



**MULTI-YEAR
ACCESSIBILITY PLAN**

FOR THE PERIOD JANUARY 2023 TO DECEMBER 2027

MULTI-YEAR ACCESSIBILITY PLAN

**Rainbow District School Board
January 2023 – December 2027**

Prepared by

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

January 2023

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

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

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

or call (705) 674-3171 x 7217

TABLE OF CONTENTS

	Page
Cover Page	1
Plan Availability	2
Table of Contents	3
Objectives	4
Commitment to Accessibility Planning	4
Description of Rainbow District School Board	5
Members of “Accessibility Planning Committee”	7
Strategy for prevention and removal of barriers	7
Barrier-Identification Methodologies	8
Temporary Disruptions of Accessible Elements	9
Recent Barrier Removal Achievements	9
Barriers to be addressed in 2023-2027 Multi-Year Plan	10
Review and Monitoring Process	12
Communication of the Plan	12
Appendices	13
Wheelchair Accessibility Report – December 2024	A-14
Lockdown Tracking Report – December 2024	A-15

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 2023-2027 to identify, remove and prevent barriers;
- Makes a commitment to update the Wheelchair Accessibility and Lockdown Tracking reports within the multi-year accessibility plan, annually;
- Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years;
- Describes how the Rainbow District 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 Committee 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 and Manitoulin Island.

Nine trustees govern Rainbow District School Board, including a trustee who represents 10 First Nations who have educational service agreements with the Board, and two student trustees. 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 29 elementary schools and 9 secondary schools. The Board also operates other educational programs – Child and Adolescent Mental Health Program, Cecil Facer Secondary School, N'Swakamok Native Friendship Centre, Children's Treatment Centre, O'Connor Park, Applied Behaviour Analysis Program, Restart, Simulated Healthy Independent Living Opportunities (SHILO) Program, Attendance Centre and Mishko-Deh-Wendam, Northern Support Initiative, Frank Flowers School and Barrydowne College operating at Cambrian College.

Rainbow District School Board had 14,487 students on October 31, 2024, with a staff of approximately 1,795. The approved budget for 2024-2025 was \$249.3 million.

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

Mission

Together, we prepare students to become lifelong learners, achieving their full potential as confident, caring members of society.

Vision

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

Values

- | | |
|-------------------|---------------------|
| * <i>Humility</i> | * <i>Respect</i> |
| * <i>Bravery</i> | * <i>Love</i> |
| * <i>Honesty</i> | * <i>Resilience</i> |
| * <i>Wisdom</i> | * <i>Equity</i> |
| * <i>Truth</i> | * <i>Community</i> |

Seven Grandfather Teachings

Priorities

- Student Success and Achievement
- Literacy and Numeracy
- Truth and Reconciliation
- Mental Health and Well-Being
- Environmental Education and Sustainability
- Equity and Inclusive Education

Members of Accessibility Planning Committee

Working Group Member	Department	Contact Information
Judy Kosmerly	Board of Trustees	Phone (705) 897-1603 e-mail kosmerj@rainbowschools.ca
Tiffany Hayes	Human Resources	Phone (705) 674-3171 X 7232 e-mail hayest@rainbowschools.ca
Adam Guilbault	Administration	Phone (705) 674-3171 X 7235 e-mail guilbaa@rainbowschools.ca
Nicole Charette	Director's Office/ Communications	Phone (705) 674-3171 X 7217 e-mail charetn@rainbowschools.ca
Gibs Bastien	Information Services	Phone (705) 674-3171 X 7211 e-mail bastieg@rainbowschools.ca
Nathalie Mousseau	Facilities	Phone (705) 674-3171 X 7291 e-mail moussen@rainbowschools.ca
Kathy Wachnuk	Administration	Phone (705) 674-3171 X 7235 e-mail wachnuk@rainbowschools.ca
Melissa Gladu	PIC Representative	Phone e-mail gladum@rainbowschools.ca

(Note: The above list is based on typical composition of the Accessibility Planning Committee or Accessibility Working Groups currently in place.)

Strategy for prevention and removal of barriers

Beginning on 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	Employees 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.

Temporary Disruptions of Accessible Elements

Maintenance staff provide Daily Grounds Reports every morning. In the event there is a temporary disruption of any accessible elements of a Rainbow District School Board facility, a notice will be posted on the Board website in addition to an email communication sent to staff and students. Temporary measures to support those disruptions will also be included in any notice or communication.

Recent Barrier Removal Achievements that have been addressed under the previous Multi-Year Accessibility Plan(s)

- 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 2023-2027

Rainbow Board intends, through this Multi-year Accessibility Plan for the period 2023-2027, 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.

