



AGENDA

- A – 1 **Opening**
- (a) Roll Call
 - (b) Declaration of Conflict of Interest
 - (c) In Camera Session (**6:30 p.m.**)
 - (i) Personnel Matters
 - (ii) Legal Matters
 - (d) Welcome to Open Session / Land Acknowledgement Statement (**7:15 p.m.**)
 - (e) Memorials
 - (f) Agenda Additions/Deletions/Approval
 - (g) In Camera Report
 - (h) Presentations
 - (i) Student Recognition
 - (i) Delegations
 - J. Hibbs, Transportation
- B – 1 **Approval of Minutes**
- * (a) October 28, 2019 (Regular Board)
 - * (b) November 12, 2019 (Committee of the Whole)
 - * (c) November 12, 2019 (Special Board)
- C – 1 **Business Arising from Minutes and/or Previous Meetings**
- * (a) Contract Award Rescindment – Hagersville Secondary Child Care Renovation R. Wyszynski
- D – 1 **Director’s Report**
- E – 1 **Student Trustees’ Report**
- F – 1 **Committee Reports**
- * (a) Committee of the Whole – November 12, 2019 R. Collver
- G – 1 **New Business**
- * (a) Organizational Board Meeting – Set Date, Time and Place B. Blancher
 - * (b) Grand Erie Parent Involvement Committee (GEPIC) Membership 2019-20 B. Blancher
 - * (c) Enrolment Update R. Wyszynski
 - * (d) Major Construction Update R. Wyszynski
 - * (e) Camp SAIL Report L. De Vos
 - * (f) Report to Indigenous Services Canada (ISC) and Six Nations of the Grand River D. Martins
 - * (g) Workforce Report S. Sincerbox
 - * (h) Revised Estimate Development Update R. Wyszynski
- H – 1 **Other Business**
- * (a) Summary of Accounts - October 2019 R. Wyszynski



- * (b) Special Education Advisory Committee minutes – September 19, 2019 L. Thompson
- * (c) Special Education Advisory Committee Minutes – October 15, 2019 L. Thompson
- * (d) Joint Occupational Health & Safety Committee Minutes - October 17, 2019 R. Wyszynski
- * (e) Grand Erie Parent Involvement Committee Minutes (Draft) – October 24, 2019 B. Blancher
- * (f) Student Senate Minutes (Draft) – October 24, 2019 B. Blancher
- * (g) Indigenous Education Advisory Committee (Draft) – October 23, 2019 D. Martins
- * (h) Student Transportation Services Brant Haldimand Norfolk Committee Minutes (Draft) – October 29, 2019 R. Wyszynski
- * (i) Native Advisory Committee Minutes (Draft) – November 4, 2019 D. Martins
- * (j) Audit Committee Minutes (Draft) – November 5, 2019 R. Wyszynski
- * (k) Safe and Inclusive Schools Committee Minutes (Draft) – November 5, 2019 W. Baker
- * (l) Privacy and Information Management Committee Minutes (Draft) – November 14, 2019 L. Munro

I – 1 Correspondence

- * (a) Waterloo Region District School Board – October 25, 2019

J - 1 Adjournment

Future Meetings (held at the Education Centre unless noted otherwise)

Board Nominations and Organizational	December 2, 2019	6:30 PM	Board Room
Student Trustee Senate	December 3, 2019	11:00 AM	Board Room
Inaugural Board	December 9, 2019	7:15 PM	Board Room
Indigenous Education Advisory Committee	December 12, 2019	6:00 PM	Pine Tree Room, JBLC
Special Education Advisory Committee	December 12, 2019	6:00 PM	Board Room
Native Advisory Committee	December 16, 2019	12:00 PM	Pauline Johnson Collegiate
Safe and Inclusive Schools Committee	January 7, 2020	1:00 PM	Board Room
Committee of the Whole	January 13, 2020	7:15 PM	Board Room
Special Education Advisory Committee	January 16, 2020	6:00 PM	Board Room
Grand Erie Parent Involvement Committee	January 16, 2020	6:30 PM	Dogwood, Norfolk SSC
School Year Calendar Committee	January 21, 2020	4:30 PM	Board Room
Chairs' Committee	January 27, 2020	5:45 PM	Norfolk Room
Board Meeting	January 27, 2020	7:15 PM	Board Room
Quality Accommodation Committee	January 30, 2020	2:00 PM	Board Room
Pre-Budget Review Meetings	January 30, 2020	5:30 PM	Board Room

From: [Jack Hibbs](#)
Subject: Re: Trustee meeting
Date: November-20-19 1:32:15 PM

Grand Erie school board

Hi, I am here speaking on behalf of my grandchildren and other children riding Sharps Bus Lines to and from school.

Since school year 2017/2018, 2018/2019 and 2019/2020 there has been several Sharps Bus lines Drivers who continually put children at risk of getting seriously injured or worse by not allowing the children to be seated before driving away, my youngest grandson is only 4 years old.

They do not have time to sit in a seat which is said to protect children as a safety belt would before the driver pulls away.

Over these years I have continually addressed this issue with Sharps Bus lines John Schut, manager of Norfolk office in charge of drivers, Brian Hughes, District manager and now Crystal Williamson, District manager (Regional manager)

At Student transportation services for Grand Erie, 1st was Sherry, then Philip Kuckyt, manager of Transportation and Rafal Wyszynski, Superintendent of business and treasurer and the same words keep being told to me as if it's going to Fix the Problem but it Does Not, it has been told you me before April 29th, 2019 by Crystal Williamson, which there has been at least 6 more at minimum incidents:

- 1, Driver gets retraining
- 2, add this concern to daily 2-way Radio announcements.
- 3, News letters
- 4, Safety meetings
- 5, Post in office where drivers enter and exit the building.

Then she states we will continue to Cover Off our Due diligence to ensure the Safe transportation of All our students.

Added to this list was also Monitoring the drivers without their knowledge (if this was done they would have caught them)

All the above sounds great, So if all the above was happening then Why does this continue as a matter of fact, if all the above was done on a daily's basis one would think that when a Spare driver get route 560 they would be warned to make sure to allow All children to be seated before Driving away Especially on route 560, if they truly cared !!

I would suggest under the balance of probabilities that Sharp Bus Lines are more worried about keeping Bus drivers then the safely of the children they transport.

I Motion, if I can that Grand Erie School Board do their Due Diligence and Cancel and or Not Renew their contract with Sharps Bus lines due to Safety reasons..

Sincerely, John (Jack) Hibbs



MINUTES

Present: Board Chair G. Anderson, Board Vice-Chair D. Dean, R. Collver, E. Dixon, B. Doyle, J. Richardson, C.A. Sloat, C. VanEvery-Albert, Z. Garbaty (Student Trustee), I. Doxtador-Swamp (Student Trustee), A. Hauser (Student Trustee)

Administration: Director - B. Blancher; Superintendents – D. Abbey, W. Baker, L. De Vos, D. Martins, S. Sincerbox, L. Thompson, R. Wyszynski; Recording Secretary – L. Howells

Regrets:

Trustees: S. Gibson, C. Speers, D. Werden
Administration: Nil

A - 1 Opening

(a) Roll Call

The meeting was called to order by Chair, G. Anderson at 6:30 p.m.

(b) Declaration of Conflict of Interest

Nil

(c) In Camera Session

Moved by: B. Doyle

Seconded by: C. VanEvery-Albert

THAT the Board move into In Camera Session to discuss personnel and legal matters at 6:30 p.m.

Carried

(d) Welcome to Open Session

The Public Session meeting was called to order by Chair, G. Anderson at 7:15 p.m.

(e) Memorials

Nil

(f) Agenda Additions/Deletions/Approval

Moved by: D. Dean

Seconded by: E. Dixon

THAT the Agenda be approved.

Carried



(g) **In Camera Report**
Nil

(h) **Presentations**

(i) **Student Showcase**

Grand Erie's Student Showcase provides an opportunity for the Board to highlight and celebrate some of the unique work being done by students throughout the system. Students from Caledonia Centennial Public School shared a song they created that is focused on the Equity Indicator of the Board's Multi-Year Plan, *Success for Every Student*.

Not Just A Day, But A Way began in Teacher Jessica Roberts' Grade 5 classroom in 2018-19 with the guidance and support of Suzie Miller, Indigenous Education Coach. During a community circle on Orange Shirt day, one student asked why there was only one day dedicated to recognizing anti-bullying efforts. This led to a discussion of the multiple days throughout the year that focus on certain causes. It was during this discussion that *Not Just A Day, But A Way* began. The class wanted to raise awareness every day, not just on designated days, to encourage respect and kindness. With help from Suzie Miller and recording artist Rob Lamothe, the class created a song to help spread their message. The song's lyrics were written by the students, to spread the message to other students.

This year, *Not Just A Day, But A Way* has become a school-wide initiative, with the goal of spreading the message even farther. With a growing school community, Caledonia Centennial wants to encourage and empower everyone to embrace and celebrate our differences and treat each other with kindness each and every day.

Grand Erie's Student Showcase supports the Board's Multi-Year Plan and its goal of *Success for Every Student*.

(j) **Delegation**
Nil

B - 1 **Approval of Minutes**

(a) **Regular Board Meeting – September 23, 2019**
Presented at printed.

Moved by: J. Richardson

Seconded by: B. Doyle

THAT the Minutes of the Regular Board Meeting, held September 23, 2019 be approved.

Carried



(b) **Special Board Meeting – October 1, 2019**

Presented at printed.

Moved by: E. Dixon

Seconded by: D. Dean

THAT the Minutes of the Regular Board Meeting, held October 1, 2019 be approved.

Carried

(c) **Committee of the Whole Board – October 7, 2019**

Presented as printed.

Moved by: R. Collver

Seconded by: C. VanEvery-Albert

THAT the Minutes of the Committee of the Whole Board Meeting, held October 7, 2019 be approved.

Carried

C - 1 **Business Arising from Minutes and/or Previous Meetings**

(a) **Hagersville Secondary Child Care Renovation Project Committee**

R. Wyszynski referred to the Hagersville Secondary Child Care Renovation Project Committee report providing background and noted in April 2019, Trustees approved modifications to Board Policy FT1: Major Constructions Project that revised the criteria to initiate a striking a project committee. Based on the revised criteria and when applied to this project, a project committee is no longer required, and Sr. Administration is recommending Trustees disband the project committee.

C.A. Sloat noted that this project committee was established under the old policy which was written to establish a committee and noted she does not agree with disbanding.

R. Collver commented that we should follow current revised Policy and supports disbanding the project committee.

Moved by: D. Dean

Seconded by: E. Dixon

THAT the Grand Erie District School Board disband the project committee for the Hagersville Secondary Child Care Renovation Project.

Carried



D - 1 Director's Report

Director's highlights:

- **Commencements – final commencements this fall:**
 - **Cayuga Secondary** – Friday November 1st at 6:00 pm
 - **Delhi District** – Friday November 1st at 8:00 pm
 - **Hagersville Secondary** – Friday November 1st at 7:30 pm
 - **North Park Collegiate** – Saturday November 2nd at 7:00 pm – Sanderson Centre
- **Parents Reaching Out Grants** - Follow-up to the email sent Trustees on October 21st, we were recently informed that PRO Grants this year will not be by application. In the past we provided PRO application information from the Ministry to School Council Chairs and schools then applied for PRO grants. Often schools did joint applications with other schools in order to organize a speaker or event. Usually we heard back about the grants from the Ministry by late September. Last year we received \$30,599 to support 31 projects across Grand Erie. This year we are receiving only \$16,150.46 and will need to have a plan to allocate the funding based on the following criteria:
 - Projects will be required to demonstrate a commitment to respecting the role of parents in students' educational experiences by working with parents or seeking parent input on how schools can:
 - Provide a safe and welcoming school environment;
 - Maintain open communication with teachers;
 - Respect parents as valued partners within the education system in relation to decisions about their child's education; and,
 - Parents are informed about the content of the Ontario Curriculum Guidelines.
 - PRO Grants were discussed at the Parent Involvement Committee meeting last Thursday and the committee approved a plan whereby a portion of the PRO funding will be used to hold 3 GEPIC events covering Mental Health and Well-Being, Equity and Post-Secondary Pathways in the Trades – one in each of the geographic areas of the Board and then combine the remainder with existing funding for GEPIC Grants and open up the grant application process to schools.
- **Take Our Kids to Work Day – for Grade 9 Students is November 6, 2019**
- Director Blancher asked R. Wyszynski to speak to a request from City of Brantford
 - R. Wyszynski noted Sandy Jackson, from City of Brantford has been in contact and is requesting a letter of support for the City of Brantford's grant application. The City is submitting a business to the Ministry of Infrastructure and more specifically under the Community, Culture and Recreation stream for the joint-use school/community centre/library in Southwest Brantford. R. Wyszynski read the draft letter for Trustees. R. Collver recommends that the Chair also be attached to the letter.
- **Treaties Week** - As Trustees are aware, in 2016, the Ministry of Indigenous Relations and Reconciliation declared **the first week of November (November 4-8, 2019) as Treaties Recognition Week**. The intention is to raise awareness and promote public education of



treaties and treaty relationships.” This week allows for educators to set aside time for curriculum related activities to share with students, families and staff to support our ongoing efforts to build a deeper understanding, stronger relationships, and a broader awareness for all. Our Indigenous Ed Team has curated support materials for schools to use as part of Treaties Recognition week and this information has been shared across the system.

R. Collver commented that it is disheartening the changes the Ministry has made to the Parents Reaching Out Grant and that responsibility has been downloaded onto the board.

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Director’s Report of October 28, 2019 as information.

Carried

E - 1 Student Trustees’ Report

A. Hauser referred to the Student Trustee Report which provided a high-level overview of the OSTA-AECO Fall General Meeting that A. Hauser attended from Oct 17th – 20th. Z. Garbaty provided a high-level overview on the October 24, 2019 Student Senate.

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Student Trustees’ Report of October 28, 2019 as information.

Carried

F - 1 Committee Report

(a) Committee of the Whole Board – October 7, 2019

Moved by: R. Collver

Seconded by: J. Richardson

THAT the Grand Erie District School Board approve the Committee of the Whole Board dated October 7, 2019 as follows:

1. Absence Statistic

THAT the Grand Erie District School Board receive the Absence Statistic report as information.

2. Secondary Athletics Report

THAT the Grand Erie District School Board approve the Secondary Athletics budget of \$20,00 from the board initiatives budget for the 2019-20 school year.



3. **Director's Report**
THAT the Grand Erie District School Board receive the Director's Report of October 7, 2019 as information.
4. **Amendments to the Special Education Plan**
THAT the Grand Erie District School Board approve the Special Education Plan 2018-19 as amended and resubmit it to the Ministry of Education as amended.
5. **Public Consultation Plan for Special Education Plan Annual Review**
THAT the Grand Erie District School Board receive the Public Consultation Plan for Special Education Plan Annual review as information.
6. **Voluntary Indigenous Self-Identification Report**
THAT the Grand Erie District School Board receive the Voluntary Indigenous Self-Identification Report as information.
7. **Bylaw 33 – Bridge Financing Capital Projects**
THAT the Grand Erie District School Board rescind Bylaw 33 – Bridge Financing Capital Projects.
8. **HR4 Health & Safety**
THAT the Grand Erie District School Board forward Policy HR4 – Health and Safety to appropriate stakeholders for comments to be received by November 27, 2019.
9. **HR5 Harassment/Objectionable Behaviour**
THAT the Grand Erie District School Board forward Policy HR5 Harassment/Objectionable Behaviour to appropriate stakeholders for comments to be received by November 27, 2019.
10. **HR8 Workplace Violence**
THAT the Grand Erie District School Board approve Policy HR8 Workplace Violence, as amended.
11. **P2 Honouring Indigenous History, Cultures & Traditions**
 - a) THAT Bylaw 9 – Process for Development of Bylaws, Policies, Procedures and Protocols be waived with respect to circulating Policy P2 – Honouring Indigenous History, Cultures and Traditions to all appropriate stakeholders for comment.
 - b) THAT the Grand Erie District School Board approve Policy P2 – Honouring Indigenous History, Culture and Traditions, as amended.



12. **SO5 School/Site Security (Emergency Preparedness, Response and Recovery)**
THAT the Grand Erie District School Board approve Policy SO5 School/Site Security (Emergency Preparedness, Response and Recovery).
13. **SO13 Access to School Premises**
THAT the Grand Erie District School Board forward Policy SO13 Access to School Premises to all appropriate stakeholders for comments to be received by November 27, 2019.
14. **SO32 Exclusion of Students**
THAT the Grand Erie District School Board forward Policy SO32 Exclusion of Student to all appropriate stakeholders for comments to be received by November 27, 2019.
15. **HR117 Re-evaluating Existing Non-Union Positions**
THAT the Grand Erie District School Board receive the Procedure HR117 Re-evaluating Existing Non-Union Positions as information.
16. **P101 Request for Core French Exemptions**
THAT the Grand Erie District School Board forward P101 Request for Core French Exemptions to all appropriate stakeholders for comments to be received by November 27, 2019.
17. **SO120 Student and Visitor Injuries/Accidents**
THAT the Grand Erie District School Board forward SO120 Student and Visitor Injuries/Accidents to all appropriate stakeholders for comments to be received by November 27, 2019.
18. **SO110 Exemption to Human Development and Sexual Health**
 - a) THAT Bylaw 9 – Process for Development of Bylaws, Policies, Procedures and Protocols be waived with respect to circulating Procedure SO110 Exemption to Human Development and Sexual Health to all appropriate stakeholders for comment.
 - b) THAT the Grand Erie District School Board receive Procedure SO110 Exemption to Human Development and Sexual Health as information, as amended.
 - c) THAT the Grand Erie District School Board request that SO110 Exemption to Human Development and Sexual Health be brought to Board in September 2020 for review and to include the exemption data in the report.
19. **OPSBA report**
THAT the Grand Erie District School Board receive the OPSBA Report as information.



20. **September 17, 2019 Haldimand County: Extension of Access to Kinsmen Park by Mapleview School**
THAT the Grand Erie District School Board receive the correspondence as information.

C.A. Sloat requested Recommendation #10 be divided.

A vote was taken on Recommendations 1 to 9 and 11 to 20. **Carried**

C. A. Sloat noted that on HR8 Workplace Violence, the language under Notification of Risk Map within the policy does not match the language within the manual. R. Wyszynski noted the revision and stated this will be corrected before distribution to the system.

A vote was taken on Recommendation 10. **Carried**

G - 1 **New Business**

- (a) **2018-19 Grand Erie Student Achievement Plan: Success for Every Student Goals**
L. De Vos referred to the 2018-19 Grand Erie's Student Achievement Plan Outcomes report providing background and additional information.
- L. De Vos provided a high-level overview of the Elementary Outcomes which consisted of:
- Numeracy: How did we do? (Measures of Success)
 - Quantitative Results for Participating Primary Students
 - Primary Assessment of Mathematics Narrative Results
 - Quantitative Results for Participating Junior Students
 - Junior Assessment of Mathematics Narrative Results
 - Where are we now? (story of how we are responding to how we did)
 - Literacy – How did we do? (Measures of Success)
 - Quantitative Reading Results for Participating Primary Students
 - Primary Assessment of Reading Narrative Results
 - Quantitative Reading Results for Participating Junior Students
 - Junior Assessment of Reading Narrative Results
 - Quantitative Writing Results for Participating Primary Students
 - Primary Assessment of Writing Narrative Results
 - Quantitative Writing Results for Participating Junior Students
 - Junior Assessment of Writing Narrative Results
 - Where are we now? (story of how we are responding to how we did)

C.A. Sloat stated that she was hoping to see results and follow up on the how did we do that was identified in last year's plan. L. De Vos responded that there is a statement with respect to report cards for both primary and junior mathematics and primary and junior reading and



writing. C.A. Sloat would like to see some more data that we can talk about. B. Blancher noted that EQAO and report card data are different as EQAO assesses differently compared to what happens regularly in the classroom.

D. Dean commended L. De Vos and her team for their hard work but has to say that these results are very disappointing and troubling and asked how we compare to other boards. L. De Vos responded that there are other boards in the same situation, but it is time for a sense of urgency.

R. Collver stated that we need to change culture and is positive we will see results. Why do we look at report card data and does EQAO data add value? L. De Vos responded that report card data is valuable, and it is also helpful to determine if there are gaps in assessment and instruction. L. De Vos further added that EQAO data is very valuable and a valid reflection of our curriculum.

C. VanEvery-Albert asked L. De Vos to speak to (her) other factors that affect the data. L. De Vos responded that knowing our students and responding to their individual needs is important.

C.A. Sloat asked is there any value of bringing the Grade 3 – 6 cohort data and looking at results school by school and how do you use it. L. De Vos responded that the schools that perform well over time are contacted in order for us to understand what they are doing and that we spend time looking at best practices.

D. Martins provided a high-level overview of the Student Success / Secondary Outcomes for the following areas:

- Literacy – How did we do?
 - Percentage of students in Grade 10 Applied English achieving the Literacy Graduation Requirement on the Grade OSSLT and a summary
- Numeracy – How did we do?
 - Percentage of students achieving Level 3 or 4 in EQAO's Grade 9 Assessment of Mathematics for participating students in the Applied and Academic Grade 9 course and a summary
 - Percentage of Grade 7 and 8 students achieving Level 3 or 4 in mathematics on report cards and a summary
- Credit Accumulation
 - Percentage of students achieving 8/8 and 6/8 credits by the end of Grade 9
 - Percentage of students achieving 16/16 and 12/16 credits by the end of Grade 10
- Where are we now?



L. Thompson provided a high-level overview of the Special Education (Elementary and Secondary) Outcomes for the following areas:

- Literacy – How did we do?
- Where are we now?

C.A. Sloat asked did you look at the results of HIP schools? L. Thompson responded that PowerBI does not track HIP School data at this time, but that she has spoken to the Research Lead to include that data moving forward.

D. Dean asked do we know identifying inhibitors. L. De Vos responded it can vary – content knowledge, pedagogy in mathematics; guided reading in comprehensive literacy; we can assess students but the critical piece is having the pedagogical content knowledge to move students forward on the learning continuum.

C.A. Sloat commented that you stated Elementary Learning Resource Teachers (LRT) shall attend the professional learning and asked what about Secondary LRT. L. Thompson responded that for Secondary LRT they are assigned to classes which makes it difficult for them to attend because they require release time. L. Thompson further noted that some have attended the sessions at their own request and see the value.

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the 2018-19 Grand Erie Student Achievement Plan: Success for Every Student Outcomes Report as information.

Carried

(b) **2019-20 Grand Erie Student Achievement Plan: Success for Every Student**

L. De Vos referred to the 2019-20 Grand Erie Student Achievement Plan: Success for Every Student provided a high-level overview of the changes to the 2019-20 plan.

C.A. Sloat asked if we will report data on HIP Schools and First Nations, Métis and Inuit (FNMI)? D. Martins responded that it is board wide plan and we look at all students collectively.

C. VanEvery-Albert stated she does agree that we should be looking at all students collectively but agreed with C.A. Sloat and believes this really needs to be discussed and noted that FNMI parents want to know. D. Martins responded that the Indigenous Education Board Action Plan will be presented at the next meeting and will address the connection to the Board Student Achievement Plan.



Moved by: B. Doyle

Seconded by: C. VanEvery-Albert

THAT the Grand Erie District School Board receive the 2019-20 Grand Erie Student Plan: Success for Every Student Report as information.

Carried

(c) **Enrolment Update Report**

R. Wyszynski referred to the Enrolment Update report which included enrolment projections, actual enrolment as at September 27, 2019 and the enrolment history.

Moved by: C.A. Sloat

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Enrolment Update report as information.

Carried

(d) **Elementary Class Size Report**

R. Wyszynski referred to the Elementary Class Size Report providing an overview on the background and the Board Statistics for 2019-20.

Moved by: R. Collver

Seconded by: B. Doyle

THAT the Grand Erie District School Board receive the Elementary Class Size Report as information.

Carried

H - 1 **Other Business**

(a) **Summary of Accounts – September 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: J. Richardson

THAT the Grand Erie District School Board receive the Summary of Accounts for the month of September 2019 in the amount of \$14,608,902.30 as information.

Carried



(b) **Special Education Advisory Committee Minutes – June 13, 2019**

Presented as printed.

Moved by: D. Dean

Seconded by: E. Dixon

THAT the Grand Erie District School Board receive the Special Education Advisory Committee Minutes – June 13, 2019 as information.

Carried

(c) **Joint Occupational Health & Safety Committee Minutes – September 19, 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: R. Collver

THAT the Grand Erie District School Board receive the Joint Occupational Health and Safety Committee Minutes – September 19, 2019 as information.

Carried

(d) **Audit Committee Minutes – September 18, 2019**

Presented as printed.

Moved by: B. Doyle

Seconded by: J. Richardson

THAT the Grand Erie District School Board receive the Audit Committee Minutes (Draft) - September 18, 2019 as information.

Carried

Moved by: C.A. Sloat

Seconded by: E. Dixon

THAT the Grand Erie District School Board approve the recommendations from the September 19, 2019 Audit Committee meeting as follows:

1. Internal Audit

The Audit Committee recommends to Grand Erie District School Board, that PricewaterhouseCoopers proceed with the Internal Audit Plan for 2019-20 of Fraud Risk Management".

2. External Audit

That the Audit Committee recommends to the Board the approval Audit Planning and Fee Estimates be approved as presented."

Carried



- (e) **Native Advisory Committee Minutes – October 7, 2019**
Presented as printed.

Moved by: C. VanEvery-Albert

Seconded by: B. Doyle

THAT the Grand Erie District School Board receive the Native Advisory Committee Minutes (Draft) - October 7, 2019 as information.

Carried

- (f) **Safe and Inclusive Schools Committee Minutes – October 11, 2019**
Presented as printed.

Moved by: B. Doyle

Seconded by: R. Collver

THAT the Grand Erie District School Board receive the Safe and Inclusive Schools Committee Minutes (Draft) - October 11, 2019 as information.

Carried

I - 1 **Correspondence**

- (a) October 9, 2019 Email from C. Blott

R. Collver shared her concerns and that this a municipal matter. J. Richardson added that we have space in our current schools that we need fill.

G. Anderson stated that he would respond on behalf of the Board that this is a municipal matter and it would not be appropriate for Grand Erie District School Board to be involved.

Moved by: R. Collver

Seconded by: B. Doyle

THAT the Grand Erie District School Board receive the Correspondence as information.

Carried

J - 1 **Adjournment**

Moved by: C.A. Sloat

Seconded by: J. Richardson

THAT the meeting be adjourned at 8:58 p.m.

Carried

Board Chair, G. Anderson



MINUTES

Present: R. Collver – Committee Chair, G. Anderson, D. Dean, E. Dixon, B. Doyle, J. Richardson, C.A. Sloat, C. Speers, C. VanEvery-Albert, , A. Hauser (Student Trustee),

Administration: Director - B. Blancher; Superintendents – W. Baker, L. De Vos, D. Martins, L. Munro, S. Sincerbox, R. Wyszynski; Recording Secretary – L. Howells

Regrets:

Trustees: S. Gibson, D. Werden, I. Doxtador-Swamp (Student Trustee), Z. Garbaty (Student Trustee),

Administration: L. Thompson

A - 1 Opening

(a) Roll Call

The meeting was called to order by Committee Chair, R. Collver at 6:30 p.m.

(b) Declaration of Conflict of Interest

Nil

(c) In Camera Session

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Board move into In Camera Session to discuss personnel and legal matters at 6:30 p.m.

Carried

(d) Welcome to Open Session

The Public Session meeting was called to order by Committee Chair, R. Collver at 7:15 p.m.

(e) Agenda Additions/Deletions/Approval

Presented as printed.

Moved by: G. Anderson

Seconded by: E. Dixon

THAT the Agenda be approved.

Carried



(f) **In Camera Report**
Nil

(g) **Student Showcase**
Nil

B - 1 Business Arising from Minutes and/or Previous Meetings

(a) **Rural and Northern Education Fund Spending Report**

R. Wyszynski referred to the Rural and Northern Education Fund (RNEF) Spending Report providing background and a high-level overview of how Grand Erie utilized the \$584,719 funding in 2018-19.

C. Speers asked if Trustees will see an additional detailed report. R. Wyszynski indicated we are required to post publicly the details of the RNEF expenditures as well as those schools in which the RNEF funding was spent. R. Collver asked if we could enhance next year's report with those details. R. Wyszynski indicated that the details will be part of the report for Trustees in November 2020.

Moved by: J. Richardson

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board receive the 2018-19 Rural and Northern Education Fund Spending Report as information.

Carried

C - 1 Director's Report

Director's highlights:

• **Transfer Payment Agreements (TPAs) Received since the August Board Meeting**

- After School Skills Development for students with Autism
- Experiential Learning
- Well-Being and Mental Health Bundle
- French as a Second Language Initiatives
- Parents Reaching Out Grants
- Specialized High Skills Majors
- Indigenous Grad Coach (Cultural Mentors)
- Child and Youth in Care - Transportation

• **Louis Riel Day – November 16th** - In Ontario, and across the Metis homeland, Louis Riel Day is celebrated on November 16th, the anniversary of Riel's execution in 1885. Although Louis Riel Day commemorates one of the great tragedies of Canadian history, it is also a day to celebrate Métis people and culture; and the continuing progress in fulfilling Riel's dream with the Métis people taking their rightful place within



B-1-b Committee of the Whole Board Meeting

Tuesday, November 12, 2019
Education Centre, Board Room

Confederation. The Truth and Reconciliation (TRC) Calls to Action #62 and #63, call on governments to "...Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students;" and "...Build student capacity for intercultural understanding, empathy, and mutual respect." An important part of reconciliation with Métis people in Ontario is a shift away from the Eurocentric version of the Louis Riel story to a version that helps learners to understand the Métis perspective. Resources to support student learning about Louis Riel have been shared with schools by our Indigenous Team.

- **Update on Conestoga Skilled Trades Project** - During the Director's Report on September 9th, Director Blancher provided an update on this proposed initiative that was first shared with Trustees through a Director's Report in March 2019. Director Blancher took the opportunity to further update Trustees on this project and noted the proposal presented will be emailed out to Trustees. Staff from MPP Bouma's office has inquired as to where we are with the project since they want to get moving on this file. Last week Director Blancher shared with MPP's Bouma's staff that we had done some investigation into staffing and transportation and explained that these types of initiatives take a considerable amount of planning time to get right and that we had all seen great ideas fall apart in the implementation stage. Director Blancher shared that we have some items on the proposal that could move ahead in September 2020 and referred to them as phases – Phase 1 is the awareness building phase with students in Grades 6 to 8; Phase 2 is work with students in Grade 9 and 10 – through Tech classes and Career Studies. Phase 3 is where we would see qualified and interested students actually attend the Conestoga Skilled Trades Centre for one semester in Grade 11 and one semester in Grade 12. Phase 3 is obviously the most complex in terms of planning and organization. Together with Superintendent Martins and her team, we will continue to explore how our ideas can support pathways planning beginning in Grade 6.
- **Reminder that Friday is a PA Day for both elementary and secondary schools.**

Moved by: B. Doyle

Seconded by: J. Richardson

THAT the Grand Erie District School Board receive the Director's Report of November 12, 2019 as information.

Carried



D - 1 New Business – Action/Decision Items

(a) 2018-19 Financial Year End

R. Wyszynski referred to the 2018-19 Financial Year End report for the twelve months ended August 31, 2019. R. Wyszynski provided additional information on the following:

- Accumulated Surplus – the target accumulated surplus as part of the Multi-Year Financial Recovery Plan (MYFRP) was attained. The in-year surplus amounted to just over \$1M. This surplus will increase the Board's accumulated surplus from \$1,916,575 to \$2,959,574. School Boards are required to report a list of accumulated surpluses annually to the Ministry, known as Schedule 5: Detail of Accumulated Surplus/(Deficit) which was attached as Appendix B to the report.
- Unsupported Capital – refers to the board's capital projects and their funding source. At the end of 2016-17, the Board had an unsupported balance of \$19,035,692; the unsupported Balance as of August 31, 2019 is \$15,207,435. Grand Erie staff is still working with the Ministry's Capital Branch to move the entire unsupported costs of Maplevue off of the schedule and once a funding strategy is approved the unsupported balanced as of August 31, 2019 could be \$13,949,082.
- Deferred Revenue – grant and other regulations require boards to set aside unspent allocations until they are spent on their intended purpose and sometimes third parties impose a restriction on how amounts can be spent. Under the Public Sector Accounting Board (PSAB) guideline, the externally restricted amounts are reported as deferred revenue (a liability) until the restriction is fulfilled. The Board's beginning balance as of September 1, 2018 was \$3,051,430 and the closing balance as of August 31, 2019 was \$4,330,496 representing a change of \$1,279,066.
- Capital Spending – the Summary report outline the scope, cost and status of all other capital projects for the prior fiscal year not subject to Policy FT1 Major Construction.

