

QECCO/COEQ

The Qualifications Evaluation
Council of Ontario

Presentation to:

Students at Ontario
Teacher Education Institutions

QECCO: AN OVERVIEW

1. What is QECCO?
2. Initial Evaluation after OCT Certification
3. Upgrading as a Member of an Affiliate

WHAT IS QECCO?

QECCO is:

- A creation of the three affiliates AEFO, ETFO and OEFTA
- Evaluates teacher academic credentials for salary purposes
- Recognized by all boards for salary grid placement
- Identified in all collective agreements across the province – jointly accepted by employers and employees
- Fully bilingual service

WHAT QECCO IS

A Credentials Evaluator

- The only credentials evaluator authorized to provide category placements for members of the three affiliates, AEFO, ETFO and OECTA.
- More than 40 years of service
- First evaluation early 1970s
- Now, more than 125,000 teachers, all publicly funded boards in the province
- Nearly 20,000 applications per year
- Nearly 4000 student evaluations per year

WHAT QECCO IS

For Teachers and School boards:

- Negotiated in all collective agreements
- Placement is consistent (In Ontario only)
- Qualifications are consistently recognized
- Upgrading is systematic
- Integrity of program is trusted by both teachers and boards

WHAT QECO IS

PROGRAM 5:

- Qualification evaluation specific to Ontario education:

1. General Education Chart
2. Technological Education Chart

- 5th revision since 1969
- May be viewed on website

5 Categories available to certified teachers:

A A1 A2 A3 A4

- Teachers with OCT acceptable degrees, or Tech. Education teachers with basic technological Education qualifications, will be placed in no less than Category A1

WHAT QECO IS

Before QECO...



Recognition of qualifications were as varied as the number of school jurisdictions...

Until 1969 there were up to 1500 school jurisdictions.

Now there are 83 district school boards and authorities



WHAT QECCO IS

Before QECCO...

- Many factors affected salaries, benefits and working conditions of teachers.
- Affiliates addressed the inequity
- From the struggle for equitable remuneration for teachers regardless of gender and location in the province, QECCO was created.

WHAT QECCO IS NOT

QECCO is not:

- ...The Ontario College of Teachers
- ...The Ministry of Education
- ...An employer
- ...A regulatory body – credential evaluation is for salary purposes only – not for certification

Requirements to Obtain QECCO Services

Service by QECCO is limited. Since QECCO is a service funded by the dues of the members of three teacher affiliates, only those members are eligible to access it. Anyone applying for a QECCO evaluation must be able to prove:

- Current Ontario Teacher Certification
- Teacher membership with one of:
 - AEFO
 - ETFO
 - OECTA

Newly Certified Ontario Trained Applicants

However....

You are eligible for an initial evaluation without teacher affiliate membership if you:

- Apply to QECCO within 4 months of certification

And,

- Received your teacher education at an Ontario Publicly funded institution.

General Education Applicants

DOCUMENTATION

- Complete an application (available on website)
- Mail all official transcripts of all post secondary studies that you have completed including:
 - college (CAAT) – complete programs,
 - University and additional university courses,
 - B.Ed. studies,
- Official transcripts from the institution from which any transfer credit was obtained.

Additional Qualification courses (OCT approved usually only required on certificate)

Technological Studies Applicants

Step 2 Required Documents

- Original transcript(s) any/all Ontario Grade 13, OAC or 12U coursework completed.
- Clear, unaltered photocopies with all numbers legible for all of the following qualifications from the Ontario Ministry of Training, Colleges and Universities:
 - **Certificate(s) of Apprenticeship**
 - **Certificate(s) of Qualification**
 - **Certificate(s) of Qualification with Inter-provincial Red Seal**
- Original transcript(s) for any/all university degree-credit coursework completed.
- Original transcript(s) for any coursework completed at a CAAT. (Coursework leading to Certificate or Apprenticeship programs from a CAAT not acceptable).

Ontario Faculties of Education General Studies

An evaluation uses Official Transcripts to determine:

- The type and length of a degree
- Number of courses
- Concentrations of courses
- Marks or grades
- Qualifications from outside Ontario which are evaluated equitably based on current QECCO evaluation standards

A QECCO evaluation does not use:

- Evaluations provided from other credentials agencies (i.e. WES, ICAS, ECE etc.) for international credentials.

General Studies Category A

Category A

Any teacher who has not completed an acceptable university degree.

- No recently certified teachers will merit Category A.
- Only some teachers without degrees who were certified prior to 1978.
- Some teachers certified under special certification regulations.

