

RAINBOW DISTRICT SCHOOL BOARD
REGULAR BOARD MEETING

to be held in the Ernie Checkeris Boardroom
at the Centre for Education, 408 Wembley Drive
on Tuesday, March 19, 2019 at 5:00 p.m.

AGENDA AND RECOMMENDED MOTIONS

A. APPROVAL OF AGENDA

*Chair

Motion:

That the agenda for the Regular Board meeting of March 19, 2019 be approved.

B. PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST

*Chair

C. PRESENTATIONS

*Chair

Barrydowne College – Superintendent Noble

D. REPORT FROM THE IN-CAMERA COMMITTEE OF THE WHOLE MEETING OF THE BOARD

*Director

Chair Dewar presented a copy of a letter received from the Ontario Ombudsman's office dated February 11, 2019. After discussion it was decided to attach the letter to the agenda of the March 19, 2019 Regular Board Meeting.

Motion:

That the report from the In-Camera Committee of the Whole Board Meeting of February 19, 2019 be received.

E. OLD BUSINESS

*Director

1. Previous Minutes

*Chair

Motion:

That the minutes of the Regular Board Meeting held on Tuesday, February 19 2019 be approved.

2. Tenders/Requests for Proposals

*SBO

Motion:

That the Board award the contract for Lockerby Composite School, unit ventilator upgrades - tender #2019-04 to _____ for \$_____.

3. Reports and Recommendations from Board Committees

*Chair

a) Strategic Planning Committee

Notice of Motion:

That I or someone on my behalf shall move or cause to be moved at the next Board meeting that the changes to *Governance By-Law-13 Conflict of Interest* be approved.

b) Special Education Advisory Committee

Motion:

That the Special Education Advisory Committee (SEAC) recommend to the board that a letter be sent to the Ministry of Education regarding changes to the Ontario Autism Program and the significant adverse impact these changes will have on student programs and services in Rainbow District School Board.

F. NEW BUSINESS

*Chair

1. Property

Motion:

That the former A.B. Ellis Public School building only, located at 128 Park Street, Espanola P5E1S7 be declared surplus to the needs of Rainbow District School Board.

2. Ontario Public School Board Association Annual General Meeting

*Chair

Motion:

That the Board approve the attendance of the following Trustees at the 2019 OPSBA Annual General Meeting in Toronto July 4 to 7, 2019:

3. Requests for Leave of Absence

*Chair

Motion:

That _____ be granted a leave of absence from the March 19, 2019 Board meeting.

4. Director's Remarks

*Director

5. Other Items

*Chair

OPSBA Delegate
Student Trustee

6. Trustees' Remarks/Questions

*Chair

Reminder: Trustees who require detailed information on specific questions are encouraged to contact the Director prior to the meeting.

7. Chairperson's Remarks

*Chair

G. INFORMATION AND PROPOSALS

*Chair

1. Reports from Officials and Staff

First Nation Advisory Committee minutes September 13, 2018 (official)
Parent Involvement Committee minutes October 30, 2018 (official)
Parent Involvement Committee minutes December 4, 2018 (official)

2. Non-Staff Communications

Letter from Ombudsman dated February 11, 2019
Letter from OPSBA dated February 14, 2019 (Re: Engagement Guides)
Letter from OPSBA dated February 14, 2019 (RE: Reg 132/12 & Reg 274/12)
Letter from OPSBA dated February 26, 2019 (RE: Ontario Autism Program)
Letter to Minister of Education dated March 12, 2019 (RE: One Board)

H. FUTURE MEETINGS

*Chair

Parent Involvement Committee April 2, 2019 7:00 pm Boardroom
Special Education Advisory Cmttee April 3, 2019 12:00 pm Centre for Education Room 125
Student Senate Meeting April 8, 2019 5:00 pm Ernie Checkeris Boardroom
Strategic Planning Committee Meeting April 9, 2019 5:00 pm Ernie Checkeris Boardroom
Board Meeting April 23, 2019 5:00 pm Boardroom
Environmental Education Cmttee Meeting May 1, 2019 3:30 pm Centre for Education Room 125
First Nation Advisory Committee May 16, 2019 10:00 am Centre for Education Room 125
Equity & Inclusion Ed Committee May 16, 2019 4:00 pm Ernie Checkeris Boardroom

I. ADJOURNMENT

*Chair

Motion:

That we do now adjourn at p.m.

RAINBOW DISTRICT SCHOOL BOARD
MINUTES OF THE
REGULAR BOARD MEETING

held in the Ernie Checkeris Boardroom
408 Wembley Drive, Sudbury
on Tuesday, February 19, 2019 at 5:00 p.m.

Present: Trustees: D. Dewar (Chair), B. Clement, D. Morrison, A. Gibson, J. Hunda, J. Kosmerly, K. St. Jean, M. Stringer (via google hangout), Student Trustee H. Golden

Officials: N. Blaseg – Director and Secretary of the Board
D. Bazinet - Superintendent of Business
B. Bourget, J Noble, K. Wachnuk - Superintendents
N. Charette, H. Thirkill

Others: C. McDonald, H. Gaffney, C. Robert, G. Cacciotti, G. Gauthier, and member of the public

Chair Dewar advised that the meeting was being live-streamed and requested that cell phones be turned off during the meeting.

A. APPROVAL OF AGENDA

Motion: 19-R43, J.Hunda/J.Kosmerly

That the agenda for the Regular Board meeting of February 19, 2019 be approved.
- **Carried**

B. PRELIMINARY DECLARATIONS OF PECUNIARY INTEREST NIL

C. PRESENTATION

Personalized and Precise Instruction

Superintendent Noble introduced the presenters who addressed the gaps in student achievement and the ongoing work by special education staff and program staff to close these gaps.

Colleen McDonald (Principal of Special Education) and Chantal Robert (Speech Language Pathologist) provided trustees with information about speech language services provided throughout the board. They spoke about the foci: automaticity, vocabulary development and comprehension. The tiered intervention model was explained and successes were shared.

Heather Gaffney (Principal of Student Success) and Gillian Cacciotti (K-12 Special Education Coordinator) spoke about Lexia as an intervention strategy, explaining how the online reading program works, the assessment, the personalized learning approach, and how Lexia supports the three foci of the Board's Strategic Plan.

Trustees had the opportunity to ask questions and comment.

D. REPORT FROM THE IN-CAMERA COMMITTEE OF THE WHOLE MEETING OF THE BOARD

No meeting held. No report.

E. OLD BUSINESS

1. Previous Minutes

Motion: 19-R44, B.Clement/J.Kosmerly

That the minutes of the Regular Board Meeting held on Tuesday, January 29, 2019 be approved. - **Carried**

2. Tenders/Requests for Proposals NIL

3. Reports and Recommendations from Board Committees

Strategic Planning Committee

Trustee Morrison requested a poll vote.

Motion: 19-R45, J.Kosmerly/B.Clement

That a letter be sent to the Minister of Education re-iterating and expanding on our previous requests that the Ministry consider one school board; two languages as the most efficient method for fiscal responsibility while maintaining our primary focus on student success.

Bob Clement: In-favour

Doreen Dewar: In-favour

Anita Gibson: Opposed

Judy Hunda: in-favour

Judy Kosmerly: In-favour

Dena Morrison: In-favour

Kerrie St Jean: In-favour

Margaret Stringer: In-favour

- **Carried**

F. NEW BUSINESS

1. 2019 School Year Structure

Motion: 19-R46, A.Gibson/J.Hunda

That the Board approve the 2019-2020 School Year Structure for elementary and secondary schools. - **Carried**

2. Property

Motion: 19-R47, D.Morrison/K.St.Jean

That the property at Highway 560, Shining Tree, ON P0M 2X0 (M. W. Moore Public School) be declared surplus to the needs of Rainbow District School Board.

