Professional Conduct & Competency: What System Leaders Need to Know

College of Alberta School Superintendents 2026 Fall Conference

Satinder Dhillon, Registrar/Executive Director, Office of the Registrar/Teaching and Leadership Excellence Sector, System Excellence Division, Alberta Education and Childcare

Barry Litun, Chair, Professional Conduct and Competency General Panel

Dr. Allen Billy, Vice Chair, Professional Conduct and Competency General Panel

November 6, 2026

Classification: Protected A

Discussion Topics

- Regulation of the Teaching Profession in Alberta
- Matters of Professional Discipline for the Teaching Profession
- Employer Obligations to Report
- Complaint Process
- Professional Conduct and Competency General Panel
- Statistics on Discipline Matters
- Teacher and Teacher Leader Registries

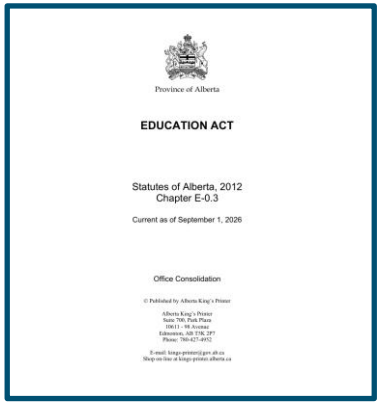
Classification: Protected A

Regulation of the Teaching Profession in Alberta

Classification: Protected A

Teaching Profession: Teachers & Teacher Leaders

- The teaching profession is regulated in Alberta and is comprised of teachers and teacher leaders.
- The Minister of Education and Childcare is the professional regulatory body for the teaching profession and is responsible for issuing teaching and leadership authority.
- The terms "**Teacher**" and "**Teacher Leader**" are legal definitions set out in legislation in accordance with the *Education Act* and related regulations.


Province of Alberta

EDUCATION ACT

Statutes of Alberta, 2012
Chapter E-0.3

Current as of September 1, 2026

Office Consolidation

Teacher	Section 1.1 Education Act: (kk) "teacher" means an individual who holds a teaching certificate Section 225.1 Education Act : (t) "teacher" means an individual who holds a teaching certificate or who once held but no longer holds a teaching certificate
Teacher Leader	Section 225.1 Education Act: (u) "teacher leader" means a teacher who holds a leadership certificate or superintendent leadership certificate, including a principal or superintendent, or who once held but no longer holds a leadership certificate or superintendent leadership certificate

Classification: Protected A

Teacher and Teacher Leader Certificates

Certificates currently issued under the Certification of Teachers and Teacher Leaders Regulation

Teaching Certificates

Teaching certificates issued based on **Teaching Quality Standard** and other regulatory requirements

- *Interim Professional Certificate (IPC)*
- *Permanent Professional Certificate (PPC)*
- *Developmental Teacher Certificate (DTC)**
- *Conditional Teacher Certificate (CTC)**
- *Interim Trade Teacher Certificate (ITTC)**
- *Permanent Trade Teacher Certificate (PTTC)**
- *Interim Specialized Teacher Certificate (ISTC)**
- *Permanent Specialized Teacher Certificate (PSTC)**
- *Letter of Authority (LoA)*

* = New Expedited Teaching Certificates

Leadership Certificate

Leadership Certificate issued based on **Leadership Quality Standard**, and other regulatory requirements:

- *Permanent Leadership Certificate (PLC): must hold a PPC first*
- *Temporary Leadership Certificate (TLC): must hold a teaching certificate first*

Superintendent Leadership Certificate

Superintendent Leadership Certificate issued based on **Superintendent Leadership Quality Standard**, and other regulatory requirements:

- *Permanent Superintendent Leadership Certificate (PSLC): must hold a PLC first*
- *Temporary Superintendent Leadership Certificate (TSLC): must hold a teaching certificate and PLC/TLC first*

Classification: Protected A

Certification and Employment

Under the *Education Act*, the following positions must hold a certificate to be employed in their roles:

Teacher	**Section 198(1)** – A board shall employ as a teacher only an individual who holds a teaching certificate
Principal	**Section 202(1.1)** – Unless otherwise authorized by this Act, a board must designate as a principal only a teacher who holds a leadership certificate prescribed by the regulations and issued pursuant to this Act.
Superintendent	**Section 222(1.1)** – Unless otherwise authorized under this Act, a board must appoint as a superintendent of schools only a teacher who holds a superintendent leadership certificate prescribed by the regulations and issued under this Act.

