apartments for rent, workshops attended. This social media increased her learners' Reading/ Writing and Researching skills. Bushra noticed that virtual Learning had made many learners depressed, especially seniors and the low income who were stationed with 6-9 children and spouses. often in small apartments. Many of them messaged her about missing "normal life." In July 2021, Bushra took action to do something for these leaners, arranging a biweekly

picnic at Jackson Park in Windsor and included multiple activities, including bingo, barbecues, and even garage sales in the park.

Also an environmental advocate, Bushra arranged a simple workshop speaking about the importance of a clean environment during one of these learner picnics. In their last gathering, they cleaned the park with the support of their local Member of Parliament who attended to hand out bottled water to the participants.

Bushra credits her students with the inspiration for all the activities she undertakes.



**Teresa Oliwa**

St. Stephen's  
Community House,  
Toronto, ON

Teresa Oliwa began ESL teaching in 1988 at Sydney City Mission (Australia). She taught newcomers English and helped them find employment. She later worked in the outreach program of the Sydney Institute of Technical and Further Education, teaching ESL and life skills to Arabic and Spanish speaking women and to people with developmental disabilities.

Teresa worked for Toronto District School Board before she started her job as a LINC instructor for the basic levels and later a Lead Instructor at St. Stephen's Community House in 2003. She connects well with her students

and enjoys preparing and creating teaching materials which are interactive and applicable to the real world.

Teresa knows how newcomers need a sense of belonging and her main goal is to help them integrate into Canadian society. She always finds opportunities to take her students to visit different places and encourages them to take part in community events such as World Aids Walk, where they can speak English with other community members. Her students have participated in different projects, for example, the "New Horizons", in which they were trained to be peer leaders. They met regularly for many months, learned about all levels of the Canadian Government, and also went for a trip to Ottawa to visit Parliament Hill.

Teresa is encouraged by her students' enthusiasm in learning and using English, acquiring new skills and actively participating in classes, including online. She is happy to share what she has learned from her teaching experience with her colleagues and other teachers. She welcomes the university and college students as well as student teachers who come to observe or volunteer in her classes.

Teresa keeps learning new technologies for online teaching. She believes that "A good teacher is a good student." She is very thankful for all the helps and support she gets from her manager and colleagues.



Also in 2021, two deserving TESL Ontario members were presented with the Distinguished Contribution award for their ongoing commitment and contributions to the TESL profession in Ontario.



**Shirley Graham**

Ottawa-Carleton  
District School Board,  
Ottawa, ON

Shirley started her career in 1994 as an ESL teacher overseas and then in Vancouver. She has been certified by TESL Ontario since 2003, and has been the Education Officer for ESL/LINC/LBS at the Ottawa-Carleton DSB since May 2010 and concurrently launched the PBLA pilot as well as being appointed to participate on the CLARS advisory committee.

As the Education Officer of ESL, LINC and LBS in the Department of Continuing Education, she learned about the importance of the transition opportunities for newcomers from ESL/LINC to LBS and then on to higher education, or to enter the workplace. As the

lead school board in implementing PBLA, she recognized the validity of PBLA for ESL and LINC program quality assurance. As a participant on the CLARS advisory committee she was part of a process that saw the alliance of the provincial and federal governments in an assessment system that benefitted newcomers as well as LINC and ESL programs. But most importantly, she met other program managers and key stakeholders from across Ontario that allowed for rich discussion and debate regarding programming to enhance effectiveness and efficiency of language delivery aligned to the CLB. These connections have been instrumental in her personal growth as a program leader. She was active on the Board of Directors of CESBA for 5 years and served as the Chair of the Board of Directors for 3 of those years. Since 2005, Shirley has had the honour of being on the Algonquin College TESL/FL Advisory Board.

Prior to her current role with the OCDSB, she was the project manager at World Skills Inc. where she implemented an ELT project, the Workplace Language Training Program that continues to this day. While in that role, she also developed the ELT for Entrepreneurs curriculum and oversaw the development of 8 other ELT curricula. During this time, Shirley was trained as a CLBPT Language Assessor. This was another feather in her cap in understanding this vital first step in newcomer integration.

In the area of curriculum development, a 2013 collaboration with Ottawa Public Health led to the development of a series of 27 lesson plans developed by LINC instructors, including several OCDSB staff, to mitigate the decline of newcomer health. In this same vein, she also engaged with the Algonquin College TESL/FL Program, specifically with the students of the Curriculum Development course, to develop

first drafts of curricula including ESL for the Construction Trades, ESL for Active Living and more. Most recently, Shirley led a team from the OCDSB that developed the ESL for Adults with a Developmental Disability curriculum.