- **Carried**

3. **Requests for Leave of Absence** NIL

4. **Director's Remarks**

I am honoured to report that a former student and Lockerby Composite School graduate, Dr. Chelsey Bertrand, recently received the CFPC Indigenous Medical Student Leadership Award at the Family of Medicine Forum, which was held in Toronto last November. This is a national award that is granted by the College of Family Physicians of Canada. Her mother, Sandra Martin, past president of N'Swakamok Friendship Centre, reminded me that her daughter was a 2009 graduate of the STEP/FI program offered at Lockerby Composite School. She graduated from Ottawa University's Faculty of Medicine in June of 2018. Dr. Bertrand is currently completing her residency here in Sudbury. A special thanks to Sandra for sharing this information with us. We are proud of Dr. Bertrand's accomplishments and I hope, in some small way, we may have played a small part in her success. Congratulations Chelsey!

On Saturday of this week I had the pleasure of attending Manitoulin Secondary Schools' 'Mikado'. What a great musical. Despite the weather and transportation cancellations Manitoulin Secondary School students and staff pulled off a great rendition of Gilbert and Sullivan's Mikado. Often injecting Island humour, former alumni, staff and a host of students representing many island schools, brought laughter and pure entertainment to a large audience. Congratulations Manitoulin SS, what a great performance.

Just in case anyone is counting we have had a total of 12 transportation cancellations in our catchment area. The highest number occurring in Sudbury has been 10 days. I am very pleased to see the sunshine today.

Itinerary

January 30	(SATSO) Student Achievement Team and Superintendent meeting First Nations Curriculum Meeting
January 31	School Year Calendar Meeting (four Directors of Education)
February 1	Professional Activity Day School Visit: Adamsdale Public School
February 5	Exec Council Strategic Planning Committee Meeting
February 6	Agenda Setting Eligibility Meeting

February 11	School Visits: R.H. Murray Public School Lively District Secondary School Jean Hanson Public School Student Senate
February 12	First Nations P.D. Kevin Lamoreux Exec Council
February 14	RDPC executive meeting
February 15	School Visits: Queen Elizabeth Public School Lansdowne Public School
February 16	Manitoulin Secondary School (Musical)
February 19	Exec Council Board Meeting

5. **Other Items**

OPSBA Delegate – Trustee Clement advised that he would be attending the OPSBA Director’s meeting in Toronto later this week. He mentioned that many Northern Boards have indicated their support for the one board concept.

Student Trustee – Student Trustee Golden reported that student senators held another productive meeting last week and thanked Director Blaseg for stepping in to replace Superintendent Noble in her absence.

The group continues to work on the upcoming “Stand up for Acceptance” conference that is scheduled for March 21, 2019. Four students will be speaking about mental health and sharing their struggles.

Student Trustee Golden reported that there is already interest in next year’s Student Trustee position and hopes to have potential candidates shadow her to see what her job is all about.

6. **Trustees’ Remarks/Questions**

Trustee Morrison thanked Student Trustee Golden for her leadership.

Trustee Clement reported that he represented Rainbow District School Board last week at Science North’s celebration of the renovation to the 4th floor, as part of their 35th anniversary. He was impressed with the new exhibits.

Trustee Clement congratulated Grace Selinger, a student at Espanola High School, who was chosen as the recipient of a \$60,000 scholarship from Queen’s University.

Motion: 19-R48, A.Gibson/K.St.Jean

That the Director, or designate, investigates the options and feasibility of recording and archiving live streamed public board meetings and bring a written report to the March 19, 2019 or April 23, 2019 Board Meeting for discussion. - **Carried**

Trustee Stringer voiced her appreciation in the revitalization project at Manitoulin Secondary School.

Trustee Hunda thanked parents for the positive feedback received on recent snow days and thanked staff that has taken students on numerous outdoor field trips (skiing, skating, snowshoeing) during these cold winter conditions.

Trustee Gibson asked if there was an update on the First Nation Trustee position. Director Blaseg advised that in a recent response to his ongoing inquiries, he was told that they were in the process of selecting their First Nation Trustee.

7. Chairperson's Remarks

The last of the secondary school information nights take place this week as Lasalle Secondary School hosts parents/guardians this evening and Espanola High School will open its doors on Thursday, February 21, 2019.

We remind parents/guardians to register their children for Kindergarten if they have not done so already. For children starting school for the very first time, there is an online registration form at rainbowschools.ca.

Chelmsford Public School has received \$2,975 from the Desjardins Foundation to promote reading. Staff and students have been participating in the Great Reading Race since September. It's a school-wide literacy challenge where readers accumulate kilometres per pages read. So far, readers have travelled all around the world. They now have their sights set on the moon! Funds from the Desjardins Foundation will be used to purchase a new book for each student in the school.

Jack Talks will be presented in Rainbow secondary schools from February 25th to 28th, 2019. Guest speakers from Jack.org will use the power of their personal stories to inspire and educate students about mental health, including signs of distress and resources for help.

A reminder that Friday, March 1, 2019 is the deadline for parents/guardians of students with special needs and exceptionalities to provide input into the 2019-2020 Special Education Plan. The Rainbow District School Board survey is available online at rainbowschools.ca.

Students in Grades 7 to 12 will participate in the Rainbow District School Board's Science Fair on Tuesday, March 5, 2019 at Lockerby Composite School. The public is invited to view the projects in the gymnasium from 12 pm to 1:30 pm. The awards ceremony will take place in the auditorium at 1:30 pm. Judges will select up to 40 projects for the Sudbury Regional Science Fair at Laurentian University's Alumni Hall on April 6 and 7, 2019.

Heather Parker, Co-ordinator of the Kiwanis Music Festival of Sudbury, is the 2019 recipient of the Joan Mantle Music Trust Community Award. The award will be presented at the International Dinner and Silent Auction in support of the Trust on Saturday, April 13, 2019. Tickets are now on sale.

The thought for the month comes from Edward Everett Hale, American Author and Historian who said: *"Coming together is a beginning; keeping together is progress; working together is success"*.

G. INFORMATION AND PROPOSALS

1. Reports from Officials and Staff

2. Non-Staff Communications

2019 Elementary and Secondary School Graduation dates
Board and Strategic Planning Schedule of Meetings 2019-2020

H. FUTURE MEETINGS

Equity & Inclusion Ed Committee Feb 20, 2019 4:00 pm Ernie Checkeris Boardroom
Parent Involvement Cmttee February 26, 2019 7:00 pm Boardroom
Student Senate Meeting March 4, 2019 5:00 pm Ernie Checkeris Boardroom
Strategic Planning Committee Meeting March 5, 2019 5:00 pm Ernie Checkeris Boardroom
Special Education Advisory Cmttee March 6, 2019 12:00 pm Centre for Education Room 125
Environmental Education Cmttee Meeting Mar 6, 2019 3:30 pm Centre for Education Room 125
Board Meeting March 19, 2019 5:00 pm Boardroom
Parent Involvement Cmttee April 2, 2019 7:00 pm Boardroom
First Nation Advisory Committee May 16, 2019 10:00 am Centre for Education Room 125
Equity & Inclusion Ed Committee May 16, 2019 4:00 pm Ernie Checkeris Boardroom

I. ADJOURNMENT

Motion: 19-R49, D.Morrion/J.Kosmerly

That we now adjourn at 7:07 p.m. – **Carried.**

13. Governance By-Law 13: Conflict Of Interest

13.1. a) All clauses related to By-Law 13 are subject to the provisions of *The Municipal Conflict of Interest Act*, and any amendments thereto.

b) The Act applies to all members of local councils, committees, and boards, including school boards, either elected or appointed and to members of advisory committees and other committees established under the Education Act.

c) Student trustees are subject to the 2007 Ministry of Education Guideline respecting conflict of interest.