Employing school authorities may also require a teaching, leadership or superintendent leadership certificate for a specific role. For example, deputy superintendent is often required to hold a Superintendent Leadership Certificate.

Classification: Protected A

Matters of Professional Discipline for the Teaching Profession

Classification: Protected A

Regulatory Oversight

- Once a certificate is issued by the Registrar at Alberta Education and Childcare in accordance with regulation, an individual becomes a member of the teaching profession.

- Like other regulated professions, members of the teaching profession must meet standards of professional practice (competence) and professional conduct, and members are subject to regulatory oversight.

Classification: Protected A

Categories of Professional Discipline Matters

There are two main categories of teacher and teacher leader discipline matters that are governed by legislation for members of the teaching profession:

Category One 1

Unprofessional Conduct

Matters that deal with the alleged **unprofessional conduct** of a teacher or teacher leader.

Category Two 2

Professional Incompetence

Matters that deal with alleged **professional incompetence** of a teacher or teacher leader.

Classification: Protected A

Unprofessional Conduct

- Section 225.4 of the Education Act defines **unprofessional conduct as:**

  Conduct that

  (a) is detrimental to the best interests of students, the public, teachers or teacher leaders or the teaching profession,

  (b) does not comply with the code of professional conduct, or

  (c) is the basis for a conviction for an indictable offence constitutes unprofessional conduct.

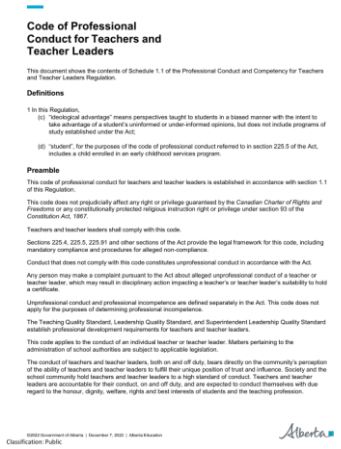
Classification: Protected A

Code of Professional Conduct for Teachers and Teacher Leaders

Preamble (partial): The conduct of teachers and teacher leaders, both on and off duty, bears directly on the community's perception of the ability of teachers and teacher leaders to fulfill their unique position of trust and influence. Society and the school community hold teachers and teacher leaders to a high standard of conduct. Teachers and teacher leaders are accountable for their conduct, on and off duty, and are expected to conduct themselves with due regard to the honour, dignity, welfare, rights and best interests of students and the teaching profession.

The Code has four main categories of requirements that all teachers and teacher leaders must follow:

1. In relation to students
2. In relation to parents/ guardians of students
3. In relation to colleagues
4. In relation to the teaching profession



Code of Professional Conduct for Teachers and Teacher Leaders

This document shows the contents of Schedule 1.1 of the Professional Conduct and Competency for Teachers and Teacher Leaders Regulation.

Definitions

1 In this Regulation,

(c) "ideological advantage" means perspectives taught to students in a biased manner with the intent to take advantage of a student's uninformed or under-informed opinions, but does not include programs of study established under the Act;

(d) "student", for the purposes of the code of professional conduct referred to in section 225.5 of the Act, includes a child enrolled in an early childhood services program.

Preamble

This code of professional conduct for teachers and teacher leaders is established in accordance with section 1.1 of this Regulation.

This code does not prejudicially affect any right or privilege guaranteed by the *Canadian Charter of Rights and Freedoms* or any constitutionally protected religious instruction right or privilege under section 93 of the *Constitution Act, 1867*.

Teachers and teacher leaders shall comply with this code.

Sections 225.4, 225.5, 225.91 and other sections of the Act provide the legal framework for this code, including mandatory compliance and procedures for alleged non-compliance.

Conduct that does not comply with this code constitutes unprofessional conduct in accordance with the Act.

