



February 8, 2022

# Regular Board Meeting Package

**VIRTUAL MEETING**

## KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD

**REGULAR BOARD MEETING # 3**

Tuesday, February 8, 2022 Time: 7:00 pm CST	Virtual Meeting (Google Link for internal use only)
<b>AGENDA</b>	

1. Call to Order Chair
2. Roll Call Exec Asst
- Observers may participate by submitting questions regarding the agenda items presented at the meeting this evening to the following email address 'questions@kpdsb.ca'. Questions will be responded to under the agenda item, Observer Comments. Chair
3. Approval of Agenda for February 8, 2022 Chair
4. Declaration of Conflict of Interest Chair
5. Business Arising from Committee of the Whole
  - 5.01 - #613 Policy – Board, Lodging, and Transportation Assistance R. Findlay
  - 5.02 - #614 Policy– Fees for Learning Materials and Activities R. Findlay
6. Confirmation of Minutes Chair
  - 6.01 – Regular Board Meeting January 11, 2022 Chair
7. Presentations/Delegations Chair
8. Presentation of Reports and Accompanying Motions Chair
  - 8.01 Education
    - A. Students Come First – SMPS Legacy School Project – Mercer C. Moore
    - B. 2022-2023 School Year Calendar S. Bailey
    - C. Mental Health C. Moore
  - 8.02 Executive Committee Report M. Shakakeesic
    - A. Student Trustees' Reports / M. Gallagher
    - B. KPDSB Leadership Update S. Bailey
  - 8.03 Finance / Audit – NIL
  - 8.04 Human Resources – NIL
  - 8.05 Operations – NIL
  - 8.06 Committee Updates
    - A. Early Years Advisory Committee S. Bailey
    - B. Audit and Finance Committee - NIL
    - C. Indigenous Education Advisory Committee SL. Pharand

D. Ontario Public School Boards' Association  
E. Parent Involvement Committee  
F. Special Education Advisory Committee  
G. Supervised Alternative Learning - NIL

G. Kleist  
J. Lower  
C. Moore

9. Correspondence
10. New Business and Notices of Motion
11. Observer Comments
12. Next Meeting Date: March 8, 2022 Chair
13. Adjournment Chair

*Δ indicates an attachment included in the meeting package*



Policy Section: **Business & Administrative Matters**

Policy Name: **Board, Lodging, and Transportation Assistance**

**600**

**Draft for  
BOARD Feb  
22, 2022  
613**

## **Policy Statement**

It is the policy of the Keewatin-Patricia District School Board (**KPDSB**) to reimburse parents or guardians **the cost of providing board, lodging, and transportation** of **eligible pupils**, subject to the availability of funding **by the KPDSB**.

## **Rationale**

Section 190 of the Education Act authorizes district school boards to reimburse parents or guardians for the cost of providing board, lodging, and transportation for **pupils who reside in a territorial district that is twenty-four (24) kilometers or more by road or rail from a secondary school, or who reside in a municipality that is not in a territorial district that is forty-eight (48) kilometers or more by road or rail from a secondary school and do not have daily transportation to a secondary school that the pupil is eligible to attend.** ~~pupils where daily transportation from the parent/guardian's residence is impractical due to distance or terrain.~~

## **Guidelines**

1. Eligibility – Eligible pupils for board, lodging, and transportation are as defined in **the** Education Act, Section 190, Subsections 8 to 13. The following additional eligibility requirements are established:
  - a) Assistance will be provided only to pupils attending schools operated by the ~~Keewatin-Patricia District School Board (KPDSB)~~.
  - b) Pupils of the Board will be eligible for assistance. Other pupils whose parent/guardian resides on a First Nation will not be eligible for assistance, as they are the responsibility of the First Nation.
  - c) The residence of the parent/guardian must be located **in a territorial district that is twenty-four (24) kilometers or more by road or rail from the secondary school or in a municipality that is not in a territorial district that is forty-eight (48) kilometers or more by road or rail from the secondary school.** ~~at least 48 km by road from the nearest school operated by the Board and~~ must be located at least **twenty-four or forty-eight (24 or 48) km**

Cross References  
Education Act, Section 190  
Policy  
606, Transportation

Date Approved: 11/01/2011  
Date Reviewed: 08/05/2012  
Date Revised: 10/05/2016; **25/01/2022**

Review By: ~~2020~~ **2026**

*kilometers respectively* by road from the nearest school bus stop offering service to the nearest school.