13.2 Conflict-of-interest legislation is concerned only with pecuniary, or financial interests.

13.3 When a situation of conflict of interest exists, the Board member when present at any meeting, including committee, *in-camera* or any other meeting of the Board ~~shall~~ **must**:

a) ~~as soon as practicable after the commencement of the meeting disclose his/her interest;~~ publicly declare the conflict of interest before any discussion of the matter begins, state the general nature* of the interest, and have the declaration recorded in the minutes;

b) file a written statement of the member's interest and its general nature*, with the secretary of the committee or board;

c) not take part in the consideration or discussion of the contract, proposed contract or other matter;

d) not vote on any question with respect to the contract, proposed contract or other matter; and

e) not attempt in any way, **whether before, during or after**, to influence the voting on any such question.

13.4 When a committee of the board, including a committee of the whole board, is in closed session, the Board member must leave the room for as long as the matter is under consideration and have the fact that he or she left the room recorded in the minutes. At the next meeting that is open to the public, the declaration of interest shall be recorded in the minutes but not the general nature* of that interest.

13.5 Where the interest of the member of the Board has not been disclosed by reason of his/her absence from the meeting at which the matter was considered or voted upon:

- a) he/she shall **must** disclose his/her interest ~~and otherwise comply with section 13.2 at the first meeting of the Board attended by him/her after the meeting at which the matter was considered; or~~ **and otherwise refrain from discussing, influencing, or voting on the matter. If there are any doubts about a possible conflict of interest, trustees should seek legal advice.**
- b) ~~at the first meeting attended by him/her after acquiring such interest by reason of such interest having been acquired after such meeting.~~

13.4.1 ~~No member of the Board or other officer or employee, whether unpaid or paid, in whole or in part, shall engage in any business or transaction or shall have a financial interest or other private interest, direct or indirect, which is in conflict with the proper discharge of his/her duties.~~

13.4.2 ~~Any potential conflict of interest by a member of the board shall be declared in writing to the Director of Education.~~

13.6 ~~**Disclosure:** A member of the Board, or officer, who has a direct or indirect financial or other private interest in any proposed legislation under consideration by any such body shall publicly disclose, in the official records, the nature and extent of such interest and shall refrain from entering into any discussion or vote on the matter.~~

13.6 Gifts and Favours:

- a) No member of the Board or officer or employee, whether paid or unpaid, shall accept any gift of value, whether in the form of service, loan, thing or promise, or any other form of gift of value from any person, firm or corporation which, to his/her knowledge is interested indirectly or directly, in any manner whatsoever, in business dealings with the Board and its schools.
- b) No member of the Board or officer or employee shall accept any gift, favour or thing of value that may tend to influence him/her in the performance of his/her duties, or grant any improper favour, service or thing of value in the discharge of his/her duties.

* **General nature** would include stating what kind of pecuniary interest is involved (direct, indirect or deemed) and the type of relationship (parent, child, or spouse) connected to the trustee



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The 2019 CSBA Congress and OPSBA AGM

1/29/2019

The Canadian School Boards Association Congress and the National Trustees Gathering on Indigenous Education are the leading national professional development events for the school board sector in Canada.

This year, OPSBA is hosting the events in Toronto and is building a dynamic and inspiring program inspired by the \$ outstanding work of school boards across the country. \$



Save the Dates!

National Trustees Gathering on Indigenous Education

Westin Harbour Castle Hotel, Toronto

July 3, 2019

Keynote speakers to include Malcolm Saulis, Indigenous Scholar/Elder at Wilfrid Laurier

University.

CSBA Congress and OPSBA AGM

"Leading Today with a Vision for Tomorrow"

Westin Harbour Castle Hotel, Toronto \$

July 4 to 7, 2019 \$

Keynote speakers will include Dr. Gabor Maté, renowned specialist on addiction, \$
depression and child development and communications consultant Brian Woodland. \$

Online conference registration will open in March!

For more information, to book a hotel room, and to view a tentative program outline, [visit the Congress hub.](#)



**MINUTES OF THE
FIRST NATIONS ADVISORY COMMITTEE MEETING
Rainbow District School Board Centre for Education
Thursday, September 13, 2018
10:00 a.m. - 2:00 p.m.**

Members Present: Kim Nootchtai, Atikameksheng Anishnawbek,
Carlene Assinewai, Aundeck Omni Kaning,
Lois Lambert, Dokis First Nation,
Robert Beaudin, M'Chigeeng First Nation,
Claudette Fournier, Sagamok Anishnawbek,
Janice Cada, Sheshegwaning First Nation,
Marilyn Nicholls, Wahnapiatae First Nation,
Jacinta Shawanda, Whitefish River First Nation,
Kelly-Lee Assinewe, N'Swakamok Native Friendship Centre,
Stephanie Roy, Kenjgewin Teg Educational Institute,
Brenda Francis, Kenjgewin Teg Educational Institute,
Bob Clement, Trustee, Rainbow District School Board,
Doreen Dewar, Trustee, Rainbow District School Board,
Grace Fox, First Nation Trustee, Rainbow District School Board,
Kathy Davis, Principal of Indigenous Education, Rainbow District
School Board,
Norm Macgregor, Director of Education, Rainbow District School Board

**Absent
with Regrets:** Cecilia Trudeau, Sheshegwaning First Nation,
Robert Pitfield, Wahnapiatae First Nation,
Ray Zoccolle, Wiikwemikoong First Nation,
Anne-Marie Abitong, Sagamok Anishnawbek,

Absent: Kevin Mossip, Zhiibaahaasing First Nation

Guests: Beatrice Debassige, Wahnapiatae First Nation
Darrel Manitowabi, Laurentian University
Ross Finnie and Michael Dubois, University of Ottawa,

Recording Minutes: Dawn London, Rainbow District School Board

1. OPENING AND INTRODUCTIONS

Meeting began at 10:10am. Quorum has been met. Opening by Winnie Pitawanakwat.

2. RESEARCH PRESENTATION

Darrel Manitowabi, Ross Finnie and Michael Dubois proposed their research initiative *Reorienting Education and Training Systems to Improve the Lives of Indigenous Youth*. The project would measure and analyze the progress through secondary school students enrolled in the Rainbow District School Board and the Sudbury Catholic District School Board and provide recommendations.

Action Item: Principal Dokis to set up another meeting with Darrel Manitowabi.

3. APPROVAL OF AGENDA

Motion to accept agenda by Marilyn Nicholls. Seconded by Robert Beaudin. **Carried.**

4. REVIEW AND APPROVAL OF MINUTES FROM MAY 17, 2018

Correction to be made to Jacinta Shawanda's name.

Motion to approve minutes from May 17, 2018 by Ken Nocktai, Seconded by Carlene Assinewai. **Carried.**

5. SUCCESS STORIES

Principal Dokis presented slide shows highlighting schools that have visited various First Nation communities and the rich learning opportunities they participated in.

Principal Dokis provided highlights on the Indigenous Summer School including a video students and staff put together showcasing their Careers and Civic credit from Manitoulin Secondary.

A member recommended we get some of these initiatives to more of the city First Nations students.

6. COMMUNITY UPDATES

Discussion about students who are allowed to graduate with peers instead of waiting until all credits have been achieved.

Re-engagement teacher was applauded for his excellent work on the Island.

