



MINUTES

Present: Board Chair G. Anderson, Board Vice-Chair T. Waldschmidt, R. Collver, D. Dean, A. Felsky, J. Harris, J. Richardson, K. Sandy, C.A. Sloat, D. Sowers, J. Hsiao (Student Trustee), L. Kelly (Student Trustee)

Administration: Director - B. Blancher; Superintendents – D. Abbey, W. Baker, L. De Vos, D. Martins, S. Sincerbox, L. Thompson, R. Wyszynski; Recording Secretary – L. Howells

Regrets:

Trustees: B. Doyle
Administration: Nil

A – 1 Opening

(a) Roll Call

The meeting was called to order by Chair, G. Anderson at 6:30 p.m. for the purpose of conducting the Open Session.

(b) Declaration of Conflict of Interest

Nil

(c) In Camera Session

Moved by: J. Richardson

Seconded by: D. Sowers

THAT the Board move into In Camera Session to discuss personnel, legal and property matters at 6:30 p.m.

Carried

(d) Welcome to Open Session

The Public Session meeting was called to order by Chair, G. Anderson at 7:15 p.m.

(e) Memorials

Nil



(f) **Agenda Additions/Deletions/Approval**

Presented as printed. G. Anderson noted that D-1 Director's Report will become C-1 and C-1 Business Arising will be D-1.

Moved by: D. Sowers

Seconded by: J. Richardson

THAT the Agenda be approved, as amended.

Carried

(g) **In Camera Report**

Moved by: D. Dean

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board approve the recommendation to add to the Replacement/Casual Principal and Vice-Principal List, effectively immediately.

Carried

Moved by: D. Sowers

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board approve the Term Appointment for Principal Leader of Elementary Program from September 1, 2018 to June 30, 2021.

Carried

Moved by: C.A. Sloat

Seconded by: K. Sandy

THAT the Grand Erie District School Board approve item C-1-g

Carried

(h) **Presentations**

Nil

(i) **Delegation**

Nil



B – 1 Approval of Minutes

(a) Regular Board Meeting – February 26, 2018

Presented as printed.

Moved by: D. Sowers

Seconded by: J. Harris

THAT the Minutes of the Regular Board Meeting, held February 26, 2018 be approved.

Carried

(b) Committee of the Whole Board – March 5, 2018

Presented as printed.

Moved by: K. Sandy

Seconded by: D. Dean

THAT the Minutes of the Committee of the Whole Board Meeting, held March 5, 2018, be approved.

Carried

(c) Special Board Meeting – March 5, 2018

Presented as printed.

Moved by: J. Richardson

Seconded by: C.A. Sloat

THAT the Minutes of the Special Board Meeting, held March 5, 2018, be approved.

Carried

C – 1 Director's Report

Director's highlights:

- B. Blancher asked L. Thompson to introduce the visitors. L. Thompson invited A. Cole, Vice Principal and teachers, A. Hammond, A. Hughes and A. Loyens from Graham Bell-Victoria Public School to the table to provide Trustees with an overview on the Parent Engagement in Math pilot project.
 - A. Cole informed Trustees that Graham Bell-Victoria PS was selected as one of six schools in Ontario to be part of Queen's University research topic on how to increase parent engagement in math which is a two-year project and will receive \$5,000 funding each year to support this work. A. Cole noted



Regular Board Meeting

March 26, 2018

Education Centre, Board Room

that Graham Bell is planning on running several events over several months. To date, one event has occurred and the school will be holding another event this week.

