



April 9, 2024

# Regular Board Meeting Package

**IN-PERSON MEETING**  
**Beaver Brae Intermediate**  
**Kenora, Ontario**

## KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD

**REGULAR BOARD MEETING #6**

Tuesday April 9, 2024 Time: 7:00 pm CST	Virtual Meeting (Google Link for internal use only)
<b>AGENDA</b>	

1. Call to Order Chair
2. Land Acknowledgement Chair
3. Roll Call Exec Asst
4. Declaration of Conflict of Interest Chair
5. Approval of Agenda and Consent Agenda for April 9, 2024 Chair
6. Consent Agenda Chair
  - 6.01 Business Arising from the Committee of the Whole
    - A. Policy #203 Student Trustee on the Board  $\Delta$  *pages 5-10*
    - B. Policy #302 Search and Seizure in Schools  $\Delta$  *pages 11,12*
    - C. Capital Projects – Sioux Mountain PS Upgrades  $\Delta$  *pages 13, 14*
  - 6.02 Confirmation of Minutes: Feb 13/24, Feb 27/24  $\Delta$  *pages 15-22*
  - 6.03 Reports and Accompanying Motions
    - A. Education
    - B. Executive Committee Report
    - C. Finance/Audit
    - D. Human Resources
      - i. DPA – Current 2023/24 process
      - ii. DPA – New Ministry process Ontario Regulation 83/24  $\Delta$  *pages 23-31*
    - E. Operations
    - F. Committee Updates
      - i. Early Years Education Advisory Committee
      - ii. Finance  $\Delta$  *page 32*
      - iii. Audit  $\Delta$  *pages 33, 34*
      - iv. Indigenous Education Advisory Committee
      - v. Ontario Public School Boards Association  $\Delta$  *pages 35, 36*
      - vi. Parent Involvement Committee/School Councils
      - vii. Special Education Advisory Committee
      - viii. Supervised Alternative Learning
7. Students Come First Presentation – Beaver Brae Intermediate  $\Delta$  *pages 37,38* S. Bailey  
**- Engaging with Indigenous Knowledge**
  - Nicole Vingerhoeds, Principal
  - Duncan McEwen

- Mike Dean
- Rhianna O’Cheek, Heaven-leigh Bernard, Skyleth Fisher - Students

8. Student Trustee Report/s
9. Delegations/Presentations (see KPDSB Policy 205) Chair
10. Grade 10 De-streaming Presentation  $\Delta$  *pages 39- 51* S. Norlock  
C. Radbourne
11. Discussion Chair
12. Negotiations *pages 52-54* J. Marion  
12.01 – Local Bargaining and Ratification of Memorandum of Settlement  
with Elementary Teachers Federation of Ontario (ETFO)
13. Director of Education Update  $\Delta$  *pages 55-57* C. Radbourne
14. Correspondence - NIL Chair
15. New Business and Notices of Motion Chair
16. Observer Comments Chair
17. Next Meeting Date: May 14, 2024 Chair
18. Adjournment Chair

$\Delta$  indicates *an attachment included in the meeting package*

Consent Agenda				
April 9, 2024 Regular Board meeting				
Item #	Agenda Item #	Title	Recommendation ( if applicable)	Approved Y/N
1	6.01 A	Policy #203 - Student Trustee on the Board		
2	6.01B	Policy #302 - Search and Seizure in Schools		
3	6.01C	Capital Project - Sioux Mountain PS Site and Facility upgrades	THAT the contract for SMPS Site and Facility Upgrades project to Finn Way General Contractors Inc. be approved for the sum of \$4,895,000.00 plus applicable taxes	
4	6.02	Confirmation of Minutes - February 13, 2024 and February 27, 2024		
5	6.03Di	Director Performance Appraisal -Current 2023/24 process	THAT the Vice-Chair continue to manage and co-ordinate the DPA process for 2023/24 and be approved.	
6	6.03Dii	Director Performance Appraisal - New Ministry process Ontario Regulation 83/24	THAT the Vice-Chair begin the co-ordination of the new DPA process in accordance with Ontario Regulation 83/24 and be approved.	
7	6.03Fii	Finance Committee meeting report - February 22, 2024		
8	6.03Fiii	Audit Committee meeting report - February 14, 2024		
9	6.03Fv	OPSBA meeting reports - multiple		



Policy Section: **Trusteeship and the Board**

Policy Name: **Student Trustees**

5 of 57

**200**

**203**

## **Policy Statement**

It is the policy of the Keewatin-Patricia District School Board (KPDSB) that pupil representation on the Board is an essential component of Trusteeship and governance. Pupil representation enables the interests of the student body to be clearly reflected in the decision making of the KPDSB. In the KPDSB the pupil representative shall be called "Student Trustee".

## **Rationale**

Pupil representatives increase communication between the KPDSB Trustees and students as well as provide the viewpoints and perspectives that students have ~~in regard~~ to regarding the impact of KPDSB decisions on their education and school life.

A pupil representative(s), under subsection 55 (3) of the Education Act, is entitled to require that a matter before the KPDSB or one of its committees on which the Student Trustee sits, be put to a recorded vote, and in that case, there shall be:

1. A recorded non-binding vote that includes the Student Trustee's vote; and
2. A recorded binding vote that does not include the Student Trustee's vote. 206 c.10, s.6 of the Education Act.

A pupil representative(s), under subsection 55 (5) of the Education Act, is not entitled to be present at a meeting that is closed to the public under clause 207 (2) (b).2006, c.10, s.6 of the Education Act.

3. The disclosure of intimate, personal, or financial information in respect of a member of the KPDSB or committee, an employee or prospective employee of the KPDSB, or a pupil or their parent(s) or guardian(s).

Cross Reference  
Education Act, R.S.O. 1990, c .E.2.  
Policies:  
202, Electronic Meetings  
401, School-Student Activities Outside the Classroom

Date Adopted: 28/04/1988  
Dates Reviewed: 11/06/2002; 04/2005; 16/01/2007;  
14/10/2008; 13/10/2009; 13/11/2012;  
10/11/2015; 05/03,2019; 09/03/2020

Review By: 2023

## **Guidelines**

### 1. Qualifications for Student Trustee(s)

- a) At the time of assuming office on August 1, a Student Trustee(s) must be in or entering the senior division;
- b) The Student Trustee(s) must be attending a public KPDSB operated secondary day school program full time during the term of office; or
- c) An exceptional pupil in a special education program for whom the KPDSB has reduced the length of the instructional program on each school day, so long as the pupil would be a full-time pupil if the program had not been reduced.

### 2. Roles & Responsibilities

- a) The Student Trustee(s) shall participate in accordance with the policies, By-laws, and Rules of Order of the KPDSB.
- b) The Student Trustee(s) will act in concert with other elected Trustees to examine and discuss issues leading to a vote at the regular meetings of the KPDSB. However, the Student Trustee(s) is not a member of the KPDSB and is not entitled to exercise a binding vote on any matter before the KPDSB or any of its committees (Education Act 2006, c.10, s.6). The Student Trustee(s) is not entitled to move a motion but is entitled to suggest a motion on any matter at a meeting of the KPDSB or one of its committees on which the Student Trustee(s) sits, and if no member of the KPDSB or committee, as the case may be, moves the suggested motion, the record shall show the suggested motion (Education Act 2006, c.10, s.6).
- c) The Student Trustee(s) may be a participating member, with a non-binding vote, of any of the KPDSB standing committees, as appointed by the Chair.
- d) The Student Trustee(s), in an effort to support their role and in understanding the responsibilities of the KPDSB, shall be mentored by a designated Trustee, at the request of the Chair of the Board.



Policy Section: **Trusteeship and the Board**

Policy Name: **Student Trustees**

7 of 57

**200**

**203**

- e) The Student Trustee(s) must treat issues within limits of confidentiality and with discretion.
  - f) The Student Trustee(s) shall act on behalf of the KPDSB only where authority has been specifically delegated by the Chair of the Board.
  - g) The Student Trustee(s) shall, upon receipt of complaints, questions, or suggestions regarding a school or service, direct the person or persons to the appropriate Principal or supervisor of service.
  - h) The Student Trustee(s) must make a reasonable effort to represent the interests of students across the KPDSB.
  - i) The Student Trustee(s) shall conduct an electronic meeting with all student ~~councils~~ school representatives ~~before~~ by October 31, and then hold monthly meetings. The Student Trustee(s)' report to the KPDSB shall summarize these meetings.
  - j) As ambassadors of the KPDSB, Student Trustee(s) will exhibit exemplary behaviour towards their fellow Trustees and the public. The Student Trustee(s) will conduct themselves, at all times when representing the KPDSB, in a manner that brings respect to their position.
  - k) The guidelines outlined in Policy 401 – School-Student Activities Outside the Classroom, apply in principle to the Student Trustee(s).
  - l) The Student Trustee(s) may access meetings electronically as per KPDSB Policy 202-Electronic Meetings.
3. Procedural Guidelines for Election of Student Trustees
- a) Term of Office
    - i) The term of office shall be for one (1) year, commencing August 1, and ending July 31.

b) Election of Student Trustees

- i) Two Student Trustees shall be elected, which shall include one (1) Indigenous Student Trustee who voluntarily self-identifies as First Nation, Métis, or Inuit.
- ii) The Principal will be responsible for working with the student council and/or the student council representing Indigenous pupils, to fill the vacancies for Student Trustees.
- iii) The vacancy for Student Trustees shall be filled by an election held by the student body of the secondary school designated by a rotational schedule.
- iv) One Student Trustee shall be elected by each of the designated secondary schools for that school year. The rotation of schools shall be:
  - I. Sioux North High School, (2019-2020)
  - II. Beaver Brae Secondary School,
  - III. Red Lake District High School,
  - IV. Dryden High School,
  - V. Ignace High School, and
  - VI. Crolancia High School.