A member discussed her community's carpentry course and its successes. She would like kids to see what trades are available.

A member would like more students from her community to participate in the Indigenous Summer School program.

Action Item: Carlene would like a copy of the Indigenous Summer School slide show to help motivate her students.

7. 2018-2019 BOARD ACTION PLAN ON INDIGENOUS EDUCATION

Principal Dokis reviewed the initiatives and strategies that are part of the 2018-2019 RDSB Indigenous Education Board Action Plan. A discussion about the difficulties the board is having in obtaining qualified Anishnaabemowin teachers took place.

Trustee Fox would like the Indigenous Lead to be part of Superintendent discussions. Trustee Fox and two other members strongly agree.

8. MINISTRY INDIGENOUS FUNDS

Principal Dokis explained how the funds are spent and explained that our budget is not yet out for this year. Members wondered if they have any say in where/how money is spent.

9. TRUTH AND RECONCILIATION: COMMITMENT TO ACTION

The action plan was signed by all trustees at the July 26, 2018 Board Meeting. This is a five-year plan used to guide Principal Dokis' work. It was suggested that this be a PA Day activity and a review date be set. The committee would like to see that all principals are engaging in the work.

Members questioned how Superintendents are supporting this work. A member also clarified that this plan is not just for First Nation students.

10. EDUCATION SERVICE AGREEMENT

A subcommittee will be organized between First Nations to work on the agreement. Robert Beaudin volunteered to help organize a meeting. It was suggested that members check in twice a year and report on how the terms are being met.

Members would like an extension agreement signed especially for the transfer of funds process.

Principal Dokis will speak with information services and Director Blaseg regarding First Nations funded support workers having access to student data.

11. NEW BUSINESS

12. FUTURE MEETINGS

November 15, 2018 – Board Office
February 21, 2019 – Board Office
May 16, 2019 – Board Office

Meeting Adjourned 2:00pm

**Parent Involvement Committee Annual General Meeting
Minutes
Tuesday, October 30, 2018 at 6 pm
Rainbow District School Board
Centre for Education
Ernie Checkeris Boardroom
with video link to
Manitoulin Secondary School
Little Current Public School**

Attendance

Sudbury site:

Doreen Dewar, Chair, Rainbow District School Board; Norm Blaseg, Director of Education; Judy Noble, Superintendent of Schools; Kathy Wachnuk, Superintendent of Schools; Michèle Smethurst, Executive Assistant; Jennifer Battah, Communications Co-ordinator; Dave Kitching, Assistant Manager of Information Services; Colleen McDonald, Principal of Special Education Programs and Services; Dan Koziar, Principal, Princess Anne Public School; Patrick Hopkin, Principal, Jean Hanson Public School; Andrea Therrien, Vice-Principal, Jean Hanson Public School; Kim Boulanger, Principal, Cyril Varney Public School; Denise Sheppard, Parent, Manitoulin Secondary School/Central Manitoulin Public School; Bernadette Rémillard, Parent, Lansdowne Public School/Queen Elizabeth II Public School/Sudbury Secondary School; Shelley DePaolis, Parent, Lasalle Secondary School; Jacqueline Smits-Crawford, Parent, Ernie Checkeris Public School; Tricia Hatfield, Parent, Cyril Varney Public School; Karry Strelezki, Parent, Lively District Secondary School; Joni Roy, Parent, Assiginack Public School; Melissa Gladu, Parent, Northeastern Elementary School; Sarah Wendorf, Parent, MacLeod Public School; Sherri Conley, Parent, Northeastern Elementary School; Natasha Delaney, Parent, Jean Hanson Public School; Richard Eberhardt, Parent, Walden Public School; Diana Millett, Parent, MacLeod Public School; Cindy Cucullo, Parent, R.L. Beattie Public School; Allison Andear, Parent, R.L. Beattie Public School; Kelly Lemieux, Parent, Valley View Public School; Dennis Hatfield, Parent, Cyril Varney Public School; Stacy Paajanen, Parent, Lively District Secondary School; Shannon Boland, Parent, Lo-Ellen Park Secondary School; Tracey Oderkirk, Public Health Sudbury & Districts; Kim Nadeau, Public Health Sudbury & Districts; Sara Pidgen, ETFO Representative; Stephanie Leonard, Parent, Adamsdale Public School; Ashley Gibson-Taylor, Parent, R.L. Beattie Public School; Linda Heldman, Parent, R.L. Beattie Public School; Linda Lalonde, Home School Parent; and Tracy McIntyre, Parent, R.H. Murray Public School.

Manitoulin Secondary School site:

Jamie Mohamed, Principal, Manitoulin Secondary School; Denis Lafleur, Vice-Principal, Manitoulin Secondary School; Dawn Dawson, Parent, Manitoulin Secondary School; Dawn Noble McCann, Teacher, Manitoulin Secondary School; Suzanne White, Parent, Manitoulin Secondary School; and Carrie Spry, Parent, Manitoulin Secondary School.

Little Current Public School site:

Christy Case, Principal, Little Current Public School; Shelley Tamura, Vice-Principal, Little Current Public School; Robyn Charbonneau, Teacher, Little Current Public School; Alicia McGraw, Parent, Little Current Public School; and Tammy Bowerman, Parent, Little Current Public School.

Call to order 6 pm

1. Welcome from Superintendent of Schools Judy Noble

Superintendent Judy Noble welcomed everyone to the Annual General Meeting. Judy Noble reviewed the agenda for the evening and introduced members of the 2017-2018 PIC Executive. Superintendent Noble also introduced administrators, teachers and Trustees who participated in PIC. She also acknowledged all of the parents who attended PIC meetings and thanked them for their interest and support.

The purpose of the Parent Involvement Committee is to give School Councils an opportunity to network, to share ideas, to provide input and to learn from Board and community guest speakers.

2. Greetings from Board Chair Doreen Dewar

Board Chair Doreen Dewar delivered greetings on behalf of the Board of Trustees, including the Student Trustee. She introduced fellow Trustees of the Board, as well as Trustees who were newly elected. Chair Dewar thanked all PIC members for their contribution and commended Raye Addison for her contribution as Chair and Richard Eberhardt for his leadership as Vice-Chair/Acting Chair. She stated through PIC and School Councils, parents have a venue to learn, a vehicle to network and a voice in education. Chair Dewar noted that when supportive parents, caring educators and active community members work together, students benefit and schools flourish.

She talked about four people that were not here this evening. They are, everybody, somebody, anybody and nobody. She told the story that there was an important job to be done and everybody was sure that somebody would do it. Anybody could have done it but nobody did it. Somebody got angry with that, because, after all, it was everybody's job. Everybody thought anybody could do it but nobody realized that everybody wouldn't do it. It ended up that everybody blamed somebody when nobody did what anybody could have done. She concluded by commending the efforts of those in attendance and thanked them for their support of Rainbow Schools.

3. Greetings from Director of Education Norm Blaseg

Director Blaseg welcomed everyone to the first Parent Involvement Committee meeting of the 2018-2019 school year. He stated that we are proud of our successes and continue to set high expectations that will challenge students to dig deeper, expand their knowledge and make connections to the world around them.

Director Blaseg highlighted some key initiatives that have taken place within the Board - 160 students participated in the Summer Learning Program to maintain and increase their literacy; secondary students were offered new credits towards their OSSD including Indigenous Summer School, co-op and eLearning; 19 Rainbow Schools offered Kindergarten Summer Camp for 200 new students; the Board adopted a Mental Health Strategic Plan that will guide its work in this important area over the next three years; and the Board hosted HEADSTRONG, a day-long conference aimed at inspiring students to Be Brave, Reach Out and Speak Up about mental health.