R. Wyszynski further provided a high-level overview of the appendices to the report.

C. VanEvery-Albert asked if on the 2018-19 Revenue chart under Education Services Agreement, it includes Six Nations of the Grand River and Mississaugas of the Credit? R. Wyszynski responded it does. C. VanEvery-Albert further asked if they can be shown separately? R. Wyszynski responded that this is a Ministry template but will look into that or the possibility of adding a note to the bottom.



C.A. Sloat asked for further explanation regarding the Principal Building and Grounds funding. R. Wyszynski responded that schools were previously not given a consistent message regarding accessing these funds and this allocation now appears on each school's budget allocation.

Moved by: G. Anderson

Seconded by: C. Speers

THAT the Grand Erie District School Board receive the 2018-19 Year End Report as information.

Carried

(b) **Consolidated Financial Statement – August 31, 2019**

R. Wyszynski invited Dianne Latta, Senior Partner of Millard, Rouse and Rosebrugh to review the Auditor's report. Dianne Latta provided an overview.

R. Collver mentioned that Audit committee did review the financial statements with lots of questions and made a motion recommending the Board approve the statements.

Moved by: C. VanEvery-Albert

Seconded by: G. Anderson

THAT the Grand Erie District School Board approve the Auditor's Report for the year ended August 31, 2019, as recommended by the Grand Erie District School Board's Audit Committee.

Carried

Moved by: C. Speers

Seconded by: E. Dixon

THAT the Grand Erie District School Board direct the Board Chair and Vice Chair to sign the Consolidated Financial Statements dated August 31, 2019 on behalf of the Board; and THAT the Consolidated Financial Statements dated August 31, 2019 be forwarded to the Ministry of Education as required by the Education Act.

Carried

(c) **Mileage Remuneration Review**

R. Wyszynski referred to the Mileage Remuneration Review report providing background and noted as of last week, Canada Revenue Agency has not yet released the 2020 automobile allowance table. R. Wyszynski stated that Sr. Administration is recommending this report be presented in December to align with the release of the upcoming rate for each calendar year.



(d) **Trustee Honoraria**

R. Wyszynski referred to the Trustee Honoraria report providing background, additional information and a high-level overview of the proposed Trustee honoraria for December 1, 2019 to November 30, 2020.

Moved by: C. VanEvery-Albert

Seconded by: J. Richardson

THAT the Grand Erie District School Board approve the Trustee Honoraria for the period from December 1, 2019 to November 30, 2020 as presented.

Carried

(e) **Trustees' Travel and PD Expenses**

R. Wyszynski referred to the Trustee's Travel and PD Expenses report providing a high-level overview of the total expenses reimbursed to Trustees for the year ended August 31, 2019 and current year to date expenses ended October 31, 2019.

G. Anderson stated that there is currently \$25,000 allocated for Trustee Professional Development and asked if we should consider a process on how we grant approval and how we distribute. C. Speers believes that it should be tabled.

R. Collver suggested forming a subcommittee to review Bylaw 15 Trustee Expenses.

Moved by: G. Anderson

Seconded by: C. Speers

THAT the Grand Erie District School Board approve the formation of a subcommittee to review Bylaw 15 Trustee Expenses.

Carried

Moved by: C. Speers

Seconded by: G. Anderson

THAT the Grand Erie District School Board receive the Trustees' Travel and PD Expenses Report as information.

Carried



(f) **Facility Renewal Plan 2019-20**

R. Wyszynski referred to the Facility Renewal Plan 2019-20 report providing background and an overview of the 2019-20 renewal plans and the proposed projects for total of \$16,426.630 allocated which will be funded by School Renewal Allocation (SRA) and School Condition Improvement (SCI) and includes \$16,817,546 carried forward from prior years. The total available is \$37,372,390 of which \$20,945,760 is unallocated.

R. Wyszynski provided a high-level overview on the plan which included:

- Principal Building and Grounds (B&G)
- Pride of Place (POP)
- Community Partnership Incentive Plan (CPIP)
- Learning Commons Fund
- Community Hubs Capital Funding
- Capital Projects Identified by Facilities
- Committed Capital and Other.

C. Speers asked about total unallocated of \$20,945,760 for Capital Projects and why such a large number or how do we use it? R. Wyszynski responded that it is normal practice for Grand Erie to have a large amount of unallocated funding. R. Wyszynski further added that due to limited facility resources and the short summer construction period, we are not able to complete more capital projects.

C.A. Sloat added to R. Wyszynski's response that we cannot use the fund to pay for staff. C.A. Sloat asked about Accessibility and why there is a dramatic drop as don't we have funding that is earmarked. R. Wyszynski responded that in the past, the amount earmarked for Accessibility was just an estimate. This year's report lists the projects that are planned, however should an Accessibility issue arise during the school year, there are plenty of reserves available to support the need.

C.A. Sloat asked about the Learning Commons Fund and asked are schools required to complete fundraising also. R. Wyszynski responded that schools need to fundraise for non-capital expenses as the grant only covers Capital expenditures.

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board approve the Facility Renewal Plan for 2019-20.

Carried



(g) **Approval to Tender: Central Public School Child Care Addition**

R. Wyszynski referred to the Approval to Tender: Central Public School Child Care report noting in October 2019 the Ministry of Education provided the Board with an Approval to Proceed (ATP) to tender the addition onto Central Public School that will create a Child Care Program that will service 10 infants, 15 toddlers, 24 preschoolers and space to provide support for a family age group. R. Wyszynski provided a high-level overview on the project scope, budget implications, funding strategy and project schedule.

C.A. Sloat asked about drop off or parking. R. Wyszynski responded that drop off and parking will be the major issue and hopes that eventually the City would approve expanded parking to the park land north of the property.

Moved by: G. Anderson

Seconded by: E. Dixon

THAT the Grand Erie District School Board approve the design of the Central Public School Child Care Addition for release of tender documents.

Carried

D – 2 New Business – Information Items

(a) **Annual Update Multi-Year Accessibility Plan 2017-22**

In L. Thompson's absence, B. Blancher referred to the Annual Progress Report on the Multi-Year Accessibility Plan 2017-22 which provided background and additional information. B. Blancher provided a high-level overview of the highlights from 2018-19 and planning for 2019-20. B. Blancher noted the plan will be distributed and posted on the Board website.

Moved by: B. Doyle

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Annual Progress Report on the Multi-Year Accessibility Plan for 2017-22 as information.

Carried

(b) **Grand Erie Graduation Report**

D. Martins referred to the Graduation Rate report providing background and noted this report contains data for the 2017-18 school year. D. Martins provided a high-level overview of the graduation data by Province and Grand Erie District School Board. D. Martins further reviewed the current Engagement Strategy and the next steps.

C.A. Sloat commented that she would like to see the numbers for students who received Certificate of Accomplishment or Ontario Secondary School Certificates.



C. VanEvery-Albert asked what happened to the Indigenous Engagement Teacher? D. Martins responded the funds for the position were received directly from the Ministry and we did not receiving the funding this year. C. VanEvery-Albert further asked how long was the position funded? D. Martins responded for three years.

R. Collver asked what were the challenges around submitting on ONSiS? D. Martins responded that is much better last 3 or 4 years, we are running annual training, all the requirements are flagged appropriately and we continue to work in partnership with the PowerSchool Team.

Moved by: J. Richardson

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board receive the Graduation Rate Report as information.

Carried

(c) **2019-20 Indigenous Education Board Action Plan**

D. Martins asked S. Sawyer, Indigenous Teacher Consultant to the table. D. Martins referred to the 2019-20 Indigenous Education Board Action plan report noting Indigenous education remains a key priority for the Ministry of Education and continues to focus on meeting two primary objectives:

1. To improve student achievement and well-being among Indigenous students, and
2. To close the achievement gap between Indigenous students and “all students”.

D. Martins further commented on Grand Erie’s Achievement Plan: Success for Every Student and reminded Trustees that this is a plan for all students and Indigenous students are included in that plan. The Board Action Plan for Indigenous Students is focused on the implementation plan in the First Nation, Metis and Inuit Framework.

S. Sawyer provided a high-level overview of the plan and noted the plan has been submitted to the Ministry of Education.

C. VanEvery-Albert stated that she likes the plan and thanked the team for their work and would like to see some cultural learning for Trustees.

C.A. Sloat asked when will Trustees see the results from the 2018-19 plan as Trustees are charged with the responsibility of student achievement. D. Martins responded that we report back annually to the Ministry.

Trustees agreed that results on the 2018-19 Indigenous Education Board Achievement Plan be reported back to the board and be scheduled as an annual report.



Moved by: C. VanEvery-Albert

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board receive the 2019-20 Indigenous Education Board Action Plan as information.

Carried

(d) **Student Suspension Report**

W. Baker referred to Student Suspensions Report 2018-19 providing background and a high-level overview on the 2018-19 Suspension data which consisted of:

- Total suspensions: 3938 for 2018-19, 2104 Elementary and 1837 Secondary
- Suspensions by Grade: JK to Grade 12
- Reasons for Suspensions for Elementary and Secondary
- Suspension by Lengths (Days): 96.4% 1-5 days, 2.5% 6-10 days, 1.1% 11-20 days
- Suspension by Gender for 1-5 days, 6-10 days and 11-20 days

R. Collver requested that in future reports that it would also be valuable to have how many students are suspended compared to the number of suspensions.

Moved by: G. Anderson

Seconded by: B. Doyle

THAT the Grand Erie District School Board receive the Student Suspensions 2018-19 Report as information.

Carried

(e) **Student Expulsion Report**

W. Baker referred to the Student Expulsion Report 2018-19 noting expulsions are preceded by a 20-day suspension for very serious infractions. W. Baker noted there were six (6) expulsions for 2018-19, all from secondary school and reviewed the reasons for expulsions

Moved by: D. Dean

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board receive the Student Expulsions 2018-19 Report as information.

Carried



(f) **Health and Safety Annual Report 2018-19**

R. Wyszynski referred to the Health and Safety Annual Report 2018-19 which consisted updates on:

- Occupational Health and Safety Services
- Program Administration - Joint Occupational Health and Safety Committee Members and Guidelines
- Accidents/Incidents Statistics
- Management of Hazardous Materials
- Compliance with Health and Safety Legislations
- Indoor Air Quality
- Harassment and Objectionable Behaviour
- Priorities for 2019-20
 - Workplace Violence and Student Aggression
 - Slips, Trips and Fall, Strains and Sprains
 - Workplace Hazardous Materials Information Systems
 - Machine Guarding in Technology Classes
 - Training and Development
 - Chemical Management Program
 - Ministry of Labour: Safe at Work Ontario and Education Initiative

R. Collver requested that under workplace violence & aggression on the Summary of Incident/Accidents table she would also like to see the number of unique employees not just the number incidents. R Wyszynski will see if the data can be aggregated in this manner,

Moved by: G. Anderson

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board receive the Health and Safety Annual report for 2018-19 as information.

Carried

E - 1 **Bylaw/Policy/Procedure Consideration – Action/Decision Items**

(a) **Bylaw 7 Public Concerns**

B. Blancher noted that Bylaw 7 Public concerns was identified for review and was sent to Trustees for comments. B. Blancher reviewed the comments and revisions made to the Bylaw.

Moved by: C.A. Sloat

Seconded by: J. Richardson

THAT the Grand Erie District School Board approve Bylaw 7 Public Concerns, as amended.

Carried



(b) **F1 Supplier Exclusivity: Food Services & Vending Machines in Schools**

R. Wyszynski noted Policy F1 Policy F1 Supplier Exclusivity: Food Services & Vending Machines in Schools was circulated to all appropriate stakeholders for comments. R. Wyszynski reviewed the comments received and revisions made to the policy.

Moved by: D. Dean

Seconded by: B. Doyle

THAT the Grand Erie District School Board approve Policy F1 Supplier Exclusivity: Food Services & Vending Machines in Schools.

Carried

(c) **F3 Capital Related Funding and Community Donations**

R. Wyszynski noted Policy F3 Capital Related Funding and Community Donations was circulated to all appropriate stakeholders for comments. R. Wyszynski reviewed the comments received and revisions made to the policy.

Moved by: G. Anderson

Seconded by: J. Richardson

THAT the Grand Erie District School Board approve Policy F3 Capital Related Funding and Community Donations.

Carried

(d) **FT15 Safe Work Practices**

R. Wyszynski noted that FT15 Safe Work Practices has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: B. Doyle

Seconded by: C. VanEvery-Albert

THAT the Grand Erie District School Board forward Policy FT15 Safe Work Practices to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

(e) **HR9 Hiring, Supervision and Placement of a Family Member**

S. Sincerbox noted Policy HR9 Hiring, Supervision and Placement of a Family Member was circulated to all appropriate stakeholders for comments. S. Sincerbox noted no comments were received.

Moved by: C.A. Sloat

Seconded by: E. Dixon

THAT the Grand Erie District School Board approve Policy HR9 Hiring, Supervision and Placement of a Family Member.

Carried



(f) **SO6 Student Suspensions**

W. Baker noted Policy SO6 Student Suspensions was circulated to all appropriate stakeholders for comments. W. Baker reviewed the comments received and revisions made to the policy.

Moved by: E. Dixon

Seconded by: B. Doyle

THAT the Grand Erie District School Board approve Policy SO6 Student Suspensions.

Carried

(g) **SO12 Code of Conduct**

W. Baker noted that Policy SO12 Code of Conduct has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: C.A. Sloat

Seconded by: J. Richardson

THAT the Grand Erie District School Board forward Policy SO12 Code of Conduct to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

(h) **SO16 Voluntary Aboriginal Self-Identification**

D. Martins noted that Policy SO16 Voluntary Aboriginal Self-Identification has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: B. Doyle

Seconded by: C. Speers

THAT the Grand Erie District School Board forward Policy SO16 Voluntary Indigenous Self-Identification to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

E – 2 Procedure Consideration – Information Items

(a) **FT107 Asbestos**

R. Wyszynski noted that FT107 Asbestos has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: G. Anderson

Seconded by: E. Dixon

THAT the Grand Erie District School Board forward Procedure FT107 Asbestos to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried



(b) **HR104 Employee Safety Protocol for Non-Board Locations**

S. Sincerbox noted that HR104 Employee Safety Protocol for Non-Board Locations has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: C.A. Sloat

Seconded by: J. Richardson

THAT the Grand Erie District School Board forward Procedure HR104 Employee Safety Protocol for Non-Board Locations to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

(c) **HR114 Confidentiality of Medial Records**

S. Sincerbox noted that HR114 Confidentiality of Medial Records has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: G. Anderson

Seconded by: C. VanEvery-Albert

THAT the Grand Erie District School Board forward Procedure HR114 Confidentiality of Medial Records to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

(d) **HR115 Employee Absenteeism**

S. Sincerbox noted that HR115 Employee Absenteeism has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: J. Richardson

Seconded by: E. Dixon

THAT the Grand Erie District School Board forward Procedure HR115 Employee Absenteeism to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried



(e) **HR116 Return to Work Program and Workplace Accommodation**

S. Sincerbox noted that HR116 Return to Work Program and Workplace Accommodation has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: B. Doyle

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board forward Procedure HR116 Return to Work Program and Workplace Accommodation to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

(f) **P107 Home Schooling**

L. De Vos noted that P107 Home Schooling has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: J. Richardson

Seconded by: E. Dixon

THAT the Grand Erie District School Board forward Procedure P107 Home Schooling to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

(g) **SO101 Pediculosis (Head Lice)**

In L. Thompson's absence, B. Blancher noted that SO101 Pediculosis (Head Lice) has been identified for review, will be going out for comments and reviewed the suggested revisions.

C.A. Sloat requested that this be shared with Parent Council to receive comment back.

Moved by: G. Anderson

Seconded by: C. Speers

THAT the Grand Erie District School Board forward Procedure SO101 Pediculosis (Head Lice) to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried



(h) **SO107 Physical Intervention (Restraint)**

In L. Thompson's absence, B. Blancher noted that SO107 Physical Intervention (Restraint) has been identified for review, will be going out for comments and reviewed the suggested revisions.

Moved by: B. Doyle

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board forward Procedure SO107 Student and Staff Safety – Personal Protective Equipment and Physical Intervention Techniques to all appropriate stakeholders for comments to be received by January 10, 2020.

Carried

(i) **SO109 Availability of Use of Naloxone in Schools**

W. Baker noted SO109 Availability of Use of Naloxone in Schools was circulated to all appropriate stakeholders for comments. W. Baker reviewed the comments received.

Moved by: B. Doyle

Seconded by: E. Dixon

THAT the Grand Erie District School Board receive Procedure SO109 Availability and Use of Naloxone in Schools as information.

Carried

(j) **SO116 Pupil's Return from Absence**

W. Baker noted SO116 Pupil's Return from Absence was circulated to all appropriate stakeholders for comments. W. Baker reviewed the comments received and reviewed the suggested revisions.

Moved by: J. Richardson

Seconded by: G. Anderson

THAT the Grand Erie District School Board receive Procedure SO116 Pupil's Return from Absence as information.

Carried



B-1-b Committee of the Whole Board Meeting

Tuesday, November 12, 2019
Education Centre, Board Room

(k) **SO117 Parent/Guardian Request for Temporary Excuse from Attendance at School**

In L. Thompson's absence, B. Blancher noted SO117 Parent/Guardian Request for Temporary Excuse from Attendance at School was circulated to all appropriate stakeholders for comments. B. Blancher reviewed the comments received and reviewed the suggested revisions.

Moved by: B. Doyle

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board receive Procedure SO117 Parent/Guardian Request for Temporary Excuse from Attendance at School as information.

Carried

F - 1 **Other Business**

(a) **OPSBA Report**

In D. Werden's absence, C.A. Sloat referred to the OPSBA Regional Meeting: Preliminary Discussion regarding Grants for Student Needs (GSN) 2020-21 report and noted the OPSBA is seeking input from each School Board by November 18, 2019. C.A. Sloat asked if anyone has inputs please direct them to C.A. Sloat.

Moved by: C.A. Sloat

Seconded by: C. VanEvery-Albert

THAT the Grand Erie District School Board receive the OPSBA report as information.

Carried

G - 1 **Correspondence**

NIL

H - 1 **Adjournment**

Moved by: C.A. Sloat

Seconded by: B. Doyle

THAT the meeting be adjourned at 9:39 p.m.

Carried

Committee of the Whole Board Chair, R. Collver



MINUTES

Present: Board Chair G. Anderson, Board Vice-Chair D. Dean, R. Collver, E. Dixon, B. Doyle, J. Richardson, C.A. Sloat, C. Speers, C. VanEvery-Albert, A. Hauser (Student Trustee)

Administration: Director - B. Blancher; Superintendents – D. Abbey, W. Baker, L. De Vos, D. Martins, S. Sincerbox, R. Wyszynski; Recording Secretary – L. Howells

Regrets:

Trustees: S. Gibson, D. Werden, I. Doxtador-Swamp (Student Trustee), Z. Garbaty (Student Trustee),

Administration: L. Thompson

A - 1 Opening

(a) Roll Call

The meeting was called to order by Chair, G. Anderson at 9:39 p.m.

B - 1 Committee Report

(a) Committee of the Whole Board – November 12, 2019

Moved by: R. Collver

Seconded by: E. Dixon

THAT the Grand Erie District School Board approve the Committee of the Whole Board dated November 12, 2019 as follows:

1. Consolidated Financial Statement – August 31, 2019

a) THAT the Grand Erie District School Board approve the Auditor's Report for the year ended August 31, 2019, as recommended by the Grand Erie District School Board's Audit Committee

b) THAT the Grand Erie District School Board direct the Board Chair and Vice Chair to sign the Consolidated Financial Statements dated August 31, 2019 on behalf of the Board; and THAT the Consolidated Financial Statements dated August 31, 2019 be forwarded to the Ministry of Education as required by the Education Act.

2. Approval to Tender Central Public School Central Child Care Addition

THAT the Grand Erie District School Board approve the design of the Central Public School Child Care Addition for release of tender documents.

Carried

C - 1 Adjournment

Moved by: C.A. Sloat

Seconded by: B. Doyle

THAT the meeting be adjourned at 9:40 p.m.

Carried

Board Chair, G. Anderson



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
FROM: Rafal Wyszynski, Superintendent of Business & Treasurer
RE: **Contract Award Rescindment – Hagersville Secondary Child Care Renovation**
DATE: November 25, 2019

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board rescind the October 15, 2018 award for General Contracting Services for the Child Care Renovation at Hagersville Secondary School as set out in Tender 2018-133-T.</p>

Background

At the October 15, 2018, Trustees approved the awarding of a tender to TAT Construction Inc. for \$545,000. Prior to being able to award, senior administration still required approval from the Ministry of Education to be able to proceed. During this time, many Child Care renovation and addition project across the province had been put on hold, while the Ministry reviewed its Child Care portfolio.

The original tender closing date was October 10, 2018 and bids were required to be valid for 60 days. As these timelines expired, the Board's procurement staff distributed letters, on three occasions, to extend the bid validity window. On May 31, 2019, the extensions in the letters were exhausted and Board staff announced the cancellation of the tender.

In October 2019, the Ministry provided the Board with an Approval to Proceed (ATP) to tender the project.

Next Steps:

The revised tender for the Hagersville Secondary Child Care Renovation has been released and is expected to close on November 22, 2019.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Trustees of the Grand District School Board
FROM: Rita Collver, Chair, Committee of the Whole Board
RE: **Committee of the Whole Board Report**
DATE: November 25, 2019

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board approve the recommendations from the November 12, 2019 Committee of the Whole Board meeting as follows:</p>
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1. **Rural and Northern Education Fund Spending Report**
THAT the Grand Erie District School Board receive the 2018-19 Rural and Northern Education Fund Spending Report as information.
2. **Director's Report**
THAT the Grand Erie District School Board receive the Director's Report of November 12, 2019 as information.
3. **2018-19 Financial Year End**
THAT the Grand Erie District School Board receive the 2018-19 Year End Report as information.
4. **Trustee Honoraria**
THAT the Grand Erie District School Board approve the Trustee Honoraria for the period from December 1, 2019 to November 30, 2020 as presented.
5. **Trustees' Travel and PD Expenses**
 - (a) THAT the Grand Erie District School Board approve the formation of a subcommittee to review Bylaw 15 Trustee Expenses.
 - (b) THAT the Grand Erie District School Board receive the Trustees' Travel and PD Expenses Report as information.
6. **Facility Renewal Plan 2019-20**
THAT the Grand Erie District School Board approve the Facility Renewal Plan for 2019-20.
7. **Annual Update Multi-Year Accessibility Plan 2017-22**
THAT the Grand Erie District School Board receive the Annual Progress Report on the Multi-Year Accessibility Plan for 2017-22 as information.
8. **Grand Erie Graduation Report**
THAT the Grand Erie District School Board receive the Graduation Rate Report as information.
9. **2019-20 Indigenous Education Board Action Plan**
THAT the Grand Erie District School Board receive the 2019-20 Indigenous Education Board Action Plan as information.

10. **Student Suspension Report**
THAT the Grand Erie District School Board receive the Student Suspensions 2018-19 Report as information.
11. **Student Expulsion Report**
THAT the Grand Erie District School Board receive the Student Expulsions 2018-19 Report as information.
12. **Health and Safety Annual Report 2018-19**
THAT the Grand Erie District School Board receive the Health and Safety Annual report for 2018-19 as information.
13. **Bylaw 7 Public Concerns**
THAT the Grand Erie District School Board approve Bylaw 7 Public Concerns, as amended.
14. **F1 Supplier Exclusivity: Food Services & Vending Machines in Schools**
THAT the Grand Erie District School Board approve Policy F1 Supplier Exclusivity: Food Services & Vending Machines in Schools.
15. **F3 Capital Related Funding and Community Donations**
THAT the Grand Erie District School Board approve Policy F3 Capital Related Funding and Community Donations.
16. **FT15 Safe Work Practices**
THAT the Grand Erie District School Board forward Policy FT15 Safe Work Practices to all appropriate stakeholders for comments to be received by January 10, 2020.
17. **HR9 Hiring, Supervision and Placement of a Family Member**
THAT the Grand Erie District School Board approve Policy HR9 Hiring, Supervision and Placement of a Family Member.
18. **SO6 Student Suspensions**
THAT the Grand Erie District School Board approve Policy SO6 Student Suspensions.
19. **SO12 Code of Conduct**
THAT the Grand Erie District School Board forward Policy SO12 Code of Conduct to all appropriate stakeholders for comments to be received by January 10, 2020.
20. **SO16 Voluntary Aboriginal Self-Identification**
THAT the Grand Erie District School Board forward Policy SO16 Voluntary Indigenous Self-Identification to all appropriate stakeholders for comments to be received by January 10, 2020.
21. **FT107 Asbestos**
THAT the Grand Erie District School Board forward Procedure FT107 Asbestos to all appropriate stakeholders for comments to be received by January 10, 2020.
22. **HR104 Employee Safety Protocol for Non-Board Locations**
THAT the Grand Erie District School Board forward Procedure HR104 Employee Safety Protocol for Non-Board Locations to all appropriate stakeholders for comments to be received by January 10, 2020.

23. **HR114 Confidentiality of Medial Records**
THAT the Grand Erie District School Board forward Procedure HR114 Confidentiality of Medial Records to all appropriate stakeholders for comments to be received by January 10, 2020.
24. **HR115 Employee Absenteeism**
THAT the Grand Erie District School Board forward Procedure HR115 Employee Absenteeism to all appropriate stakeholders for comments to be received by January 10, 2020.
25. **HR116 Return to Work Program and Workplace Accommodation**
THAT the Grand Erie District School Board forward Procedure HR116 Return to Work Program and Workplace Accommodation to all appropriate stakeholders for comments to be received by January 10, 2020.
26. **P107 Home Schooling**
THAT the Grand Erie District School Board forward Procedure P107 Home Schooling to all appropriate stakeholders for comments to be received by January 10, 2020.
27. **SO101 Pediculosis (Head Lice)**
THAT the Grand Erie District School Board forward Procedure SO101 Pediculosis (Head Lice) to all appropriate stakeholders for comments to be received by January 10, 2020.
28. **SO107 Physical Intervention (Restraint)**
THAT the Grand Erie District School Board forward Procedure SO107 Student and Staff Safety – Personal Protective Equipment and Physical Intervention Techniques to all appropriate stakeholders for comments to be received by January 10, 2020.
29. **SO109 Availability of Use of Naloxone in Schools**
THAT the Grand Erie District School Board receive Procedure SO109 Availability and Use of Naloxone in Schools as information.
30. **SO116 Pupil's Return from Absence**
THAT the Grand Erie District School Board receive Procedure SO116 Pupil's Return from Absence as information.
31. **SO117 Parent/Guardian Request for Temporary Excuse from Attendance at School**
THAT the Grand Erie District School Board receive Procedure SO117 Parent/Guardian Request for Temporary Excuse from Attendance at School as information.
32. **OPSBA Report**
THAT the Grand Erie District School Board receive the OPSBA report as information.

Respectfully submitted,

Rita Collver, Chair
Committee of the Whole Board



BYLAW

BL7

Public Concerns

Board Received: _____ Review Date: _____

Context

Grand Erie District School Board is committed to developing strong relationships with ~~parents~~families, students and the community. Together, we create safe, positive climates for learning and working. The Grand Erie District School Board will address public concerns in a fair, respectful and effective manner.

Procedures

If a parent/guardian/community member has a concern about a school matter, they are advised to follow the process below, also outlined in the ~~graphic~~flow-chart provided on page 2, in resolving the issue. At all times, the parent/guardian/community member is encouraged to speak to the local Trustee who can assist in reviewing school matters and provide explanations of Board policies and procedures. The Trustee can also assist in referring the parent/guardian/community member to appropriate Board personnel for resolution of the matter. In the case of a concern expressed by a community member, contact should be initiated with the Principal of the school rather than classroom teachers.

Classroom Concern: Review the issue with the child’s teacher

The parent/guardian should discuss a concern or issue with the classroom teacher at a mutually convenient time. If the parent/guardian and the teacher are not able to resolve the issue, it should be discussed with the school principal (or designate). If the parent/guardian/~~community member~~ and the school principal are not able to resolve the issue, they may request that the matter be reviewed by the Family of Schools Superintendent.

School-Wide Concern: Review the issue with the school Principal

The principal (or designate) will gather facts from everyone involved to clarify the problem and work to resolve the matter as quickly as possible. Basic to every investigation is the Board’s expectation that employees and students will follow school and Board policies and procedures. If the parent/guardian/community member and the school principal are not able to resolve the issue, they may request that the matter be reviewed by the Family of Schools Superintendent.

Board-Wide Concern: Review the issue with the Superintendent

The superintendent will review the matter as it relates to established policies and procedures and will respond to the ~~parent/guardian/community member about his/her~~ concern. A list of Superintendents with contact information and areas of responsibility can be found on the Grand Erie website www.granderie.ca under the ~~Board~~About tab.

Role of Trustees

As elected representatives of their communities and advocates for students, parents and community members, ~~the Trustee can facilitate communication with the appropriate person~~Trustees can greatly assist to facilitate communication between the parent/guardian and the appropriate staff member at the school or Board level. In the case of community member issues, the Trustee can facilitate communication directly with the Principal.

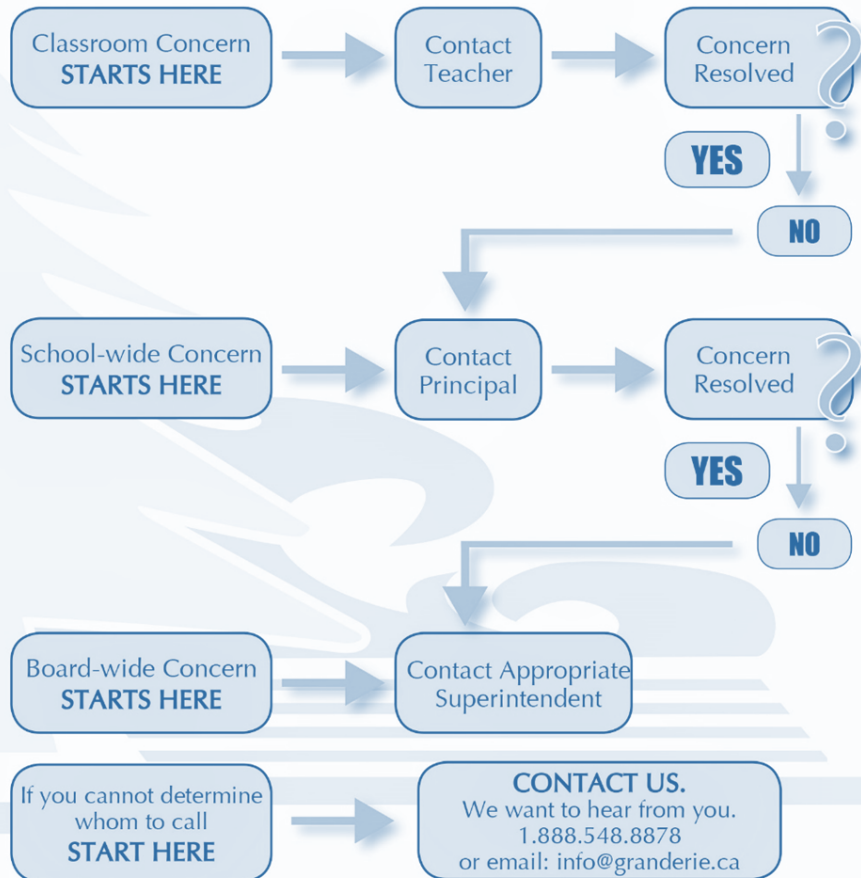
Parents/guardians/community members may contact trustees at any time. Trustees can listen to concerns and help to resolve issues as well and can~~will~~ direct the parent/guardian/community member to the process which should be followed in resolving any concerns or to the appropriate person or step in the process (dependent on the steps the parents/guardians/community member have already undertaken to resolve the concerns at the time the trustee is contacted). A list of Trustees with their contact information can be found on the Grand Erie website www.granderie.ca under the [Board About](#) tab.

Resource

The following information is available on the Grand Erie website under the [Contact Us Elementary and Secondary – Parent Info](#) tab.

