



# Board Meeting

## Agenda

December 7, 2020 — 7:00 p.m.



### The Class of 2020

Commencement ceremonies for the class of 2020 were held across DDSB secondary schools in October and November, instead of in June.

Since last March, Durham District School Board (DDSB) students and staff have adjusted their daily routines as they continue to adapt to the COVID-19 pandemic.

Schools made a concerted effort to make their students' graduations a memorable experience, regardless of restrictions.

*Members of the public can participate in the board meeting by watching the live-stream on YouTube.*

Durham District School Board  
[calendar.ddsbs.ca/meetings](https://calendar.ddsbs.ca/meetings)  
Twitter: @Durhamdsb

Chris Braney  
Chair of the Board  
City of Pickering

Niki Lundquist  
Vice Chair of the Board  
Town of Whitby

Christine Thatcher  
Vice Chair, Standing  
Committee  
Town of Whitby

Patrice Barnes  
Town of Ajax  
Wards 1 & 2

Michael Barrett  
City of Oshawa

Paul Crawford  
City of Pickering

Donna Edwards  
Town of Ajax  
Ward 3

Darlene Forbes  
Chair, Education Finance  
City of Oshawa

Carolyn Morton  
Townships of Brock,  
Scugog & Uxbridge

Vacant  
City of Oshawa

Scott Templeton  
Town of Whitby

Aaliyah Jaleel  
Student Trustee

Logan Keeler  
Student Trustee

Arpita Savaliya  
Student Trustee

# AGENDA

DURHAM DISTRICT SCHOOL  
BOARD MEETING  
Monday, December 7, 2020 - 7:00 p.m.

	<u>PAGE</u>
1. <u>Call to Order</u>	
2. <u>Declarations of Interest</u>	
3. <u>Moment of Silence/Acknowledgement</u>	
<p>The Durham District School Board acknowledges that many Indigenous Nations have longstanding relationships, both historic and modern, with the territories upon which our school board and schools are located. Today, this area is home to many Indigenous peoples from across Turtle Island. We acknowledge that the Durham Region forms a part of the traditional and treaty territory of the Mississaugas of Scugog Island First Nation, the Mississauga Peoples and the treaty territory of the Chippewas of Georgina Island First Nation. It is on these ancestral and treaty lands that we teach, learn and live.</p>	
4. <u>O Canada!</u>	
5. <u>Declaration of Office/Oath of Allegiance</u> (Director Norah Marsh)	Verbal
6. <u>Presentation</u>	Verbal
(a) Presentation to Kim Cox (Chair 2019-2020, Trustee Chris Braney/ Director Norah Marsh Board)	Verbal
7. <u>Adoption of Agenda</u>	
(a) APPROVED Minutes of the Regular Board Meeting of October 19, 2020	1-10
(b) APPROVED Minutes of the Special Board Meeting of October 20, 2020	11-13
(c) APPROVED Minutes of the Special Board Meeting of November 2, 2020	14-16
(d) DRAFT Minutes of the Regular Board Meeting of November 16, 2020	17-29
(e) DRAFT Minutes of the Special Board Meeting of November 23, 2020	30-31
8. <u>Report from the Committee of the Whole in Camera</u>	
9. <u>Election of Board Chair</u> (Director Norah Marsh/Secretary of the Board)	Verbal
10. <u>Election of Vice Chair</u> (Newly Elected Chair)	Verbal

# AGENDA

Page 2

	<u>PAGE</u>
11. <u>Election of Standing Committee Vice Chair</u> (Newly Elected Chair)	Verbal
12. <u>Election of Education Finance Chair</u> (Newly Elected Chair)	Verbal
13. <u>Committee Elections</u> (Newly Elected Chair)	Verbal
14. <u>Draft Board and Committee Meeting Dates 2021</u> (Newly Elected Chair)	32-35
15. <u>Recommended Actions:</u>	
(a) Report: SEAC Meeting of October 15, 2020 (Trustee Donna Edwards)	36-47
(b) Integrity Commissioner Hiring Report (Trustee Scott Templeton)	48
(c) Capital Priorities Project Funding Approvals - Correspondence to Minister of Education Re: North Oshawa S.S. (Trustee Michael Barrett)	49
16. <u>Information Items</u>	
(a) Student Trustee Report (Student Trustees Aaliyah Jaleel, Logan Keeler, Arpita Savaliya)	Verbal
(b) Director's Annual Report (Director Norah Marsh)	50-95
(c) OPSBA Report (Trustee Donna Edwards)	Verbal
17. <u>Committee Reports</u>	
(a) Governance Ad Hoc Committee Meeting Minutes of October 26, 2020 (Trustee Carolyn Morton)	96-102
18. <u>Correspondence:</u>	
(a) <u>Action Requested:</u>	
(b) <u>Other:</u>	
(i) City of Oshawa	103-106
19. <u>Other Business</u>	
20. <u>Adjournment</u>	

# APPROVED

## MINUTES

The Regular Meeting of the Board

Monday, October 19, 2020

A Regular Meeting of the Durham District School Board was held on this date in the Boardroom.

1. Call to Order:

The Chair called the meeting to order at 7:00 p.m.

Members Present: Trustees Patrice Barnes, Michael Barrett, Chris Braney, Paul Crawford (virtual), Donna Edwards, Darlene Forbes, Niki Lundquist, Carolyn Morton, Ashley Noble, Scott Templeton (virtual), Christine Thatcher, Student Trustees Aaliyah Jaleel, Logan Keeler, Arpita Savaliya

Officials Present: Acting Director Norah Marsh, Associate Director David Wright, Acting Associate Director Jim Markovski, Superintendents Gary Crossdale, Georgette Davis, Erin Elmhurst, Mohamed Hamid, Margaret Lazarus, Andrea McAuley, Heather Mundy, Stephen Nevills, Jack Nigro, Legal Counsel Patrick Cotter, Communications Officer Robert Cerjenac

Recording Secretary: Kim Cox

2. Declarations of Interest

There were no declarations of interest at this time.

3. Moment of Silence/Acknowledgement

Chair Chris Braney advised that the Durham District School Board acknowledges that many Indigenous Nations have longstanding relationships, both historic and modern, with home to many Indigenous peoples from across Turtle Island (North America). We acknowledge that the Durham Region forms a part of the traditional and treaty territory of the Mississaugas of Scugog Island First Nation, the Mississauga Peoples and the treaty territory of the Chippewas of Georgina Island First Nation.

4. O Canada



Regular Meeting of the Board Minutes  
October 19, 2020

5. Adoption of Agenda

2020:129

MOVED by Trustee Donna Edwards

SECONDED by Trustee Patrice Barnes

THAT THE AGENDA BE APPROVED.

CARRIED

2020:130

MOVED by Trustee Christine Thatcher

SECONDED by Trustee Michael Barrett

THAT THE FOLLOWING APPROVED MINUTES BE RECEIVED:

REGULAR BOARD MEETING OF JUNE 15, 2020;

SPECIAL BOARD MEETING OF JUNE 24, 2020;

SPECIAL BOARD MEETING OF JULY 8, 2020;

SPECIAL BOARD MEETING OF JULY 15, 2020;

SPECIAL BOARD MEETING OF AUGUST 10, 2020;

SPECIAL BOARD MEETING OF AUGUST 12, 2020;

SPECIAL BOARD MEETING OF AUGUST 25, 2020;

SPECIAL BOARD MEETING OF SEPTEMBER 8, 2020;

THAT THE FOLLOWING DRAFT MINUTES BE APPROVED:

REGULAR BOARD MEETING OF SEPTEMBER 21, 2020.

CARRIED

6. Community Presentations

There were no community presentations at this time.

Regular Meeting of the Board Minutes  
October 19, 2020

7. Ministry Memorandums – Information

Acting Director Norah Marsh provided trustees with an overview of recent Ministry Memoranda. She noted that the Ministry of Education provided an update regarding secondary assessment, evaluation and reporting for 2020-2021, allowing school boards to determine if secondary schools will participate in a final summative task. The district previously indicated to the Ministry that our direction to educators is to not plan a final summative assessment task given that courses are accelerated and the negative impact they could have on student well-being. Term work only will determine final grades.

On October 5, 2020 the COVID-19 Funding: High Priority Areas memo was received announcing the details of the federal funding to support four high priority areas identified as Ottawa, Peel, Toronto and York to enhance school reopening plans of the twelve school boards in these identified areas. Durham will not be receiving the extra federal funding from this round.

The Update on Teacher Hiring Practices memorandum was received on October 16, 2020 advising that as of October 29, 2020, Ontario Regulation 274/12 (Hiring Practices) will be revoked. Along with the revocation of O.Reg 274/12, the Ministry of Education is issuing an interim provincial teacher hiring policy, which will be in effect until school boards have adopted their own teacher hiring policies. The Ministry will consult on the draft PPM between now and November 2020. To date, details of the consultation have not been received, but will be shared with trustees as soon as they are available. The new PPM will be released in November and school boards are expected to have their own hiring policies that meet the expectations in the PPM no later than December 31, 2020.

8. Public Question Period

Acting Director Norah Marsh advised that one public question was received regarding an update on the Explorica Educational Tours and Student Travel trip cancellations due to the pandemic. She noted that families purchased travel insurance through two Explorica insurance providers who are responsible for reimbursing families.

General Counsel Patrick Cotter confirmed that families obtained trip cancellation insurance through Arch Insurance Canada Ltd. and Cooperators Life Insurance Company. Families have not received responses to their refund questions. Approximately 300 families are affected with an average of \$4,000/family in outstanding refunds. The district has no direct standing as the insurance is with the families. Andrew Evangelista, Evangelista Barristers & Solicitors has been retained to attempt to facilitate payment to families. He will coordinate efforts with other boards to combine resources for a coordinated position with insurers.

General Counsel Patrick Cotter noted that a dedicated email account has been established to collate email messages and communicate to families. Responses will be provided to the common issues raised. The email account is: [tripcancellations@ddsb.ca](mailto:tripcancellations@ddsb.ca).

Regular Meeting of the Board Minutes  
October 19, 2020

9. Presentations

(a) Educational Services Staff Award 2020

At the June 2013 Board meeting, the Board approved the establishment of an annual Educational Services Staff Award. The award is to recognize a staff member/team affiliated with CUPE, consisting of office-clerical-technical staff, custodial and maintenance staff, and Educational Assistants. These staff support the safe operation of schools, keep schools clean and systems operating, and provide program support to teachers and students. The award provides the Board with the opportunity to recognize an educational services staff member who has made an exceptional contribution to the support of students, schools or the growth of others in the Board.

The winner receives an award and \$500 to be allocated by the winner in a manner related to his/her project/program or initiative.

A Committee consisting of the Vice Chair of the Board, Niki Lundquist, Trustee Christine Thatcher, Rod King, President of CUPE Local 218, and Kathryn Gooding, Chief Human Resources Officer, reviewed nominations and have selected Mike Carter, Chief Custodian at Carruther's Creek PS as the recipient for 2020. Mike Carter was nominated by numerous teachers, parents, administrators and retired administrators of Carruther's Creek P.S.

Mike Carter has been at Carruther's Creek PS since 2014. He has been described as a kind, caring, compassionate, dedicated and reliable staff member, who leads many programs with teachers such as the recycling club, Terry Fox Run, and the "boys on bikes" club during his lunch hour to teach bike safety to the youngest students. He greets each and every student and staff member he crosses paths with each day by name. From always being available to help staff when they need it, to being available within minutes of a phone call, he truly cares about the school.

Mike Carter will do whatever it takes to ensure the health and safety of everyone in the school and exemplifies positive leadership with his custodial team. Along with being a consummate professional, his dedication to the school extends well beyond his job description. He takes immense pride in the Carruther's Creek community and student body and has been described as much more than the custodian at a school; he is a mentor, teacher, friend and a pillar of the Carruthers' Creek community.

As an individual who demonstrated dedication, Mike Carter is a most deserving recipient of the Educational Services Staff Award.

Acting Director Norah Marsh advised that the award and cheque will be forwarded to Mike Carter by mail.

Mike Carter attended the meeting virtually and stated that he was flattered, overwhelmed and thrilled to receive the award and hopes the cash award will be put to good use where it is needed.

Regular Meeting of the Board Minutes  
October 19, 2020

(b) Operational Plan 2020-2021: Activating Ignite Learning Strategic Plan

Acting Director Norah Marsh and Senior Staff provided trustees with a PowerPoint presentation highlighting the Ignite Learning Strategic Priorities and Operational Goals Action Plan to support the implementation of the Ignite Learning strategic priorities. Trustees spoke in support of the plan and Superintendents Mohamed Hamid and Andrea McAuley also answered questions of trustees.

10. Report from the Committee of the Whole in Camera

Trustee Niki Lundquist reported on the actions of the Committee of the Whole in Camera. Trustees dealt with employee relations issues and property matters.

2020:131

MOVED by Trustee Niki Lundquist

SECONDED by Trustee Scott Templeton

THAT THE REPORT FROM THE COMMITTEE OF THE WHOLE IN CAMERA BE RECEIVED.

CARRIED

12. Good News from the System

Grade 12 students Trinity and Nolan, from Anderson CVI., on behalf of the students and staff at the DDSB, shared the good news from across the system via video.

DDSB administrators participated in the annual Safety Week event on September 23<sup>rd</sup>. They discussed mental health and COVID-19 safety protocols. Students and staff at Glen Dhu Public School also had a successful fire drill, while physical-distancing of course.

On September 25<sup>th</sup>, schools across the board celebrated the French language and the contributions of the French speaking community to the strength and culture of our beautiful province by raising a flag acknowledging Franco-Ontario Day.

By wearing orange shirts on September 30<sup>th</sup>, and continuing conversations throughout the year, students and staff across the system commemorated and honoured residential school survivors. As a community, we must listen, learn and act on our commitment to reconciliation.

We were very excited to celebrate National Custodial Workers' Day this year. Now more than ever, we understand how important our amazing custodial and facilities services workers are. Thanks to them, high touchpoints in schools are cleaned multiple times a day to help keep us safe.

Regular Meeting of the Board Minutes  
October 19, 2020

12. Good News from the System (Continued)

October is known as LGBTQ plus History Month, as well as Islamic Heritage Month. In this month of recognition, we are reflecting, learning and celebrating LGBTQ plus history and Islamic heritage by continuing conversations in classrooms and hosting fun and interactive virtual community engagement events.

On October 5<sup>th</sup>, students, staff along with parents and guardians celebrated World Teachers Day acknowledging the tireless work our teachers do to ensure that we are successful and matter.

We would also like to recognize that one of our teachers, Mr. James Cook from Brooklin High School recently won the 2020 Prime Minister's Award for teaching excellence. Mr. Cook inspires at-risk teens and keen students alike to not only learn about the world, but also to advocate for change.

Donning masks and keeping their distance, students and staff in schools and at the Education Centre hosted Terry Fox Run events. These events helped to raise awareness and support the fight against cancer. Since 1981, DDSB schools have raised over 4.5 million dollars to the Terry Fox Foundation.

The Dates of Significance to the end of November 2020 are below.

October	Islamic Heritage Month Hispanic Heritage Month Women's History Month LGBTQ+ History Month Learning Disabilities Awareness Month
Oct. 22	Child Care Worker & Early Childhood Educator Appreciation Day
Oct. 13-23	October Break – Modified Elementary Schools
Oct. 23-26	Durga Puja
Oct. 25	Dussehra
Oct. 27	Ontario Dress Purple Day
Oct. 29	Eid-Milad-un-Nabi Islam
Oct. 31	Samhain
Oct. 31	Halloween
November	Albanian Heritage Month Hindu Heritage Month
Nov. 1	All Saints' Day
Nov. 2-6	Treaties Recognition Week
Nov. 2	Standing Committee Meeting
Nov. 7	Inuit Day
Nov. 8	Indigenous Veterans Day
Nov. 11	Remembrance Day

Regular Meeting of the Board Minutes  
October 19, 2020

12. Good News from the System (Continued)

Nov. 14 Diwali  
 Nov. 15 – 18 Bullying Prevention Week  
 Nov. 16 Board Meeting  
 Nov. 19 SEAC Meeting  
 Nov. 25 International Day for the Elimination of Violence Against Women  
 Nov. 28 Holodomor Memorial Day  
 Nov. 30 Birthday of Guru Nanak Dev Ji  
 Nov. 24 Parent Involvement Committee Meeting

13. Recommended Actions

(a) Report: Standing Committee Meeting Minutes of October 5, 2020

Trustee Niki Lundquist presented the Standing Committee meeting minutes of October 5, 2020.

2020:132

MOVED by Trustee Donna Edwards  
 SECONDED by Trustee Niki Lundquist

THAT THE BOARD PROCEED WITH COMMUNITY CONSULTATIONS ON THE DEVELOPMENT OF A HUMAN RIGHTS POLICY.

CARRIED

2020:133

MOVED by Trustee Donna Edwards  
 SECONDED by Trustee Niki Lundquist

THAT TRUSTEE PATRICE BARNES BE APPOINTED AS THE ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION'S VOTING REPRESENTATIVE FOR THE DDSB FOR THE REMAINDER OF THE TERM.

CARRIED

2020:134

MOVED by Trustee Carolyn Morton  
 SECONDED by Trustee Niki Lundquist

THAT TRUSTEE CAROLYN MORTON BE APOINTED AS THE ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION'S NON-VOTING REPRESENTATIVE FOR THE DDSB UNTIL THE END OF THE TERM.

CARRIED

Regular Meeting of the Board Minutes  
October 19, 2020

(b) Report: Standing Committee Meeting Minutes of October 5, 2020 (Continued)

2020:135

MOVED by Trustee Niki Lundquist

SECONDED by Trustee Christine Thatcher

THAT THE STANDING COMMITTEE MEETING MINUTES OF OCTOBER 5, 2020  
BE RECEIVED.

CARRIED

(c) Report: SEAC Meeting of July 7, 2020

Trustee Donna Edwards presented the SEAC meeting minutes of July 7, 2020.

2020:136

MOVED by Trustee Donna Edwards

SECONDED by Trustee Christine Thatcher

THAT THE SEAC MEETING MINUTES OF JULY 7, 2020 BE RECEIVED.

CARRIED

13. Information Items

(a) C.E. Broughton Public School Modified Calendar Enrolment Update

Superintendent Georgette Davis provided trustees with an update on the enrolment statistics for September 2020's enrolment, highlighting the efforts to increase enrolment and the effect of those efforts.

(b) Unnamed North Ajax French Immersion Public School Boundary Consultation Process, Town of Ajax

Superintendent Mohamed Hamid introduced Carey Trombino, Manager of Property and Planning who provided trustees with information to commence a public consultation process in accordance with Regulation School Boundaries with regards to establishing boundaries for Unnamed North Ajax French Immersion Public School, located at 270 Williamson Drive West, Town of Ajax. They also answered questions of trustees.



Regular Meeting of the Board Minutes  
October 19, 2020

(c) Unnamed North Whitby Public School Boundary Consultation Process, Town of Whitby

Superintendent Georgette Davis introduced Carey Trombino, Manager of Planning who provided trustees with information to commence a public consultation process in accordance with Regulation School Boundaries with regards to establishing boundaries for Unnamed North Whitby Public School at 51 Lazio Street in Whitby. They also answered questions of trustees.

(d) Staffing and Enrolment 2020-2021

Acting Associate Director Jim Markovski provided trustees with an overview of elementary and secondary enrolment and staffing. Acting Director Norah Marsh, Acting Associate Director Jim Markovski and Superintendent Jack Nigro answered questions of trustees.

Trustee Patrice Barnes requested that the official enrolment projections be broken down by school and grade for virtual learning and provided to trustees for their information. Acting Director Norah Marsh advised that the information can be obtained through a manual process and would be available in December.