- d) Students who require board and lodging because of the temporary absence of a parent or guardian, or because of temporary change of the parent or guardian's residence are not eligible for assistance.
  - e) In order to be eligible for assistance in respect of any school year, students must be under twenty-one (21) years of age as of December 31 of the school year.
2. Approval – The Director of Education, or Designate, shall review all requests for board, lodging, and transportation assistance and shall determine which requests will be approved.
3. Attendance – Assistance payments shall be dependent on satisfactory attendance at school as certified by the school Principal **each month**.
4. Board, Lodging, and Transportation Arrangements – The parent/guardian shall be responsible for arranging ~~and paying for~~ the board, lodging, and transportation of the pupil. KPDSB will assist the parent/guardian if they are not able to make arrangements on their own. ~~KPDSB assumes no responsibility to make such arrangements.~~
5. Payments – Payments will be based on ~~the lesser of the parent/guardian's actual cost and the maximum~~ monthly board, lodging, and transportation allowances as set out in this policy. Payments will be made ~~directly~~ to the ~~parent/guardian~~ providers of board, lodging, and transportation and not to the ~~providers of board, lodging, and transportation~~ parent/guardian. **Payments will be made at the end of each month providing satisfactory attendance has been approved by the school Principal.**
6. Allowances – ~~The maximum~~ Monthly allowances for eligible pupils are as set out below:  
~~Effective September 1, 2019~~
- a) Board & Lodging: \$550.00 per month;
  - b) Transportation: \$100.00 per month.



Policy Section: **Business and Administrative Measures**

Policy Name: **Fees for Learning Materials And Activities**

**600**

**Draft for BOARD  
Feb 22, 2022**

**614**

## **Policy Statement**

It is the policy of the Keewatin-Patricia District School Board (**KPDSB**) that qualified resident pupils attending the Board's schools shall not be required to pay any fees in respect of their participation in day school programs. However, where schools choose to offer optional enhancements or learning materials beyond the core curriculum, fees may be appropriate. Where fees are appropriate, they should be minimized as much as possible, with the goal of supporting student participation in programs and activities regardless of individual economic circumstances.

## **Rationale**

The Education Act, R.S.O. 1990 provides that every qualified resident pupil has the right to attend a school without the payment of a fee. Funding for the costs of materials and activities for elementary and secondary education is provided to school boards by the Ministry of Education and should be reflected in school board operating budgets. When schools or school boards choose with the support of the school community to offer enhanced or optional programming, parents/**guardians** may be asked to contribute resources in the way of time, money, or materials to support these programs or activities.

## **Guidelines**

1. The Director of Education, or Designate, is responsible for establishing procedures to ensure that fees for learning materials and activities at the Board's schools are determined and administered in accordance with this policy.
2. ***Students must be able to participate in school activities and access resources regardless of personal financial barriers.***
3. ***Fees charged for school purposes are to complement, and not replace, public funding for education.***
4. ***All reasonable expectations for privacy of students and parents/guardians will be respected during the student fee collection process, and those who may be experiencing financial difficulty will be managed in a discreet manner.***