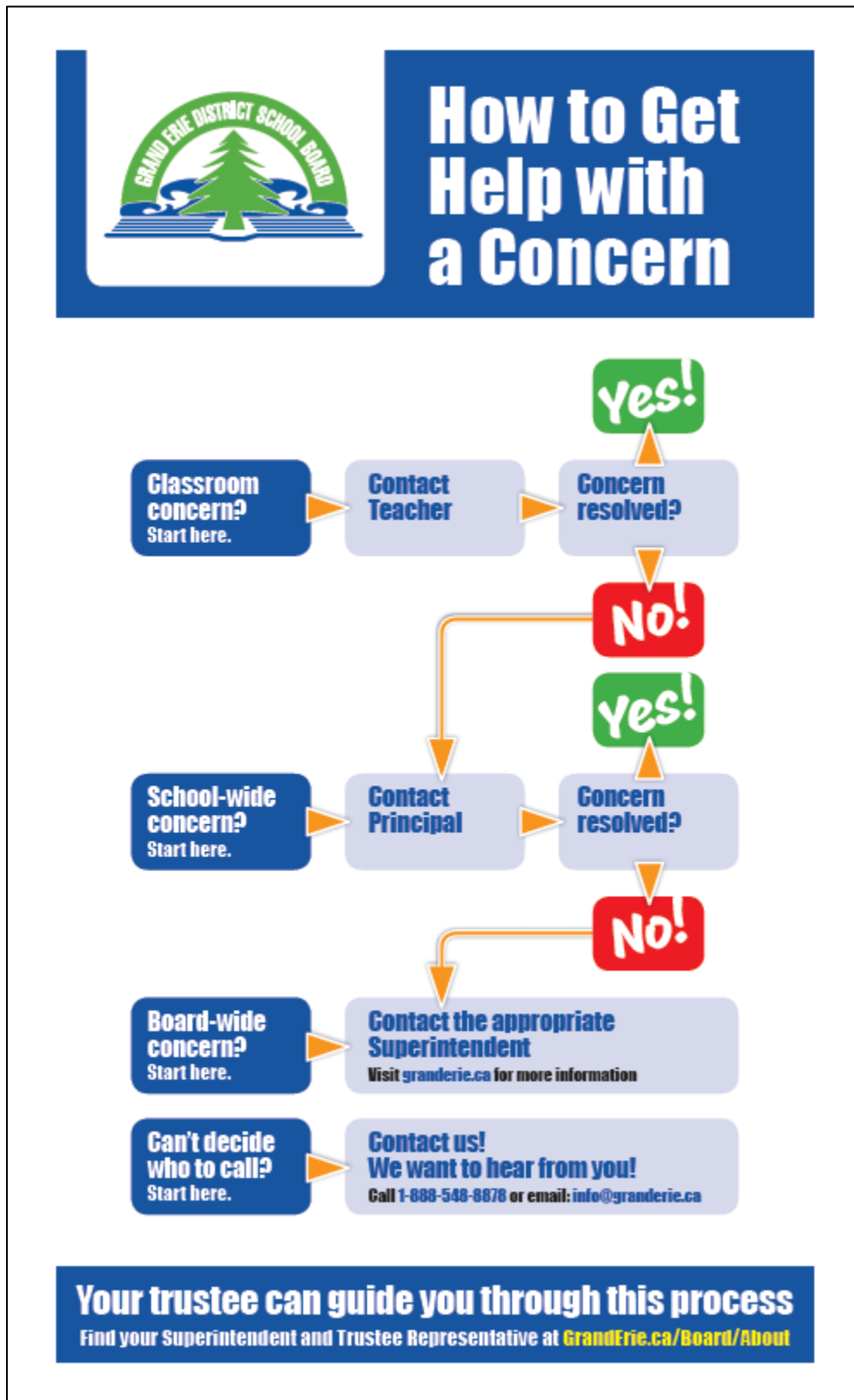


HOW TO GET HELP WITH A CONCERN



YOUR TRUSTEE CAN GUIDE YOU THROUGH THIS PROCESS.
Find your Superintendent and Trustee Representative at granderie.ca

Engage, support and inspire all learners to achieve and succeed.





GRAND ERIE DISTRICT SCHOOL BOARD

TO: Trustees of the Grand District School Board
FROM: Brenda Blancher, Director of Education & Secretary
RE: **Organizational Board Meetings - 2019**
DATE: November 25, 2019

Recommended Action: Moved by _____ Seconded by _____

THAT:

- (a) the Nominating Committee Meeting be held in the Board Room at the Education Centre on December 2, 2019 at 6:30 p.m.;
- (b) the 2019 Organizational Meeting be held in the Board Room at the Education Centre on December 2, 2019, following the Nomination Committee Meeting; and
- (c) the 2019 Inaugural meeting be held in the Board Room at the Education Centre on December 9, 2019 at 7:15 p.m.

Background

In accordance with Bylaw 3, election of officers of the Board occurs annually in December. Section 208 of the Education Act stipulates that the first meeting of the new Board is to be held *“not later than seven days after December 2, 2019, unless a decision to hold the first meeting of the Board at some other time and date is made by a majority of the members of the Board”* (Section 208[3]).

Section 1.0 of Bylaw 3 states that a meeting of all Board members shall be held to prepare a slate of nominees prior to the Annual Organizational Meeting of the Board. The procedures for the annual Organizational Meeting are determined by existing Board Bylaws. Section 2.0 of Bylaw 3 states that *“Each year, at the regular November meeting of the Board, the Board shall, by resolution, set the date, time, and place for a special meeting to organize the Board for the following year.”*

The above recommended action complies with Bylaw 3.

Respectfully submitted,

Brenda Blancher
Director of Education & Secretary

**GRAND ERIE DISTRICT SCHOOL BOARD**

TO: Trustees of the Grand District School Board
FROM: Brenda Blancher, Director of Education & Secretary
RE: **Grand Erie Parent Involvement Committee (GEPIC) Membership**
DATE: November 25, 2019

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board receive the Grand Erie Parent Involvement Committee (GEPIC) membership for the term November 2019 to November 2020 as information.</p>

Background

The Grand Erie Parent Involvement Committee (GEPIC) held their first meeting on October 24, 2019. At the meeting, Sara Nichol was acclaimed as the Chair of GEPIC for the 2019-20 year.

GEPIC is a statutory committee of the Board whose purpose is to support, encourage and enhance parent engagement at the Board level in order to improve student achievement and well-being. A parent involvement committee of the Board shall achieve its purpose by sharing effective practices to help engage all parents in their children's learning, identifying and reduce barriers to parent engagement at the system level, providing information and advice to the Board on parent engagement, and communicating with and supporting school councils of the Board.

2019-20 Grand Erie District School Board Membership***GEPIC Chair***

Sarah Nichol

School Council Chairs/Alternate Parent are all members***School Council/Members Present at 2019-20 Inaugural Meeting***

Nancy Waldschmidt
Tiffany Knight-Leegstra
Jen Smith
Sarah Nichol
Kristy Pollard
Amber Gillen

Community Members

Jean Montgomery
Andrea Riley, Brant County Health Unit

Additional Representatives

Brenda Blancher (Director of Education)
Eva Dixon (Trustee, Norfolk County)
Susan Gibson (Trustee, City of Brantford)
Kimberly Newhouse (Manager of Communications and Community Relations)
Barkev Poladian (Elementary Administrator)
Yvan Brochu (Secondary Administrator)

Communication Plan

A notice of GEPIC membership will be posted on the Board's website.

Grand Erie Multi-Year Plan

This report supports the Community indicator of Success for Every Student and the following statement: we will foster and celebrate inclusive school communities to enhance the learning experiences of all students.

Respectfully submitted,

Brenda Blancher
Director of Education & Secretary



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
FROM: Rafal Wyszynski, Superintendent of Business & Treasurer
RE: **Enrolment Update Report**
DATE: November 25, 2019

Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board receive the Enrolment Update Report as information.
--

Rationale/Background:

Enrolment is reported to the Ministry of Education on two count dates, October 31st and March 31st, each year.

Additional Information:

Details of the original enrolment projections, actual enrolment reported as at October 31, 2019, enrolment projections for March 31, 2020 and enrolment history are set out on the attached report.

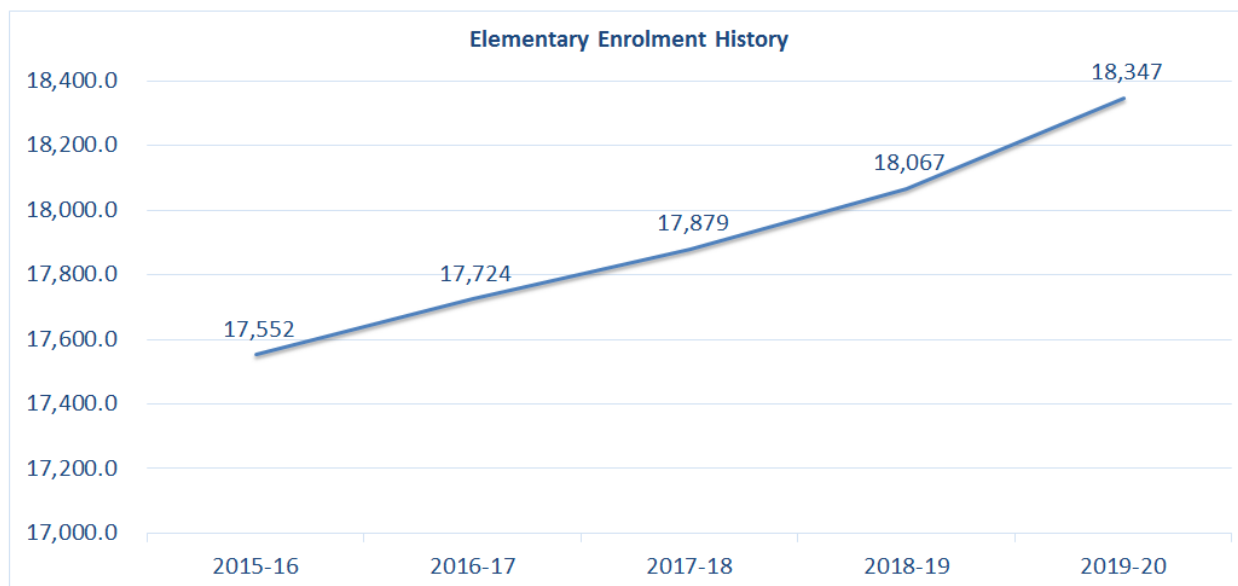
Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer

Grand Erie District School Board 2019-20 Elementary Enrolment Update

	Enrolment History					Change over 2018-19
	2015-16	2016-17	2017-18	2018-19	2019-20	
JK/SK	3,380.0	3,407.0	3,362.5	3,432.0	3,552.0	120.0
Grade 1-3	5,292.0	5,371.0	5,379.0	5,355.0	5,393.0	38.0
Grade 4-8	8,558.0	8,629.0	8,808.0	8,961.5	9,158.0	196.5
Special Education (Ungraded)	322.0	317.0	329.5	318.0	244.0	(74.0)
Elementary ADE	17,552.0	17,724.0	17,879.0	18,066.5	18,347.0	280.5

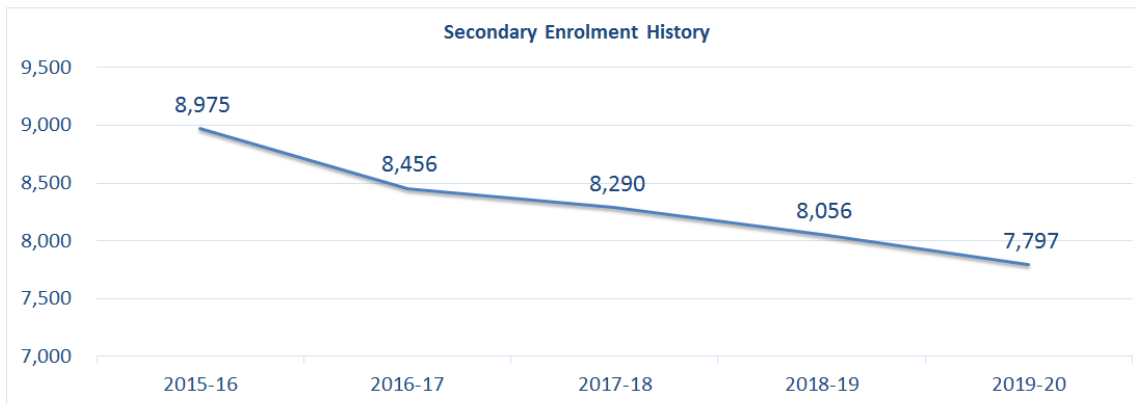
	2019-20 Enrolment					Change over Budget	Change over Sep 27 '19
	Budget	Sept. 6 '19	Sept. 27 '19	Oct. 31 '19	Mar. 31 '20		
JK/SK	3,391.0	3,519.0	3,546.0	3,552.0		161.0	6.0
Grade 1-3	5,269.0	5,376.0	5,377.0	5,393.0		124.0	16.0
Grade 4-8	9,084.0	9,163.0	9,151.0	9,158.0		74.0	7.0
Special Education (Ungraded)	251.0	254.0	253.0	244.0		(7.0)	(9.0)
Elementary ADE	17,995.0	18,312.0	18,327.0	18,347.0	-	352.0	20.0



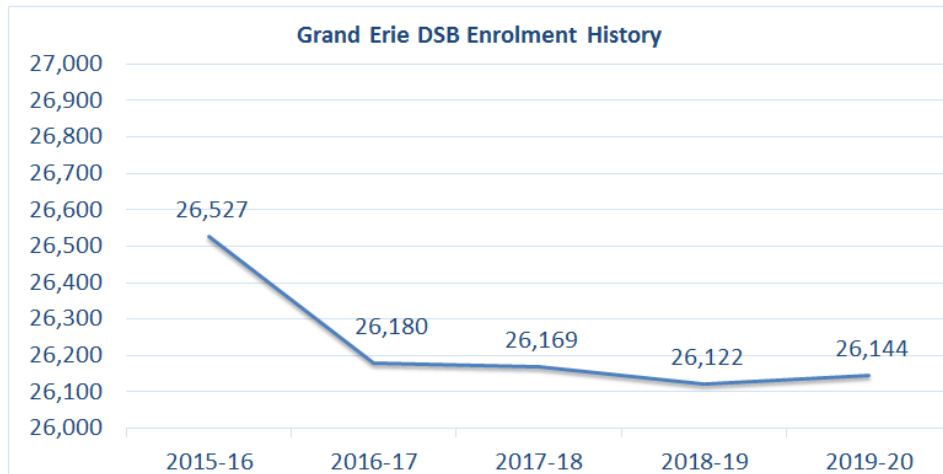
**Grand Erie District School Board
2019-20 Secondary Enrolment Update**

	Enrolment History					Change over 2018-19
	2015-16	2016-17	2017-18	2018-19	2019-20	
Pupils of the Board - Regular	8,337.08	7,850.84	7,692.52	7,523.95	7,264.60	(259.35)
Pupils of the Board - High Credit	64.43	66.16	44.77	45.70	54.67	8.97
Students on an Education Service Agreement	573.00	538.50	552.63	485.88	478.17	(7.72)
Secondary ADE	8,974.51	8,455.50	8,289.91	8,055.53	7,797.43	(258.10)

	2019-20 Enrolment					Change over Budget	Change over Sep 27 '19
	Budget	Sept. 6 '19	Sept. 27 '19	Oct. 31 '19	Mar. 31 '20		
Pupils of the Board - Regular Oct. 31	7,514.26	7,520.98	7,532.28	7,462.44		(51.82)	(69.84)
Pupils of the Board - Regular Mar. 31	7,138.55	7,144.93	7,155.67	7,066.76		(71.79)	(88.91)
Pupils of the Board - Regular ADE	7,326.41	7,332.96	7,343.97	7,264.60	-	(61.81)	(79.37)
Pupils of the Board - High Credit Oct. 31	13.71	-	14.26	17.01		3.30	2.75
Pupils of the Board - High Credit Mar. 31	47.13	-	49.05	92.32		45.19	43.27
Pupils of the Board - High Credit ADE	30.42	-	31.66	54.67	-	24.25	23.01
Education Service Agreement Students Oct. 31	491.55	420.91	526.32	489.00		(2.55)	(37.32)
Education Service Agreement Students Mar. 31	468.91	401.55	502.11	467.33		(1.58)	(34.78)
Education Service Agreement Students ADE	480.23	411.23	514.21	478.17	-	(2.07)	(36.05)
Total FTE - October 31, 2019	8,019.52	7,941.89	8,072.86	7,968.45	-	(51.07)	(104.41)
Total FTE - March 31, 2020	7,654.59	7,546.48	7,706.83	7,626.41	-	(28.18)	(80.42)
Secondary ADE	7,837.06	7,744.18	7,889.84	7,797.43	-	(39.63)	(92.41)



	Grand Erie Enrolment History					Change over 2018-19
	2015-16	2016-17	2017-18	2018-19	2019-20	
Elementary ADE	17,552.0	17,724.0	17,879.0	18,066.5	18,347.0	280.5
Secondary ADE	8,974.5	8,455.5	8,289.9	8,055.5	7,797.4	(258.1)
TOTAL ADE	26,526.5	26,179.5	26,168.9	26,122.0	26,144.4	22.4





GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
 FROM: Rafal Wyszynski, Superintendent of Business and Treasurer
 RE: **Major Construction Project Report**
 DATE: November 25, 2019

Recommended Action: Moved by _____ Seconded by _____
 THAT the Grand Erie District School Board receive the Major Construction Project Report as information.

Background

Following is a status update for the Major Construction Projects.

Mapleview Elementary School

Project Scope:

Construction of a new elementary school to accommodate the consolidation of Fairview Avenue PS and Grandview Central PS on the existing Fairview Avenue PS site. The new construction will include child care and child and family program spaces. The old school (Fairview) will be demolished following occupancy of the new elementary school.

Space: New Construction	Gross Square Feet: 44,740
Total Project Budget: \$11,388,529	Funding Source: Capital Priorities Grant
Total Project Cost to Date: \$11,645,015	Total Project Forecast Cost: \$12,497,657
Architect: Salter Pilon	General Contractor: JR Certus

Timeline:

Dates	Description	Status
February 2017	Seek Board approval to appoint a project architect	Completed
February - April 2017	Complete schematic design phase and seek approval to issue tender	Completed
May – June 2017	Complete all drawings and tender documents.	Completed
August 2017	Issue Tender	Completed
September 2017	Close tender and seek Board approval to award contract work	Completed
November 12, 2018	New school occupied by staff and students	Completed
Oct 2017 to April 2019	Complete project construction work and demolition of Fairview school	In Progress
March 2019	Substantial Performance	Completed
May 10, 2019	Official Ceremony	Completed
February 2020	11 Month Warranty Report	Outstanding

Status:

The following pictures show project progress completed from August 2019 through November 2019:



Site Work - Completed



Front View

Summary:

Students and staff successfully occupied the new school on Monday November 12, 2018. Outstanding site work (asphalted playground, seeded playground, sod at front of school) and deficiency repairs will be completed during the next few months. The demolition of Fairview School has been completed.

Budget Summary:

Senior administration is currently waiting on Ministry approval to utilize additional funding or reserves to absorb the anticipated \$1.1 million cost overrun. It is anticipated there will not be any additional unsupported capital.

New Elevator Addition at Major Ballachey Elementary School**Project Scope:**

The focus of the project was to install an elevator at the west end of the school enhancing accessibility to the Community Hub.

Space: New Construction

Gross Square Feet: 450

Total Project Budget: \$545,140

Funding Source: Community Hub Capital Grant

Total Project Cost to Date: \$742,733

Total Project Forecast Cost: \$ 765,000

Architect: Thier & Curran Architects

General Contractor: Abcott Construction

Timeline

Dates	Description	Status
October 2017	Complete all drawings and tender documents.	Complete
October 2017	Issue Tender	Complete
November 2017	Close tender and seek Board approval to award contract amount of \$545,140.	Complete
January 15, 2018	Tender approved by the Board	Complete
Feb 2018 to January 2019	Complete project construction work.	Complete
January 11, 2019	Substantial Performance	Complete
May 17, 2019	Official Ceremony	Complete
Dec 11, 2019	11 Month Warranty Report	Outstanding

Status:

The elevator is now operational and in use at the school.

Child Care Renovation at Hagersville Secondary School

Status:

In October 2019, the Ministry of Education provided the Board with an Approval to Proceed (ATP) to tender the project.

The general scope of the project is to renovate existing space at Hagersville Secondary School that will create a Child Care Program that will service 10 infants, 15 toddlers, and 24 preschoolers.

This project has been tendered and closes on November 22, 2019.

Child Care Addition at Central Public School

Status:

In October 2019, the Ministry of Education provided the Board with an Approval to Proceed (ATP) to tender the project. In accordance with Policy FT1 – Major Construction Projects, the Project Committee was struck and has met to review the proposed scope of work for child care centre and the architectural drawings for the project.

The general scope of the project is to create an addition onto Central Public School that will create a Child Care Program that will service 10 infants, 15 toddlers, 24 preschoolers and space to provide support for a family age group.

This project will be tendered in early December 2019.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
FROM: Linda De Vos, Superintendent of Education
RE: **Camp SAIL (Summer Adventures in Learning) 2019**
DATE: November 25, 2019

Recommended Action: Moved by _____ Seconded by _____
THAT the Grand Erie District School Board receive the Camp SAIL (Summer Adventures in Learning) 2019 Board Report as information.

Background

Since 2010, CODE (Council of Ontario Directors of Education) has coordinated and provided leadership for a summer literacy and numeracy learning program funded by the LNS (Literacy and Numeracy Secretariat), Ontario Ministry of Education.

The SLP (Summer Learning Program) is to focus on Literacy, Numeracy and include specific support for Indigenous students. It is intended to support year two kindergarten and grades 1-5 students experiencing achievement gaps and/or social and economic challenges that may impact their success in school. The primary focus of the program is to support these students in acquiring the essential Ontario curriculum literacy and/or numeracy expectations, sustain/increase individual skill development, engage parents, and develop student self-confidence.

The involvement of parents has been critical to the success of the Summer Learning Program over the years. Boards are asked to inform parents of the: purpose, expected student outcomes; logistics of the SLP; and, obligation to commit to regular attendance of their child(ren). Ongoing communication with parents of participating students is recommended throughout the Summer Learning Program.

Participating school boards receive \$15,000.00 for each organized class participating in the CODE Summer Learning Program (SLP) and CODE/LNS Summer Learning study. Classes are to be organized with a minimum of 15 students. Programs must be offered for a minimum of three weeks with interactive and engaging literacy and/or numeracy instruction scheduled daily for at least a half-day. Overall, 45 hours of literacy and/or numeracy instruction must occur during a three-week period.

In conjunction with the Summer Learning Program, there is a significant research study to examine the factors that minimize summer learning loss and close the achievement gap. All participating English language boards are required to assess students both at the beginning and conclusion of the program to gather data on the specific improvements students make.

Grand Erie District School Board has offered Camp SAIL (Summer Adventures in Learning) since the summer of 2011. In the past, the program grew from one to seven site locations offering 14 classes. However, last year the Summer Learning Program budgets were reduced by 50%. Therefore, to save staffing costs, Grand Erie used two site locations to house 7 classes.

Additional Information

This year was the third year that participating Grand Erie schools focused on Numeracy with an intentional alignment to our 2018 -19 Board Achievement Plan as well as the work of *Focus on Fundamentals* that extended from a Ministry focus on mathematics achievement. The Summer Learning Program was yet another opportunity for Grand Erie students to work towards improved achievement in mathematics. It allowed for students to be engaged in a smaller teacher-to-student ratio, with activities and lessons designed to meet the needs of students. The program incorporated manipulatives, at-home support, and technology, with an emphasis on making math fun and accessible to every style of learner.

Invitation to Students

In Grand Erie, administrators and teachers identified students who would benefit from the program. Initial invitations were purposely extended to Senior Kindergarten, Grade One and Grade Two students, with an intent to close gaps and address further summer learning loss and begin to give them a structured mathematics environment in preparation for grade three in the fall. Following those invitations, staff then invited Grade Three and Four Students. In total we had 101 students attend camp this year, with an average of 14.4 students per class. The breakdown by grade is as follows: 25% were Senior Kindergarten Students, 22% were Grade One Students, 23% were Grade Two Students, 25 % were Grade Three Students and 5% were Grade Four Students.

Activities and Strategies to Increase Parent Engagement

Teachers, principals, and summer learning leads provided a range of opportunities for parent engagement and involvement. Parents were invited to participate in math activities with their children. A ring of math activities and the materials to complete the activities were provided to each student. These activities were specifically designed so that families could use them at home as a way of making math fun while reinforcing some key math concepts. Lessons learned from these activities will be used to further successful parent engagement strategies during the regular school year.

Parents also completed a survey at the end of the camp to share their thoughts and reflections on the experience. Comments indicate that they:

- better understand how math is now being taught in schools. (i.e. understanding the “New Math”);
- appreciated the resources that they families were given;
- felt their students had fun, enjoyed the program, and have improved their attitude towards learning math;
- appreciated the camps were run by the staff members from their home schools.

Social Media Communication

Camp SAIL used Twitter for additional parent and community engagement. Our great work was also highlighted @OntarioSLP, which is also featured on CODE's summer learning resource hub, ontariosummerlearning.org.

Next Steps

This report will be submitted electronically to CODE on November 30, 2019.

Grand Erie Multi-Year Plan

This report supports the Achievement indicator of Success for Every Student and the following statement: We will set high expectations for our students and staff.

This report supports the Community indicator of Success for Every Student and the following statement: We will foster and celebrate inclusive school communities to enhance the learning experiences of all students.

Respectfully submitted,

Linda De Vos
Superintendent of Education



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
FROM: Denise Martins, Superintendent of Education
RE: **Indigenous Services Canada (ISC) and Six Nations of the Grand River Report**
DATE: November 25, 2019

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board receive the report to Indigenous Services Canada (ISC) and Six Nations of the Grand River as information and forward it to Indigenous Services Canada and Six Nations of the Grand River.</p>
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Additional Information

Attached is the 2018-19 report to Indigenous Services Canada and Six Nations of the Grand River under the terms of the Education Services Agreement.

Grand Erie Multi-Year Plan

This report supports the Achievement indicator of Success for Every Student and the following statement: we will set high expectations for our students and staff. We will monitor, measure and reflect on our outcomes.

Respectfully submitted,

Denise Martins
Superintendent of Education



Welcome!

Wa'tkwaneherá•the'
Wa'tkwanhela:tú:
Wa'tgwanohę:nyó?
Atgwanohó:nyó:?
Tansi Aanii
Ndio! She:kon
O'tgwanö:nyö:?
Kwe' Tungasugit
Sge:nq? Kwe-Kwe'

EDUCATION SERVICES AGREEMENT FOR SIX NATIONS STUDENTS

PROGRESS REPORT FOR 2018-19

EXECUTIVE SUMMARY

The Education Services Agreement for Six Nations Students is an agreement between the Grand Erie District School Board and Indigenous Services Canada (ISC), on behalf of Six Nations of the Grand River, that outlines the services, programs and supports that will be provided to students from Six Nations that attend Grand Erie schools. This report highlights the work of the 2018-19 school year, specifically related to the progress of these students and the team whose work emerges from this Education Services Agreement: the Native Advisory Committee, the Native Trustee, the Native Advisor, and the Native Education Counselling staff.

MULTI-YEAR PLAN 2016-2020

In 2016, Grand Erie approved a new strategic direction to guide the work that the school board is doing. At the centre of Grand Erie's Multi-Year Plan is Success for Every Student.

Grand Erie will achieve Success for Every Student through a focus on students and staff in a culture of high expectations. The six indicators that support Grand Erie's goal are: Achievement, Community, Environment, Equity, Technology and Well-Being.



NATIVE ADVISORY COMMITTEE

The purpose of Grand Erie's Native Advisory Committee is to represent the interests of students from Six Nations of the Grand River Territory in maintaining quality educational services purchased through the Education Services Agreement and to ensure that the Board is appropriately advised in matters related to the education of these students.

COMMITTEE COMPOSITION

KAREN SANDY

Six Nations Trustee to the Board (September-November 2018)

CLAUDINE VANEVRY-ALBERT

Six Nations Trustee to the Board (December 2018-Present)

DIANE SAWYER

Trustee of the Board (September-November 2018)

CHRISTINA SPEERS

Trustee of the Board (December 2018-Present)

DENISE MARTINS

Grand Erie District School Board Superintendent responsible for Indigenous Education

JEANNIE MARTIN

Native Advisor to the Board

MELISSA TURNER

Native Education Counsellor
Hagersville Secondary School

SHERRI VANSICKLE

Native Education Counsellor
Brantford Collegiate Institute and Vocational School and
Pauline Johnson Collegiate and Vocational School

SHARON WILLIAMS

Native Education Counsellor
McKinnon Park Secondary School

PAM DAVIS

Community Liaison Worker

SABRINA SAWYER

Indigenous Education Lead for the Board

ANNE NOYES

Six Nations Federal schools representative

VACANT

Six Nations community representative appointed by
Six Nations of the Grand River Territory

STANDING INVITATION TO:

Audrey Powless-Bomberry

Representative appointed by Six Nations Band Council

Kristine Hill

Representative appointed by Haudenosaunee Confederacy Council

Education Director or designate of the Mississauga of the
Credit First Nation

Principals from the six Grand Erie secondary schools that Indigenous Services Canada provides bussing to (Brantford Collegiate Institute and Vocational School, Cayuga Secondary School, Hagersville Secondary School, McKinnon Park Secondary School, Pauline Johnson Collegiate and Vocational School, Tollgate Technological Skills Centre)

MESSAGE FROM THE SIX NATIONS TRUSTEE



Shekoh sewakwekoh (Hello everyone);

This first year as a new Trustee on the Grand Erie District School Board has been interesting, challenging and rewarding. Although I do have prior experience as the Six Nations Trustee from 1999 to 2007, many things have changed in Ontario Education.

One of the important changes that has come into effect beginning this school year is the implementation of

the Reciprocal Education Approach (REA). This Approach 'will govern access to education for First Nations provincial students residing on-reserve who wish to attend a school of a school board and those students residing off-reserve who wish to attend a First Nation-operated or federally operated school.' A number of Six Nations educators were a part of the Working Group that developed this approach. Niawehkawah to them.

For more information, please contact Jeannie Martin, Six Nations Native Advisor to the Board, at jeannie.martin@granderie.ca who can assist you.

Another positive development in Indigenous Education at Grand Erie is the intentional implementation of the First Nations, Métis and Inuit Education Policy Framework through the Grand Erie Board Action Plan on Indigenous Education. It supports student achievement and equity for all students, including those from Six Nations. To view this plan please go to www.granderie.ca

I am very proud to report that Grand Erie's Indigenous Student Trustee is la'teieká:neréh Doxtador-Swamp, a Grade 12 student from Six Nations who attends McKinnon Park Secondary School. I am the Trustee mentor to la'teieká:neréh.

Sharing Haudenosaunee history and cultural information is a priority for me in my role as Six Nations Trustee to the Board. In an effort to assist the Trustees, Superintendents and staff who attend Board Meetings, I have provided them with a variety of resources that has included basic information on Longhouse ceremonies - what they are and when they take place, basic history about the Six Nations community and information about Residential Schools and the trauma it caused our people. It is my plan to provide some pieces of information at each monthly board meeting.

As the Six Nations Trustee, I was committed to the following meetings or activities:

COMMITTEE WORK: NATIVE ADVISORY COMMITTEE

This Committee of the Board represents Six Nations interests in maintaining quality education services via the Education Services Agreement (formerly known as the Tuition

Agreement). The purpose of the Native Advisory Committee is to advise Grand Erie staff and School Board on matters relating to Six Nations students. NAC meets five times per school year. As the Six Nations Trustee, I am Chair on this committee.

INDIGENOUS EDUCATION ADVISORY COMMITTEE

The mandate of the Committee is to 'promote, enhance and improve Indigenous education for all.'

AUDIT COMMITTEE

The primary role of the audit committee is to assist the Board of Trustees in fulfilling its duties related to governance and oversight. The duties of the audit committee fall under the following key areas: the financial reporting process, internal control framework, risk management practices, performance and function of the Board's internal and external auditors and the Board's compliance with its obligations under legislation.

ONTARIO PUBLIC SCHOOL BOARDS ASSOCIATION

OPSBA's Indigenous Trustees' Council (ITC) is composed of First Nations trustees appointed to school boards, and other Indigenous trustees elected through the regular electoral process.

One of OPSBA's multi-year strategic priorities is Advancing Reconciliation: First Nation, Métis and Inuit Education. OPSBA believes that through education we will move towards a Canada where the relationship between Indigenous and non-Indigenous Canadians is founded on mutual respect and OPSBA, therefore, supports the Calls to Action of the Final Report of the Truth and Reconciliation Commission (TRC). The Indigenous Trustees Council has engaged in a range of initiatives to support the education of Indigenous students, and to ensure all students are educated about the history and culture of Indigenous peoples. Council members have successfully worked on revisions to the mandatory curriculum to include treaty education, the history and legacy of Residential Schools, the Sixties Scoop, the High Arctic relocation, the Powley Decision, and the impact of the Indian Act.

SIX NATIONS LIFE LONG LEARNING EDUCATION TASK FORCE

In an effort to keep abreast of education initiatives in the Six Nations community, I attend and do some work for the Six Nations Life Long Learning Task Force.

CONFERENCE ATTENDANCE:

I attended three conferences in the 2018-19 school year: the OPSBA's Public Education Symposium; a two-day conference by the Canadian School Boards Association Congress; and the National Trustee Gathering on Indigenous Education.