The two Student Trustees shall not come from the same school at the same time. For the new First Nation, Métis, and Inuit Student Trustee, the rotation will begin in Dryden in the 2020-2021 school year and the rotation of schools shall be:

- I. Dryden High School, (2020-2021)
  - II. Ignace High School,
  - III. Crolancia High School,
  - IV. Sioux North High School,
  - V. Beaver Brae Secondary School, and
  - VI. Red Lake District High School.
- v) If the designated secondary school is unable to fill the vacancy for their turn on the schedule, and, in the professional opinion of the Principal, it is determined that an acceptable candidate based on the approved criteria is not appropriate, the school may have an additional opportunity to select a Student Trustee the following year (only).



- vi) The election process will be determined and conducted by the designated secondary school prior to March 1.
  - vii) Prior to March 1, the Principal shall notify the Director of Education of the name of the Student Trustee.
  - viii) At the first KPDSB meeting in March, the KPDSB shall appoint the Student Trustees. This will permit the Student Trustees to participate in orientation activities with the acting Student Trustees.
- c) Vacancy During School Year
- i) If for some reason the elected Student Trustee(s) cannot complete the term of office, the Principal, working with the student council, shall determine if the seat should be filled by another election or by appointment.
  - ii) Subject to 3.c.i above, the new Student Trustee(s)' name(s) shall be determined and forwarded to the Director of Education within fifteen (15) days of the vacancy occurring.
4. Expenses
- a) The Student Trustee(s) will be reimbursed for all out of pocket expenses reasonably incurred in connection with carrying out the roles and responsibilities of a Student Trustee in accordance with KPDSB policy and procedures applicable to other Trustees of KPDSB.
  - b) The Student Trustee(s) who is appointed for the coming school year may attend the June Ontario Public School Board Association (OPSBA) annual meeting prior to commencing their term.
  - c) The Student Trustee(s) will be eligible to attend OPSBA events upon approval of the KPDSB pending the fulfillment of their duties under roles and responsibilities as per this policy.

#### 5. Disqualification of Pupil Representative

The Student Trustee(s) shall be disqualified to fill the Student Trustee seat in the following ways:

- a) Does not continue to hold qualifications under Section 1.a, 1.b, and 1.c; or



Policy Section: **Trusteeship and the Board**

Policy Name: **Student Trustees**

10 of 57

**200**

**203**

- b) Is convicted of an indictable offence;
- c) Absents themself(ves) without being authorized by resolution entered in the minutes, from three (3) consecutive regular KPDSB meetings of the KPDSB without making a request for absences to the Director of Education twenty-four (24) hours prior to the meeting of the KPDSB;
- d) Breaches confidentiality;
- e) Breaches the KPDSB Code of Conduct;
- f) Ceases to hold qualifications to act as a member of the KPDSB; and
- g) Is the decision of the majority of the KPDSB Trustees.



Policy Section: **School Administration**

**300**

Policy Name: **Search and Seizure  
in the Schools**

**302**

## Policy Statement

It is the policy of the Keewatin-Patricia District School Board (KPDSB) that a Principal, or Designate, may conduct reasonable searches and seizures on Board property, or during school sponsored activities.

Any search will be done pursuant to the appropriate requirements of the Education Act, Municipal Freedom of Information and Protection Privacy Act, and Canadian Charter of Rights and Freedoms.

## Rationale

It is essential that the safety of students be ensured. An orderly environment is necessary to encourage learning. Reasonable rules of conduct must be in place and enforced in schools.

KPDSB supports its administrative staff in the maintenance of law, order, and decorum on the premises of its schools and facilities, and on educational trips for students.

KPDSB is entrusted with the care and education of students, and it is essential that schools be able to react swiftly and effectively when faced with a situation that could unreasonably disrupt the school environment or jeopardize the safety of the students.

### Cross Reference

Canadian Charter of Rights and Freedoms  
Municipal Freedom of Information and Protection of Privacy Act

KPDSB Child Abuse and/or Neglect Reporting Protocol  
Police & School Board Response Protocol

#### Policies:

318, Freedom of Information  
319, Substance Use by Students  
329, Progressive Discipline and Promoting Positive Student Behaviour

#### Procedures:

302, Search and Seizure in the Schools  
321, Safe and Supportive Schools

Date Adopted: 13/04/1999

Dates Revised: 08/10/2002; 26/04/2005;  
13/05/2008; 12/04/2011;  
14/04/2015; 12/02/2019

Review By: 2023



Policy Section: **School Administration**

**300**

Policy Name: **Search and Seizure  
in the Schools**

**302**

The Principal has the obligation to provide a safe, orderly environment for students and staff. On occasion, students may be suspected of having illegal or unsafe materials such as drugs, alcohol, weapons, or stolen property in their possession. In such cases, a Principal, or Designate, must have flexibility to use reasonable searches to maintain a safe school.

KPDSB also has a duty to foster the respect for the constitutional rights of all members of society, including students. Learning respect for constitutional rights is part of the education of our students and is best taught by example.



# Report to Board

**Subject:**

**Purpose:**      **Decision**                      **Information**                      **Discussion**

**Recommendation**

**Link to Strategic Plan**

**Background Information**

**Current Situation**

**Financial Implications: Yes      No**

**If yes, please briefly describe the financial implications**

**Appendices (Executive Summary, Powerpoints, Additional Documents etc.)**

## Capital Project Report

### Sioux Mountain Public School – Site and Facility Upgrades

A summary of the multi disciplined scope of work is as follows:

- Major mechanical renovation work involving the replacement of main ventilation, heat pumps, heating equipment as well as building automation controls throughout the facility
  - Recommissioning of the existing geothermal ground loop infrastructure
- Replacing the domestic water service to provide new incoming water main to school
- Major civil engineering and landscaping reworks to accommodate the poor surface drainage problems which were designed as part of the original school
  - All downspout and roof drainage systems will be networked through subgrade drainage systems removing overland flow and ice buildup on surfaces as they occur during the winter and spring seasons
  - Repaving, regrading and new alternate surface types will be integrated into the landscape and civil design to provide accessibility and playground learning elements throughout the site
- Window and door replacement of all systems throughout the facility
- Work to commence in spring 2024 and proceed with work throughout occupancy providing accommodations as required
  - Depending on progress made through the summer, certain areas of the facility may be impacted in the fall which may be addressed with temporary measures for occupant comfort
- School Condition Improvement (SCI) and School Renewal Allocation (SRA) qualifies all components included in this design to be captured under these funding streams

The project budget is as follows:

Contract Price	\$ 4,895,000
Construction Contingency	\$ 342,650
Sub-total	<u>\$ 5,237,650</u>
Soft Costs (Professional fees, Permits, fees, temp costs, etc.)	\$ 599,352
Sub-total	<u>\$ 5,837,002</u>
HST	\$ 126,079
Total Project Budget	<u>\$ 5,963,081</u>

#### Recommendation:

2.THAT the contract for the Sioux Mountain PS – Site and Facility Upgrades project be awarded to Finn Way General Contractors Inc., for the sum of \$ 4,895,000.00 (Four Million, Eight Hundred Ninety-Five Thousand Dollars and Zero Cents) plus applicable taxes and the Administration be authorized to execute the contract.

Respectfully submitted by:  
Steve Parker, Assistant Manager of Facility  
Planning & Development

## KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD

**REGULAR BOARD MEETING #4**

The minutes of the Regular Board Meeting of the Keewatin-Patricia District School Board on Tuesday, February 13, 2024, held via virtual meeting.

Call to Order                      The meeting was called to order at 7: 01 pm.

Land  
Acknowledgement

Roll Call	Denise Baxter Roger Griffiths- <i>Chair</i> Rory McMillan David Cornish	Steve Poling Gerald Kleist Dave Penney	Marilyn Duncalfe Teika Newton Reina Naumann <i>Student Trustee</i>
-----------	--	--	---

Absent with Regret              Judi Green- *Vice Chair*  
Norine Van Breda  
Demitrius Baker  
*Student Trustee*

Absent without Regret        NIL

Officials	C. Radbourne S. Norlock R. Findlay	S. Pilipishen C. Moore D. Taylor <i>Exec. Assistant</i>	S. Bailey J. Marion P. Agawa
-----------	--	--	------------------------------------

Also Present                      Media, Staff, and the Interested Public

Item 4                                Declaration of Conflict of Interest  
NONE

Item 5 & 6 – Agenda  
And Consent Agenda  
**Motion #60-24**

Moved by: D. Baxter  
Seconded by: D. Cornish  
THAT the Agenda and Consent Agenda for the Regular Board Meeting of February 13, 2024, be approved.

Carried

Item 7 – Students  
Come First  
**Motion #61-24**

Moved by: M. Duncalfe  
Seconded by: G. Kleist  
THAT the Students Come First Presentation by Golden  
Learning Centre Public School be received.

Carried

Item 8    Delegations/Presentations – NIL

Item 9    Discussion - NIL

Item 10  
10.01 Director of  
Education update  
**Motion #62-24**

Moved by: R. McMillan  
Seconded by: T. Newton  
THAT the Director of Education update be received.