Any person may make a complaint pursuant to the Act about alleged unprofessional conduct of a teacher or teacher leader, which may result in disciplinary action impacting a teacher's or teacher leader's suitability to hold a certificate.

Unprofessional conduct and professional incompetence are defined separately in the Act. This code does not apply for the purposes of determining professional incompetence.

The Teaching Quality Standard, Leadership Quality Standard, and Superintendent Leadership Quality Standard establish professional development requirements for teachers and teacher leaders.

This code applies to the conduct of an individual teacher or teacher leader. Matters pertaining to the administration of school authorities are subject to applicable legislation.

The conduct of teachers and teacher leaders, both on and off duty, bears directly on the community's perception of the ability of teachers and teacher leaders to fulfill their unique position of trust and influence. Society and the school community hold teachers and teacher leaders to a high standard of conduct. Teachers and teacher leaders are accountable for their conduct, on and off duty, and are expected to conduct themselves with due regard to the honour, dignity, welfare, rights and best interests of students and the teaching profession.

©2022 Government of Alberta | December 7, 2022 | Alberta Education
Classification: Public

Classification: Protected A

Unprofessional Conduct: Indictable Offence Convictions

Unprofessional Conduct	Section 225.4(c) of the *Education Act* sets out conduct that is the basis for a conviction for an indictable offence constitutes unprofessional conduct.
What is an Indictable Offence?	*Education Act* - Section 225.1 states: *"indictable offence" means an offence under the Criminal Code (Canada), Controlled Drugs and Substances Act (Canada), Food and Drugs Act (Canada), or Youth Criminal Justice Act (Canada) that is prosecuted by indictment*

Classification: Protected A

Professional Incompetence

- Section 225.3 of the Education Act defines **professional incompetence as:**

  (1) Failure to meet the requirements of the Teaching Quality Standard constitutes professional incompetence in carrying out the teaching duties related to a teaching certificate.

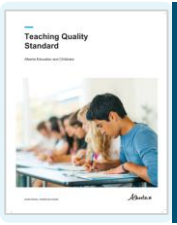
  (2) Failure to meet the requirements of the Leadership Quality Standard constitutes professional incompetence in carrying out the leadership duties related to a leadership certificate.

  (3) Failure to meet the requirements of the Superintendent Leadership Quality Standard constitutes professional incompetence in carrying out the leadership duties related to a superintendent leadership certificate.

Classification: Protected A

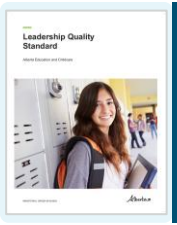
Professional Competence and the Professional Practice Standards

Three standards of professional practice for the teaching profession in Alberta that build upon each other.



Teaching Quality Standard (TQS) — Quality teaching occurs when the teacher's ongoing analysis of the context, and the teacher's decisions about which pedagogical knowledge and abilities to apply, result in optimum learning for all students.

All Alberta teachers (Education Act) are expected to meet the TQS in their practice. In any given context, reasoned professional judgment must be used to determine whether the TQS is being met.



Leadership Quality Standard (LQS) — Quality leadership occurs when the leader's ongoing analysis of the context, and decisions about what leadership knowledge and abilities to apply, result in quality teaching and optimum learning for all school students.

The LQS applies to all leaders employed in a school authority, who are expected to meet it in their practice. Principals (Education Act) must meet all competencies; other leaders, must meet competencies directly related to their assigned role. Reasoned professional judgment determines whether the LQS is being met.



Superintendent Leadership Quality Standard (SLQS) — Quality superintendent leadership occurs when the superintendent's ongoing analysis of the context, and the superintendent's decisions about what leadership knowledge and abilities to apply, result in quality school leadership, quality teaching and optimum learning for all students in the school authority.

The SLQS applies to all superintendents, who are expected to meet it throughout their careers. Superintendents (Education Act) must meet all competencies; the chief deputy superintendent, must meet competencies directly related to their assigned role(s). Reasoned professional judgment determines whether the SLQS is being met.

