



February 13, 2024

# Regular Board Meeting Package

## VIRTUAL MEETING

## KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD

**REGULAR BOARD MEETING #4**

Tuesday February 13, 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 February 13, 2024 Chair
6. Consent Agenda *page 4* Chair
  - 6.01 Business Arising from the Committee of the Whole
    - A. Policy #705 Health and Safety  $\Delta$  *pages 5-7*
    - B. Policy #709 Workplace Harassment  $\Delta$  *pages 8-11*
    - C. Policy #711 Workplace Violence  $\Delta$  *pages 12-13*
    - D. OPSBA Annual Membership Fees 2023/2024  $\Delta$  *pages 14-17*
    - E. Trustee Travel Expenses for 2024 Conferences
    - F. Special Committee: By-Law update
    - G. Revised 2023-24 Board/COTW meeting schedule  $\Delta$  *page 18*
  - 6.02 Confirmation of Minutes: Jan 9/24  $\Delta$  *pages 19-22*
  - 6.03 Presentation of Reports and Accompanying Motions
    - A. Education
    - B. Executive Committee Report
      - i. Student Trustee Reports
      - ii. 2024-2025 School Year Calendar  $\Delta$  *pages 23-27*
    - C. Finance/Audit
    - D. Human Resources
    - E. Operations
    - F. Committee Updates
      - i. Early Years Education Advisory Committee
      - ii. Finance
      - iii. Audit
      - iv. Indigenous Education Advisory Committee
      - v. Ontario Public School Boards Association
      - vi. Parent Involvement Committee/School Councils
      - vii. Special Education Advisory Committee
      - viii. Supervised Alternative Learning

- |     |   |              |
|-----|---|--------------|
| 7.  | Students Come First Presentation – GLCPS $\Delta$ <i>pages 28-37</i><br>- <b><i>Lifelong, Meaningful Learning in GLC Kindergarten</i></b> <ul style="list-style-type: none"> <li>• Michelle Parish, GLC Principal</li> <li>• Danielle Chantigny, Kindergarten Educator</li> <li>• Fiona Baranesky, Kindergarten Educator</li> <li>• Emily Anderson, Kindergarten ECE</li> </ul> | S. Bailey    |
| 8.  | Delegations/Presentations (see KPDSB Policy 205)  | Chair        |
| 9.  | Discussion  | Chair        |
| 10. | Director of Education Update $\Delta$ <i>pages 38-40</i>  | C. Radbourne |
| 11. | Correspondence - NIL  | Chair        |
| 12. | New Business and Notices of Motion  | Chair        |
| 13. | Observer Comments   | Chair        |
| 14. | Next Meeting Date: April 9, 2024  | Chair        |
| 15. | Adjournment   | Chair        |

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

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



Policy Section: **Personnel/Employee Matters**Policy Name: **Health and Safety**

## **Policy Statement**

It is the policy of the Keewatin-Patricia District School Board (KPDSB) to fulfill its responsibilities under the Occupational Health and Safety Act and make every effort to provide and promote a safe and healthy working and learning environment. Further, it is the policy of the KPDSB to:

- Take every reasonable precaution to prevent personal injury and to provide and maintain a safe and healthy working environment for all of its employees and students;
- Comply with all applicable health and safety legislation, including the annual review of this policy;
- Institute and maintain, on an ongoing basis, training and education, as well as health and safety programs;
- Demonstrate the KPDSB's commitment to achieve the objective of the Occupational Health and Safety Act, R.S.O., or successors;
- Eliminate or reduce injuries, accidents, illness, and near misses; and
- Operate in compliance with the Occupational Health and Safety Act with specific regard to Section 25 Duties of Employers and Section 26 Additional Duties of Employers.

## **Rationale**

The Occupational Health and Safety Act is built upon the principle that employees and employers must act together to ensure a healthy and safe workplace environment.

The KPDSB is committed to the health and safety of its employees and students. Protection of employees and students in the areas of health and safety of the working and learning environment is a major continuing objective.

Unless otherwise stated, the phrase "the Act" shall mean the Occupational Health and Safety Act, R.S.O., or successor.

Cross Reference  
Occupational Health and Safety Act  
HR Protocols (SharePoint)  
Policies  
321, Safe and Supportive Schools  
711, Workplace Violence  
715, Substance Use by Employees and Volunteers  
716, Use of Medical Cannabis  
Procedure  
321, Safe and Supportive Schools

Date Adopted: 13/06/2000  
Date Reviewed: 18/05/2004; 11/12/2007;  
10/02/2009; 12/01/2010; 10/05/2011;  
08/05/2012; 12/02/2013; 13/05/2014;  
12/05/2015; 13/10/2015; 13/06/2017;  
11/06/2019; 10/11/2020; 08/06/2021  
11/10/2022  
Dates Revised: 12/06/2018

Review: ANNUALLY

## **Guidelines**

### **1. Duties of the Supervisor**

The Act sets out certain specific duties for supervisors. A supervisor means a person who has charge of a workplace or has authority over a worker. A supervisor shall ensure that a worker:

- Works in the manner and with the protective devices, measures, and procedures, as required by the Act and its regulations;
- Uses or wears the equipment, protective devices, or clothing that the worker's employer requires to be used or worn;
- Is aware of the existence of any potential or actual danger to the health and safety of the worker of which the supervisor is aware;
- Where so prescribed is provided with written instructions as to the measures and precautions to be taken for the protection of the worker; and
- Takes every precaution reasonable in the circumstances for the protection of the worker.