Carried

Item 11    Correspondence - NIL

Item 12    New Business and Notices  
- G. Kleist shared the verbal report for  
Special Education Advisory Committee meeting of  
January 17, 2024.



Item 13                      Observer Comments - NIL

Item 14                      Next Meeting Date: April 9, 2024

Item 15  
Adjournment  
**Motion #63-24**

Moved by: S. Poling  
Seconded by: D. Penney  
THAT the Regular Board Meeting of February 13, 2024  
adjourn at 7:43 pm.

Carried

\_\_\_\_\_  
Date                      Chair - R. Griffiths

\_\_\_\_\_  
Date                      Secretary - C. Radbourne

Consent Agenda - Motion #60-24				
February 13, 2024 Regular Board meeting				
Item #	Agenda Item #	Title	Recommendation ( if applicable)	Approved Y/N
1	6.01A	Policy #705 Health and Safety		Y
2	6.01B	Policy #709 Workplace Harassment		Y
3	6.01C	Policy #711 Workplace Violence		Y
4	6.01D	OPSBA Annual Membership Fees 2023/2024	THAT the Annual OPSBA membership fees for 2023/2024 be approved for the sum of \$32,510.10.	Y
5	6.01E	Trustee Travel for Conferences	THAT the Trustee Travel and Expenses for OPSBA Labour Relations Conference in April 2024, and the Annual Conference in July 2024 be approved.	Y
6	6.01F	Special Committee	THAT a Special Committee established to update and review Operational By-Laws be approved.	Y
7	6.01G	Revised 2023-24 Board/COTW Meeting Schedule	THAT the Revised 2023-24 Board/COTW Meeting Schedule be approved.	Y
8	6.02	Confirmation of Minutes - January 9, 2024		Y
9	6.03 B ii	2024-2025 School Year Calendar	THAT the 2024-2025 Draft School Year Calendar be approved by the Board and forwarded to the Ministry of Education.	Y

## KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD

**SPECIAL BOARD MEETING #2**

The minutes of the Special Board Meeting of the Keewatin-Patricia District School Board on Tuesday, February 27, 2024, held via virtual meeting.

Call to Order                      The meeting was called to order at 8:36 pm.

Land  
Acknowledgement

Roll Call	Denise Baxter	Steve Poling	Marilyn Duncalfe
	Roger Griffiths - <i>Chair</i>	Gerald Kleist	Teika Newton
	Rory McMillan	Dave Penney	Judi Green - <i>Vice Chair</i>
	David Cornish	Norine Van Breda	

Absent with Regret              Reina Naumann  
*Student Trustee*

Absent without Regret         Demitrius Baker  
*Student Trustee*

Officials	C. Radbourne	S. Pilipishen	S. Bailey
	S. Norlock	C. Moore	J. Marion
	R. Findlay	D. Taylor	P. Agawa
		<i>Exec. Assistant</i>	

Also Present                      Media, Staff, and the Interested Public

Item 4 – Agenda

**Motion #64-24**

Moved by: D. Baxter  
Seconded by: S. Poling  
THAT the Agenda for the Special Board meeting of February 27, 2024 be approved as amended.

- *Remove Consent Agenda*
- *Conflict of Interest Item 5*

Carried

Item 5                      Conflict of Interest - NONE

Item 7 – Students        NIL  
Come First

Item 8 – Delegations/    NIL  
Presentations

Item 9- Business  
Arising from the  
Committee of the  
Whole

**Motion #65-24**

Moved by: D. Penney  
Seconded by: T. Newton  
THAT the Memorandum of Settlement reached on  
February 21, 2024 between OSSTF-ESPBU Education  
Assistants, and Keewatin-Patricia District School Board be  
received.

Carried

**Motion #66-24**

Moved by: M. Duncalfe  
Seconded by: D. Baxter  
THAT the Memorandum of Settlement reached on  
February 21, 2024 between OSSTF-ESPBU Education  
Assistants, and Keewatin-Patricia District School Board be  
ratified.

Carried

**Motion #67-24**

Moved by: R. McMillan  
Seconded by: G. Kleist  
THAT the Memorandum of Settlement reached on  
February 19, 2024 between OSSTF Occasional Teachers,  
and Keewatin-Patricia District School Board be received.

Carried

**Motion #68-24**

Moved by: D. Cornish  
Seconded by: N. Van Breda  
THAT the Memorandum of Settlement reached on  
February 19, 2024 between OSSTF Occasional Teachers,  
and Keewatin-Patricia District School Board be ratified.

Carried

**Motion #69-24**

Moved by: D. Penney  
Seconded by: R. McMillan  
THAT the Memorandum of Settlement reached on  
February 21, 2024 between OSSTF Office/Clerical/Library,  
and Keewatin-Patricia District School Board be received.

Carried

**Motion #70-24**

Moved by: T. Newton  
Seconded by: M. Duncalfe  
THAT the Memorandum of Settlement reached on  
February 21, 2024 between OSSTF Office/Clerical/Library,  
and Keewatin-Patricia District School Board be ratified.

Carried

Item 10-Director  
of Education Update

NIL

Item 11  
Correspondence

NIL

Item 12  
New Business

NIL

Next Meeting Date

April 9, 2024

Item 14  
Adjournment  
**Motion #71-24**

Moved by: D. Baxter  
Seconded by: J. Green  
THAT the Special Board meeting adjourn at 8:43 pm.

Carried

---

Date            Chair - R. Griffiths

---

Date            Secretary - C. Radbourne

**Ministry of Education**Education Equity and  
Governance Secretariat315 Front Street West  
Toronto ON M7A 0B8**Ministère de l'Éducation**Secrétariat de l'équité en  
matière d'éducation et de la  
gouvernance315, rue Front Ouest  
Toronto (Ontario) M7A 0B8

**Date:** March 25, 2024

**To:** Chairs of District School Boards

**CC:** Directors of Education  
Executive Director, Association des conseils scolaires des écoles  
publiques de l'Ontario (ACÉPO)  
Executive Director, Association franco-ontarienne des conseils  
scolaires catholiques (AFOCSC)  
Executive Director, Ontario Catholic School Trustees  
Association (OCSTA)  
Executive Director, Ontario Public School Boards' Association  
(OPSBA)  
Executive Director, Council of Ontario Directors of Education  
(CODE)

**From:** Rachel Osborne  
Acting Assistant Deputy Minister  
Education Equity and Governance Secretariat

**Subject:** Director of education performance appraisal – implementation  
supports and informational webinar

---

As you are aware, Ontario Regulation 83/24 – Director of Education Performance Appraisal came into effect on **March 5, 2024**. The regulation has been put in place to ensure clear, consistent, and transparent director of education performance appraisals for all school boards.

I am pleased to provide the following resources to support sector implementation of O. Reg. 83/24:

1. Director of Education Performance Appraisal Guidance Material – Full Evaluation Cycle Technical Guide

2. Director of Education Performance Appraisal Guidance Material – Full Evaluation Cycle Quick Reference Guide
3. Director of Education Performance Appraisal Guidance Material – Interim Evaluation Cycle Technical Guide
4. Director of Education Performance Appraisal Guidance Material – Interim Evaluation Cycle Quick Reference Guide
5. Sample Template - Written Confirmation of DPA Completion
6. Sample Template - Written Confirmation of Performance Plan

Additionally, the Ministry of Education is pleased to offer an informational webinar to provide trustees and directors of education with an overview of the new mandatory process and key dates.

The English-language information webinar will be offered via Zoom on the following dates. Please follow this [link to register](#) for one session.

- Wednesday, April 17, 2024, at 9:30am – 11:00am  
- OR -
- Thursday, April 18, 2024, at 6:00pm – 7:30pm  
- OR -
- Saturday, April 20, 2024, at 9:30am – 11:00am

The French-language information webinar will also be offered via Zoom on the following dates. Please follow this [link to register](#) for one session.

- Wednesday, April 17, 2024, at 9:30am – 11:00am  
- OR -
- Thursday, April 18, 2024, at 6:00pm – 7:30pm  
- OR -
- Saturday, April 20, 2024, at 9:30am – 11:00am

**Kindly complete your registration by Friday, April 8, 2024.**

**The Zoom link and presentation slide deck will be provided to all registrants before the session date.**

If you require accommodation to attend this webinar or have any additional questions, please contact [Christina.Seres@ontario.ca](mailto:Christina.Seres@ontario.ca).

Sincerely,

Rachel Osborne  
Acting Assistant Deputy Minister



Education Equity and Governance Secretariat

Attachments

# Director of Education Performance Appraisal

## Interim Evaluation Cycle - Overview & Quick Reference Guide

### What has changed?

On March 4, 2024, Ontario Regulation (O.Reg.) 83/24 - *Director of Education Performance Appraisal (DPA)* came into effect. All publicly funded school boards will be required to annually appraise directors of education based on mandatory assessment criteria and any additional, locally focused priorities identified by a school board.

### What does this mean?

Requirements vary depending on the start date of the Director of Education, please refer to technical guide for further information. All publicly funded school boards are required to complete steps 1 – 7 below for interim evaluation cycles, in accordance with O. Reg. 83/24.