Claudine VanEvery Albert,
NATIVE TRUSTEE, GRAND ERIE DISTRICT SCHOOL BOARD

SPECIAL SERVICES

NATIVE ADVISOR

Grand Erie District School Board employs a Native Advisor of Haudenosaunee ancestry to provide consulting and advisory services to the Board with respect to issues affecting Six Nations students, and to:

- participate in the development, review, and implementation of curricula, programs, and services affecting Six Nations students;
- advise the Board and personnel on the significance and inclusion of Haudenosaunee values and traditions throughout initiatives of the Board;
- participate, by invitation, on committees which deliberate on any issues affecting Six Nations students;
- coordinate and administer the activities of the Native Advisory Committee;
- assist in monitoring services outlined in the Special Services Agreement of the Education Services Agreement;
- provide four (4) update reports and/or articles annually for the Six Nations Band Council newsletter; and
- facilitate all other aspects of the implementation of the Education Services Agreement.

NATIVE EDUCATION SERVICES STAFF

Grand Erie District School Board employs three (3) Native Education Counsellors of Haudenosaunee ancestry to provide supplementary counselling and liaison services to Six Nations students enrolled at McKinnon Park Secondary School, Hagersville Secondary School, Brantford Collegiate Institute and Vocational School and Pauline Johnson Collegiate and Vocational School, and to:

- participate in all Individual Placement and Review Committee meetings conducted for Six Nations students;
- be a resource to and assist with initiatives of the Native Advisory Committee;
- establish positive relations with school personnel and parents of Six Nations students attending Grand Erie secondary schools for the purpose of enhancing student success rates;
- establish and maintain up-to-date information regarding entrance, retention, and success rates of Six Nations students; and
- be responsible for increasing the awareness and sensitivity of school personnel with respect to Six Nations students attending the schools.

COMMUNITY LIAISON PERSON

Grand Erie District School Board employs a Community Liaison Person of Haudenosaunee ancestry to provide supplementary community liaison services to Six Nations students enrolled at McKinnon Park Secondary School, Hagersville Secondary School, Brantford Collegiate Institute and Vocational School and Pauline Johnson Collegiate and Vocational School, and to:

- establish positive relations with parents and agencies of the Six Nations community as they relate to the Six Nations students' education;
- advocate on behalf of Six Nations students and the community;
- establish and maintain up to date information regarding Six Nations students' entrance, retention and success rates in secondary education; and
- provide counselling to Six Nations students who have been referred by the secondary schools for issues regarding poor attendance and the resulting lack of success.



OTHER ESA UNDERTAKINGS

HIGH COST SPECIAL EDUCATION

Grand Erie District School Board provides High Cost Special Education services and equipment to meet the identified high cost special education needs of Six Nations students within the existing processes of the Board. Additional staff supports are provided to ensure the health and safety both of students who have extraordinarily high needs related to their disabilities or exceptionalities.

In 2018-19, Grand Erie District School Board employed ten (10) Educational Assistants to provide additional support to Six Nations students with high cost special education needs allocated as follows:

NAME OF SCHOOL	# EAs
Cayuga Secondary School	1.5
Hagersville Secondary School	3.5
McKinnon Park Secondary School	1
Pauline Johnson Collegiate and Vocational School	2
Tollgate Technological Skills Centre	1
Nations	1

SUMMER PROGRAMS

The Grand Erie District School Board Summer School program is open to all Six Nations secondary school students as soon as they complete their Grade 8 school year. Students can register in the Summer School program to get ahead in their credit count or to recover a credit they previously missed in their regular school year. Seven (7) Six Nations students registered in the 2018 Summer School program taking courses that included:

- Information and Communication Technology in Business, Grade 9, Open
- Civics, Grade 10, Open (2 weeks - 0.5 credit)
- Career Studies, Grade 10, Open (2 weeks - 0.5 credit)
- Canadian Geography, Grade 9, Applied or Academic

PARTNERSHIP WITH SIX NATIONS FEDERAL SCHOOLS

The Grand Erie District School Board works with Six Nations' education administrators and staff for an ongoing and strengthened partnership focused on respect and reciprocity leading to:

- smoother transitions of Six Nations students from Grade 8 to secondary school and improved student attendance and achievement
- opportunities for co-planning/co-teaching
- inclusion of Six Nations federal school staff in Grand Erie professional development for teachers
- participation of Six Nations administrators at Grand Erie Director's meetings
- increased involvement of Six Nations parents/guardians in the education of their children



OTHER ESA UNDERTAKINGS

NATIVE LANGUAGES

To encourage and support the ongoing commitment to the restoration of Indigenous languages as documented in the Calls to Action from the Truth and Reconciliation Commission final report, 2015, the Grand Erie District School Board has implemented Native Language courses in the Haudenosaunee languages Mohawk and Cayuga in its schools utilizing the same criteria contained in the current Ministry of Education Native Languages curriculum guidelines. These courses are available to all students of the Board where numbers warrant delivery.

Grand Erie District School Board employs two (2) teachers of Haudenosaunee ancestry for the delivery of these Native Language courses.

CULTURALLY INTEGRATED CURRICULUM PROGRAM

The Grand Erie District School Board offers Native Studies courses in schools enrolling Six Nations students and: supports the work to develop curriculum units and courses of study which infuse Indigenous, history, knowledge and world views; provides professional development for increased educator competency in Indigenous Education; and supports the implementation of learning resources that work to heighten the understanding of Indigenous history, cultures and traditions.

ENROLLMENT IN NATIVE LANGUAGE AND NATIVE STUDIES COURSES IN THE 2018-19 SCHOOL YEAR WAS:

SCHOOL	COURSES OFFERED	ENROLLMENT
Brantford Collegiate Institute and Vocational School	Level One Mohawk Language Level Two Mohawk Language Level Three Mohawk Language	9 Students 7 Students 1 Students
Pauline Johnson Collegiate and Vocational School	Level One Mohawk Language Level Two Mohawk Language Level Three Mohawk Language	9 Students 9 Students 4 Students
Hagersville Secondary School	Grade 9 Expressing Aboriginal Culture Grade 10 Aboriginal People in Canada Grade 11 Aboriginal Values, Beliefs and Aspirations	16 Students 25 Students 18 Students
McKinnon Park Secondary School	Grade 10 Aboriginal People in Canada Level One and Two Cayuga Language Grade 9 Expressing Aboriginal Culture	42 Students 33 Students 18 Students



TRANSITION TO GRAND ERIE SECONDARY SCHOOLS

Six Nations students may choose from six (6) Grand Erie secondary schools, listed below, for which bussing is provided by ISC. Students may register at any other Grand Erie secondary school, however transportation is not provided by ISC.

MCKINNON PARK SECONDARY SCHOOL Principal: Dave MacDonald (Semester 1) Cathi Krueger (Semester 2) Vice-Principal: Cathi Krueger (Semester 1) Steve Burroughs (Semester 2) Native Education Counsellor: Sharon Williams	HAGERSVILLE SECONDARY SCHOOL Principal: Shaun McMahon Vice-Principal: Shannon Love Native Education Counsellor: Melissa Turner
BRANTFORD COLLEGIATE INSTITUTE Principal: Mike DeGroot Vice Principal: Regan Vankerrebroeck Vice Principal: Jennifer Ippolito (Semester 1) Jason Smith (Semester 2) Native Ed Counsellor: Sherri Vansickle	PAULINE JOHNSON COLLEGIATE Principal: Dave Thomas Vice Principal: Adriana Potichnyj Vice Principal: Jessie Hooper Native Education Counsellor: Sherri Vansickle
TOLLGATE TECHNICAL SKILLS CENTRE Principal: Sue Noort Vice Principal: James Young Native Education Contact: Marisa Soster (Head of Student Services)	CAYUGA SECONDARY SCHOOL Principal: Dave Lloyd Vice Principal: Rob Wong Native Education Contact: Christine Ko-noniuk (Student Success Teacher)

TRANSITION ACTIVITIES

The Six Nations Advisor, together with the Six Nations federal schools' administrators and staff, planned and implemented the Grand Erie-Six Nations Transition Plan 2018-19.

Collaboratively, the staff jointly plan pathway placements, timetabling, and supports for Six Nations students entering Grade 9. The Native Education Counsellor or designate from the requested secondary school participated in the transition activities accompanied by the school's Student Success Teacher or Learning Resource Teacher.

The following activities were completed in the 2018-19 school year to facilitate successful transition of Six Nations students to Grand Erie secondary schools.

GRAND ERIE SECONDARY SCHOOL INFORMATION DAY

The Native Advisor and the Native Education Services staff coordinated the Grand Erie Secondary School Information presentation at J.C. Hill Elementary School. All Six Nations Grade 8 students were invited to attend.

Grand Erie District School Board sponsored the bus transportation for this event.

GRADE 8 DAYS

Grand Erie Native Education Services staff organized Grade 8 activities at their respective schools to highlight to Grade 8 students tips for success in secondary school.

Six Nations Grade 8 students spent a day at one of the following secondary schools:

- Brantford Collegiate Institute and Vocational School
- Cayuga Secondary School
- Hagersville Secondary School
- McKinnon Park Secondary School
- Pauline Johnson Collegiate and Vocational School
- Tollgate Technological Skills Centre

Grand Erie District School Board sponsored the bus transportation and student lunches for this event.

TRANSITION ACTIVITIES

SECONDARY SCHOOL INFORMATION AND SPECIAL PROGRAM INFORMATION NIGHTS

All secondary schools hosted this information event. Grade 8 students and their parents/guardians were invited to attend information nights at the following secondary schools:

- Brantford Collegiate Institute and Vocational School
- Cayuga Secondary School
- Hagersville Secondary School
- McKinnon Park Secondary School
- Pauline Johnson Collegiate and Vocational School
- Tollgate Technological Skills Centre

THE RIGHT FIT TRANSITION ACTIVITY

The Native Advisor and Indigenous Engagement and Support teacher visited each Grade 7 class to facilitate The Right Fit Activity. This activity helps students focus on the importance of choosing the secondary school that is best suited to their individual interests and goals.

INDIGENOUS EDUCATION GRADE 7 DAY

The Six Nations Advisor and the Native Education Services staff coordinated tours of their respective secondary schools to highlight unique programming available. Grade 7 students participated in a tour of each of the six secondary schools:

DAY ONE – Haldimand schools (Hagersville Secondary School, McKinnon Park Secondary School, Cayuga Secondary School)

DAY TWO – Brantford schools (Brantford Collegiate Institute and Vocational School, Pauline Johnson Collegiate and Vocational School, Tollgate Technological Skills Centre)

GRAND ERIE SECONDARY SCHOOL INFORMATION NIGHT FOR GRADE 7 STUDENTS AND PARENTS/GUARDIANS

All secondary schools hosted this information event. Grade 7 students and their parents/guardians were invited to attend the school of their choice.

GRADE 8 SHADOW DAYS

Each secondary school hosted the Grade 8 students that were registered to attend their school in September 2019. Students experienced ‘a day in the life of a secondary school student’ at their selected school.

Grand Erie District School Board sponsored the bus transportation for this event.

IDENTIFICATION, PLACEMENT AND REVIEW COMMITTEE (IPRC)

Grand Erie Special Education teacher consultants and the Native Advisor participated in IPRC transition meetings for Grade 8 students to determine placement recommendations and discuss individual transition plans.

STUDENT TRANSITION MEETINGS

The Native Advisor, Native Education Counsellors, and Student Success Teacher and/or Learning Resource Teacher from the selected secondary school participated in transition meetings hosted by Six Nations elementary schools that included the Grade 8 student, parent/guardian, and the Grade 8 Teacher.



THE BOARD ACTION PLAN ON INDIGENOUS EDUCATION

In line with the Achievement and Equity indicators of the Grand Erie District School Board's Multi-Year Plan and the following statements: "We will set high expectations for our students and staff; We will monitor, measure and reflect on our outcomes; We will promote practices that help students, families and staff feel safe, welcomed and included", the Board Action Plan for Indigenous Students supports the implementation of the First Nation, Métis, and Inuit Education Policy Framework. This provides Six Nations Students with an additional layer of support for their success. The 2018-19 Board Action Plan for Indigenous Students provided for a plethora of initiatives that directly impacted Six Nations students including:

- Cultural Mentorship program for the Nations-Newstart Community Based Learning Centre
- Rising Stars Cultural Leadership initiative at Hagersville Secondary School
- Indigenous Student Leadership Initiative
- Live Different Indigenous youth motivational event at McKinnon Park Secondary School

- Mohawk language community resource support at Brantford Collegiate Institute and Vocational School and Pauline Johnson Collegiate and Vocational School
- Lacrosse and Cultural Games Project at Tollgate Technological Skills Centre
- Multi-lingual Indigenous Language Learner support program, piloted at Hagersville Secondary School and McKinnon Park Secondary School
- Instructional resources and supplies for Native Art (NAC10) classes, Cayuga language and Mohawk language courses
- Transition to Secondary School Activities for Grade 7 and 8 students at all schools
- Parent engagement event to Toronto Rock game
- Professional development activities for educators
- Joint Six Nations-Grand Erie professional development day
- Indigenous Education quarterly news publication in the Two Row Times

ANNUAL EVENTS

All Grand Erie schools are encouraged to recognize the following dates of significance. Teachers are encouraged to invite community guest speakers to help facilitate activities for these days. The Indigenous Education team provides resources and supports to schools as requested.

- Orange Shirt Day (September 30) – acknowledging experiences of students in Residential Schools
- National Day of Remembrance acknowledging Missing and Murdered Indigenous Women and Girls (October 4)
- Treaty Recognition Week (First week of November)
- National Inuit Day (November 7)
- Rock Your Mocs Day/Week (November 15)
- Louis Riel Day (November 16)
- Have a Heart Day – in support of First Nations Child Welfare (February 14)
- Honouring Memories/Planting Dreams – Heart gardens honour residential school survivors and their families (May/June)
- Tom Longboat Day (June 4)
- National Indigenous Peoples Day (June 21)

Schools are also encouraged to raise awareness of days of significance to the Six Nations community, such as No:ia and Bread and Cheese Day.



NUTRITION PROGRAM

Grand Erie staff work with the Six Nations Student Nutrition Program staff to ensure nutritional snacks are available to Six Nations students everyday. The program is delivered as a stand alone program or through existing breakfast programs within the schools. In 2018-19, this program was delivered at Brantford Collegiate Institute and Vocational School, Cayuga Secondary School, Hagersville Secondary School, McKinnon Park Secondary School, Nations and Newstart Community Based Learning Centre, Pauline Johnson Collegiate and Vocational School, and Tollgate Technological Skills Centre.

SPECIAL PROGRAM HIGHLIGHTS

INDIGENOUS STUDENT LEADERSHIP INITIATIVE 2018-19

The Truth and Reconciliation Commission's 63rd Call to Action forms the foundation for Grand Erie's Indigenous Student Leadership Initiative (ISLI),

"Build student capacity for intercultural understanding, empathy, and mutual respect."

INDIGENOUS STUDENT LEADERSHIP INITIATIVE (ISLI)

PURPOSE:

- Enhancing Indigenous students' feeling of acceptance and belonging in their school and communities;
- Expanding Indigenous students' understanding and pride in their culture and the contributions they make to society;
- Providing Indigenous students opportunities to learn and explore outside of their own context;
- Increasing Indigenous students' level of engagement at school and in their communities; and
- Building the confidence, skills and capacity of Indigenous students to serve and lead in their school and communities.

SPECIFIC GOALS:

- Provide leadership training and support to secondary Indigenous Student Associations (Native Clubs) to help them grow into vibrant and integral parts of their respective schools;
- Foster student directed events for various cultural initiatives in their schools e.g. Rock Your Mocs, Treaty Recognition Week, Orange Shirt Day, Indigenous Solidarity Day, etc.;
- Support and assist students to undertake Indigenous Appreciation Days in each of the participating schools;
- Create a base of Indigenous student role models/mentors for future cohorts;
- Facilitate the development of an effective and vibrant Indigenous Student Council that includes representatives from all Grand Erie secondary schools;
- Provide a conduit for Indigenous student voice to the Student Senate and to support the new Board role of Indigenous Student Trustee

Since the ISLI began three years ago, we have met all of the initial goals:

- Increase in number of schools participating in initiative
- Increase in staff and student participation in ISLI events
- Increase in number of Indigenous Engagement activities occurring in participating schools:
- Creation of Board-wide Indigenous Student Council;
- Indigenous student seats secured on Grand Erie District School Board Student Senate;
- Establishment of Indigenous Student Trustee position



la'teieká:nerah
Doxtador-
Swamp

STUDENT TRUSTEE

Indigenous Student Trustee Allan St. Pierre resigned in March 2019 to pursue a college program at Niagara College. As a result, a by-election was held and the remainder of the term was fulfilled by a Grade 12 student from Waterford District High School, Ashley Cattrysse. The 2019-20 Indigenous Student Trustee was selected by acclamation at the April 2019 Student Senate. la'teieká:nerah Doxtador-Swamp is a Grade 12 student from McKinnon Park Secondary School. The trustee is selected by the United Indigenous Student Association, which has Indigenous student representatives from each of the 13 secondary schools in Grand Erie.



MULTI-LINGUAL INDIGENOUS LANGUAGE LEARNERS (MLLL)

SUPPORTING INDIGENOUS LANGUAGES

The Grand Erie District School Board recognizes the vital role Indigenous languages play in helping to preserve vital links with families and cultural backgrounds, as well as, developing a solid sense of identity in the individual. The Board's goal is to work collaboratively with the local Indigenous communities to provide programs that support their language restoration and revitalization goals.

In 2018-19, a new initiative was launched to provide additional support to those students who have been in an Indigenous language immersion program at any time during

their elementary school years. The Multi-lingual Indigenous Language Learners program, facilitated by Atala Andratis, Grand Erie English Language Learner Teacher Consultant, involves an English language literacy and numeracy assessment that informs teachers of classroom approaches that will ensure participating students can more effectively access curriculum content in the English language. Grand Erie recognizes the value of immersion language schooling and actively supports students transitioning into an education setting that is fully English language based.

CULTURAL MENTORSHIP PROJECT

RETURNING TO THE CIRCLE OF TRADITION

Grand Erie District School Board introduced the Returning to the Circle of Tradition cultural mentorship program at its Nations-NewStart Community Based Learning Centre in 2018-19. Through this program, students and staff had the opportunity to learn a variety of cultural teachings and concepts directly from community knowledge holders, 'Aunties and Uncles.'

The goal of the program, built on the belief that culture is the catalyst for change, is to provide cultural learning opportunities to Indigenous secondary school students as a means to enhance their success in school and in their overall well-being.

During the program, students learned about their culture through hands-on cultural learning activities. They also learned how to integrate cultural life skill teachings into their daily lives, and were introduced to community cultural supports to continue their learning.

Working in partnership with Six Nations community member, Carmen Thomas, as the cultural mentor, the program was created with input from students and staff. This input determined the list of topics the program covered, including: Ganohonyohk and Creation; Roles and Responsibilities; Healthy Relationships and Dealing with Conflict; The Great Law; Seven Grandfather Teachings; Clan Systems; History of the People; Corn Husk Dolls; and Traditional Foods.

Cultural Mentor Thomas organized community speakers to facilitate learning on these topics. Guest speakers included:

- Alex 'Kedoh' Hill and Zach Hill
- Renee Thomas-Hill
- Norma General
- Frank Miller
- Jessica Bomberry

- Shelley Burnham
- Raymond Skye
- Elizabeth Doxtator
- Val King
- Darryl Farmer
- Darren Thomas

The Returning to the Circle of Tradition program supports Grand Erie's vision for the Nations-NewStart Community-based Learning Centre - to foster a learning environment that is culturally responsive to the Haudenosaunee and Anishnabek students and the families it serves. It meets the Equity and Well-Being indicators of the Board's Multi-Year Plan: We will promote practices that help students, families and staff feel safe, welcomed and included; and, We will create environments that are healthy and that recognize the well-being of mind body, emotion and spirit of students and staff.



TTSC LACROSSE AND CULTURAL GAMES PROJECT

In 2018-19, students and staff at Tollgate Technological Skills Centre got a full program of activities related to the best game on two feet... lacrosse! Through the Lacrosse and Cultural Games Program, staff and students got to experience the rich teachings and fantastic skill sets around the Creator's Game.

The goal of the Lacrosse and Cultural Games Program -to further enhance the positive school culture of mutual respect and active participation by offering new activities for students and staff to engage in was highly successful! Students were excited to be involved in this project!

Staff and students learned how the Haudenosaunee see the game as a medicine game, not just another sport. Contained within the cultural teachings embedded in the game are lessons about self-discipline, respect and fair play. As these traits are developed, self-esteem and confidence grow. The Lacrosse and Cultural Games program focused on activities that will bring out these teachings in ways students can relate to.

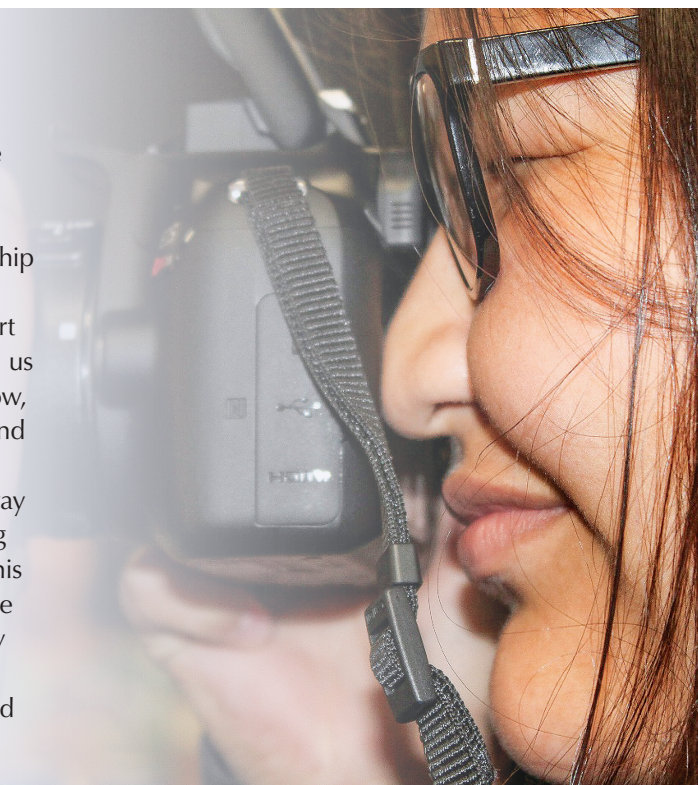
As a result, students gained an understanding of the game's history and growth as one of Canada's national sports, and acquired the knowledge and technical skills to play the game through large group assemblies, intramurals, classroom activities, and school field trips. Working with the Iroquois Lacrosse Program, a full line-up of program activities included: Crooked Arrows movie viewing; skills workshops with Mekwan Tulpin and National Lacrosse League (NLL) player, Johnny Powless, of the Toronto Rock; stick-making

workshop in construction class with facilitator, Daniel (Bo) Henhawk; two field trips to Toronto Rock games and a field trip to Kanata Village to learn the traditions and skills of lacrosse. The project finished with a friendship tournament at the Iroquois Lacrosse Arena. Students from several local secondary schools participated as both players and game referees, scorekeepers and general helpers.



KONTIYA'TASEHA PHOTOGRAPHY PROJECT

The Kontiya'taseha (They are Young Beautiful Women) photography project ran this year at Pauline Johnson Collegiate and Vocational School. This project provided an opportunity for our young women to engage in courageous conversations about the transition into adulthood. We discussed the relationship between body and land sovereignty for young Indigenous women all the while snapping photographs for our book and art installation. Award winning photographer, Shelley Niro, guided us with her thoughtful and humorous artistic skills. Bonnie Whitlow, from Laurier University here in Brantford, joined our journey and taught us the Water Song by the Akwesasne Women's Singers. She helped to ground us in a Kanienkehaka worldview. One way that we strengthened our connection to community was during our trip to the Kayanase longhouse where Kerdo Deer shared his ecological and traditional teachings. A project of this magnitude could not happen without community support. We are humbly thankful for the support from the Six Nations Community Development Trust, the Ontario Arts Council and Women's and Gender Studies at Brock University.



SUPPORTING PROFESSIONAL DEVELOPMENT OPPORTUNITIES

The Indigenous Education Teacher Consultant/Lead and the Native Advisor work together to provide professional development opportunities that enable teachers and Board leaders to increase their knowledge and awareness of Indigenous cultures, histories, traditions and perspectives as well as to enhance their capacity to support Indigenous learners more effectively. Opportunities are provided as an Indigenous Education initiative or by the inclusion of an Indigenous lens through various department initiatives.

Two major professional development events were facilitated in the 2018-19 school year. The joint Grand Erie-Six Nations PD Day “Honouring Their Voices” event, and the Grand Erie Indigenous Education PD day for secondary teachers. Both had far reaching impacts on educators and administrators alike.

GRAND ERIE PD DAY FOCUSES ON INDIGENOUS EDUCATION

The April 12th Professional Development (PD) day for secondary teachers was devoted to Indigenous Education. In the morning, over 600 teachers participated in a presentation on the vision and goals of the First Nation, Métis, Inuit Education Policy Framework and explored how it fits within Grand Erie’s Multi-Year Plan and its focus on Equity as well as their own individual school improvement plans.

As part of the presentation, teachers were asked to reflect on current practice in their schools and classrooms through an ‘Equity Walk’ focused on Indigenous Education. The ‘Equity Walk’ is a tool to help schools assess where they are at in terms of culturally responsiveness in their buildings and classrooms. It also assists with addressing gaps moving forward.

The afternoon professional activities were optional for staff. The Indigenous Education team organized five options for staff to choose from that included: Being an Ally in Education by Understanding the Truth and Reconciliation Commission’s Calls to Action; Woodland Cultural Centre Virtual Residential School Survivor Tour and Speaker; Canada’s Dark Secret Documentary Viewing and Survivor Speaker; and the Grand Erie Blanket Exercise at Cayuga Secondary School and at Waterford District High School.

Additionally, some schools organized their own professional development plans such as self-directed tours of the Six Nations and Mississaugas of the Credit First Nations communities, and a Goodminds.com site visit.

This day solidified the foundation for future initiatives in Indigenous Education that are planned within Grand Erie. With increased professional learning related to Indigenous Education, the Board is able to further foster staff capacity and thereby further the work of Indigenous Education in a broader and deeper way to the success for every student.

GRAND ERIE – SIX NATIONS JOINT PD DAY

HONOURING THEIR VOICES – TEACHING ABOUT THE RESIDENTIAL SCHOOL SYSTEM IN THE ELEMENTARY CLASSROOM

Collaboration was the theme of the day at the Grand Erie-Six Nations Joint Professional Development session on November 2, 2018. Close to 200 educators from Six Nations and Grand Erie schools congregated at the Gathering Place by the Grand eager to learn how to bring the residential school history into their classrooms in a sensitive and empowering way.

Retired Six Nations Teacher Luanne Bradley presented a brief history of the residential school system which segued into the featured guest panel. One could hear a pin drop in the huge conference hall as four residential school survivors shared their poignant stories of life in the Mush Hole and the dismal consequences of that experience.

The speakers concluded with their personal journeys of healing and self-recovery, explaining that sharing their story is a big part of that healing.

Sabrina Sawyer, Indigenous Lead and First Nations, Métis, Inuit Teacher Consultant for Grand Erie, shared the inquiry approach to teaching students about highly sensitive topics and becoming agents of change for a better future in Canada.

Sawyer also introduced Grand Erie’s recent Grade Six Social Studies curriculum document *Meaningful Reconciliation*.

This resource, created in consultation with knowledge keepers and educators from Six Nations and the Mississaugas of the Credit First Nation, is now accessible to all Grand Erie, Six Nations and Mississaugas of the Credit First Nation teachers in digital format.

Organized and facilitated collaboratively by a joint Grand Erie-Six Nations planning committee, teacher-participants went away with Pamela Toulouse’s book *Truth & Reconciliation*, a link to the *Meaningful Reconciliation* curriculum document, and a Google drive full of related resources and teaching ideas for this very important piece of our history.

COMMUNITY BASED EDUCATION PROGRAMS FOR SIX NATIONS STUDENTS

COMMUNITY BASED EDUCATION PROGRAMS

Grand Erie District School Board has developed a variety of innovative community based education programs to meet the needs of Six Nations students. In 2018-19, the Nations, NewStart and ILA Turning Point programs were amalgamated into one location – the Nations and NewStart Community Based Learning Centre. This new setting provides for more opportunities in experiential and culturally relevant learning. Grand Erie District School Board continues to seek innovative strategies and program delivery models to meet the needs of all learners, including those who may require re-engagement programs and alternative ways to earn secondary school credits towards their Ontario Secondary School Diploma (OSSD).

NATIONS AND NEWSTART COMMUNITY BASED LEARNING CENTRE:

The Nations and Newstart Community Based Learning Centre provides alternative learning in a community setting for secondary students from Six Nations, Mississaugas of the Credit First Nation, and surrounding areas. It serves secondary students who prefer a smaller and more flexible learning environment.

Program highlights:

- **Eligible Students:** Grand Erie secondary students in Grades 9-12+, up to age 21 years old.
- **Supported Pathways:** All grades and pathways.
- Coop program

SECTION 23 PROGRAMS

Under the provisions of Section 23 of the Ministry of Education's General Legislative Grant Regulation (Reg. 287/98) educational programs may be provided by District School Boards in collaboration with community partners, for school-aged young people, who for various reasons are unable to attend regular schools. Grand Erie offers two Section 23 programs specific to Indigenous students.

RATIWEIENTEHTA'S – THEY ARE LEARNING

Grand Erie District School Board has partnered with Ganohkwasra Family Assault Support Services to offer a Section 23 classroom out of the Youth Lodge facility. Ganohkwasra provides therapeutic counselling and services while a Grand Erie Teacher provides individualized academic programming.

- **Eligible Students:** Students aged 13-21
- **Supported Pathway:** All grades and pathways
- **Program Details:** Students must complete an intake process with Ganohkwasra intake worker. They must have exhausted resources at their home school.

OHAHI:YO PROGRAM

In partnership with the Ministry of Child and Youth Services – Youth Justice Services Division, the Grand Erie District School Board employs one (1) itinerant teacher to provide services and supports to First Nation, Métis and Inuit youth who are engaged in some capacity with the youth justice system. Through a holistic approach, students are provided individualized program planning and support toward their full re-engagement into schooling and community.

Program highlights:

- **Eligible Students:** FNMI self-identified youth 14-21 years old engaged in Youth Justice System
- **Supported Pathway:** All grades and pathways.
- **Program Details:** Students must be referred by youth justice connection, such as a Probation Officer.

SCHOOL COLLEGE WORK INITIATIVE (SCWI) PROGRAMS

The School Within A College (SWAC) program is part of the School-College-Work Initiative (SCWI). SCWI is a co-operative effort with a mandate to assist in creating a seamless transition for students from secondary school to college. In addition to a wide array of learning and awareness opportunities for students, teachers, parents and the broader community, projects have been developed to provide dual credit programs for secondary students through the partnership of secondary schools and colleges.

SCHOOL WITHIN A COLLEGE (SWAC)

The Ohsweken SWAC program is a partnership between Grand River SCWI (Grand Erie and BHNCDSD), Grand River Employment and Training, and Mohawk College. The program is offered at the GREAT facility and provides secondary school students the opportunity to earn dual credits and secondary school credits in a post-secondary environment. The Ohsweken SWAC program is unique in Ontario in that it is the only one offered in an employment and training institution rather than a college setting.

In the dual credit portion of the program, students can take up to 4 college credit courses in the Trades and/or Humanity streams.

Program highlights:

- **Eligible Students:** Grand Erie and BHNCDSD students age 18 to 21 years old
- **Supported Pathway:** Grade 11 and 12, college, university and workplace preparation pathways
- **Program Details:** Students need 22 credits or more to enter the program

COMMUNITY BASED EDUCATION PROGRAMS FOR SIX NATIONS STUDENTS

EDUCATION SERVICES AGREEMENT COMMUNITY BASED PROGRAMS 2018-19

PROGRAM	#STUDENTS SERVED IN 2018-19	# STUDENTS ON ROLL FOR REPORTING TIME	# CREDITS ATTEMPTED (WITHOUT CO-OP)	#CO-OP CREDITS ATTEMPTED	# OF DUAL CREDIT COURSES ATTEMPTED (IF APPLICABLE)	TOTAL # OF CREDITS ACHIEVED (INCLUDING CO-OP AND DUAL CREDIT)	% CREDIT ACHIEVEMENT	# OF GRADUATES
NewStart	151	110	212	57	0	206	76.58%	13
Nations	32	27	172			80	46.51%	2
SWAC	16	9	51	3	26	29	36.25%	5
RATIWEIENTEHTA'S	14	10	53	1		34	62.96%	
OHAHI:YO	38		67	32		74	74.75%	4
Total	251		555	93	26	423	62.76%	24

NOTES: Based on data from last day of school year: June 19, 2019.