Classification: Protected A

Employer Obligations to Report

Classification: Protected A

Superintendent's Duty to Report to Police

A superintendent who reasonably believes that a teacher or teacher leader has engaged in conduct that involves (a) physical harm to a student, (b) sexual abuse or sexual exploitation of a student, or (c) any other matter that may, in the opinion of the superintendent, threaten the safety of a student **shall report that conduct to a police service.** Key points related to reporting include:



When a superintendent makes a report to police, the superintendent shall notify the Registrar of the following: (a) that a report has been made; (b) the name of the teacher or teacher leader who is the subject of the report; (c) the nature of the conduct in respect of which the report was made.



If a superintendent asks the Registrar whether a report has already been made to police, about the conduct of a teacher or teacher leader, the Registrar may disclose to the superintendent if a report has already been made.



A superintendent is not required to make a report to a police with respect to the conduct of a teacher or teacher leader if the Registrar discloses in writing to the superintendent that a report has already been made to a police service.



Reporting applies notwithstanding that the information on which the belief is founded is confidential and its disclosure is prohibited under any other Act.



No action lies against the superintendent reporting under this section unless the reporting is done maliciously or without reasonable grounds for the belief.

Section 225.99994, *Education Act*

Classification: Protected A

Mandatory - Duty to Report Complaint

An administrator (superintendent or board chair) shall make a complaint to the Registrar about a teacher's or teacher leader's conduct if

a **A teacher or teacher leader employed by an employer (board)**

- **i** is placed on non-teaching duties or non-leadership duties by the employer,
- **ii** is suspended from employment,
- **iii** is terminated from employment,
- **iv** resigns from employment,
- **v** retires from employment, or
- **vi** is subject to other consequences with respect to employment,

AND

b **The employment action:**
Results from conduct that brings into question the suitability of the teacher or teacher leader to hold one or more certificates

Section 225.99993, *Education Act*

The required complaint form must be used to file this complaint at: Teacher and Teacher Leader Discipline Process: Administrator Complaint Form

Classification: Protected A

Mandatory Reporting of Complaint for Criminal Convictions by Indictment

- **Obligation of a Superintendent as Administrator:** If an Administrator (superintendent) believes a teacher or teacher leader may have been convicted of an indictable offence, a superintendent (administrator) **must** file a written complaint with the Registrar. (S. 225.91(2), *Education Act*).

- A conviction for an indictable offence is unprofessional conduct (Section 225.4(c), Education Act).

- An indictable offence is an offence under the *Criminal Code (Canada), Controlled Drugs and Substances Act, Food and Drugs Act or Youth Criminal Justice Act* (Canada) that is prosecuted by indictment (Section 225.1).

- Boards require a criminal record check and vulnerable sector check before hiring a teacher or teacher leader, and every 5 years after (Section 229.1(1), Education Act).

Classification: Protected A

Mandatory Reporting: Termination of Contract as a Complaint

Obligation of the Employer: Termination of Contract as a Complaint

1 Employer terminates contract

If the employer of a teacher or teacher leader terminates the contract of employment of the teacher or teacher leader on grounds related to the professional incompetence or alleged unprofessional conduct,

2 Employer forwards notice

the employer shall forward the notice of termination and the grounds for the termination to the Registrar.

3 Treated as a complaint

The notice of termination is treated as a complaint, the employer however is not considered the complainant.

Key information: Filing this notice of termination is not tied to the Duty to Report Complaint under section 225.99993 of the *Education Act*.

Source: S. 225.92, *Education Act*

Classification: Protected A

Mandatory Reporting: Suspension of Employment for Teacher

Section 213, Education Act: Suspension of a teacher's employment

- When a board has **reasonable grounds** to believe a teacher is guilty of **gross misconduct, neglect of duty, or refusal to obey a lawful board order**, it may suspend the teacher.
- If **authorized in writing by the board**, a superintendent may suspend a teacher without prior notice when the **teacher's presence threatens student welfare**; that suspension is deemed to be a suspension by the board.
- The board shall (a) give written notice of the suspension to the teacher specifying the reasons for the suspension, and **(b) forward a copy of the notice of suspension together with a written statement of the facts alleged to the Minister.**

Code of Professional Conduct may be used to measure the actions of a teacher in helping make this determination for suspension from employment, along with local school authority policy.

