



**MULTI-YEAR
ACCESSIBILITY PLAN**

DRAFT

FOR THE PERIOD JANUARY 2018 TO DECEMBER 2022

MULTI-YEAR ACCESSIBILITY PLAN

**Rainbow District School Board
January 2018 – December 2022**

Prepared by

**Accessibility Planning Committee
In accordance with
Accessibility for Ontarians with Disabilities Act
Integrated Accessibility Standards Regulation**

January 2018

This publication is available through the Rainbow District School Board's

- Website (www.rainbowschools.ca → About Us → Accessibility)
- In accessible formats upon request

For more information, please contact:
info@rainbowschools.ca

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Objectives

This Plan:

- Describes the process by which the Rainbow District School Board will identify, remove and prevent barriers;
- Reviews recent efforts of the Rainbow District School Board to remove and prevent barriers;
- Describes the measures the Rainbow District School Board will take in the period 2018-2022 to identify, remove and prevent barriers;
- Makes a commitment to provide an annual status report on the Board's implementation of the multi-year accessibility plan;
- Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years;
- Describes how the Rainbow School Board will make this accessibility plan available to the public.

Commitment to Accessibility Planning

This plan will be established, reviewed and updated in consultation with persons with disabilities, the Board's Special Education Advisory Committee, Parent Involvement Committee and the Accessibility Planning Committee. It will be presented to the Board for approval.

The Rainbow District School Board is committed to:

- Maintaining an Accessibility Planning Committee;
- Continuing the process of consulting with the Special Education Advisory Committee and with persons with disabilities;
- Ensuring, wherever practicable, that Board policies, procedures and practices are consistent with the principles of accessibility and inclusive/universal design. The Accessibility Planning Committee will provide input re: accessibility issues, where

appropriate, with regard to new policies and procedures and to those under review;

- Improving access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community. Consideration of ongoing identification of barriers will be the responsibility of the Accessibility Planning and will, wherever practicable, be incorporated in the multi-year plan.

The Director of Education has authorized the Accessibility Committee to review and update the Multi-Year Accessibility Plan that will enable the Rainbow District School Board to meet these commitments.

Description of Rainbow District School Board

Rainbow District School Board covers a geographic area of more than 14,757 square kilometers in Sudbury, Espanola, Manitoulin Island and Shining Tree.

Nine trustees govern Rainbow District School Board, including a trustee who represents 11 First Nations who have educational service agreements with the Board. Elected every four years, the trustees are the public's voice at the Board.

Rainbow District School Board is the largest school board in Northern Ontario with 33 elementary schools and 9 secondary schools. The Board also operates other educational programs – Barrydowne College, Cecil Facer Secondary School, Frank Flowers School, N'Swakamok Native Alternative School, Ruth MacMillan Centre, Child Adolescent Mental Health Program (CAMHP), Children's Treatment Centre, O'Connor Park, Restart, SHILO, Attendance Centre and Mishko-Deh-Wendam.

Rainbow District School Board had 13,401 students on October 31, 2017, with a staff of approximately 1,594. The approved budget for 2017-2018 was \$201 million.

In Rainbow Schools, programs focus on student success from Kindergarten to Grade 12 in English and French Immersion.

Mission

We bring learning to life, enabling students to fulfill their aspirations.

Vision

We are leaders in learning, inspiring success for all students by reaching minds and touching hearts.

Values

- | | |
|------------------|----------------|
| * Honesty | * Courtesy |
| * Respect | * Resilience |
| * Empathy | * Acceptance |
| * Responsibility | * Courage |
| * Integrity | * Co-operation |

Priorities

Reaching minds.

- Provide authentic and engaging learning opportunities
- Set high expectations and create excitement for learning
- Support students to reach their potential
- Foster 21st century skills and competencies
- Deepen literacy and numeracy skills

Touching hearts.

