

August 26, 2026
D/BU #010/2026-2027

OSSTF/FEESO Additional Qualifications (AQ) Course Writers

To: Presidents and All Members

From: Gary Fenn, Interim Associate General Secretary – Professional Services

For Action

The OSSTF/FEESO Additional Qualifications (AQ) Program will be developing the following series of AQ courses over the 2026-2027 Federation year:

- Addressing Anti-Black Racism Parts 1, 2, and Specialist
- Cooperative Education 1, 2, and Specialist
- Teaching English Language Learners Parts 1, 2, and Specialist

The Provincial Executive is seeking nine (9) OSSTF/FEESO members who are currently Ontario College of Teachers (OCT) certified to serve as AQ course developers/writers on the three writing teams. Course writing teams will consist of three writers, each of whom will serve as lead on a course within the series.

Course writing will begin in October 2026 and will include some evening and Saturday virtual course meetings. All work will be completed remotely, with each writer serving as the lead for one course in the series while collaborating on and contributing to all courses in the series. All courses in a course series will be developed concurrently under the oversight of the AQ Coordinator.

Successful applicants will be required to attend onboarding training for Course Developers during an evening in October. Course development will occur over a 6-month period, from late October 2026 to late April 2027 and Course Developers/Writers receive a total stipend of \$6000 paid in installments.

Qualifications:

Interested applicants must minimally hold the following qualifications:

- A minimum of 5 years of teaching experience in Ontario secondary schools; subject area teaching and/or leadership experience is an asset.
- Specialist or equivalent (e.g. Master's level courses) in the AQ subject area; related professional and/or academic experience will be considered equivalent for Addressing Anti-Black Racism.
- OSSTF/FEESO active member.
- Member in good standing with the Ontario College of Teachers.

Interested applicants should also have experience with developing online courses, D2L Brightspace, and teaching adult learners. Previous experience with AQ instruction and/or course development is an asset but not required. For the Addressing Anti-Black Racism course writing team, preference will be given to applicants who self-identify as Black.

Please note that as Addressing Anti-Black Racism is not grounded in any one curriculum, OSSTF/FEESO is seeking course writers who possess a combination of some of the following qualifications and experiences:

- Demonstrated expertise in anti-Black racism, anti-oppression, equity, human rights, or social justice education.
- Experience leading initiatives, professional learning, or school/district/provincial projects focused on addressing anti-Black racism and improving outcomes for Black learners.
- Knowledge of African, Afro-Caribbean, and Black histories, identities, cultures, lived experiences, and contributions.
- Demonstrated knowledge of the theoretical and conceptual frameworks that inform the Addressing Anti-Black Racism AQ guidelines, including Africentric knowledge systems, Black-centred pedagogies, critical inquiry, and community-responsive educational practices.
- Experience working collaboratively with Black students, families, communities, organizations, or community leaders to support student achievements and well-being.
- Demonstrated understanding of culturally relevant and responsive pedagogy, inclusive educational practices, and anti-oppressive education.

- Experience developing educational resources, professional learning materials, curriculum resources, or courses that centre diverse perspectives and historically marginalized voices.
- Knowledge of current research, scholarship, policies, and educational practices related to addressing anti-Black racism in Ontario education.

Applications, including indication of which course series being applied for, will be accepted until Monday, September 21, 2026 at 4:00 p.m. and must include:

- Letter of Application and Curriculum Vitae (as single file)
- Contact information for two (2) professional references

**Only candidates selected for further consideration will be contacted for an interview.*

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is dedicated to equity, anti-racism and anti-oppression while protecting and enhancing public education. We are committed to cultivating an inclusive workforce that reflects the diversity of our members and our communities. We actively seek and welcome applications from members of First Nations, Métis, and Inuit and equity-seeking groups. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), OSSTF/FEESO strives to ensure that all appointment processes are non-discriminatory and barrier-free. If you require an accommodation at any point during the consideration for appointment process, please contact aq-applications@osstf.ca in advance.

OSSTF/FEESO values the participation of members with various lived experiences. Self-identification of membership in equity-seeking or sovereignty-seeking group(s) is voluntary. If you choose to self-identify, please fill out the attached Applicant Voluntary Self-Identification Questionnaire (Attach 1).

Interested applicants should submit their letter of application and curriculum vitae via the [Application Form](#) by **Monday, September 21, 2026 at 4:00 p.m.**

For any additional information about this D/BU, please contact Heather Bamford, AQ Coordinator at heather.bamford@osstf.ca. For questions about the application process, please contact Atishi Patel, AQ Administrative Assistant at aq-applications@osstf.ca

Attach 1
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