Shirley's greatest endeavor has been in the area of partnership building with other community leaders in Ottawa working collectively to ensure success for shared clients.



**James Papple**  
York University,  
Toronto, ON

James Papple is currently an Associate Director at York University's English Language Institute, who has over 20 years' experience as an EAP educator. During that time he has demonstrated a commitment to the field and is active in a variety of English Language Teaching communities.

Over the course of his career, James has volunteered with TESL Ontario to support professional development in Ontario, Canada, and internationally. He first joined TESL Niagara as an Affiliate Representative and shortly after that as Chair. Additionally, he was Chair of the TESL Ontario Board of Directors from 2015-2017. He is the current co-chair of TESL Ontario's College and University Committee, which has supported the return

of TESL Ontario's Research Symposium at this year's conference. In 2022, Jim joined the TESL Ontario 50th Annual Conference committee.

After his time as Chair of the Board of TESL Ontario, James joined TESOL International's Affiliate Network and Professional Council (ANPC) to extend the community building that had started with TESL Ontario. He is currently Chair of the ANPC where he helps to support TESL/TESOL affiliates to collaborate and connect with one another. He also serves on the Board for the Centre for Canadian Language Benchmarks, which supports a common and uniting framework across the country.

James has co-authored Academic Inquiry 2 and wrote the workbook to the Culture Link series: O Canada, both from Oxford University Press Canada. He has also been a reviewer of texts for several publishers and a reviewer for TESL Ontario, and TESOL International as well as for the BC TEAL journal, TESL Canada Journal, and the Canadian Journal of Applied Linguistics.

James is excited to be currently serving as a new membership coach with TESOL International, helping to give back to the teachers and organizations that have given so much to him.

## TESL ONTARIO WORKING COMMITTEES

### SOCIAL CONTENT COMMITTEE

The Social Content Committee has a mandate to:

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

From April 2021 to March 2022, the committee consisted of the following members:

- Patrick Chan  
Social Content Committee Chair
- Allison Keown  
Executive Director
- Colleen Taylor  
Manager, Member Engagement & Communications
- Dave Fraser  
Coordinator, Member Services & Education
- Vanessa Nino  
Twitter Manager
- Melissa Chung  
Instagram Manager
- Heba El Kady  
Facebook Manager
- Robbin Sethi  
LinkedIn Manager



Irene Walker  
YouTube Team Manager

Laureta Vavla  
TESL Dialogue Team Manager

Paramita Dutta  
TESL Exchange Team Manager

Rabia Rashid  
TESL Webinars Team Manager

Althea Raymond  
TESL Webinars Team Manager

Emily Cameron  
Video Editing Team Manager

Jessica Freitag  
TESL Blog Team Manager

Beth Beardall  
TESL Blog Team Manager

The Social Content Committee has been the driving force of the online member communities at TESL Ontario. The committee encourages member engagement on Twitter, LinkedIn, Facebook, and Instagram. In addition to the communities on social media platforms, the committee delivers professional development and resources including webinars, the TESL Blog, and YouTube videos.

Some highlights from the past year on TESL Ontario’s social media:

Likes, follows, and members are some of the ways the committee measures its success. Across all platforms, there was a discernible increase in engagement. From April 2021 to March 2022:

**YouTube**  
increased followers from **671 to 881**

**Facebook**  
Lifetime Likes increased from **3142 to 3197**

**Twitter**  
followers rose from **2988 to 3069**

**LinkedIn**  
Company page rose from **9334 to 10316** followers

**LinkedIn Group**  
increased members from **4133 to 4400**

**Instagram**  
increased from **499 to 713**  
(launched in December 2018)

**TESL Ontario**  
webinar group on Tutela increased from **2997 to 3296**

**TESL Ontario Blog**  
averaged **12830** monthly reads from April 2021 to March 2022

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

The TESL Ontario webinar team saw a slight decrease in the average number of attendees at each webinar, from 126 (Apr. 2020 to Mar 2021) to 115 (Apr 2021 to Mar 2022). Most popular webinars included:

1. Who Owns English? Ending Native – Speakerism - 178
2. How to Jumpstart a Successful ESL Teaching Career - 163
3. Vocabulary for CLB 1-4 - 151
4. Get it Write. Successfully Teaching and Assessing Writing Online – Part 2: College and University – 146
5. Creating Assessments for Avenue.ca - 146