- Nurture physical, mental, social and emotional well-being
- Forge strong relationships and build resiliency
- Honour diversity and enhance cultural understanding
- Value student, staff, parent/guardian and partner voice
- Celebrate student, staff, school and system success

Members of Accessibility Planning Committee

Working Group Member	Department	Contact Information
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(Note: The above list is based on typical composition of Accessibility Planning Committee or Accessibility Working Groups currently in place.)

Strategy for prevention and removal of barriers

Beginning in September 1, 2001, the principles of inclusionary practice, freedom from barriers and accessible environments have informed all Rainbow District School Board policies, programs, procedures and services. Through the annual accessibility plan status report process implemented under the *Ontarians with Disabilities Act, 2001*, the Rainbow District School Board’s programming, policies and practices have been assessed to ensure continuous improvement in accessibility. This process will continue through the establishment of a multi-year accessibility plan which places particular emphasis on the provisions of the regulations made under the AODA with regard to customer service, information and communications, employment and school transportation.

Barrier Identification Methodologies

The Accessibility Planning Committee uses the following barrier-identification methods:

Group	Methods
Students	Barriers to accessibility are identified by students, parents and school staff. Facilities, Special Education and

	staff work with stakeholders to remove/prevent barriers and develop accommodation plans.
Staff	Employee and Human Resources staff identify barriers, restrictions and limitations and develop accommodation plans.
Public	Barriers to accessibility are identified by individuals accessing programs and services offered by the school board. Members of the public may bring concerns to the attention of the school or the Board Office. The Rainbow District School Board website also provides an opportunity for feedback. Barriers identified by members of the public are referred to the Board’s Accessibility Committee. Development of the Multi-Year Accessibility Plan and the ongoing feedback opportunities are additional important methods to identify barriers to accessibility.
Board Wide	Ongoing liaison with bargaining partners, provincial associations, school boards, and public sector agencies provides updates on emerging barriers to accessibility. SEAC, PIC and the Ontario Public Schools Boards Association are examples of some of the resources used for barrier identification. Review of our facilities provides up-to-date identification of barriers and permits planning to remove/prevent such barriers.

Recent Barrier Removal Achievements that have been addressed under the Multi-Year Accessibility Plan 2012-2017

- Procurement practices now incorporate accessibility criteria for goods, services and facilities.
- Ongoing accessibility awareness training has been/is provided for all Educators/classroom-based staff on accessible instruction and program delivery.
- Educational resources and materials, student records and information on program requirements in accessible formats are available upon request.
- Ability to respond to feedback to ensure accessibility to persons with disabilities and to provide accessible formats and communication supports upon request
- New websites and content meet WCAG 2.0 Level A standards.
- Human Resources procedures have been updated with regard to accommodating persons with disabilities.

- School transportation plans continue to be developed and reviewed with parents for students with disabilities.
- School libraries are able to provide accessible or conversion-ready formats of print resources upon request.
- The Board is able to provide information and communication supports upon request and in a timely manner to persons with disabilities.
- New school construction has adhered to the current building code and includes level access to schools, automatic door openers, elevators in schools of more than one floor, accessible washrooms. Details of accessibility by school is outlined in Appendix A.

Barriers to be addressed under the Multi-Year Accessibility Plan 2018-2022

Rainbow Board intends, through this Multi-year Accessibility Plan for the period 2018-2022, to take action to address barriers to accessibility related to the Standards areas of current Regulations. This is in addition to ongoing training and ongoing work the Board is undertaking with regard to identification and removal of barriers in the Board’s physical environment.

2018-2019

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing 2018-2019
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing 2018-2019

2019-2020

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing 2019-2020
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing 2019-2020
Information and Communication	Board-wide	Upon request, provide, procure or acquire accessible or conversion ready versions of printed based educational or training supplementary learning resources.	January 2020
Information and Communication	Board-wide	Provide, procure or acquire an accessible or conversion ready format of digital or multimedia resources for a person with a disability upon request.	January 2020

2020-2021

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing 2020-2021
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing 2020-2021
Information and Communication	Board-wide	All internet websites and web content must conform to	January 2021 (as per AODA, however, RDSB has

		WCAG 2.0 at level AA, other than live captions and audio descriptions	already implemented this process)
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2021-2022

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing 2021-2022
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing 2021-2022

Review and Monitoring Process

The Accessibility Planning Committee meets regularly during the year to review progress and evaluate the effectiveness of implementation of barrier-removal and prevention strategies and to plan for increased accessibility throughout the Board.