- 1 Appoint DPA Committee**
- 2 Develop Performance Plan**
- 3 Notice of Performance Plan**
- 4 Mid-year Review**
- 5 Draft Performance Appraisal Report**
- 6 Review Draft Performance Appraisal Report**
- 7 Final Performance Appraisal Report**

# Director of Education Performance Appraisal

## Interim Evaluation Cycle - Technical Guide

Starting in the 2023-24 school year, all school boards must complete their annual director of education performance appraisals in accordance with O. Reg. 83/24. In addition to the assessment criteria set out in regulation, boards may include additional locally-focused appraisal criteria determined by the board in collaboration with the Director of Education.

This document is intended as a guide. For a complete list of requirements, refer to Ontario Regulation (O. Reg.) 83/24 - Director of Education Performance Appraisal.

Start date of director of education	Start date of first full evaluation cycle
Before March 1, 2024	July 1, 2024
On or before March 1, 2024, and on or before June 30, 2024	July 1, 2025
On or after July 1 in a year and on or before the last day of February in the following year	The first July 1 following their start date
On or after March 1 in a year and on or before June 30 in that same year	July 1 in the following calendar year



Directors of education whose start dates fall on or after March 1 are required to complete the interim evaluation cycle. After a director of education's first evaluation cycle, performance appraisals will be conducted annually, by the dates identified in O. Reg. 83/24 or summarized in steps 1 – 8 of the full evaluation cycle (refer to full evaluation cycle overview/technical guide).

### 1 Appoint DPA Committee

By no later than **May 15**: the board of trustees is required to establish a committee of no fewer than three and not more than seven board members to conduct a performance appraisal of the director of education. One member shall be elected by a majority of the committee to act as its chair.

### 2 Develop Performance Plan

**Within 30 days** of a director of education's first day in the role: the committee chair and at least one other member of the committee are required to meet with the director of education to develop and finalize their performance plan in accordance with s. 9(1)-9(3) of O. Reg. 83/24.

### 3 Notice of Performance Plan

**Within 45 days** of a director of education's first day in the role, the committee chair is required to provide a copy of the director of education's performance plan to every member of the board. Additionally, the chair of the board is required to provide written notice to the Minister which includes the following information:

- Date that the director of education began their role
- Confirmation that the director of education's performance plan has been put in place for the current evaluation cycle.

In addition, the Chair must post a copy of the confirmation on the board's website.

### 4 Mid-year review

**At least 20 days** before the committee chair and at least one other member of the committee are due to meet with the director of education to discuss progress on the performance plan, the committee chair will request feedback from every member of the board on the director of education's progress towards implementing and achieving the goals in the performance plan.

**At least 10 days** before the committee chair and at least one other member of the committee are due to meet with the director of education to discuss progress on the performance plan, each member of the board will have the opportunity to provide feedback to the chair of the committee.

By the closest **weekday to a date that is midway between the date that notice is provided to the Minister and final day of the interim evaluation period**, the committee chair and at least one other member of the committee shall meet with the director of education to review progress towards implementing and achieving goals in the performance plan.

### 5 Draft performance appraisal report

**By June 10:** the director of education shall update the performance plan in accordance with s. 9(4) of O. Reg. 83/24.

**By June 20:** the committee chair will be required to provide a copy of the draft performance appraisal report, prepared in accordance with s. 10 of O. Reg. 83/24 to every member of the board.

**By June 30:** each member of the board is required to give any feedback they might have in response to the request for feedback.

### 6 Review draft performance appraisal report

By **July 7:** the committee chair will provide the draft performance appraisal report to the director of education.

By **July 31:** the committee chair and at least one member of the committee will meet the director of education to review actions to achieve a performance plan, update the performance plan for the following evaluation cycle, discuss the draft of the report, and provide opportunity for response.

### 7 Final performance appraisal report

By **August 10:** the committee to finalize the performance appraisal report and provide the final report to the board and the director of education.

By **August 15:** the board to provide:

- Written confirmation to the Minister that the performance appraisal has been conducted and adopted by board resolution.

On that same date, the board to post a copy of the written confirmation on the board's website.

# Director of Education Performance Appraisal

## Full Evaluation Cycle - Technical Guide

Starting in the 2023-24 school year, all school boards must complete their annual director of education performance appraisals in accordance with O. Reg. 83/24. In addition to the assessment criteria set out in regulation, boards may include additional locally-focused appraisal criteria determined by the board in collaboration with the Director of Education.

This document is intended as a guide. For a complete list of requirements, refer to Ontario Regulation (O. Reg.) 83/24 - Director of Education Performance Appraisal.

Start date of director of education	Start date of first full evaluation cycle
Before March 1, 2024	July 1, 2024
On or before March 1, 2024, and on or before June 30, 2024	July 1, 2025
On or after July 1 in a year and on or before the last day of February in the following year	The first July 1 following their start date
On or after March 1 in a year and on or before June 30 in that same year	July 1 in the following calendar year



After a director of education's first evaluation cycle, performance appraisals will be conducted annually, by the dates identified in steps 1 – 8 of the full evaluation cycle.

### 1 Appoint DPA Committee

By **May 15**: the board of trustees is required to establish a committee of no fewer than three and not more than seven board members to conduct a performance appraisal of the director of education. One member shall be elected by a majority of the committee to act as its chair.

### 2 Develop Performance Plan

By **July 31**: the committee chair and at least one other member of the committee is required to meet with the director of education to develop and finalize their performance plan in accordance with s. 9(1)-9(3) of O. Reg. 83/24.

### 3 Notice of Performance Plan

By **August 15**: the committee chair is required to provide a copy of the director of education's performance plan to every member of the board.

By **August 15**: the chair of the board is required to provide written notice to the Minister which includes the following information:

- Date that the director of education began their role
- Confirmation as to whether a bi-annual feedback (as stated in s. 8(1) of O. Reg. 83/24) is required during the current evaluation cycle
- Confirmation that the director of education's performance plan has been put in place for the current evaluation cycle

In addition, the Chair must post a copy of the confirmation on the board's website.

### 4 Mid-year review

By **December 1**: In a full-evaluation cycle in which a bi-annual feedback is required, the Minister is required to provide written notice to the board of trustees and the director of education on whether the Minister intends to provide feedback under s. 8.

By **January 11**: the committee chair will request feedback from every member of the board on the director of education's progress towards implementing and achieving the goals in the performance plan.

By **January 21**: each member of the board will have to provide feedback to the chair of the committee.

By **January 31**: the committee chair and at least one other member of the committee shall meet with the director of education to review progress towards implementing and achieving goals in the performance plan.

### 5 Bi-annual feedback

By **April 30**, starting in the first full evaluation cycle and every second full cycle year thereafter: the entity\* selected to conduct the bi-annual feedback is required to request feedback from the following individuals (as listed in s. 8(2) of O. Reg. 83/24 in respect to the director of education's performance).

1. Each member of the board
2. Each student trustee of the board
3. Each member of every statutory, ad hoc, or other committee of the board
4. Each staff member of the board who reports directly to the director of education
5. Each parent member of the school council at each school of the board
6. A representative nominated by each local employee association representing employees of the board
7. A representative sample of community partners and stakeholders, as identified by the committee with input from the director of education
8. If the Minister has provided notice to the board and director of their intention to provide feedback, the minister is to be involved in providing feedback.

\* The board shall procure an entity that has at least five years of experience conducting multi-source executive performance assessments.

## 6 Draft performance appraisal report

By **May 15**: the entity is required to prepare a written report that summarizes and analyzes feedback and submit the report to the committee and the director of education.

By **June 10**: the director of education shall update their performance plan in accordance with s. 9(4) of O. Reg. 83/24.

By **June 20**: the committee chair will be required to provide a copy of the draft performance appraisal report, prepared in accordance with s. 10 of O. Reg. 83/24, to every member of the board.

By **June 30**: each member of the board will be required to provide any feedback on the draft performance appraisal report to the committee.

## 7 Review draft performance appraisal report

By **July 7**: the committee chair will provide the draft performance appraisal report to the director of education.

By **July 31**: the committee chair and at least one member of the committee will meet the director of education to review actions implemented to achieve goals in the performance plan, update the plan for the following evaluation cycle, discuss the draft of the report, and provide opportunity for response.

## 8 Final performance appraisal report

By **August 10**: the committee to finalize the performance appraisal report and provide the final report to the board and the director of education.

By **August 15**: the board to provide:

- Written confirmation to the Minister that the performance appraisal has been conducted and adopted by board resolution.
- A list of community partners and stakeholders that participated in the bi-annual feedback to the Minister.

On that same date, the board to post a copy of the written confirmation and the list of community partners and stakeholders on the board's website.

**Finance Committee Report: February 22<sup>nd</sup>, 2024**  
For Presentation: Regular Board Meeting April 09<sup>th</sup>, 2024

The Finance Committee received the following Report:

**7.1 2024-25 Budget Schedule and Guiding Principles**, presented by Richard Findlay, Superintendent of Business (Report available upon request)

Superintendent Findlay presented a charted chronology for the development of the upcoming '24-25 Budget, then elaborated on both the Budget Process and the KPDSB Guiding Principles through his accompanying written Report. It was shared that the Guiding Principles are supported by the Board's Strategic Plan. Mr. Findlay and his department are prepared to revisit both above should our new/revised Strategic Plan effect the implementation of the Budget Schedule/Guiding Principles as presented.

Several questions were asked, which were addressed to the satisfaction of the Committee. The Enrollment Projections will be presented at the April 18<sup>th</sup> Finance Committee meeting. As there has not been a date identified for the release of the GSNs for next year yet, nor the related Technical Papers, the June dates and time pressures may necessitate a Special Board Meeting in June, before the Ministry deadline of June 30<sup>th</sup>. The date selection will be determined by the Board Executive Committee.