### **2. Duties of the Worker**

Workers also have several general duties under the Act. Workers must take responsibility for their own health and safety at the workplace insofar as they are able.

#### **a) Under the Act a worker shall:**

- Work in compliance with the provisions of the Act and its regulations;
- Use or wear the equipment, protective devices, or clothing that the worker's employer requires to be used or worn;
- Report to their employer or supervisor the absence of, or defect, in any equipment or protective device of which the worker is aware and which may endanger themselves or another worker; and
- Report to their employer or supervisor any contravention of the Act or its regulations or the existence of any hazard of which they are aware.

#### **b) No worker shall:**

- Remove or make ineffective any protective device required by the regulations or by their employer, without providing an adequate temporary protective device



Policy Section: **Personnel/Employee Matters**

Policy Name: **Health and Safety**

and when the need for removing or making ineffective the protective device has ceased, the protective device shall be replaced immediately;

- Use or operate any equipment, machine, device, or thing, or work in a manner that may endanger themselves or another worker; or
- Engage in any prank, contest, feat of strength, unnecessary running, or rough and boisterous conduct.

3. A Central Safety Steering Committee comprised of all Bargaining Unit Presidents, the **Manager and** Assistant Manager of Facilities Operations and Maintenance, a Principal representative, and a Human Resources Officer shall be established by the Human Resources Manager. The Committee will oversee safety matters on a system wide basis.

- a) The site based Joint Occupational Health and Safety Committees shall operate in compliance with the Act and the applicable KPDSB Procedure(s).

4. Employees shall attend required Occupational Health and Safety Training programs.

5. This Policy is to be posted in all schools and offices on the Occupational Health and Safety board under the terms and conditions of the Act.

Policy Section: **Personnel/Employee Matters**Policy Name: **Workplace Harassment**

## **Policy Statement**

The Keewatin-Patricia District School Board (KPDSB) is committed to providing a working and learning environment in which all individuals are treated with respect and dignity in accordance with the provisions of the Ontario Human Rights Code.

## **Rationale**

Every student, employee, Trustee, parent/guardian, and community member has the right to equal treatment and to learn and work in an environment free of harassment.

This Policy is intended to provide a greater awareness of and responsiveness to the damaging effects of harassment. Procedures have been developed to ensure that workplace harassment complaints are dealt with expeditiously using appropriate resources.

## **Scope**

This Policy – Workplace Harassment applies to all KPDSB employees, Trustees, and other users such as members of consultative committees, clients of the KPDSB, parents/guardians/families/caregivers, volunteers, permit holders, contractors, and employees of other organizations not related to the KPDSB but who nevertheless work on or are invited onto KPDSB premises. This Policy also covers harassment by such persons which are proven to have repercussions that adversely affect the KPDSB's learning or working environment.

### Cross Reference

#### Policies

207, Trustee Code of Conduct  
321, Safe and Supportive Schools  
322, Code of Conduct  
329, Progressive Discipline and Promoting Positive School Climate  
503, Equity and Inclusive Education  
706, Employee Code of Conduct  
708, Respectful Working and Learning Environment: Conflict Prevention and Resolution  
710, Attendance Support  
711, Workplace Violence  
717, Accountability

#### Procedures

706, Employee Code of Conduct  
709, Workplace Harassment  
717, Accountability

Date Adopted: 14/11/2006

Dates Revised: 13/05/2008; 14/06/2011;  
13/10/2015; 06/03/2018

Review By: 2022

Policy Section: **Personnel/Employee Matters**Policy Name: **Workplace Harassment**

## **Definitions**

**“Harassment”** is often, but not always, persistent, ongoing conduct or communication in any form, of attitudes, beliefs, or actions towards an individual or group which might reasonably be known to be unwelcome. A single act or expression can constitute harassment, for example, if it is a serious violation or is from a person in authority. Harassment may be either subtle or blunt.

Harassment can involve unwelcome words or actions that are known or should be known to be offensive, embarrassing, humiliating, or demeaning to a worker or group of workers in a workplace. It can also include behaviour that intimidates, isolates, or even discriminates against the targeted individual(s). This may include making remarks, jokes, or innuendos that demean, ridicule, intimidate, or offend, displaying or circulating offensive pictures or materials in print or electronic form, bullying, repeated offensive or intimidating phone calls or emails, or workplace sexual harassment.

Workplace harassment can also include what is often called ‘psychological harassment’ or ‘personal harassment and bullying’, as well as comments and conduct prohibited under the grounds stipulated in the Ontario Human Rights Code.

**“Workplace Sexual Harassment”** means:

- Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity, or gender expression where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or
- Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant, or deny a benefit or advancement to the worker, and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Harassment can take the form of intimidation of, or threats, to anyone to whom this Policy applies. Harassment is not the normal exercise of supervisory responsibilities, including training, direction, instruction, counselling, and/or discipline.