- R. Collver asked if the funding is coming from Ministry or Queen's and how does Queen's support this initiative? A. Cole responded the funding is from both and Queen's does the research and prepares the handout material and resources
 - R. Collver asked how do you measure the engagement? A. Cole responded that the long term goal is improved EQAO test results. Queen's is creating a website connected to this initiative.
 - C.A. Sloat noted that she has always found Graham Bell-Victoria opening and welcoming, the whole of idea of math has changed which terrifies parents and maybe they don't want to be embarrassed in front of their children. A. Cole responded that the focus of the upcoming event is for the Professor from Queen's University to reinforce the different ways of learning.
 - A. Felsky liked the approach and noted this is a meaningful project
 - R. Collver asked if students have shown enthusiasm with the parent engagement? A. Loyens responded that this has not been noticed yet.
 - B. Blancher added that this initiative has connections to the Community indicator of the Grand Erie Multi-Year Plan and that we need to monitor what we you are doing in this initiative and learn from the Graham Bell-Victoria experience
- B. Blancher shared with Trustees, the Brantford Expositor article on Student Trustee J. Hsaio as a Vimy Pilgrimage Award winner.
 - Workplace Violence in School Boards – A Guide to the Law – On March 9th, the Ministry of Labour posted the Workplace Violence in Schools Boards: A Guide to the Law on their website. Trustee Sloat sent information out from OPSBA to all Trustees which included a link to the guide. Exec Council has done a quick review of the guide and we are reviewing Policy HR8 – Workplace Violence to ensure alignment with the guide and we will proceed from there. The Ministry is also moving forward to require all school boards implement a common online reporting tool for staff to report violent incidents beginning in the 2018-19 school year with a goal to standardize the reporting and also to enhance data analysis to inform local decision-making. Guidance material will be disseminated in spring of 2018.
 - Identity-Based Data Collection – One of the action items in the recently released Education Equity Action Plan is a consistent approach to the collection and application of voluntarily provided student identity data. A critical step to ensuring equity and addressing system barriers is to gain a clearer understanding of who our students are and of their school experience. The Ministry put out a call for proposals for funding in the 2018-19 year to assist boards in preparation to advance this



important data gathering work. Grand Erie staff are currently working on a proposal for funding to support our preparation in this area and hopefully to get some assistance to review data collection tools from other boards who have already done this type of data collection, to consult with our communities and to prepare communication tools for families and ultimately to develop a Grand Erie data collection tool. Recently the Director participated in a teleconference with the Equity Secretariat to share our ideas and they have indicated we are on the right track. Superintendent Baker and his team, along with our System Research Leader are finalizing our proposal which is due this week.

- Ontario's Investment in Mental Health – released on March 21st a four-year investment of \$2.1 billion that will reframe the system to delivery more accessible and better integrated care. A Memo was sent to Directors from the Deputy Ministry outlining the impact on schools and Chair Anderson also shared with Trustees last Thursday some correspondence from the Minister of Education.
- Appointment to the 2018-19 Minister's Student Advisory Council – received an email on March 21, 2018 informing us that out of 400 applicants, Emily Yeo, a Grade 11 student at Simcoe Composite School was selected from our school board. Council member will serve for a one (1) year term, commencing May 2018.
- B. Blancher asked L. De Vos to provide Trustees with an update on Camp SAIL 2018
 - L. De Vos noted that her team is beginning the planning stages and Grand Erie will have 14 classes again this year – CODE had made a number of changes and the team will be attending a meeting in Kitchener on April 16 to understand these changes and will finalize our sites shortly.
- April 2 is Autism Awareness Day
- Schools will be closed for Good Friday and Easter Monday.

C.A. Sloat noted on the data collection we have procedure for Self Identification for Indigenous students, how to you see this working? B. Blancher responded we would envision a procedure around identify-based surveys but have not determined if this is the way to go; at this time, we are looking at the actual survey development and implementation.

R. Collver commented on the data collection noting that the Board needs to be better informed, this will be hot ticket item and certainly wants to get a report before anything goes live.

Moved by: D. Sowers

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board receive the Director's Report of March 26, 2018 as information.

Carried



D – 1 Business Arising from Minutes and/or Previous Meetings

(a) 2017-18 Grand Erie’s Student Achievement Plan: Success for Every Student Mid-Year Review

L. De Vos referred to the Grand Erie’s Student Achievement Plan: Success for Every Student Mid-Year Update report noting this is a living document and reviewed the background, additional information and the four key objectives of the Renewed Math Strategy.