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

1. tricopter: A User Friendly Online Teaching Tool - 231 views
2. Competency Framework Information Session - Adult ESL Teachers - 203 views
3. TESL Perspectives: Still Life Selfie - 191 views

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

1. Engaging Students Using Non-Traditional Platforms – 46
2. Understanding Gender and Sexual Diversity – 41
3. Cheating in Online Environments - 34

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

1. SAMR Says – 2,793
2. Stand Out and Stay Ahead in the TESL Market 1,795
3. Listening Comprehension with the Cloze Test 1 – 1,666
4. Summary of the #TeslOnChat’s Discussion on #Engagement with Edtech with Jen Artan – 1,514
5. Put Your Reading Socks On! – 1,312

### WHAT’S NEXT?

With the addition of a full-time Coordinator, Social Media and Professional Development to the TESL Ontario staff, the decision was made in mid-2022 to disband the Social Content Committee as volunteer terms came to an end.

TESL Ontario remains extremely grateful to all those volunteers who have served as members of this important committee over the past decade. We could not have grown our social media presence to its current impressive level without your dedication and support.

If you are interested in following us, please find us across the platforms using the following handle:

**@TESLOntario.**

We look forward to connecting with you soon.



### CONFERENCE COMMITTEE

As we all continued to live and work with our new realities post-pandemic, TESL Ontario decided to continue its 49th annual conference virtually once again, building on what the Conference Committee had learned from planning the previous year’s very first virtual conference. 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 be used for the upcoming years. The planning process also involved other events such as recruiting panelists for the Career Booster Forum, organizing the Annual Panel Discussion with government representative, and preparing networking round table sessions for conference attendees to name a few. Overall, our second virtual conference was well-received with 1153 registrants over the 3 days.

Our upcoming conference has been themed “50 Years of Community, Leadership and Innovation”, as the event coincides with TESL Ontario’s 50th year of serving the TESL and ESL community in Ontario. As before, logistics are handled by TESL Ontario’s conference planners with significant support from the TESL Ontario office team and the conference committee, all meeting virtually every month to ensure the planning process goes as smoothly as possible.

The dedication of the committee members, supported by TESL Ontario staff, is essential to our success. Sincere thanks to our previous and current committee members, including Barb Krukowski for her years of service as Conference Chair, 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

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 manage unforeseen situations, such as COVID restrictions, and maintain the feasibility and 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)
- three ESL Program Managers (volunteers)
- TESL Ontario Executive Director
- TESL Ontario Adjudicator
- TESL Ontario Accreditation Services Manager

The volunteer members of this committee are recruited from the TESL Ontario membership. The committee chair is appointed by and reports to the TESL Ontario Executive Director.

During this report period, Standards Committee held four meetings through Zoom, including the 11th annual joint meeting with accredited training providers. The major topics discussed in these meetings were as follows:

- Online training on CLB and PBLA for TESL trainers and TESL students
- global practicum opportunities
- updates to accredited TESL training topics

- updates to temporary guidelines for TESL training and practica in effect for the duration of the pandemic
- updates to English language proficiency (ELP) standard
- post-pandemic practicum standard

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

## COLLEGES AND UNIVERSITIES COMMITTEE

Over the past year TESL Ontario's Colleges and Universities Committee advanced towards its goal of supporting TESL Ontario members who teach EAP and TESL in Ontario colleges and universities.

This year's committee members are Jim Papple (Co-Chair), Lara McInnis (Co-Chair), Bill Hodges, Danielle Freitas, Cheryl Fretz, Alex Harchenko and Geoff Lawrence. The committee is looking for new members from 2023 onward, and we encourage all interested TESL Ontario members to complete the [Committee Expression of Interest form](#).

With the Social Media Committee, the committee hosted four webinars as part of the 2022 webinar series. This is in support of a member outreach strategy, Strategic Priority 2, Engagement. The committee also posted a blog on March 9, 2022, discussing the committee's strategic goals.

In Spring 2022, the committee placed a call to the TESL Ontario affiliates to do a panel presentation. TESL Windsor invited our

panel to speak to their members in May. We found this to be an effective way to engage with members, and we are open to future collaborations with affiliate groups who want to learn more about what we do.