The **“Workplace”** is any place where employees, students, and other users perform work or work-related duties or functions. Schools and school-related activities, such as extracurricular activities and excursions, comprise the workplace, as do KPDSB offices and facilities. Conferences and training sessions fall within the scope of this policy.

**“Student(s)”** includes all persons regardless of age who are enrolled in any program offered by the KPDSB.

Policy Section: **Personnel/Employee Matters**Policy Name: **Workplace Harassment**

**“Employee(s)”** includes all persons employed by Keewatin-Patricia District School Board.

**“Other User(s)”** includes all persons who are neither students nor employees while on KPDSB premises or attending KPDSB or school programs or functions at other premises or in a business or social community relationship with KPDSB.

Consequently, this Policy applies to, and covers, all members of consultative committees, clients of the KPDSB, parents/guardians, volunteers, permit holders, contractors, and employees of organizations not related to the KPDSB but who nevertheless work on, or are invited onto, KPDSB premises.

## **Duties and Responsibilities**

A school community is a place that promotes responsibility, respect, civility, and academic excellence in a safe learning and teaching environment. All persons in its learning and working environment will:

- Respect differences in people, their ideas, and opinions;
- Treat one another with dignity and respect at all times and especially when there is disagreement;
- Respect and treat others fairly regardless of their age, ancestry, citizenship, colour, creed (faith), disability, ethnic origin, family status, gender, marital status, place of origin, race, sexual orientation, socio-economic status, or gender identity;
- Respect the rights of others;
- Show proper care and regard for KPDSB property and for the property of others;
- Demonstrate honesty and integrity; and
- Respect the need of others to work in an environment of learning and teaching.

The KPDSB has a duty to maintain an environment respectful of human rights and free of harassment for all persons served by it. It must be ever vigilant of anything that might interfere with this duty. The KPDSB expects that all persons in its learning and working environment will:

- Be aware of, and sensitive to, issues of harassment;
- Support individuals who are, or have been, targets of harassment;
- Prevent harassment through training;
- Take reasonable steps to remove any discriminatory barriers in employment policies and practices;
- Take all allegations of harassment seriously and respond promptly;
- Provide positive role models; and
- Not demonstrate, allow, or condone behaviour contrary to this Policy, including reprisal.



Policy Section: **Personnel/Employee Matters**

Policy Name: **Workplace Harassment**

11

**700**

**709**

**Draft for COTW  
Feb 2024**

The Human Resources Department of KPDSB has the responsibility to designate resources for ensuring the implementation of, and compliance with, this Policy and these Procedures.

Supervisory and managerial personnel have a specific duty to implement this Policy. This duty includes the prevention of and the response to harassment, and the education of staff, students, and the school community.

Failure to take measures to address harassment in the learning and working environment may have legal implications for the Keewatin-Patricia District School Board.

Policy Section: **Personnel/Employee Matters**Policy Name: **Workplace Violence**

## **Policy Statement**

The Keewatin-Patricia District School Board (KPDSB) recognizes that violence and the threat of violence are serious hazards to its employees and is committed to preventing and controlling such risks in its workplace. This includes situations where an employee may be exposed to domestic violence while at work. This Policy applies to all KPDSB employees and includes, but is not limited to, all visitors, contractors, vendors, and delivery persons.

## **Rationale**

As part of the internal responsibility system, individuals engaging in unsafe activity will be held accountable for their actions. This, together with Safe Schools Legislation, means that violent and potentially violent activity will be investigated by the KPDSB and will be acted upon in a manner that protects members of the school community in the workplace. Violent behaviour which increases the risk of violence in the workplace will not be tolerated.

## **Definitions**

As defined by the Occupational Health and Safety Act, “**Workplace Violence**” is the exercise or attempted exercise of physical force by a person against a worker, in a workplace, that causes, or could cause, physical injury to the worker, or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. Workplace violence can include but is not limited to, threatening behaviour, verbal or written threats, harassment, verbal abuse, and physical attacks. This definition of workplace violence is broad enough to include acts that would constitute offences under Canada’s Criminal Code.

The “Workplace” is any place where employees perform work or work-related duties or functions. Schools and school-related activities, such as extra-curricular activities and excursions, comprise the workplace, as do Board offices and facilities. Conferences and training sessions fall within the ambit of this Policy.

### Cross Reference

Ontario Occupational Health &amp; Safety Act

HR Procedure: OW-10

### Policies

705, Health and Safety

708, Respectful Working and Learning Environment: Conflict Prevention and Resolution

709, Workplace Harassment

715, Substance Use by Employees and Volunteers

717, Accountability

### Procedures

709, Workplace Harassment

717, Accountability

Date Adopted: 14/09/2010

Dates Reviewed: 13/10/2015; 09/04/2019;  
10/11/2020; 08/06/2021

11/10/2022

Dates Revised: 06/03/2012; 14/05/2013;  
12/05/2015; 06/03/2018

Review By: Annually



Policy Section: **Personnel/Employee Matters**Policy Name: **Workplace Violence**

## **Guidelines**

### 1. There are expectations for all parties in the workplace:

- a) Managers and supervisors are responsible for ensuring that the workplace is safe and workers are protected from hazards. To this end, they must, on behalf of the employer, ensure employees are familiar with the Workplace Violence and Harassment Program Procedure (OW-10). This includes recognizing and communicating to others where hazards related to violence may exist, immediately investigating incidents, and establishing measures to prevent recurrences.
- b) Employees are responsible for reporting any hazard, which includes potentially violent circumstances of which they are aware. Employees are also responsible for cooperating in investigations and participating in associated training.