In closing, he thanked PIC Chair Raye Addison and Vice-Chair/Acting Chair Richard Eberhardt and members of the Parent Involvement Committee for their valuable input throughout the school year. He also thanked all parents who participate in School Councils and noted how fortunate Rainbow Schools are to have wonderful, supportive parents.

He finished by wishing School Councils a great school year.

5. 2018-2019 Election of PIC Membership

Superintendent Judy Noble explained that at the AGM, a slate of up to 10 candidates is approved for PIC Executive. According to the Terms of Reference, the composition of membership would include one representative from each of the Espanola and Manitoulin Island areas, and eight representatives from the Sudbury area. This year, there were no submissions from Espanola. The original ballot had 12 candidates, three of which were not in attendance. All those nominees who were in attendance were acclaimed and will take part in the PIC Executive.

Superintendent Noble presented the members of the PIC Executive as follows:

Stacy Paajanen - Lively District Secondary School
Tricia Hatfield - Cyril Varney Public School
Natasha Delaney - Jean Hanson Public School
Shelley DePaolis - Lasalle Secondary School
Allison Andler - R.L. Beattie Public School
Bernadette Rémillard - Lansdowne Public School
Denise Sheppard - Manitoulin Secondary School
Alicia McGraw - Little Current Public School
Joni Roy - Assiginack Public School

Superintendent Noble introduced this year's non-parent PIC members:

Grace Fox and Ruth Ward - Trustees
Judy Noble - Superintendent of Schools
Nicole Charette - Senior Advisor, Corporate Communications
Kristina Rivard Gobbo - Principal
Dan Koziar - Principal
Mel Bertrand - Vice-Principal
Sara Pidgen - Elementary Teacher

6. Meeting dates for 2018-2019

Superintendent Judy Noble reviewed the schedule of PIC meetings for the remainder of the school year, as follows:

Tuesday, December 4, 2018

Topic: Indigenous Learning through the Blanket Exercise

Tuesday, January 8, 2019

Topic: EcoSchools

Tuesday, February 26, 2019

Topic: Mental Health Strategic Plan

Tuesday, April 2, 2019

Topic: School Climate Survey Review

Tuesday, May 14, 2019

Topic: Planning Meeting for the 2019-2020 school year

Judy Noble thanked everyone for attending. Participants were invited to stay for the presentation on **Emotions and Learning** with Angie DeMarco of the Learning Disabilities Association of Sudbury.

The meeting adjourned at 6:22 pm.

Next Meeting:

Tuesday, December 4, 2018 - 7 pm

Rainbow District School Board

Centre for Education

Ernie Checkeris Boardroom

Topic: Indigenous Learning through the Blanket Exercise

Official

Parent Involvement Committee Meeting Minutes

Tuesday, December 4, 2018 at 7 pm
Rainbow District School
Centre for Education

Attendance

Sudbury site:

Judy Kosmerly, Trustee; Sara Pidgen, ETFO representative; Allison Andlar, Parent, R.L. Beattie Public School; Natasha Delaney, Parent, Jean Hanson Public School; Dan Koziar, Principal, Princess Anne Public School; Kerrie St. Jean, Trustee; Tricia Hatfield, Parent, Cyril Varney Public School; Bernadette Rémillard, Parent, Lansdowne Public School; Shelley DePaolis, Parent, Lasalle Secondary School; Melissa Gladu, Parent, Northeastern Elementary School; Sherri Conley, Parent, Northeastern Elementary School; Noreen McChesney, Parent, Lively District Secondary School; Lesley Fisher, Principal of Program; Melanie Bertrand, Vice-Principal, Lo-Ellen Park Secondary School; Bridget Erwin, Parent, Lo-Ellen Park Secondary School; Kelly Gmiele, Parent, Valley View Public School; Anita Gibson, Trustee; Leanne Whitehouse, Parent, Princess Anne Public School; Nina Denniston, Parent, Monetville Public School; Joni Roy, Parent, Assiginack Public School; Kim Nadeau, Public Health, Sudbury Districts; Doreen Dewar, Trustee; Judy Noble, Superintendent of Schools; Nicole Charette, Senior Advisor Corporate Communications and Strategic Planning

Espanola Site:

N/A

Manitoulin Site:

Denise Sheppard, Parent, Manitoulin Secondary School.

Call to Order: 7 pm

1. Welcome

Superintendent Judy Noble welcomed everyone to the meeting.

2. Self-Introduction

Those in attendance introduced themselves.

3. Indigenous Learning through the Blanket Exercise – Kathy Dokis

Kathy Dokis welcomed guest presenters Cynthia Belfitt and Amy Commanda from Laurentian University. They facilitated the Blanket Exercise for the Parent Involvement Committee. Kathy Dokis indicated that the Blanket Exercise is a great learning tool for students and staff in Rainbow Schools. She indicated that it can be an emotional experience and, for this reason, supports are provided. The exercise takes participants through the history of Indigenous Peoples of Canada, including residential schools. Building knowledge is part of the Truth and Reconciliation Action Plan adopted by

Rainbow District School Board. Some 564 people in Rainbow Schools have participated in the Blanket Exercise.

4. Discussion based on presentation

Participants were invited to share their observations. The visual representation is powerful and was a dramatic way of imparting the broken promises that were made. Parents said they are grateful that students are getting to learn what they never saw and it made them want to be part of the healing process. Some said they felt shame at how people were treated. Despite the feeling of despair and sadness, many said they were hopeful if we can change directions and chart a new course. Kathy Dokis called the exercise a small step in the learning journey in Rainbow Schools. She appreciated the opportunity to share the activity at the Parent Involvement Committee meeting. She invited everyone to think about what they can do to make a difference. It was suggested that the blanket exercise be done with students in the Faculty of Education program at Laurentian University.

5. Approval of Agenda

"That the agenda for the meeting on December 20, 2018 be approved"

Moved by: Shelley DePaolis, Lasalle Secondary School

Seconded by: Bernadette Rémillard, Lansdowne Public School

Carried

6. Approval of Minutes

"That the minutes of the meeting on May 15, 2018 and October 30, 2018 (AGM) be approved"

Moved by: Shelley DePaolis, Lasalle Secondary School

Seconded by: Natasha Delaney, Jean Hanson Public School

Carried

Business arising from AGM:

Election of one additional member from Sudbury

Superintendent Noble explained that nine parents were elected to PIC at the AGM. Three parents from the original slate of possible candidates were not in attendance.

Superintendent Noble asked if the parents were in attendance at the meeting on December 4, 2018. With none in attendance, she asked for nominations for other parents who may be interested in joining PIC. After asking the question three times, the following motion was presented:

“That Melissa Gladu of Northeastern Elementary School be elected a member of PIC for 2018-2019.”

Moved by: Natasha Delaney, Jean Hanson Public School

Seconded by: Bernadette Rémillard, Lansdowne Public School

Carried

7. Election of Chair, Vice-Chair and Secretary

Superintendent Judy Noble thanked Richard Eberhardt for serving as Acting Chair of PIC during the 2017-2018 school year.

After calling for nominations for Chair, the following motion was presented:

“That Stacy Paajanen of Lively District Secondary School be elected Chair of PIC for 2018-2019.”

Moved by: Natasha Delaney, Jean Hanson Public School

Seconded by: Bernadette Rémillard, Lansdowne Public School

Carried

After calling for nominations for Vice-Chair, the following motion was presented:

“That Natasha Delaney of Jean Hanson Public School be elected Vice-Chair of PIC for 2018-2019.”