L. De Vos proceeded to provide an overview of the Elementary Program section which consisted of:

- Renewed Math Strategy School Support
- Renewed Math Strategy System Support
- Supported School Self-Assessment Progress

C.A. Sloat indicated she was going to ask to quantify how to increase parent engagement but that was covered earlier. Release time, who pays? L. De Vos responded that when we work with parents we want to ensure we have educators that are confident. Release time is paid from the Renewed Math Strategy funding. The intent of this funding is for release time for professional learning.

D. Dean commented that he believes the time teachers spend with students is important and dynamic and asked L. De Vos if we are comfortable with the amount of related release and requested some reassurance it is justified. L. De Vos responded we have taken a look this and are trying lessen the impact by offering professional learning to small groups of educators in their school or local geographic area. We have also learned that this small group is safer in terms of staff willing to take risks and share and as a result, we receive more openness to the learning.

R. Collver commented that she appreciates the professional learning and understands Trustee Dean’s concern and questions. R. Collver asked are you gathering data, how do I look at this to see that we are better than we were at in September? L. De Vos responded that the data presented is rich, timely qualitative data which captures reflective educator and student learning from the use the surveys, exit cards, photographic data, during each professional learning session. The data could be quantified, but instead has been summarized into overall statements. This data informs the next steps in the professional learning sessions offered by Elementary Program. Reporting using EQAO data at this point in time, would be outdated data.



J. Harris asked in elementary, is it easier at the end or mid-year to have quantitative data? L. De Vos responded it is easier to have qualitative data at mid-year.

G. Anderson happy to hear that we focusing on teachers who are not comfortable teaching math.

D. Martins provided an overview of the Secondary Program section which consisted of:

- Renewed Math Strategy (RMS) – Secondary Schools
- Literacy Support Plan
- Credit Accumulation for Grade 9 and 10
- Intermediate Renewed Math Strategy
- Intermediate Collaborative Learning
- School Support Visits
- District Support Visits

C.A. Sloat noted in last year's report it included the initiatives by school and it is not included in this report, can we get that information? D. Martins indicated that the programs and initiatives included in the chart did not relate to the goals or strategies outlined in the Student Achievement Plan. L. De Vos asked for clarification if the question was with respect to the classification of schools for Renewed Math Strategy? C.A. Sloat responded yes and proceeded to refer to the Intermediate Collaborative Learning (ICL) section which states "ICL is offered to every elementary school" and asked if every school participates? D. Martins responded that every school is to participate but consistency of team leadership and participation has been a challenge. C.A. Sloat further stated that on the Credit Accumulation graphs, the previous year data does not line up with what was present in last year's report. D. Martins responded that this report shows the end of year data for previous years and the mid-year data for current year.

G. Anderson very glad to hear there is focus on Grade 7 and 8 which is a critical area in our schools.

J. Harris noted the differences between elementary and secondary panel, where would you like to see the measures go, what would be useful now and moving forward? D. Martins responded it is easier to give quantitative data in secondary, we are starting to look at all five strands in Grade 7 & 8 mathematics, noting we are on a journey that will take us a while to see results. L. De Vos responded that during school self-assessment visits with staff, we talk about the data, we are working on how we are assessing, what we are looking for and will try to bring you a balanced perspective.



L. Thompson provided an overview of the Higher Improvement in Performance (HIP) Schools noting HIP schools continue received additional support to address barriers that economically disadvantaged students may face. L. Thompson further noted qualitative data was gathered from school administrators in HIP schools to assess progress and schools were asked to reflect in the area of achievement by answering the following questions and reviewed the results:

- What high yield strategy/action is of focus?
- What did you do?
- How well did you do it thus far?
- Is anyone better off at this mid-year point? How do you know? Please include quantitative data where possible?

L. Thompson proceeded to provide an overview of the Special Education section noting the focus continues to be supporting educators in understanding how to differentiate both instruction and assessment so that students can demonstrate their learning. L. Thompson further reviewed the opportunities for learning and growth for educators that are provided at the system, school and classroom levels.