14. Correspondence

(a) Action Requested

(i) Township of Scugog

The correspondence was listed for the information of trustees.

(b) Other

15. Other Business

There was no Other Business at this time.

16. Adjournment

2020:137

MOVED by Trustee Niki Lundquist

SECONED by Trustee Christine Thatcher

THAT THE MEETING DOES NOW ADJOURN.

CARRIED

Regular Meeting of the Board Minutes  
October 19, 2020

The meeting adjourned at approximately 8:42 p.m.

---

Chair

---

Secretary

# APPROVED

## MINUTES

The Special Meeting of the Board

October 20, 2020

A Special Meeting of the Durham District School Board was held on this date in the Boardroom.

1. Call to Order:

Roll Call: Trustee Chris Braney, Chair of the Board

The Chair called the meeting to order at 5:32 p.m.

Members Present: Trustees Patrice Barnes, Michael Barrett (in-person), Chris Braney, Paul Crawford, Donna Edwards, Darlene Forbes, Niki Lundquist (in-person), Carolyn Morton, Scott Templeton, Christine Thatcher

Regrets: Trustee Ashley Noble

Officials Present: Acting Director Norah Marsh, General Counsel Patrick Cotter, Communications Officer Robert Cerjanec

Recording Secretary: Kim Cox

2020:138

MOVED by Trustee Scott Templeton

SECONDED by Trustee Christine Thatcher

THAT THE AGENDA BE APPROVED.

CARRIED

2. Declarations of Interest

There were no declarations of interest at this time.

Special Meeting of the Board Minutes  
October 20, 2020

3. Recommended Action

(a) Resignation of Trustee Ashley Noble, City of Oshawa

General Counsel Patrick Cotter advised trustees that a letter of resignation was received from Trustee Ashley Noble, City of Oshawa. Provisions of the Education Act, Section 220 (3) provides that the resignation of a member of the board needs to be with the consent of a majority of the members present at a meeting, entered on the minutes of the meeting.

2020:138

MOVED by Trustee Scott Templeton  
SECONED by Trustee Carolyn Morton

THAT THE BOARD ACCEPT THE RESIGNATION OF TRUSTEE ASHLEY NOBLE, CITY OF OSHAWA.

CARRIED ON THE FOLLOWING RECORDED VOTE:

<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Patrice Barnes	Paul Crawford	
Michael Barrett		
Chris Braney		
Donna Edwards		
Darlene Forbes		
Niki Lundquist		
Carolyn Morton		
Scott Templeton		
Christine Thatcher		

General Counsel Patrick Cotter advised trustees of the options to fill the vacancy by either a by-election or the appointment of a qualified person. A by-election will incur costs.

2020:139

MOVED by Trustee Niki Lundquist  
SECONDED by Trustee Christine Thatcher

THAT THE BOARD REQUEST THE DIRECTOR OF EDUCATION TO REPORT BACK WITH THE OPTIONS AND COSTS REGARDING THE REPLACEMENT OF TRUSTEE NOBLE ON THE BOARD; AND

THAT THE REPORT BE PRESENTED TO THE BOARD AT THE STANDING COMMITTEE MEETING SCHEDULED TO BE HELD ON NOVEMBER 2, 2020.

CARRIED AS AMENDED LATER IN THE MEETING  
(See Following Motion)

Special Meeting of the Board Minutes  
October 20, 2020

2020:140  
MOVED by Trustee Donna Edwards  
SECONDED by Trustee Michael Barrett

THAT THE FOREGOING MOTION (2020:139) OF TRUSTEES NIKI LUNDQUIST  
AND CHRISTINE THATCHER BE AMENDED BY ADDING THE FOLLOWING:

THAT THE REPORT BE PRESENTED TO THE BOARD AT THE  
STANDING COMMITTEE MEETING SCHEDULED TO BE HELD ON  
NOVEMBER 2, 2020.

CARRIED

The motion of (2020:139) of Trustees Niki Lundquist and Christine Thatcher was then put  
to a vote and CARRIED AS AMENDED.

5. Adjournment

2020:141  
MOVED by Trustee Paul Crawford  
SECONDED by Trustee Patrice Barnes

THAT THE MEETING DOES NOW ADJOURN.

CARRIED

The meeting adjourned at approximately 5:45 p.m.

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Secretary

# APPROVED

## MINUTES

The Special Meeting of the Board

November 2, 2020

A Special Meeting of the Durham District School Board was held on this date in the Boardroom.

1. Call to Order:

Roll Call: Trustee Chris Braney, Chair of the Board

The Chair called the meeting to order at 8:30 p.m.

Members Present: Trustees Patrice Barnes, Michael Barrett, Chris Braney, Paul Crawford (virtual), Donna Edwards, Darlene Forbes, Carolyn Morton, Scott Templeton (virtual), Christine Thatcher

Regrets: Trustee Niki Lundquist

Officials Present: Acting Director Norah Marsh, Associate Director David Wright, Acting Associate Director Jim Markovski, Superintendents Gary Crossdale, Georgette Davis, Erin Elmhurst, Mohamed Hamid, Margaret Lazarus, Andrea McAuley, Heather Mundy, Stephen Nevills, Jack Nigro, General Counsel Patrick Cotter, Communications Staff Robert Cerjanec

Recording Secretary: Kim Cox

2020:142

MOVED by Trustee Christine Thatcher

SECONDED by Trustee Donna Edwards

THAT THE AGENDA BE APPROVED.

CARRIED

2. Declarations of Interest

There were no declarations of interest at this time.

Special Meeting of the Board Minutes  
November 2, 2020

3. Report from Committee of the Whole In-Camera

Trustee Christine Thatcher reported on the actions of the Committee of the Whole in Camera. Trustees dealt with appointments, personnel issues and employee relations issues.

2020:143

MOVED by Trustee Michael Barrett

SECONDED by Trustee Darlene Forbes

THAT THE REPORT FROM THE COMMITTEE OF THE WHOLE IN CAMERA BE RECEIVED.

CARRIED

Chair Chris Braney made the following statement:

"I am pleased to share with the public that following a national search, the Board of Trustees have appointed Norah Marsh as the next Director of Education for the Durham District School Board. I know she is a familiar face to those of you who have watched these board meetings over the course of this year as the Acting Director of Education.

Norah has a long history as an advocate for public education and as an innovative change agent, relying upon her executive experience with two other Eastern Ontario school boards and as the CEO of a provincial Crown Agency. This experience has served us well since joining the DDSB a year ago. Norah has exemplified educational leadership and has skillfully led the district during this period of immense change in the middle of a global pandemic.

Staying true to her reputation, she has created an authentic, collaborative culture in partnership with the entire senior team – we are all looking forward to seeing what they will accomplish together. In addition, her unrelenting focus on equity, inclusion, student engagement, well-being, and achievement will serve the communities of the Durham District School Board well.

I know I speak on behalf of the Board of Trustees when I say that we look forward to continuing to work with you to advance our strategic priorities and support the diverse needs of all students. Congratulations Norah".

Director Norah Marsh expressed extreme gratitude to the senior team as they have worked so well together in this time. She thanked trustees for their trust in her leadership and noted that she does not take it lightly. She highlighted the incredible staff in the district and is thrilled about what everyone will accomplish together. She expressed gratitude to the senior team and noted her affection for them considering what they have gone through together. She is grateful for the opportunity.



Special Meeting of the Board Minutes  
November 2, 2020

5. Adjournment

2020:144

MOVED by Trustee Carolyn Morton

SECONDED by Trustee Michael Barrett

THAT THE MEETING DOES NOW ADJOURN.

CARRIED

The meeting adjourned at approximately 8:32 p.m.

---

Chair

---

Secretary

**DRAFT**

## MINUTES

The Regular Meeting of the Board

Monday, November 16, 2020

A Regular Meeting of the Durham District School Board was held on this date in the Boardroom.

1. Call to Order:

The Chair called the meeting to order at 7:05 p.m.

Members Present: Trustees Patrice Barnes, Michael Barrett, Chris Braney (attended at 7:10 p.m. and left at 8:35 p.m.) Paul Crawford (virtual), Donna Edwards, Darlene Forbes, Niki Lundquist, Carolyn Morton, Scott Templeton, Christine Thatcher, Student Trustees Aaliyah Jaleel, Logan Keeler, Arpita Savaliya

Officials Present: Director Norah Marsh, Associate Director David Wright, Acting Associate Director Jim Markovski, Superintendents Gary Crossdale, Georgette Davis, Erin Elmhurst, Mohamed Hamid, Margaret Lazarus, Andrea McAuley, Heather Mundy, Stephen Nevills, Jack Nigro, Legal Counsel Patrick Cotter, Communications Officer Robert Cerjenec

Recording Secretary: Kim Cox

2. Declarations of Interest

There were no declarations of interest at this time.

3. Moment of Silence/Acknowledgement

Acting Chair Niki Lundquist advised that the Durham District School Board acknowledges that many Indigenous Nations have longstanding relationships, both historic and modern, with home to many Indigenous peoples from across Turtle Island (North America). We acknowledge that the Durham Region forms a part of the traditional and treaty territory of the Mississaugas of Scugog Island First Nation, the Mississauga Peoples and the treaty territory of the Chippewas of Georgina Island First Nation.

4. O Canada

Regular Meeting of the Board Minutes  
November 16, 2020

5. Adoption of Agenda

2020:145

MOVED by Trustee Patrice Barnes

SECONDED by Trustee Donna Edwards

THAT THE AGENDA BE APPROVED.

CARRIED

2020:146

MOVED by Trustee Patrice Barnes

SECONDED by Trustee Darlene Forbes

THAT THE FOLLOWING APPROVED MINUTES BE RECEIVED:

REGULAR BOARD MEETING MINUTES OF SEPTEMBER 21, 2020;

THAT THE FOLLOWING DRAFT MINUTES BE APPROVED:

REGULAR BOARD MEETING MINUTES OF OCTOBER 19, 2020;

SPECIAL BOARD MEETING MINUTES OF OCTOBER 20, 2020; AND

SPECIAL BOARD MEETING MINUTES OF NOVEMBER 2, 2020.

CARRIED

6. Community Presentations

There were no community presentations at this time.

7. Ministry Memorandums – Information

Director Norah Marsh provided trustees with an overview of recent Ministry Memoranda. She noted the memorandum released on November 4, 2020 regarding the draft PPM on Teacher Hiring Practices. Superintendent Heather Mundy will present a full report on the analysis of staff that has been completed. Amendments to O. Reg. 463/97 (Electronic Meetings and Meeting Attendance) to address Board member physical attendance requirements and public electronic access were released on November 6, 2020. The changes are effective immediately and extended to November 30, 2021.

Regular Meeting of the Board Minutes  
November 16, 2020

8. Public Question Period

Director Norah Marsh advised that two public questions were received.

Dylan Reynolds asked if there is a possibility of an extended winter break and if there will be extracurricular activities in school.

Director Norah Marsh advised that there has been some conversation at the ministry in terms of a potential extended winter break. It is the Ministry of Education's decision in terms of school calendar. The conversations have been very preliminary along with the notion of doing a compulsory week of virtual learning following the winter break. It has been identified to the Ministry of Education that compulsory virtual learning would present challenges given the shortage of technology distribution provincially and worldwide. If schools are not open, we recognize that staff with young children or children with developmental needs that require supervision presents a challenge in doing 220 minutes of synchronous learning. There is no additional information currently, but the Minister of Education is considering that potential.

Acting Associate Director Jim Markovski advised that information regarding extracurricular activities is located within our reopening of schools academic guiding principles, Section 12. Our stance currently, which has been informed with consultation with the medical officer of health, is that no extracurricular or inter-school activities will be running until we have stronger confidence that they will not pose a risk to students. When a decision is made to relax guidelines and extracurricular activities can proceed, communication will go out to all staff outlining guidelines for physical distancing and other requirements at that time.

9. Presentations

(a) Volunteer of Distinction

Superintendent Heather Mundy provided trustees with information on the Volunteer of Distinction 2020. Trustees viewed a video that recognized the Volunteers of Distinction virtually by celebrating school volunteers who work collaboratively to support success for all students and recognized the value of volunteers in schools. The Parent Involvement Committee will provide each school with a certificate and gift for their Volunteer of Distinction

(b) Treaties Recognition Week

Acting Superintendent Erin Elmhurst shared with trustees highlights of Treaties Recognition Week, November 2 – 6, 2020 and the current work being done to support treaty education as we continue to respond to Truth and Reconciliation (TRC) Calls to Action and deepen our system commitment to reconciliation. She introduced Denise Nickerson, Education Officer, Michelle Evans, Indigenous Facilitator and Jennifer Henderson, Indigenous Coach who provided trustees with a PowerPoint overview of the deepening of our systemic commitment to reconciliation and decolonization through a commitment to the land

Regular Meeting of the Board Minutes  
November 16, 2020

(b) Treaties Recognition Week (Continued)

acknowledgement procedure, professional development and Treaties Recognition Week, and videos and resources to support treaty education across the system. Trustees viewed a short video depicting student voice from DDSB@Home on what it means to have a treaty. Acting Superintendent Erin Elmhurst also answered questions of trustees.

10. Report from the Committee of the Whole in Camera

Trustee Christine Thatcher reported on the actions of the Committee of the Whole in Camera. Trustees dealt with administrative transfers and placements, personnel issues, and employee relations issues.

2020:147

MOVED by Trustee Christine thatcher

SECONDED by Trustee Carolyn Morton

THAT THE REPORT FROM THE COMMITTEE OF THE WHOLE IN CAMERA BE RECEIVED.

CARRIED

11. Good News from the System

Zaid and Samantha, Grade 12 students from Eastdale CVI, on behalf of the students and staff at the DDSB, shared the good news from across the system via video.

Over the past few months, secondary schools have been hosting virtual and drive-through commencement ceremonies for the 2020 graduates. With health and safety in mind, staff and administration at secondary schools made sure each student received the full graduation experience.

50 Second World War model planes were recently donated to Brock High School to help teach us about history. The model planes are exact replicas of ones flown during the war. They were donated by local community member and parent Peter Dauncey to help students recognize the enormous sacrifices made by Canadians and veterans from the Township of Brock.

Parents and Guardians enjoyed a webinar focused on School Community Councils, communication and collaboration, and helpful tips for managing stress. The Parent Involvement Committee plans to host more webinars like this throughout the school year.

Regular Meeting of the Board Minutes  
November 16, 2020

11. Good News from the System (Continued)

The Indigenous Education and Equity departments helped schools and students understand Treaties Recognition Week from November 2<sup>nd</sup> to 6<sup>th</sup>. Louis Riel Day was acknowledged on November 16<sup>th</sup> with the raising of the Métis flag. The events are helping to introduce and honour the importance of Treaties, Treaty rights and relationships.

The Pickering High School community banded together to host a spooky Hungry for Halloween Food Drive. Donations went to the Salvation Army House of Hope Food Bank in Ajax. The community showed up, and the drive collected 4,500 food items, \$2,700 in cash and \$540 in gift cards.

Emmanuel Rogerson, a student at Sinclair Secondary School was inspired to research the Canadian Hearing Society after meeting a customer who was deaf at his workplace. Emmanuel was awarded a \$1,250 Youth Philanthropy Initiative grant that will go to the Canadian Hearing Society.

On November 11<sup>th</sup>, DDSB schools and staff at the Education Centre took time to acknowledge and remember those who served, and are serving, our country.

Students from Sinclair Secondary School's History, Civics, and Law classes received a special visit from the Ontario Regimental Museum. Students were excited to see two historical light armored military vehicles from their collection for the school's Remembrance Week activities.

Dunbarton High School has won the School Spirit Award for the Ontario Student Leadership Conference. Dunbarton's awesome students participated in the virtual Canada-wide student leadership conference and came out on top. Fellow students and teachers Christina and Jonathan Demaray were congratulated for organizing this amazing opportunity.

The Province of Ontario has announced that DDSB will receive \$14.3 million to build a brand-new school in North Oshawa! This new school will be a welcome addition to the expanding North Oshawa neighbourhoods. The school will have 536 new elementary students, 73 newly licensed child care spaces and four child care rooms.

Bullying Prevention and Awareness Week runs from November 15<sup>th</sup> to 21<sup>st</sup>. The Safe Schools Department has developed a guide for schools to run their own engaging and inclusive forums. The forums will focus on difficult issues related to bullying and speaking up for yourself and your peers through discussion, games and activities.

In preparation for Bullying Prevention and Awareness Week, Grade 8 students at Westcreek Public School designed impressive and meaningful "graffiti" artwork outside on the school wall. The artwork illustrates their knowledge of anti-Black racism and bullying awareness that students have been learning about.

Regular Meeting of the Board Minutes  
November 16, 2020

11. Good News from the System (Continued)

Dates of Significance:

Nov. 18	Educational Assistants' Appreciation Day
Nov. 19	SEAC Meeting
Nov. 20	Transgender Day of Remembrance
Nov. 24	Parent Involvement Committee Meeting
Nov. 25	International Day for the Elimination of Violence Against Women
Nov. 28	Holodomor Memorial Day
Nov. 29	First Day of Advent
Nov. 30	Birthday of Guru Nanak Dev Ji
Dec. 1	World Aids Day
Dec. 2	International Day for the Abolition of Slavery
Dec. 3	International Day for Disabled Persons
Dec. 7	Standing Committee Meeting/Board Elections
Dec. 8	Bodhi Day
Dec.10	Human Rights Day
Dec. 11-18	Hanukkah
Dec. 17	SEAC Committee
Dec. 18	Last day of classes
Dec. 21- Jan 3	Holiday Break
Dec. 21	Board Meeting
Dec. 21	Winter Solstice
Dec. 21	Yule
Dec. 21	Tohji-Tasai
Dec. 25	Christmas
Dec. 26	Boxing Day
Dec. 26-31	Kwanzaa
Jan. 1	New Years

12. Recommended Actions

(a) Report: Standing Committee Meeting Minutes of November 2, 2020

Trustee Christine Thatcher presented the Standing Committee meeting minutes of November 2, 2020.

2020:148

MOVED by Trustee Chris Braney

SECONDED by Trustee Michael Barrett

THAT STAFF PURSUE THE AVENUE OF TERMINATION THROUGH A REPORT TO THE MINISTER OF EDUCATION REGARDING THE TERMINATION OF AN EDUCATOR THROUGH SECTION 263 OF THE EDUCATION ACT.

CARRIED



Regular Meeting of the Board Minutes  
November 16, 2020

(a) Report: Standing Committee Meeting Minutes of November 2, 2020 (Continued)

2020:149

MOVED by Trustee Michael Barrett  
SECONDED by Trustee Darlene Forbes

THAT THE BOARD ESTABLISH AN APPOINTMENT COMMITTEE WITH THE AUTHORITY VESTED UNDER BY-LAW 8 TO MAKE A DECISION.

CARRIED

2020:150

MOVED by Trustee Michael Barrett  
SECONDED by Trustee Scott Templeton

THAT THE BOARD EXTEND THE IGNITE LEARNING STRATEGIC PLAN FOR THE PERIOD OF TWO YEARS UNTIL JUNE 2023.

CARRIED

2020:151

MOVED by Trustee Darlene Forbes  
SECONDED by Trustee Patrice Barnes

THAT THE BOARD DIRECT STAFF TO WRITE A LETTER TO THE MINISTRY OF EDUCATION REQUESTING THAT THE DURHAM DISTRICT SCHOOL BOARD BE ALLOCATED A PROPORTIONAL ALLOTMENT OF FUNDING THAT AROSE FROM THE \$50M OF THE FEDERAL FUNDS TO ADEQUATELY BACKSTOP COVID RELATED EXPENSES.