### 2. Domestic Violence

Any employee experiencing violence outside of the workplace (i.e., domestic violence) that may create a risk of danger to themselves or others in the workplace, is encouraged to report such violence so that the KPDSB can take reasonable preventive steps.

Workers who have information that they, or a fellow worker, are subject to domestic violence that may expose them, or their fellow workers, to physical injury in the workplace have a responsibility to inform their immediate supervisor.

### 3. No Reprisal

This Policy prohibits reprisal against employees who have made good-faith complaints or provided information regarding a complaint or incident of workplace violence.



Leading Education's Advocates

**Ontario Public School Boards' Association**  
 439 University Avenue, 18th Floor  
 Toronto, ON M5G 1Y8  
 Tel: (416) 340-2540  
 Fax: (416) 340-7571  
[inquiry@opsba.org](mailto:inquiry@opsba.org)  
[www.opsba.org](http://www.opsba.org)

Cathy Abraham  
 President

Stephanie Donaldson  
 Executive Director

July 6, 2023

TO: Roger Griffiths, Board Chair and Christy Radbourne, Director of Education  
 CC: Richard Findlay, Superintendent of Business

KEEWATIN-PATRICIA DSB

Good day,

This school year was one of immense change and transition at OPSBA and throughout our public education system.

It was the first year since 2019-20 in which most students were not moving between in-person and remote learning due to the COVID-19 pandemic. We said goodbye to Executive Director Rusty Hick in December after an excellent five-and-a-half years and welcomed Stephanie Donaldson to lead our organization into the future.

OPSBA has seen some additional fresh faces join us this year – as the Association has added new staff members since June 2022 in labour relations and staff support for our Indigenous Trustees' Council (ITC) and Black Trustees Caucus (BTC). Our expert team brings together a unique combination of skills and talent, with many years of deep school board experience, which positions us well for the road ahead.

As we head into the 2023-24 school year, we will continue our strong advocacy with the government, the opposition parties and critics, key stakeholders and the wider public. In everything we do, our priority is ensuring Ontario's English public education system remains strong, while constantly adapting and improving – **no matter what circumstances we face**.

Following a comprehensive consultation process earlier this year, we have refreshed our Multi-Year Strategic Priorities for 2023-2027. They are:

#### **Student Success, Equity, and Well-Being**

OPSBA promotes and advances high-quality, equitable, and inclusive learning environments to support student success and well-being.

#### **Local School Board Governance**

OPSBA supports the role and leadership of local, democratically elected school boards in Ontario's English public education system.

### **Truth and Reconciliation**

OPSBA develops and strengthens relationships to facilitate access to programs, resources and supports for Indigenous and non-Indigenous students that reflect the Truth and Reconciliation Commission's Calls to Action.

### **Effective Relationships and Sustainable Resourcing**

OPSBA works with members, partners, the government and Federations/Unions to ensure that fiscal and human resources match school board needs and priorities.

While we look ahead, we must also look back to take stock of our collective successes in 2022-23:

- We coordinated a successful public service campaign to promote and increase awareness for the role of democratic, locally elected school board trustee prior to the 2022 elections.
- We amended our governance structure to ensure that the Chair of our Indigenous Trustees' Council (ITC) is a member of OPSBA's Executive Council.
- Our Black Trustees' Caucus (BTC) was established to bring together publicly elected or appointed trustees who identify as Black, so they can work together to influence systemic change.
- We stood strong in the face of renewed challenges to the autonomy and role of local school boards following the introduction and passing of Bill 98, *the Better Schools and Student Outcomes Act*.
- OPSBA's November [2022 Advocacy Day](#) was a tremendous success, as Association representatives met with more than 50 MPPs. Following this, the inaugural May 2023 [Take Your MPP to School Day](#) saw school visits from approximately 50 MPPs.
- We hosted three successful in-person conferences, with the January 2023 Public Education Symposium setting new records for attendance from member trustees, and returned to hosting in-person regional meetings at member board facilities.
- Our work on accessibility continued with a [comprehensive submission](#) to the government following the fourth review of the Accessibility for Ontarians with Disabilities Act and we have [been keenly involved](#) in the federal government's consultation on a National School Food Policy.
- Our program and curriculum team led the production of two discussion papers, and a variety of [French-as-a-Second-Language resources](#):
  - The visionary [Beyond knowledge](#) paper developed in partnership with the Education Partner Discussion Table of K-12 stakeholder groups
  - The Ontario Coalition for Children and Youth Mental Health's [Let's Put Our Heads Together](#) paper

With two collective agreements already ratified and settled following the expiry of the previous agreements in August 2022, OPSBA continues its work as the Designated Bargaining Agent on behalf of its member boards. We are fortunate to have an experienced [Labour Relations](#) team working to ensure student achievement and well-being are at forefront of all discussions.