Trustee Duncalfe shared her satisfaction with the written and verbal Report, and the comfort level it generates. This sentiment reflected the overall feelings of the Committee members.

**Business Arising from the Minutes:**

Secondary Pathways, Course Availability, Class Sizes, including split classes by secondary school.

This request for information has been a long-standing item awaiting response. After lengthy discussion clarifying more specifically what information was being sought, and why, the Finance Committee agreed to have this Report and related presentation be requested through the Board Executive Committee for inclusion on an upcoming Committee of the



Whole meeting. Senior team members present agreed to prepare this Report for presentation.

### **New Business:**

Two Items were brought forward for clarification:

#### i. Elementary School Sound Systems

Clarification and confirmation were being sought on the continuity of elementary school sound systems being replaced after gymnasium renovations or space reassignment.

Superintendent Findlay agreed to follow up on this with the schools and Operations and prepare a report reflecting the status & extent of public address systems in our elementary schools (with a focus on audio options but will include video options currently in place).

#### ii. Public Access to Board Committees & Minutes: Audit & Finance et al

Clarification and confirmation were being sought on the adherence to Operational By-Law 8.8 and 8.9, specifically to both the Audit and Finance Committees, but by extension, all Board Committees (Bylaw 6.3 Statutory-PIC, SEAC, SAL, Audit; Bylaw 6.2 Advisory/Standing-IEAC, EYAC, Finance, Code of Conduct, Executive).

The Consent Agenda may generate the appearance of compliance; however, it raises concerns of transparency and accountability. Clarification and confirmation were being sought to ensure that all committee meeting minutes are posted and accessible through our Board website. In addition, public notice should be provided to our communities, like the announcement and access details for the public to join Regular Board Meetings and Committee of the Whole (not COTW In Camera). Should the Agenda for any committee meeting contain any of the five items as identified in Bylaw 6.2 (Closing of Certain Committee Meetings).

Superintendent Findlay and Director of Education Radbourne agreed to complete a follow up on this item, and update the committee at the April 18<sup>th</sup>, 2024 meeting, or upcoming Finance Committee Meeting (May 09 or Jun3 06<sup>th</sup>) or where most appropriate.

## **Audit Committee Report**

February 15<sup>th</sup>, 2024, 4:00 p.m.

For Presentation at Regular Board Meeting April 09<sup>th</sup>, 2024

The Audit Committee received and discussed two Reports:

**7.1 Secondary Class Sizes 2023-24**, presented by S. Norlock, Superintendent of Education (Report available upon request)

The committee received a chart showing the Semester One and Semester Two secondary class sizes by secondary school. Classes that were over class size maximums by +1, +2, and +3 students were tabulated (as permitted through contract language, approved by In-School Workload Review Committees, and discussed at the Joint Relations Committee).

Information requested at an earlier Audit Committee meeting will be presented at the Finance Committee meeting instead, as it was determined to be a better forum. Clarification as to what data was being sought was also discussed further.

**7.2 Financial Update Report for 2023-24**, presented by R. Findlay, Superintendent of Business and N. Pearson, Finance Manager (Report available upon request)

The committee received a written report and verbal description of approximately mid-year comparison of Revenues and Expenses to date Sept-Dec 2023-24 Actual, compared with 2022-23 Actual, and 2023-24 Revised Estimates. Several questions were presented by the committee, both Trustees and Community members, and responded to by either Natalie (Revenue Related) or Richard (Expenses Related). Topics ranged from Transportation, Tuition Agreements, Education Mill Rates, Collective Agreement retroactive pay implementation and Executive pay.

All members were pleased that our Balanced Budget is in line to be maintained as such as the second half of the year is underway.

OPSBA Education Program Work Group Joint Meeting: Face to Face  
Friday February 16<sup>th</sup>, 2024

Several items were presented through the Agenda for information and discussion, including:

An update on '**Beyond Knowledge: Communication Plan**': given that negotiations were ongoing, information would be forwarded to Committee Members for consideration and future discussions/advocacy.

**Trustee Learning Plan**-information was distributed for review and further discussion for our May 31<sup>st</sup> Committee Meeting, this item *may* also be included on the Agenda of Spring Regional Meetings

**Ministry of Education Curriculum Updates**: Assistant Deputy Minister of Education Yasi Ginsler and Diane Oliphant, Director of Employment Skills Development provided updates and the status of curriculum subject areas and Pathways, graduation requirements and online/remote learning related policies. An extensive Q & A period followed.

**OPHEA Updates**: Chris Markham and Tammy Shubat presented and responded to Q & A. Their slideshow was made available for distribution to DSBs within our respective Regions (role/responsibility/mandate/vision/resources). Of note, was the Concussion Protocol update from June 2023, and its implications for Board Policy/Procedure renewal.

**PPM 128 Code of Conduct as it applies to schools** (NOT Bill 98 or OPSBA Code of Conduct) clarification was sought, along with a request for OPSBA's response to PPM 128 be distributed.

OPSBA Policy Development and Education Program Work Group Joint  
Meeting: Remote/Teams  
Wednesday February 28<sup>th</sup>, 2024

**OPSBA Consultation Update**: Re: Letter of Agreement: **Safe Teaching and Learning Environments**: In Camera Session, details to follow when permitted.

Education Program Work Group: Regional Meeting Report  
For Spring Regional Meeting Saturday April 06<sup>th</sup>, 2024 (virtual)

Key Dates/Events Since Fall Regional Meetings (+/- November 04<sup>th</sup>, 2023):

November 09<sup>th</sup>, 2023-OPSBA Submission regarding 2024-25 Education Funding and the Grants for Student Needs

January 11<sup>th</sup>, 2024-OPSBA Submission to the 2024 Ontario Pre-Budget Consultations

February 28<sup>th</sup>, 2024-Joint Work Group Meeting re: PPM 128: The Provincial Code of Conduct and School Board Codes of Conduct (Review part of ETFO letter of agreement #16 re: safe teaching and learning environments-in camera)

Next Meeting: Friday May 31<sup>st</sup>, 2024 (joint): Upcoming work includes: Board Self-Assessment tool and input into the Annual Professional Learning Plan for Trustees

# Strategic Plan Goals

We demonstrate value and respect for Indigenous knowledge, culturally relevant pedagogy, and Calls to Action by ensuring we are providing learning opportunities for all staff and students at Beaver Brae.

We will continue to build partnerships and relationships in each of the communities to increase opportunities for our students and staff to learn from organizations, Elders, Knowledge Keepers, Language Speakers, and other Indigenous community members.



# Our Events

Orange Shirt Day Assembly with Elder Terry Skead and Ogichitaa drumming group.

Feather Teaching with Elder Terry Skead

KCA Fall Harvest

Teepee Built with the support and knowledge of Terry Skead, Reno Cameron, Maurice Meeches

Wauzhushk Onigum Nation's Fall Harvest

Manoomin Harvesting, Wild Rice Popping, and Water Teaching with Knowledge Keeper Philly's Pinesse

Moose Hide Preparation or processing? with AJ White

Treaty #3 Police's All Girls Gathering

Valleyview and Keewatin Public Experience Traditional Medicine Teaching under the Teepee with Cami Carpenter



## Engaging with Indigenous Knowledge

Come Learn With Us

Beaver Brae Intermediate

# Our Outdoor Learning Space

## The Teepee

This year we worked with Elder Terry Skead, and community members Reno Cameron, and Maurice Meeches to build and raise our Teepee. This space has created an outside learning environment for all students to use, it has allowed for culturally relevant and authentic experiences for all students and staff to participate in. It has allowed community partners a space to engage with students and share knowledge and teachings.



## Cultural Relevant Pedagogy

An important part of our work with our new learning environment is that learning in the Teepee is transferred back into the classroom. All of the teachers have been part of the same learning as the students and this learning has been a valuable part of our steps in truth and reconciliation and engaging with Indigenous knowledge.



# Standing Bear Exploratory

38 of 57

All students have participated in 6 sessions of the Standing Bear Indigenous Youth Leadership Program.

Standing Bear is a youth leadership program developed by ISWO, designed to strengthen individual and community wellness by empowering and supporting Indigenous youth in making positive changes. Standing Bear provides a culturally relevant framework for the development of confidence, purpose, identity, and support networks.