Moved by: Shelley DePaolis, Lasalle Secondary School

Seconded by: Judy Kosmerly, Trustee, Rainbow District School Board

Carried

After calling for nominations for Secretary, the following motion was presented:

“That Joni Roy of Assiginack Public School be elected Secretary of PIC for 2018-2019.”

Moved by: Shelley DePaolis, Lasalle Secondary School

Seconded by: Natasha Delaney, Jean Hanson Public School

Carried

8. School Announcements

Natasha Delaney of Jean Hanson Public School invited PIC members to visit the school's Facebook page for activities. The School Council attracted more parents/guardians this year. The school is planning a smaller version of its Blacklight Production. They are looking for fundraising ideas. The production may have a new name. Jean Hanson Public

School is also participating in the Food Drive. The new Principal and Vice-Principal are doing a terrific job. Rainbow District School Board is also doing a terrific job of taking care of students with special needs.

Allison Andlar of R.L. Beattie Public School said the school had a very successful craft fair. Some of the proceeds that were raised were donated to the Infant Food Bank.

Joni Roy of Assiginack Public School said the Grade 4 teacher was working on cursive skills to improve hand-writing.

Melissa Gladu of Northeastern Elementary School said the school's second School Council meeting would take place in early December. In the past, Northeastern contributed to the Food Drive. In recent years, staff and students have been performing Acts of Kindness which have been very well received. Every class adopts a group and/or charity. She cited some examples.

Shelley DePaolis of Lasalle Secondary School indicated that the school was hosting its first craft show on December 1, 2018. Proceeds will go to the breakfast club which is open to all students. The school is also contributing to the Fill a Crib campaign. She highlighted an upcoming basketball tournament with Polio. She also talked about the partnership with Finlandia to raise funds for outdoor paths (\$8,500 in 2018) and memoirs for families.

Bernadette Rémillard of Lansdowne Public School said the school participated in Treaty Week. The Peer Mediation Program with Elizabeth Fry continues for Grade 7 and 8 students. A reading club is being launched with the use of reading dolls donated by a teacher. Students are participating in volleyball tournaments, field trips to the Sudbury Theatre Centre, the art carousel at Sudbury Secondary School, Remembrance Day, and the Transition Evening. New parents/guardians have joined the School Council. The school is also participating in a number of fundraising initiatives. The School Council had an opportunity to learn about the Kids Have Stress Too Program to foster mental health and well-being.

Bernadette also provided an update on activities at Sudbury Secondary School, including the new Specialist High Skills Major on Health and Wellness. The school has hosted tournaments for elementary students. They also have a trip to Italy and Greece planned. Sudbury Secondary School will host its annual Christmas Feast on December 20th. An update on performances was also provided.

Tricia Hatfield of Cyril Varney Public School indicated that Grade 1 students participated in the Kids Have Stress Too Program. Funds were raised through the sale of cookie

dough. Students took part in Rock Your Mocs on November 15th. More parents/guardians are joining the School Council. The school is participating in a number of initiatives including EcoSchools, the Food Drive and the Fill a Crib campaign. Our Children Our Future and EarlyOn programs in the school are a success. Cyril Varney's next School Council meeting will be at the PIC meeting in February 2019.

Dan Koziar of Princess Anne Public School said the Food Drive has been a success to date, with 5,000 items collected and neighbourhood canvassing to come. The Remembrance Day Service included members of the legion. All students in the school will enjoy the Christmas Feast on December 19th thanks to generous donations.

Sara Pidgen of R.L. Beattie Public School talked about the Rocks of Kindness project with Jackie Balleny and its positive impact in Rainbow School.

Bridget Erwin of Lo-Ellen Park Secondary School focused on a number of activities, including the food drive, basketball, the variety show, the Joan Mantle Music Trust concert and a Neo Kids fundraiser with the Laurentian Voyageurs.

Kelly Lemieux of Valley View Public School talked about a school fundraiser through the sale of meat pies, perogies and ham. She also talked about the food drive and the Christmas feast.

Sherri Conley of Northeastern Elementary School highlighted a movie night being hosted by the School Council.

Vice-Chair Natasha Delany thanked members of PIC for their contribution.

9. Adjournment

"That the meeting be adjourned."

Moved by: Bernadette Rémillard, Lansdowne Public School

Seconded by: Joni Roy, Assiginack Public School

Carried

The meeting adjourned at 8:40 pm.

Next Meeting:

Tuesday, January 8, 2019

Centre for Education, 408 Wembley Drive, Sudbury

Topic: EcoSchools



February 11, 2019

via email

Ms. Doreen Dewar, Chair
Rainbow District School Board
69 Young Street
Sudbury, ON P3E 3G5

Dear Ms. Dewar:

Re: Complaints to the Ontario Ombudsman

I am writing to confirm that we have completed our review of complaints about the Rainbow District School Board. For the reasons set out below, our Office has determined that we will not be taking further steps regarding the individual complaints.

Complaints

Prior to the 2018 election, a trustee for the Rainbow District School Board (the School Board) complained to our Office that the board of trustees exceeded its authority when it barred him from attending all future meetings of the board of trustees. This decision was made in July 2018 following a code of conduct investigation conducted by you and the Vice-Chair. A community member also complained to our Office about this matter.

The trustee also contacted us with other concerns related to the code of conduct process, including that he was not provided sufficient opportunity to participate in the code of conduct process and that the notice of sanction did not include reasons for the sanction.

In addition, he raised concerns about how the School Board had recorded his attendance at meetings of the board of trustees following the sanction and the School Board's handling of travel expenses related to his attendance.

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Nature of the Ombudsman's Review

As you are aware, the Ontario Ombudsman is appointed under the *Ombudsman Act* as an independent Officer of the Ontario Legislature. Our Office has the authority to conduct impartial reviews and investigations of complaints about the administrative conduct of Ontario's public sector organizations, including the Rainbow District School Board. We are a recourse of last resort, which means that citizens are normally expected to first address complaints to existing complaint processes and appeal mechanisms before our Office will intervene.

Our Office has the discretion to decline to review or investigate a complaint in appropriate circumstances. Where we conduct a review and the Ombudsman finds that there is a problem, the Ombudsman may make recommendations to address any concerns identified. However, we have no authority to compel public sector officials to undertake any particular course of action.

Review

In response to these complaints, we reviewed documentation provided by the trustee, the School Board's code of conduct for trustees, relevant legislation, and other materials. We spoke with you and the Director of the School Board, as well as with the Ministry of Education.

Code of conduct sanction

As you are aware, section 218.3(3) of the *Education Act* provides that a board may bar a trustee from "attending all or part of a meeting of the board or one of its committees" for code of conduct violations. The trustee complained that this provision would allow the School Board to bar him from "a" board meeting, but not all future meetings.

Our Office spoke with you and the Director, as well as with the Ministry of Education about this concern and the interpretation of the relevant legislative provisions. Our Office was provided with different rationales for why the board of trustees was entitled to impose this ongoing sanction.

After reviewing these responses, our Office escalated our concerns about this sanction to senior officials within the Ministry of Education. During our December 2018 meeting with the Ministry, we noted that the *Education Act* did not plainly state that trustees could be barred from meetings indefinitely, and that the legislation should clearly provide for this outcome if that is the intention. We noted that the apparent lack of clarity could lead to inconsistent application of sanctions. We also noted that recent case law in the municipal sector indicates that sanction provisions are generally narrowly construed.

When asked about the status of consultations on trustee conduct matters that had been announced in March 2018, the Ministry stated that it intended on pursuing this avenue but declined to provide a timeline.

We explained that our Office is committed to monitoring the Ministry's response to our concerns and that we may follow up with the Ministry if the concerns are not addressed.