For more, please see our [2022-23 Annual Report](#) and [our advocacy work](#) related to the provincial government's legislative and regulatory agenda.

We have a **35-year non-partisan history** of building positive and mutually respectful working relationships with politicians and staff from all parties represented in the Ontario Legislature. These relationships allow us to successfully represent the voice of our members on the many issues that affect our students and communities.

**Our programs and services are highly cost effective.** The financial benefits of membership far exceed not only the membership fee itself, but the outcomes that could be achieved by boards acting individually. Our collective voice is a strong one. Working with our partners at [the OESC](#), our interventions on copyright tariffs, natural gas rates and electricity rates have continued to create significant savings for all school boards and cover membership fees many times over. When this is combined with the other benefits created through our coordination and advocacy, the real value of membership is clear.

Examples of 2022-23 savings realized for:

**Keewatin-Patricia DSB**

**Savings in Copyright Fees: \$10,300**

**Savings in Energy Costs: \$70,900**

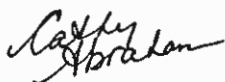
Following six consecutive years with no increase in fees, in April 2023 the OPSBA Board of Directors approved a 2% increase for total membership fees for 2023-24.

This year, the 2023-2024 OPSBA **membership fee** for your board is **\$28,770**.

OPSBA represents more than 1.3 million students, or nearly 70% of the entire K-12 student population, including all 31 English public school boards as well as 10 school authorities. Collectively, this makes our organization the number one stakeholder voice for education in Ontario. Your school board is a very big part of who we are and what we do. We advocate for public education every day, and our voice is stronger and more credible because we have the weight of all of our members behind us.

Thank you for your continued support as a member of OPSBA and for your dedication to public education. You can learn more about the valuable services OPSBA offers your board by visiting [www.opsba.org](http://www.opsba.org).

Sincerely,



Cathy Abraham  
President



Stephanie Donaldson  
Executive Director

*Attachment: Invoice for the 2023-24 OPSBA membership fee*



**Leading Education's Advocates**

**Ontario Public School Boards' Association**

439 University Avenue, 18th Floor

Toronto, ON M5G 1Y8

Tel: (416) 340-2540

Fax: (416) 340-7571

[webmaster@opsba.org](mailto:webmaster@opsba.org)

[www.opsba.org](http://www.opsba.org)

Invoice to:		<b>Keewatin-Patricia District School Board</b> <b>4<sup>th</sup> Floor – 240 Veterans Drive</b> <b>Kenora, ON</b> <b>P9N 3Y5</b>	
Invoice# 018-23/24	Date: September 01, 2023	HST #10780 0344 RT 0001	
QTY	DESCRIPTION		AMOUNT
	<p align="center"><b>2023/2024 Membership Fee</b>  <b>September 01, 2023 to August 31, 2024</b></p> <p>* Final Billing</p> <p><b>EFT Payment:</b>  Beneficiary Name: Ontario Public School Boards' Association  Bank Name: TD Canada Trust  Bank Address: 180 Dundas St. W., Toronto, ON, M5G 1Z8  Bank Number: 004  Bank Transit: 18322  Bank Account: 0601 0302869  Send EFT Advice to: <a href="mailto:vttrinh@opsba.org">vttrinh@opsba.org</a></p>		\$28,770.00
Please make cheque payable to:		Subtotal	\$28,770.00
<b>Ontario Public School Boards' Association</b>		HST @ 13%	\$3,740.10
Terms of Payment : Due upon receipt		Total	\$32,510.10

Copy 1 - Customer

Copy 2 - Accounting

Copy 3 - File

January 29, 2024

Approved.

Code to: 700700-31-701-6-000-70100-0000-0000  
(Governance Membership-Central-Trustees)  
(23-24 OPSBA Membership Fees)



## Schedule for the Year 2023-2024

### Regular Board Meetings, COTW, Workshops

❖ Indicates Face-to-Face meetings

\*\* earlier start time

Date	Type of Meeting	Region	Meeting Location
November 14, 2023	Regular - Inaugural	Open Roads PS	Dryden
November 15, 2023	Strategic Planning Orientation	Virtual	Dryden
November 28, 2023	C of W	Virtual	Dryden
December 2-3, 2023	Strategic Planning Workshop	Dryden	Best Western Hotel
December 12, 2023	Regular	Virtual	Dryden
January 09, 2024	Regular	Virtual	Dryden
January 23, 2024	C of W	Virtual	Dryden
February 13, 2024	Regular	Virtual	Dryden
February 27, 2024	C of W	Virtual	Dryden
March 5, 2024	CANCELLED		
March 26, 2024	C of W	Virtual	Dryden
April 09, 2024	Regular	Beaver Brae	Kenora
April 23, 2024	C of W	Lillian Berg PS	Vermilion Bay
May 14, 2024	Regular	Lillian Berg PS	Vermilion Bay
May 28, 2024	C of W	Virtual	Kenora (TBC)
June 11, 2024	Regular	Ear Falls PS**	Ear Falls
June 25, 2024	C of W	Virtual	Kenora (TBC)
September 10, 2024	Regular	Ignace	Savant Lake
September 24, 2024	C of W	Virtual	Kenora (TBC)
October 08, 2024	Regular	Kenora Board Office	KEC
October 22, 2024	C of W	Virtual	Kenora (TBC)

## KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD

**REGULAR BOARD MEETING #3**

The minutes of the Regular Board Meeting of the Keewatin-Patricia District School Board Tuesday, January 9, 2024, held via virtual meeting.