CELEBRATING SUCCESS

Each year a special awards event, Celebrating Success, is held to recognize the efforts and accomplishments of students in our community-based learning programs. This year, students earned awards in the following categories:

SPECIAL AWARDS

SPECIAL AWARD IN MEMORY OF ROBIN MARACLE

For most successful independent learner in the Nations program.

CAREER/LIFE SKILLS RESOURCES AWARD OF EXCELLENCE IN CO-OPERATIVE EDUCATION

This award provided by the Province of Ontario was awarded to a student in the Ohsweken SWAC (School Within a College Program).

RECOGNITION AWARDS

NATIONS PROGRAM

- Overcoming Obstacles and Perseverance Award
- Awesome Attendance Award
- AAA Award (Attendance, Attitude, Achievement)
- English Award
- Commitment to Excellence Award
- Art Award
- Positivity Plus Award
- Best in Co-Op Award



LET'S CELEBRATE STUDENT SUCCESS

BRANTFORD COLLEGIATE INSTITUTE AND VOCATIONAL SCHOOL – SIX NATIONS STUDENT SUCCESSES 2018-19

TOTAL ENROLLMENT FOR 2018-19:

56 Six Nations students

COMMENCEMENT

- 12 Graduates
- 2 Ontario Scholars
- 2 Club 80
- 2 Honour Roll

JUNIOR RECOGNITION AWARDS (GRADES 9-11)

Six Nations students were Award recipients in the following categories:

- Club 80 Grade 10: 2 students
- Club 90 Grade 10: 1 student
- Grade 9 Native Language Level 1 Mohawk
- Grade 10 – Canadian History Since WW1
- Grade 10 – Native Language – Level 2 Mohawk
- Grade 10 – Guitar
- Grade 10 - Science
- Grade 11 - Dance

STUDENT INVOLVEMENT

- Grade 9 - Annual Mohawk College Bridge Building Contest – won Most Unique Bridge
- Grade 12 - Cross Cuts Film Festival – Photography First Place – Animal Nature Category
- National Theatre School Drama Festival Participant

HAGERSVILLE SECONDARY – SIX NATIONS STUDENT SUCCESSES 2018-19

TOTAL ENROLLMENT FOR 2018-19:

107 Six Nations students

COMMENCEMENT

- 29 Graduates
- 3 Ontario Scholars
- 2 Club 80
- 1 Club 90
- 3 Honour Roll

OTHER AWARDS RECEIVED BY SIX NATIONS GRADUATES

- Knights of Columbus
- 2 Silver Medals (over 80 average all four years)
- HSS Art Award
- IOOF Equity Lodge 232 Club Bursary
- 1 Gold Medal (over 90 average all four years)
- Student Council Award

- HSS Reunion Scholarship
- St. Leonard's Youth Perseverance Award
- Buttons and Bows Childcare Centre Bursary
- Don Butler Memorial Award

JUNIOR RECOGNITION AWARDS (GRADE 9-11)

Six Nations students were recipients of the following awards:

- Club 80 Grade 9: 5 students
- Club 80 Grade 10: 1 student
- Club 80 Grade 11: 5 students
- Club 90 Grade 9: 1 student
- Club 90 Grade 10: 1 student
- Club 90 Grade 11: 1 student

JUNIOR SUBJECT AWARDS

Six Nations students were recipients of the following awards:

- Grade 9: Art, Business, Geography, English, French, Math, Science and Tech
- Grade 10: Native Studies, Drama
- Grade 11: Art and Math

STUDENT INVOLVEMENT

- Boys Lacrosse went to OFSAA
- Jr. Boys Volleyball went to SOSSA
- Students went to Badminton SOSSA
- Field Hockey went to SOSSA
- Girls Lacrosse went to SOSSA

MCKINNON PARK – SIX NATIONS STUDENTS SUCCESSES 2018-19

TOTAL ENROLLMENT FOR 2018-19:

191 Six Nations students

COMMENCEMENT

- 29 Graduates
- 8 Ontario Scholars
- 3 Club 80
- 1 Club 90
- 8 Honour Roll
- 1 Honours with Distinction (90%)
- 3 Gold Award (Honours all years)
- Chester Hyslop Memorial Award
- James Garlow Memorial Award
- Jen Meahan Memorial Scholarship
- St. Leonard's Community Service Perseverance Award
- Power Workers Union Award
- MPSS Faculty Award
- MPSS World History Award
- Carney Elijah Johnson Memorial Scholarship
- Tow Path Trail Association Award

LET'S CELEBRATE STUDENT SUCCESS

JUNIOR RECOGNITION AWARDS (GRADE 9-11)

Six Nations students were recipients of the following awards:

- Bronze Award: 5 students
- Silver Award: 2 students
- Club 80 Grade 9: 2 students
- Club 80 Grade 10: 5 students
- Club 80 Grade 11: 5 students
- Club 90 Grade 10: 1 student
- Club 90 Grade 11: 1 student
- Grade 9 Art Award
- Grade 9 Native Art Award
- Grade 9 Applied Science Award
- Grade 10 Applied Science Award
- Grade 10 Locally Developed Science Award
- Grade 10 First Nations History Award
- Grade 9 Locally Developed Math Award
- Grade 11 College Preparation Math Award
- Grade 9 Locally Developed English Award
- Grade 10 Locally Developed English Award
- Grade 9 Cayuga Language Award
- Grade 10 Cayuga Language Award
- Grade 11 Computer Programming Award
- Grade 11 Visual Arts Award
- Grade 11 Media Arts Award
- Grade 11 Guitar Award

STUDENT INVOLVEMENT

- Grand Erie Indigenous Student Trustee
- Boys Lacrosse – Zone 2 and SOSSA Championship
- Girls Lacrosse – Zone 2 Champions
- Softball – Invitational 2-Pitch Champions
- Boys and Girls Junior and Senior Basketball - All Zone Championships

PAULINE JOHNSON COLLEGIATE AND VOCATIONAL SCHOOL – SIX NATIONS STUDENT SUCCESSES 2018-19

TOTAL ENROLLMENT FOR 2018-19:

- 14 Six Nations students

OTHER AWARDS RECEIVED BY SIX NATIONS GRADUATES:

- Geography – workplace – Environment and Resource Management

STUDENT INVOLVEMENT

- Student council Junior letter
- Our Kontiya'tasheha young women's photography project about body and land sovereignty ran this year. It was supported by the Six Nations Community Development Trust, the Ontario Arts Council and Brock University.

TOLLGATE TECHNOLOGICAL SKILLS CENTRE - SIX NATIONS STUDENT SUCCESSES 2018-19

TOTAL ENROLLMENT FOR 2018-19:

- 16 Six Nations students

COMMENCEMENT

- 3 Graduates

JUNIOR AWARDS

Honour Roll is 70% and above:

- Honour Roll Grade 11: 3 students
- Honour Roll Grade 12: 2 students

SUBJECT AWARDS:

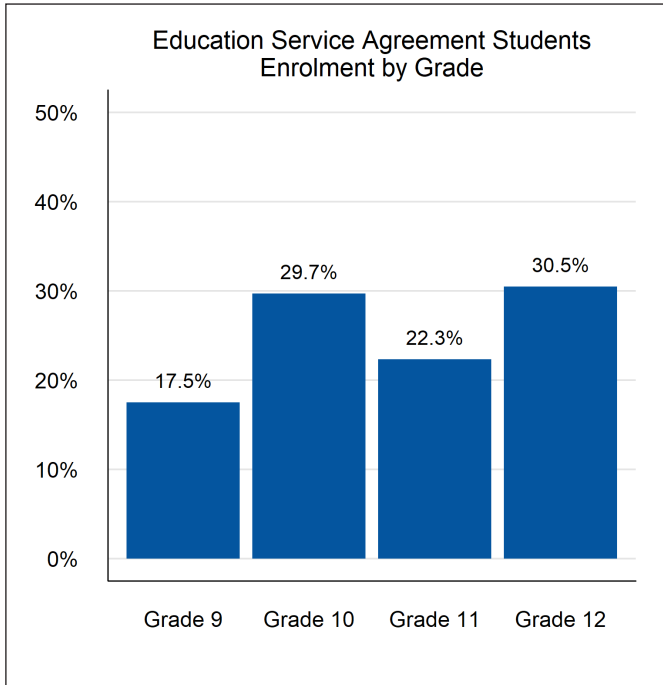
- Professional Cooking Award
- Carrie Mannsfeldt and Pam Will Memorial Grade 10 Math Award
- Transportation Award

OTHER AWARDS:

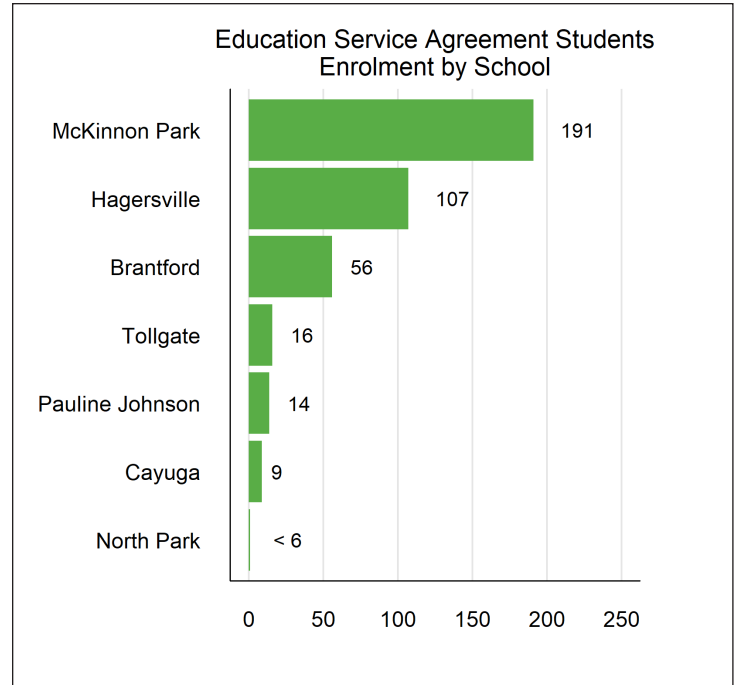
- Special Education Award
- Perseverance Award
- Citizenship Award
- Most Improved Award
- General Proficiency Award Grade 10
- Sports Participation Award



SIX NATIONS STUDENTS ENROLMENT BY GRADE - 2018-19



- The percentage of students from Six Nations fluctuates in Grade 9 to 11, with a large increase in Grade 12.



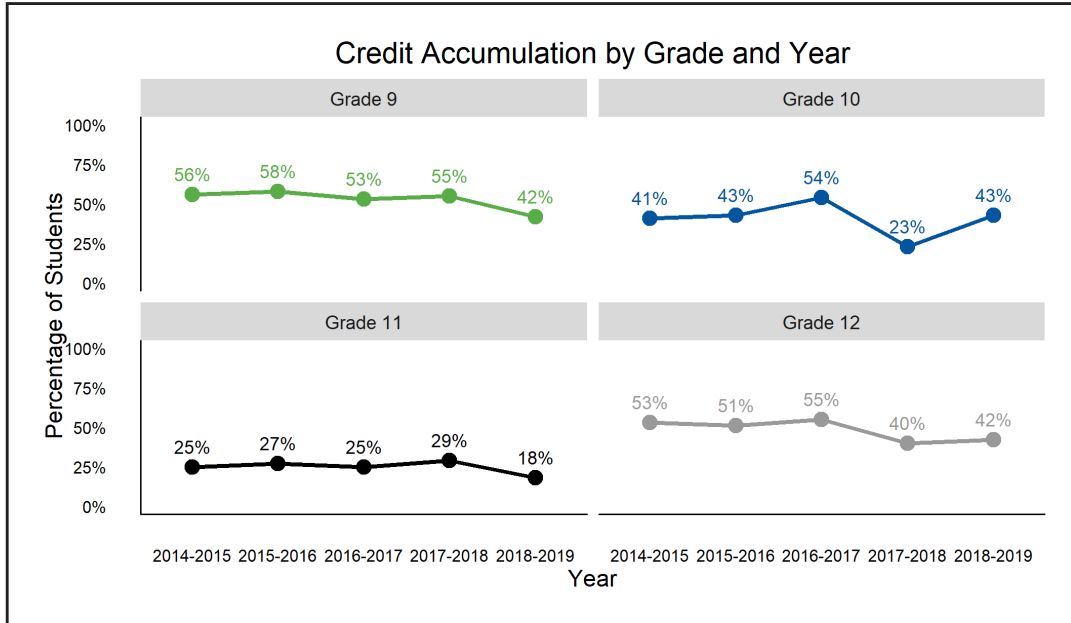
- The majority of Six Nations students attend McKinnon Park followed by Hagersville.

STUDENT ENROLMENT BY SCHOOL AND GRADE

SCHOOL	GRADE 9	GRADE 10	GRADE 11	GRADE 12
Brantford Collegiate Institute and Vocational School	10	23	9	14
Cayuga Secondary School	< 6	< 6	< 6	< 6
Hagersville Secondary School	12	27	23	45
McKinnon Park Secondary School	35	58	46	52
Pauline Johnson Collegiate and Vocational School	< 6	< 6	< 6	< 6
Tollgate Technological Skills Centre	7	< 6	< 6	< 6

Note: Groups with fewer than six students are not reported

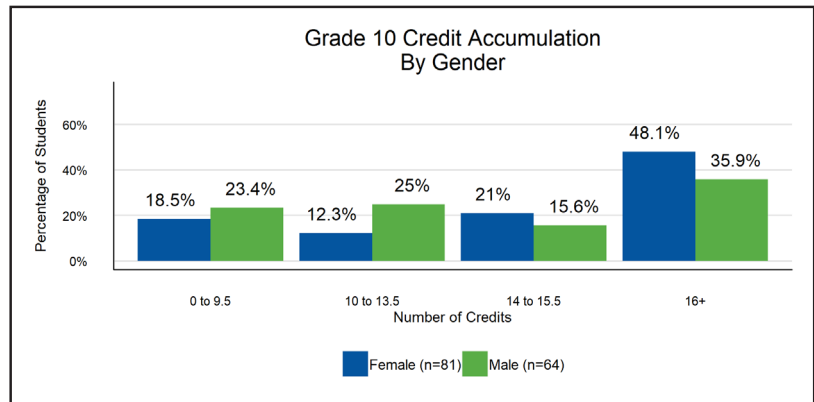
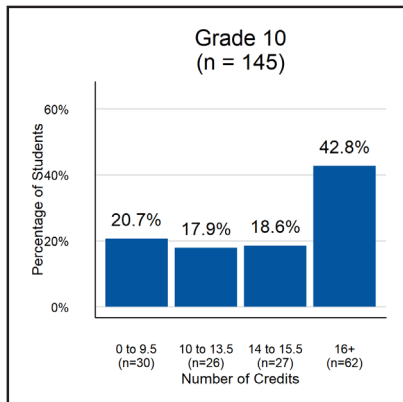
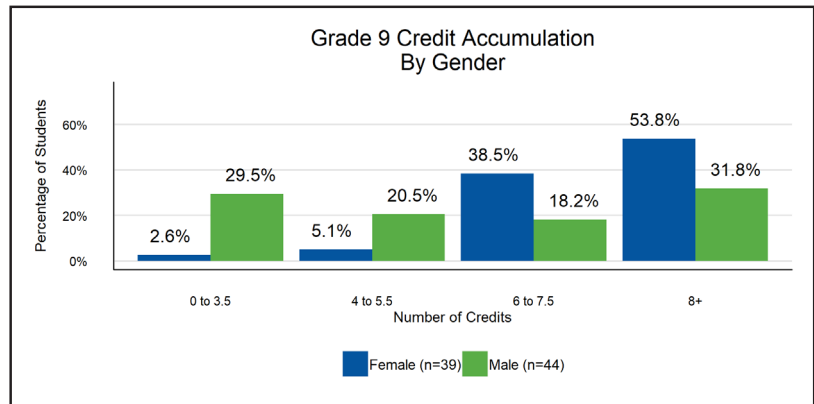
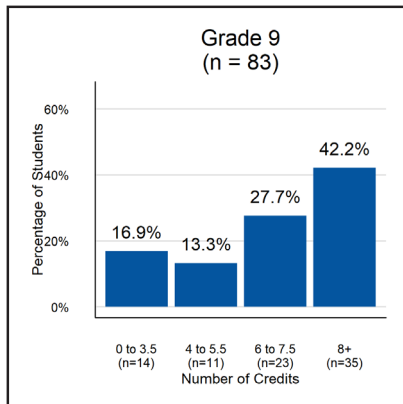
CREDIT ACCUMULATION BY GRADE AND YEAR



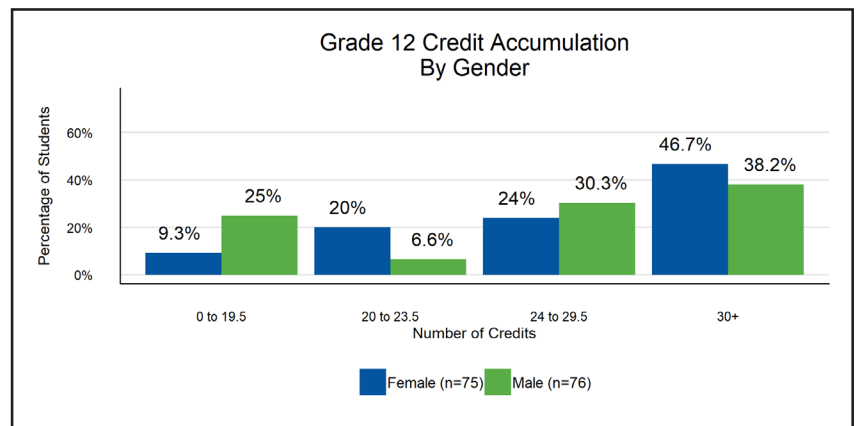
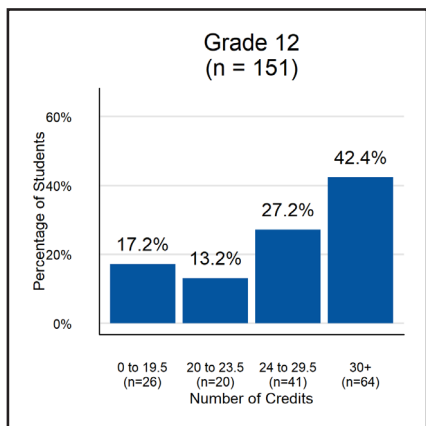
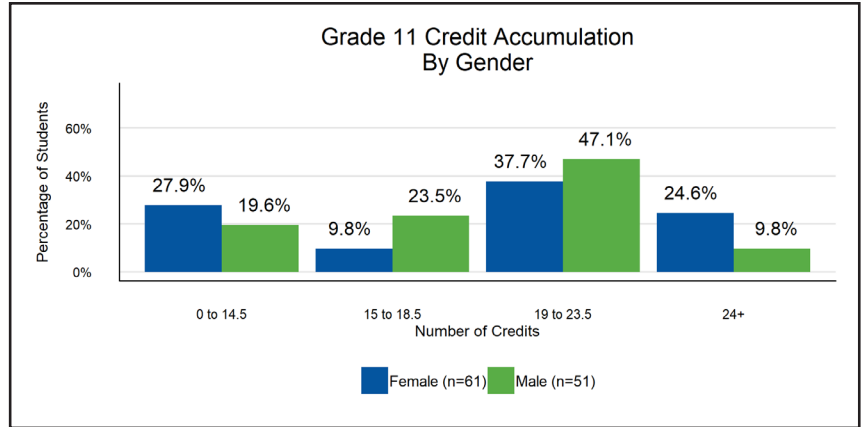
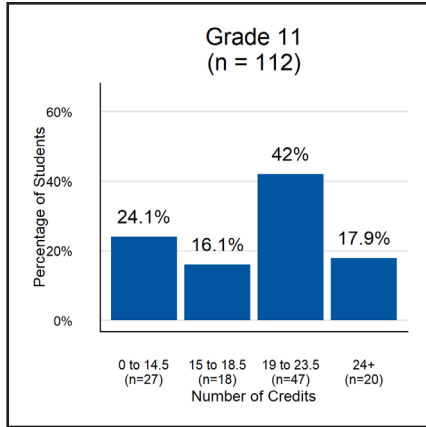
These graphs show the percentage of students who by the end of each grade have the following number of credits:

- Grade 9 – 8 credits
- Grade 10 – 16 credits
- Grade 11 – 24 credits
- Grade 12 – 30 credits

CREDIT ACCUMULATION BY GRADE AND GENDER



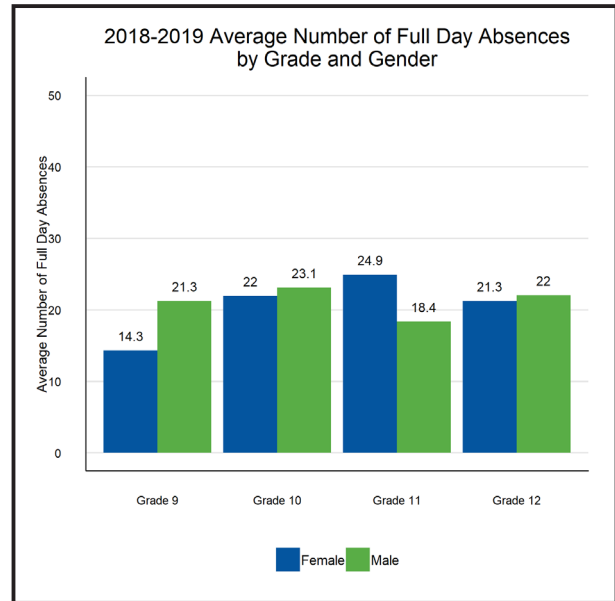
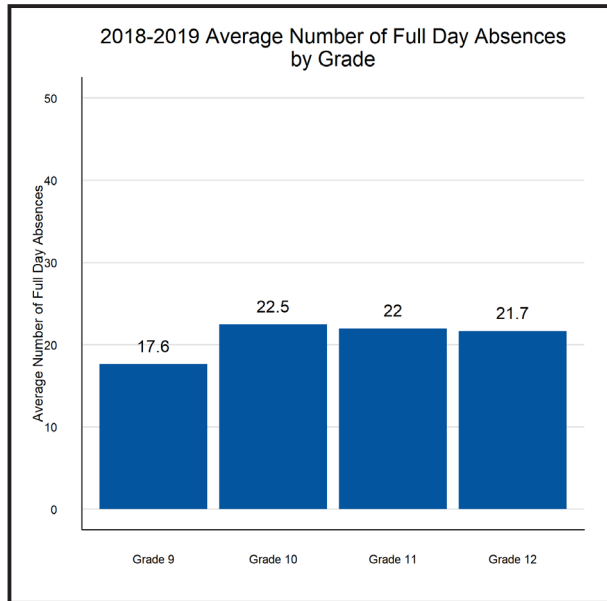
CREDIT ACCUMULATION BY GRADE AND GENDER



- The percentage of Grade 9 students achieving 8 credits has decreased from 2018 from 55% to 42%
- This data assumes that all students in Grade 9 are taking a full course load of 8 credit granting classes.
- **A total of 69.9% of Grade 9 students achieved 6 or more credits in 2018-19 and are on track to graduate in 3 or 4 years**
- The percentage of Grade 10 students achieving 16 credits has increased from 23% to 43% since 2018
- **A total of 61.4% of Grade 10 students achieved 14 or more credits by the end of June 2019 and are on track to graduate in 2 or 3 years**
- Credit accumulation for students in Grade 11 decreased 9% in 2018-19. Grade 12 increased from 40% to 42% between 2018 and 2019.
- **A total of 59.9% of Grade 11 students achieved 19 or more credits by the end of June 2019 and are on track to graduate in 1 or 2 years**
- **A total of 69.6% of Grade 12 students achieved 24 or more credits by the end of June 2019 and have graduated or are on track to graduate in 1 year**

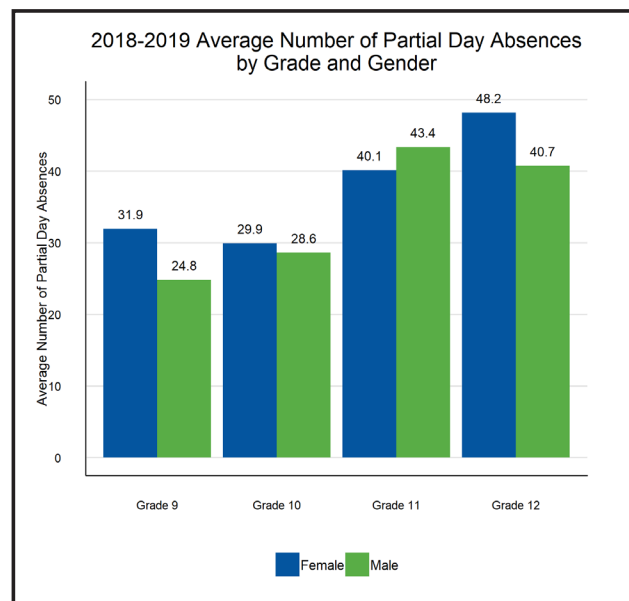
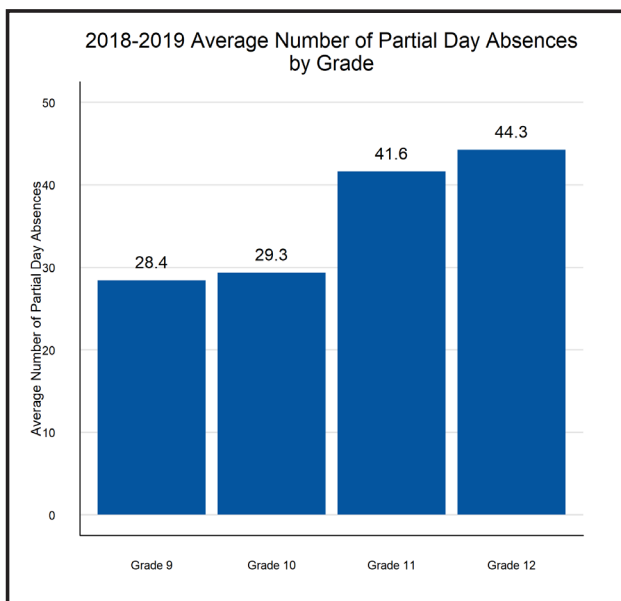
STUDENT ATTENDANCE

FULL DAY STUDENT ABSENCES



- Full day absences are highest with Grade 10 and 11 students.

PARTIAL DAY STUDENT ABSENCES



- Partial day absences are highest in Grade 11 and 12 students

GRADE 9 ASSESSMENT OF MATHEMATICS

ACADEMIC	< LEVEL 1	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	NO DATA
2018-19	0	6.25%	12.5%	75%	0	6.25%

APPLIED	< LEVEL 1	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	NO DATA
2018-19	8.6%	8.6%	34.3%	22.9%	8.6%	17%

Note: Percentages may not add to 100% due to students with No Data

- Students achieving the Provincial Standard (Level 3-4) in Academic mathematics has increased 14% from the 2017-18 assessments
- Students achieving the Provincial Standard (Level 3-4) in Applied and mathematics has slightly decreased from the 2017-18 assessments
- The majority of students in Academic Mathematics achieve the Provincial Standard (Level 3-4)
- Slightly more than half of students in Applied Mathematics achieved below the Provincial Standard (below Level 3)



ONTARIO SECONDARY SCHOOL LITERACY TEST (OSSLT)

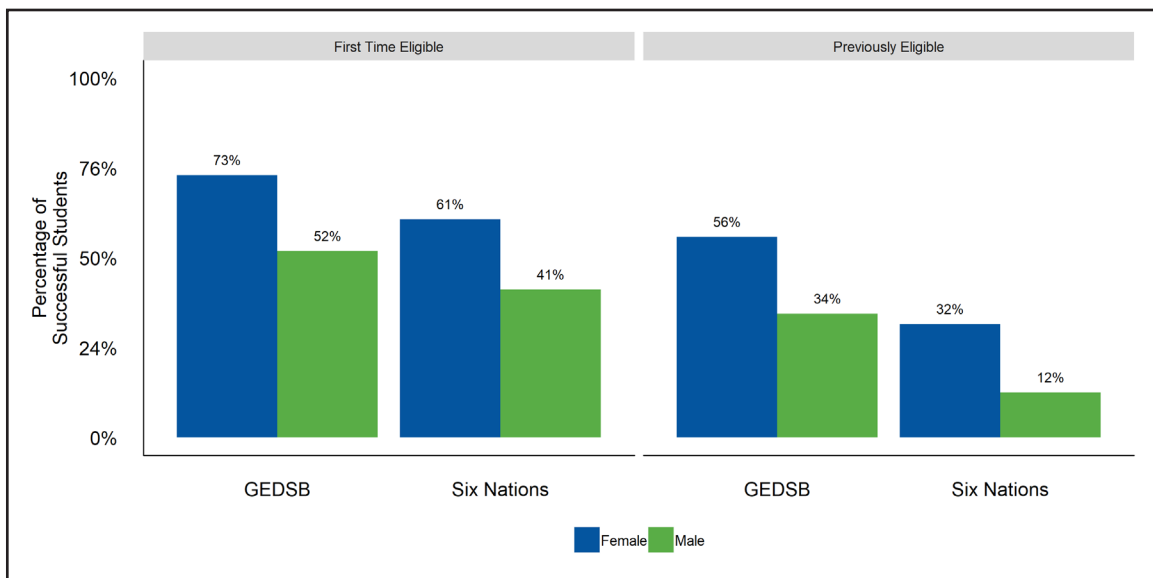
NUMBER OF STUDENTS	First Time Eligible (FTE)	Previously Eligible (PE)
Eligible Students	103	92
Absent	4	10
Deferred	14	15
Exempt	0	2
OSSLC	0	22

Participating Students	85	43
Successful	45	9
Unsuccessful	40	34

ELIGIBILITY STATUS	FTE	PE
Students with Special Needs	16	39
Participating	9	16
Successful	1	1
With Accommodations	4	3

- 53% of participating First-Time Eligible students were successful on the OSSLT
- 21% of Previously Eligible students who participated in the OSSLT were successful
- 23% of Previously Eligible students are registered in the Ontario Secondary School Literacy Course (OSSLC)
- 25 out of 55 students with special needs participated in the OSSLT. 2 were successful

OSSLT BY GENDER



- The gender gap is consistent between males and females for all Grand Erie District School Board students
- Females are more likely than males to be successful on the OSSLT, for both First Time Eligible and Previously Eligible students



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GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
FROM: Scott Sincerbox, Superintendent of Education (Human Resources)
RE: **Workforce Report**
DATE: November 25, 2019

Recommended Action: Moved by _____ Seconded by _____
THAT the Grand Erie District School Board approve the Workforce Report with data as of October 31, 2019.

Rationale/Background

- 1.0 The Board receives information three times a school year – November, February and April - that provides totals by employee group/position, relative to the budget. The Report also includes retirement and resignation names.

Respectfully submitted,

Scott Sincerbox
Superintendent of Education (Human Resources)

GRAND ERIE DISTRICT SCHOOL BOARD

WORKFORCE REPORT 2019-20

	Budget	Funding	Oct 31/19	Jan 31/20	Mar 31/20
		Adjustments			
1 Supervisory Officers	8.00		8.00		
2 Consultants & Coordinators - Elementary	25.50		26.00		
3 Consultants & Coordinators - Secondary	6.00		6.00		
4 Principal Leaders - Elementary	3.00		3.00		
5 Principal Leaders - Secondary	1.00		1.00		
6 Principals & Vice-Principals – Elementary	73.00		73.00		
7 Principals & Vice-Principals – Secondary	30.50		30.50		
8 Teachers – Elementary	1074.00	6.00	1080.00		
9 Teachers – Secondary	538.50	3.00	540.17		
10 Psycho-Educational Consultants	7.00		7.00		
11 Speech Pathologists	7.00		7.00		
12 Social Workers	7.00		7.00		
13 Child and Youth Workers	17.00		17.00		
14 Attendance Counsellors	7.00		7.00		
15 Behaviour Counsellors	7.00		7.00		
16 Communicative Disorders Assistants	7.00		7.00		
17 Educational Assistants	304.00)	304.00		
18 Educational Assistants - Indigenous	9.00)	9.00		
19 Other EA Funding	18.50)	18.50		
20 Library Technicians	12.79		11.73		
21 Elementary Clerical	74.00		74.00		
22 Secondary Clerical	47.50		47.50		
23 Support Centre, Service Dept Clerical, Technical	60.50		61.00		
24 Non-Union	49.00		49.00		
25 Early Childhood Educators	116.00	5.00	121.00		
26 Plant Operations & Maintenance	191.13		191.13		
27 Food Services	6.00		6.00		
28 Transportation	6.00		6.00		
29 Noon-Period Supervisors	35.50		33.50		
TOTAL	2748.42	14.00	2759.03		
Resignations/Retirements			B. Bell		
			P. Brandon		
			A. Caldwell		
			D. Chabot		
			K. Davis		
			L. Plug		
			A. Lafferty		
			M. McCoag		
			J. Plant		
			A. Rixmann		
Elementary Occasional - Qualified			322.00		
Elementary Occasional - Unqualified			1.00		
Secondary Occasional - Qualified			199.00		
Secondary Occasional - Unqualified			0.00		
Clerical/Technical - Casual			43.00		
Educational Assistants - Casual			93.00		
Casual Caretakers			35.00		
Casual ECE			36.00		



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
 FROM: Rafal Wyszynski, Superintendent of Business & Treasurer
 RE: **2019-20 Revised Budget Estimates Development Update**
 DATE: November 25, 2019

Recommended Action: Moved by _____ Seconded by _____
 THAT the Grand Erie District School receive the 2019-20 Revised Budget Estimates Development Update as information.