Other matters

Regarding the other procedural concerns related to the code of conduct proceedings, our review indicates that the School Board generally followed the procedure set out in the code of conduct and that the trustee was given opportunities to make representations at various points in the process.

With respect to the handling of the trustee's attendance at meetings of the board of trustees following the sanction, our discussions with you indicate that the School Board was seeking to comply with certain provisions of the code of conduct. The code of conduct, relying on section 218.3(4) of the *Education Act*, states that a trustee's absence from a meeting due to a sanction is considered an authorization for official absence from the meeting. As such, the trustee was marked as absent in the minutes. However, given that the trustee attended meetings unofficially and remained a member of the board of trustees despite the sanction, the School Board determined it could still reimburse his travel expenses.

Conclusion

We understand that the trustee is no longer in office and that the sanction is no longer in effect against him. Under these circumstances, our Office will not be taking any further action with respect to the individual complaint.

However, we have spoken with senior officials at the Ministry of Education about the interpretation of the *Education Act's* penalty provisions for trustees. We will closely monitor this issue going forward and may follow up further with the Ministry if required.

If you have any questions or if you would like to discuss the content of this letter, please contact me at 416-646-8004.

Sincerely,



Jean-Frédéric Hübsch
Counsel
Office of the Ontario Ombudsman



**ONTARIO PUBLIC
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Leading Education's Advocates

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Cathy Abraham
President

W.R. (Rusty) Hick
Executive Director

February 14, 2019

To: The Honourable Lisa Thompson, Minister of Education

Cc. Martyn Beckett, Assistant Deputy Minister, Student Achievement Division
Andrew Davis, Assistant Deputy Minister, Education Labour and Finance Division.

From: W.R. (Rusty) Hick, Executive Director

Subject: Class Size and Hiring Practices Regulation Engagement

The Ontario Public School Boards' Association represents English public school boards and school authorities across Ontario, which together serve more than 1.3 million public elementary and secondary students. The Association advocates on behalf of the best interests and needs of students in the English public school system in Ontario. OPSBA believes that the role of public education is to provide universally accessible education opportunities for students of all ethnic, racial or cultural backgrounds, social or economic status, individual exceptionality and faith. Under the *School Boards Collective Bargaining Act* (SBCBA), OPSBA is the designated employer bargaining agent for all 31 English Public School Boards as well as the school authorities.

OPSBA appreciates this opportunity to engage with the Government in the consultation on Regulation 132/12 Class Size and Regulation 274/12 Teacher Hiring.

Background

Over the years that OPSBA has been advocating on behalf of English public school boards in Ontario there have been opportunities to engage in dialogue and consultation with previous governments regarding class size and teacher hiring. OPSBA has always provided considered feedback based on its own consultations with trustees and staff from member school boards. Since the introduction of Regulation 274/12, OPSBA's consultations have revealed the many challenges and inequities this regulation has created regarding the hiring of teachers in the province of Ontario.

Based on its previous consultations, OPSBA has held the view that the flexibility found in class size averages provides the best opportunity for school boards to meet the unique learning needs of each student. We will comment further on this position based on the most current consultation with member boards later in this report.

In order to ensure the feedback provided for this consultation is reflective of the current views of our member boards, on January 24, 2019, OPSBA consulted with school board's Senior Human Resources Officials. In addition, on January 25, 2019, OPSBA consulted with more than 300 elected school board trustees together with their Directors of Education who participated in OPSBA's *Public Education Symposium* (PES).

Class Size

Overall Class Size (K-12)

OPSBA's view is that board-wide class size averages, together with a designated count date (and in semestered secondary schools, two count dates), gives school boards much needed flexibility, allowing them to provide the best learning environments for students.

OPSBA is not advocating for increases in class size, but rather, that board-wide class averages provide much needed flexibility, which in one case might increase the size of a class, but would decrease the size of another class. Flexibility and full funding are the drivers that allow school boards to not only meet the needs of students but also manage their human and physical resources in an effective manner.

Class size averages allow school boards to:

- respond to fluctuations in student enrollment with minimal class disruption that, under class size caps, forces students to change teachers after school has begun,
- create learning environments to best meet individual student needs,
- provide an environment for instructional continuity in the classroom for both students and teachers,
- create the best learning and teaching environments for students and teachers based on local needs, and
- deploy their most valuable resources, educators, in the most effective way.

Secondary schools deliver a wide variety of programming choices that require flexibility in organization. A centrally determined rigid minimum or maximum number for class size in secondary schools fails to consider:

- the impact this would have on students' ability to earn the credits required for graduation,
- the availability of specialized facilities,
- the safety requirements in equipment based programs such as technical studies,
- a school boards need for flexibility to support varied program choices that actively engage students in their learning,
- that the widest variety of options are ensured to support students in their career choices, for example: specialist high skills major or skilled trade programming, and
- that one size fits all does not work for all school boards given the variation in size and geography across the province.

In summary, OPSBA believes that school boards require the flexibility that is afforded by class size averages to provide the best learning environment for all students.

Kindergarten Delivery Model:

OPSBA has consistently supported the current two-educator model for the delivery of the full day kindergarten program. The kindergarten program has evolved over time in its intentional play based instructional approach with targeted assessment practices to monitor and report on student progress. This support was reinforced in recent consultations because full day kindergarten supports positive student outcomes and levels the playing field for all students.

Since the introduction of the new kindergarten program, positive impact has been made on student readiness to learn as well as social and emotional learning and overall well-being. This program allows for early intervention to maximize the outcomes for all learners and early engagement of parents in their child's learning which is a key factor in long term student success.

In 2009, a document entitled *With our Best Future in Mind* was released. It outlined the expansion of part time kindergarten programs to a delivery model that included the full day for junior and senior kindergarten students. OPSBA suggests the government should review this report together with more recent evidenced based research if it is considering changes to the current model to address identified local needs, such as the inclusion of indigenous elders.

Regulation 274/12 – Teacher Hiring Practices

Since the introduction of Regulation 274/12 in 2012, which favours seniority as the most important factor in teacher hiring, OPSBA has maintained that hiring is the responsibility of the employer and that fair, equitable hiring practices that reflect local needs are critical to improving student achievement and well-being.

There are many challenges that currently exist for school boards as a result of the introduction of Regulation 274/12. They include:

- an inability to address diversity and equity in hiring,
- the limitations on boards to hire the teachers that reflect the needs of the school community,
- providing instructional continuity in the classroom where multiple postings are required,
- the pressure occasional teachers feel to be on multiple school board lists,
- the inability of permanent teachers to seek employment at a different school board, and
- the restrictions for principals and vice-principals to return to teaching.

Seniority based hiring as required by Regulation 274/12 has created more inconsistencies in teacher hiring in Ontario rather than reducing them. For example, under the regulation there are different hiring requirements depending on the school board sector to which a teacher applies. In the case of English public school boards there are differences between being hired as an elementary teacher or secondary teacher even though the same individual may be qualified to be hired in either panel. Some of these inconsistencies were brought about by the five revisions (in 2013, 2015, 2016, June and November 2017) to the Regulation since 2012 which have essentially quadrified the regulation by sector. This regulation has also disadvantaged teachers who are new to the profession and has become a deterrent to entering the teaching profession. To become a teacher in Ontario you must first complete six years of post-secondary education followed by an additional 16 months to qualify for permanent employment as a teacher.

The many attempts to bring about improvements to Regulation 274/12 have been unsuccessful. OPSBA has participated in each and every opportunity that has been provided in an effort to bring about positive change. These opportunities have included: participating in committees with the Crown and teacher unions, participating in writing the resulting reports and recommendations from those committees, negotiated improvements, and ongoing dialogue with both the Crown and teacher unions regarding the challenges and barriers the Regulation has created. Local school boards have also attempted to bring refinements to their hiring processes under this regulation, but have largely been unsuccessful.