CARRIED

2020:152

MOVED by Trustee Donna Edwards  
SECONDED by Trustee Michael Barrett

THAT THE OPSBA NON-VOTING DIRECTOR BECOME THE VOTING DIRECTOR IN THE ABSENCE OF THE VOTING DIRECTOR; AND

THAT THE ALTERNATE OPSBA DIRECTORS ARE ELECTED AT LARGE AND ARE NOT SPECIFICALLY ELECTED AS VOTING DIRECTOR ALTERNATE AND NON-VOTING DIRECTOR ALTERNATE.

CARRIED

Regular Meeting of the Board Minutes  
November 16, 2020

(a) Report: Standing Committee Meeting Minutes of November 2, 2020 (Continued)

2020:153

MOVED by Trustee Christine Thatcher  
SECONDED by Trustee Darlene Forbes

THAT THE STANDING COMMITTEE MINUTES OF NOVEMBER 2, 2020 BE RECEIVED.

CARRIED

(b) Report: SEAC Meeting of September 17, 2020

Trustee Donna Edwards presented the SEAC meeting minutes of September 17, 2020.

2020:154

MOVED by Trustee Donna Edwards  
SECONDED by Trustee Patrice Barnes

THAT THE SEAC MEETING MINUTES OF SEPTEMBER 17, 2020 BE RECEIVED.

CARRIED

(c) Clara Hughes P.S. Enrolment Update

Associate Director David Wright introduced Christine Nancekivell, Chief Facilities Officer who provided trustees with information to commence a boundary review for Clara Hughes P.S. as outlined in the Accommodation Plan 2020-2024: Trends, Issues and Future Opportunities document.

2020:155

MOVED by Trustee Michael Barrett  
SECONDED by Trustee Darlene Forbes

THAT TRUSTEES DELAY AN ACCOMMODATION SOLUTION TO ADDRESS THE ENROLMENT PRESSURES AT CLARA HUGHES P.S.; AND

THAT STAFF PROVIDE AN UPDATED ACCOMMODATION SOLUTION TO TRUSTEES IN SPRING 2021.

CARRIED

(d) Eagle Ridge P.S., Towne Manors Development, Town of Ajax

Associate Director David Wright welcomed Christine Naneckivell who provided trustees with information to commence a boundary adjustment for Eagle Ridge P.S., Ajax, as

Regular Meeting of the Board Minutes  
November 16, 2020

(d) Eagle Ridge P.S., Towne Manors Development, Town of Ajax (Continued)

outlined in the Accommodation Plan 2020-2024: Trends, Issues and Future Opportunities document.

2020:156

MOVED by Trustee Patrice Barnes

SECONDED by Trustee Donna Edwards

THAT THE FAMILIES, EAST OF CHURCH STREET, INCLUDING THE TOWNE MANORS DEVELOPMENT, WHO PURCHASED A HOME PRIOR TO JUNE 1, 2019 CONTINUE TO ATTEND EAGLE RIDGE P.S., AND THAT THERE BE NO BOUNDARY ADJUSTMENT TO EAGLE RIDGE P.S.

CARRIED

(e) Treasurer of the Board

General Counsel Patrick Cotter provided trustees with an overview of the Education Act requirements regarding the role of Treasurer of the Board. He also answered questions of trustees.

2020:157

MOVED by Trustee Carolyn Morton

SECONDED by Trustee Scott Templeton

THAT THE BOARD APPOINT DAVID WRIGHT, ASSOCIATE DIRECTOR OF CORPORATE SERVICES AS TREASURER OF THE BOARD, EFFECTIVE AS OF NOVEMBER 16, 2020.

CARRIED

(f) Financial Process and the 2019/2020 Financial Report

Associate Director David Wright introduced Melissa Durward, Senior Manager, Business who provided trustees with information to approve the 2019-2020 Financial Report.

2020:158

MOVED by Trustee Patrice Barnes

SECONDED by Trustee Donna Edwards

THAT THE 2019-2020 FINANCIAL REPORT OF THE DURHAM DISTRICT SCHOOL BOARD, INCLUDING TRANSFERS TO AND FROM INTERNALLY RESTRICTED FUNDS, BE APPROVED AS PRESENTED.

CARRIED

Regular Meeting of the Board Minutes  
November 16, 2020

(g) Trustee Appointment Ad Hoc Committee

Acting Chair Niki Lundquist noted that the Board passed a motion establishing an Appointment Ad Hoc Committee with the authority vested under By-law #8 to make a decision. Trustees confirmed that they are available Tuesday, November 17, 2020 at 5:30 p.m. to determine the process it intends to adopt.

(h) Director Performance Review Ad Hoc Committee Report

Trustee Christine Thatcher advised trustees that the Committee has completed its mandate. In particular, the committee prepared a draft policy governing the Director's Performance review which it recommended that the Board adopt. The Board accepted the Committee's recommendation and adopted the *Director Performance Review Policy* at the Board meeting held on July 8, 2020. That Policy is publicly available on the Board's website.

In addition, the committee prepared a template Employment Contract for the Director of Education. That template was recommended to and used by the Board as the basis for the contract that the Board entered into with the Director of Education. Under the *Director Performance Review Policy*, that contract will be publicly available on the Board's website.

The committee also prepared a draft of the Director's position profile and reviewed potential service providers to perform the external consultant functions as stipulated in the Director Performance Review Policy. Under the Director Performance Review Policy, a committee is to be established to, amongst other things, oversee the selection of the external consultant and to work with the consultant and the Director of Education to prepare the Director of Education Position Profile and Objectives document.

All trustees are eligible to sit on the review committee and trustees confirmed that they do wish to form part of the committee.

2020:159

MOVED by Trustee Michael Barrett

SECONDED by Trustee Darlene Forbes

THAT A COMMITTEE BE ESTABLISHED TO, AMONGST OTHER THINGS, OVERSEE THE SELECTION OF THE EXTERNAL CONSULTANT AND TO WORK WITH THE CONSULTANT AND THE DIRECTOR OF EDUCATION TO PREPARE THE DIRECTOR OF EDUCATION POSITION PROFILE AND OBJECTIVES DOCUMENT; AND

THAT THE BOARD DIRECT THE COMMITTEE TO DELIVER ANY INFORMATION THAT MAY BE RELEVANT TO THE DIRECTOR OF EDUCATION PERFORMANCE REVIEW COMMITTEE FOR ITS CONSIDERATION.

CARRIED

Regular Meeting of the Board Minutes  
November 16, 2020

(i) Notice of Motion: Trustee Accommodation Policy

General Counsel Patrick Cotter provided trustees with information regarding a Notice of Motion and recommendation on trustee accommodation. He also answered questions of trustees.

2020:160

MOVED by Trustee Michael Barrett

SECONDED by Trustee Christine Thatcher

THAT THE TRUSTEE ACCOMMODATION POLICY BE ADOPTED AS OUTLINED IN APPENDIX 'A'.

CARRIED

(j) Governance Report

Trustee Carolyn Morton advised that the Committee met on October 26, 2020. The Committee continued its work on an updated Trustee Code of Conduct and on a Consolidated By-Law.

The Committee also considered the issue of Trustee distribution under by-law #9 which was first referred to the committee by the Board on November 18, 2019.

At the meeting of October 26th, the committee affirmed that the requirement for amending by-laws is previous notice and a 2/3 vote. The committee also considered whether the board breached by-law #9 by determining the distribution of trustees in March 2018 on a majority vote rather than a 2/3 basis. The committee concluded that there was no breach.

Therefore, it is the recommendation of the committee that the Board affirm that the requirement for amending by-laws is previous notice and a 2/3 vote.

The Committee's next meeting is November 23, 2020, where it will continue work on an updated Trustee Code of Conduct and on a consolidated By-Law.

2020:161

MOVED by Trustee Carolyn Morton

SECONDED by Trustee Darlene Forbes

THAT THE BOARD AFFIRM THAT THE REQUIREMENT FOR AMENDING BY-LAWS IS PREVIOUS NOTICE AND A 2/3 VOTE.

CARRIED

Trustee Paul Crawford requested that the second motion considered at the Governance Ad Hoc Committee meeting of October 26, 2020 also be considered this evening.

Regular Meeting of the Board Minutes  
November 16, 2020

(j) Governance Report (Continued)

Acting Chair Niki Lundquist confirmed that the Governance Ad Hoc Committee affirmed the content of the by-law and that trustees did not find there to be a breach. It was confirmed that the Governance Ad Hoc Committee meeting minutes of October 26, 2020 will be presented to Board for receipt.

2020:162

MOVED by Trustee Darlene Forbes

SECONDED by Trustee Michael Barrett

THAT THE BOARD RECEIVE THE REPORT OF THE GOVERNANCE AD HOC COMMITTEE AS PRESENTED.

CARRIED

(k) Trustee Distribution

This item was discussed as part of the foregoing item.

13. Information Items

(a) PPM – Teacher Hiring Practices

Superintendent Heather Mundy introduced Lisa Coppins, Senior Manager, Human Resources Services and they provided trustees with an update on the development and implementation plan of the new PPM on Teacher Hiring Practices. Director Norah Marsh, Superintendent Heather Munday and Lisa Coppins answered questions of trustees

(b) Transportation – DSTS Annual Report

Kelly Mechoulan, Chief Administrative Officer, DSTS provided trustees with the 2019-2020 Durham Student Transportation Services annual report. She also answered questions of trustees.

(c) COVID Testing – School Protocols

Acting Associate Director Jim Markovski provided trustees with an overview of COVID testing and school protocols. He noted the guidance and direction provided to public health units by the Ministry of Health in terms of legislative and policy oversight. He highlighted the key responsibilities of the public health units and school boards/school administrators and provided detailed information relating to Public Health: Case and Contact Management/Outbreak Management and Surveillance and School Boards: Assisting Public Health Units in Case Investigation. He advised that the district has a positive working relationship with Durham Region Public Health and joint efforts have been both collaborative and constructive. He also answered questions of trustees.

Regular Meeting of the Board Minutes  
November 16, 2020

(c) COVID Testing – School Protocols (Continued)

2020:163

MOVED by Trustee Niki Lundquist

SECONDED by Trustee Paul Crawford

THAT THE BOARD REQUEST THE DIRECTOR TO CONSULT WITH THE CHIEF MEDICAL OFFICER OF HEALTH REGARDING THE INCREASED NUMBER OF CASES IN DURHAM AND THE CHANGING TRAJECTORY OF COVID CASES IN THE PROVINCE AS IT RELATES TO ADOPTING FURTHER STEPS TO ADDRESS SAFETY FOR STUDENTS.

CARRIED

14. Correspondence

(a) Action Requested

(b) Other

(i) Township of Scugog

The correspondence was listed for the information of trustees.

15. Other Business

There was no Other Business at this time.

16. Adjournment

2020:164

MOVED by Trustee Donna Edwards

SECONDED by Trustee Carolyn Morton

THAT THE MEETING DOES NOW ADJOURN.

CARRIED

The meeting adjourned at approximately 9:08 p.m.

---

Chair

---

Secretary



**DRAFT**

MINUTES

The Special Meeting of the Board

November 23, 2020

A virtual Special Meeting of the Durham District School Board was held on this date.

1. Call to Order:

Roll Call: Trustee Niki Lundquist, Acting Chair of the Board

The Chair called the meeting to order at 5:00 p.m.

Members Present: Trustees Patrice Barnes, Michael Barrett, Paul Crawford, Donna Edwards, Darlene Forbes, Carolyn Morton, Niki Lundquist, Scott Templeton, Christine Thatcher

Regrets: Trustee Chris Braney

Officials Present: Director Norah Marsh, Associate Director David Wright, Acting Associate Director Jim Markovski, Superintendent Andrea McAuley, General Counsel Patrick Cotter, Communications Officer Robert Cerjanec

Recording Secretary: Kim Cox

2020:165

MOVED by Trustee Patrice Barnes

SECONDED by Trustee Carolyn Morton

THAT THE AGENDA BE APPROVED.

CARRIED

2. Declarations of Interest

There were no declarations of interest at this time.

Special Meeting of the Board Minutes  
November 23, 2020

3. Report from the Trustee Appointment Ad Hoc Committee

Trustee Darlene Forbes, Chair of the Trustee Appointment Ad Hoc Committee, advised that the Education Act states two options to fill a vacancy on the Board. A by-election can be called, or an ad hoc committee can be established to interview, or appoint a runner-up from the 2018 municipal election. She noted that the Trustee Appointment Ad Hoc Committee met on November 17, 2020 and a motion was presented to fill the vacated trustee seat by offering the position to the first runner-up Linda Stone and if she is not available the position be offered to Valerie Arnold. If neither can fill the position, interviews will be held.

Trustee Darlene Forbes advised that she was happy to report that Linda Stone accepted the appointment.

2020:166  
MOVED by Trustee Darlene Forbes  
SECONDED by Trustee Michael Barrett

THAT THE VACANT POSITION OF TRUSTEE, CITY OF OSHAWA, BE FILLED BY THE APPOINTMENT OF LINDA STONE, AN UNSUCCESSFUL TRUSTEE CANDIDATE FROM THE LAST MUNICIPAL ELECTION FROM THE VACATED ELECTORAL AREA, UNTIL THE NEXT MUNICIPAL ELECTION SCHEDULED FOR THE FALL OF 2022.

CARRIED

Linda Stone will attend the Board meeting scheduled to be held on December 7, 2020.

4. Adjournment

2020:167  
MOVED by Trustee Patrice Barnes  
SECONDED by Trustee Donna Edwards

THAT THE MEETING DOES NOW ADJOURN.

CARRIED

The meeting adjourned at approximately 5:06 p.m.

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Secretary



**DRAFT  
DURHAM DISTRICT SCHOOL BOARD  
BOARD AND COMMITTEE MEETINGS  
JANUARY 2021 - DECEMBER 2021**

---

**January 2021**

Monday	January 4	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	January 18	S.A.L. Meeting	1:00 p.m.	Room 3037
Monday	January 18	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Thursday	January 21	S.E.A.C. Meeting	6:30 p.m.	Room 2007

**February 2021**

Monday	February 1	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Tuesday	February 16	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Thursday	February 18	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	February 22	S.A.L. Meeting	1:00 p.m.	Room 3037

**March 2021**

Monday	March 1	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	March 8	S.A.L. Meeting	1:00 p.m.	Room 3037
Monday	March 22	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Thursday	March 25	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	March 29	S.A.L. Meeting	1:00 p.m.	Room 3037

**April 2021**

Tuesday	April 6	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	April 12	S.A.L. Meeting	1:00 p.m.	Room 3037
Thursday	April 15	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	April 19	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	April 26	S.A.L. Meeting	1:00 p.m.	Room 3037

**May 2021**

Monday	May 3	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	May 10	S.A.L. Meeting	1:00 p.m.	Room 3037
Monday	May 17	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Thursday	May 20	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	May 31	S.A.L. Meeting	1:00 p.m.	Room 3037

**June 2021**

Monday	June 7	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Thursday	June 17	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	June 21	S.A.L. Meeting	1:00 p.m.	Room 3037
Monday	June 21	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session



**September 2021**

Tuesday	September 7	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Tuesday	September 7	Special Board Meeting if Needed		
Thursday	September 16	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	September 20	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	September 27	S.A.L. Meeting	1:00 p.m.	Room 3037

**October 2021**

Monday	October 4	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	October 4	S.A.L. Meeting	1:00 p.m.	Room 3037
Monday	October 18	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Thursday	October 21	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	October 25	S.A.L. Meeting	1:00 p.m.	Room 3037

**November 2021**

Monday	November 1	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	November 8	S.A.L. Meeting	1:00 p.m.	Room 3037
Monday	November 15	Regular Board Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Thursday	November 18	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	November 22	S.A.L. Meeting	1:00 p.m.	Room 3037

December 2021

Monday	December 6	Standing Committee Meeting	6:00 p.m.	In Camera Session
			7:00 p.m.	Public Session
Monday	December 6	Organizational Board Meeting		
Monday	December 6	S.A.L. Meeting	1:00 p.m.	Room 3037
Thursday	December 16	S.E.A.C. Meeting	6:30 p.m.	Room 2007
Monday	December 20	Regular Board Meeting	6:00 p.m.	In Camera Session **
			7:00 p.m.	Public Session **

\*\* Tentative

**REPORT OF THE SPECIAL EDUCATION ADVISORY COMMITTEE**  
**Thursday, October 15, 2020 6:30 P.M.**

An on-line meeting of the Special Education Advisory Committee was held on this date.

**ROLL CALL:**

Claudine Burrell, Autism Ontario – Durham Chapter  
 Craig Cameron, Member At Large  
 Tara Culley, Durham Down Syndrome Association  
 Elizabeth Daniel, Ontario Association for Families of Children with Communication Disorders  
 Rowin Jarvis, Learning Disabilities Association of Durham Region  
 Kathy Kedey, VOICE for Deaf and Hard of Hearing Children  
 Eva Kyriakides, Association for Bright Children (ABC) (SEAC Chair)  
 Carolyn McLennon, Member At Large  
 Hanah Nguyen, Easter Seals Ontario

Trustees: Donna Edwards Christine Thatcher

Staff: Superintendent Andrea McAuley  
 Special Education Officer Kyla McKee

Recording Secretary: Diane Kent

**1. Call to Order:**

SEAC Chair Eva Kyriakides called the meeting to order at 6:31 p.m.

**2. Welcome Guests:**

SEAC Chair Eva Kyriakides welcomed special guests: Russ Davidson Secondary Representative, Peter Bozanis, Shannon Robertson Elementary Representatives and Devika Mathur, Human Rights & Equity Advisor.

SEAC Chair Eva Kyriakides advised that the Durham District School Board acknowledges that many Indigenous Nations have longstanding relationships, both historic and modern, with the territories upon which our school board and schools are located. Today, this area is home to many Indigenous peoples from across Turtle Island. We acknowledge that the Durham Region forms a part of the traditional and treaty territory of the Mississaugas of Scugog Island First Nation, the Mississauga Peoples and the treaty territory of the Chippewas of Georgina Island First Nation. It is on these ancestral and treaty lands that we teach, learn and live.

Report Special Education Advisory Committee (cont'd)  
October 15, 2020

3. **Regrets:**

There were no regrets at this time.

4. **Approval of Agenda:**

That the agenda for October 15, 2020 be approved.

MOVED BY: Tara Culley

SECONDED BY: Trustee Donna Edwards

CARRIED

5. **Approval of the Minutes from September 17, 2020:**

That the minutes from September 17, 2020 be approved.

MOVED BY: Trustee Christine Thatcher

SECONDED BY: Hanah Nguyen

CARRIED

6. **Inclusive Student Services Report**

Inclusive Student Services Department  
Update to SEAC October 2020



Henry Street PLP @HenryStPLP Sep 25  
A few more from outdoor, physically distant picnic 🍌🍌 @HenryStreetHS





Report Special Education Advisory Committee (cont'd)  
October 15, 2020

### Inclusive Student Services Department Update to SEAC October 2020

Updates in this edition of the Inclusive Student Services Department update include:

- Service Pathways to access ISS Services have been developed and are ready for distribution.
- Emphasis on responsivity: ISS being available in person and virtually to assist schools in student transitions and respond to emergent or existent mental health needs.
- Supporting Accessibility: Communication Tips
- Inclusive Technology Service Updates
- Professional Learning: AQ Subsidy Update
- Commitment to Promoting Mental Health and Wellbeing: You Matter. We are in this together!



### Inclusive Student Services Department Update to SEAC October 2020

#### Psychological Services

- Revised Service Functions: both in-person and virtual
- Staff have prioritized transition supports and mental health/well-being for targeted interventions.
- Equity lens a priority for staff training, given current needs of students and families.