Cross References

Education Act, R.S.O. 1990

**Ministry of Education Guideline: Fees for Learning Materials and Activities**

**Procedure**

**614, Fees for Learning Materials and Activities**

Date Adopted: 10/01/2012

Dates Reviewed: 14/05/2013; 10/05/2016

**Date Revised: 25/01/2022**

Review By: ~~2020~~ **2026**

5. Fees should reflect the actual cost of the service or materials being provided to the student, ***and in all possible cases, should be modest and within certain limits.*** There should be no material profit element or subsidy in the fees that are charged to students. Funds for assisting students with financial hardships should come from general fundraising or the school's budget.
6. ***Successful completion of a required grade or course leading to graduation cannot be dependent on the payment of any course fee.***
7. Members of the school community should be consulted in the development of a school's fee schedule (i.e., through School Council, etc.) and made aware of the use of student fees.
8. Fee schedules should include an itemized list of fees that states the rationale and purpose of each fee, and information about the process to confidentially address financial hardship.
9. ***Financial reports will be maintained and made available to the school community.***
10. ~~Fees are permissible for an activity, material, course or program if it is:~~
  - ~~a. Not required as part of the regular day school program;~~
  - ~~b. Voluntary, and alternatives are offered;~~
  - ~~c. Non-essential or extracurricular in nature and is not required for graduation by an individual student; or~~
  - ~~d. A voluntary upgrade or substitute of a more costly material to the material provided for course purposes.~~
11. ~~Examples of activities, programs, or materials that are ineligible for fee charges include, but are not limited to:~~
  - ~~e. A registration or administration fee for students enrolled in any regular day school program;~~
  - ~~f. A textbook fee or deposit;~~
  - ~~g. Learning materials that are required for completion of the curriculum such as workbooks, cahiers, musical instruments, science supplies, lab material kits and safety goggles;~~
  - ~~h. Fees charged for the creation of discretionary accounts by teachers or departments;~~
  - ~~i. Mandatory flat fees for any course leading to graduation other than optional programming;~~
  - ~~j. A fee for a guest speaker, visiting teacher, or in-class field trip or presentation where the material being presented is a mandatory element of the subject or course;~~

- ~~k. Items that are funded through the allocated budget of the school board including, but not limited to learning materials necessary to meet learning expectations such as computers, workbooks, textbooks, staff development and training costs; or~~
  - ~~l. Learning materials that are required to meet the learning expectations of the course, but are consumed by the pupil and cannot be used again by another student in the next semester, e.g. a chemical used in a chemistry experiment.~~
12. ~~Examples of activities, programs, or materials that are eligible for fee charges include, but are not limited to:~~
- ~~m. Extracurricular trips, events or activities that are extensions to the curriculum and not required for graduation (e.g. dances, school clubs, theme days, athletics, drama, student council activities);~~
  - ~~n. Extended student trips or excursions that are not necessary to meet the learning expectations of a particular grade or course (e.g. trips abroad);~~
  - ~~o. Optional art or music supplies or higher quality woodworking, design or technology materials that students choose to use for course completion, as long as the required materials are available at no cost;~~
  - ~~p. Optional programming such as International Baccalaureate and Advanced Placement courses;~~
  - ~~q. Student activity fees (e.g. student council fees);~~
  - ~~r. Co-curricular activities, special events, program enhancements or field trips (e.g. for costs of participation, rental of equipment or travel), if alternative programming and assignments are offered to students who choose not to participate; or~~
  - ~~s. Student agendas and yearbooks.~~



## KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD

**REGULAR BOARD MEETING #2**

**The minutes of the Regular Board Meeting of the Keewatin-Patricia District School Board Tuesday, January 11, 2022, held via virtual meeting.**

Call to Order	The meeting was called to order at 7:01 pm.		
Roll Call	E. Bortlis B. Gauthier D. Head C. Marcino M. Gallagher, ST	D. Cornish R. O'Donohue J. Kitowski M. Shakakeesic, IST	M. Duncalfe M. Guitard G. Kleist
Absent with Regret	R. Griffiths		
Absent without Regret			
Officials	SL. Pharand J. Lower Exec Assistant	R. Findlay C. Moore	S. Bailey S. Pilipishen
Also Present	Media, Staff, and the Interested Public		
Item 3 - Agenda	Moved by: Gerald Kleist Seconded by: Michelle Guitard		
<b>Motion 35-22</b>	THAT the agenda for the Regular Board Meeting of January 11, 2022, be approved.		
	Defeated _____ Carried <u>  X  </u>		
Conflict of Interest	Declaration of conflict of interest regarding proceedings on agenda – NONE		
Item 6 - Minutes	Moved by: Gerald Kleist Seconded by: Barbara Gauthier		
<b>Motion 36-22</b>	THAT the minutes of December 14, 2021, Inaugural Board Meeting, having been duly circulated, be confirmed with amendments.		
	Defeated _____ Carried <u>  X  </u>		

Item 7 - Awards

Moved by: Jennifer Kitowski

Seconded by: Darrin Head

**Motion 37-22**

THAT the presentation of Prime Minister Awards, awarded to Cheri Grandbois and Michelle Parrish, by MP Eric Melillo, be received.