Given these attempts at improving the regulation have not addressed the challenges and inequities, OPSBA is not confident that further revisions to a fundamentally flawed regulation will bring about the desired changes the government and school boards are looking for, and would respectfully suggest that Regulation 274/12 be repealed. Instead all school boards should commit to transparent, fair and equitable hiring practices as outlined below.

Fair and Equitable Hiring Practices:

1. Ensure that every school board has a hiring policy, procedure and process that is equitable, transparent and monitored and must include the following principles:
 - A posting protocol for vacant positions, including timelines
 - Use of hiring teams that value equity and diversity
 - An interview process for every vacancy
 - Common and consistent set of questions and rubrics to evaluate applicants
 - Involvement of the Board Equity Officer/Board Integrity Officer/other appropriate staff in the development of policies and procedures
 - Candidate debriefing upon request
 - Periodic auditing of the process
2. Ensure that school boards have (and post on their websites) recruitment and hiring policies, procedures and practices that address:
 - Conflict of interest (that include reporting relationships with family members)
 - Whistleblowing
3. Other best practices that may be included in the establishment of a hiring policy include (but are not limited to):
 - Use of Central Hiring teams
 - Creating a system where anonymous evaluation of applicants is implemented in order to avoid bias, conscious or unconscious
 - Including all stakeholders in the development of the hiring policy/procedure

In summary, OPSBA continues to maintain that hiring is the responsibility of the employer and that fair, equitable hiring practices that reflect local needs are integral to a strong public education system that maximizes the opportunities for all learners.

Next Steps

OPSBA understands the fiscal challenges facing the province and appreciates the opportunity the government has provided to help find solutions that balance fiscal responsibility with supporting student achievement and well-being which is always the top priority for school boards.

OPSBA is available for clarification, additional comment and feedback should the government identify the need for further consultation on these matters.



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Cathy Abraham
President

W.R. (Rusty) Hick
Executive Director

February 14, 2019

To: OPSBA Board of Directors
Directors of Education

From: W.R. (Rusty) Hick, Executive Director

Subject: Class Size and Hiring Practices Regulations Consultation

On January 23, 2019 the government released their Engagement Guides, inviting education partners to provide input on teacher hiring practices (Regulation 274/12) and class sizes (Regulation 132/12) in Ontario.

OPSBA has advocated on these matters over time and more recently hosted two consultations with our member boards. On January 24, 2019, OPSBA consulted with Senior Negotiators from across the province and on January 25, 2019, with member board Trustees and their Directors of Education, at the Public Education Symposium (PES). Attached you will find OPSBA's submission to the Provincial Government regarding these regulations.

OPSBA is appreciative of the opportunity to be consulted on these important matters.

Should you have any questions, please feel free to contact us.

Best regards,

W.R. (Rusty) Hick
Executive Director



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Cathy Abraham
President

W.R. (Rusty) Hick
Executive Director

February 26, 2019

Minister Lisa Thompson
Minister of Education

Minister Lisa MacLeod
Minister of Children, Community and Social Services

Dear Ministers Thompson and MacLeod:

I am writing to you on behalf of the Ontario Public School Boards' Association (OPSBA) to express our concerns about the planned changes to the Ontario Autism Program (OAP) and the potential impact of those changes on the supports that school boards will be able to provide for autistic students.

This was a major discussion topic at our recent February Board of Director's meeting. Our members have questions as to the impact of the OAP reforms at the local school level. They have questions about how many students will now require additional supports in school who were previously off-site and receiving intensive therapy. There is concern regarding the impact of this transitional change for these children from a clinical service model to an integrated school setting, which does not provide this type of specialized service. For students, this type of change can be unsettling. Having sufficient numbers of qualified school staff to ensure safety and support for students is essential.

Special education continues to be an area in which boards request more supports and resources given the complexities of student needs. Year after year, most school boards exceed their Ministry allocated special education budget in an effort to try to provide the best possible learning experiences for students, regardless of exceptionality. We continue to advocate for sufficient funding to meet the needs of all of our students.

With the impending April 1 changes to the funding model, ensuring a shared understanding and clear expectations on the part of parents and school personnel will lead to better planning and outcomes for children and their families.

We recognize the shared commitment of the government to work toward supports for these students that are equitable and adequate and look forward to additional information for planning purposes, recognizing that in many cases this will be at the local school or Board level.

OPSBA extends the offer to collaborate with the government in an effort to ensure smooth transitions for all students in our care.

Sincerely,

A handwritten signature in black ink, reading "Cathy Abraham". The signature is written in a cursive style with a large, stylized "C" and "A".

Cathy Abraham
President



408 Wembley Drive, Sudbury, Ontario P3E 1P2 | Tel: 705.674.3171 | Toll Free: 1.888.421.2661 | rainbowschools.ca

March 12, 2019

Lisa Thompson
Minister of Education
Legislative Building
Queen's Park
Toronto ON M7A 1A1

Dear Minister Thompson:

On February 19, 2019, Rainbow District School Board Trustees approved the following motion:

"That a letter be sent to the Minister of Education re-iterating and expanding on our previous requests that the Ministry consider one school board; two languages as the most efficient method for fiscal responsibility while maintaining our primary focus on student success."

Rainbow District School Board urged the Province to create one publicly funded system in letters dated March 30, 2007, October 21, 2016 and, most recently, December 11, 2018.

In response to your ongoing call for input on how efficiencies can be achieved throughout the education sector in Ontario, we respectfully request that you consider one school board. Our most recent motion reaffirms our resolve and provides more specificity on how the one board model can be realized.

Significant savings can be achieved in the Province of Ontario by bringing school boards together to deliver educational programs to students in both official languages, while respecting historical and constitutional rights. These rights were never intended to protect bricks and mortar.

The one school board model provides the most effective use of school buildings, particularly in an era of aging infrastructure, declining enrolment, shifting demographics and vast geographic areas with harsher climates. Combining school boards for the delivery of programs will ensure that smaller communities preserve an educational presence. It will minimize bus rides and maximize family time for children.

Consolidation of school boards creates the critical mass in small rural communities to ensure that students receive programs and services that may only be available in larger urban centers.

Whether it be large urban centers or small rural communities, there are no advantages to the segregation of students. All children benefit when they engage in broad learning experiences, work collaboratively, and experience a diversity of cultures. This will foster equity and inclusion, which is fundamental to student achievement and well-being.

In addition to the direct benefits for students, the one school board model will achieve millions in savings from an administrative perspective. Eliminating the duplication of services for payroll, finance, facilities, human resources and information services will result in reduced costs.

As always, Rainbow District School Board values co-operation and collaboration to ensure that investments in education are directed where they will have the greatest impact - student success.

One publicly funded education system with two languages (English and French) will not only address the deficit, it will position the province for a sustainable future.

Other provinces have implemented the one school board model, proving that it can be done. Is there the political will in Ontario to follow their lead?

Sincerely,

A handwritten signature in black ink that reads "Doreen Dewar". The script is cursive and fluid, with the first name and last name clearly distinguishable.

Doreen Dewar
Chair

cc: Doug Ford
Premier of Ontario

Vic Fedeli
Minister of Finance

Nancy Naylor
Deputy Minister of Education

OPSBA Member Board Chairs

Cathy Abraham, President
Ontario Public School Boards' Association (OPSBA)

W.R. (Rusty) Hick Executive Director
Ontario Public School Boards' Association (OPSBA)

Jamie West
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