Classification: Protected A

Complaint Process

Classification: Protected A

Discipline Process: Professional Regulator's Roles

Registrar

- Point of contact for school authorities and the public on matters and inquiries about alleged unprofessional conduct and professional incompetence.
- Complaint intake and referral of complaints to the Commissioner.
- A signatory on consent resolution agreements.
- Responsible for registries: TWINS and the online Teacher and Teacher Leader Registry.
- Supports the Minister in matters of professional discipline.

Alberta Teaching Profession Commissioner

- Arm's-length regulatory body that oversees disciplinary complaints for the teaching profession.
- Reviews and investigates complaints of alleged unprofessional conduct and professional incompetence made against Alberta certificated teachers and teacher leaders in accordance with legislation.
- A signatory on consent resolution agreements.
- Represents the interests of the profession in hearings and appeals.

Minister of Education and Childcare

- Renders final decisions on hearing and appeal committee recommendations for unprofessional conduct or professional incompetence. Only the Minister can suspend or cancel a certificate.
- Renders final decisions on Commissioner recommendations for the expedited process to cancel a certificate for prescribed criminal convictions by indictment (Criminal Code).
- Renders final decisions on recommendations from Consent Resolution Agreement for suspension or cancellation of a certificate.

Classification: Protected A

Complaints: Intake and Limitations

1 Complaint Intake

- Anyone can file a complaint to the Registrar about alleged professional incompetence or unprofessional conduct of a teacher or teacher leader.
- **No certificate held:** complaint dismissed.
- **Certificate held:** referred to the Commissioner, Alberta Teaching Profession Commission.
- Registrar may also refer matters without a complaint.

2 Limits & Notice

- **2 years:** limit for professional incompetence complaints.
- **Any time:** unprofessional conduct complaints.

Source: Education Act

Classification: Protected A

Complaints by Administrator and Delegation of Authority

Complainant: If you file a complaint, you are the complainant.

Who is an Administrator?

An administrator has required obligations to file a complaint in some circumstances. As set out in the *Education Act* (section 225.1), an administrator is:

- a **superintendent** of a public or separate school authority, francophone regional authority or a charter school appointed under the *Education Act*;
- the operator or chair of the board of an independent school;
- an individual providing early childhood services (ECS) or the board chair of an ECS operator;
- the director of a First Nation education authority or the individual designated by the Commissioner; or
- the individual designated by the Commissioner as the administrator for an institution approved by the Minister.

Delegation of Complainant Powers

Once the complaint is filed, the Administrator may delegate complainant powers.

- Per section 225.911(1) of the *Education Act*, an administrator who has made a complaint can delegate any complainant power, duty or function to another person, such as a staff member. The exception is a complaint about a superintendent appointed under the *Education Act*.
- **Note:** The administrator must update the Commission of any changes to the delegate's position, name and contact information.

Notification: Administrators are notified at different stages throughout the complaint process

Classification: Protected A

Preliminary Inquiry, Resolutions, and Investigation

Preliminary Inquiry	Mediation & Dispute Resolution	Investigation
• **Preliminary Inquiry** Commissioner may take no further action if complaint is frivolous, vexatious or without merit (appealable), or appoint an investigator. • Commissioner's decision is final.	• **Mediation:** Commissioner may refer a matter to mediation. • **Dispute resolution:** Commissioner may refer a matter to dispute resolution (unprofessional conduct only). • **Mediation and dispute resolution** are informal, private and confidential.	• **Starts within 30 days** when warranted. • **Commissioner may:** take no further action (appealable), use dispute resolution, enter a Consent Resolution Agreement, use the expedited cancellation process, or refer to a hearing. • Teacher, Complainant, Administrator and Registrar are notified of the decision.

Classification: Protected A

After Investigation: Resolutions, Hearings and Appeals

Without a Hearing

Consent Resolution Agreement

- Written agreement with admissions and agreed penalties between Commissioner, teacher/teacher leader and Registrar
- Minister may dismiss, issue reprimand, suspend, cancel or order ineligibility
- If no agreement, a hearing is held

Expedited Cancellation

- **Trigger:** conviction by indictment *Criminal Code (Canada)* of a prescribed offence (e.g., child luring)
- Certificate is suspended automatically pending a decision
- Minister cancels or refers to a hearing

Other Commissioner Decisions

- **No further action:** appealable to the Complainant Appeal Committee.
- **Dispute resolution:** unprofessional conduct only.