## Report to Board

**Subject:**

**Purpose:**      **Decision**                      **Information**                      **Discussion**

**Recommendation**

**Link to Strategic Plan**

**Background Information**

**Current Situation**

**Financial Implications: Yes      No**

**If yes, please briefly describe the financial implications**

**Appendices (Executive Summary, Powerpoints, Additional Documents etc.)**

# De-streaming Our System



**April 9, 2024**

Respectfully submitted by:  
Tracy Lindstrom, Secondary Central Program Principal  
Shawnda Norlock, Superintendent of Education



- The research and advocacy group '**People for Education**' recommended that students not be forced into choosing between academic or applied levels until Grades 10 or 11, given that taking applied courses is linked to
  - fewer credits earned;
  - lower graduation rates; and
  - just one in five applied students go on to college.
- Ontario was the last province to eliminate streaming in grade 9.
- Long term data showed that streamed groups map on to socio-economic groups perpetuating current economic disparities.
- Streaming has an especially negative impact on Indigenous and Black students.
- Based on their international research, The Organization for Economic Co-operation and Development (OECD) recommended that education systems should “**avoid early tracking (streaming) and defer student course selections until upper secondary.**”

# De-streaming Timeline

**Grade 9  
De-streamed at  
RLDHS**

2019

2020

2021

**Grade 9 Math  
De-streamed in  
Ontario**

MTH1W curriculum  
released

2022

**Grade 9 Science,  
English, Geography,  
and French  
De-streamed in Ontario**

SNC1W curriculum  
released

2023

**Grade 10  
De-streamed at IGS**

ENL1W curriculum  
released

2024

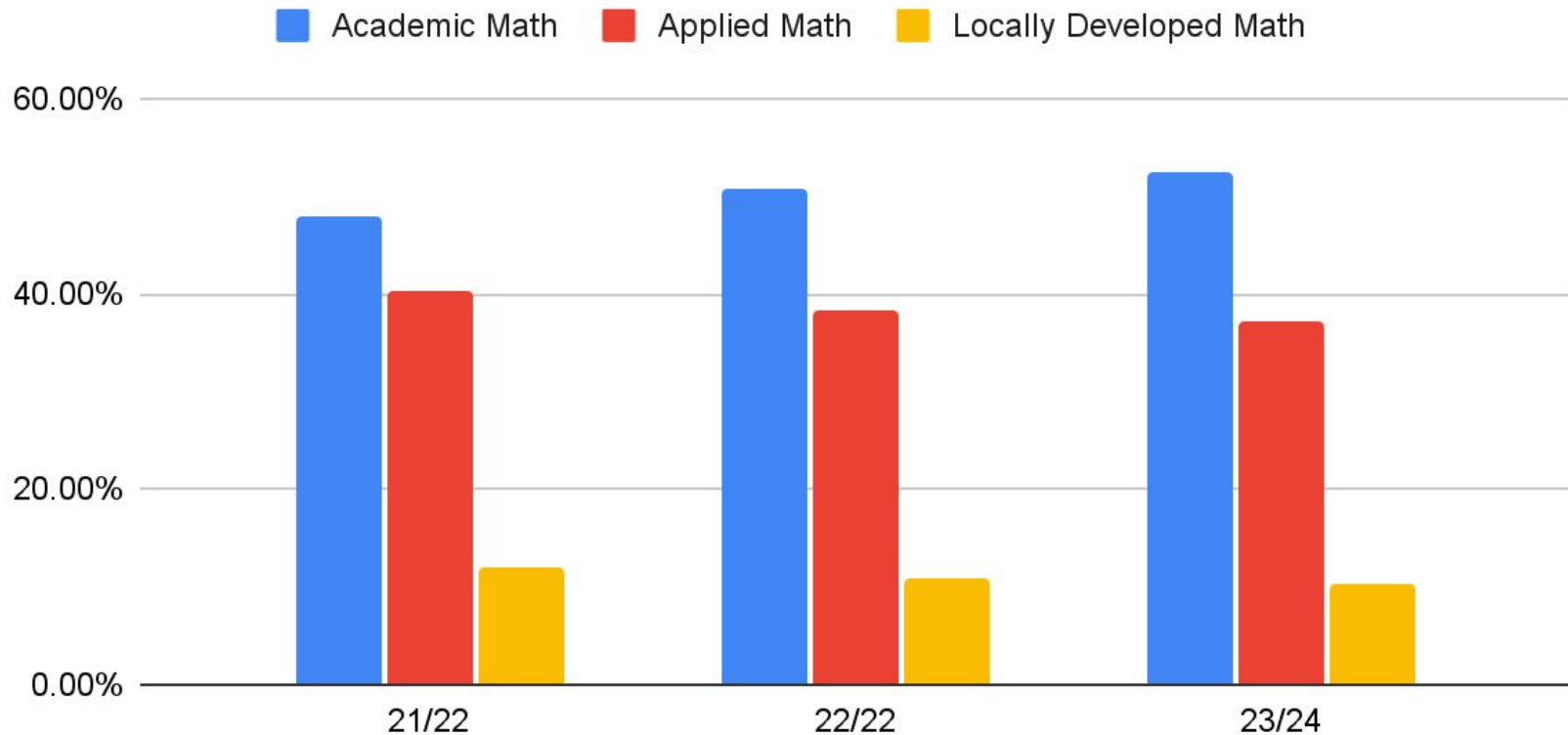
**Grade 10 Math,  
Science, English,  
History, and French  
to be De-streamed  
at KPDSB; 2D  
curriculum to be  
taught**

