



Qualifications
Evaluation Council
of Ontario

Le Conseil Ontarien
d'Evaluation
des Qualifications

Siigwan Presentation - May 20, 2026





Land Acknowledgement

QECO would like to acknowledge that our offices are situated on the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. QECO also acknowledges that this territory is covered by Treaty 13 signed with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands.

We are thankful today we have been invited to join together to have a conversation about QECO. To reconcile past wrongdoings, QECO is examining its regulations, policies and protocols with respect to Indigenous teachers and their QECO evaluations.

Objectives

- 1) What is QECO?**
- 2) Initial Evaluation after OCT Certification.**
- 3) How to apply and what to expect.**
- 4) Teachers who do not hold an undergraduate degree.**

What is QECO?

- ❑ Is governed by the four teacher affiliates: AEFO, ETFO, OECTA & OSSTF.
- ❑ Evaluates teacher academic credentials for salary purposes.
- ❑ Is recognized by all Ontario publicly funded school boards for salary grid placement.
- ❑ Is identified in Collective Agreements across the province – jointly accepted by employers and employees.
- ❑ Provides bilingual services in French & English.

QECO is:

- A Credentials Evaluator –
The only Credentials Evaluator authorized to provide Category placements for members of the four affiliates – AEFO, ETFO, OECTA & OSSTF.**
- 57 years of service to Teachers.**
- 19,000 applications per year. Last year we processed 20,949!**
- QECO is comprised of: An Executive Director, 9 Evaluators, 5 Support Staff and an HR Coordinator.**

QECO works for Teachers

- ❑ Program 5 is negotiated in Collective Agreements.
- ❑ Placement is consistent in Ontario only – exclusive to Teacher Training.
- ❑ Qualifications are consistently recognized.
- ❑ Upgrading advice (*movement from category to category*) is systematic.
- ❑ Integrity of program is trusted by both Teachers, School Boards.

Sample Salary Grid

Effective September 1, 2025					
Step	Cat A	Cat A1	Cat A2	Cat A3	Cat A4
0	53,605	57,947	60,641	65,588	70,240
1	56,431	61,011	63,857	69,996	74,048
2	59,717	64,557	67,566	74,652	78,579
3	62,996	68,103	71,282	79,301	83,128
4	66,734	72,142	75,469	84,204	88,403
5	70,465	76,176	79,690	89,101	93,680
6	72,996	80,212	83,890	94,000	98,949
7	76,675	84,263	88,077	98,902	104,236
8	80,351	88,300	92,282	103,795	109,505
9	84,028	92,331	96,481	108,700	114,783
10	87,699	96,371	100,671	113,603	120,060
11X	90,107				
11Y	91,556				
11Z	96,371				

QECO Uses Program 5

PROGRAM 5: Qualification evaluation specific to Ontario education:

- 1) *General Education Chart***
- 2) *Technological Education Chart***

Should we have a 3rd chart for teachers of Indigenous languages?

QECO is in the 7th revision since 1969.

May be viewed on website at www.qeco.ca

Regulation #2

QECO evaluates teacher academic qualifications

exclusive of

Ontario professional teacher certification requirements.

QECO Uses Program 5

5 Categories for Certified Teachers: A / A1 / A2 / A3 / A4

- *Teachers certified by the Ontario College of Teachers to teach an Indigenous language are placed in Category A*
- *Teachers graduating from an ITEP program who do not have an “additional undergraduate degree” (minimum 3 years) will be placed in Category A.*
- *Teachers with: OCT certification, acceptable degrees or Technology Teachers with basic technological education qualifications – will be placed in no less than Category A1.*

Requirements to Obtain QECO Services

Anyone applying for a QECO evaluation must be able to prove:

- 1) **Current Ontario Teacher Certification in “*Good Standing*”**
- AND**
- 2) **Teacher membership with one of: AEFO / ETFO / OECTA / OSSTF**

NOTE: Service by QECO is funded by the union dues of the members of the teacher affiliates.

Where it all started:

<https://apps.oct.ca/FindATeacher/memberdetail?id=429596>

Internal Policies:

OCT #429596

Teacher Credentials:

- **Teacher is of Indigenous ancestry**
- **Certified 1999 with a Diploma in Education (1998)**
- **Completed B.Ed. in 2023 that contains no transfer credit from Diploma**

Internal Policies: Decision

- **QECO will use the B.Ed. as 2-year towards an undergraduate degree.**
- **Additional Qualification courses may be used to make up the third year.**
- **Three-year degree plus Concentration in Education = A2**
- **Teacher has sufficient coursework for A4.**

After Registering:

Applications

Start New Application

Evaluation

Personal

Education

Documents

Letters

Notes

Applied on

[2017-11-14](#) **A3**

[2016-08-16](#) **A3**

Type

Note

Acknowledgement of Correspondence

View

Letter

Cover Letter

View

Statement of Evaluation

View

Letter

Upgrading Letter

View

Click on <<Start a New Application>>

General Education Applicants: Documentation Required

- ❑ Remit 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
- ❑ We also need the official transcripts from the institution from which any transfer credit was obtained.
- ❑ Send digital transcripts directly from the institution to transcripts@qeco.ca

General Education Applicants: Documentation Required

- **Additional Qualification courses –
OCT approved usually only required on Certificate.**
- **QECO has an agreement with OUAC in which you can order
Ontario university transcripts from a link in the application.**

Letters to Provide to your Employer

- **Acknowledgement of Correspondence**
- **Cover Letter**
- **Statement**

Acknowledgement of Correspondence – Sample



100-10 Alcorn Avenue
Toronto, ON M4V 3A9
(416) 323-1969

ACKNOWLEDGEMENT OF CORRESPONDENCE

Thank you for your recent request for QECO services. Your correspondence was received at the QECO office on the date indicated below.