General Studies Category A1

3-year degree (or Equivalent)

- **A degree with less than the graduating institution's minimum B average**
- There are many teachers whose credentials merit Category A1.
- Only requires 3 approved courses to move to next category.

General Studies Category A2

The vast majority of new teachers from Ontario teacher education programs hold qualifications that merit A2 or higher (more than 95%)

- **3-year degree**
 - Minimum B averageor
- **3-year degree**
 - 5 full courses / 1 subject area
(Minimum B average)or
- **3-year degree**
 - 8 full courses / 2 subject areas, 4 full in each
(Minimum B average)or
- **4-year degree**
 - Less than the minimum B average

General Studies Category A3

A 4-year degree with...

- Minimum B overall average
- or
- Satisfying the requirements of the Advanced Academic Accreditation (AAA) designation (See Program 5 at www.qeco.on.ca)

General Studies Category A4

A 4-year degree with...

- Minimum B overall average

Plus (for example):

- An additional degree
- or
- Under certain conditions, a complete Ontario College Advanced Diploma
- See Program 5 for more routes

Technological Studies Categories and Routes

Category A1:

- Valid teaching certificate with one basic qualification in Technological Education.

Category A2:

- Category A1 plus:
- As few as three approved additional courses

Category A3:

- Category A2 plus:
- Three more approved additional courses

Category A4:

- Category A3 plus:
- Three further approved additional courses, one of which must be the Honour Technological Studies Specialist qualification

Common Issues

When is a QECCO Statement of Evaluation required?

- When a teacher begins a grid placement position.
 - Long Term Occasional position
 - Permanent full-time position
 - Permanent part-time position

Why should I apply to QECCO when I am ineligible for positions with grid placement?

- To find out your current QECCO placement, and then:
 - For specific upgrading routes to next category
 - Begin working toward that next category
 - Advance to a higher category before beginning a grid position.

Common Issues

When do I submit my Statement to my Employer?

- You may be asked for your QECCO evaluation, along with other documents required for your HR file.
- Check with your union to see if it advises that occasional teachers submit their first QECCO statement of evaluation.
- You want to ensure you can submit an upgraded statement when you are placed on grid.

I have several years of related work experience. Will QECCO place me in a higher category?

No, QECCO only evaluates academic credentials; however, school board policy or collective agreements may provide incentive for teachers with experience.

Common Issues

International

I was internationally educated and my transcripts are very hard to replace. Will QECO accept copies?

QECO accepts only original transcripts; however, all international documents will be returned to the applicant. If the originals are mailed, they will be returned by general post. If the documents are brought in by person, they will be verified, copied and returned at the same time.

Should I submit my WES evaluation?

- No, do not submit a WES evaluation. QECO is the sole authorized credentials evaluator for members of AEFO, ETFO and OECTA.
- Other agencies sometimes provide misleading information that refers to Canada in general or for university program admissions, but is not specific to Ontario public educators and QECO category placement.

Statement of Evaluation



THE QUALIFICATIONS EVALUATION COUNCIL OF ONTARIO

STATEMENT OF EVALUATION

THE QUALIFICATIONS EVALUATION COUNCIL OF L'ASSOCIATION DES ENSEIGNANTES ET DES ENSEIGNANTS FRANCO-ONTARIENS (AEFO), THE ELEMENTARY TEACHERS' FEDERATION OF ONTARIO (ETFO), THE ONTARIO ENGLISH CATHOLIC TEACHERS' ASSOCIATION (OECTA) HEREBY AFFIRMS THAT IT HAS EXAMINED THE ACADEMIC AND PROFESSIONAL QUALIFICATIONS OF

Barbara Cruttenden
B.A., B.Ed.

IN ACCORDANCE WITH ITS OFFICIAL EVALUATION PROGRAM AND HEREBY CONFIRMS THAT THE ABOVE NAMED QUALIFIES FOR

CATEGORY A2

BASED ON EVALUATION PROGRAM 5

ALL DEGREES LISTED ARE USED IN THE QECO/COEQ EVALUATION UNLESS OTHERWISE INDICATED.

Date: September 24, 2015

No: 698877

Executive Director

Statement Letter

The Qualifications Evaluation
Council of Ontario



Le Conseil Ontarien d'Évaluation
des Qualifications

1300 Yonge Street, Suite 308, Toronto, Ontario M4T 1X3
Telephone: 416-323-1969 1-800-385-1030
www.qeco.on.ca

September 24, 2015

Barbara Cruttenden
1300 Yonge Street
Sault, Ontario
M4T 1X3

Dear Barbara Cruttenden:

We have enclosed your Statement of Evaluation No. 698877 confirming your placement in Category A2 based on QECO Evaluation Program 5.