Defeated \_\_\_\_\_ Carried  X

Students Come First

Sioux Narrows Public School  
‘Culturally Relevant Outdoor Learning’ presented by  
T. Fisher-Tittlemier (SERT/Prep Teacher), J. Johnston  
(Kindergarten Teacher), and their Kindergarten Class.

Item 8.01A - SCF

Moved by: Eric Bortlis

Seconded by: Darrin Head

**Motion 38-22**

THAT the Students Come First Presentation be received.

Defeated \_\_\_\_\_ Carried  X

Item 8.01B - Math

Moved by: Robert O’Donohue

Seconded by: Barbara Gauthier

**Motion 39-22**

THAT the Math – Kindergarten to Grade 9 report be received.

Defeated \_\_\_\_\_ Carried  X

Item 8.01C – Strat Plan

Moved by: David Cornish

Seconded by: Gerald Kleist

**Motion 40-22**

THAT the Strategic Plan Update be received.

Defeated \_\_\_\_\_ Carried  X

Item 8.01D – NBE3U

Moved by: Marilyn Duncalfe

Seconded by: Jennifer Kitowski

**Motion 41-22**

THAT Understanding Contemporary First Nations, Métis, and Inuit Voices Course (Code: NBE3U) report be received.

Defeated \_\_\_\_\_ Carried  X

Item 8.02A – S. Trustee

Moved by: Robert O’Donohue

Seconded by: Marilyn Duncalfe

**Motion 42-22**

THAT the Student Trustees’ verbal reports be received.

Defeated \_\_\_\_\_ Carried  X

Item 8.02B – Schedule	Moved by: Michelle Guitard Seconded by: David Cornish <b>Motion 43-22</b> THAT the 2022 Board and COTW Meeting Schedule, be received.
	Defeated _____ Carried <u> X </u>
Item 8.02B – Schedule	Moved by: Eric Bortlis Seconded by: Darrin Head <b>Motion 44-22</b> THAT the 2022 Board and COTW Meeting Schedule, be approved.
	Defeated _____ Carried <u> X </u>
Item 8.06A - EYAC	No Motion, should have been indicated as a NIL on Agenda.
Item 8.06B – Audit/Finance	Moved by: Marilyn Duncalfe Seconded by: Robert O'Donohue <b>Motion 45-22</b> THAT the Audit and Finance Committee report be received.
	Defeated _____ Carried <u> X </u>
Item 8.06B – Audit/Finance	Moved by: Darrin Head Seconded by: Barbara Gauthier <b>Motion 46-22</b> THAT the Audit and Finance Committee report be approved.
	Defeated _____ Carried <u> X </u>
Item 8.06D - OPSBA	Moved by: David Cornish Seconded by: Jennifer Kitowski <b>Motion 47-22</b> THAT the Ontario Public School Boards' Association update be received.
	Defeated _____ Carried <u> X </u>
Item 8.06F - SEAC	Moved by: Eric Bortlis Seconded by: Marilyn Duncalfe <b>Motion 48-22</b> THAT the Special Education Advisory Committee update be received.
	Defeated _____ Carried <u> X </u>
Correspondence	NONE
New Business and Notice of Motions	NONE

KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD  
REGULAR BOARD MEETING  
JANUARY 11, 2022

Observer Comments      Observers may participate by submitting questions regarding the agenda items presented at the meeting this evening, to the following email address 'questions@kpdsb.ca'. Questions will be responded to under the agenda item, Observer Comments.

Next Meeting Date      Tuesday, February 8, 2022.