#### Speech-Language & Hearing

- Exploring virtual service options to provide the range of service delivery options
- Started an online forum to connect SLPs/CDAs providing virtual service provincially
- Hearing resource team priority on ensuring amplification systems in place in classrooms
- Interpreter team supporting students in-person and virtually
- SLP and HRTs supporting all staff and students with communication challenges presented by mask wearing



### Inclusive Student Services Department Update to SEAC October 2020

#### Social Work Services

The Social Work team has had smooth and active start to the school year as Social Workers are back supporting students in person in school locations. Additionally, staff have been assigned to the DDSB@home virtual campuses to ensure that students learning virtually have access to mental health supports. School consultations as well as direct service referrals are on the increase and the team is prepared to meet the service needs of students and families. Along with our Psychological Service colleagues the team has been responsive to requests for service through our direct service "button" housed on the DDSB website. Additional supports for families and students will be rolled out in the coming months with respect to Mental Health Podcasts and group service options.



<https://www.doslu.ca/en/family-and-community-support/mental-health.aspx#Connect-with-our-Mental-Health-Team>

**Service Pathways**  
Supporting In-Person and Virtual Learners



NEW- Fall 2020



**Clinical Spaces in Schools**



**ISS Clinical Workspaces Fidelity Checklist**

Thank you to all school staff for supporting Inclusive Student Services by setting up Clinical Spaces so that ISS staff can safely provide a range of services to support our students and families. The health and safety of all staff and students is paramount at this time. As ISS staff are itinerant and serve multiple school sites, we want to ensure that everyone is safe as we meet students, staff or family members in your schools.

Toward this end, we ask that you review the enclosed Clinical Space Checklist, as it endeavours to ensure that the spaces have what is needed for continued health and safety. Please provide ISS any feedback to let us know if you need support in structuring the Clinical Space at your school.

Know that your efforts are appreciated by ISS staff who support your school!

NEW- Fall 2020

**Masks On**  
Communication Tips

Sharing communication tips and strategies through social media  
**DDSB Speech Language & Hearing**  
@DDSB\_SLH  
#DDSBengagement



**TIPS FOR TALKING WITH MASKS ON**

<b>M</b>	Make sure you have someone's attention before you talk
<b>A</b>	Ask if a person has understood what you said
<b>S</b>	Speak slowly
<b>K</b>	Keep 6 feet apart
<b>S</b>	Smile and use lots of gestures
<b>O</b>	Offer to repeat if not understood
<b>N</b>	Name feelings when talking: "That surprised me!"

For more information or additional materials please contact your school Speech Language Pathologist



Report Special Education Advisory Committee (cont'd)  
October 15, 2020

**Inclusive Technology Training**

Our Inclusive Technology Team support teachers, students and their families in incorporating a variety of technology tools as part of Universal Design for Learning (UDL).

Type of Training	Sept 2020	
EA Chromebook Device Program	26 EAs completed & received Chromebooks -total to date: 653 EAs	
Training for Teachers/EAs	led virtual PD for DDSB@Home staff -Google Docs, Mote, Google Classroom	
Training for Students/Families	DDSB@Home- 21 training sessions: 16 students, 15 parents All bricks/mortar- 6 schools, 15 students, 2 EAs, 4 Teachers, 2 Parents	Parents reporting that the training is helping them feel much more comfortable and capable of supporting their children during virtual learning
***ChooseItMaker3 -specialized software to support students who are non-verbal	-individual licenses provided for those learning at home	

**Additional Qualifications Subsidy Update  
Supporting Learners with Autism**

Through one-time funding, a subsidy was made available to all certified and eligible\* DDSB employees who have completed one (or possibly more) of the qualifying AQ courses during the specified timeframe.

The funding supporting educators engaged in the **Additional Qualifications Course: Teaching Students with Communication Needs (ASD)**

This funding was announced on June 5, 2020 and is open through to courses completed up to March 31, 2022.

A reminder of the subsidy availability was sent to all schools prior August 27th.

At this time, 16 educators have applied for this subsidy.



**Compassion Fatigue**

Return to School 2020 has had a stressful start to the year for students, staff and Administrators. The pandemic, along with social justice issues, may combine with any exposure to pre-existing trauma is impactful.

Training in Compassion Fatigue is being presented for staff in partnership with the TEND Academy.

*"WE ARE GOING TO GET WET WHEN WE WALK THROUGH THE RAIN."  
Weight is added to your "Emotional Backpack" as you lead with compassion and empathy.  
It is important to have strategies to positively work through this absorption of emotion.*



## Compassion Fatigue – Training Sessions

Six opportunities are being offered on Compassion Fatigue and Secondary Trauma designed to help with:

- Identifying signs of personal stress
- Identifying strategies to best cope with challenges

October 8, October 22, November 5, November 19, December 3 and December 17  
Session Timing: 4:00-6:00pm/Virtual Format

SEAC members interested in attending a session, please connect through Diane Kent.

Stay tuned for training dates specific to Trauma Informed practices!



## School Based Rehabilitation Services (SBRS)

### Grandview Children's Centre

#### School Based Rehabilitation Services Overview

*As a general program mandate, School-Based Rehabilitation Services aim to deliver Physiotherapy, Occupational Therapy, as well as Speech and Language support (e.g., speech production, fluency, voice difficulties) to school-aged children and youth in publicly funded schools. Specifically, the SBRS program works with students, staff, and families in order to ensure that the students are able to successfully and safely attend school, access the curriculum, and participate in school activities.*

*Children and youth who have identified language needs will continue to receive support through the Speech and Language therapists employed within their respective school boards.*

Source: <https://grandviewkids.ca/school-community-approaches/school-based-rehabilitation/>

#### SBRS Connections Supporting DDSB Students September 2020

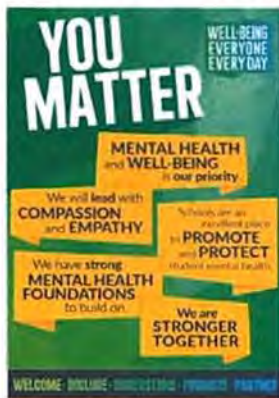
244 In-Person Service Sessions  
279 Video Service Sessions  
115 Email Consultations  
266 Phone Connections  
904 Connections



## You Matter

### Making Mental Health and Well-Being Our Priority

October School Staff Meeting Support



We realize that:

- This is a challenging school year
- Educators care and want to do our best as they support students
- Relationships matter
- Supports and resources are available
- Educator well-being matters as well

Video: [You Matter: We are in this together](#)



October is  
**Learning Disabilities Month**



**7. Presentation:**

Human Rights & Equity Advisor Devika Mathur provided SEAC members with a PowerPoint presentation on the development of a proposed Human Rights policy. Devika highlighted the proposed framework for the development of a Human Rights policy, legislative framework, considerations, key elements, organizational commitment rationale, objectives/purpose, proposed policy principles, and a summary of key consultations. Human Rights & Equity Advisor Devika Mathur also answered questions from committee members.

**8. a) Business Arising from the Minutes:**

1. Edits/Suggestions – DDSB SEAC Handbook

The following was noted:

- some of links that are connected to websites are no longer active,
- on-going professional development for SEAC members, PD is being limited at this time, looking at flexible PD times
- some of the newer associations are not listed within the handbook as it was last updated in 2013.

2. Action-based ideas to promote SEAC to educators/community

The following ideas were shared:

- SEAC announcement in school newsletters
- Video to promote SEAC members and their associations
- SEAC presentations at school SCCs meetings.
- Student VOICE (Student Senate/Student Trustees)
- Webinars

**8. b) Open Discussion Period**

- SEAC Association Connects

The Open Discussion Period had a focus on each association sharing a quick overview of their association and roles on SEAC. A PowerPoint has been created by committee members that can be shared on the Board's website and use to help promote SEAC through other social medias.

**8. c) New Business**

- SEAC/PIC Representative

Last Spring, a revision of PIC by-laws included the addition of a SEAC representative. Committee members were e-mailed to seek interested in this role. Hanah Nguyen, volunteered to be the SEAC representative for the Parent Involvement Committee. Subsequent to additional calls for representatives by Chair Eva Kyriakides, and there being none, Hanah Nguyen was acclaimed to the position of SEAC Representative for the Parent Involvement Committee.

NOMINATION:

THAT HANAH NGUYEN REPRESENT THE POSITION OF SEAC REPRESENTATIVE FOR THE PARENT INVOLVEMENT COMMITTEE (PIC).

MOVED BY: Trustee Donna Edwards

SECONDED BY: Elizabeth Daniel

CARRIED

**9. Staff Reports:**

**Administration:**

**Superintendent Andrea McAuley**

**PAAC on SEAC**

PAAC on SEAC for October recommends overview of EQAO results including the accommodations that were in place for students in the spring of the previous year. Due to school closures, EQAO assessments were cancelled for Spring 2020. At this time, EQAO assessments for students in Grades Three and Six have been cancelled for Spring 2021.

**9. Staff Reports: (cont'd)**

**Superintendent Andrea McAuley (cont'd)**

2020-2021 School Program Updates

- We continue to see a shift in students moving between in-person and virtual modes of learning. The majority of requested transfers are from in-person into virtual.
- Elementary students, who indicated prior to October 5<sup>th</sup>, a desire to move to DDSB@Home will make the switch the middle of November. This timing aligns with progress reports and also allows for a 72-hour period of in-person cohort adjustments.
- The survey for secondary students is currently open. Students will remain in current learning modality through to beginning of the third Quadmester.
- Adjustments to school based special education and district Inclusive Student Services staff will be made concurrent to student transfers. For example – adjustments to assignments for Speech Language Pathologists, SERTs and EAs.
- The DDSB has recently announced that students in secondary schools will not participate in exams this year. The decision was made to utilize the previously designated exam days to continue teaching and learning.

DDSB 2020-2021 Operational Plan

This coming Monday night, the 2020-2021 Operational Plan will be shared as part of the October Board Meeting. The plan detailed under the headings the DDSB's six priorities of Success, Well-being, Equity, Leadership, Innovation and Engagement is our shared commitments and action items. The plan is evidence of collaboration across all departments on our commitments to Human Rights, Equity, Well-Being and Innovation. SEAC will be provided a link to the public document and an overview of the plan with highlights of the commitments to our shared focus on students with special education strengths & needs will be part of the updates next month.

Next Steps & Stories of Success

This school year continues to unfold with many layers of complexity. Commitment to working together is essential to surfacing challenges, thriving in creativity and keeping focus on student well-being and learning. There are many elements that we continue to solution seek for and many stories that are inspiring.

We continue to work through items such as mapping the Gifted Screening embedded with the required health protocols, use the opportunity of virtual connections to increase access to planned events such as Transition Night – through Officer McKee's leadership, and seek ways to support individual student strategies, such as work systems, when learning is virtual.

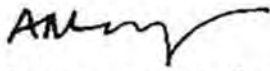
Success stories include the launch of virtual learning hubs, small group instruction for students across schools (e.g., a group of kindergarten students meeting daily with their Hearing Resource Teacher online) and actioned evidence of our commitment to mental health and well-being as our partners at TEND Academy provide the keynote at the upcoming Regional SCC meeting entitled, "Overload: Strategies to Stay Healthy in a Stressful World".



9. **Staff Reports: (cont'd)**

**Superintendent Andrea McAuley (cont'd)**

Every educator, Administrator, parent/caregiver is experiencing a year of firsts as we navigate together. We continue to be inspired by the students and those supporting their well-being and learning.



Andrea - on behalf of the Inclusive Student Services Team



**Board:**

Trustee Donna Edwards informed SEAC members that the Board of Trustees received presentations on DDSB@Home Update and Community Consolation on the Development of a Human Rights Policy at the Standing Committee meeting that was held on Monday, October 5, 2020. Trustee Edwards also noted that the Board of Trustees did send the letter requesting the Fall 2020 SIP Exemption request to the Ministry of Education on behalf of SEAC.

10. **Association Reports:**

**Autism Ontario – Durham Chapter**

The Scotiabank Toronto Waterfront Marathon Challenge has gone virtual this year allowing everyone to participate. As a charity run, many registered charities will be using this event to help raise funds for their organizations. The Durham Chapter of Autism Ontario has entered a team and are asking for people to join their team as participants or sponsors. The link for the Durham Chapter team is here:

<https://raceroster.com/events/2020/27138/scotiabank-toronto-waterfront-marathon-virtual-race-2020/pledge/team/349>

**Easter Seals Ontario**

Easter Seals Ontario helps families with the cost of equipment that is required by children and youth with a physical disability. The Equipment Funding Program is supported by funds raised from individual donors, special events, corporate partners and foundations. Easter Seals Ontario welcomes donations.



**10. Association Reports: (cont'd)**

Learning Disabilities Association of Durham Region (LDADR)

Throughout October, Learning Disabilities Awareness month, the Learning Disabilities Associations of Ontario will be raising awareness to reduce stigma to allow people to get the supports they need to reach their potential.

VOICE for Deaf and Hard of Hearing Children

VOICE TOP is hosting with CHHA-BC Youth Peer Support to hold virtual GAMES DAY on Google Meet as follows:

- October 17, 2020 (1-3pm EDT) games suitable for ages 6 to 9 years old.
- October 24, 2020 (4-6pm EDT) games suitable for ages 10-14 years old.

Parents are also welcome to join.

Annual General Meeting on Saturday November 21st, 2020 from 2-4:30 pm with the event being hosted on ZOOM.

**11. Correspondence:**

There was no correspondence at this time.

**12. Community Concerns:**

Claudine Burrell shared her concern regarding the recent anti-black racism yearbook incident at St. Mary's CSS in Pickering.

Superintendent Andrea McAuley responded that it is a reminder of the need to do more and to do differently; noting the impact to the young man, family and community. The Equity & Inclusive Education Department provided information to schools to aid in open classroom conversations. Inclusive Student Services clinical staff were also available for student consultations.

Eva Kyriakides shared her concern after speaking with parents of Gifted Learners regarding scheduling in both elementary and secondary schools, specifically related to split classes that include main stream and gifted in elementary and split classes that include academic/university stream with gifted stream. Some students in the academic stream are finding the pace a little too quick; while students in the gifted stream are finding it a little too slow. What supports are given to the teacher to ensure all student needs are met. Typically, a gifted class would not be combined with another stream. Eva also inquired about the number of classes this is happening in.

Superintendent Andrea McAuley replied that the combination of split classes is highly unusual in secondary and will provide an update at the November SEAC meeting.

**13. Celebrations and Success:**

Rowin Jarvis shared that Chole Stanton from O'Neil CVI was the LDADR/DDSB Abilities Scholarship Recipient this year. He mentioned that Chole was overjoyed to receive the scholarship and that it is great to see students benefitting from this award.

Claudine Burrell is the bingo caller for Autism Ontario Durham Chapter's virtual Bingo. She mentioned that it was the most fun some people have had since COVID-19 began. Participants were sharing their prizes, keeping safe inside their homes but still being able to come together.

Hanah Nguyen noted that she was really impressed by the Durham DSB and wanted to give kudos to staff for all their hard work in supporting students and families and school starting on time this year despite the Pandemic. Hanah also mentioned that the Easter Seals Ontario summer camp was suspended this year due to the pandemic; however, funding granted by the United Way enabled Easter Seals to provide games boxes to campers.

**14. Next S.E.A.C. meeting – Thursday, November 19, 2020**

**15. Adjournment:**

That the meeting does now adjourn at 8:56 p.m.

MOVED BY: Rowin Jarvis

SECONDED BY: Elizabeth Daniel

CARRIED

Report respectfully submitted by:  
 Eva Kyriakides, SEAC Chair

ACTION PLAN		
ACTIVITY	RESPONSIBILITY	COMPLETION
Gifted Split Classes Data	Superintendent Andrea McAuley	By next SEAC meeting.

**DURHAM DISTRICT SCHOOL BOARD  
ADMINISTRATIVE REPORT**

**REPORT TO:** Board of Trustees

**DATE:** December 7, 2020

**SUBJECT:** Integrity Commissioner Appointment

**ORIGIN:** Integrity Commissioner Selection Committee (the "Committee")

**1. Purpose**

The Committee was established pursuant to the provisions of section 2.1 of By-Law #12, Trustee Code of Conduct. The purpose of this report is to provide the Board with the Committee's recommendations as to the appointment of a new Integrity Commissioner.

**2. Background**

The DDSB invited proposals from lawyers, law firms, mediators, workplace investigators and others with the necessary skills and qualifications, for the provision of services as Integrity Commissioner under the Board's By-Law #12, Trustee Code of Conduct.

The Committee granted the top scoring bidders with an opportunity to move to the interview phase. Those interviews are now complete and the Committee has determined that the highest scoring bidder is ADR Chambers Inc. The individual working with ADR Chambers who will be the primary contract for the Board is Mr. Michael Maynard.

**3. Recommendation**

The Committee recommends that the Board appoint ADR Chambers Inc. as the Integrity Commissioner under By-law #12, Trustee Code of Conduct, subject to appropriate terms and conditions being agreed upon between ADR Chambers Inc. and the DDSB.

*Scott Templeton*

\_\_\_\_\_  
Trustee Templeton, Chair of the Committee

*(For Board Meeting Use)*

**DURHAM DISTRICT SCHOOL BOARD**

**MOTION**

MOVED by: Trustee Michael Barrett

SECONDED by: Trustee Darlene Forbes

THAT THE BOARD INSTRUCT THE CHAIR, ON BEHALF OF THE DURHAM DISTRICT SCHOOL BOARD, TO WRITE A LETTER TO THE MINISTER OF EDUCATION AND INQUIRE AS TO WHY THE BOARD DID NOT RECEIVE FUNDING FOR THE NORTH OSHAWA SECONDARY SCHOOL AS IT IS URGENTLY NEEDED.





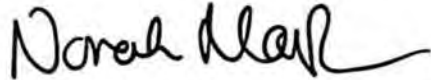
DURHAM DISTRICT SCHOOL BOARD  
ADMINISTRATIVE REPORT

Page 2 of 2

5. Conclusion

This report and the attached 2020 *Director's Annual Report* are submitted to the Board in fulfillment of the requirements of section 283(3) of the *Education Act*.

Report reviewed and submitted by:



---

Norah Marsh, Director of Education, Chief Executive Officer and  
Secretary to the Board





# Director's ANNUAL REPORT

2020

SUCCESS

WELL-BEING

LEADERSHIP

EQUITY

ENGAGEMENT

INNOVATION



## SCHOOL BOARD TRUSTEES

The Board of Trustees is the governing body of the Durham District School Board. The current Board's term runs from December 2018 to December 2022. Public school board trustees are the critical link between communities and school boards. They ensure that schools meet the diverse needs of students in their communities. Trustees are responsible to their communities for the quality of education provided in local schools within an approved financial framework. Trustees meet regularly at Standing Committee meetings held on the first Monday of each month and at Board meetings held on the third Monday of each month. Upcoming meetings are held in the boardroom at the Education Centre. The public is welcome to participate through the live stream of the meetings.