Call to Order                      The meeting was called to order at 7:02 pm.

Land  
Acknowledgement

Roll Call	Denise Baxter	Norine Van Breda	Marilyn Duncalfe
	Roger Griffiths	Gerald Kleist	Teika Newton
	Rory McMillan	Dave Penney	Steve Poling
	Judi Green	David Cornish	

Absent with Regret              Demitrius Baker IST  
Reina Naumann ST

Absent without Regret        NIL

Officials	C. Radbourne	S. Pilipishen	S. Bailey
	S. Norlock	C. Moore	J. Marion
	R. Findlay	Exec Asst	

Also Present                      Media, Staff, and the Interested Public

Item 4                                Declaration of Conflict of Interest  
NONE

Item 5 & 6 - Agenda  
**Motion #54A-24**

Moved by: D. Baxter  
Seconded by: D. Cornish  
THAT the Agenda and Consent Agenda for the Regular Board Meeting of January 9, 2024, be received.

Carried

**Motion #54B-24**

Moved by: N. Van Breda  
Seconded by: S. Poling  
THAT the Agenda and Consent Agenda for the Regular Board Meeting of January 9, 2024, be approved.

Carried

Item 7

Students Come First – NIL

Item 8

Delegations/Presentations – NIL

Item 9 – Discussion  
9.01

**Motion #55-24**

Moved by: J. Green  
Seconded by: S. Poling  
THAT the Special Education Advisory Committee verbal report be received.

Carried

9.02

**Motion #56-24**

Moved by: D. Penney  
Seconded by: D. Baxter  
THAT the Memorandum of Settlement reached on December 20, 2023, between ETFO Occasional Teachers and Keewatin-Patricia District School Board, be ratified.

Carried

9.03

**Motion #57-24**

Moved by: G. Kleist  
Seconded by: T. Newton  
THAT the Memorandum of Settlement reached on December 5, 2023, between ETFO Keewatin-Patricia Designated Early Childhood Educators and Keewatin-Patricia District School Board, be ratified.

Carried





Consent Agenda				
January 9, 2024 Regular Board meeting				
Item #	Agenda Item #	Title	Recommendation ( if applicable)	Approved Y/N
1	6.02a	Confirmation of Minutes - November 14, 2023		Y
2	6.02b	Confirmation of Minutes - December 12, 2023		Y
3	6.02 F. iv.	Indigenous Education Advisory Committee report		Y



## 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.)**

## **2024 - 2025 Draft School Year Calendar**

### **Background**

The draft school year calendar is developed as per the guidelines outlined in Regulation 304, School Year Calendar, and Professional Activity Days.

The Regional School Year Calendar Committee, comprised of representatives from the Northwest Catholic District School Board, the Rainy River District School Board, Conseil scolaire de district Catholique des Aurores boréales, the Kenora Catholic District School Board and the Keewatin-Patricia District School Board, creates the draft school year calendar each year.

The draft calendar is based on the following requirements:

- Adherence to the Education Act;
- A balanced number of days in each semester;
- Shared bussing with coterminous Boards;
- Scheduling of co-curricular activities; and
- Feedback from the School Year Calendar Survey.

### **School Year Calendar Consultation**

As part of the standard practice for developing the school year calendar each year, the Regional School Year Calendar Committee provides an opportunity for individuals to fill out a survey to indicate their preference between two calendar options (both options meet the guidelines in Regulation 304). Prior to the public consultation, board representatives met several times to provide early input to the draft calendars' design, specifically looking at the start and end of the school year and the placement of winter break. There were also many discussions to determine the placement of Professional Development Days.

The public consultation data and feedback gathered helped the School Year Calendar Committee to establish the proposed 2024-2025 school year calendar. Across the five school boards, 4,260 respondents completed the survey, with 1,871 of respondents identifying as being from the Keewatin- Patricia District School Board.

There were two options for respondents to choose from:

Calendar Option 1: Students start school on Wednesday, August 28, 2024, with the last day of school on Friday, June 20, 2025.

Calendar Option 2: Students start school on Tuesday, September 3, 2024, with the last day of school on Wednesday, June 25, 2025.