C.A. Sloat noted in last year's report there were some issues of differentiated instruction and assessment not consistently used in classrooms, do you have any comments on that. L. Thompson responded differentiated instruction and assessment continues to be an area of focus and educators are moving toward more consistent implementation of differentiated strategies which is the whole focus of the Renewed Math Strategy.

C.A. Sloat asked about Learning for All not rolled out. L. Thompson responding Learning for All is referenced and used during the work of the Renewed Math Strategy so that it is not an "add-on" in this way it is being rolled out to educators.

R. Collver commented on the work that L. Thompson has done and this is a culture change.

Moved by: D. Sowers

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the report on Grand Erie's Student Achievement Plan: Success for Every Student – Mid-Year Update as information.

Carried



E – 1 Student Trustees’ Report

J. Hsiao informed Trustees of the number of Student Trustee applications received.

Moved by: C.A. Sloat

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board receive the Student Trustees’ Report of March 26, 2018 as information.

Carried

F -1 Committee Report

(a) Committee of the Whole Board – March 5, 2018

Moved by: D. Sowers

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board approve the Committee of the Whole Board dated March 5, 2018 as follows:

1. In Camera Report

THAT the Director’s Interim Performance Appraisal has been completed.

2. Director’s Report

THAT the Grand Erie District School Board receive the Director’s Report of March 5, 2018 as information.

3. Board Approved Transportation Review

THAT the Grand Erie District School Board approve the transportation route exceptions listed in this report for the 2018-19 School Year as amended.

4. Transportation Consortium Annual Report

THAT the Grand Erie District School Board receive the Student Transportation Services Brant Haldimand Norfolk – Annual Report as Information.



5. Allocation of Self-Contained Classrooms for 2018-19

THAT the Grand Erie District School Board approve the locations and number of self-contained classrooms for 2018-19 as outlined, pending budget deliberations.

6. Trustee Determination and Distribution

THAT the Grand Erie District School Board designate no municipal area as a low population area for the regular election of 2018.

THAT the Grand Erie District School Board approve the number of trustees to be elected in the regular election of 2018 for each municipality as:

- i) City of Brantford – 4 trustees, elected at large
- ii) Brant County and Norfolk County Wards 3 & 7 – 2 trustees, elected at large
- iii) Norfolk County less Wards 3 & 7 – 2 trustees, elected at large
- iv) Haldimand County – 2 trustees, elected at large

7. Information Technology Services Annual Report

THAT the Grand Erie District School Board receive the Information Technology Annual Update as information.

8. SO27 Acceptable Use of Information Technology

THAT the Grand Erie District School Board approve Policy SO27 Acceptable Use of Information Technology as amended.

9. FT114 Employee Use of Board-Owned Property and Equipment

THAT the Grand Erie District School Board receive Procedure FT114 Employee Use of Board-Owned Property and Equipment as information.

10. FT119 Boundary Reviews

THAT the Grand Erie District School Board receive Procedure FT119 Boundary Reviews as information.

THAT the Grand Erie District School Board approve Procedure FT119 Boundary Reviews be changed to Policy FT8 Boundary Reviews



11. HR112 Employee Assistance Program (EAP)

THAT the Grand Erie District School Board receive Procedure HR112 Employee Assistance Program (EAP) as information.

12. HR124 Principal/Vice Principal Performance Appraisal

THAT the Grand Erie District School Board receive Procedure HR124 Principal/Vice Principal Performance Appraisal as information.

13. Correspondence

THAT the Grand Erie District School Board receive correspondence as information.

R. Collver requested the Recommendation No. 10 be divided from the main report.

A vote was taken on Recommendations No. 1 – 9 and 11 – 13. **Carried**

R. Collver commented she does not want to see opportunity for questions from the public and parents to be lost and understands the other additions on how to receive community questions but feels this needs to be clearly stated in the document.

C.A. Sloat noted that she spoke to this at the meeting and it very important to have people ask questions and be respectful to staff.