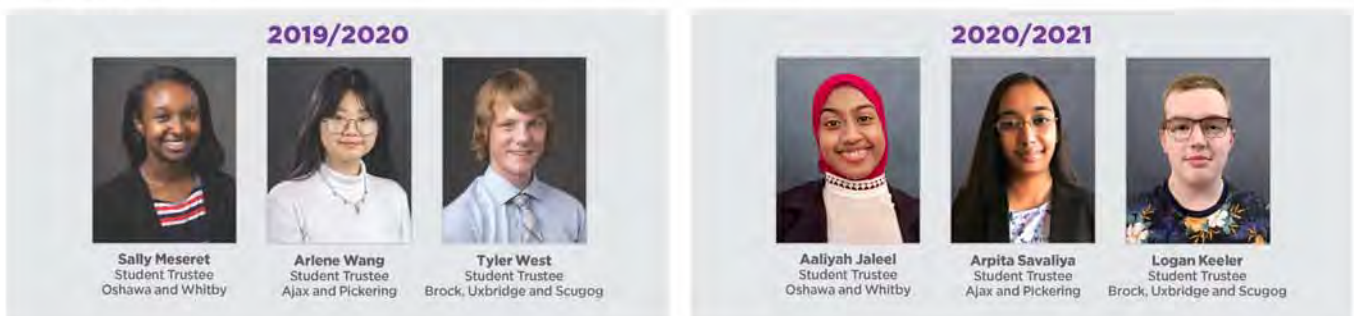
2019/2020



## STUDENT SENATE

### The Student Voice

Student Senate is made up of secondary school student representatives. The Senate meets once a month during the school year to improve communication between the Board and its secondary school students across the DDSB. Issues, comments and concerns expressed by the Student Senate are brought to the attention of the Board by the student trustees.





## A Message from the CHAIR

It has been an honour to serve as Chair of the Durham District School Board over the course of the past year. When we started this year, I am not sure that anyone would have thought it would end up in this way with a global pandemic that has forced all of us to change our routines and rethink how to deliver education in this new context.

Amongst all this change, the past year has also been a period of change at the DDSB and by working together, the Board has successfully addressed numerous challenging issues. To date, the Board has held 28 Special Board Meetings and Standing Committee meetings to respond to the pandemic, important business and the unique needs of the system.

We have successfully advocated to the Minister of Education for additional COVID-19 funding and support for our Board and school boards across the province. We received approval for the creation of two new schools in our growing District and funding for the replacement of a third school. Construction is currently underway on two additional schools that are planning on opening their doors in September 2021. Numerous child care expansion projects are ongoing, we are enhancing accessibility in our system and are continuing our progress in upgrading Heating, Ventilation and Air Conditioning (HVAC) systems in schools.

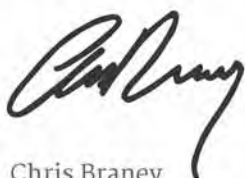
As a Board, we have worked hard to put in place a strong foundation and provide stability for the District moving well into the future. Following a national search for a new Director of Education, the Board of Trustees confirmed its confidence in and appointed Norah Marsh as Director of Education. Her long history as an advocate for public education and as an innovative change agent, relying on her experience with two other Eastern Ontario school boards and as the CEO of a provincial Crown Agency will serve the DDSB well.

The DDSB's Ignite Learning Multi-Year Strategic Plan has been extended for another two years in order to give time for the District to move through the COVID-19 pandemic and to allow for an engaged stakeholder consultation on the priorities the DDSB should be focusing on next.

Even during a global pandemic, it is important that we do not lose sight of our end goal, which is to continue to build a stronger system of public education for students and families in Durham Region.

Please continue to stay safe and healthy and I hope that by this time next year, we will be able to look back at the past year and see how far we have come. I am truly appreciative of the opportunity to serve and to make a difference in our community.

Sincerely,



Chris Braney  
Chair, Board of Trustees





## A Message from the **DIRECTOR OF EDUCATION**

On behalf of Administrative Council, we are pleased to share with you the activities and initiatives that have shaped the work of the Durham District School Board over the past year in the Director's Annual Report for 2020.

Since joining the team just over a year ago, I have had the pleasure of spending time in school communities across the District, to see students engaged in their learning and to have met the wonderful people who are committed to the success of the DDSB. We have a strong and proud foundation in innovation, and I look forward to continuing this work to help create equitable outcomes for all students.

It has been heartwarming to see how the community has come together to support one another this year. I am proud of our dedicated staff who assisted vital community efforts to support frontline healthcare workers with donations of over 158,000 items of personal protective equipment at a time when it was needed most. Our Make a Difference Poverty Strategy team, various departments and schools are working together to fundraise and accept donations worth hundreds of thousands of dollars to support members of our community who are in need.

As a system, we have had to pivot and adapt multiple times due to COVID-19. We went from school closures and the rapid shift to Distance Learning, to planning for multiple return to school scenarios over the summer and developing a budget flexible enough to respond to varying needs. We could not have done this without the committed working groups comprised of staff and stakeholders who ensured that staff and students can return to school safely and to launch the DDSB@Home virtual schools that have approximately 19,000 students currently enrolled. We have appreciated the student and parent voice that have supported this planning. As we headed into the uncertainty of the fall, it has been clear that parents/guardians, students and staff have risen to the challenge.

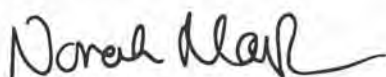
The ability to respond in this way to a global pandemic is the testament of a strong central and school leadership team and the hallmark of a resilient system. The commitment demonstrated by educators and all staff groups to ensure student needs are put first have been unparalleled throughout my time in public education and on behalf of a grateful system, thank you for your incredible efforts.

While we are facing one of the biggest global challenges of our generation, it presents an opportunity to re-think and re-shape what the future looks like. Ideas such as the importance of placing mathematical and language literacy within the context of global competencies, connecting our students to the international world through their learning, and focussing on critical thinking, communication, collaboration, and creativity. We have an opportunity to ready them to be citizens of the world.

But there is more work to be done. We have developed an expanded student technology plan that will provide students in Grades 5 and up with a Chromebook. The District's equity and anti-racism work must continue to be of critical importance moving forward, alongside our commitment to Human Rights with policy consultations that are currently underway. As Director, I am committed to continue building capacity and working collaboratively with all staff groups to enhance relationships and a sense of belonging within the District.

As we end the year, I am humbled by the opportunity to continue to serve students, staff, families and stakeholders as Director of Education. I am looking forward to the journey ahead as we focus on student success and well-being.

With gratitude,



Norah Marsh  
*Director of Education*



## Current Administrative Council DURHAM DISTRICT SCHOOL BOARD

### NORAH MARSH

Director of Education  
Secretary to the Board

### DAVID WRIGHT

Associate Director Corporate Services

### JIM MARKOVSKI

Acting Associate Director  
Academic Services

### ROBERT CERJANEC

Interim Executive Officer,  
Communications and Public Relations

### PATRICK COTTER

General Counsel

### DEVIKA MATHUR

Human Rights and Equity Advisor

### GARY CROSSDALE

Superintendent of Education/Family of Schools,  
Safe Schools, Engagement

### GEORGETTE DAVIS

Superintendent of Education/Family of Schools,  
Innovation

### ERIN ELMHURST

Superintendent of Education/Family of Schools,  
Early Years, Poverty Strategy, Partnership Development,  
Indigenous Education

### MOHAMED HAMID

Superintendent of Education/Family of Schools, Equity,  
Indigenous Education, Outdoor Education and English  
as a Second Language

### MARGARET LAZARUS

Superintendent of Education/Family of Schools,  
Equity, French Curriculum

### ANDREA MCAULEY

Superintendent of Education/Inclusive Student Services,  
Mental Health & Well-Being

### HEATHER MUNDY

Superintendent of Education/Family of Schools,  
Human Resources

### STEPHEN NEVILLS

Superintendent of Education/Family of Schools,  
NTIP, EQAO, Secondary Curriculum, Student Success,  
e-Learning

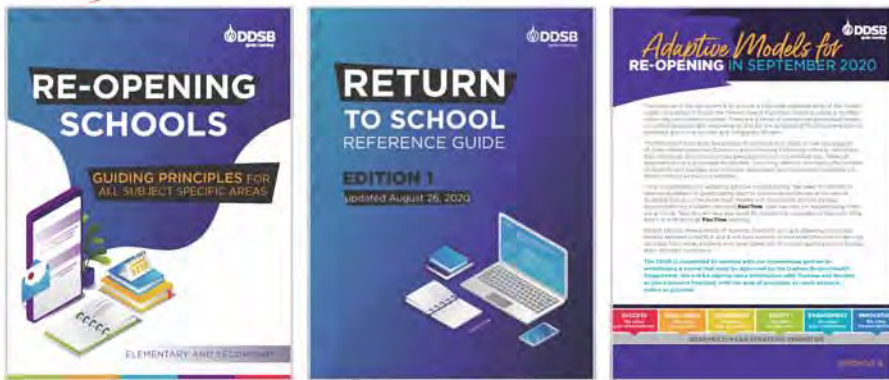
### JACK NIGRO

Superintendent of Education/Family of Schools,  
NTIP, EQAO, Elementary Curriculum





# success



## Return to School

Over the course of the summer, a cross-section of DDSB staff through various working groups were engaged in planning and consultation in order to ensure the safe and successful return of students and staff to DDSB schools and worksites.



## Principles to Inform Distance Learning Practice for Secondary and Elementary

These documents provided five guiding principles to help support educator practice, address challenges and opportunities and support Inclusive Distance Learning experience for all DDSB students and families.



## Elementary and Secondary Distance Learning Thoughtexchanges

The DDSB conducted a Student/Parent/Guardian Thoughtexchange and shared the feedback with educators to assist them in their reflective practice and to support collaborative conversations as to how we continue to grow and support students during Distance Learning.



## Teaching and Learning at a Distance

A DDSB resource document was created to support educators in implementing the Ministry of Education's expectations for the continuity of learning, including assessment guidelines, during Distance Learning.

## Assessment and Evaluation at a Distance

A DDSB resource document was created to support educators in implementing the Ministry of Education's Growing Success guidelines during Distance Education.



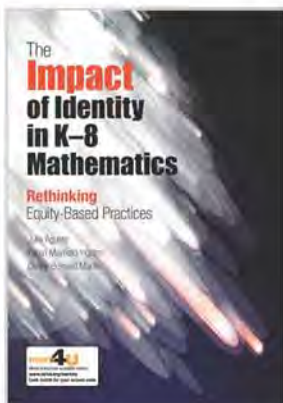
Set high expectations and provide support to ensure all students and staff reach their full potential every year.



[Pep Talk PD](#)

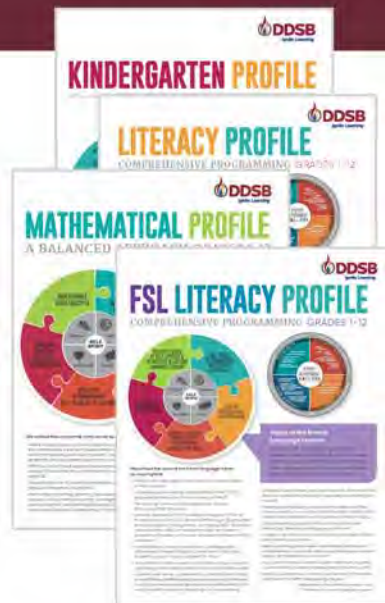
### Professional Learning Video Support

Within this DDSB online site, educators from Kindergarten to Grade 8 can select from a range of “bite-sized” professional learning videos. These videos focus on curriculum-based teaching and learning approaches and resources that align with currently identified areas of growth for our DDSB students.



### The Impact of Identity in K-8 Mathematics: Rethinking Equity-Based Practices

This book informs lesson planning for mathematics through five high impact equity-based practices. Previously used system-wide in Math Lead sessions, this book continues to be a key resource for elementary mathematics planning.



### Kindergarten, Literacy and Mathematical Profiles

A series of professional learning resources highlighting evidence-informed strategies to support teacher practice and student learning in French language acquisition, and mathematics and literacy from Kindergarten to Grade 12.



DDSB Guide to Mathematics Curriculum 2020

### DDSB Guide to Mathematics Curriculum 2020

On-demand professional learning videos and classroom resources are available to support educators as they learn about and begin implementation of the new curriculum. This online resource is found on our DDSB Professional Learning Hub with an intended audience of educators from Grades 1 to 8.



### Curriculum Currents System Communication

This weekly email communication is sent to all elementary administrators to share with their educators. It provides an ongoing mode of communication from the K to 8 Student Achievement and Curriculum team, with a focus on sharing new resources, classroom “tips”, and professional learning opportunities.

## PROFESSIONAL LEARNING HUB

### Professional Learning Hub

Through the Professional Learning Hub, educators can select from a range of professional book club sessions focused on literacy and numeracy teaching and assessment practices. Both virtual “RealTime” and a more independent assignment-based approach are available to meet the varying needs of educators.



### Google Site for Newly Hired Elementary and Secondary Teachers

All newly hired teachers will have access to onboarding recommendations and resources, mentoring information, and professional learning opportunities through this DDSB Google site.



# success



## French Immersion Sessions

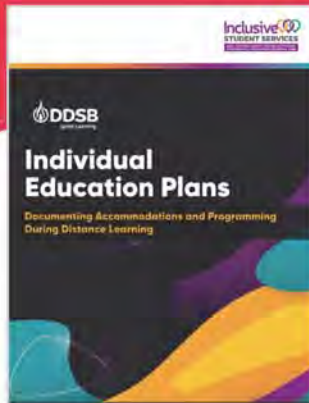
Workshops were offered in partnership with K-8 Literacy/Numeracy and supported by Innovation to work with teachers to support meaningful engagement in Distance Learning for all French Immersion (FI) schools and Core French teachers. As well, in partnership with Inclusive Student Services, the French Immersion SERT Network held a session on how to support students and staff in the virtual world.



## STUDENT ACHIEVEMENT & CURRICULUM

### Distance Learning School Closure Supports

Virtual professional learning sessions, classroom resources, and collaborative Google Communities supported elementary educators during Distance Learning. The Student Achievement and Curriculum team created classroom planning documents and provided networking sessions for promising practices, focused on Ministry identified curriculum priorities.



### Individual Education Plans During Distance Learning

Provided families/caregivers and school teams transparent information about programming shifts during Distance Learning for students with individualized programs. This resource included details such as scope of consultation, programming and documentation.



### Transition Planning Spring 2020

This guide provided families/caregivers, community partners and school team concrete considerations to support planning for student success in the small and large transitions specific to the health considerations of COVID.



### Guide to Special Education IPRC

Virtual platforms for Identification Placement and Review Committee (IPRC) launched in Spring 2020 during Distance Learning. Annual review of placements were facilitated through providing video or conference call options to ensure important connections regarding individual student strengths, needs, exceptionalities and placements in planning for the 2020-2021 school year.



### Professional Learning Course Funding

Through one-time funding, a subsidy was made available to all DDSB teachers. As of November 1st, 194 math subsidies and 16 Teaching Students with Communication Needs (ASD) subsidies had been accessed by DDSB educators.



Set high expectations and provide support to ensure all students and staff reach their full potential every year.

## Supporting Inclusive Education

### Supporting Inclusive Education

The DDSB SPARK platform was leveraged as a space to support teachers in sharing resources, ideas, and questions related to supporting inclusive programming. The 'Supporting Inclusive Education' space, hosted the Universal Design for Learning Google Community as well as a Google Community for each of our Special Education program types.

## Universal Design for Learning

### The Universal Design for Learning UDL Google Community

A platform to support all teachers in better understanding UDL and the strategies that support all learners, as well as share resources and ideas for putting it into action within a specific subject or grade. This space also housed suggestions to support hearing and vision needs and support from our Speech and Language Pathologist team.

## Supporting Inclusive Education

Practical Learning Program



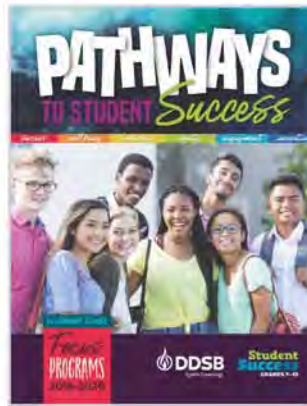
### Google Communities

Each of our Special Education programs has a Google Community created for teachers and support staff of these programs to be able to post questions, share resources, and collaborate. The Practical Learning Program is shown here. Members from each of the ISS teams co-created the content to provide educators with multidisciplinary expertise and support.



### Choosing My Success, Refining My Pathway, and Designing My Future Student Transition Guides

A series of publications that focus direction for schools, students and families as elementary and secondary students pathway-plan for transition from elementary to secondary and from secondary to post-secondary destinations.



### Pathways to Student Success

Annual publication provides information on secondary school focus programs that enhance student success. This comprehensive resource provides families with information on a range of opportunities for individualized pathways.

## CREATING PATHWAYS TO SUCCESS

AN EDUCATION AND CAREER/LIFE PLANNING PROGRAM FOR ONTARIO SCHOOLS

### Choosing My Success Transition Pathway Counsellors

Nine Transition Pathway counsellors allocated to all elementary schools to support Grade 7s and 8s in: Grade 9 course selection, pathway planning for initial destinations after secondary school, setting goals for community involvement and identifying areas of interest for extracurricular activities as well as leadership opportunities. They are also partners with secondary school Guidance Departments.



# success



## Community Connected Experiential Learning

Through opportunities such as Take Our Kids to Work Day, Vex Robotics kits, the elementary Skills Ontario competition, and partnerships with local organizations, students and teachers have the opportunity to gain a solid understanding of the value of Community Connected Experiential Learning.



## Technological Education

Every secondary school in the DDSB offers Technological Education programming. The DDSB Pathways to Student Success publication lists school offerings for Technological Education courses such as: Automotive Transportation Technology, Cabinet Making, Communications Technology, Computer Networking, Construction, Cook/Chef, Electrical, Green Energy, Health Care, Hairstyling and Cosmetology, Information Technology, Manufacturing, Technological Design, Robotics and Welding.



## Specialist High Skills Major

Over 1,900 Grade 11 and 12 students are enrolled in one of the 64 Specialist High Skills Majors at 18 different high schools where students are able to focus on a career path that matches their skills and interests, access valuable industry certifications, connect with local industry partners and post-secondary institutions, and meet the requirements of the OSSD with a SHSM seal.



## Specialist High Skills Major

Two thousand one hundred and nine grade 11 and 12 students earned 4,487 Cooperative Education credits as they experienced a variety of learning opportunities connected to work placements within their communities. Cooperative education promotes the acquisition and refinement of skills, knowledge, and habits of mind that support education and career/life planning and fosters positive attitudes toward learning that help students become independent, lifelong learners.



## Dual Credits

Over 1,200 Grade 11 and 12 DDSB students enrolled in a dual credit program with either Durham College or Fleming College which allows them to earn a reach-ahead college credit that also counts towards their OSSD. Dual Credit participation includes the opportunity to visit the partnered college and experience post-secondary programming, services, and success. DDSB has a strong focus on dual credits in skilled trades, technology and career-focussed course selection as well as a variety of delivery models to meet the needs of the students in the changing world.



## Supporting Adult Learners through School-Within-A-College (SWAC) School College Work Initiative (SCWI) Programming

This year DDSB expanded Adult Education Supports and added two new SWAC programs to the existing one and an adult dual credit, increasing funded seats to 50. SWAC's re-engage adults 21 years or older who are close to completing an OSSD and provide a college credit and at least two secondary school credits to graduate students. One of the new programs was created to restart the Building and Construction Pathway program at DCE. to support continuation in Trades careers through post-secondary education.



Set high expectations and provide support to ensure all students and staff reach their full potential every year.

## Ontario

### Children and Youth in Care Transportation Funding

Several students in the care or custody of a Children's Aid Society or Dnaagdawenmag Binnoojiiyag Child & Family Services were able to receive funding for transportation in order to facilitate continuity in their education while remaining at their home schools when they experienced a mid-year change of residence.



### Secondary Skills Ontario Competitions

Thirty-seven Regional Competitions were entered by 260 secondary students, including Animation, Architectural CAD, Cabinetmaking, Coding, Electronics, Fashion Design, Hairstyling, IT Networking, Plumbing, Robotics, and Video Production. Sixty-two mentor-teachers supported the growth and preparedness. When live competitions could not be held this year due to school closures, DDSB entered six of eleven Provincial Virtual Competitions and earned five medals, including three gold. Additional activities and partnerships included Skills@Home Challenges and Young Women's Initiatives.