Item 13 - Adjournment      Moved by: Michelle Guitard  
Seconded by: Eric Bortlis

**Motion 49-22**      THAT the meeting adjourn at 8:31 pm and resume COTW - IC session.

Defeated \_\_\_\_\_ Carried  X .

## **2022 – 2023 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). This year, the survey for students, families, staff and community members closed on Friday, January 21, 2022.

The data and feedback gathered helped the School Year Calendar Committee to establish the proposed 2022-2023 school year calendar. Across the five school boards, 3,392 respondents completed the survey, with 1,315 of respondents identifying as being from the Keewatin Patricia District School Board. Of the Keewatin Patricia School Board survey participants, 50 respondents were students, 871 respondents were parents/guardians, 354 respondents were staff members, and 40 respondents were community members/other.

There were two options for respondents to choose from:

- Option 1 saw the first day of the school year beginning August 30, with students starting on August 31<sup>st</sup>, 2022, and ending on June 27, 2023.
- Option 2 saw the school year beginning on September 1, 2022, with students starting on September 6 and ending on June 30, 2023.

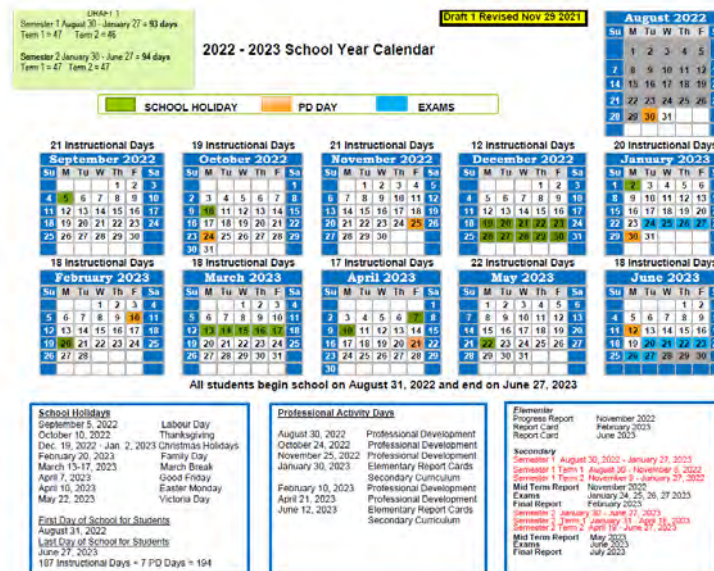
The survey results for the region indicated that Calendar Option 2 was the preferred option.

Calendar Choice A	42.31%
Calendar Choice B	53.42%
No Preference	4.27%

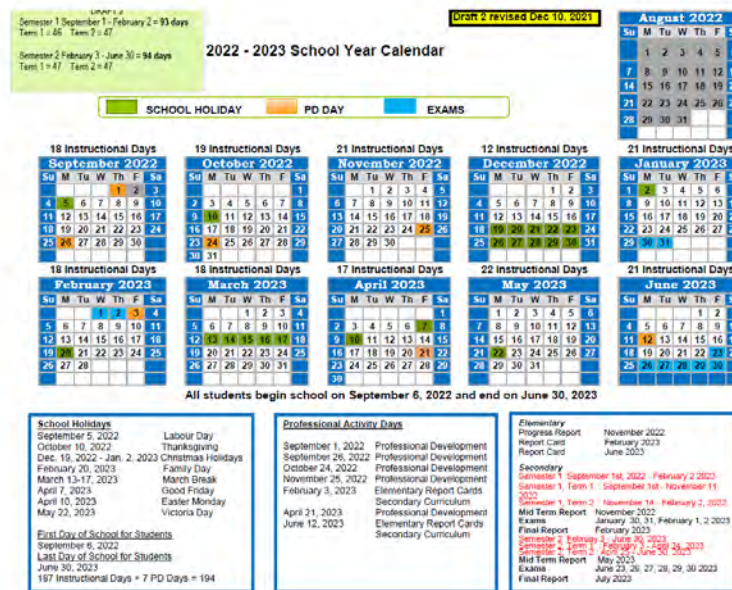
The survey results from the Keewatin Patricia District School Board respondents also indicated a preference for Calendar Option 2.