CGC1W curriculum  
to be released



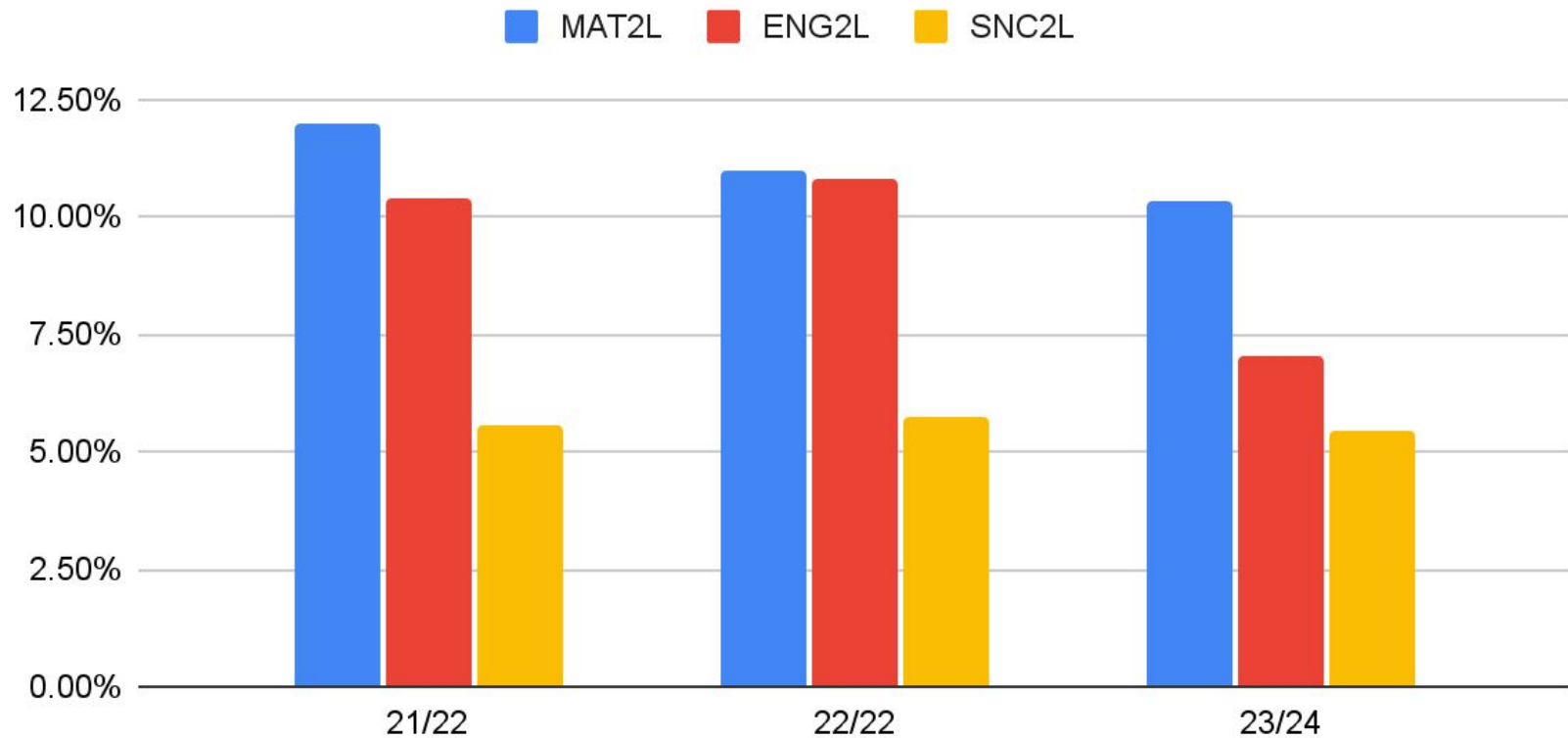
# Grade 10 Pathway Selection

## Students in Grade 10 Math Class by Course



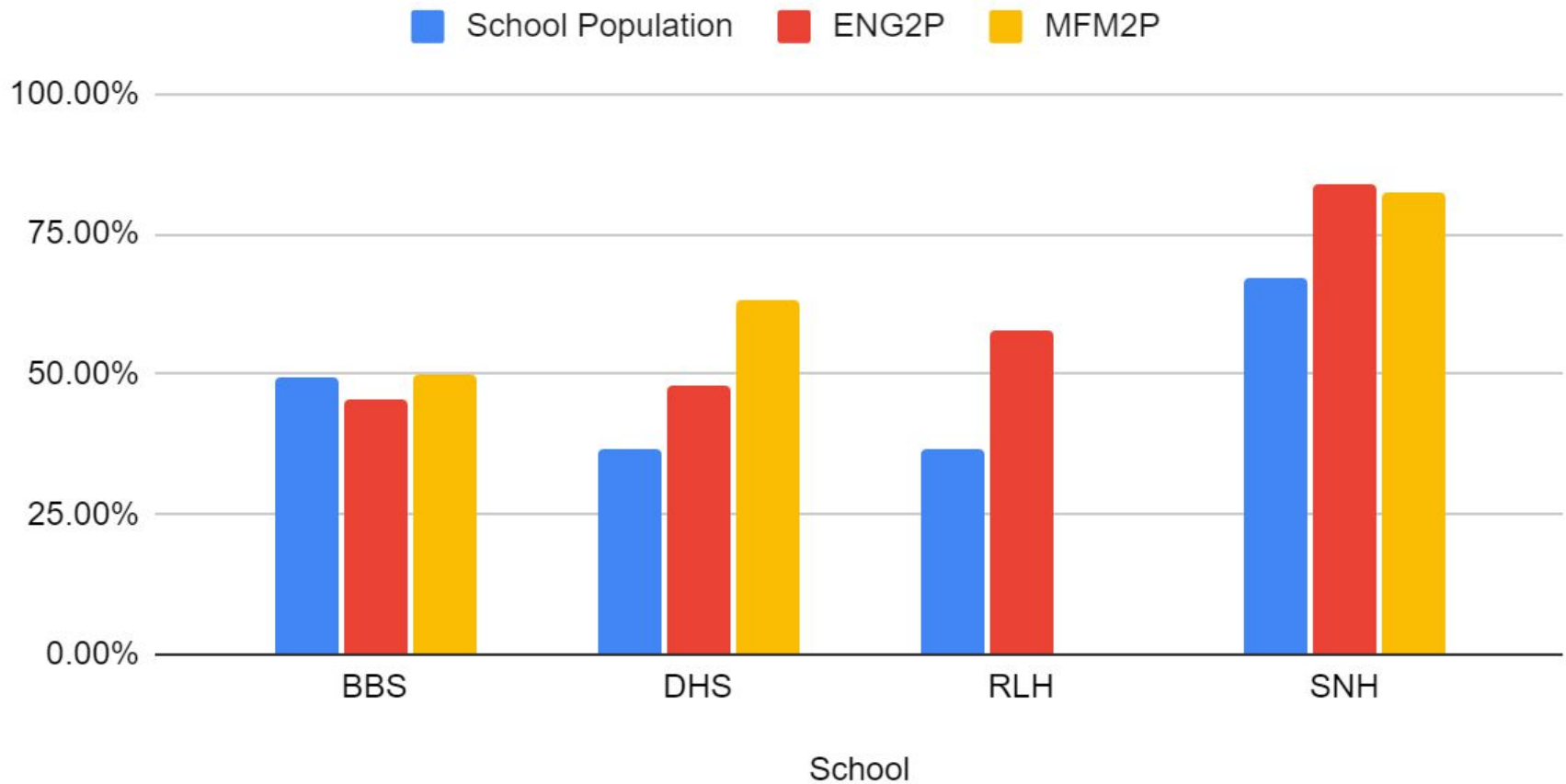
## Grade 10 Pathway Selection, con't

### Grade 10 Locally Developed Enrolment by Course

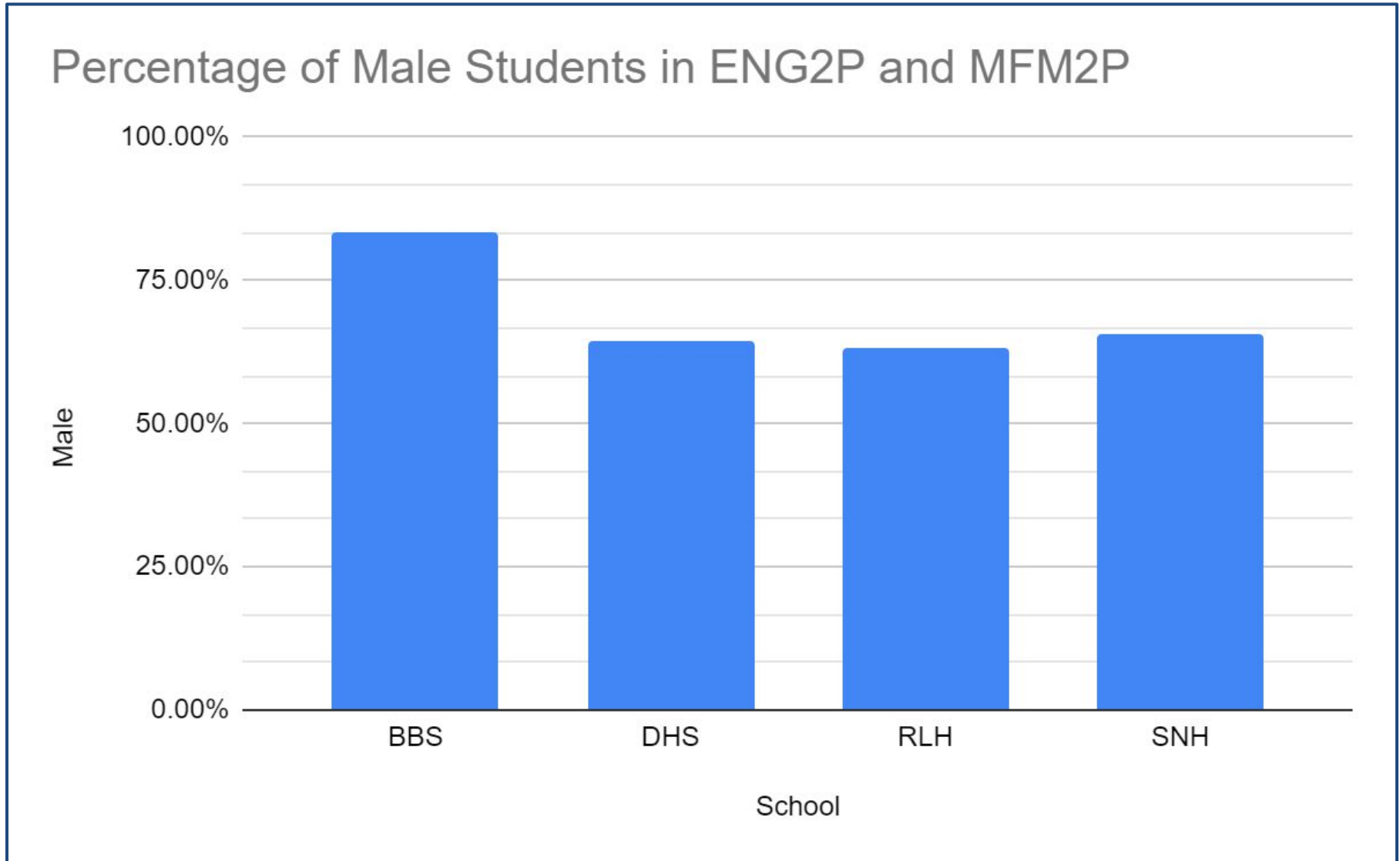


## Student Demographics of Current Grade 10 Applied Classes

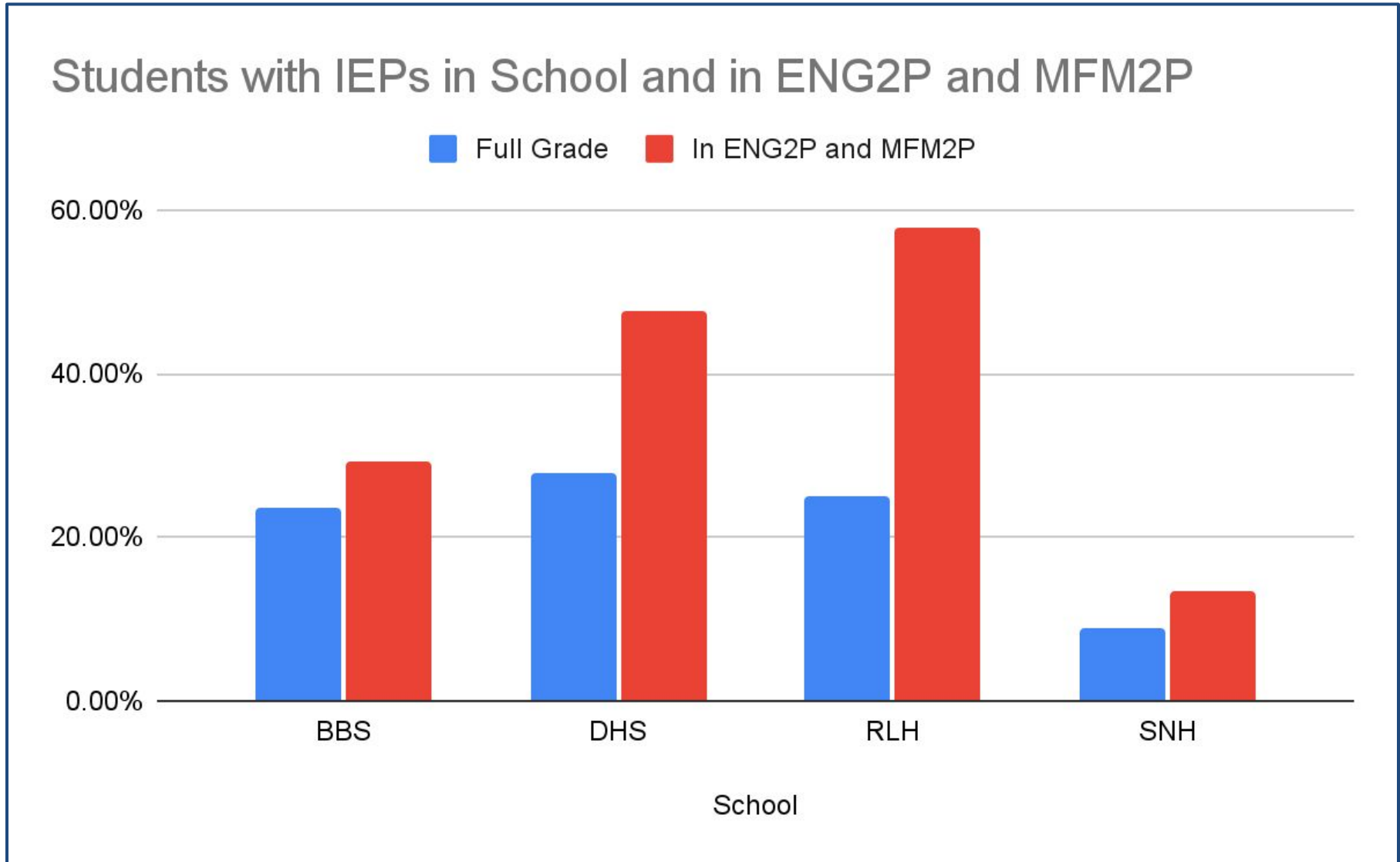
### Demographics of Students in Applied Classes - Indigenous Self-Identification