The committee was excited to support the return of TESL Ontario's Research Symposium at the 2021 TESL Ontario Conference. It featured the innovative research of English Language Learning through Fanfiction by Dr. Shannon Sauro, Plurilingualism and Pluralinguaging by Dr. Enrica Piccardo, and Language Teaching in the Age of the Algorithm by Rodney H. Jones. This event was successful and prompted the renewal of the Research Committee, which is carrying forward the Research Symposium for the 2022 TESL Ontario Conference.

Moving forward, the committee aims to strengthen its social media presence and resource development for colleagues teaching in the post-secondary sector.

Finally, the committee is grateful to Executive Director Allison Keown for keeping us focused and for her insightful recommendations.

## DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Established in 2021, TESL Ontario's Diversity, Equity and Inclusion (DEI) Committee worked quickly in its first year to begin to establish guiding principles for the association and to provide important and timely educational and professional development offerings.

The DEI Committee created a set of Guiding Principles for the association, presented a series of equity-themed webinars, and began contributing to the content of the TESL Ontario blog.

In late 2022, a call will be sent out to recruit additional members for the committee with an eye to expanding the scope of its work while remaining focused on the mandate of promoting and educating on diversity, equity and inclusion principles and practices throughout the association.

## RESEARCH ADVISORY COMMITTEE

TESL Ontario's new Research Advisory committee was introduced in the spring of 2022. The committee had 8 members including: Saskia Van Viegen (Chair), Le Chen, Violetta Cupial, Farahnaz Faez, Allison Keown, Mitra Rabiee, Antonella Valeo, and Alisa Zavyalova.

The mandate of the committee is to support and encourage research and scholarship at all levels of the TESL Ontario association and community of practice, within a broad framework of theoretical and methodological diversity and inclusive, equitable and ethical research practice.

The committee has established a sub-committee structure to facilitate equitable distribution of work and assigned tasks. In addition, the team began the planning of the 2022 Research Symposium and will be introducing a new Teacher Researcher Mentorship Workshop at the annual conference.

# CONTACT MAGAZINE

TESL Ontario’s professional development magazine, Contact, was established in 1974 and has served the evolving pedagogical needs of its ELT audience. The 2021-2022 year saw the completion of volume 47 and the beginning of volume 48.

Issues are published on the last days of March, August, and November. The first issue includes some of the presentations 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. New to Contact in 2022 is the Spotlight section. This section includes an interview with an ELT professional and how they are changing the face of English language teaching. We always aim to provide practical teaching information, current research, and lesson plans. Likewise, we hope the articles encourage reflection. The contributions we receive provide our readers the opportunity to stay current on concepts in English language teaching.

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

Articles and issues can be viewed at [www.contact.teslontario.org/issues](http://www.contact.teslontario.org/issues)



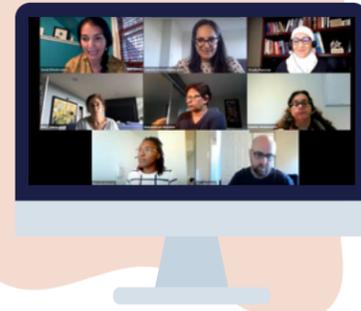
# TECHNOLOGY

TESL Ontario has been using technology for well over twenty years and was well prepared for what the pandemic brought to us. TESL Ontario was also able to continue their normal operations during these times by having previously developed the capacity for office staff to work remotely and to be able to continue to provide all the services to the membership through its strong online presence and with the help of its many well trained and invaluable volunteers.

Some of these services were the amazing blogs about online learning and the different tools available for use in an online environment that our blog volunteers prepared and posted. Another were the many online webinars and TESL Ontario developed and the continued training of members in the use of on-line presentation systems used for webinars and used in online classrooms. The strong webinar volunteer teams were available and continued to use our webinar platform to provide webinars designed to assist their members in the move to providing teaching online.

Both teachers and students suddenly had to connect using a variety of technologies and TESL Ontario was there to assist its membership. They did this by the wealth of resources that they had through their long online presence and through its website and various portals with many resources that provided invaluable information to aid the membership in this process.

Technology became even more a part of almost every teacher and student’s life during the pandemic. TESL Ontario helped its members by providing them with the



opportunity to present or to attend webinars over the last few years to help build online presentation skills. This prepared many of our members with a basic understanding of online platforms used to communicate with and to use to present materials to their students. Through the training TESL Ontario developed for webinar presenters this has helped many of our members to be ahead of the curve in order to move to the online environment to continue their teaching. Most teachers in LINC had to move to Avenue to continue to work with their students while others in ESL used the provincial platform ONYX. Still other teachers used a wide variety of online platforms such as google classrooms and the myriad of other tools available online for teachers to use. TESL Ontario through the volunteer webinar presenters and trainers and the blog volunteers members continued to help their members transition to the online environment through special webinar presentations and the many blog posts to help explain and teach our members how to successfully use the many online platforms.