Barbara Cruttenden
2018-06-07

QECO processes requests in order according to the date received. Your request will be processed thoroughly by an evaluator as quickly as possible, but please be aware that due to a very high volume of teacher request the current average processing time is approximately **8 weeks**.

Please retain this document. In many cases your employer will request it as verification that you have applied to QECO on the date indicated and are expecting a Statement of Evaluation.

Scan the QR code to verify the authenticity of this document.



A handwritten signature in black ink, appearing to read "L. Papadopoulos".

L. Papadopoulos
Executive Director

Cover Letter – Sample



QECO-COÉQ
100-10 Alcorn Avenue
Toronto, ON M4V 3A9

(416) 323-1969
Toll-free Ontario
1 (800) 385-1030
qeco.on.ca

April 27, 2018

Barbara Cruttenden
100 - 19 Alcorn Ave
Toronto, Québec
M4V 3A9

Dear Barbara Cruttenden:

We have enclosed your Statement of Evaluation No. 725843 confirming your placement in Category A2 based on QECO Evaluation Program 5.

Your qualifications have been evaluated on the basis of General Education Chart, Item 5.

We trust this information will be helpful to you.

Yours truly,

A handwritten signature in black ink, appearing to read "Olga Aabna", is placed above the printed name.

Olga Aabna
Evaluation Coordinator

Statement of Evaluation – Sample



STATEMENT OF EVALUATION

The Qualifications Evaluation Council of Ontario has examined the academic and professional credentials of:

Barbara Cruttenden
B.A.

And has confirmed the credential evaluation placement of:

CATEGORY A2

Based on QECO/COEQ Program 5
General Education Chart, Item 5

All post-secondary academic conferrals were used for this QECO evaluation except for any indicated in the space below.

Scan the QR code to verify the authenticity of this document.



Date: 2018-04-27

Number: 725843


Executive Director

Sample Upgrading Letter



QECO-COÉQ
100-10 Alcorn Avenue
Toronto, ON M4V 3A9

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Toll-free Ontario
1 (800) 385-1030
qeco.on.ca

April 27, 2018

Barbara Cruttenden
100 - 19 Alcorn Ave
Toronto, Québec
M4V 3A9

Dear Barbara Cruttenden:

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

1. ? full university degree-credit course, OR
2. ? Additional Qualification/Additional Basic Qualification course.

We trust this information will be helpful to you.

Yours truly,

A handwritten signature in black ink, appearing to read "Olga Aabna".

Olga Aabna
Evaluation Coordinator

General Studies: Category A

Any teacher who has not completed an acceptable, university degree in addition to their teacher training.

- Recently certified teachers will merit Category A if they enter the profession with a Diploma in Education.**
- Some teachers certified under special certification regulations (teachers of Indigenous languages).**

General Studies: Category A1

3-year Degree or Equivalent

- A degree with less than the graduating institution's minimum B- (70%) average.
- There are many teachers whose credentials merit Category A1.
- Only requires 3 approved courses to move to next category.

General Studies: Category A2

DEGREE	COURSES / SUBJECTS	GRADES
3-year Degree		Minimum B- (70%) or higher
OR		
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- (70%) Overall Average

OR

**Satisfying the requirements of the
Advanced Academic Accreditation (AAA)*
See Program 5 at www.qeco.ca**

General Studies: Category A3

DEGREE	COURSES / SUBJECTS	GRADES
4-year Degree	20 Courses	Minimum B- (70%) or higher
OR Advanced Academic Accreditation*		
4-year Degree	15 of 20 Full Courses	Minimum B- Average
AND		
4-year Degree	8 Full Courses 2 Subject Areas 4 Full in Each	Minimum B- Average
OR		
4-year Degree	5 Full Courses 1 Subject Area	Minimum B- Average

General Studies: Category A4 (Highest Category)

A 4-year Degree with...

Minimum B- (70%) Overall Average

PLUS (for example):

- **An additional degree**
- OR**
- **Under certain conditions –
a complete Ontario College Advanced Diploma**
- **See Program 5 for more routes at www.qeco.ca**

Category Placement Versus Steps

- ❑ **Employer's Salary Grid and QECO Category Placement.**
- ❑ **QECO does not evaluate work experience.**
- ❑ **Only an employer may consider work experience/related experience.**
- ❑ **Check with individual employers or collective agreements under the salary section.**

General Education: Upgrading Routes

Only available to AEFO, ETFO, OECTA and OSSTF members.
Sample upgrading examples may include:

Five Full-Year Courses ☐ University / AQ / A Combination

Three-Session AQ Specialist Qualification

A Graduate Degree – *which usually results in a higher Category but not necessarily Category A4*

Upgrading Routes

- 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.

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Ontario Graduates' Initial Category Placement

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

DEGREE	CATEGORY
3-year Degree	As high as: Category A2
4-year Degree	As high as: Category A3

Many of last year's Ontario graduates who were evaluated by QECO received Category A3 placement.

APPLY ANNUALLY UNTIL YOU ARE IN CATEGORY A4!

Let's Talk

QECO wants to hear from you...

www.qeco.ca

General Inquiries for Teachers □ info@qeco.ca

The Qualifications Evaluation Council of Ontario (QECO)

100-10 Alcorn Avenue

Toronto, ON M4V 3A9

Telephone: 416-323-1969 / Toll Free: 1-800-385-1030

qeco.ca

Liz Papadopoulos: lizp@qeco.ca