B. Blancher responded that we need to engage our community in better ways and understands that this need to be clear.

It was suggested the language changed to “ask and submit”.

J. Harris suggest that we take this back through the process and further commented that we do not want to lose the opportunity for questions but we need to engage other mechanisms to ask questions.

Moved by: R. Collver

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board is requesting Sr. Administration bring back Procedure FT119 Boundary Review to the April 9 Committee of the Whole meeting with the recommended revisions.

After some discussion, R. Collver and C.A. Sloat withdrew the motion



A vote was taken on Recommendation No. 10 as follows:

THAT the Grand Erie District School Board receive Procedure FT119 Boundary Reviews as information, as amended

THAT the Grand Erie District School Board approve Procedure FT119 Boundary Reviews be changed to Policy FT8 Boundary Reviews

Carried

G – 1 New Business

(a) Major Construction Update

R. Wyszynski referred to the Major Construction Project Report and provided a high level overview on scope, timeline, status and budget the following projects:

- Fairview Avenue Redevelopment – new elementary school in Dunnville to accommodate the consolidation of Fairview Avenue PS and Grandview Central PS
- Elgin Avenue Consolidation – addition to Elgin Ave Public School with three (3) child care rooms
- New Elevator addition at Major Ballachey Elementary School – install an elevator at the west end of school enhancing accessibility to the Community Hub

C.A. Sloat asked if the Elgin drawings will come to Board for approval as it is not indicated in the timeline? R. Wyszynski responded the drawings will come for approval.

R. Collver noted it was mentioned that the New Elevator at Major Ballachey is over budget but this is not indicated on the report. R. Wyszynski responded this was indicated at the time the contract was awarded and will ensure this is noted on a go forward basis. R. Collver asked how confident are you that Fairview is on budget and on time. R. Wyszynski respond we are monitoring and on track.

Moved by: T. Waldschmidt

Seconded by: K. Sandy

THAT the Grand Erie District School Board receive the Major Construction Project Report as Information.

Carried



(b) **Appointment of Non-Board Audit Committee Members**

R. Wyszynski referred to the Appointment of Non-Board Audit Committee report noting William Lovekin had resigned from his position on December 5, 2017. The vacant position was advertised, the selection committee, which consisted of the Chair or designate, Director of Education and Superintendent of Business, reviewed applications and interviewed three applicants and recommends the appointment of Beryl Collingwood.

Moved by: D. Dean

Seconded by: C.A. Sloat

THAT the Grand Erie District School Board approve the Appointment of Beryl Collingwood as Non-Board Audit Committee Member for a three-year term ending January 31, 2021.

Carried

(c) **Multi-Year Financial Recovery Plan**

R. Wyszynski referred to the Multi-Year Financial Recovery Plan (MYFRP), noting in 2013-14, the Ministry formally approved the Grand Erie District School Board's multi-year recovery plan which was implemented to achieve specific financial targets by the end of the 2014-15 school year. It was determined that based on the Board's financial results for the 2014-15 school year the targets were not achieved and during the 2015-16 school year, the board submitted plans to incorporate a surplus and attain the necessary one percent target by August 31, 2017 and the Ministry granted an extension until the 2016-17 school year.

R. Wyszynski further noted that after the Ministry reviewed the Board's audited 2016-17 financial statement, the board had not achieved the necessary accumulated surplus balance and it was determined, after discussion with Ministry personnel, the best course of action would be to submit a new MYFRP.

R. Wyszynski indicated the plan must contain the following sections and provided a high level overview of each section:

- The current financial picture
- Major Factors that contributed to the deficit
- Strategies to achieve success
- A Financial summary and three-year outlook
- An impact of the assessment of saving measures and cost pressures
- The risks associated with the proposed plan

R. Wyszynski noted a plan will be drafted for Trustee approval at the April 9, 2018 Committee of the Whole Board meeting for immediate submission to the Ministry.