Calendar Option 1	38.40%
Calendar Option 2	56.40%
No Preference	5.20 %

## Calendar Option 1



## Calendar Option 2



## Summary

If passed by the board, for next year, the first day of classes for students will be September 6 and the last day of classes for elementary students will be June 30. Christmas Break will take place from December 19, 2022, to January 2, 2023. The March Break will be from March 13 to 17, 2023.

As per Policy/Program Memorandum (PPM) No. 151, three of the seven Professional Activity Days 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.

## Days on the Calendar

PA Day	September 1, 2022
PA Day – Provincial Priority Day	September 26, 2022
PA Day – Provincial Priority Day	October 24, 2022
PA Day	November 25, 2022
Elementary - Report Card Day/Secondary - School Based PD	February 3, 2023
PA Day – Provincial Priority Day	April 21, 2023
Elementary - Report Card Day/Secondary - School Based PD	June 12, 2023

Since the start of COVID-19, School Boards have begun the school year with a series of PA days. The hope for the 2022-2023 school year is to return to the scheduling of PA days previously seen with only one PA day occurring on September 1. September 2 is now designated as a Board-designated holiday, as the Committee tried to avoid having the proposed school year extend into July.

The Committee thanks all participants for their feedback as this information will also be helpful when beginning the process next year.

As this is a proposed modified school year calendar, the Board must submit the calendar on or before the first day of March for approval by the Minister of Education. This is in accordance with the *Education Act* and *O. Regulation 304, School Year Calendar, Professional Activity Days*.

*Respectfully submitted by:*  
*Shannon Bailey*  
*Superintendent of Education*



## **Report of Student Trustee Gallagher**

### **Goal**

To get more students to join in different types of sports, and to get more clubs going for students.

### **Achieving that Goal**

Flyers have been made and circulated to encourage court sports, due to these there has been increased participation in volleyball and hockey.

Discussions regarding utilizing the library over lunchtime to accommodate some more clubs. A survey has been created to determine what kind of clubs students would be interested in. (see attached)

### **Next Steps**

Distribute and compile results from the created survey, with the assistance of Ms. Vachon.

Determine what interests there are for clubs and get those started.

Work with Ms. Lower to create a video for grade 8s who may have questions about moving on to High School.

*Respectfully submitted by:*  
*Mason Gallagher*  
*Student Trustee*

# School Survey

 **danica.farion@k12.kpdsb.ca** (not shared) [Switch account](#)



**\* Required**

What grade are you in? \*

- ☐ Grade 9
- ☐ Grade 10
- ☐ Grade 11
- ☐ Grade 12
- ☐ Grade 12+

How do you find out about all school events/clubs? \*

- ☐ The TV's in the School
- ☐ Social Media
- ☐ Through Friends
- ☐ School Website
- ☐ Posters Around The School
- ☐ Teachers
- ☐ Morning Announcements
- ☐ Other:



Do you know of any clubs that exist right now? \*

- ☐ Yes
- ☐ No
- ☐ Maybe

If you had the choice to participate in a club, what would it be? \*

- ☐ Chess Club
- ☐ Art Club
- ☐ Anime Club
- ☐ Other:

Do you participate in any clubs right now? \*

- ☐ Yes
- ☐ No

Would you participate in a club if there were more options? \*

- ☐ Yes
- ☐ No



What would you like to see running at RLDHS? \*

Your answer

Submit

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Google Forms





## BAORD Meeting

February 8, 2022

### **Report of Student Trustee Shakakeesic**

Hello everyone! My name is Mackenzie and I just want to take a couple of minutes to speak.

I have been really busy with school. Last quad was very busy for me. I was doing an ICL course which is a credit recovery and it's also an independent study learning workbook type of thing. I was studying Canadian history. But I wanted to talk about my plan for the presentation I am working on. I haven't really been able to focus on the plan that was put into place because of being so busy with school but I am really hoping to get it done and get my interviews going soon. Mr. Gardner will help me set up the interviews with elders.

That is all, thank you!