# Student Demographics of Current Grade 10 Applied Classes, con't



## Student Demographics of Current Grade 10 Applied Classes, con't



# Professional Learning Schedule

48 of 57

Event	Audience	Date/Time	Lead	Delivery
Selected learning opportunities for staff	Secondary educators	Staff meetings (Mar, Apr, May, June)	School Administrators; from Tracy Lindstrom	In person
<a href="#">Destreaming 101 Online Course</a>	Teachers of Gr. 9 or 10 De-streamed Courses 24/25	Complete and submit tracking form by April 19, 2024	Tracy Lindstrom	Online self-guided course
Anti-Indigenous Racism Professional Learning	All KPDSB Staff	April 19, 2024 12:30 - 2:00PM	Pamala Agawa	Virtual, with school breakouts
Course-Specific Standards Development and Program Design	Teachers of Gr. 10 De-streamed Courses 24/25	By June 1, 2024	Tracy Lindstrom MPM - Tanis Mitani-Oberg ENG - Patti-Jo Brunton SNC - Jordan Doner CHC - Matthew Craig, Sarah Caldwell-Bennett	Two sessions per course
Developing Numeracy and Literacy Intervention Programs	Teachers of Intervention Programs 24/25	By June 15, 2024	Tracy Lindstrom Numeracy - Tanis Mitani-Oberg Literacy - Patti-Jo Brunton	Two sessions per program
Update De-stream website on SDL	All KPDSB Staff	ongoing	Matthew Craig, Tracy Lindstrom	
Assessment and Evaluation	Secondary educators	Two staff meetings	School Administrators; from Tracy Lindstrom	
Explicit and Direct Instruction Learning	Teachers of Gr. 9 or 10 De-streamed Courses 24/25	TBD, 0.5 day	External Presenter TBD	Virtual



# Supporting and Designing Learning Site (SDL)

## Supporting & Designing Learning

I'm here to learn about...

Destreaming

KPDSB Math Site

KPDSB Literacy Site

Using PowerTeacher Pro

Recorded Learning Opportunities

FrontRow Audio Visual Equipment

\*\*\*NEW\*\*\* Artificial Intelligence (AI) Resources

NTIP (New Teacher Induction Program)

KP HITS

CRRP - Inclusion Focus

CRRP - Indigenous Focus

Our Statement and Philosophy

## **Resources - Fiscal and Human**

### ***2023/2024 School Year***

#### **De-streaming Implementation Supports PPF**

1. Targeted supports for students;
2. Enhancing planning, instruction, assessment and evaluation practices to support culturally relevant and responsive pedagogy;
3. Planning for First Nations students who are transitioning/have transitioned from federally-operated First Nations schools and Inuit students who may be transitioning/have transitioned to provincially-funded secondary schools; and
4. Student and family information sessions and workshops regarding secondary school pathways and the de-streamed program.

#### **Staffing to Support De-streaming and Transition to High School**

Identify local needs and allocate funding for Grades 7, 8, 9 and/or 10 teacher salary and benefits. This could look different across boards and/or schools, including the number of teachers hired for each grade, and/or how support is provided.

## Credit Accumulation By Grade and Reporting Period 2021-2022

% Students Not On Target and On Target

● on Target    ● Not on Target



## Credit Accumulation By Grade and Reporting Period 2022-2023

% Students Not On Target and On Target

● on Target    ● Not on Target





# Report to Board

**Subject:**

**Purpose:**      **Decision**                      **Information**                      **Discussion**

**Recommendation**

**Link to Strategic Plan**

**Background Information**

**Current Situation**

**Financial Implications: Yes      No**

**If yes, please briefly describe the financial implications**

**Appendices (Executive Summary, Powerpoints, Additional Documents etc.)**

**Report on Local Bargaining and Ratification of  
Memorandum of Settlement with the Elementary Teachers Federation of  
Ontario (E.T.F.O.)**

The Board Bargaining Team consisting of Jasmin Marion, Shannon Bailey, Lisa Achilles and Sarah Egli met virtually and in person with our Local and Provincial Representatives of the Elementary Teachers Federation of Ontario (ETFO) group, between May 15, 2023 and March 26, 2024. Members of the ETFO Team were Kim Douglas, Tui-Sem Won, Susan McCoy, William Tennyson, Mary Trist, and Kelly Amell.

The parties successfully reached a Memorandum of Settlement on March 28, 2024. That signed document is attached. The agreed to language along with anything that remained status quo from the 2019-2022 collective agreement, as well as anything requiring incorporation from the Provincial Memorandum will form Part B to the Provincial Memorandum of Settlement reached on September 21, 2023. (Part A).

The parties worked together to incorporate the pay structure language that changed in the last two years but remained as letters of agreement. These are now incorporated into the body of the local language.

Changes were made to leave language including Union/Federation Leave. These changes do not increase entitlement but rather clarify the application of the language and the processes for granting such leaves.

The two definitions that oversaw the most change are the bereavement and compassionate leave clauses. Addition of language to clarify processes, expanding the definition of family and making these consistent across employee groups was the main focus.

Both parties focused a lot of attention and time on staffing, in both the process and the language. This included new language around timelines for providing teachers with their assignments and schedules for the following school year, an earlier deadline date for mid year transfers, and a “trial/pilot posting of interest” for particular smaller attendance areas.

Although the posting to see if there were any teachers interested, with incentives, to teach in our smaller attendance areas was unsuccessful, both parties commit to work together to arrive at a solution to ensure that our schools remain open in all communities to provide each child with best learning opportunities as close to home as possible.

The Staffing process has had language for a staffing committee but was never truly lifted off the ground. That will change this year with the implementation of an actual staffing committee comprised of three (3) board members and three (3) union members. These members will work together throughout the staffing process and during the school year to oversee all aspects of teachers staffing, overseeing such things as, fte/transfer/leave requests, postings, surplus staff lists, assignments, etc.

In addition, there is language for Centrally assigned teachers that the positions will be a term of 3 years, with option to reapply, in order to build consistency in these programs for both the student and employee.

The ratification dates for the Local were set to be April 4 and the Board's this evening, April 9, 2024.

We look forward to continuing to work with the Bargaining Unit to update the existing collective agreement and implementing the new language.



# Report to Board

**Subject:**

**Purpose:**      **Decision**                      **Information**                      **Discussion**

**Recommendation**

**Link to Strategic Plan**

**Background Information**

**Current Situation**

**Financial Implications: Yes      No**

**If yes, please briefly describe the financial implications**

**Appendices (Executive Summary, Powerpoints, Additional Documents etc.)**

# TRUSTEE UPDATE



## STUDENT ACHIEVEMENT

- Strategic Plan Consultation Complete – Feedback is being collated and presented to Board April 9, 2024
- Kindergarten Registration Campaign launched
- KPDSB Summer Day Camps launch July 8 – 16
- Reach – Ahead Courses for Grade 8 Students Launched in March
- De-streaming Professional Development proceeding – subject specific sessions

## SAFE AND SUPPORTIVE SCHOOLS

- Be Kind Campaign – DOE Read-Alouds to Open Roads / King George Elementary
- Acts of Kindness Campaigns across schools – anti-bullying campaign
- Hannah Beach Parent Nights – April 16 (K-6) April 30 (7-12)
- Eclipse Event Coordination
- Climate/ Census surveys On-Going with excellent response rates (K-4 29%, 5-6 70%, 7-12 46%)
- Hired Engagement Lead, Bryanna Kozak

## LEADERSHIP



- KPDSB Long Term Accommodation Plan – Draft Complete and under Review
- Preparation for April 19 PD Day
- 8 Community and University Recruitment Fairs in implementation of Recruitment and Retention Report
- DOE and Senior Team attend Invitational Equity Leadership Professional Development

## TRUTH AND RECONCILIATION

- Draft Board Action Plan presented to IEAC (April 3 – meeting)
- DOE attend Kenora Youth Justice Centre Annual celebration
- Metis Festival Voyageur Celebrations across many schools

## OTHER UPDATES

- Facilities Restructuring – Service Quality Supervisors hired; Currently advertising for Data Management Officer
- ETFO DECE & Teachers and OSSTF EA/OCL Contracts negotiations complete
- School Staff Meeting Visits: Ignace, Valleyview