R. Wyszynski noted that he will provide Trustees with the detailed list of the capital debt. R. Collver commented that we need a clear understanding of the total unsupported capital debt, and requested this occurs during budget review process. C.A. Sloat asked are we penalized from the disposition of land? G. Anderson requested that a tutorial occur during the Budget Review meetings regarding these items.

G. Anderson thanked R. Wyszynski for the detailed report.

R. Collver asked for clarity and noted Trustees need more oversight and monitoring moving forward. R. Collver indicated budgets can get out of control and is requesting assurance that budgets are being monitored and how we are doing.

J. Harris incline to agree with R. Collver's increased oversight and suggested while we supply updates to the Ministry monthly it is prudent to update Trustees monthly. J. Harris further commented that through OPSBA they need to be aware of what we are feeling on the ground level and send comments back on what is the long term plan on those items that we can control.

R. Collver commented that it might be a good idea for the Chair of the Board to write a letter. G. Anderson responded that he will be happy to send a letter and suggests it be sent to the Ministry of Education. J. Harris firmly believes that we also need to go to OPSBA. C.A. Sloat noted that there are many opportunities to share concerns over the next few weeks and will do on the Trustees' behalf.

Moved by: C.A. Sloat

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board receive the Multi-Year Financial Recovery Plan report as information.

Carried

H – 1 Other Business

(a) Summary of Accounts – February 2018

Presented as printed.

Moved by: D. Sowers

Seconded by: R. Collver

THAT the Grand Erie District School Board receive the Summary of Accounts for the month of February 2018 in the amount of \$7,266,456.33 as information.

Carried



(b) **Special Education Advisory Committee Minutes – February 15, 2018**

Presented as printed.

Moved by: D. Sowers

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board receive the Special Education Advisory Committee Minutes – February 15, 2018 as information.

Carried

(c) **Joint Occupational Health & Safety Committee Minutes – February 15, 2018**

Presented as printed.

Moved by: J. Richardson

Seconded by: A. Felsky

THAT the Grand Erie District School Board receive the Joint Occupational Health and Safety Committee Minutes – February 15, 2018 as information.

Carried

(d) **Student Transportation Services Brant Haldimand Norfolk Minutes (Draft) – February 20, 2018**

Presented as printed.

Moved by: D. Sowers

Seconded by: J. Harris

THAT the Grand Erie District School Board receive the Student Transportation Services Brant Haldimand Norfolk Minutes (Draft) – February 20, 2018 as information.

Carried

(e) **Native Advisory Committee Minutes (Draft) – March 6, 2018**

Presented as printed.

C.A. Sloat asked about the education services agreement with INAC. B. Blancher responded that we are close to completing the draft.



Moved by: C.A. Sloat

Seconded by: D. Dean

THAT the Grand Erie District School Board receive the Native Advisory Committee Minutes (Draft) – March 6, 2018 as information.

Carried

(f) **Safe and Inclusive School Committee Minutes (Draft) – March 8, 2018**

Presented as printed.

Moved by: D. Sowers

Seconded by: J. Harris

THAT the Grand Erie District School Board receive the Safe and Inclusive School Committee Minutes (Draft) – March 8, 2018 as information.

Carried

(g) **Indigenous Education Advisory Committee Minutes (Draft) – February 28, 2018**

Presented as printed.

Moved by: D. Sowers

Seconded by: K. Sandy

THAT the Grand Erie District School Board receive the Indigenous Education Advisory Committee Minutes (Draft) – February 28, 2018 as information.

Carried

I – 1 **Correspondence**

(a) **Ministry of Labour – Terms of Reference of Multi-Workplace Joint Health and Safety Committee – Letter March 5, 2018.**

C.A. Sloat noted that it was disappointed that it took so long to receive approval.

Moved by: D. Sowers

Seconded by: T. Waldschmidt

THAT the Grand Erie District School Board receive the correspondence as information.

Carried



J – 1 **Adjournment**

Moved by: C.A. Sloat

Seconded by: J. Harris

THAT the meeting be adjourned at 9:18 p.m.

Carried

Board Chair, Greg Anderson