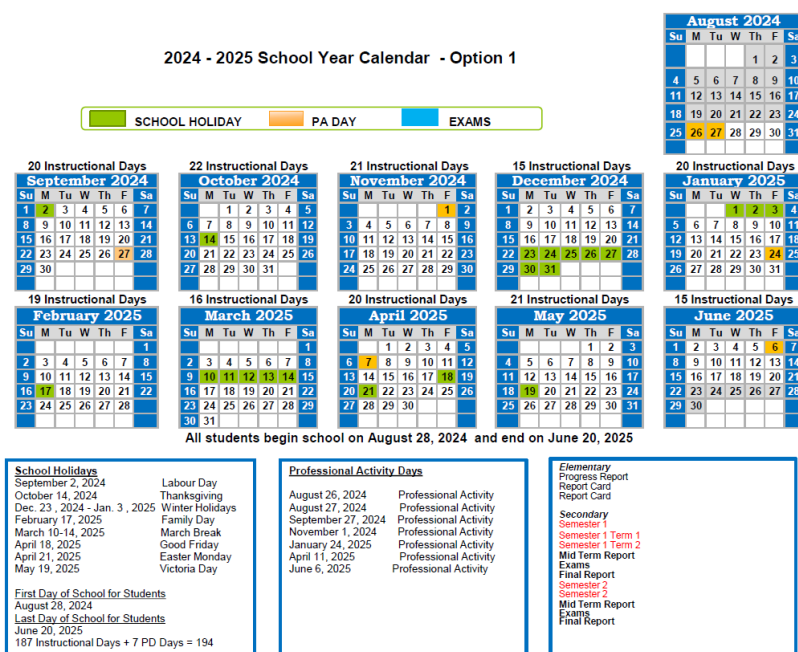
The survey results for the region indicated that Calendar Option 2 was the preferred option.

Calendar Option 1	45.1%
Calendar Option 2	54.9%

The survey results from the Keewatin Patricia District School Board respondents also indicated a preference for Calendar Option 2.

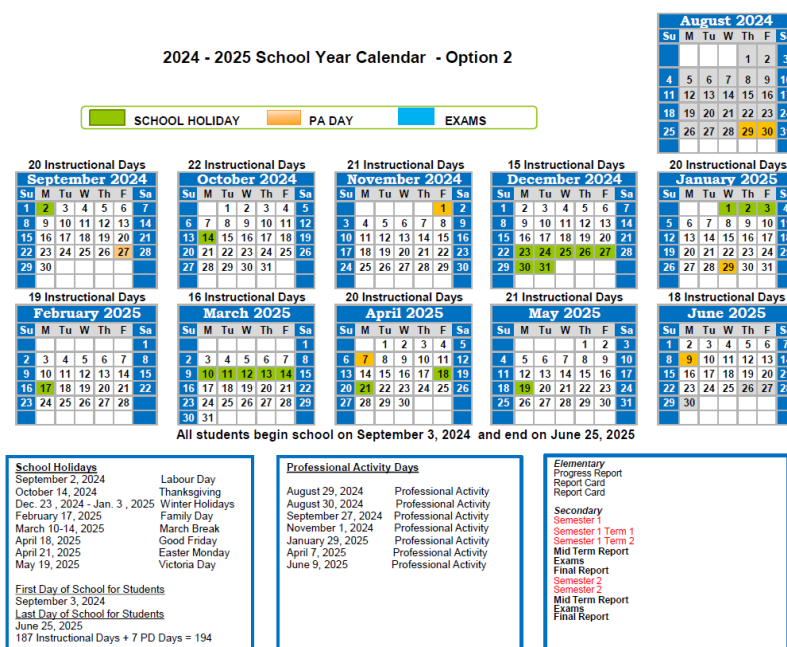
Calendar Option 1	41.1%
Calendar Option 2	58.9%

## Calendar Option 1



*The Keewatin-Patricia District School Board puts students first by creating a culture of learning.*

## Calendar Option 2



## Summary

If passed by the board, for next year, the first day of classes for students will be Tuesday, September 3, 2024, and the last day of school will be Wednesday, June 25, 2025. Christmas Break will take place from December 23, 2024 – January 3, 2025. The March Break will be from March 10 – 14, 2025.

As per Policy/Program Memorandum (PPM) No. 151, three of the seven Professional Activity Days (PA) must be defined as Provincial Priority Days and are distinct from the other four PA days in that the criteria and topics to be covered are devoted to provincial education priorities.

*The Keewatin-Patricia District School Board puts students first by creating a culture of learning.*

**Days on the Calendar**

PA Day	August 29, 2024
PA Day – Provincial Priority Day	August 30, 2024
PA Day – Provincial Priority Day	September 27, 2024
PA Day	November 1, 2024
Elementary - Report Card Day/Secondary PA Day	January 29, 2025
PA Day – Provincial Priority Day	April 7, 2025
Elementary - Report Card Day/Secondary PA Day	June 9, 2025

As a result of the regional preference, the calendar being recommended to all regional Boards of Trustees for the 2024 – 2025 school year is Option 2.

In accordance with the *Education Act* and *O. Regulation 304, School Year Calendar, Professional Activity Days*, administration must submit the school year calendar on or before the first day of March for the approval by the Minister of Education.

Respectfully submitted by:  
 Shannon Bailey  
 Superintendent of Education

*The Keewatin-Patricia District School Board puts students first by creating a culture of learning.*

WWW.KPDSB.CA



## 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.)**





Keewatin  
Patricia

DISTRICT SCHOOL BOARD

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.