Your qualifications have been evaluated on the basis of the General Education Chart, Item 4.

Yours truly,

Olga A. Aabna
Evaluation Coordinator

OAA:rc
Encl.

Upgrading Letter

The Qualifications Evaluation
Council of Ontario



Le Conseil Ontarien d'Évaluation
des Qualifications

1300 Yonge Street, Suite 308, Toronto, Ontario M4T 1X3
Telephone: 416-323-1969 1-800-385-1030
www.qeco.on.ca

September 24, 2015

Barbara Cruttenden
1300 Yonge Street
Sault, Ontario
M4T 1X3

Dear Barbara Cruttenden:

For Category A3 placement under Program 5, you are required to complete ONE of the following options:

1. any three-session Specialist qualification, OR
2. five full university degree-credit courses, overall B- average, OR
3. five Additional Qualification/Additional Basic Qualification courses, OR
4. a combination of five such courses listed in (2) and (3) above.

All documentation submitted to QECO as of the date of this letter has been used to determine the above requirements.

Yours truly,

Olga A. Aabna
Evaluation Coordinator

OAA:rc

Employer's Salary Grid and QECCO Category Placement

(QECCO does not evaluate work experience. Only an employer may consider work experience – Check with individual employers or collective agreements)

Effective September 1, 2011

Step	Category A	Category A1	Category A2	Category A3	Category A4
0	41,465	44,826	46,910	50,739	54,333
1	43,652	47,194	49,398	54,146	57,281
2	46,196	49,940	52,267	57,748	60,786
3	48,732	52,685	55,142	61,346	64,306
4	51,624	55,808	58,382	65,140	68,388
5	54,510	58,927	61,647	68,927	72,470
6	56,469	62,050	64,894	72,717	76,548
7	59,314	65,181	68,135	76,507	80,637
8	62,157	68,305	71,388	80,296	84,711
9	65,000	71,426	74,636	84,089	88,796
10	67,843	74,552	77,878	87,882	92,878
11X	69,706				
11Y	70,825				
11Z	74,552				

ROUTES TO UPGRADING General Studies

Only available to AEFO, ETFO or OECTA members

Upgrading examples may include:

- 5 full-year courses (university or A.Q., or a combination)
- Three-session A. Q. specialist qualification
- A graduate degree...(which usually results in a higher category, but not necessarily A4)

The many routes to higher categories based on the quality of an individual's credentials is the reason why categories may be different between colleagues who appear on the surface to have the same credentials.

Routes are dependent on an individual's qualifications and professional goals

Routes to Upgrading Technological Studies

Only available AEFO, ETFO or OECTA members

Upgrading examples may include:

- Three approved courses
- Honours Technological Education Specialist entry
- Three-session Specialist qualification

The many routes to higher categories based on the quality of an individual's credentials is the reason why categories may be different between colleagues who appear on the surface to have the same credentials.

Routes are dependent on an individual's qualifications and professional goals

QECCO Poster

Not in Category A4 yet?
Apply to QECCO/COEQ yearly!

Why?

We all know that rapid change in education is a constant and many of the factors that affect your QECCO category placement can change just as rapidly. These include:

- Ongoing recognition of new acceptable academic institutions, both domestic and abroad
- Changes that affect the acceptability of some course providers
- Changes with the increase in Additional Qualification course providers
- Legislative changes which can all have an influence on teachers' upgrading routes.

QECCO strongly urges all teachers who have not yet reached Category A4 to formally apply for upgrading advice or for re-evaluation on a regular basis – each year – to ensure they are following the most direct route to a higher category. This advice is particularly important to teachers whose academic qualifications were obtained outside of Ontario. Remember too that requesting regular upgrading advice can only be of advantage to a teacher – it is easy and you cannot adversely affect your progress or status by asking for advice!

For more information and to apply, visit: www.qeco.on.ca



Student QECCO Category Placements

Most students graduating from Ontario faculties or schools of education who were admitted to their teacher training institution with strong marks usually result as:

- **3-year degree: As high as: A2**
- **4-year degree: As high as: A3**
- ****70% of the 2015 Ontario graduates who were evaluated by QECCO received Category A3 placement.****

QECO

The Qualifications Evaluation
Council of Ontario

qeco.on.ca