The Accessibility Planning Committee will ensure that in respect of the Multi-Year Accessibility Plan the following steps take place:

- (a) An annual status report on the progress of the measures taken to implement the plan is prepared.
- (b) At least once every 5 years the plan is reviewed and updated in consultation with persons with disabilities, with the Board’s Special Education Advisory Committee and other relevant committees.

Communication of the Plan

This Multi-Year Accessibility Plan and the Annual Reports prepared by the Accessibility Planning Committee will be posted on the Rainbow District School Board's website [www.rainbowschools.ca/aboutus/accessibility] and made available to the public in accessible formats upon request.

Questions, comments or feedback regarding the Accessibility Plan may be directed to:

info@rainbowschools.ca

Phone: 705-674-3171, ext. 7217

For more information on providing feedback, please visit:
www.rainbowschools.ca/aboutus/accessibility

Rainbow District School Board
Multi-Year Accessibility Plan
For the years 2018 - 2022

Appendix A

RAINBOW DISTRICT SCHOOL BOARD
Wheelchair Accessibility of Facilities Updated June 2018
As of September 1, 2018

Elementary School	Wheelchair Accessible	Washrooms Wheelchair Accessible	Elevator	Exterior Ramps	Interior Ramps	Auto Door Openers	Fountain	Playstructure Yard	Shops	Stage	Bleachers	Science Labs	Strips on Stairs	Alarms & Signals	Parking with Signs
A.B. ELLIS (New)	Yes	Yes	Yes	Yes	NA	Yes		Yes	N/A	No	Yes	N/A			Yes
ADAMSDALE	Yes	Yes	No	Yes	Yes	Yes		***	N/A		N/A	N/A			Yes
ALEXANDER	Yes*	Yes	Yes	Yes*	Yes	Yes			N/A		N/A	N/A	Yes		Yes
ALGONQUIN	Yes	Yes	***	Yes*	***	Yes	Yes	***	N/A	N/A	N/A	N/A			Yes
ASSIGNACK	Yes	Yes	N/A	Yes*	N/A	Yes		***	N/A		N/A	N/A			Yes
C.R. JUDD	Yes	Yes	Yes	Yes*	N/A	Yes		***	N/A		N/A	N/A			Yes
CARL A. NESBITT	Yes	Yes	N/A	Yes*	Yes	No		***	N/A		N/A	N/A			Yes
CENTRAL MANITOULIN	Yes	Yes	N/A	Yes	N/A	Yes			N/A		N/A	N/A			Yes
C.C. MCLEAN	Yes	Yes	N/A	Yes*	N/A	Yes			N/A		N/A	N/A			Yes
CHELMSFORD SENIOR	Yes	Yes	N/A	Yes	N/A	Yes			N/A		N/A	N/A			Yes
CHURCHILL	Yes*	Yes	No	Yes	No	Yes			N/A		N/A	N/A			Yes
COPPER CLIFF	Yes	Yes	Yes	Yes	Yes	Yes			N/A		N/A	N/A			Yes
CYRIL VARNEY	Yes	Yes	Lift	Yes	Yes	Yes			N/A		N/A	N/A			Yes
ERNIE CHECKERIS	Yes	Yes	N/A	Yes*	Yes	No			N/A		N/A	N/A			Yes
JEAN HANSON	Yes	Yes	N/A	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A			Yes
LANSDOWNE	No	No	No	No	No	No			N/A		N/A	N/A			Yes
LARCHWOOD	Yes	No	N/A	Yes*	N/A	No			N/A		N/A	N/A			Yes
LEVACK	Yes	N/A	N/A	Yes*	N/A	Yes	Yes		N/A		N/A	N/A			Yes
LITTLE CURRENT	Yes	Yes	Yes	Yes*	Yes	Yes	Yes		N/A		N/A	N/A			Yes
MACLEOD	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	Yes	N/A	N/A	Yes	Yes	Yes
MARKSTAY	Yes	Yes	Yes	Yes	Yes	Yes			N/A		N/A	N/A			Yes
MONTEVILLE	Yes*	Yes	No	Yes	Yes	Yes			N/A		N/A	N/A			Yes
NORTHEASTERN ELEM	Yes	Yes	Yes	Yes	Yes	Yes			N/A		N/A	N/A			Yes
PRINCESS ANNE	Yes	Yes	Yes	Yes*	N/A	Yes	Yes	No*	N/A	Yes	N/A	N/A	Yes	Yes	Yes
OUJEN ELIZABETH	Yes	Yes	N/A	Yes*	N/A	No	Yes		N/A		N/A	N/A			No
R.H. MURRAY	Yes	Yes	N/A	N/A	N/A	Yes	Yes	Yes	N/A		N/A	N/A	Yes		Yes
R.L. BEATTIE	Yes*	Yes	Yes	Yes*	***	Yes			N/A		N/A	N/A			Yes
REDWOOD ACRES	Yes	Yes	N/A	Yes	Yes	Yes			N/A		N/A	N/A			Yes
S. GEIGER	Yes*	Yes	N/A	Yes	N/A	Yes	Yes		N/A		N/A	N/A			Yes
VALLEY VIEW	Yes	Yes	Yes	Yes	Yes	Yes	Yes		N/A		N/A	N/A		Yes	Yes
WALDEN PUBLIC	Yes	Yes	Yes	N/A	N/A	Yes	Yes	Yes	N/A		N/A	N/A	Yes	Yes	Yes
WESTMOUNT	Yes	No	N/A	Yes*	N/A	No			N/A		N/A	N/A			Yes

