

**Secondment Policy
Initial Teacher Education Programs
OISE/UT**

Philosophy:

Seconded faculty who come from school boards or government agencies, make a vital contribution to our teacher education programs and to the teaching profession by drawing upon their recent experiences in classrooms or government agencies to assist in the development of new teachers. While at OISE/UT, the secondees team with other faculty members to serve as role models for teacher candidates and they help to enhance the critical interplay between theory and practice in all aspects of our programs. Upon their return to the school boards or government agencies these individuals are well prepared to continue to enhance their leadership roles in education. Secondments provide important opportunities for schools, school boards and government agencies to develop beneficial partnerships with the university. Secondments also provide the opportunity for personal professional development for secondees.

Recruitment Procedures:

Each year, in consultation with those who administer the program, the relevant Associate Dean will work to construct and widely disseminate advertisements detailing the seconded positions required for the coming year and the criteria for selection. All applications will be acknowledged by the Associate Dean and distributed to appropriate representative committees for consideration. Short-listed candidates approved by the Associate Dean, will be interviewed by the committees. Recommendations for hiring will be made by the committees to the Associate Dean. The Associate Dean will request release for approved candidates from their school board or government agency. The timing of this process will take into account the need for planning decisions by the school boards, government agencies, and the secondees.

Length of Secondment:

Normally, school boards or government agencies will be asked to release secondees for a period of three years. This time period will allow individuals to learn their new role, make significant contributions to the profession while in that role, and return to their board or agency with an optimal level of professional development based on their experiences. In exceptional circumstances may be negotiated between OISE/UT and the board or agency.