TESL Ontario also continued to look forward and continued planning for ways to better serve its membership and to utilize new technologies and online services to enable TESL Ontario to be cost effective in moving forward with the online presence. Many meetings and discussions took place to help decide the directions to take to be successful in providing more resources for the membership as well as to be able to update and modernize the online presence and to continue this process well into the future.

# 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:

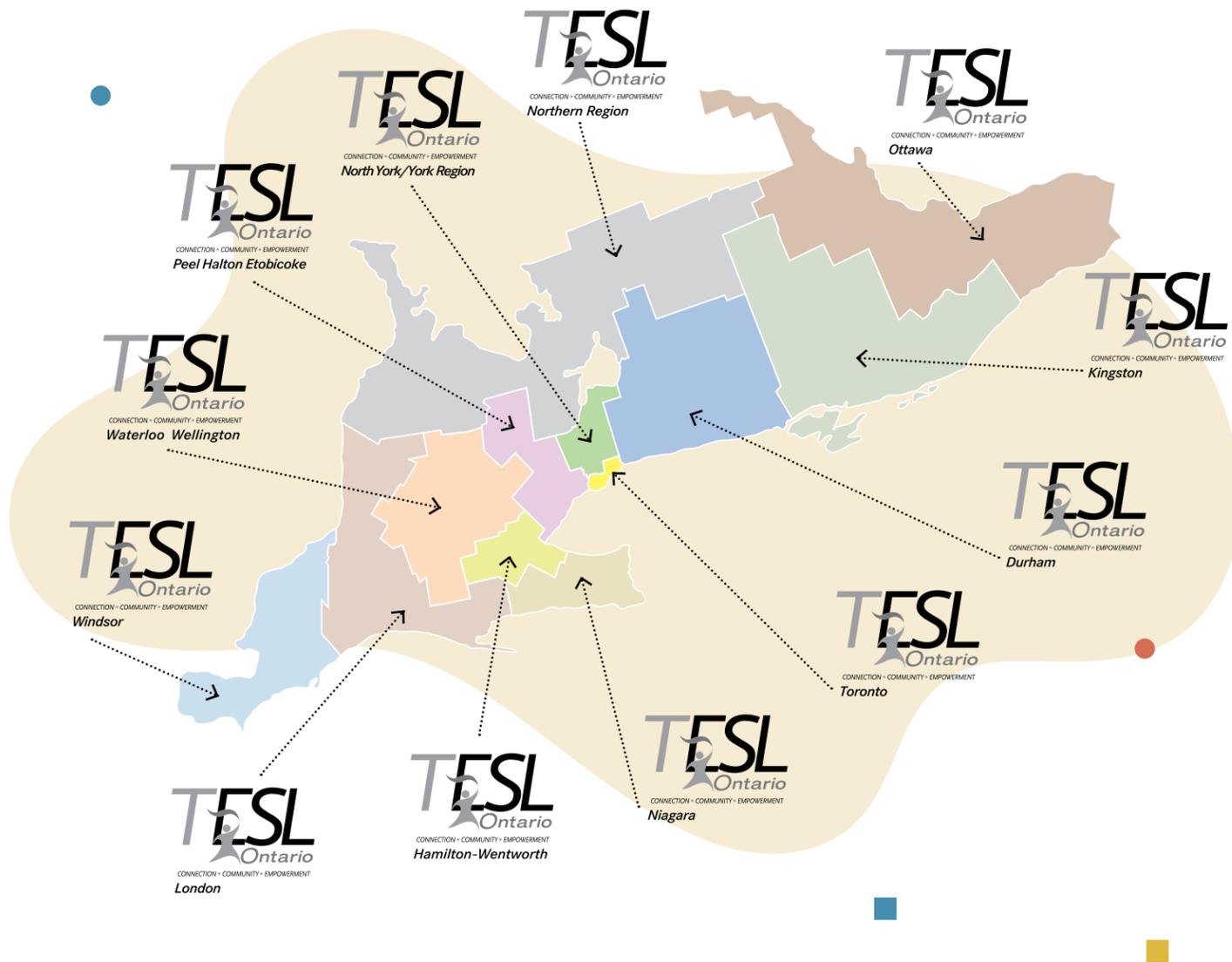
- Allison Keown, Executive Director
- Eva Csiszar, Operations Manager
- Reza Mazloom-Farzaghy, Accreditation Services Manager
- Dave Fraser, Coordinator, Member Services and Communications
- Helen Wu, Coordinator, Social Media and Professional Development
- Kevin Gamble, Office Manager

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 PLAR service, financial management, project and contract administration, office administration, liaison function with ministries, other agencies and the public and, of course, the delivery of our significant TESL Ontario Conference.