SECONDARY SCHOOL	Wheelchair Accessible	Washrooms Wheelchair Accessible	Elevator	Exterior Ramps	Interior Ramps	Auto Door Openers	Fountain	Playstructure Yard	Shops	Stage	Bleachers	Science Labs	Strips on Stairs	Alarms & Signals	Parking with Signs
CECIL FAGER	Yes	Yes	No	Yes	Yes	Yes***				No	No		Yes	Yes	Yes
CHELMSFORD VALLEY	Yes	Yes	Yes	Yes*	N/A	Yes					Yes			Yes	Yes
CONFEDERATION	Yes	Yes	Yes	Yes*	N/A	Yes					Yes	Yes		Yes	Yes
ESPANOLA	Yes	Yes	Yes	Yes*	N/A	Yes					Yes	Yes		Yes	Yes
LASALLE	Yes	Yes	Yes	Yes*	N/A	Yes					Yes	Yes		Yes	Yes
LIVELY	Yes	Yes	Yes	Yes*	N/A	Yes					N/A				Yes
LOCKERBY	Yes	Yes	Yes	Yes*	N/A	Yes					Yes	Yes		Yes	Yes
LO-ELLEN PARK	Yes	Yes	Yes	Yes*	N/A	Yes					Yes	Yes	Yes	Yes	Yes
MANITOULIN	Yes	Yes	Yes	N/A	Yes	Yes					No	Yes		Yes	Yes
SUDBURY SECONDARY	Yes	Yes	Yes	No	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Board Office - Wembley	Yes	Yes	Yes	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A		Yes

Notes

- N/A - Not Applicable
- * - Not All Entrances Are Accessible (Limited Access)
- ** - A Portable Wheelchair Lift Is Available To Schools To Access School Stage
- *** - Portion Of School Is Accessible
- **** - Hand Held Remote To Open Door