### Ambitious 7s

Returning for its third year, the program inspired by the Judy Project and partnered with Erin McLean, Canadian Olympian and Shark Tank portfolio leader for the Herjavec Group in Toronto, to support 47 ambitious goal-setting in Grade seven females while also building confidence and motivation.



### Tech. Ed. Symposium for Grade 10 Students

Grade 10s from all secondary schools were invited to engage in hands-on learning to be inspired by a keynote address and acquire skills in three different workshops to support pathway planning and student success. Workshops developed by industry partners, post-secondary schools and expert skilled tradespeople in advanced manufacturing and design, construction, automotive, robotics, hairstyling and cooking.



### The Learning Partnership - Coding Quest

We had over 30 teachers participating in The Learning Partnership Coding Quest Program. In 2019, it had 63 local business volunteers who provided feedback on close to 400 student projects at 24 Arcades held across Canada.



### Dunbarton Coding Conference - VEX Robotics

Grade 7 students from Dunbarton's family of schools were coding microbits, programming VEX robots, and applying STEM concepts in recognition of National Coding Week.



### Academy for Student Athlete Development Program

A unique, high performance athlete program located at the Abilities Centre in Whitby which is designed for student athletes in Grades 9 to 12, in conjunction with the DDSB, Elite Training Systems, Neurochangers, provincial and national sport organizations.



# success



### Learning Skills Posters

To support the development of learning skills for elementary students, the Student Success Department developed a Learning Skills poster. This poster highlights the six learning skills and work habits in student friendly language. Every elementary school across the district received this resource to be used by teachers to reinforce the importance of learning skills and how they are an integral part of a student's success.



### Device Deployment for Distance Learning and DDSB@Home

DDSB has successfully deployed 6,751 "loaner" Chromebooks to DDSB@Home students in need of technology to support distance learning. This is in addition to the 5,816 Chromebooks that have been deployed to DDSB@Home Grade 7-12 students registered in our 1:1 program.

Total # of 1:1 Chromebooks deployed for

- Grades 7-12: **26,715**
- Special Education: **7,471**



### Build it Up Blitz! DDSB Youth in Construction Build Initiative

In November, over 110 senior construction students from multiple schools engaged in building four town homes in Oshawa to be awarded to families through Habitat for Humanity Durham. Over six days, students learned and completed installation of sheet glass, walls, floors, stairs, decks and joists. Each day, students partook in worksite health and safety debriefs and lunchtime Industry Professional Career Talks from architects, project managers and Red Seal tradespeople



### Revised Career Studies Curriculum

In September 2019, the Ministry of Education released the revised Career Studies curriculum which brought about a more comprehensive focus on financial literacy, exploring all career and life pathways, and exposing students to high-growth industries. DDSB Career Studies teachers participated in professional development sessions and shared resources through a shared Google folder.



### Re-engagement

The school closure from March to August of this year provided the opportunity for our contract Re-engagement teachers to expand their search history of former DDSB students who left our system prior to earning an OSSD. Through this process we are proud to share that over 344 former DDSB students were granted their OSSD during this time as a result of credit substitutions and submission of community involvement hours. As you can imagine, this was life-changing news for many of these adults and the individual stories we heard in this time were both important, impactful and inspiring.

### Child Care and Schools - Working Together in a Shared Space

A resource which was created to support a seamless transition for children from school to child care that highlights the importance of collaboration and communication between both stakeholders to best support students' success and well-being.



# Set high expectations and provide support to ensure all students and staff reach their full potential every year.



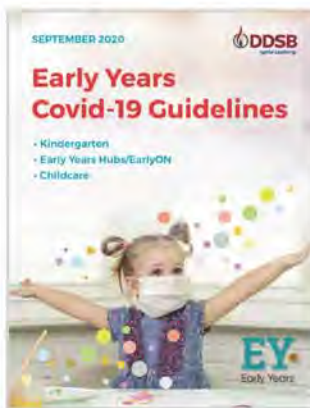
### Kindergarten Registration

Kindergarten posters were provided to all elementary schools, child care centres and Early Years hubs to promote kindergarten registration.



### Positive Youth Development Strategy

This resource document is intended to consolidate the research on positive youth development as well as serve as a tool to align our work in schools with best practice, Ministry of Education policy and the evidence provided by current research.



### Early Years Covid-10 Guidelines

A resource was created to provide Covid-19 Health and Safety guidelines for Early Years educators within a play based program.



### Youth Strategy - Three Pillars of Opportunity

To further expand the work of the Youth Strategy and Youth Hubs, an infographic was developed to include the 'Three Pillars of Opportunity' for our youth, Youth Hubs, secondary educators and youth serving partner agencies.



### Early Years Newsletters

Regular newsletters are created by the Early Years Team to support Kindergarten educators and celebrate the successes of promising practices throughout the district.



### Outdoor Learning Catalogue

A catalogue created for schools and child care that highlights Board approved items and equipment to support best practices in the outdoor learning environment.

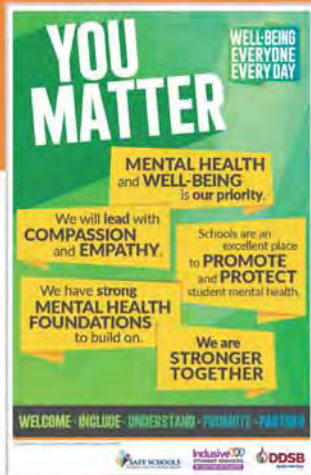


### The Make a Difference Depot

The Make a Difference Resource Depot expanded to include the Starfish Store and the Nutrition Station. The Starfish Store collects and provides well-being products, school supplies and clothing for students. The Nutrition Station runs in partnership with Durham's Child Nutrition Project to enhance breakfast and snack programs in our MAD schools.



# well-being



## You Matter: Key Commitments/ Messages Poster Campaign

You Matter highlights our commitment to prioritizing mental health and well-being needs to be reinforced throughout the 2020-2021 school year. The posters provide an opportunity to reinforce our key messages in order to ensure alignment and show commitment to mental health and well-being to the system.



## Training in response to Compassion Fatigue

This training is available to all DDSB staff in partnership with the TEND Academy. Specialized sessions include those focused on clinical support staff, educational assistants and system leaders. Training in Compassion Fatigue is available to all DDSB staff in partnership with the TEND Academy.



## Service Pathways for In-Person Learners and DDSB@Home Learners

Information launched in fall 2020 to further refine service pathways based on a student's mode of learning for the 2020-2021 school year. Change of significant note: verbal consent obtained at the school level to expedite referrals.



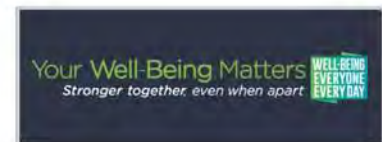
## Children's Mental Health Week (May 8-12)

Children's Mental Health Week was celebrated virtually through a Distance Learning Calendar. Organized around themes for each day, the calendar included mental health and wellness activities for staff, students and their families.



## Service Pathways During Distance Learning

This resource provided school teams with the information about the Referral Process for ISS Services to specific to access during Distance Learning. Inclusive Student Services (ISS) teams, working within their professional College requirements, made adjustments to minimize barriers to service access created by physical school closures.



## Your Well-being Matters, Stronger Together even when Apart

Launched in March, Your Well-being Matters, Stronger Together even when Apart was developed to provide DDSB staff, families and students timely positive mental health and well-being resources during the initial COVID-19 school closure (March-June 2020).



# Create safe, welcoming, inclusive learning spaces to promote well-being for all students and staff.



## LivingWorks Start

LivingWorks Start is an interactive, online training to support skills and knowledge to help keep others safe from suicide. This training focuses on how to start the conversation with the person having thoughts of suicide and how to quickly link them with appropriate support including training specific to digital environments.



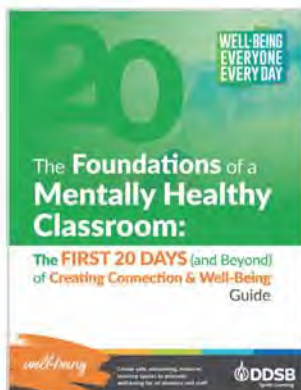
## Promoting Student Mental Health and Well-Being Campaign 2020-2021

This campaign provides DDSB staff, families and students opportunities to build the capacity to create mentally healthy learning environments and to respond to, and support students and their families who may be struggling.



## Supporting Student Mental Health During the Return to School Slide Deck

This resource was provided to all schools for staff development during the September 2020 PD day. Content of the slides focused on promoting student mental health and well-being during the return to school.



## The First 20 Days (and Beyond) of Creating Connection and Well-Being Guide

This guide provides educators a flexible approach for integrating student wellbeing into the learning process and a way to adopt teaching practices that enhance student wellbeing while prioritizing the building of positive caring connections and relationships.



## Dealing with A Traumatic Event

A traumatic event includes incidents that have a significant impact on a school, such as the death of a student/staff member, death by suicide, or a natural disaster. The intent of this resource is to provide principals/vice principals with the key information they will need when dealing with a traumatic event.



## COVID-19 Supports & Resources for Families and Youth

A web resource launched in spring 2020 in response to our community's need for information. This online resource is organized to help caregivers, families and/or youth navigate supports and resources in the Durham Region.



## "Connect with our Mental Health Team"

Launched in July, the "Connect with our Mental Health Team" button on the DDSB website provides access to DDSB Psychological Services and/or Social Work staff through an online format or by telephone, during regular work hours (Monday-Thursday).



Inclusive Student Services teams supported student well-being and achievement throughout school closures, during the summer break, and upon return to school in September 2020. Staff currently have a hybrid model of in-person and virtual services. Staff have sought to be agile in responding to school, student and family needs.



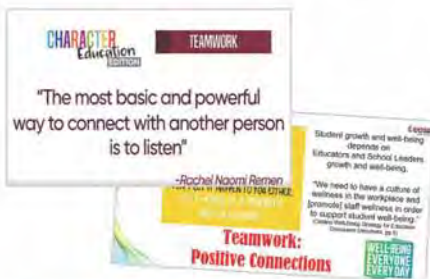
# well-being



### DDSB Character Education

The Character Traits are used to develop and implement Character Education programs and initiatives in our schools with the goal of fostering a positive school climate.

The Character Traits video's and posters continue to be promoted with daily social media posts.



### Well-Being Moments

These resources were created to promote the well-being of everyone, every day through explicit connections to well-being themes. Digital videos supporting well-being through the use of the Character Education themes are directed to all DDSB staff and partners, administrators' Well-Being Moments resources are directed to all DDSB Administrators to promote the well-being of school leaders. Both initiatives demonstrate the DDSB's commitment to supporting staff well-being and the every day promotion of mental health and well-being.



### An Equitable Framework for Progressive Discipline

This guide was created through an equity perspective to support staff in the use of Bias-Aware Progressive Discipline. This framework supports the development and maintenance of positive learning environments that are safer, equitable and inclusive and consistent with human rights principles. To foster a positive school climates staff, students and parents must work together to cultivate respectful relationships.



### Dealing with an On-Line Threat

A threat includes an expression of intent to do serious harm or to act out violently against people or property. Threats may be verbal, written, drawn, posted on-line or made by a gesture.

This resource provides the steps that should be taken during school time or after hours if there is a threat that could impact the safety of the school community.



### The Leader in Me Awareness to Action Public Service PAS Announcement Contest for Grades 7-12

The Safe Schools Department, in partnership with DCDSB, CAREA Community Care, and Lakeridge Health Pinewood Centre, are hosting a PSA contest to promote healthy choice for youth. The contest can be linked to multiple areas of curriculum and provides virtual education opportunities to support students in acquiring the accurate information to build their PSA. Once the PSAs are complete, the winning PSAs will be showcased via social media to promote healthy choices and demonstrate student voice.



## Create safe, welcoming, inclusive learning spaces to promote well-being for all students and staff.



### The DDSB 4R's of Addressing Bullying Poster (French and English)

These posters were shared with schools to support bullying awareness and prevention efforts. They demonstrate how to break down and tackle bullying in four components that can be used in lesson planning.



### The Beware of Cyber Fraud Social Media Campaign:

The Safe Schools Department is supporting students with a cyber fraud social campaign. This is in response to the Durham Regional Police Fraud Squad reporting an increase in cyber fraud cases with Durham Region students.

This campaign has subsequently dovetailed with DDSB's IT Department's Cyber Security Campaign that ran during the month of November 2020.



### At The DDSB You Matter and We Believe Posters (French and English)

These posters were inspired by the former "Bullying Is Not Tolerated Here" poster campaign. The messaging has been adapted to reflect more positive language and to reflect the importance of mattering in light of the most recent DDSB School Climate Survey.

These posters are beneficial to the work Safe Schools does to address bullying awareness and prevention, restorative practices, and healthy choices regarding substance use.

The "You Matter" message and posters support the Bullying Awareness and Prevention forums, as well as the "At the DDSB We Believe You Matter" campaign.



### We Believe Bullying Awareness and Prevention Forums

This resource guide supports educators in hosting a student voice forum focused on bullying awareness and prevention and the promotion of a positive school climate. The "We Believe" forum helps schools from across the DDSB to gather student voice and generate valuable data and insight for their schools. This data may then inform initiatives to promote positive school climate and enhance bullying prevention and intervention plans.



### Your Drug Questions Answered: Expert Panel Discussion

The Durham District School Board, in conjunction with the Canadian Centre for Substance Use and Addiction (CCSA), Ontario Addiction Treatment Centres and Lakeridge Health, hosted a virtual Expert Panel on December 2, 2020. This panel was streamed via Zoom and YouTube Live, and focused on youth questions about drugs. The panel discussed youth substance use and how current events including the opioid crisis and COVID 19 are impacting youth and the choices they are making regarding drugs. This was followed by an extended Q & A session, in which panelists addressed student questions that were pre-submitted during registration as well as questions generated at the event.



# well-being



### Cannabis Understand the Risk, Zero Cannabis When, Cannabis Smoked and Eaten, and Cannabis and Driving:

Posters were developed through funding from the Ontario government to support education with respect to the legalization of cannabis. Each school in the DDSB was provided with posters to support curriculum and aid students in making healthy informed choices about cannabis use.

### 3 Professional Development Opportunities:

Sign up now in PD Place!

**Promoting Self-Help Skills**  
Tuesday, June 16th  
11am -12pm  
#29562

**Tricky Transitions**  
Wednesday, June 17th  
10am - 11:30am  
#29549

**Understanding Sensory Processing**  
Thursday, June 18th  
11am -12pm  
#29563



### Professional Development

Professional development for early years educators focused on supporting children with the transition to school. Educators learned best practices for teaching self help skills, transitions in the classroom and gained a better understanding of sensory processing through three sessions that were jointly delivered by Inclusive Student Services, Grandview, Speech and Language and Early Years.

**MENTAL HEALTH**  
and **WELL-BEING**  
is our priority.

We have **strong**  
**MENTAL HEALTH**  
**FOUNDATIONS**  
to build on.

We will lead with  
**COMPASSION**  
and **EMPATHY.**

Schools are an  
excellent place  
to **PROMOTE**  
and **PROTECT**  
student mental health.

We are  
**STRONGER**  
**TOGETHER**



# Leadership



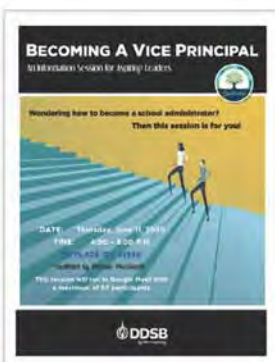
## Ignite Unlearning: A Summer Series of Critical Conversations

This virtual conference, attended by over 2,000 DDSB employees, offered engaging, responsive professional learning opportunities centering on Anti-Indigenous and Anti-Black Racism, 2SLGBTQ+ intersectionality, Trauma Informed Practice, and Supports for Virtual Learning. The three days, focused on unlearning and relearning as we engaged together in critical and courageous conversations about the lived realities of our students, families and employees.



### Aspiring Leaders Program

This workshop series offered leadership skill development information and allowed participants to explore leadership opportunities in the DDSB. The program invited 130+ participants to reflect on their leadership journey and map out their next steps. Many teachers expressed interest in the specific details regarding the qualifications and experiences needed to become a vice principal. As a result, the new sentence workshop Becoming a Vice Principal was developed and attended virtually by over 120 participants.



### Principal and Vice Principal Mentorship Programs

DDSB Leadership is committed to the professional development of school leaders. Nineteen administrators serve as mentors to 48 administrators, currently in year 1 or 2 in the role. Each mentorship triad is facilitated by an experienced principal or vice principal. Triads meet formally on a monthly basis. DDSB Leadership provides the meeting agenda structured around the Ontario Leadership Framework and our strategic priorities.









## Identify future leaders, actively develop new leaders and responsively support current leaders.



### Educational Assistant and ECE Appreciation Days

Educational Assistant Appreciation Day provides our schools an opportunity to shout out appreciation for their team members in the EA role providing direct service to students. EAs are valuable team members bringing expertise and commitments of connection to student well-being and learning.

ECE Appreciation day occurs annually and celebrates the unique work and skill set that Early Childhood Educators bring to our Early Years environments. It is an opportunity for our school communities to highlight the experience and expertise ECEs bring to our schools and child care settings and the impact that knowledge has on the success and well-being of our youngest learners.



### Inclusive Leadership eBulletin

A bi-weekly publication supporting school leaders with timely information and learning related to Special Education supports and processes fostering inclusive practices.



### Women for STEM: Brave the Future

Leaders in our DDSB Science community came together for a day of learning at Ontario Tech to discuss how we can better promote STEM careers and create workplace culture that retains women in these high demand careers.



### Leadership Camp Conference

Leadership Camp Committee conference brought together 10 high schools to learn about branding our leadership, having mission & vision, team building, fundraising and reflection for good metacognition to make the most of our experiences.



### Student Trustee Elections

With a shift to virtual elections in the spring, over 300 secondary students took part in the 3-day virtual Student Trustee Elections. Our three elected Student Trustees, Arpita Savaliya, Logan Keeler, and Aaliyah Jaleel are looking forward to bringing innovative leadership to the Student Senate in this academic year.



### STUDENT SENATE

DURHAM DISTRICT SCHOOL BOARD

### Student Senate

The Student Senate, a group of two to three elected student leaders from each high school, met nine times in the 2019-2020 school year. Their goal was to communicate and share ideas about student voice, equity, and well-being with the intent of making the education experience more equitable for all students. From the Student Senate, the student trustees brought issues, comments, and concerns to the Board of Trustees.



# equity INDIGENOUS EDUCATION

**Indigenous Education** **DDSB**

## In Conversation

Virtual Speaker Series

The Indigenous Education Department invites you to attend our virtual speaker events in June. Tuesdays and Thursdays @ 1:00 pm. - See post for registration details.

<b>Ryle Johnston</b> Thursday, June 4	<b>Dr. Morgan Sinclair</b> Tuesday, June 9	<b>Dr. Karen Trussell</b> Thursday, June 11
<b>Beautilia Prince</b> Tuesday, June 16	<b>Matt Stevens B</b> Thursday, June 18	<b>Dr. Pam Paterson</b> Tuesday, June 23
<b>Christa DeGroot</b> Thursday, June 25		

### In Conversation With

In a seven session, In Conversation With virtual speaker series with Indigenous scholars, artists, and scientists, DDSB employees engaged in deep and reflective learning that supported knowledge building and a depth of understanding to inform and impact pedagogical practices and Indigenous content integration.