# AFFILIATE CHAPTERS

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

Communications Officer, and Members at Large. Both the Affiliate Chapter Presidents and Affiliate Chapter Representatives meet annually with the TESL Ontario Board of Directors to contribute to the Board's awareness of the strategic issues of their members.



# 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.

## 2021-2022 BOARD OF DIRECTORS

- CHAIR**  
Jennifer Allore
- VICE-CHAIR**  
Alexander Harchenko
- TREASURER**  
Cecilia Aponte de Hanna
- SECRETARY**  
Mary Rizzi-Somos
- MEMBER-AT-LARGE**  
Jenny Kirk
- MEMBER-AT-LARGE**  
Paula Ogg
- MEMBER-AT-LARGE**  
Mitra Rabiee
- MEMBER-AT-LARGE**  
David Wood
- MEMBER-AT-LARGE**  
Vacant

## TESL Ontario Board of Directors

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

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

# FINANCIAL REPORTS

The condensed financial information below represents the abbreviated annual financial statements of TESL Ontario for the year ended March 31, 2022.

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](http://www.teslontario.org/publication/annual-report)

## STATEMENT OF FINANCIAL POSITION as of March 31, 2022

	2022	2021
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	\$ 277,539	\$ 244,897
Short-term investments	751,005	736,108
Prepays and deposits	18,165	13,151
HST receivable	—	2,510
	<b>\$ 1,046,709</b>	<b>\$ 996,666</b>
<b>Capital Assets</b>	<b>20,153</b>	<b>21,932</b>
<b>Intangible Assets</b>	<b>12,182</b>	<b>5,000</b>
	<b>\$ 1,079,044</b>	<b>\$ 1,023,598</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued liabilities	\$ 73,746	\$ 95,164
Deferred contributions	314,000	308,000
	<b>\$ 387,746</b>	<b>\$ 403,164</b>
<b>NET ASSETS</b>		
<b>Unrestricted</b>	<b>\$ 691,298</b>	<b>\$ 620,434</b>
	<b>\$ 1,079,044</b>	<b>\$ 1,023,598</b>

## STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

Year Ended March 31, 2022

	2022	2021
<b>REVENUES</b>		
Annual TESL Ontario Conference		
Conference Assistance project – MCCSS	\$ —	\$ 38,468
Publisher fees	3,588	3,064
Registration fees	142,015	136,795
Sponsorship	2,000	1,475
Project revenue		
Ministry of Children, Community and Social Services (MCCSS)		
Pay Equity Program	9,259	9,259
Ontario's Directory of Best Practices - Moving Forward	—	41,897
Ministry of Labour, Training and Skills Development		
Competency-and-Credit based PLAR	—	225,213
Membership fees	327,120	332,380
Accreditation fees	376,373	381,813
Interest and other income	46,273	36,966
	<b>\$ 906,628</b>	<b>\$ 1,207,330</b>
<b>EXPENDITURES</b>		
Membership	161,979	148,756
Accreditation	169,697	165,583
Projects	—	235,054
Annual conference	110,505	143,421
Affiliate Chapters' operations	22,199	15,897
Office and administration	320,942	258,945
TESOL affiliation	2,279	1,339
Board and committee meetings	14,777	10,945
Occupancy	33,386	63,286
	<b>\$ 835,764</b>	<b>\$ 1,043,226</b>
<b>Net excess of revenues over expenditures for the year</b>	<b>\$ 70,864</b>	<b>\$ 164,104</b>
<b>Net assets, beginning of year</b>	<b>\$ 620,434</b>	<b>\$ 456,330</b>
<b>Net assets, end of year</b>	<b>\$ 691,298</b>	<b>\$ 620,434</b>



CONNECTION • COMMUNITY • EMPOWERMENT

[www.teslontario.org](http://www.teslontario.org)

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