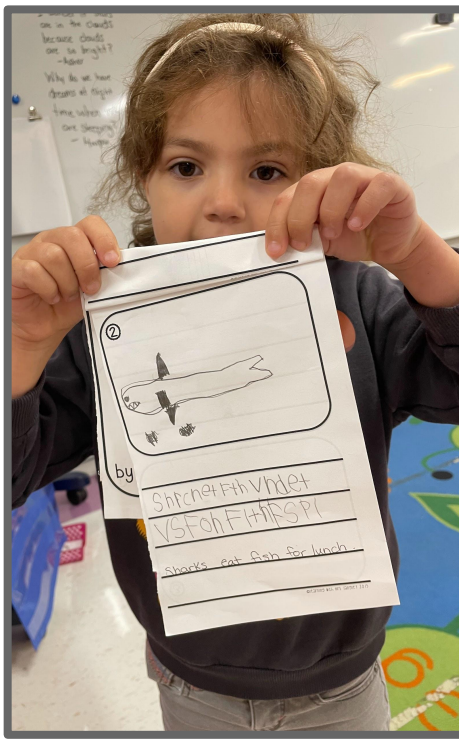


# Lifelong, Meaningful Learning in GLC Kindergarten

## Students Come First

Respectfully submitted by,  
Michelle Parrish, GLC Principal  
KPDSB Board Meeting  
February 13, 2024

# Student Achievement in Literacy and Numeracy



[WWW.KPDSB.ON.CA](http://WWW.KPDSB.ON.CA)

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.



# Supporting Students as Learners in Kindergarten



[WWW.KPDSB.ON.CA](http://WWW.KPDSB.ON.CA)

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.



# Supporting Students as Learners in Kindergarten



[WWW.KPDSB.ON.CA](http://WWW.KPDSB.ON.CA)

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.



# Supporting Students as Learners in Kindergarten



[WWW.KPDSB.ON.CA](http://WWW.KPDSB.ON.CA)

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.



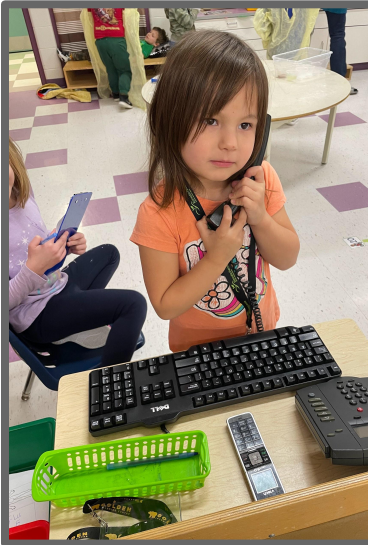


[WWW.KPDSB.ON.CA](http://WWW.KPDSB.ON.CA)

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.



# Starting Pathways in the Early Years



[WWW.KPDSB.ON.CA](http://WWW.KPDSB.ON.CA)

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.





Keewatin  
Patricia

DISTRICT SCHOOL BOARD

The Keewatin-Patricia District School Board puts students first by creating a culture of learning.



## 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

- Data analysis w/ Senior Team including review and design modification to KPDSB Data Dashboard; AI component consultation underway
- School Student Achievement Planning sessions – Senior Team/ P/VPs
- Developing Inclusive Engagement strategy – hiring of Engagement Lead
- Elementary P/VPs – SAP Priorities/ Data Informed SMART goal development/ MAAP – support, planning, implementation

## SAFE AND SUPPORTIVE SCHOOLS

- Safe Schools capital investments progressing – updated cameras, swipe card systems;
- Draft Communication Protocol between 4 regional Boards and OPP near completion/ Response Protocols collaborative meetings
- Youth Wellness Center – Dryden – ongoing discussions w/ Partners
- Hanna Beach (author, educator, and emotional health consultant) engaged to work with KPDSB staff on Tier 1 engagement;

## LEADERSHIP

- KPDSB Long Term Accommodation Plan Senior Team Workshop w/ LIFT Consultants - ongoing

- Strategic Plan Consultation and Communication Plan developed and implemented – Consultation period January 8 – February 29 (Students, Staff, Families, Caregivers, Community Partners)
- Lakehead University – Gichi Kendaasiwin Meetings: Vice-President External Relations; Vice Provost, Indigenous Initiatives, President
- Senior Team Professional Development Session: Supervising Principals for Instructional Leadership w/ Trillium Lakelands, Vancouver School District, Okanagan School District senior teams - Ongoing
- Union Presidents/ Director's Council meetings
- Attend regular Student Trustee/ Student Rep meetings
- Attend Kenora District Municipal Association Conference 2024 – February 8
- Contract Negotiations - ongoing

## TRUTH AND RECONCILIATION

- Mental Health Champions Session w/ Dr. Niigaan Sinclair – January 18
- Wauzhushk Onigum Nation (WON) meetings re: Jordan's Principle Funding/Introduction to Chief Skead and staff
- GC Treaty #3 Education Director meets
- IEAC Meeting Face to Face Sioux Mountain Public School February 7- Board Action Plan Community Input Session

## OTHER UPDATES

- Facilities Restructuring underway – current hiring of two SQS Area Supervisors; Data Officer
- Attendance Management Training (Staff) – Attend multiple interest holder training sessions in preparation for 're-start'
- CODE/COSBO Conference 2024 – January 23-25/ OPSBA Public Education Symposium Jan 25 – 27
- School Staff Meeting Visits Resumed: Beaver Brae Secondary, Dryden High School; Upcoming- Lillian Berg, Red Lake High School, Ignace, Valleyview, Sioux Mountain