### TEACHING & LEARNING at a Distance

<b>K-3</b>	Need an extra resource or looking for an idea? Need help with a specific skill or concept? Need a new activity or game? Need a new strategy for the lesson and more?
<b>4-6</b>	Need an extra resource, activity & knowledge tool? Need help with a specific skill or concept? Need a new activity or game? Need a new strategy for the lesson and more?
<b>7-8</b>	Need an extra resource or looking for an idea? Need help with a specific skill or concept? Need a new activity or game? Need a new strategy for the lesson and more?
<b>9-12</b>	Need an extra resource or looking for an idea? Need help with a specific skill or concept? Need a new activity or game? Need a new strategy for the lesson and more?

### Distance Learning Supports

A Spark page was created specifically for Indigenous Studies teachers to assist them in building Distance Learning programming. These resources support the integration of Indigenous histories, knowledge systems and pedagogies.



### Indigenous Student Circles

Indigenous students across the DDSB gather to engage in conversations with Elders, Knowledge Keepers, local Indigenous community members and members of the Indigenous Education Department, as they reclaim their knowledge systems and build relationships. Students are provided with networking, leadership development, and opportunities to share their voice. Virtual engagement opportunities were provided as we moved into Distance Learning.

**DDSB** **Learning**

The Durham District School Board acknowledges that many Indigenous Nations have longstanding relationships, both historic and modern, with the territory upon which our school board and schools are located. Today, this area is home to many Indigenous peoples from across Canada. We acknowledge that the Durham Region forms a part of the traditional and treaty territory of the Mississaugas of the Scumwauing First Nation, the Mississaugas of the Chippewas of Georgina Island First Nation, the Mississaugas of the Chippewas of the Anishinabek First Nation, and the Mississaugas of the Chippewas of the Anishinabek First Nation.

### Land Acknowledgement Procedure

As we continue to deepen our commitment to reconciliation, the land acknowledgement is read daily in all schools prior to O Canada and is included within all meeting agendas.

## INDIGENOUS FAMILY NIGHT

Self-identified First Nations, Métis and Inuit

Durham District School Board and Career and Community Health Centre are presenting an Indigenous Family Night.

We invite our First Nations, Métis and Inuit community members and their families to join us for an evening of sharing, learning, and connection.

The evening features: Knowledge sharing, craft, food and community games.

This family gathering also provides an opportunity to connect with community and build relationships.

For more information, please call us at 905.733.6949 x11222.

**Career Community Health Centre**  
Oshawa Location  
115 Greenstone Ave. Oshawa

**Wednesday Nights**  
Dinner: 5:00-8:00pm  
Family Program: 8:00-7:30pm

Logos: Career, Early ON, Family Student Link & Learning Clinic

### Indigenous Family Night

Indigenous Family Nights were hosted in partnership with CAREA Community Health. Sessions featured a variety of activities led by Indigenous community members, Knowledge Keepers and Elders, Anishinaabemowin language instruction, a feast and opportunities for Indigenous families and community to connect and build relationships.

**DDSB** **Learning**

**VIRTUAL**

**INDIGENOUS SUMMER LEARNING PROGRAM**

**JULY 20 TO AUGUST 7, 2020**  
MONDAY TO FRIDAY

**FREE!**  
REGISTER ONLINE BY JUNE 26, 2020

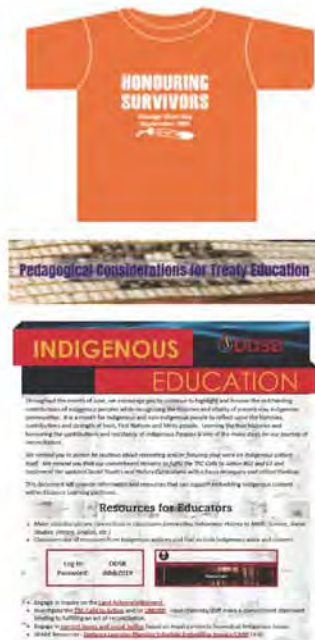
\*Please contact British Writing to access accommodations for students.

### Indigenous Summer Learning Program

A three week virtual Summer Learning Program was offered to Indigenous students in Grades 2 to 8. This interactive learning opportunity focused on engagement, well-being and inquiry while further developing literacy and numeracy skills.

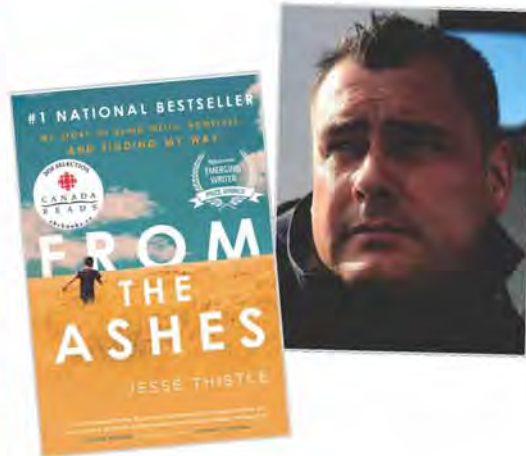


# Promote a sense of belonging and increase equitable outcomes for all by identifying and addressing barriers to success and engagement.



### Curriculum Resources that Reflect the Truth and Reconciliation's Calls to Action and Centre Indigenous Voices

Several resources were created and shared to support educators as they provide rich and engaging learning opportunities about treaties, residential schools, true Indigenous histories and contributions of Indigenous peoples both past and present.



### Professional Development Opportunities Supporting NTIP with CRPP and Anti-Oppression

The following professional development opportunities were offered to align with the Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples. These opportunities deepen our system commitment to reconciliation and decolonization and aim to identify, address and eliminate anti-Indigenous racism:

- Indigenous Education has a consistent and ongoing partnership with and provides professional development to Student Success teams, Guidance heads and Pathways coaches
- *From The Ashes* Book Club was offered in partnership with 7-12 Literacy. At the conclusion of the book club, participants furthered their learning by engaging in a conversation with best selling author, Jesse Thistle.
- Updated Indigenous Studies Curriculum (monthly networking meetings)
- Indigenous Culturally Relevant and Responsive Pedagogy
- Land Acknowledgement Professional Development for School Leaders
- Unlearn: Building Communities, Part One

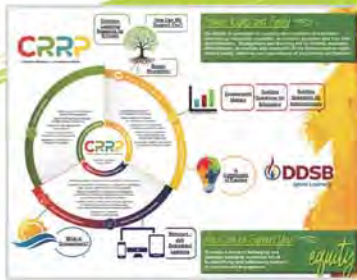


### Supporting Indigenous Pedagogical Practices in Classrooms

Indigenous scholars co-planned and co-taught with educators, lessons focused on treaty education and building relations with land and waters. This coaching and mentoring model of learning builds staff capacity to develop and implement curriculum inclusive of treaty education as we deepen our commitment to making systemic changes that honour actions of reconciliation.



# equity



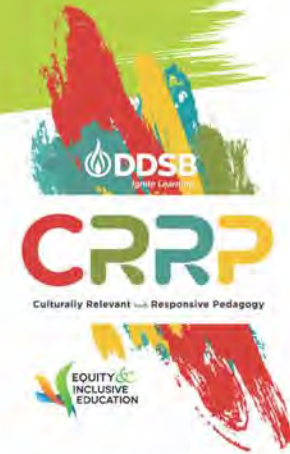
## Distance Learning Supports

The Equity Department worked to support the findings of engagement data during Distance Learning and CRRP continued to be the underpinning framework that supported what Inclusive spaces looked, sounded, and felt like. The work with schools deepened and expanded critical consciousness beyond strictly academic engagement, into the realms of the social (sense of belonging) and intellectual (cognitive and emotional investment in learning and problem solving) (Willms, 2017).



## Interdepartmental Collaboration

Working collaboratively with other departments in the DDSB has helped to build a common language and understanding for the work of Culturally Responsive and Relevant Pedagogy (CRRP). School social workers, English as a Second Language, Safe Schools, Psychological Services, speech and language pathologist are among the groups that we are working with to work towards more equitable outcomes for students who have been historically marginalized.



## CRRP - support for schools

Through a knowledge-building, coaching/mentoring/job-embedded professional development model, the Equity team engaged with school administrators and Equity leads in foundational conversations addressing anti-Black racism. This introductory work included content around acquiring the necessary vocabulary, learning some of the untold history of Canada, and reflecting through reading articles and viewing webinars on the topic of anti-Black racism.



## Human Rights Policy Consultation

The DDSB engaged with students, families/caregivers, employees and communities to have their say on developing a new human rights policy and procedures. The policy and procedures will:

- Include and reflect the voices, experiences, identities and perspectives of the diverse communities the DDSB serves
- Help share information about human rights roles and responsibilities
- Identify, prevent and address all forms of discrimination in DDSB learning and working environments.



Promote a sense of belonging and increase equitable outcomes for all by identifying and addressing barriers to success and engagement.



#### TEDx Oshawa

Hosted by GL Roberts CVI, TEDxOshawa brought the educational community in Durham together to deepen our collective knowledge of prevalent issues in equity and marginalization.

## NTIP NEW TEACHER INDUCTION PROGRAM

#### Supporting NTIP with CRRP and Anti-Oppression

Equity and Inclusive Education has partnered with primary, junior, and occasional teachers in the New Teacher Induction Program (NTIP). Sessions have included work on examining resources from an anti-bias lens and foundational themes regarding anti-oppression. Resources for educators were purchased that focus on social justice and anti-racism.



#### CRRP Resources to Support Identity, Social Justice and Anti-Oppression

Through a partnership with Student Achievement and Curriculum and the community (Affinity Networks), books have been purchased that will represent a broader range of student identities and intersecting identities. These books are for teachers in the NTIP program to use to model a joy for reading and teach essential reading comprehension skills. Titles have also been purchased to support DDSB administrators with addressing anti-Black racism.

## Inclusive STUDENT SERVICES

#### Inclusive Student Services

Clinical services teams have formed working groups to examine practices in a structured format, centering anti-racist/anti-oppressive practice. Social Work and Psychological Services have been engaged in professional development focused on racial trauma and mental health. Speech and Language is working in partnership with DDSB's Equity Department to examine the CRRP and how it connects with speech and language practices.

#### Accommodation

Speech and language pathologists created visual transition supports for students and resources for educators regarding communication challenges resulting from mask-wearing. ASL interpreters and educators supporting students who are Deaf wear clear masks to support ASL communication.



#### CRRP Google Classroom and 2SLGBTQIA+ Pride Network Classroom

These virtual environments have provided a space for educators to ask questions, find resources, share ideas and build community with respect to programming that is culturally responsive and relevant.



# equity



### ESL Summer Learning Program

The program provided English Language Learners with an engaging virtual learning experience inclusive of real-time and flex-time learning, focusing on community building and bridging the gaps in learning created by the pandemic.



### Supporting ELLs in Schools

Fourteen school-based ESL/ELD Teachers, 14 elementary coaches, and eight secondary coaches working across the system to support ELLs, families and colleagues to build system wide capacity.



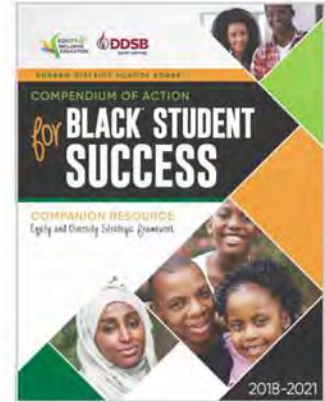
### Distribution of ELL Supplies to Support Distance Learning

ESL Summer Learning Program teachers met with families and personally delivered backpacks filled with school supplies to support them with the virtual learning platform.



### Students in Need Fundraiser

After seeing the need from families during school closure, through the Student in Need fundraiser, we were able to support families with grocery gift cards.



### The Compendium of Action for Black Student Success

This document was developed to address the barriers that Black students experience. The document provides a blueprint for addressing issues of equity and anti-Black racism within the District. Many of the District's equity initiatives are based on action items identified in the Compendium.

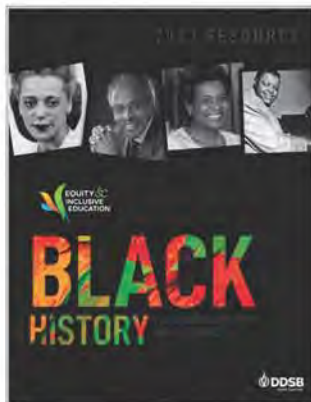


### DBEN Parent Committee "The Village"

A Parent Advisory Committee was established to provide a forum and a safe space for parents to share their concerns about experiences of anti-Black racism and provide feedback for response and action to appropriate DDSB departments.



# COMPENDIUM OF ACTION FOR BLACK STUDENT SUCCESS PROJECTS



## Inclusive Curriculum and Assessment Practices Action Items

This resource was shared with schools to provide Canadian Black History information on the many ways members of Black communities have and continue to contribute to Canadian society. This resource can be utilized throughout the school year.



### Dr. Nicole West-Burns

Nicole West-Burns, Ph. D., Director of School Services with the Centre for Urban Schooling at OISE/ University of Toronto. led professional learning sessions on "Dismantling and Disrupting Anti-Black Racism" for the following groups: school leaders, facilitators and coaches and all virtual school based educators.



## And Still We Rise Secondary School Student Conference

And Still We Rise Secondary School Student Conference was produced virtually this past spring. With 13 Student Ambassadors, the conference was run over a couple of afternoons with 35 Black students in attendance.



### Everyday Excellence with Dwayne Morgan

Students participated in seminars facilitated by the renowned entrepreneur, mentor and artist Dwayne Morgan. Through these sessions, students were empowered to change the narrative about being Black and to focus their efforts to fulfill their purpose.



## Durham Black Educators Tutoring Program

Elevate and Expand: Coaching for Excellence. This new initiative is our culturally relevant and responsive, virtual 1:1 tutoring support program, for DDSB students in Grades 6 – 12 who identify as a part of Durham's Black diaspora.



# engagement



## The Parent Involvement Committee's (PIC)

Primary role is to support, encourage and enhance parent engagement at the Board level to improve student achievement and well-being. This purpose is achieved primarily by providing advice on parent engagement to the Board, communicating with and supporting school community councils and undertaking activities to help parents support their children's learning at home and at school. The Parent Involvement Committee is comprised of parents/guardians, community representative and staff representatives.



## School Community Council (SCC)

The Durham District School Board (DDSB) recognizes the importance of partnership with parents and guardians in creating positive learning environments to ensure student achievement and well-being.

The School Community Council (SCC) is an advisory body that makes recommendations to the principal to further student achievement and well-being and also supports ongoing parent engagement between the school and families.

In this video SCC members share information on why they got involved, what the SCC does and why you should get involved.



## PIC E-Newsletter

The Parent Involvement Committee (PIC) Communications Sub-Committee published their first e-newsletter: Supporting Parents as Partners in Education in May 2020. The e-newsletter included messages from the PIC Co-Chairs, article on Managing Stress During These Uncertain Times and upcoming events and parent voice.



## Volunteer of Distinction

Each Year the DDSB Board of Trustees and Parent Involvement Committee recognize the valued work of our school volunteers. Volunteers were honoured by their school with a certificate and gift. A donation was made to Make a Difference in recognition of our Volunteers of Distinction.



## Parent Involvement Committee Annual Report

The Parent Involvement Committee (PIC) played a key role in the planning and execution of well-attended parent engagement events. The PIC committee is comprised of members who represent all the municipalities in DDSB, as well as community members, DDSB staff and trustees. The PIC supports school community councils and provided voice on system initiatives such as the Dress Code Policy and Human Rights Policy consultation.



# Engage students, parents, caregivers and community members to improve student outcomes and build public confidence.



### Parents as Partners Virtual Symposium: Be Well, Be Positive

Commenced with a Keynote Speaker, Dr. Ivan Joseph on May 28, 2020. Our virtual speaker series videos were released over a three-week period in May/June 2020. The topics included Helping Your Children Develop Resiliency, Indigenous Education, and Culturally Responsive Pedagogy. Over 320 participants were engaged in one or more aspects of this symposium.



### eReportCards

The DDSB changed from printing paper copies of report cards to securely emailing all versions of final report cards to parents/guardians of elementary and secondary students.



### Parent Engagement Events

The Regional SCC Raising Healthy Happy Children had over 100 participants including our livestream attendees held on February 25, 2020. On November 4, 2020, the first event in our Parent Engagement Series was held. This event included three sessions: Welcome to School Community Councils, Communicating and Collaborating Effectively and Overload: Strategies to Stay Healthy in a Stressful World by TEND Academy. Over 200 participants virtually attended this session.



### Virtual Speech and Language Room

Speech Language Services launched a Virtual Speech and Language Room which included a multitude of resources including summer language activity calendar for families.



### Distance Learning -Suggestions for Families/ Working Together During Distance Learning

During the school closure from March 2020 - June 2020, resources were created to support families during Distance Learning. Documents provided families with information on Distance Learning, suggestions to support their children during Distance Learning. Resources were shared on virtual field trips as well as videos to assist families with understanding online resources.



### The Special Education Advisory Committee (SEAC)

SEAC provides support to families/caregivers and valuable consultation to the DDSB. In 2020, SEAC members provided feedback on important policies including Human Rights and Dress Code. SEAC is currently building an engagement campaign for 2021 to increase awareness and connections.



# engagement



### Speech Language Pathologist (SLP) Story Time

DDSB school SLPs continued to support educators, students, and families while working from home in spring 2020. The team hosted SLP Story Time weekly Instagram in May and June through ddsb\_slh.



### Engagement Matters

Engagement and Mattering is framework for educators to support student and family engagement in the early days of the pandemic. Focus was placed on using a tiered approach and leveraging relationships to help students remain engaged during uncertain times.



### Tips for Connecting

With a foundation in belonging and mattering, shifting from a focus on in-person to connections when apart required thinking about how we connect differently. Tips for connecting were shared to help support educators in maintaining and building on relationships with students and caregivers.



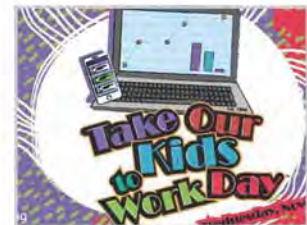
### Special Education Plan

Our annual Special Education Plan helps communicate our commitments, programs and services in support of students and families. New for this year, a section specific to supports and services responsive during Distance Learning into the 2020-2021 school year and COVID related shifts.



### Build A Dream Career Discovery Expo

Three hundred students from the DDSB took part in a virtual career discovery expo that connected industry, community and innovation. The event was an inspiring evening for young women to learn about skilled trades and STEM occupations alongside their parent(s)/guardian(s).



### The Learning Partnership - Take Our Kids to Work Day

Take Our Kids to Work Day is an annual event held each November across Canada where students step into their future for a day and get a glimpse into the working world. The day involves students in Grade 9 spending the day in the workplace of a parent, guardian, relative, friend or volunteer host, where they experience and learn about the world of work. 2019 marked the 25th anniversary of Take Our Kids to Work Day!



## Engage students, parents, caregivers and community members to improve student outcomes and build public confidence.



### Film industry Career Fair

Four hundred secondary students from the DDSB and DCDSB had the opportunity to learn about the numerous career pathways in the television and filming industry. Students learned about TV shows from script to screen to special effects, met film and TV professionals and were introduced to the many well-paying high-quality jobs offered in this industry.

**ABOUT THAT CUT**



### “About That Cut”

Durham Hairstylist Academy and G.L. Roberts CVI organized a hairstyling and barbering industry showcase and conference “About That Cut.” The first-ever event welcomed 200 students to G.L. Roberts to witness skill showcases, presentations, as well as mix and mingle among the guests, which included community business men and women, industry professionals, and others, while learning about pathways to this viable, creative and vibrant industry.