2023-2024

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing
Physical	Board-wide	Capital construction work to remove and/or accommodate existing physical barriers	Ongoing

2024-2025

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing
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
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
Physical	Board-wide	Capital construction work to remove and/or accommodate existing physical barriers	Ongoing

2025-2026

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing
Information and Communication	Board-wide	All internet websites and web content must conform to WCAG 2.0 at level AA, other than live captions and audio descriptions	Ongoing
Physical	Board-wide	Capital construction work to remove and/or accommodate existing physical barriers	Ongoing

2026-2027

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing
Physical	Board-wide	Capital construction work to remove and/or accommodate existing physical barriers	Ongoing

Review and Monitoring Process

The Accessibility Planning Committee meets annually 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/about-us/our-values/accessibility

Appendices

Wheelchair Accessibility Report - September 2025	A-14
Lockdown Tracking Report – September 2025	A-15

A-14 Wheelchair Accessibility Report

RAINBOW DISTRICT SCHOOL BOARD																
Wheelchair Accessibility of Facilities Updated September 2025																
As of September 1, 2025																
Elementary School	Wheelchair Accessible	Washrooms Wheelchair Accessible	Elevator	Exterior Ramps	Interior Ramps	Auto Door Openers	Fountain	Playground	Shops	Stage	Bleachers	Science Labs	Tactile Indicators ****	Lockdown Alarms & Signals	Parking with Signs	
A.B. ELLIS (New)	Yes	Yes	Yes	Yes	NA	Yes	Yes	Yes	N/A	No	Yes	N/A	N/A	Yes	Yes	
ADAMSDALE	Yes	Yes	N/A	Yes	Yes	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
ALEXANDER	Yes	Yes	Yes**	Yes	Yes	Yes	Yes	Yes**	N/A	Yes*	N/A	N/A	Yes	N/A	Yes	
ALGONQUIN	Yes	Yes	N/A	Yes	No	Yes	Yes	Yes	N/A	No	N/A	N/A	N/A	N/A	Yes	
ASSIGNACK	Yes	Yes	N/A	Yes	N/A	No	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
C.R. JUDD	Yes	Yes	Yes	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
CENTRAL MANITOULIN	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
C.C. MCLEAN	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
CHELMSFORD SENIOR- closed	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	No	N/A	N/A	N/A	N/A	Yes	
CHURCHILL	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
COPPER CLIFF	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
JEAN HANSON	Yes	Yes	N/A	Yes	Yes	Yes	Yes	Yes	N/A	No	N/A	N/A	N/A	N/A	Yes	
LANSDOWNIE	No	No	No	No	No	No	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
LARCHWOOD	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
LASALLE ELEMENTARY	Yes	Yes	Yes	N/A	N/A	Yes	Yes	Yes	N/A	No	N/A	N/A	Yes	Yes	Yes	
LEVACK	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
LITTLE CURRENT	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	Yes*	N/A	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	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
MONTEVILLE	Yes	Yes	In Progress	Yes	Yes	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
NORTHEASTERN ELEM	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes**	N/A	Yes*	Yes	N/A	Yes	Yes	Yes	
PRINCESS ANNE	Yes	Yes	Yes	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	Yes	N/A	Yes	
QUEEN ELIZABETH	Yes	Yes	N/A	Yes	N/A	No	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
R.H. MURRAY	Yes	Yes	N/A	N/A	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
R.L. BEATTIE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	Yes	N/A	Yes	
REDWOOD ACRES	Yes	Yes	N/A	Yes	Yes	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
S. GEIGER	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	
VALLEY VIEW	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	Yes	Yes	
WALDEN PUBLIC	Yes	Yes	Yes	N/A	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	Yes	Yes	Yes	
WESTMOUNT	Yes	Yes	N/A	Yes	N/A	Yes	Yes	Yes	N/A	Yes*	N/A	N/A	N/A	N/A	Yes	

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

Notes

N/A - Not Applicable

* A Portable Wheelchair Lift Is Available To All Schools To Access School Stage

** The majority of the property is accessible

*** Hand Held Remote To Open Door

**** Installed as requested for Staff/Students with low vision

A-15 Lockdown Tracking Report

ELEMENTARY	Fiscal Yr Installed	Fiscal Yr Proposed	Comments		
A.B. Ellis P.S. (EHS)	2021-2022				
Adamsdale P.S.					
Alexander P.S.					
Algonquin P.S.					
Assiginack P.S.					
C.R. Judd P.S.					
Central Manitoulin P.S.					
C C. McLean P.S.					
Churchill P.S.	2022-2023				
Copper Cliff P.S.					
Jean Hansen					
Lasalle Elementary	2023-2024				
Lansdowne P.S.					
Larchwood P.S.					
Levack P.S.					
Little Current P.S.		2026-2027			
MacLeod P.S.	2023-2024				
Markstay P.S.					
Monetville P.S.					
Northeastern E.S.	2020-2021				
Princess Anne P.S.					
Queen Elizabeth P.S.					
R.H. Murray P.S.					
R.L. Beattie P.S.		2025-2026			
Redwood Acres P.S.					
S. Geiger P.S.					
Valley View P.S.	2018-2019				
Walden P.S.	2017-2018				
Westmount P.S.					
SECONDARY					
Chelmsford V. D.C.S.	2021-2022				
Confederation S.S.	2017-2018				
Espanola H.S. (ABE)	2021-2022				
Lasalle S.S.	2020-2021				
Lively District S.S.	2020-2021				
Lockerby C.S.	2020-2021				
Lo-Ellen Park S.S.	2015-2016				
Manitoulin S.S.	2018-2019				
Sudbury S.S.	2017-2018				
Administration					
Centre for Ed	2016-2017				