Hearings and Appeals

Complainant Appeal

- Complainant may appeal Commissioner's decision to take no further action on complaint ($250 appeal fee).
- Committee may confirm Commissioner decision, or send to investigation, dispute resolution or a hearing.

Hearing

- Hearings are public unless closure is warranted.
- Committee recommends a finding, penalty, or dismissal.
- Minister's decision: dismissal or reprimand, suspend, cancel or ineligibility of certificate(s) (with or without conditions).

Appeal of a Hearing Decision

- Teacher or Commissioner may appeal in writing, stating reasons.
- Appeal committee recommends overturn, vary, confirm, replace or new hearing.
- Minister makes the final decision.

Classification: Protected A

Professional Conduct and Competency General Panel

Classification: Protected A

Composition and Membership - Professional Conduct and Competency General Panel

- Under the *Education Act* the Minister establishes the Professional Conduct and Competency General Panel, by Ministerial Order, and designates a Chair and Vice-Chair from among the Panel members

- The Professional Conduct and Competency of Teachers and Teacher Leaders Regulation sets out:
  - the panel must consist of a minimum of 25 panel members;
  - a majority of the panel members must be teachers (teaching certificates) or teacher leaders (leadership certificates or superintendent leadership certificates); and
  - at least 10 panel members must be members of the public who do not hold and have not held a certificate

- A listing of current membership on the panel can be found at this link: Professional Conduct and Competency General Panel

Classification: Protected A

Role of the Chair and Vice-Chair - Professional Conduct and Competency General Panel

- Confirm panel members do not have a conflict of interest in the matter to which they are appointed
- Appoint panel members to conduct mediation or dispute resolution processes
- Establish a hearing committee, appeal committee or complainant appeal committee, and designate a chair for these specific committees to hear a matter
- Determine whether a complainant's appeal was delivered in the time provided in the *Education Act*

Classification: Protected A

Role of Members - Professional Conduct and Competency General Panel

- Committees hear matters and make recommendations on findings and penalty to the Minister of Education and Childcare.

- Conduct mediation, dispute resolution processes, & hearings
  - Complainant appeal hearing
  - Hearing to rule on complaint of unprofessional conduct or professional incompetence
  - Appeal hearing

- During a hearing determines if a teacher or teacher leader has engaged in unprofessional conduct or is considered to be professionally incompetent

- Issues recommendation for penalties, where appropriate, to the Minister regarding a teacher or teacher leader's suitability to hold a teaching and/or leadership / superintendent leadership certificate

Classification: Protected A

Statistics on Discipline Matters

Classification: Protected A

Statistics

Year 1 (first 3 months), Year 2 and Year 3 Results Summary: January 1, 2023 to March 31, 2025

Reported result	Year 1 Jan 1 – Mar 31, 2023 (first 3 months)	Year 2 Apr 1, 2023 – Mar 31, 2024 (fiscal year)	Year 3 Apr 1, 2024 – Mar 31, 2025 (fiscal year)
Complaints referred or transferred	**130 –** 80 new complaints; 50 transfer complaints	**409 –** 240 new complaints; 169 transfer complaints	**155 –** 146 new complaints; 9 transfer complaints
Complaints completed	**0**	**96**	**248 –** First year in which completions exceeded complaints referred or transferred
Decisions issued after preliminary inquiry	**68 –** 58 referred to investigation; 3 referred to mediation; 3 referred to dispute resolution; 4 no further action.	**241 –** 191 referred to investigation; 11 referred to dispute resolution or mediation; 39 no further action	**160 –** 92 investigation; 8 mediation or dispute resolution; 60 no further action
Decisions issued after investigation	**0**	**63 –** 15 dispute resolution; 15 referred to hearing; 33 no further action	**162 –** 23 dispute resolution; 30 referred to hearing; 102 no further action; 2 expedited cancellation of certificate; 5 consent resolution agreements sought
Consent resolution agreements	**0**	**0**	**1** Unprofessional conduct, agreement between Commissioner, Teacher and Registrar
Expedited-process recommendations	**0**	**0**	**2** Both recommendations were for certificate cancellation
Complainant Appeal Hearings	**0**	**0**	**19** Appeal of Commissioner's decision to take no further action regarding complaint. All decisions upheld
Conduct and Competency Hearings	**0**	**0**	**15 –** hearings held about a teacher or teacher leader's unprofessional conduct or professional incompetence