Background

The 2019-20 Revised Estimates Budget is due for submission to the Ministry of Education on December 13, 2019. The following information pertains to the development of the 2019-20 Revised Estimates Budget:

- Updated enrolment estimates based on actual enrolment in schools on the October 31, 2019 count date and estimated enrolment at March 31, 2020. These enrolment projections will generate revenue changes within the Grants for Student Needs (GSN). Staff are still working on generating final revenues bases on these enrolment projections

	2019-20120 Estimates	2019-2020 Revised Estimates	Change
<i>Elementary</i>	17,995	18,347	352
<i>Secondary</i>	7,837	7,797	- 40
<i>Total</i>	25,832	26,144	312

- The following staffing changes have been made as a result of class size ratios or requirements
 - Increase of 1.5 FTE Elementary Teachers
 - Increase of 7 FTE Early Childhood Educators
 - Conversion of 1 FTE Elementary Vice-Principal to Principal
- Senior Administration is also reviewing the possibility of including the following positions into the 2019-20 Revised Budget. These positions have been summarized below in priority order with their 2019-20 projected cost.
 - 1 FTE – Privacy Information Officer
 - \$37,500 prorated (\$75,000 annual)
 - Recommended role as stated in the 2017 Privacy Assessment Report
 - 2 FTE – Elementary Principal Coaches
 - Focus on leadership, learning and operations
 - \$144,000 prorated total (\$288,000 annual)
 - 1 FTE – Community Partnerships and Community Use Officer
 - \$40,000 prorated (\$80,000 annual)
 - To assist with unmanaged workload with respect to partnerships, lease agreements, real estate and surplus space

- 4) 1 FTE – Psychoeducational Consultant
 - \$0 Impact to 2019-20 (\$105,000 annual)
 - To support students waiting for psychological assessments
 - 5) 1 FTE – Pension and Benefit Administrator
 - \$35,000 prorated (\$75,000 annual)
 - To support and consolidate pension and benefit administration between Payroll and Human Resources
 - 6) 1 FTE – Supervisor of Budgets and Financial Reporting
 - \$45,000 prorated (\$90,000 annual)
 - To organize and centralize internal board level and school level budgeting, monitoring and reporting.
4. During the 2019-20 Estimates Budget development, Trustees had earmarked \$145,000 for Board Initiatives (Line 105 of the budget). The recommendation from Senior Administration is to direct this budget towards the Athletic Assistant role with the balance supporting the Document Management System.
5. Senior Administration has also projecting cost pressures in the following areas:
- Increase of \$250,000 to support expenditures related to snow removal costs.
 - Increase of \$100,000 to support expected increase in grass cutting services.
 - Increase of \$4,000 to support additional French Immersion Resources
 - Increase of \$11,500 to support a complement shift in the Maintenance department
 - Increase of \$25,000 to the water utility budget as a result of the County of Norfolk raising water rates by 17%
 - Pressure in the model for predicting WSIB liabilities and Retirement gratuities
 - Staff are still assessing the impact of changes to attrition protecting funding

The above is the preliminary assessment of some of the changes that are expected or proposed for the 2019-20 school year. As the finance team continues to generate final revenue numbers from enrolment projections and changes to other grants such as the Priorities and Partnerships Funds (PPF), expenditures are also being revised as prior assumptions are being reviewed for the accuracy and appropriateness (I.e. Canada Revenue Agency Rates for CPP and EI).

Next Steps:

Senior administration will collect feedback from the presentation of this report for inclusion in the 2019-20 Revised Estimates report that will be prepared for Trustees on December 9, 2019.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Brenda Blancher, Director of Education & Secretary
FROM: Rafal Wyszynski, Superintendent of Business & Treasurer
RE: **Summary of Accounts – October 2019**
DATE: November 25, 2019

<p>Recommended Action: Moved by _____ Seconded by _____ THAT the Grand Erie District School Board receive the Summary of Accounts for the month of October 2019 in the amount of \$11,965,184.93 as information.</p>

Rationale/Background

The summary of accounts for the Grand Erie District School Board for each month is provided to the Board.

Respectfully submitted,

Rafal Wyszynski
Superintendent of Business & Treasurer



MINUTES

Present: Chair K. Smith, P. Bagchee, L. Boudreault, L. Boswell, C. Brady, L. DeJong, K. Jones, W. Rose, N. Schuur, L. Sheppard, C. A. Sloat, T. Waldschmidt, J. White, T. Wilson, R. Winter. L. Thompson.

Regrets: B. Caers, M. Carpenter, C. Clattenburg, R. Collver, G. Drake, S. Gibson, K. Mertins, A. Powless-Bomberry, L. Scott.

Recorder: P. Curran.

A-1 Opening **K. Smith**

(a) Welcome K. Smith

Chair Smith welcomed everyone and called the meeting to order.

L. Thompson read the Land Acknowledgement Statement. L. Thompson

(b) Agenda Additions / Deletions / Approvals K. Smith

Moved by: T. Waldschmidt

Seconded by: L. Boswell

“THAT the SEAC 19-01 Agenda for September 19, 2019 be approved as distributed.

Carried

B-1 Timed Items **K. Smith**

(a) Amendments to the Special Education Plan 2018-19 L. Thompson

The final 2018-19 plan was reviewed by SEAC in May and a motion was made requesting the Board approve it and send it to the Ministry as per standard proceedings.

This year, however, is unique as the special education delivery of services has changed which required updates to the plan.

Focus will now be classroom or close to classroom and fulsome implementation on tier one support resulting in a reduction or change in the roles of some staff.

Changes in how special education support is provided were confirmed after the board’s approval of the plan and after the final budget was approved.



Special Education Advisory Committee SEAC 19-01

H-1-b

Education Centre – Board Room
Thursday, September 19, 2019 – 6:00 p.m.

Following this, it was felt the plan should be updated to reflect the changes to provide a more accurate presentation of special education services for parents.

In response to member questions regarding CCAT, members were informed W. Backus-Kelly will bring information on CCAT to a future SEAC meeting.

Moved by: T. Waldschmidt

Seconded by: K. Jones

THAT the Board approve the amended plan, resubmit it to the Ministry of Education and update the website edition.

Carried

C-1 Business Arising from Minutes and/or Previous Meetings K. Smith

(a) Ratification of Minutes June 12, 2019 SEAC Meeting

Moved by: L. Boswell

Seconded by: C. Brady

“THAT the Minutes of SEAC 19-01 of June 12, 2019 be approved as distributed.”

Carried

(b) Upcoming Changes to EQAO’s Reporting Denominator L. Thompson

A teleconference last year was attended by Chair Smith and Superintendent Thompson, along with other school board and SEAC representatives, who were asked to provide input about the reporting denominator. As a result, the process was changed, and the announcement was shared with members.

Members questioned how well these results align with grade scores and also had questions about the validity of the EQAO assessment tool.

Trustee Sloat is meeting with EQAO Chair and Vice-Chair on September 20th and Superintendent Thompson noted representatives from EQAO will attend RSEC (Regional Special Education Council) in October to whom she will bring any questions SEAC members may have.

Chair Smith noted each board’s data is protected which makes creating a standard difficult and that is why the denominator was amended.

Chair Smith asked for this topic to be placed on the October 15th agenda and requested members bring their questions to that meeting.



H-1-b Special Education Advisory Committee SEAC 19-01

Education Centre – Board Room
Thursday, September 19, 2019 – 6:00 p.m.

Monitoring and measuring of the impact of the renewed model on staff members and students will be a focus. This will lead to informed decisions about possible or necessary adjustments going forward.

Child and Youth Workers (CYW)

P. Bagchee

CYW's will be working with classroom teachers to support the development of social-emotional, self-regulation and social skills/healthy relationships. CYW's' delivery of service will focus on tier 1 and tier 2 skill development, targeted interventions and coaching. Working more closely with teachers will allow for foundational knowledge, common understanding and language related to social emotional learning. Coaching will occur in the situations and environment where students are struggling.

Social Workers

P. Bagchee

Social Workers' service delivery will focus on tier 2 and tier 3 activities such as mental health consultation, liaison with community agencies, individual counselling and managing crises such as suicide risk among students. SWs will also support Safe Schools with Violence Threat Risk Assessments.

(c) After School Skills Development Programs (ASSDPs) Grant

L. Sheppard

Grand Erie received a grant to provide programs for students with Autism. Planning is in the early stages, so an update will be provided to SEAC as information becomes available.

(d) Mental Health and Well-Being Bundle

P. Bagchee

The Mental Health and Well-Being Bundle was received by the School Board at the end of August. These funds will support initiatives outlined in the 2019-2020 Mental Health Strategy.

(e) Mental Health Workers in Secondary Schools

P. Bagchee

At the end of August, the Grand Erie School Board received funds for one year to hire two Mental Health Workers for Secondary Schools (MHW). Two align with the goals of the funding, MHWs will focus on tier 1 and tier 2 activities such as staff capacity building and targeted interventions for vulnerable and at-risk students.



Special Education Advisory Committee SEAC 19-01

H-1-b

Education Centre – Board Room
Thursday, September 19, 2019 – 6:00 p.m.

Staff ran a pilot program with highly anxious students who were provided with six sessions to help them develop symptom reduction skills and change negative habits. This program will be expanded to all secondary schools.

It is important to distinguish between school-based concerns to which school support staff can respond and those that require providing students with assistance in connecting to a community service.

Ms. Bagchee noted staff have developed a suicide protocol, risk assessment and safety plan and try to be very consistent in using best practices to support vulnerable students. She works closely with School Mental Health Ontario and supports the benefits of group counselling.

Members were supportive of the SEL training that will hopefully help younger students develop resilience and so prevent or reduce anxiety as they grow.

Ms. White summarized the discussion by informing members we could continue this topic at a future meeting. She assured members that key messages were drafted on informing parents early on and providing support with transitions but cautioned that each school manages this in its own way. Staff also have access to a transition guide. Staff will monitor the new model and make adjustments if they become necessary.

E-1 Other Business

- (a) Annual Calendar of SEAC Business 2019-20 K. Smith

Standard 5 – The IPRC Process and Appeals will be added to January
Standard 13 – Staff Development will be added to March.

- (b) SEAC Membership Recruitment K. Smith

As the roster is full, recruitment is not necessary this year.

- (c) SEAC Representative for Grand Erie's Parent Involvement Committee (GEPIC) K. Smith

Moved by: C. Brady

Seconded by: K. Jones

THAT SEAC submit the names of T. Waldschmidt and R. Winter to the Executive Assistant to the Director for inclusion on the GEPIC.

Carried



H-1-b Special Education Advisory Committee SEAC 19-01

Education Centre – Board Room
Thursday, September 19, 2019 – 6:00 p.m.

- (d) Special Education Plan – Consultation Process 2019-20 L. Thompson

Ontario Regulation 306 requires SEAC to request public consultation on its Special Education plan. This was previously conducted through public meetings and more recently by online surveys.

Last year we asked the public what was done well and what might still be needed, through school websites and newsletters, social media information and by a notification and link on our special education page.

Suggestions for this year, included asking how we might best deliver services while remaining fiscally responsible and adding a popup link to the survey when the Special Education Plan is accessed.

SEAC members commented that Grand Erie has met its legal obligation to consult about the special education plan based on how the current consultation process is conducted.

- F-1 **Standing Items** K. Smith
None.

- G-1 **Community Updates** K. Smith
None.

- H-1 **Correspondence** K. Smith

- (a) LDAO Circular K. Smith

Chair Smith reviewed the contents and pointed out the Minister's Advisory Council on Special Education (MACSE) is collecting feedback. SEAC members were requested to submit their feedback to dianew@LDAO.ca by September 23rd, so that it can be combined into an LDAO response.

- (b) Hastings & Prince Edward DSB - Letter to Minister Thompson re OAP June 4, 2019 K. Smith
Chair Smith reviewed the letter contents.

- (c) Greater Essex County DSB Change to Provincial Funding Model July 5, 2019 K. Smith
Chair Smith reviewed the letter contents.



Special Education Advisory Committee SEAC 19-01

H-1-b

Education Centre – Board Room
Thursday, September 19, 2019 – 6:00 p.m.

- (d) Greater Essex County DSB Bill 44 Fetal Alcohol Syndrome Disorder July 5, 2019 K. Smith

Chair Smith reviewed the letter contents.

- (e) Greater Essex County DSB Bill 64 Noah and Gregory's Law July 5, 2019 K. Smith

Chair Smith reviewed the letter contents.

- (f) Greater Essex County DSB Reduction to SIP Funding July 5, 2019 K. Smith

Chair Smith reviewed the letter contents.

I-1 Future Agenda Items and SEAC Committee Planning K. Smith

- (a) October 2019 - Information on the impact to special needs students in the event of work disruption. K. Smith

- (b) October 2019 – EQAO questions for RSEC. K. Smith

- (c) Special Education – Renewed Model Areas of Focus 2019-20 Continued Discussion. Special Education Management Team

- (d) Purpose of CCAT. T. Wilson; W. Backus-Kelly to bring. J. White

- (e) Global follow up report on the impact to student success following the change to LRT support and how effectiveness of the change is measured. C. A. Sloat

- (f) February 2020 - Discussion on transition reviews. L. DeJong

J-1 Next Meeting K. Smith

- (a) **Tuesday, October 15, 2019 | Grand Erie DSB – Board Room | 6:00 p.m.**

K-1 Adjournment K. Smith

Moved by: C. A. Sloat

Seconded by: L. DeJong

“THAT the SEAC 19-01 meeting of September 19, 2019 be adjourned at 8:17 p.m.”

Carried



MINUTES

Present: Chair K. Smith, C. Clattenburg, R. Collver, L. DeJong, K. Jones, W. Rose, C. A. Sloat, L. Thompson, J. White, T. Wilson.

Regrets: P. Bagchee, L. Boswell, C. Brady, L. Boudreault, B. Caers, M. Carpenter, G. Drake, S. Gibson, K. Mertins, A. Powless-Bomberry, N. Schuur, L. Scott, L. Sheppard, T. Waldschmidt, R. Winter.

Recorder: P. Curran.

A-1 Opening **K. Smith**

(a) Welcome K. Smith

Chair Smith welcomed everyone and called the meeting to order.

J. White read the Land Acknowledgement Statement. J. White

(b) Agenda Additions / Deletions / Approvals K. Smith

C. A. Sloat requested the addition of E-1 Other Business (a) Psychological Staff Hiring Update.

B-1 Timed Items **K. Smith**

(a) Multi-Year Accessibility Plan L. Thompson

School boards are provided with a five-year timeline to set and move through goals while providing annual progress reports and updated planning for the following year.

The charts included in the current report indicate which barriers were identified and what actions are required to remedy the gaps. Annual Accessibility Awareness day activities in schools help increase the awareness within the school community.

Mapleview School, a new build, is compliant with current requirements and will be added to the document.

A recommendation was made to include the date of elevator disruptions for notices posted on the board website.

Ontario Human Rights Commission policy will be rolled out to Learning Resources Teachers.



H-1-c Special Education Advisory Committee SEAC 19-02

Education Centre – Board Room
Tuesday, October 15, 2019 – 6:00 p.m.

The board is partnering with the Rick Hansen Foundation to provide access to speakers and online resources.

Vice-chair Collver noted page 3 has an incorrect address for the Education Centre and should indicate 349 Erie Avenue rather than 269 Erie Avenue.

C-1 Business Arising from Minutes and/or Previous Meetings **K. Smith**

(a) Ratification of Minutes September 19, 2019 SEAC Meeting

Recording Secretary P. Curran noted N. Schuur's name had been omitted from the September minutes.

As quorum was not attained, a motion to approve these minutes will be tabled until the November 2019 meeting.

(b) Questions for Representatives from EQAO **L. Thompson**

Superintendent Thompson noted that Ms. Rose had provided questions/concerns to her in writing prior to the meeting. Members concerns centred around:

- the validity of the results;
- what statistical comparison exists between EQAO and report cards;
- what is the educational purpose of the test itself which provides no opportunity for students to learn from the EQAO results;
- why has some of the material gathered over years not been transferred to teacher guides rather than administered in annual testing;
- how is the quality of the questions determined;
- is there consideration on how the quality of the question impacts the result;
- how does the EQAO account for the difference when children with mild developmental disorders may be at a disadvantage as required to complete a test with written answers which does not adequately or accurately reflect their skill.

D-1 New Business

(a) The Role of the Teacher Consultant - Gifted **J. White**

Ms. White explained Ms. Backus-Kelly has been hired this year as Teacher Consultant to provide support in implementing the new structure for alternative programming for gifted learners. She will also help support regular classroom curriculum including how to provide richer program for students and how and why to access her support.



Special Education Advisory Committee SEAC 19-02

H-1-c

Education Centre – Board Room
Tuesday, October 15, 2019 – 6:00 p.m.

She will be asked to work on related projects, e.g., the gifted learner at secondary, gifted identification in Grand Erie DSB and acceleration for students who can successfully manage curriculum beyond their grade level.

Members were concerned that parents receive communication for their children receiving enriched programming. Ms. Backus-Kelly will be able to confirm if communication on enrichment opportunities was sent to all schools.

Ms. White confirmed that an Individual Education Plan (IEP) is not a requirement for enrichment but noted the CCAT (Canadian Cognitive Abilities Test) as a screening tool provides information to help build the student profile. Enrichment is still available to students in their classrooms.

Ms. White will ask Ms. Backus-Kelly to attend the November SEAC meeting.

- (b) Cell Phone in Classrooms – PPM128 Provincial Code of Conduct L. Thompson

Superintendent Thompson noted the classroom teacher has discretion to permit cell phone use during class when required to support classroom learning, special education or medical needs.

The memorandum was issued October 18, 2019 and requires Ontario school boards to review their Code of Conduct policies to assure they are in compliance with updated regulations.

- (c) SO12 Grand Erie DSB Code of Conduct L. Thompson

Superintendent Thompson assured members SO12 Code of Conduct reflects the parameters outlined in PPM 128.

- (d) EQAO Results for Students with Special Education Needs. J. White

Members were placed in pairs and asked to review the results with the purpose of composing “I wonder” questions.

“I wonder...”

- a) why we are so stagnating, no true progression through the years, no wow factor; but no oh dear factor either
- b) what is the benchmark we are trying to achieve for students with or students without special education needs



H-1-c Special Education Advisory Committee SEAC 19-02

Education Centre – Board Room
Tuesday, October 15, 2019 – 6:00 p.m.

- c) is it possible to create learner profiles; is there a certain type of learner more prevalent in the different streams, should teaching styles change
- d) if we always quantify properly and celebrate small achievements, e.g., when a child learns their alphabet for the first time
- e) what is the true number of how many students wrote this
- f) what is the sample size; were there exemptions
- g) if there is a way that parents can better understand the success their child has gained
- h) Across the board are there physical or mental barriers to writing; what technology can be used to eliminate the writing barrier; technology to help children record their answers in an easier way

It is important to remember the year over year statistics do not represent the same students.

Ms. White will add member comments to the Special Education Management Team notes.

- (e) SO32 Exclusion of Students – Draft L. Thompson

Superintendent Thompson informed members this practice is consistent across Ontario school boards and is not a disciplinary policy but intended to balance competing interests and rights.

The policy includes options for students with special education needs. Recently it has received renewed focus due to an increase in staff refusing unsafe work conditions.

The draft will be sent to SEAC members with a request to submit their comments following the usual board practice.

Superintendent Thompson cautioned the policy is not applied only in circumstances that involve students with special education needs, but for any student that may demonstrate behaviour that impacts the safety and well-being of students and staff.

Members also expressed concern that smaller steps for return to school and more collaboration between school and home may produce successful results.

- E-1 Other Business K. Smith**

- (a) Psychological Staff Hiring Update L. Thompson

Superintendent Thompson advised she does not have any hiring details to share and clarified we are at the point of reviewing system needs.



Special Education Advisory Committee SEAC 19-02

H-1-c

Education Centre – Board Room
Tuesday, October 15, 2019 – 6:00 p.m.

She explained that when we do not have a full complement of staff, postings go out to fill the positions and the managers revise the schedule to ensure schools are staffed and that appropriate attendance is met at resource team meetings.

F-1 Standing Items **K. Smith**

G-1 Community Updates **K. Smith**

(a) SEAC Membership Updates K. Smith / P. Curran

i. G. Drake will be removed from the roster due to conflicts in his schedule that preclude his ability to attend meetings.

ii. Chair K. Smith announced his resignation as he and his family are moving out of the Grand Erie DSB catchment area. He was thanked for the many contributions he made to Grand Erie DSB SEAC and his leadership while chair of the Committee.

H-1 Correspondence **K. Smith**

(a) Ecoles catholiques Centre-Est
This letter was opposing the proposed secondary model and reduced funding August 26, 2019

(b) Conseil scolaire catholique Providence
This letter was seeking support for the Ontario Autism Program September 23, 2019

(c) Conseil scolaire catholique Providence
This letter was in support of reviving Bill 44 FASD September 23, 2019

(d) Conseil scolaire catholique Providence
This letter was also opposing the proposed secondary model and reduced funding September 23, 2019

I-1 Future Agenda Items and SEAC Committee Planning **K. Smith**

(a) None new.

J-1 Next Meeting **K. Smith**

(a) Thursday, November 14, 2019 | Grand Erie DSB – Board Room | 6:00 p.m.

K-1 Adjournment **R. Collver**

(a) Chair Smith declared the SEAC 19-02 meeting of October 15, 2019 adjourned at 8:13 p.m.”



MINUTES
(Chair – Lena Latreille)

1.0 Roll Call and Election of Co-Chairs

Employer Representatives:

Lena Latreille	Business Services (Certified Member) (<i>Chair</i>)
Griffin Cobb	Secondary School Administration (Certified Member)
Philip Kuckyt	Transportation Services
Tom Krukowski	Facility Services

Employee Representatives:

Andrea Murik	Secondary Teachers (Certified Member) (<i>Co-Chair</i>)
Jennifer Orr	Elementary Teachers (Certified Member)
Nancy Hondula	CUPE Educational Assistants (Certified Member)
Amanda Baxter	Elementary Occasional Teachers (Certified Member)
Angela Korakas	Designated Early Childhood Educator (Certified Member)
Jennifer Faulkner	CUPE Facility Services (Certified Member)
Valerie Slawich	Non-Union (Alternate)
Laura Adlington	Professional Student Services Personnel
Paul Keresturi	Secondary Occasional Teachers (Alternate)

Resources and Recording Secretary:

Hilary Sutton	Health and Safety Officer
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Regrets:

George Wittet	Secondary Occasional Teachers (Certified Member)
Cheryl Innes	Elementary School Administration (Certified Member)
Elizabeth Armstrong	CUPE Clerical/Technical (Certified Member)

2.0 Minutes of Last Meeting

The draft minutes for September 19, 2019 were reviewed with a minor grammatical correction.

3.0 Approval of Last Meeting Minutes (September 19, 2019)

The minutes were approved as amended.

4.0 Agenda Additions

- 6.3 Creation of Be Safe Plans
- 6.4 Travel to Health and Safety Training
- 6.5 Working at Heights Training

5.0 Unfinished Business – Discussion

None



6.0 New Business

6.1 Fume Hood Inspections

A concern was raised regarding fume hood inspections and that workers were not informed of when the inspections were taking place and who is responsible for the recommendations stated in the report. The Division Manager of Operations and Health and Safety informed the committee that the fume hood inspections took place over the summer months and that the inspection report was forwarded to the Secondary School Administrator to be shared with the Science Head at the location. A copy of the inspection was to be posted on the fume hood for staff reference. All recommendations listed in the inspections are being reviewed by Health and Safety for implementation at a Board level. This item can be removed from the next agenda.

6.2 MOL Field Visit Report – Ed Centre/Pauline Johnson – October 9, 2019

The Ministry of Labour investigated a complaint received regarding a violent incident with a student at Pauline Johnson and concerns there was no Be Safe Plan in place for that student. Upon investigation it was discovered that the incident that took place was a secondary incident for which the student had been suspended. Prior to the student returning to the school a re-entry meeting was held and a re-entry plan for the student was put in place which outlined triggers and de-escalation techniques for the student. Some of the concerns communicated by the Ministry of Labour during the investigation was the lack of an assessment of the student's physical space to identify items of opportunity that could be used to injure a worker and a formalized process for when a re-entry plan should be established for a student. The Health and Safety Department will be meeting with representatives from the Safe Schools department to discuss this process and address how a formal re-entry plan can be adopted. This item will remain on the next agenda.

6.3 Creation of Be Safe Plans

A question was raised regarding who can request a Be Safe Plan and who does that request for the creation of a Be Safe Plan go to. The Division Manager of Operations and Health and Safety informed the committee that if a worker feels unsafe and believes that a Be Safe Plan needs to be created for a student, the worker has an obligation to speak to their supervisor about their concern. If the Supervisor disagrees with the worker's request for a need for a Be Safe Plan a Health and Safety Concern Form can be completed and provided to the Supervisor. The concern form must then be forwarded to the Health and Safety Department where it will be reviewed at the next Joint Occupational Health and Safety Committee Meeting. This item can be removed from the next agenda.

6.4 Travel to Health and Safety Training

A question was raised regarding mileage to and from Health and Safety training and if someone does not drive will the Board cover the costs of an Uber or Taxi for them to attend the training. The Division Manager of Operations and Health and Safety will consult with Human Resources regarding this and provide a response by email to the committee. This item can be removed from the next agenda.



Joint Occupational Health and Safety Committee

H-1-d

October 17, 2019

Facility Services – Meeting Room

6.5 Working at Heights Training for Custodial and Maintenance

A question was raised whether Maintenance and Custodial workers require Working at Heights training when on a roof. Clarification was provided that Custodians are not required to have the Working at Heights training as the protocol they follow is to always remain 2 meters from the edge of the roof. All Maintenance workers and Secondary School Head Custodians received their Working at Heights training in January 2019. This item can be removed from the next agenda.

7.0 Information Items

7.1 Bulk Sample Analysis – Education Centre - #18267 – September 24, 2019

Samples of vermiculite insulation were collected from the Education Centre for the determination of asbestos content. The samples collected did not contain asbestos. This item can be removed from the next agenda.

7.2 Bulk Sample Analysis – Lakewood Elementary - #18278 – September 25, 2019

Samples of drywall joint compound were collected from Lakewood Elementary School for the determination of asbestos content. The samples collected did not contain asbestos. This item can be removed from the next agenda.

7.3 Asbestos Abatement – Hagersville Secondary School - #18239 – September 28, 2019

An asbestos abatement was performed at Hagersville Secondary School to install cable wiring above the drop ceiling. All work was completed according to Regulation. This item can be removed from the next agenda.

7.4 Designated Substance Report – Ryerson Heights - #18279 – September 2019

A Limited Designated Substance Survey was completed at Ryerson Heights to identify possible hazardous building materials that may be present in the Library prior to renovations. This item can be removed from the next agenda.

7.5 Bulk Sample Analysis – Elgin Ave. - #18291 – October 1, 2019

Multiple samples of wall plaster were taken at Elgin Ave. for the determination of asbestos content. One sample was identified to contain asbestos. All small repairs to drywall in Ebase 201- Stairwell must be completed as a Type 1 Asbestos Abatement. All larger repairs to drywall must be completed by an outside contractor using Type 2 Asbestos Abatement procedures. This information will be updated in the schools Asbestos Plan. This item can be removed from the next agenda.

7.6 Designated Substance Report – Lynndale - #18280 – September 2019

A Designated Substance Survey was completed at Lynndale Heights to identify possible hazardous building materials that may be present in the Library prior to renovations. This item can be removed from the next agenda.



Joint Occupational Health and Safety Committee

H-1-d

October 17, 2019

Facility Services – Meeting Room

7.7 Designated Substance Report – Port Rowan - #18282 – October 2019

A Limited Designated Substance Survey was completed at Port Rowan to identify possible hazardous building materials that may be present in the Library prior to renovations. This item can be removed from the next agenda.

7.8 Designated Substance Report – Rainham - #18281 – October 2019

A Designated Substance Survey was completed at Rainham to identify possible hazardous building materials that may be present in the Library prior to renovations. This item can be removed from the next agenda.

8.0 Review of Reports

8.1 Employee Accident Reports Summary – September 2019

Workplace Safety and Insurance Board Reportable – September 2019

Student Aggression Summary Table for September 2019

All reports were reviewed by the committee.

8.2 Status of Workplace Inspections Including Non-Academic Sites - September 2019

Reports were made available to the committee for review. All required inspections were completed for the month of September 2019. The process for the Ebase monthly/annual inspections was reviewed.

8.3 Health and Safety/Facility Services Committee

The next meeting is scheduled for October 22, 2019.

8.4 Critical Injuries

There have been 18 student critical injuries and 0 employee critical injuries for the 2019-20 school year to date.

8.5 Focus Group Meeting Minutes

The next meeting is scheduled for October 17, 2019.

8.6 Review of Ongoing Project Items

See chart.

8.7 Work Orders

Work order details were made available to the committee for review.

9.0 Health and Safety Training

9.1 Health and Safety Training dates for 2018-19 school year:

First Aid:

- October 29, 2019 – 1 Day Emergency First Aid - FULL
- April 15, 2020 – 1 Day Emergency First Aid - FULL
- May 12, 2020 – 1 Day Emergency First Aid



BMS:

- Initial Training
 - November 15, 2019 - Haldimand
 - January 20, 2020 - Norfolk
 - January 30, 2020 - Brantford
 - April 24, 2020 - Haldimand
 - June 5, 2020 - Norfolk
 - June 26, 2020 - Brantford

- Recertification:
 - November 15, 2019 - Norfolk
 - January 20, 2020 - Brantford
 - January 30, 2020 - Haldimand
 - April 24, 2020 - Norfolk
 - June 5, 2020 – Brantford
 - June 26, 2020 - Haldimand

Health & Safety Training:

- October 22-24, 2019 – School Staff Basic Certification
- November 6-7, 2019 – School Staff Hazard Specific Training
- October 29, 2019 – School Staff Recertification - FULL
- March 16-18, 2020 – Facility Services Basic Certification
- March 19-20, 2020 – Facility Services Hazard Specific Training
- April 24, 2020 – Facility Services Recertification

10.0 Recommendations to Executive Council

None.

11.0 Adjournment/Next Meeting(s): Meeting adjourned at 11:51AM. Next meeting is November 17, 2019 in the Facility Services Meeting Room.



Joint Occupational Health and Safety Committee

September 19, 2019

Facility Services – Meeting Room

As of September 2019:

Date item initiated	Item	Dates Discussed	Latest Update	Status and Timeframe
April 2017	Terms of Reference Review	2019 - October	The Terms of Reference appendixes were updated to reflect location and staff number changes. The current Terms of Reference agreement expires in September 2022.	Review September 2021
April 2019	Eyewash Stations	2019 - October	Still investigating options for signs and stickers	Review November 2019
April 2019	Staff Safety Plan Template	2019 - October	Draft not yet available	Review November 2019
April 2019	MOL Visit- Workplace Violence	2019 - October	<p>In September 2019 changes to the workplace violence policy HR8 were submitted to the Board's Executive Council for review. The council's feedback was to have the Grand Erie Legal Team review the proposed changes to ensure the Board was following Health and Safety, Education and Privacy legislation. The request for legal to review the policy prompted the Health and Safety Department to reach out to the Ministry of Labour on September 19, 2019 to request an extension of the order deadline of September 30, 2019.</p> <p>The Ministry of Labour visited on October 1, 2019 to discuss the extension of the order to October 31, 2019 for training for supervisors and worker on their roles and responsibilities related to workplace violence and notification of risk for workers. The extension was granted with a new due date of October 31, 2019.</p> <p>At the beginning of October, the Board received feedback from the Legal Team with amendments to the workplace violence policy. Changed were made to reflect these amendments and an updated Policy was submitted to Executive Council and the Committee of the Whole for Review. The policy was approved and changes to the training were completed and given to senior administration for review prior to being released to Grand Erie Staff and Administrators.</p>	Review November 2019



Joint Occupational Health and Safety Committee

September 19, 2019

Facility Services – Meeting Room

Annual Updates Provided Each School Year:

Item	Review Month	Resulting Update
Pavement Improvements	2020 - May	

Procedure Review:

Policy/Procedure	Out for Comment	Board Approval	Board Review Date	Committee Review Date	Comments
HR4 – Health and Safety Policy and Appendix Guidelines		Board approved September 2015	October 2019	October 2019	No revisions or amendments requested by the committee.
HR5 – Harassment		Board approved September 2015	October 2019	October 2019	No revisions or amendments requested by the committee.
HR8 – Workplace Violence		Board for approval January 2015	February 2019	October 2019	The updated version of the Policy has been approved by the Board and will be included in the workplace violence training being distributed to workers and supervisors.