*Respectfully submitted by:  
Mackenzie Shakakeesic  
Student Trustee*



## BAORD Meeting

February 8, 2022

### **Report of Student Trustee Shakakeesic**

I have been really busy with school. Last quad was very busy for me. I was doing an ICL course which is a credit recovery and it's also an independent study learning workbook. I was studying Canadian history.

I haven't really been able to focus on the plan for the presentation on residential schools because of being so busy with school but I am really hoping to get it done and get my interviews going soon. Mr. Gardner will help me set up the interviews with elders and my next step is to prepare the questions I will ask them.

Thank you!

*Respectfully submitted by:*  
*Mackenzie Shakakeesic*  
*Student Trustee*

## **KPDSB Leadership Development**

### **KPDSB Leadership Framework & Portal**

During the 2018 – 2019 school year, a committee was struck to create a leadership framework that could act as a resource and a practical guide for the leadership skills and qualities for all staff in the Keewatin-Patricia District School Board. The Committee was made up of representatives from a variety of roles, academic and non-academic, throughout the various areas of the board. The goals of the framework were to:

- facilitate a shared vision of leadership within our schools and board;
- promote a common understanding of what it means to be a leader in the KPDSB;
- identify the practices, actions, and personal resources that describe leadership;
- provide a framework for self-reflection and personal goal setting;
- be inclusive to all staff in the KPDSB;
- support student well-being and achievement;
- guide personal and professional learning for ALL staff, including school, central and system leaders; and
- aid in recruitment, development, retention, and promotion of staff.

The KPDSB Leadership Framework was prepared to roll out during the 2019 – 2020 school year, at which time we had a change of Director, and therefore was put on pause to ensure that it would align with the direction and philosophy of the KPDSB as we moved forward under new leadership. With minor changes, the framework was introduced through school and central administrators in November of 2021, with plans to share with Managers and departments over the next few weeks. The KPDSB Leadership Framework is located in a leadership portal [www.leadershipatkp.ca](http://www.leadershipatkp.ca).

The leadershipatkp.ca portal provides a place to house the Leadership Framework, presents it as a self-assessment tool, offers a spot for staff to identify their leadership aspirations as well as will be the home to professional development resources in the future.

**Vice-Principal and Principal Hiring Pool**

In the fall of 2019, educators across the system applied to be considered for the KPDSB Vice-Principal Pool. In December 2021, in anticipation of open administrator positions and to help with succession planning, the Vice-Principal Pool advertised for new applicants. Last month, nineteen (19) staff across the system were interviewed to be considered for being placed into the Vice-Principal Pool. After reference checks and a recommendation meeting, new candidates will be added to the pool.

While educators are in the Vice-Principal Pool, they take part in learning sessions to help prepare them for the role of administrator. They range in topics such as special education, operations, instructional leadership, Indigenous education, and more.

Vice-Principals across the system also had the opportunity in December to apply to the KPDSB Principal Pool. It is from this pool that Vice-Principals can be placed into the role of Principal. Interviews will take place at the beginning of March.

**KPDSB LEAD Program**

KPDSB LEAD is a Leadership Development Program open to all permanent KPDSB Staff who are interested in seeking professional learning and leadership development. KPDSB LEAD assists participants to become certified for future leadership roles with KPDSB, although program participants are not obligated to seek leadership roles within the Board.

With this program, funding is available to support courses that align with the Board Strategic Plan, Board Improvement and Equity Plan, and School Improvement Plans. This year, participants can access up to a maximum of \$350 to access approved professional learning opportunities.

As well as funding, KPDSB LEAD will provide learning sessions over the course of the year that participants will attend as a group. These sessions will be specifically designed to meet the needs of future leaders at KPDSB.



**Next Steps:**

- Data will be collected to determine the effectiveness, accessibility, and quality of the KPDSB leadership development opportunities and supports.
- Mentoring opportunities for new administrators.
- Librarian learning sessions.
- Shadow opportunities for Vice-Principal pool participants.
- Equity and bias training for all current and future leaders.
- Cultural competency training for all current and future leaders.

*Respectfully submitted by:*

*Shannon Bailey*

*SUPERINTENDENT OF EDUCATION*