Source: Alberta Teaching Profession Commission Annual Reports (Year 1: 2022/23; Year 2: 2023/24; Year 3: 2024/25)

Classification: Protected A

Teacher and Teacher Leader Registries

Classification: Protected A

Annual Employment Submissions and Teaching Authority Validation Check in TWINS

- The Registrar's Office requires school authorities to complete employment submissions twice a year (fall and spring) for all certificated staff employed in a school authority in the Teacher Workforce Information System (TWINS).
- When hiring a new teacher or teacher leader:
  - Check TWINS first to ensure the individual holds the appropriate level of certification that is valid before making an offer or commencing employment.
- When employing a new teacher or teacher leader, update TWINS to ensure the most current employment information has been provided to the Registrar's Office.

Classification: Protected A

On-line Teacher and Teacher Leader Registry

Information in the registry includes:

- The professional standing of Alberta certificated Teachers and Teacher Leaders who hold a certificate, or once held a certificate, dating back to 1954
- All legal names known to the Registrar, the date a certificate was issued or re-issued, the type of certificate issued (teaching, leadership or superintendent leadership certificate), and the status of those certificates
- Hearing committee, appeal committee and Minister's decisions, from 1990 onward, when a certificate is suspended or cancelled
- Disciplinary decisions from a Hearing Committee, Appeal Committee or the Minister, effective January 1, 2023, where there is a finding of unprofessional conduct or professional incompetence
- Consent resolution agreements reached between the Commissioner, the Teacher or Teacher Leader and the Registrar

Classification: Protected A

Questions or Comments



Classification: Protected A

Contact information

Office of the Registrar: Education.Registrar@gov.ab.ca

Classification: Protected A

Additional Resources

Classification: Protected A

Certification Resources

Teaching in Alberta	https://www.alberta.ca/teaching-in-alberta
Teacher Certification in Alberta	https://www.alberta.ca/teacher-certification
Teacher Workforce Information System (TWINS)	TWINS (application portal and self-service)
Expedited Teaching Certificates	https://www.alberta.ca/expedited-teaching-certificates
Professional Practice Standards (TQS, LQS and SLQS)	Professional practice standards | Alberta.ca
Online Registry for teachers and teacher leaders	Teacher and Teacher Leader Registry – Find a Teacher | Alberta.ca
Certification of Teachers and Teacher Leaders Regulation	Education Act Part 7 Certification of Teachers and Teacher Leaders Regulation

Classification: Protected A

Professional Discipline Resources

Code of Professional Conduct for Teachers and Teacher Leaders	**Code of Professional Conduct for Teachers and Teacher Leaders - Alberta**
Professional Practice Standards (TQS, LQS and SLQS)	Professional Practice Standards
Code of Professional Conduct resources	Code of professional conduct companion document Overview – Code of Professional Conduct for Teachers and Teacher Leaders
Alberta Teaching Profession Commission	Alberta Teaching Profession Commission - disciplinary-process Teacher/Teacher Leader Discipline Process: Do you want to make a complaint about a teacher or teacher leader? Alberta Teaching Profession Commission annual reports Alberta Teaching Profession Commission Quarterly Statistics
Complaint information	Making a complaint | Alberta.ca Administrator Complaint Form and General Complaint Form Video: Making a Complaint – Code of Professional Conduct for Teachers and Teacher Leaders
Legislation for professional discipline process	Education Act (Part 7 Div. 3.1 Discipline of Teachers and Teacher Leaders) Professional Conduct and Competency for Teachers and Teacher Leaders Regulation - Open Government
Professional Conduct and Competency General Panel Membership	List of public agencies choose Professional Conduct and Competency General Panel from drop down menu

Classification: Protected A