No.	Site	Sep 2019	Oct 2019	Nov 2019	Dec 2019	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020
Elementary Schools													
1	Agnes Hodge	C				P							
2	Banbury Heights	C	C						P				
3	Bellview	C							P				
4	Bloomsburg	C		P									
5	Boston	C				P							
6	Branlyn Community	C							P				
7	Brier Park	C					P						
8	Burford District Elementary	C							P				
9	Caledonia Centennial	C	C		P								
10	Cedarland	C					P						
11	Centennial-Grandwoodlands	C					P						
12	Central P.S.	C	P										
13	Cobblestone Elementary	C	C						P				
14	Confederation (Fr Imm)	C				P							
15	Courtland	C		P									
16	Delhi	C		P									
17	Dufferin	C				P							
18	Echo Place	C							P				
19	Elgin Ave.	C		P									
20	Glen Morris	C						P					
21	Graham Bell	C	A										
22	Grandview	C								P			
23	Greenbrier	C					P						
24	Hagersville Elementary	C	C					P					
25	Houghton	C				P							
26	J.L. Mitchener	C	P										
27	James Hillier	C					P						
28	Jarvis	C						P					
29	King George	C				P							
30	Lakewood	C		P									
31	Langton	C			P								
32	Lansdowne-Costain	C				P							
33	Lynndale Heights	C		P									
34	Major Ballachey	C				P							
35	Mapleview	C	P										
36	Mt. Pleasant	C					P						
37	North Ward	C	C					P					
38	Oakland-Scotland	C							P				

No.	Site	Sep 2019	Oct 2019	Nov 2019	Dec 2019	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020
39	Oneida Central	C						P					
40	Onondaga-Brant	C			P								
41	Paris Central	C						P					
42	Port Rowan	C	C			P							
43	Prince Charles	C								P			
44	Princess Elizabeth	C							P				
45	Rainham	C	P										
46	River Heights	C			P								
47	Russell Reid	C				P							
48	Ryerson Heights	C				P							
49	Seneca Central	C					P						
50	St. George-German	C						P					
51	Teeterville P.S.	C				P							
52	Thompson Creek	C	P										
53	Walpole North	C						P					
54	Walsh	C			P								
55	Walter Gretzky Elementary School	C	C				P						
56	Waterford Public	C		P									
57	West Lynn	C		P									
58	Woodman-Cainsville	C							P				
Secondary Schools													
59	B.C.I. & V.S.	C			P					P			
60	Cayuga Secondary S. (CSS)	C			P					P			
61	Delhi District Secondary S. (DDSS)	C	C	P					P				
62	Dunnville Secondary S. (DSS)	C	P					P					
63	G.E.L.A. Brantford (Rawdon)	C	P					P					
64	G.E.L.A. - CareerLink Eaton Market Square and ALT ED	C	P					P					
65	G.E.L.A. - Simcoe	A		P					P				
66	Hagersville S.S. (HSS)	A					P						
67	McKinnon Park S.S. (MPSS)	C			P					P			
68	North Park C. & V.S. (NPCVS)	C	C	P					P				
69	Paris District H.S. (PDHS)	C	P					P					
70	Pauline Johnson C.V.S. (PJCVS)	C		P			P						
71	Simcoe Composite School (SCS)	C	P					P					
72	Tollgate Tech. Skills Centre (TTSC)	C		P			P						
73	Valley Heights S.S. (VHSS)	C		P					P				
74	Waterford District High School (WDHS)	C		P					P				

No.	Site	Sep 2019	Oct 2019	Nov 2019	Dec 2019	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020
Turning Points and Leased Spaces													
75	CSS Turning Point - Royal Canadian Legion Branch #159, 11 Talbot St. E., Cayuga	C			P					P			
76	DDSS Turning Point - 145 King Street., Delhi	C	C	P					P				
77	HSS Turning Point - 12 Almas St. Unit 2, Hagersville	A					P						
78	HSS New Start - 2319 3rd Line Road, Oshweken	A					P						
79	MPSS Turning Point - Grace United Church 174 Caithness St., Caledonia	C			P					P			
80	PDHS Turning Point - Optimist Club of Paris, 2 Elm St., Paris	C	P					P					
81	PJCVS Turning Point - Alexandra Presbyterian Church 410 Colborne St., Brantford	C		P			P						
82	SCS Turning Point - Port Dover Lions Club Silver Lake Market, 320 St. Patrick St, Port Dover	C	P					P					
83	VHSS Annex and Turning Point - Aylmer Evangelical Mennonite Mission Church, 50619 Talbot Line, Aylmer	C		P					P				
84	WDHS Turning Point - Camp Trillium 433 Thompson Rd, West, Waterford	C		P					P				
Support Centre													
85	H.E. Fawcett Teacher Resource Centre (TRC)	C	C							P			
86	Joseph Brant (including GELA - ESL)	C	C						P				
87	Haldimand School Support Centre	C					P						
88	Norfolk School Support Centre	C		P									
89	Head Office	C							P				
90	Head Office - Facility Services	C							P				

No.	Site	Sep 2019	Oct 2019	Nov 2019	Dec 2019	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020
Storage Facilities													
91	Burford Bus Barn, 35 Alexander St. Burford	C											
92	Langton Bus Barn, 23 Albert St. Langton	C											
93	Walsh Bus Barn, 93 Regional Road #3 Walsh	C											
Total Sites		93	93	93	93	93	93	93	93	93	93	93	93
Total Regular Monthly Inspections		89	12	-	-	-	-	-	-	-	-	-	-
Total Annual Inspections Completed		4	1	-	-	-	-	-	-	-	-	-	-
Total Annual Inspections Planned		-	12	20	10	12	15	15	20	8	-	-	-
Total Double Inspections Completed		-	-	-	-	-	-	-	-	-	-	-	-
Total Incomplete		-	-	-	-	-	-	-	-	-	-	-	-
Total Not Reported		-	80	93	93	93	93	93	93	93	93	93	93

Annual JOHSC inspection completed
 Monthly inspection was completed
 Two inspections completed due to a missed inspection

 Monthly inspection was not completed
 Annual JOHSC inspection planned

A
C
C+C
NC
P



MINUTES

Present: Sarah Nichol, Brenda Blancher, Kimberly Newhouse, Eva Dixon, Yvan Brochu, Barkev Poladian, Kristy Pollard, Amber Gillen, Nancy Waldschmidt, Jean Montgomery, Tiffany Knight-Leegstra, Jen Smith, Rita Collver

Regrets: Susan Gibson

Recorder: Brenda Blancher

A - 1 Opening

B. Blancher

(a) **Welcome**

- Brenda welcomed everyone and introductions were made.

B - 1 GEPIC Slate of Members

(a) **Election of Chair**

- Jen Smith nominated Sarah Nichol. Sarah accepted the nomination. No other nominations were made so Sarah was acclaimed as GEPIC Chair for the 2019-20 school year. The group congratulated Sarah with a round of applause.

C - 1 Minutes

Chair

(a) **Approval of Minutes – May 2, 2019**

- It was pointed out that K. Newhouse is listed as the presenter of item G-1 Planning, Discussing, Sharing but she had sent regrets for the meeting.
- Nancy Waldschmidt moved, and Jean Montgomery seconded approval of the minutes.

(b) **Business Arising from the Minutes**

- None.

D - 1 Financial Report

B. Blancher

(a) **GEPIC Budget**

- The GEPIC budget this year is \$9,405, which includes the \$5000 base grant and \$0.17/student. Each school also receives \$500 for parent engagement as noted in the Grand Erie School Council Guide 2019-20.

(b) **Parents Reaching Out (PRO) Grants for 2019-20**

- B. Blancher reviewed changes to the process for this year. No longer an application process by schools but instead a predetermined amount allocated to each school board. Grand Erie received \$16,150.46 for PRO this year. To compare, last year we received \$30,599 to support 31 projects across Grand Erie under the former application by school process.
- Discussion took place around how we might use this funding – there are clear parameters around the spending; however, the parameters are fairly close to those we used to allocate GEPIC grants in the past. Group decided to add this discussion later in the Agenda.



H-1-e Grand Erie Parent Involvement Committee

October 24, 2019, 6:30 pm
Dogwood Room, Waterford District High School, Waterford

E - 1 Updates from the Board Table

E. Dixon

- (a) E. Dixon shared that she had many emails prior to the Norfolk Fair. It all worked out. R. Collver shared that she also received many calls and emails and she commended the senior administrative team for listening to the community and for their willingness to change course for the benefit of the community. R. Collver also thanked the community for sharing their concerns.

R. Collver gave kudos to all who organized the School Council Orientation on October 17th and shared that she felt it was an excellent opportunity for networking and sharing among School Council members.

F - 1 Director's Update

B. Blancher

Our Fall secondary school commencement ceremonies continue, kicked off with the first ones taking place on October 10th, and finishing up on November 2nd. These are always exciting and rewarding events – Trustees and members of Senior Administration participate in these ceremonies. Awards assemblies have also taken place – honouring achievement. A number of fall sports – slow pitch, soccer, cross country, football took place in September and October. Grand Erie recognized Orange Shirt Day on September 30th.

Some highlights this fall:

- **Approvals to proceed on the Hagersville Child Care Centre and Central Elementary in Brantford** – originally shared with GEPIC last October but then all Approvals to Proceed were put on hold. Recently that hold was lifted for us and we will be proceeding.
- **Student Recognition Nominations**
Nominations are now open for Grand Erie's Student Recognition awards program. Students are honoured for outstanding achievement in one of four areas: arts, athletics, academics or community leadership.

Announcements from the Ministry

Policy/Program Memorandums

- **PPM128 revised** – Provincial Code of Conduct – updated to include information on the use of cellphones during instructional time
- **PPM158 revised** – School Board Policies on Concussion – to include establishment of concussion code of conduct and annual review – in our revised policy SO28 – we included a *Player Code of Conduct* in the resource guide – we will need to review the PPM requirements against this to see if there are further changes required
- **PPM162 NEW** – on exemption from instruction related to the Human Development and Sexual Health expectations which will require us to develop a procedure that allows parents to exempt their child from instruction of the sexual health education component – we will need a procedure in place by November 30th
- **PPM163 NEW**– Service Animals in Schools – and our procedure needs to be in place by January 2020



G - 1 GEPIC Chair's Update

Chair

(a) GEPIC Grant Summary 2018-19

- Spreadsheet included in the package, it shows those schools who were unable to use the grants for a variety of reasons. One major issue was that because the PRO Grant information arrived so late last year, schools applied for GEPIC grants for the same purpose and then the PRO Grants came in. Also, some events were scheduled on inclement weather days and had to be cancelled. Some discussion around looking at schools over the past few years who have been allocated funding but have not used it and it was confirmed that the grant subcommittee does look at this data as part of their consideration.

(b) GEPIC Grant Application and Deadline

- Discussion around combining the PRO Grant allocation with GEPIC Grant funding. K. Newhouse spoke about the guest speaker who presented in the spring last year – Paul Davis on social media. We received great feedback on Mr. Davis' presentation.
- It was noted that it does seem to be the same schools who apply for grants – might be a need for the GEPIC members to encourage School Council Chairs from other schools to apply.

H - 1 Planning, Discussion and Sharing

K. Newhouse

(a) Reflection: School Council Orientation October 17, 2019

- K. Newhouse presented the feedback from the session. S. Nicholl summarized the feedback as a way to inform directions for events this year.
- R. Collver asked what guest speakers usually charge – K. Newhouse shared that Paul Davis charged \$900. – we received a discount; however, it does depend on the speaker and fees can range from free to several thousand dollars.
- It's important to note that there may also be travel costs which can't be paid by PRO Grants but could be paid from our GEPIC funding.
- A lot of discussion around possible speakers
- B. Poladian suggested that we keep in mind the Multi-Year Plan when planning topics; he also suggested that we poll School Councils across Grand Erie; dealing with mental health is a common theme in terms of what families are dealing with
- S. Nicholl shared that we did survey in the past but did not get a lot of feedback
- K. Newhouse – safe schools, anti-bullying, well-being and mental health, social media and equity are all hot topics
- K. Newhouse also suggested something different – like the trades showcase event North Park Collegiate organized and presented last year
- T. Knight-Leegstra suggested that with the amount of money we have, we could do two events – perhaps one for trades and one for mental health
- T. Knight-Leegstra also shared an idea for a family event with an author – ties into well-being – the Minimalists – Joshua and Ryan
- Y. Brochu gave an overview of what North Park did last year – trades, colleges, panels, guest speakers
- Need to decide on a spring event or events and what it will cost and then take the amount off the top of the combination of PRO Grants and GEPIC Grants to determine what we have to allocate to schools



H-1-e Grand Erie Parent Involvement Committee

October 24, 2019, 6:30 pm
Dogwood Room, Waterford District High School, Waterford

- Communicate to schools that grants are open and the maximum amount they can apply for – set up the subcommittee
- Suggested we try for 3 events –and offer a different topic in each area of the board
- Committee agreed to a maximum of \$7,500 in total to fund any spring events
- Topics – well-being/mental health, equity, pathways beyond secondary school – timeframe is March (after March Break), April and May – check with speakers to see if they are willing to be recorded to be shared out after

Moved by: N. Waldschmidt

Seconded by: A. Gillen

that up to \$7,500 be allocated towards up to 3 GEPIC spring events.

Carried

Moved by: T. Knight-Leegstra

Seconded by: K. Pollard

that \$17,000 be allocated towards GEPIC grants.

Carried

- Deadline for GEPIC grants will be Friday December 6th and the subcommittee will meet on Saturday December 14th.

(b) **Ideas for PRO Grants Funds in 2019-20**

- See discussion above

I - 1 Other Business

(a) **Cellphones and other Personal Mobile Devices in Schools**

- B. Blancher reviewed the Ministry direction.

(b) **Parent's Guide to the Provincial Code of Conduct**

- B. Blancher referenced this document provided in the Agenda package.

(c) **SO19 Updates**

- B. Blancher highlighted a section of the Grand Erie Policy – SO19 – Privacy and Information Management.

(d) **Other Business**

S. Nicholl received information from Encounters Canada – K. Newhouse suggested S. Nicholl forward this information to her and it will be distributed as appropriate.

J - 1 Adjournment

Moved by: N. Waldschmidt

Seconded by: A. Gillen

That the meeting be adjourned at 8:39 pm.

Carried.

K - 1 Dates 2019-20

January 16, 2020; March 5, 2020; May 14, 2020



Present: Brantford Collegiate Institute & Vocational School, Cayuga Secondary School, Delhi District Secondary School, Dunnville Secondary School, Hagersville Secondary School, McKinnon Park Secondary School, North Park Collegiate & Vocational School, Paris District High School, Pauline Johnson Collegiate & Vocational School, Simcoe Composite School, Tollgate Technological Skills Centre, Valley Heights Secondary School and Waterford District High School

Regrets: NIL

Student Trustees: Zachary Garbaty(North)
Alexandra Hauser (South)

Regrets: la'tereká:nereh Doxtador-Swamp (Indigenous)

Director of Education: Brenda Blancher

Trustees: C.A. Sloat, R. Collver

Teacher Consultant

Student Success: Jenna Tsuchida

Recorder: Lisa Howells

1. **Welcome –**

The Student Trustees welcomed student leaders, teacher advisors, Carol Ann Sloat and Rita Collver (Board of Trustees), and Brenda Blancher (Director of Education) to the meeting.

Director Blancher welcomed the students and thanked the staff advisors for supporting the students to participate in this event. Director Blancher shared the change to the Student Election process.

2. **Ice Breaker**

Student Trustees led the students in an ice breaker event.

3. **Senate 101**

Student Trustees spoke about the position of Student Trustee and covered the following topics:

- what does that mean to them?
- what do we want senate to be?
 - More senate meetings – monthly virtual meetings after school for increased participation
 - monthly reports submitted by each school to Student Trustees providing details on events and student initiatives to be included in the Student Trustee Report
 - Inter-school initiatives – working together on events/initiatives across the board

One feedback/comments was received from the group noting they like the concept of working together.



4. **Breakout Sessions**

The student leaders were split into three groups and rotated through three different sessions around the following topics:

- a) Advertising and Promotion – lead by J. Gladish, Communication Assistant. J. Gladish spoke about efficient communication/advertising to ensure target audience pays attendance, understands your goals/event. J. Gladish provided different scenarios and in smaller groups the students discussed what would they do to communicate and then shared their approach.
- b) Environmental Issues – lead by K. Hashimoto, Supervisor – Energy and Environmental Conservation. K. Hashimoto provided background on her portfolio which consists of Waste Management, Energy Conservation, Water Management, Environmental Stewardship, School Ground Greens. K. Hashimoto provided a high-level overview of some of Grand Erie’s eco-initiatives. K. Hashimoto spoke about Environmental issues and Grand Erie’s responses to these issues.
- c) Office 365 – lead by M. Wesseling, Technology Enabled Learning and Teaching contact. M. Wesseling spoke about the Office 365 platform and what applications are available. M. Wesseling encouraged the groups to access their Microsoft email accounts and to utilize the applications available.

5. **School Round Table Discussion**

The students participated in an open forum discussion to share the following:

- a) Debrief on the session
 - o Information at this session was more useful and it was nice to see what the board is working on
 - o Would like to be given discussion time following the presentations on how to share and incorporate in the school
- b) Sharing time & review questions in Team
 - a. What are student council plans for this year?
 - CSS – increase school spirit, through academics, sports and community involvement – each student has been assigned to a “House” (similar to Harry Potter) and are awarded points by Teachers. Teachers also have their own “house”
 - HSS – focus on Indigenous awareness and increase involvement
 - TTS – increase Indigenous awareness
 - PDH – focus on tech improvement and provide updates for students on various activities through audio visual and media. Will also be updating their constitution
 - DSS – improve communication and student involvement
 - SCS – increase council involvement in other groups within the school
 - b. What events are you currently running at school?
 - PDH – running various Halloween events
 - PJV – Princess Margaret Fundraiser for Ontario Student Leadership Conference (OSLC) Charity of Choice, community Clean up, Hoops for Hearts, Giving Tree



- WDH – Charity volleyball proceeds to a different fundraiser each year
- DSS – Halloween week with various activities
- SCS – buy in Halloween dance during period 3 and 4 which allows for more inclusion/involvement
- CSS – Various Halloween activities
- c. How do you get students involved in events?
 - NPC – incorporate challenges – homeroom challenges to increase school spirit
 - HSS – always include free food
 - PDH – make sure advertising is effective by using social media, YouTube channel and continue with posters
 - DDSS – advertise events through lobby TV on a loop and use YouTube for morning announcements
 - SCS – moving to video announcements and include live broadcast through Instagram stories
- d. What is the student environment at your school?
 - CSS – work hard to ensure all events are inclusive for all students
 - NPC – continue with events that work – looking for more unique ways to get students involved
 - SCS – less is more to increase more involvement, grade 9's are more involved
 - DSS – very diverse school and organize events for specific groups as well as ones that bring the groups together
- e. Where can you go when you are not in class?
 - NPC – ZEN Den in the library,
 - SCS – outside courtyard area, café section in library
 - DSS – Sr. lounge, student support room,

6. **Upcoming Dates:**

Virtual Meeting: Tuesday, December 3, 2019. Details to follow

Student Trustee Election: February 2020 – date is TBD

Spring Meeting: Thursday, April 23, 2020

The Student Trustees thanked everyone who attended.

The meeting was adjourned at 1:21 p.m.



H-1-g Indigenous Education Advisory Committee

October 23, 2019 6:00 p.m. to 7:52 p.m.
Board Room, Education Centre

MINUTES

Present: Chair Tobias Clarke, Starr Kennedy, Jeannie Martin, Denise Martins, Sabrina Sawyer, Christina Speers

Via Telephone: Trisha Simon

Regrets: Audrey Powless-Bomberry, Jeff Burnham, Cassandra Green, Stephanie George, Katie Maracle, Kimberly Newhouse, Karen Sandy, Claudine VanEvery-Albert

Absent: Veronica King-Jamieson, Katelyn LaForme, Paula Laing, Diane Sowers, Dana VanEvery

Recorder: D. Fletcher

A - 1 **Opening**

(a) **Roll Call**

(b) **Welcome/Land Acknowledgement Statement**

- i. D. Martins read the Land Acknowledgement Statement.
- ii. Chair T. Clarke welcomed everyone, and introductions were made.

(c) **Agenda Additions/Deletions/Approval**

Nil

(d) **Review of June 12, 2019 Minutes**

Moved by: T. Simon

Seconded by: S. Kennedy

THAT the Minutes of the Indigenous Education Advisory Committee meeting held June 12, 2019 be approved.

B - 1 **Native Advisory Committee (NAC) Update**

J. Martin

(a) **The Native Advisory Committee meeting was held on October 7, 2019 at McKinnon Park Secondary School – discussion included:**

- i. **Principal Update (Cathi Krueger):** shared number of Education Services Agreement students, staff covered under the agreement, number of Native Studies courses being run, and any professional development related to Indigenous Education that has occurred or is planned for this school year
- ii. **Student Presentation:** students proposed bringing Thanksgiving Address into the school and then sharing out to the other schools as opening exercises, will be exploring other material out there and follow up
- iii. **Grand Erie – Six Nations Education Services Agreement:** J. Martin discussed what was shared with secondary principals at Director's meeting in September. The presentation included the agreement for students (Tuition fees, high cost program fees, special services fees)/ Additional Support Services (Native Advisory Committee, Native Advisor, Community Liaison Worker, Guidance/Counselling Services, Educational Assistants), Reporting Expectations, and the Roles of the Native Advisor and Support Services



H-1-g Indigenous Education Advisory Committee

October 23, 2019 6:00 p.m. to 7:52 p.m.

Board Room, Education Centre

- iv. **Indigenous Students Leadership Initiative:** J. Martin discussed presentation that was shared with secondary principals at Director's meeting in September. The presentation included the Objective, Purpose, Specific Goals, and Measurement of success of this initiative
- v. **Welcome Sign:** this has been completed and placed in every secondary school; a smaller version will be placed in all elementary schools. Requests from outside organizations have been received for the welcome sign – Indigenous Team will explore the possibility of creating a poster to include the cultural piece and links to information on our website
- vi. **Reusable Water Containers:** C. Speers addressed the encouragement of using reusable water containers in place of plastic water bottles

C. Speers inquired about composition of this Committee and bringing a more diverse group of committee members together at the table.

S. Sawyer responded that the Terms of Reference (TOR) will be discussed later in the agenda. The TOR includes parameters for composition of the committee; important that community members outweigh the staff participation and attendance on the committee. Also need to be cognitive of the size of committee and keeping it a manageable composition.

C - 1 Sharing of Community Events

(a) S. Sawyer (Announced the Treaties Week Flyer)

- i. **November 6, 2019** – The Sleeping Giant Awakes: Genocide, Indian Residential Schools and Conciliation with Dr. David B. MacDonald from Treaty 4 Territory and a professor at the University of Guelph
- ii. **November 27, 2019** – Seeking Shelter: Indigenous People Seeking Safety in Their Own Country with Senator Dr. Mary Jane McCallum, a dentist of Cree Heritage
- iii. **January 15, 2020** – Her Water Drum: This award-winning film by Jonathan Elliott of Six Nations deals with the topic of missing and murdered Indigenous women
- iv. **March 24, 2020** – Seven Fallen Feathers: Investigative journalist Tanya Talaga's acclaimed book focuses on the lives of Indigenous students over a quarter century in Thunder Bay.

S. Sawyer added that the election for the Six Nations Council concludes November 9, 2019.

(b) K. Sandy (Shared via email):

- i. 3 adult language programs are operating again this year locally (Mohawk year 1 & 2; Cayuga year 1 & Onondaga year 1) (differs from Polytechs OLD programs)
- ii. Met this past August with language stakeholders in partnership with Six Nations Polytechnic (SNP) and Six Nations Lifelong Learning Education Task Force, to have discussion in these 3 areas:
 - o Research that would support language revitalization activities
 - o Development of a Community Language Strategy, and
 - o Establishing a language centre at Six Nations
- iii. SNP is running a 3-year special language project (Cayuga) which essentially doubles the amount of adult Cayuga programming available; we really need the



H-1-g Indigenous Education Advisory Committee

October 23, 2019 6:00 p.m. to 7:52 p.m.

Board Room, Education Centre

funding to duplicate programs and run multiple cohorts to replace our first language speakers to ensure intergenerational transmission of our languages, so it becomes standard for our people

- iv. The Onkwehonwe':neha Language Cooperative met over the summer; this group is the Haudenosaunee language family from all of the Six Nation communities (Tyendinaga, Oneida, Syracuse, Tonawanda, Kahnawake, Akwesasne, Kahnasatake). Focus was on helping teachers and there are 4 working groups:
 - o Communications
 - o An on-line repository
 - o Teacher Education Association
 - o Moving language into community
 - v. Sweetgrass Language Conference is taking place next week in Cornwall where our Linguist, Kehte Deer will be receiving a Language Passion award for his exemplary contributions to our languages.
 - vi. In June of 2020 the SILS conference will be in Kingston, Ontario (Stabilizing Indigenous Languages)
 - vii. We have a lot of new language resources and had a record number of folks (teachers, parents, local agencies) stop in over the past few months. (Generally, they are free but if you require classroom sets we charge for printing only).
- (c) **S. Kennedy** (MNO Clear Waters Council will celebrate Louis Riel with the following workshops at no cost with water and lunch provided)
- i. **October 26, 2019(10:00 a.m. to 4:00 p.m.): Leather Tobacco Pouch**
 - ii. **October 27, 2019(10:00 a.m. to 4:00 p.m.): Beaded Fringe Leather Medicine Bag**
 - iii. **November 2, 2019(10:00 a.m. to 4:00 p.m.): Acrylic Dot Art with Starr**
 - iv. **November 9, 2019(9:00 a.m. to 5:00 p.m.): Beaded Poppy**
 - v. **November 16, 2019(10:00 a.m. to 4:00 p.m.): Rock Art**
 - vi. **November 23, 2019(10:00 a.m. to 4:00 p.m.): Acrylic Dot Art with Starr**
- (d) **T. Clarke:**
- i. Clear Waters Election will occur on November 24&25, 2019

C. Speers inquired about how community updates are shared out. S. Sawyer noted that Six Nations uses extensive media sources to share their information with the community. S. Sawyer shares information through twitter and other social media. The community updates are just shared within the committee.

D - 1 Business Arising from Minutes and/or Previous Meetings

S. Sawyer

(a) **Nestle (From June 12, 2019)**

<https://canadians.org/fr/node/16540>

<https://www.theguardian.com/global/2018/oct/04/ontario-six-nations-nestle-running-water>

- D. Martins addressed with the Purchasing department; an official recommendation must be brought forward from the IEAC to the Board
- Current Terms of Reference for IEAC does not include conditions to make recommendations



H-1-g Indigenous Education Advisory Committee

October 23, 2019 6:00 p.m. to 7:52 p.m.
Board Room, Education Centre

- Terms of Reference should be reviewed on behalf of this committee; revisions to be brought to Trustees for approval. The committee can then make an official proposal and recommendation the board

E - 1 New Business

(a) PPM128 The Provincial Code of Conduct and School Board Codes of Conduct - Cell Phone Use (D. Martins)

- Bringing forward as an awareness
- Revised regularly, comes from Ministry of Education
- The primary reason for the revision is around ministry restriction on usage of personal mobile devices
- Revisions need to be made to board policies and procedures; includes consultation with IEAC and Special Education Advisory Committee (SEAC)
- SO12 Code of Conduct will be amended and presented to trustees for review on November 11, 2019; this procedure will go out for comment in December and January to stakeholders
- **SO12 Code of Conduct will be added to IEAC December 12, 2019 agenda**

(b) Terms of Reference - IEAC Committee (S. Sawyer)

- **Mandate** – no revisions
- **Statement of purpose and responsibilities – proposed revisions:**
Recommendations from IEAC to the Board can occur at any time providing a consensus of community members are present to approve the recommendation.
- **Committee Composition - proposed revisions:**
 - 3.6 Mississaugas of the Credit Education Pillar Lead
 - 3.7 Additional Representative from MCFN
 - 3.8 Métis representative(s)
 - 3:10 Up to 10 Parent/Family Designate(s)
 - 3.11 Up to 2 advocates to Indigenous Education as approved by the Indigenous Lead and Chair of the IEAC CommitteeS. Sawyer expressed concern about Non-Indigenous allies outnumbering Indigenous voices in the community.
It was agreed that Indigenous advocates would complete a Declaration of Interest; it is important for them to hear the Committee's vision.
- **Committee operating procedures – proposed revisions:**
 - 4.1 In the spring of each year IEAC will select a Chair of the committee
 - 4.4 Meetings may alternate between day and evening
- **Role of Staff** - no revisions
- **Role of Board – proposed revisions:**
 - 6.2 Ensure that Indigenous Parent/Family Designate(s) and community members constitute a majority of the CommitteeThe proposed revisions will be shown on the Terms of Reference and attached to the minutes of October 23, 2019 for the June 12, 2019 IEAC meeting. The committee will review the minutes at the December 12th, 2019 IEAC meeting and a draft Terms of Reference will be presented to the Board in January for approval. Any



H-1-g Indigenous Education Advisory Committee

October 23, 2019 6:00 p.m. to 7:52 p.m.

Board Room, Education Centre

recommendations from the IEAC Committee may be brought forth in February at the earliest.

(c) Board Action Plan Update

(S. Sawyer)

- General update was provided:
 - i. This year's format has been improved visually
 - ii. FNMI Framework indicators have been removed
 - iii. Identified need has been added; can review all those things that supports our programming.
 - iv. Student engagement will be held on June 20, 2020 "Sharing Our Voices" (all student generated work with community partners)
 - v. Student Leadership Program (12 out of 14 secondary schools attended last week)
 - vi. Cultural Mentorship (evolved at MPSS and HSS, and this year will be extended to TTSC and possibly more)
 - vii. Transition plans for students coming from Six Nations and Mississaugas of the Credit
 - viii. Professional Development – different opportunities this year, AQ subsidy incentive for teachers to take a PD course through a university had 13 inquiries and 8 teachers complete; this allows them to extend offerings of courses by building their capacity
 - ix. Self-Identification Campaign (Kindergarten Orientation)-has been developing over the past few years)
 - x. Indigenous Education Advisory Committee
 - xi. Purchasing of Resources – Treaties resources are limited for the classroom, we continue to add as they become available
 - xii. Secondary Lacrosse Project - possibly expanding to 2 other secondary schools; elementary is also looking at running it however with a different provider
 - xiii. Development of a survey for Professional Development needs-collect data from teachers/principals in terms of their needs
 - xiv. Releasing NBE course next year, will be brought back to December meeting

D. Martins noted that Policy SO16 Voluntary Aboriginal Self-Identification is due for revision and will go out to community stakeholders early December for any comments.

Policies/Procedures out for comment can be found on the Board website.

T. Clarke inquired about the AQ program. S. Sawyer explained that the program provides an additional qualification for the teacher to expand their qualification for teaching; subsidy to be OCT AQ qualified.

The Board Action Plan receives input from the Indigenous Education Advisory Committee and Native Advisory Committee and teachers. Contact S. Sawyer with any ideas.



H-1-g Indigenous Education Advisory Committee

October 23, 2019 6:00 p.m. to 7:52 p.m.
Board Room, Education Centre

(d) **Scheduled Meeting Dates for 2019-20**

(S. Sawyer)

- This year the consensus from the doodle poll showed evening meetings were better for Committee members
- It was important for the chair to be present at meetings
- Consensus model by doodle poll is to proceed with evening meetings this year

F - 1 **Correspondence**

- (a) Doodle Poll Link for availability of meeting dates (sent out via email on June 26th and July 17) & Meeting Dates (sent out via email on September 5)

G - 1 **Next Meeting**

- (a) December 12, 2019 @ 6:00 p.m. – Pine Tree Room, JBLC (347 Erie Avenue)

H - 1 **Adjournment**

- (a) The meeting was adjourned at 7:52 p.m.

Draft

Minutes

Present:

GEDSB:

Rafal Wyszynski, Superintendent of Business & Treasurer - President
James Richardson, Trustee- Director

BHNCDSB:

Scott Keys, Superintendent of Business & Treasurer - Director
Bill Chopp, Trustee – Director (9:17am)

CSC MonAvenir:

Mario Nantel, Director of Transportation – Director

STSBHN Recording Secretary

Philip Kuckyt, Manager of STSBHN – Secretary & Treasurer
Kathryn Underwood, Executive Assistant to the Superintendent of Business GEDSB

Regrets:

Brenda Blancher, Director of Education, Grand Erie District School Board
Mike McDonald –Director of Education, Brant Haldimand Norfolk Catholic District School Board
Andre Blais, directeur de l'éducation CSC MonAvenir
Dereck Chin, Chief of Business CSC MonAvenir – Director

Recorder: Kathryn Underwood, Recording Secretary

A – 1 Opening

(a) Roll Call

The meeting was called to order at 9:00 a.m.

(b) Agenda Additions/Deletions/Approval

P Kuckyt requested that an additional item, Stop Arm Camera technology and Pilot Option be added under other business.

Moved by: M Nantel

Seconded by: S Keys

“That the STSBHN Board of Directors approve the revised agenda of October 29, 2019 as circulated.”

Carried.

- (c) **Declaration of Conflict of Interest**
None.

B – 1 Approval and Signing of Minutes

- (a) **Minutes of August 14, 2019**

Moved by: M Nantel

Seconded by: S James

“That the minutes of August 14, 2019 be approved as distributed.”

Carried.

C – 1 In Camera-Legal Matter

Moved by: S Keys

Seconded by: M Nantel

“That the STSBHN Board of Directors move into the In-Camera Session to discuss a Legal Matter at 9:06 a.m.”

Carried.

Welcome to Open Session

The Public Session was called to order by President, R Wyszynski at 9:07 a.m.

D – 1 Business Arising from Previous Meeting

- (a) **Policy and Procedures Approval: Comments 029-033**

P Kuckyt highlighted the proposed changes and directed the committee to the summary page which contained responses back from other trustees and responses by P Kuckyt.

Moved by: S Keys

Seconded by: M Nantel

“That procedures 029-033 be approved as circulated.”

Carried.

E – 1 Standing Business

- (a) **KPI's**

P Kuckyt highlighted the significant changes in the areas of Financial, Service Performance, Safety, General Ridership and Communication.

Financial-The total school bus vehicle counts did not have a significant change, however the number of taxis have increased to 83 from 78 that were required at the end of the previous school year. Operator provider aids have remained the same from of the end of the previous school year.

Service Performance- For regular stream students over seventy-five minutes ride time, students have remained the same and special education ridership has decreased. Reported a lower level of service for the number of vehicles running more than ten minutes late however this is typical for school start up.

Safety-In response to a question, P Kuckyt indicated that some of the bus drivers are first aid trained but not first aid certified.

General Ridership- Courtesy ridership has been down from previous years however this figure typically increases over the course of the school year.

Communication- The total number of visitors to the website was over fourteen thousand in September and two thousand visitors accessed the site on the first day of school.

Software changes have shown an increase 5,500 updates compared to last September. Email and twitter subscription have not had a significant change, however a new notification application for delayed transportation will be a focus in the coming months to increase uptake.

(b) **KPI's**

P Kuckyt highlighted the progress to date to meet the short, medium and long-term goals and objectives.

Short term- Active school travel grant was received in the Spring of 2019 and ends in June 2020, staff are working with six school sites in the County of Brant and City of Brantford to implement active school travel initiatives.

RFP for home to school services, received a response to the exception letter from the School Business Support Branch of the Ministry of Education, that included a suggested contract length of six years. P Kuckyt indicated that he followed up with Ministry staff and provided an explanation and rationale for the length of the term and reconfirmed a ten-year contract.

Medium term- Presented a delegation to the Norfolk Police Services Board to adopt a Safety Patroller Program that was well received and supported. Staff will be following up and working with Police Services staff to work out details on how to implement this program locally. A future delegation will be presented at the Haldimand Police Services Board in November 2019.

Long Term Goals-The BusPlanner Delays app was released to stakeholders in August as another way to receive information on delayed or cancelled bus routes.

KPI's have indicated that only 190 stakeholders have downloaded this up but staff will be focussing efforts to increase awareness.

(c) **2018-19 Financial Year End Analysis**

P Kuckyt reviewed the 2018-19 Financial Year End Analysis, ending August 31, 2019. P Kuckyt reported that the analysis is not a separately audited financial statement but indicated that the financial statements are audit as part of process for GEDSB and BHCNDSB annual audit process.

Have not yet made a transfer amount for any surplus amounts indicated on the statement for each board until the fiscal year end is audited.

F – 1 **New Business**

(a) **Policy and Procedure Review: 034-038**

The committee received the Policy and Procedure 034-038 as information only.

It was requested that the committee provide feedback on the draft policies 034-038 and procedures to P. Kuckyt on or before February 7, 2020.

(b) **Stop Arm Camera technology and pilot option**

STSBHN has the opportunity to pilot technology where internal camera systems and stop arm cameras will be installed free of charge to the member boards. This model would work with municipalities to issue tickets to those who violate the Highway Traffic Act by passing a school bus when it is stopped, and overhead lights are activated. The pilot company would take a percentage of the revenue generated from issuing tickets and put it toward the implementation of the required technology.

In response to a question on the RFP and the possible pricing increases for the desired technology, P Kuckyt indicated that the RFP will include language on all the technology pieces and it will include any submissions in the financial evaluation process to ensure that inflated rates are not submitted.

P Kuckyt indicated that our districted is protected by four police services which will need to be considered before moving forward with a pilot. P Kuckyt will research which police service will be open to partnering during the pilot before moving forward.

The group indicated their support for STSBHN moving forward with a camera and GPS pilot.

In response to a question from J Richardson, P Kuckyt indicated that the district has seen an increase in the number of school bus drivers since the start of the school year. Although, the odd route split has been required, he reported that an acute driver shortage is not to be expected throughout the school year.

J Richardson requested that the annual October meetings be moved to the first week of November.

G – 1 Adjournment

Moved by: S Keys

Seconded by: B Chopp

“That the October 29, 2019 STSBHN Board of Directors meeting be adjourned at 9:45 a.m.”

Carried.

Future Meeting Dates, All Meetings, Ed Centre, Norfolk Room:

- Tuesday February 25, 2020, 9:00am
- Tuesday May 26, 2020, 1:00pm (Please note time change of this meeting)



MINUTES

Present: Denise Martins, Jeannie Martin, Claudine Vanevery-Albert, David Lloyd, Jeff Benner, Pam Davis, Sherri Vansickle, Sabrina Sawyer, Jessie Hooper, Katie Maracle, Melissa Turner, Sharon Williams, Anne Noyes, Hailey Thomas-Williams, Jessa Laight, Sharon Doolittle

Regrets: Audrey Powless-Bomberry

A - 1 Opening

(a) **Welcome and Introductions/Land Acknowledgement Statement** J. Martin
J. Martin welcomed everyone. J. Hooper gave the Land Acknowledgement Statement
The Haudenosaunee Thanksgiving Address was given by Sherri Vansickle.

(b) Introductions

(c) Agenda additions/deletions/approval

Additions to Discussion Items

- Process for filling the vacant seat on NAC re: Terms of Reference (D. Martins)
- Information item – French Language Exemptions procedure open for public input until November 27, 2019 (J. Martin)
- Cayuga Secondary School Logo (D. Lloyd)

(d) Approval of Minutes – October 7, 2019
Review of October 7, 2019 minutes
All in approval

B - 1 (a) **Indigenous Student Voice** Student representatives – Silas Maracle and Tim Hill

Silas Maracle showed a presentation highlighting the events, lacrosse program and all the activities that are being provided for them.

Tim Hill said they are trying to get people involved in learning about their culture. They have a Native homeroom/lunchroom and he is thankful for this because it gives them the opportunity to come together. Some of the things he would like to see are the sharing of Native History, drumming and social dancing. TTSC is planning a corn soup cook - off and a NAC10 art show. They are talking about adding a new transition activity – ‘take you cousin to school day’, as well as a Native origami workshop.

(b) Principal's Report

J. Hooper gave the principal's report and presented the highlights of it. She said they are trying to get more students to self-identify.
The report was received for the record.



C - 1 **Business Arising from the Minutes**

- (a) **Welcome Sign translation chart** J. Martin
A translations chart of the board's new Welcome sign has been created and will be provided to administrators and others who wish to be able to share what the sign's greetings translate to in English. The Haudenosaunee Language Commission and other community contacts were employed to assist with this endeavor.

A. Noyes suggested a verbal translation chart or video. S. Sawyer said this is in the works.

- (b) **Opening Address poster/information gathering**
Several schools have expressed an interest in having the Thanksgiving address be incorporated as part of their morning exercises. A translation in English and some learning around the meaning and purpose of the Address is encouraged.

S. Williams said at McKinnon Park they have had a student doing the Thanksgiving address each morning. They have a quality recording of the opening address in Mohawk and Cayuga, but they are in the process of having it entered on the P.A. system, so they just have to push a button.

Action: J. Martin asked committee members to please forward to her any resources to share with the other schools. Waterford District Highschool and Delhi District Secondary School would like to have these resources.

- D - 1 **Cultural Mentors** D. Martins
D. Martins introduced and welcomed the Cultural Mentors; Hailey Thomas-Wilson at McKinnon Park Secondary School and Jessa Laight at Hagersville Secondary School.

Hailey is in the process of setting up her space at McKinnon and introducing herself in classes and sharing resources. She has been printing resources from Gawenio school and receiving resources from the preservation project.

Jessa has a new Indigenous student space at H.S.S. room 208. She has made up a calendar for the year plan, some minor changes will likely be made; working towards a three-credit interdisciplinary credit at Nations/Newstart (Business, Foods and Environmental Science). They have a social singing once a month and post-secondary visits in room 208 and at Nations/Newstart.

J. Benner commended her for doing a great job.

J. Martins said both cultural mentors will be working with the Indigenous Student Leadership Initiative to plan and facilitate the meetings for the remainder of this year.

- E - 1 **PD Update for FNMI/Native Language Courses** S. Sawyer
A survey was put out to secondary schools to determine what PD supports are needed to facilitate the effective delivery of N courses. Once these results are in, the Indigenous Education Team will prepare a PD plan for the year. Again this year, teachers taking any course related to FNMI studies can apply for funding supports through our BAP for an AQ.



- (a) NBE mandatory course (Contemporary First Nations)
The new NBE mandatory course is coming out. Currently, a group of Grand Erie English teachers are participating on a writing team to create units that will help teachers get started in teaching the course. It should be completed in May and ready to go in September.
- (b) CHC revisions (Canadian History in the 20th century)
The PD for the revised Grade 10 History course is currently underway. Our PD program has a teachers' kit, Four Seasons of Reconciliation, that includes a week's worth of activities. Two PD sessions are planned, one for Haldimand-Norfolk schools and a second for Brant schools.
To access this resource teachers can contact S. Sawyer. Sabrina is also working on having the resource uploaded to the staff portal.
- F - 1 **Guest presentation opportunities** S. Vansickle
S. Vansickle gave a presentation on the Teachings of the Two Row Wampum that she had presented in Hamilton and St. Catherines. She expressed again the importance of taking real action regarding the Truth and Reconciliation within the Grand Erie School Board and how by taking action individuals make a difference, as well sharing examples of their actions at different schools that have made a positive difference in the past.
Her presentation was enjoyed by everyone.
- G - 1 **Board Action Plan** S. Sawyer
S. Sawyer asked when submitting funding requests to include the number of buses, name of the bus line, number of teachers, food receipts and all expenditures on the back of the funding request.

They will be providing AQ subsidies, \$500.00 to teachers interested in taking a course of their choice.

Other funding priorities:
 - Possible professional development
 - Funding the Youth Leadership program
 - Supporting the Welcome signs for the elementary schools
 - Plans for an in-depth presentation
S. Sawyer said to make sure to send the numbers in for the funding. Funding requests are still available.

C. VanEvery-Albert asked where does the funding for the Cultural Mentors come from.
D. Martins answered grant funding year to year.
- H - 1 **Indigenous Education Advisory Committee Update** S. Sawyer
They have a new chairperson, Tobias Clarke.
 - Reviewed the updates of the NAC and language commission updates
 - Community events were shared
 - Looked at some Metis' workshops that are coming up this year mainly in the Norfolk area



- A parent presented the concern about Nestle products. They are looking at how to refrain from using these products, reviewing the policy, specific terminology,
- The new cell phone policy was shared as an awareness piece
- The next meeting is Dec. 12, 2019 at 6:00 pm

I - 1 **Education Services Agreement Annual Report**

J. Martin

(a) Draft Update

J. Martin presented the draft update for the Grand Erie's Education Services Agreement for Six Nations Students progress report for 2018 – 19.

Some new entries have been included in this report.

Some of the entries are:

- E.S.A undertakings
- Special programs
- Six Nations student participation in the summer program
- Partnership with federal schools
- Growing that partnership with schools
- Transition for students (J. Martin thanked A. Noyes for her help with this part)
- Courses and the enrollment in these courses
- Native Language and where it is being offered
- Youth Leadership program
- Board Action Plan
- Special interest highlights
- Community based learning centre
- Enrollment at the schools

Action - this data is pulled from the system and some of the information is inaccurate, so J. Martin will be calling to get the accurate information needed

- This report is only for Six Nations residence.
- Credit accumulation of grade and gender
- Student attendance.

J. Martin asked S. Vansickle to send any events from B.C.I. or P.J.C.V.S. to her and if anyone feels that anything has been missed to contact her.

A. Noyes asked if the committee could receive a draft before it goes to the board.

D. Martins said typically they do not send it out before because of the sensitivity of the material. The committee will receive this progress report after it goes to board for approval on November 25, 2019.

J - 1 **Discussion Items**

C. Vanevery-Albert

C. Vanevery-Albert asked if the Indigenous Education information could be entered on the Grand Erie Board page on the parent portal.

In the Terms of Reference members of the NAC committee agreed to include the community representative from Six Nations. The committee will need to discuss how that person is to be selected and how to fill that seat.



H-1-i Native Advisory Committee

Monday, November 4, 2019
Tollgate Technical Skills Centre

Bylaw procedures – the board regularly updates the bylaws, policies and procedures.

J. Martin asked that committee members read through Policy P2 and P101 (request for core French exemptions) and to give feedback if you like. November 27, 2019 is the deadline for public input.

D. Martins said that Native Language can be substituted, and the feedback will would be helpful, and you will have two weeks to share and have input.

D. Lloyd said that the changes to Cayuga Secondary School's logo have been shared with staff, parents, students and the Safe and Inclusive School Committee. They would like to share next with the Six Nations Council.

K - 1 **Closing**

S. Williams

S. Williams gave the Haudenosaunee closing in Mohawk.

Draft



GRAND ERIE DISTRICT SCHOOL BOARD

TO: Trustees of the Grand District School Board
FROM: Rita Collver, Chair, Audit Committee
RE: **Audit Committee Report**
DATE: November 25, 2019

Recommended Action: Moved by _____ Seconded by _____
THAT the Grand Erie District School Board receive the Audit Committee minutes of November 5, 2019.

Recommended Action: Moved by _____ Seconded by _____
That the Grand Erie District School Board approve the recommendations from the November 5, 2019 Audit Committee as follows:

1. **External Auditor-Consolidated Financial Statements, ending August 31, 2019**
The Audit Committee recommend the approval of the amended 2018-19 Financial Statements as presented by Millard, Rouse and Rosebrugh.
2. **Audit Committee Annual Report to the Board of Trustees**
The Audit Committee approve the Audit Committee Annual Report for submission to the Board.

Respectfully submitted,

Rita Collver, Chair
Audit Committee



Minutes

Members: Rita Collver, Chair, , Brenda Blancher, Director of Education, Dianne Latta, External Auditor MRR, Blaine Schell, External Auditor MRR, Cindy Smith, Manager of Business Services, Claudine VanEvery-Albert, Trustee, Don Werden, Trustee, Christine Woodley, Volunteer, Rafal Wyszynski, Superintendent of Business and Treasurer

Regrets: Beryl Collingwood, Volunteer, Suk Bedi, PwC Internal Auditor, Christopher O'Conner, PwC Internal Auditor

Guest: Carol Ann Sloat, Trustee

Recorder: Kathryn Underwood, Recording Secretary

A – 1 Opening

(a) **Roll Call**

The meeting was called to order at 4:00 p.m.

(b) **Declaration of Conflict of Interest**
None.

(c) **Legal Matters**

Moved by: C VanEvery-Albert

Seconded by: D Werden

“That the Audit Committee move into In-Camera Session to discuss a Legal Matter at 4:04 p.m.”

Carried.

(d) **Welcome to Open Session / Land Acknowledgement Statement**

The Public Session was called to order by Chair, R Collver at 4:16 p.m. and B Blancher read the land acknowledgement statement to the committee.

The Chair requested that Trustee Sloat would like to join the meeting and be permitted to participate. Committee members agreed to this request.



(e) **Agenda Additions/Deletions/Approval**

The Chair requested that Membership Renewal be added as item F-1 c.

Moved by: D Werden

Seconded by: C VanEvery-Albert

That the Audit Committee approve the amended agenda of November 5, 2019.

Carried.

B – 1 Minutes

- (a) Approval of the September 17, 2019 Minutes
Presented as circulated.

Moved by: C VanEvery-Albert

Seconded by: D Werden

“That the Audit Committee approve the Audit Committee minutes of September 17, 2019.”

Carried.

C – 1 Business Arising from the Previous Minutes

(a) **IT Security Update**

R. Wyszynski informed the committee that staff will present a report on the IT Security update for the March 24, 2020 Audit Committee meeting.

C VanEvery-Albert raised a concern about the security of Grand Erie’s data. R. Wyszynski informed the committee that IT has a disaster recovery site and have secured a third-party provider who monitors and identifies unwanted activity. Although not full-proof, it is designed to prevent damage and hopefully restore services quickly.

D – 1 Internal Audit

- (a) Evaluation of the Regional Internal Auditor

Due to the absence of the regional internal auditor, this item was deferred until the next Audit Committee meeting.

E – 1 External Audit

- (a) Consolidated Financial Statements, ending August 31, 2019

C Smith presented the consolidated financial statements ending August 31, 2019 as circulated and highlighted the change notes.



The following questions were received in advanced and responses presented below:

1. Why the major change to the Independent Audits report?
 - Effective for yearends after December 2018 as per Chartered Professional Accountants (CPA)
 - The report also provides enhanced transparency by clarifying the scope of the auditor's work as well as the roles and responsibilities of the auditor, management and those charged with governance
2. What is the importance of "liquidate the board or cease operations" page 2?
 - Going concern is standard verbiage for Financial Statements
3. Note 1 Page 13 – budget figures – are these the June budget or revised estimates?
 - Original budget (estimate) approved in June 2018
4. Note 3 – 3rd paragraph is new, how does this \$1.016m affect the board? How can we mitigate this, do we need to?
 - Yes, the amount is \$1,016,793, MOE initiative to change cash flow only and the annual funding entitlements provided to school boards under the Grants for Student Needs will not be affected.
 - The Board would need a plan to draw on this amount to not have it affect cash flow.
5. Note 4 – What is the status of Grandview Central PS in Dunnville, are we waiting on the ministry?
 - Grandview has not been listed on the open market as of August 31, 2019, on hold as per MOE
6. Note 5 – Why have the terms of bankers' acceptance kept in this note, is this borrowing still available to the Board if necessary?
 - Note is used to identify the amount of temporary borrowing available, due to the amount utilized in F2017-18 we include this information for comparative purposes
 - Banker's acceptance has been paid, no longer required
7. Note 6 – Teachers wage deferral – is this for our teachers who are currently on a 5 over 4 plans?
 - Teacher wage deferral plan payable is the Self Funded Leave. (5 over 4) This represents the wages set aside for future use
8. Note 9 – Should the Board bylaws numbers be noted beside each debt obligation?
 - Majority of other Boards don't include by-laws, not a requirement under PSAB
 -

Why aren't bylaws 21 & 23 (i.e. Energy) noted here? Are they included in another area? – Note 12?

 - Ameresco services agreements, which are included in Note 16: Contractual obligations



9. Note 10 – Other employee future benefits do we have any additional WSIB reserves?
 - The valuation is with respect to expected future claims and expenses resulting from workplace injuries that occurred on or before the valuation date, August 31, 2019
10. Last line of note has been added “and was extrapolated ...without gains and losses” what is the meaning?
 - An estimate was used for the carry-forward sick day liability
11. Note 11 – What sites are the notes referring to as disposed and removed from service?
 - Dunnville - Fairview Ave is the disposed of building \$2.134-\$1,200=\$940K
 - Dunnville – Grandview Central PS – is the Asset Permanently Removed from Service - \$808K-\$572=\$237K
12. Note 13 –Last line was changed from the previous year, it referenced 1% accumulated surplus – why was this changed?
 - The reference to the 1% was removed because the MYFRP is measured beyond the accumulation of surplus. It also includes maintaining a decreasing unsupported capital balance, monthly reporting to the Ministry and restrictions on hiring outside or regulated ratios. The 1% is simply a target, that moves, and has been achieved.
13. Note 17-The name of Mississauga’s of the New Credit was changed – the initials were not – think it should be MCFN
 - Agree, the initials will be updated
14. Note 19 – Is this note still necessary?
 - Standard note as prescribed by the Ministry of Education
15. Note 21 – “Not all legal actions may be covered by insurance and” was added to note 21 why the change?
 - Amended in 2019, now that it is known that insurance will not cover a specific claim

Additional Questions:

In response to a question on if the wording was new, B Schell, indicated that it is an assurance standard and is new wording from Chartered Professional Accountant (CPA) Canada.

C VanEvery-Albert requested that under Note 17, to add (Six Nations) following Indigenous Services Canada.

B Schell encouraged the committee members to read the notes as they provide clarity for the financial statements. He further clarified that most of notes are prescribed notes through CPA. B Schell thanked staff for supporting MRR staff in meeting the new time lines. C Smith identified that staff will have a debriefing meeting with MRR to see what improvements or efficiencies can be made for next year’s process.



Moved by: D Werden
Seconded by: C VanEvery-Albert

"The Audit Committee recommend the approval of the amended 2018-19 Financial Statements as presented by Millard, Rouse and Rosebrugh."

CARRIED.

F – 1 Other Business and Emerging Issues

- (a) Audit Committee Annual Report to the Board of Trustees
The Chair reviewed the 2019 Audit Committee Report to the Board of Trustees.

C A Sloat asked for clarification why the change of the end date of the report. In response the Chair indicated that the timing was confusing, and it was changed to provide a report on the fiscal year and align with the fiscal year-end financial reporting.

Moved by: D Werden
Seconded by: C VanEvery-Albert

"The Audit Committee approve the Audit Committee Annual Report for submission to the Board."

Carried.

- (b) Multi-Year Financial Recovery Plan (MYFRP) Update
R Wyszynski updated the committee on the Multi-Year Financial Recovery Plan and reported that we have completed the obligations under the MYFRP. The target of 1% accumulated surplus as a percentage of the Board's operating allocation was achieved but not as high as originally anticipated. The actuarial report changed the WSIB future liability and this resulted in a significant decrease to the projected surplus of \$1.6m. The finance team is happy to report in an-year surplus of \$1m and an accumulated surplus just short of \$3m.

Operating allocation, calculated at 1.01%, will be just above the Ministry requirement and staff will continue to strive to increase reserves where possible.

The Ministry will eventually provide a letter to the Board indicating that they have met and achieved the requirements under the MYFRP, however if the Board surplus dips under the 1.00% threshold again, additional reporting requirements could be placed upon the Board again.

R Collver, commended staff who worked hard to be in a good financial position.



(c) **Membership Renewal**

The Chair indicated that the term for volunteer Christine Woodley is ending January 31, 2020 and has agreed to an additional three-year term ending January 31, 2023. The Chair further reported that the Superintendent of Business will be providing a report to the Board for approval of the appointment.

G – 1 Consent Items

(a) **Consolidated Due Diligence Report-Received**

In response to a question, C Smith clarified that HST was not filed at the time that the consolidated due diligence report was prepared.

H – 1 Recommendations to the Board

The Chair highlighted the following recommendations that will be presented to the Board;

- E – 1 External Auditor-Consolidated Financial Statements, ending August 31, 2019
- F – 1 Audit Committee Annual Report to the Board of Trustees

J – 1 Proposed Agenda Items for Future Meetings

The committee discussed the agenda topics for the March meeting including;

- Election of the Chair
- IT Security Update Report
- Internal Audit Update

K – 1 Adjournment

Moved by: C Woodley

Seconded by: C VanEvery-Albert

“That the Audit Committee of November 5, 2019 adjourn at 5:13p.m.”

Carried.



MINUTES

Chair: C. Bibby

Present: A. Andratis; G. Ash, P. Bagche; W. Baker; J. Benner, D. Dean; K. Kitchen; C. Krueger; J. Seldon; A. Potichnyj; N. Rose

Regrets: J. Dale, T. Haist, S. Hill, M. Hodges, L. Kilpatrick, S. Miller, S. Sawyer, S. Martin

Recorder: Heather-Jo Causyn

A - 1 Opening

(a) **Welcome**

The meeting was called to order by Committee Chair, C. Bibby, at 1:00 pm.

(b) **Agenda Additions/Deletions/Approval**

Nil

C – 1 Policies and Procedures Out for Comment

C1.1 Policies

HR04 Health and Safety

No comment.

HR05 Harassment/Objectionable Behaviour

Look for ways to provide awareness (ie., poster in the staff room, pamphlets).

SO13 Access to School Premises

No comment.

SO32 Exclusion of Students

No comment.

C1.2 Procedures

P101 Request for Core French Exemptions

No comment.

SO12 Student and Visitor Injuries/Accidents

Change the gender statements (ie., he/she).

Include a statement – “In the event of self harm refer to...”

Initial response to all injuries – Initial

Add f. Depending on the impact of the event consider consulting with Traumatic Response Team...



D – 1 Operational Matters

D1.1 Tu Puento Video

The link to the Google Slide presentation for "Tu Puento For Parents" is: <https://docs.google.com/presentation/d/1914oXLHoVrJH5i3SvAtZK117rqjGXSu4Ey7nPR9mlgs/edit?usp=sharing>

D1.2 EGALE Training – November 25, 2019

EGALE training is scheduled for November 25th. It was suggested that the training be made available to new PSSP staff along with elementary teachers.

D1.3 Level One VTRA

Level One VTRA training is being offered on December 9 and 10, 2019.

D1.4 Wednesday Prevention Program

An activity was provided to elementary administrators for the PA day. The information gathered from the activity assisted schools in determining who their students are and what school needs are (ie., marginalized students, equity, bullying prevention, social media awareness). The requests for intervention to date include: internet and social media safety, bullying awareness, addressing peer conflict and vaping.

D1.5 Equity Series

With the Equity Series there is potential for sharing the platform with Mental Health.

D1.6 Co-Chair for the Safe and Inclusive Schools Committee

J. Benner has agreed to be the Co-Chair.

D1.7 Equity Training

In order to make the cultural shift that we are seeing throughout Grand Erie a sub-committee will be established to develop, share and provide training opportunities to staff. It has been determined that schools are welcoming new families with various cultural/diversities but are having difficulty with being culturally responsible schools. A member of the Indigenous community will be invited to be on the committee. A date will be sent out in December for this group to meet.

D1.8 Safe and Inclusive Brochure

A draft of the Safe and Inclusive brochure is on OneNote. C. Bibby asked committee members to review the brochure and notify her of any changes they would like made.

D1.9 Safe Schools Sub-Committee

A Safe Schools Sub-Committee was formed March, 2019. Their current mandate is to produce a Smoke Free policy for Grand Erie.



D1.10 School Climate Survey

The Them From Me survey provided a sense of what students are thinking.

The student census has been mandated for this school year.

The Board will add two questions to the bullying section of the Our School Climate Survey. School administration will confer with stakeholders to come up with two questions relative to their schools that will be added to the survey. The survey will be administered in March and April. The results and interactive sessions will be provided by The Learning Bar.

D1.11 Violence in Schools

D. Dean stated that violence in schools is directed against students, teachers and administration. The fundamental outcome of this committee needs to address this directly as it relates to student achievement. A multi-disciplinary committee is required to look at these issues. Special Education, Safe Schools and Mental Health and Well-Being staff all have roles as part of addressing violence in schools.

E – 1 Next Meeting

The next meeting will be held on Thursday, January 9, 2020 at 1 pm in the Board Room at the Education Centre.

F – 1 Adjournment

The meeting was adjourned at 2:40 pm.



MINUTES

Present: S. Bell, J. Ecklund, L. Howells, L. Munro, K. Newhouse, G. Rousell, C.A. Sloat, A. Smith, C. Smith

Recording Secretary: E. Roberts

Regrets: B. Doyle, S. Noort,

1. Call to Order/Welcome **L. Munro**

The Privacy Information Management meeting was called to order at 3:00 p.m. L. Munro welcomed the members present.

2. Review of Previous Minutes /Actions

The minutes from the May 24, 2019, Privacy Information Management meeting were reviewed.

2.1 Parent Portal Communication to Families **L. Munro**

Implementation of the Parent Portal is near completion. With each roll-out, two separate communications are being sent to families. The first message contains details of the functions of the portal. The second message provides the individual parent/guardian password.

2.2 Privacy Video **J. Ecklund/L. Munro**

The privacy training video was completed and shared at the September Director's meeting and is available on the staff portal for Administrators and Manager to be viewed by all staff during a staff meeting. All staff, including occasional and casual employees, trustees and volunteers will be required to view the video. A system to track training is being determined and will be put in place. It was suggested that the video be uploaded on the Grand Erie website under a suitable location with a link also placed under the Community/Volunteer section.

3. Review Privacy Audit – Update on Actions

3.1 Update Status of Next Steps Outlined in the Privacy Audit **All**

L. Munro and Managers shared status/updates on open items on the audit assessment action list. The establishment of a Privacy Officer position continues to be seen as a priority for full implementation of all action items. A retention schedule is being prepared and is close to being released. Moving towards e-records continues to be a priority. A data management system would aid in ensuring compliance with retention timelines.



4. Privacy Next Steps

4.1 Privacy Breach Protocol

L. Howells/L. Munro

A procedure with respect to expectations related to protection of information and steps in the event a breach will be developed with implementation targeted for the end of this school year.

4.2 Communication Plan for Stakeholders

L. Howells

Privacy bulletins will be prepared with the assistance of the Communication Department and issued periodically to remind staff and reinforce the need to ensure information privacy and security. The reminders will help advance credibility and confidence of information and documentation security.

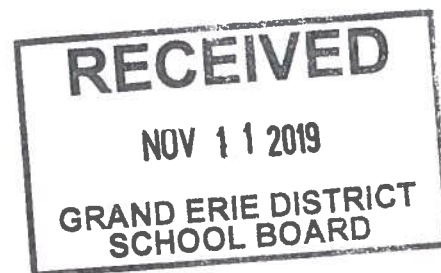
4.3 Emerging Issues

No additional items were discussed.

5. Next Meeting

Thursday, February 13, 2019 – 3:00 – 4:15 p.m., Norfolk Room, Education Centre

6. Adjournment – 4:06 p.m.



October 25, 2019

The Honourable Stephen Lecce
 Minister of Education
 22nd Floor, Mowat Block
 900 Bay Street Toronto, ON
 M7A 1L2

Dear Minister Lecce:

On behalf of the board of trustees for the Waterloo Region District School Board, I would like to thank you for your recent visit to J.W. Gerth Public School, and we look forward to working with you on the new policy regarding service animals.

Our board and management is committed to working with you and your team towards a mutual goal of providing a world-class education for all students in Ontario regardless of their background or personal circumstance.

I am writing to you today to support the concerns that have been raised by a host of education stakeholders including the Peel District School Board, concerning TeachON. As you are aware, TeachON established itself in our province to "address the disparity in government funding for families whose children attend an independent school in Ontario best suited to their educational needs."

As public school trustees, we are proud to support -and are elected to ensure-the learning needs of *all* students are met and this letter is written on behalf of the students, and their families and caregivers that we represent.

Campaigns and organizations that advocate for private school funding inaccurately portray the public school system to be of poor quality and an inferior option for families. Our board, like other Public Boards in the province, is proud of the education and support we offer our 64000 students annually, as our students can pursue individual pathways that reflect their interests, develop skills for the future, and succeed in reaching their potential.



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Any diversion of the crucial funding we currently receive risks the reduction of essential services required for us to provide our students with a world-class education. Our board and our entire community of educators and staff are dedicated to the pursuit of a public education system that is aligned in its mission of meeting the needs of those we serve.

For this ambition to be realized we need to rely on consistent public funding that will ensure our board and others continue to meet the academic, social and emotional needs of all students. This is a key element in your government's goal to ensure continued prosperity in Ontario and maintain its leadership position as a jurisdiction of excellence.

We urge you and your government to continue to invest in public education and we are committed to working with you and all stakeholders to realize the success of our students- each and every one of them.

Sincerely,



Jayne Herring
Chair of the Board of Trustees
Waterloo Region District School Board

Cc:
WRDSB Trustees
Chairs of Ontario English Public School Boards
Ontario Public School Boards' Association



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