### Connecting Youth to Trades Careers Event

Over 300 Grade 7-12 students and their families attended a co-hosted Connecting Youth to Trades Careers evening event with Ontario Power Generation (OPG) at the Pickering Nuclear station with multiple post-secondary and local union booths as well as multiple keynotes including DDSB Student Success facilitators for OYAP and SHSM.



### Habitat for Humanity - Grade 7/8

Along with Habitat for Humanity Durham, teachers at Forest View PS and Village Union PS led a community connected experiential learning project on designing and building model homes to meet the needs of a local family. The authentic project began with family profiles similar to Habitat for Humanity applications, continued with mathematical and science curriculum applications and finished with a model home floor show sharing their work.



### Skills Ontario Competition - Regional Elementary

We were on track with 602 students from 54 elementary schools registered to participate in our regional Elementary Skills Ontario Competition. Unfortunately, due to Covid-19 the event was cancelled and we look forward to shifting to virtual challenges in 2020-2021.



### Youth In Policing

The Durham Regional Police Youth In Policing (YIP) Initiative provides paid employment for Durham youth 15-18 years of age. In partnership with Durham Continuing Education, YIP candidates have the opportunity to earn one co-op credit during their employ. The combined program helps youth develop confidence and leaderships skills through community outreach and policing initiatives such as Coldest Night of the Year fundraiser and the hosting of the Basketball Invitational for Special Needs adults. Currently, 71 students from across Durham region (60 DDSB students) are participating in this initiative.



# engagement



## Accelerated OYAP Information Evening

Grade 12 students and their families totalled over 130 people in attendance at the Accelerated OYAP Information Evening in preparation for leaving their home schools in semester 2 to begin their Level One apprenticeships and what is anticipated to be a very successful career in the skilled trades.



## "Women in Technological Trades" Grade 9 Day Camp

Twenty-five Grade 9 students attended an all-day camp at Anderson, CVI. These young women engaged in three different projects: Carpentry, Automotive, and Welding. The students familiarized themselves with hand-held power tools, and basic tool safety. This was a useful experience that promoted new thinking about future directions for young women to engage in non-traditional career pathways.



## Culinary Pathway Day at Durham College Centre for Foods

Seventy-five Grade 10 and 11 students attended this wonderful opportunity to learn about pathways in the culinary trades and speak with professional chefs. Students practiced first-hand cooking techniques and experienced a tour of the new Centre for Foods. Students were introduced to the Ontario Youth Apprenticeship Program, and how to apply in their Grade 11 year.



## Durham College - Young Women in Science, Technology and Trades Conference

Three hundred and thirty female students in Grade 7 and 8 attended Durham College's School of Skilled Trades, Apprenticeship and Renewable Technology in Whitby to expand their knowledge about careers in science, technology, and the skilled trades. Girls spent the day rotating through different workshops and listened as keynote speakers Kate Campbell (Contractor, Entrepreneur and HGTV personality) and Ann Makosinski (student and serial inventor) highlighted their career paths, challenges and experiences as role models for women working in the trades.

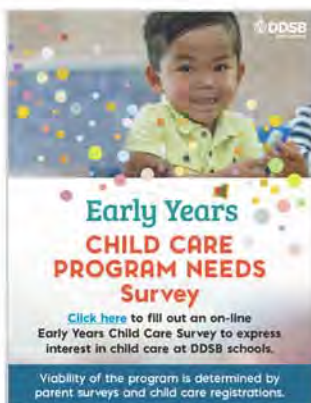


# Engage students, parents, caregivers and community members to improve student outcomes and build public confidence.



## Great Beginnings At-Home Learning Package

In response to COVID-19, the DDSB Great Beginnings School Success Program was modified so that some of the activities that would typically be implemented within the in-person program were available for families to engage in, with their children, in an at-home learning environment.



## Early Years Child Care Program Needs Survey

This survey is available to all families in the DDSB who are interested in child care. The Early Years Department regularly reconciles this information and collaborates with child care, operators to ensure families needs are being met within various communities.



## Welcome to Kindergarten Remind App

Families who had children entering Year One Kindergarten in September were encouraged to sign up for the Welcome to Kindergarten (WTK) Remind App. Messages were sent to families between May and August which highlighted activities to support all four frames of learning and highlighted the connection to child development.



## Community Information Guide

An online tool that provides administrators, educators and Families with contact information for all social service agencies within their school community.



## Early Years Family Support & Engagement Programs

A guide/menu of programs and services that are available to educators and families from our Make A Difference Priority schools.



## Local Poverty Reduction Fund (LPRF) Wrap Up Event

All stakeholders involved in the FUSEDurham project came together at the end of the program to focus on learnings and next steps while reflecting on a keynote from speaker Curtis Carmicheal about the difference support from the community can make on one individual when people are dedicated and care.

## Early Years Brochures

Brochures are posted on the website and distributed in communities. They highlight all early years programs and providers offered in DDSB schools based on each municipal area.



# engagement

## OUTDOOR & ENVIRONMENTAL EDUCATION



### Collaborative Partnerships

Creating, maintaining, and enhancing partnerships within the DDSB (e.g. Indigenous education, ELL, Language and Math Facilitators) and within the community (e.g. TRCA, MNR, North Durham Nature) enhance the programming we provide to students and teachers.



### Virtual Outdoor Education Programs

Connecting with DDSB@home teachers and students, we have offered online 'classroom visits' with live animal shows, online games, videos and more. Teachers have access to the online, ready-made programs within the SPARK portal which they can complete with their students. After completing the online programs with their class, the teachers can book a follow up virtual visit with members of our staff. Offering live, as well as streamed lessons, teachers can access the outdoors for all.



### In School Outdoor Education Programs

Working with elementary and secondary classes and students at our centres (Pre-Covid-19), and at schools (During Covid-19).

Outdoor Education staff pivoted their availability when the three sites were closed down and started going out to individual school sites to take classes into their natural outdoor environments. Providing outdoor activities relating to our online programs, has given teachers and students the chance to get outside and enjoy the outdoors in all seasons. Modified versions of our outdoor education centres' programs have been created for a number of grades and curricula.



### Capacity Building

Providing placement and internship opportunities for DDSB High School Students, University Teacher Candidates, and students from the Ontario Tech University Outdoor Education Program.



### Social Media

Facebook, Twitter, Instagram, TikTok and YouTube has allowed the Outdoor Environmental Education Team the ability to reach a larger audience, including parents and community members as well as DDSB staff. This provides DDSB parents and students with information and ideas related to outdoor education, as well as engagement in the environment on a grander scale. This includes weekly learning series on topics including seasonal changes, our local ecosystem, math and nature, tree identification, and native animal facts, as well as links to other websites and resources that relate to a variety of curricula.



### Online Programming & Spark

The Outdoor Environmental Education Team has created and uploaded numerous curriculum related outdoor education programs for all grades to the DDSB SPARK portal.. Launching this site has made outdoor education more accessible for all staff and students. This has created inquiry based learning and experiential lessons between curriculum content and Mental Health and Wellness.



# innovation



### Internet Hotspots for Home

DDSB has deployed 981 Internet hotspots to families to enable real-time and flex-time online learning for DDSB@Home students without access to broadband internet at home.



### The Early Years Podcast

The Early Years Department launched a podcast which has episodes featured twice a month focused on different topics related to the Kindergarten Program. Educators can listen to the episodes at their convenience to support their professional development using various platforms.



### Broadband Modernization

The DDSB has completed the transition from centralized Internet connectivity through the Education Centre to a distributed model with dedicated Internet access at every location. This means that every DDSB school now has internet speeds of 100Mbps per student to support their learning.



### Lending Library

Kindergarten educators can borrow over 20 different resource kits from the media library that are filled with materials to support learning in the four frames through loose parts, stem, yoga and more.

## Inclusive STUDENT SERVICES

### Inclusive Student Services (ISS)

American Sign Language ASL interpreters and Deafblind intervenors have shifted individual student supports to virtual learning. Technology has been used to provide interpretation of classroom instruction/materials and to make virtual learning accessible.

### Virtual Learning Hubs

Access to additional supports is key for many students. Virtual Learning Hubs provide students with the opportunity to access resource supports found via in-person supports through SERT rooms (elementary) and Academic Resource rooms (secondary).

### Clinical Services

Clinical Services staff in ISS have developed new practice parameters to ensure responsive and agile service delivery, with both in-person and virtual services model platforms.

# K

### Kindergarten Google Community - Innovation

In an effort to support Kindergarten educators throughout Distance Learning, a google community was created to share best practices and resources.



# innovation



### DDSB Chromebooks

The rollout of 1:1 Chromebooks was accomplished quickly with teachers taking the lead on distribution and training, leveraging a website with orientation information (available via student.ddsbc.ca).

## PROFESSIONAL LEARNING HUB

### Professional Learning Hub

The Professional Learning Hub is a new experience for professional learning in the DDSB. The platform provides a launch pad for professional learners to access on-demand professional development courses, join topic-specific collaboration communities, discover DDSB Additional Qualifications program and link to video content from a variety of departments.



### Chromebook Initiative for EAs

Educational Assistants have access to on-demand training prior to being provided with a Chromebook for their professional use.



### Professional Device Program

DDSB supports three educator device programs. EAs, DECEs and teachers participate in professional training for iPads, Chromebooks and Windows laptops. Each group of educators is provided with devices for professional use upon completion of coursework.



### Inclusive Technology Video

The DDSB strives to meet the needs of all learners through the use of inclusive technology.



### Tech in 2

DDSB staff hear about small tips and new initiatives in our Tech in 2 series presented at staff meetings. All past installments are available on-demand on our YouTube channel.



### Read&Write

Read&Write is a Chrome extension that works with online productivity suites and across the web. This inclusive technology tool is available to all DDSB staff and students, empowering them through speech to text, text to speech, and predictive text features.



### BYTEsized PD

BYTEsized PD is live webinar teacher training in short, focused segments. Videos are also available to educators on-demand.



# Reimagine learning and teaching spaces through digital technologies and innovative resources.



## SOARA OverDrive

Every school in the DDSB has been provided with the ability to lend eBooks to students and staff through the SORA Overdrive system. This library is complemented by over 8,000 eBooks supplied from the central Learning Commons.



## eLearning

We have increased the number and variety of secondary school courses available by partnering with the Ontario eLearning Consortium which allows DDSB students to access additional eLearning courses from other boards.



## WeVideo

An online video editing suite that offers students and staff a cloud-based collaborative platform for creativity and student voice.



## Soundtrap

Soundtrap provides students and staff with a way to create and edit audio in an online studio. Music creation, podcasts and other audio can be used on any device in a collaborative environment.



## DDSBA@Home

DDSBA@Home - Secondary is the virtual home of more than 3000 students spanning grades 9-12.

This fully functioning online high school offers a wide range of credits to students from all corners of the region.



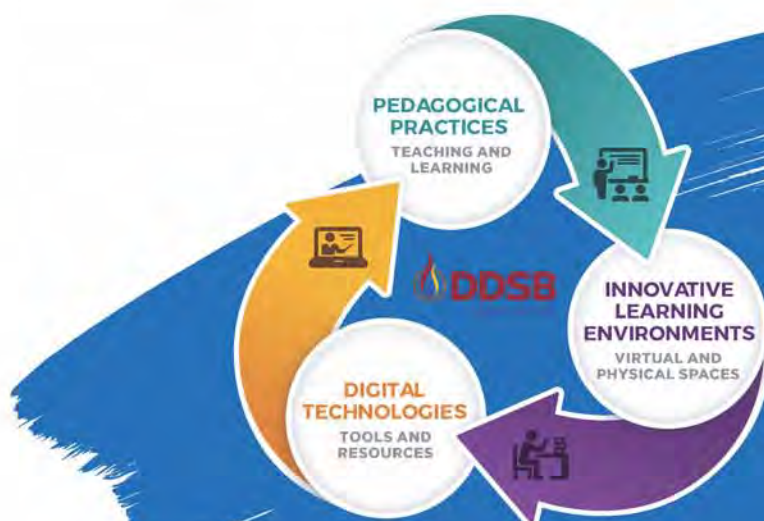
## DDSBA@Home

DDSBA at Home - Elementary hosts more than 13,000 students in Kindergarten through Grade 8, French Immersion and Gifted Programming offering a rich online experience every day.



## Student iPads

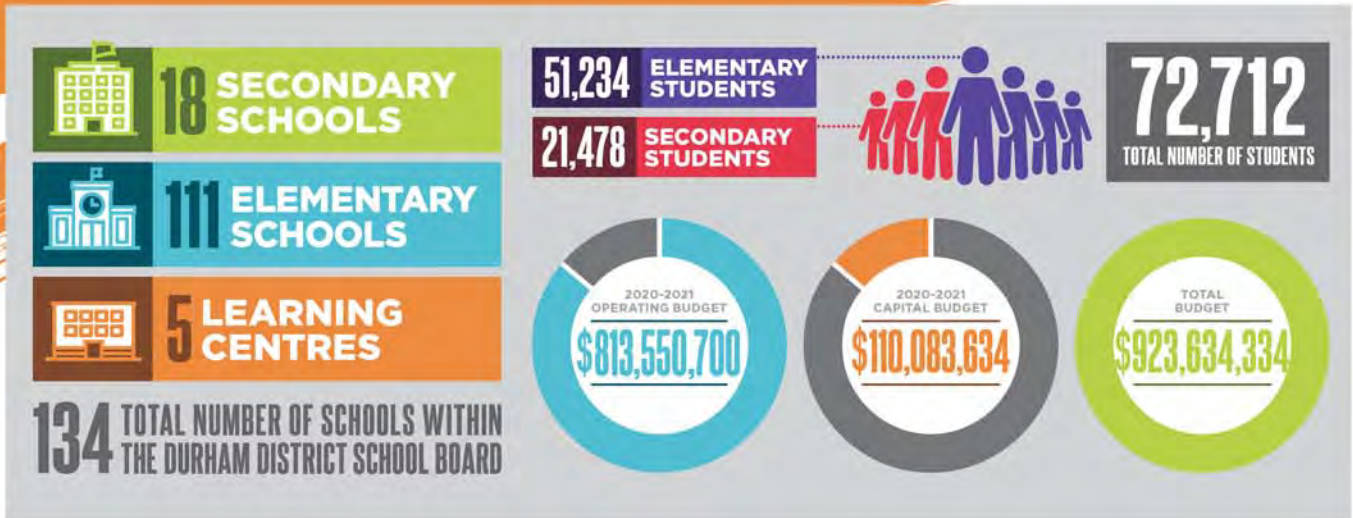
To support the iPad component of our technology plan, our iPad site provides resources and guidance on effective integration of iPads in the primary classroom.





# Dashboard

## METRICS AND ANALYTICS



### FACILITY UPGRADE PROJECTS 2020-2021

#### NEW CONSTRUCTION

**UNNAMED NORTH AJAX FRENCH IMMERSION PS**  
CONSTRUCTION UNDERWAY  
OPENING SEPTEMBER 2021

**UNNAMED NORTH WHITBY PS**  
CONSTRUCTION UNDERWAY  
OPENING SEPTEMBER 2021

#### LIBRARY/LEARNING COMMONS

<b>GLEN DHU PS</b> COMPLETED AUGUST 2020	<b>LAKESIDE PS</b> COMPLETED APRIL 2020
<b>HARMONY HEIGHTS PS</b> EXPECTED COMPLETION DECEMBER 2020	<b>LINCOLN ALEXANDER PS</b> COMPLETED APRIL 2020

#### CHILDCARE RENOVATIONS

**ROLAND MICHENER PS**  
NEW INFANT ROOM (ADDING TO EXISTING TODDLER AND PRESCHOOL ROOMS)  
OCCUPANCY AUGUST 2020

**WINCHESTER PS**  
NEW FOUR ROOM CHILDCARE (ONE INFANT ROOM, ONE TODDLER ROOM AND TWO PRESCHOOL ROOMS)  
OCCUPANCY APRIL 2021

**DR ROBERTA BONDAR PS**  
NEW INFANT ROOM (ADDING TO EXISTING TODDLER AND PRESCHOOL ROOMS)  
OCCUPANCY APRIL 2021

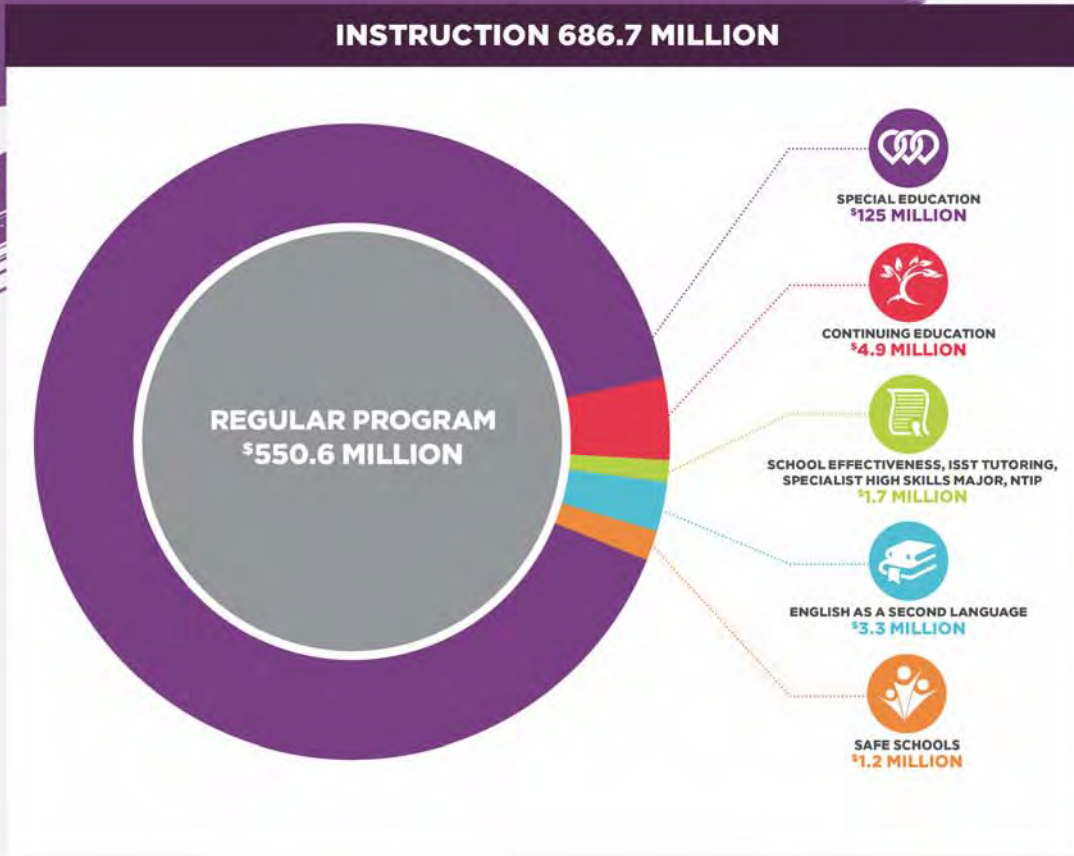
#### ACCESSIBILITY PROJECTS

<b>DUNBARTON HS</b> EXPECTED COMPLETION FEBRUARY 2021	<b>GLENGROVE PS</b> COMPLETED AUGUST 2020
<b>CARTWRIGHT CENTRAL PS</b> COMPLETED JANUARY 2020	<b>LESTER B. PEARSON PS</b> COMPLETED OCTOBER 2020



# Operating Expenses

## 2020-2021 ESTIMATES



**SCHOOL OPERATIONS AND MAINTENANCE**  
\$76 MILLION



**TRANSPORTATION**  
\$24.1 MILLION



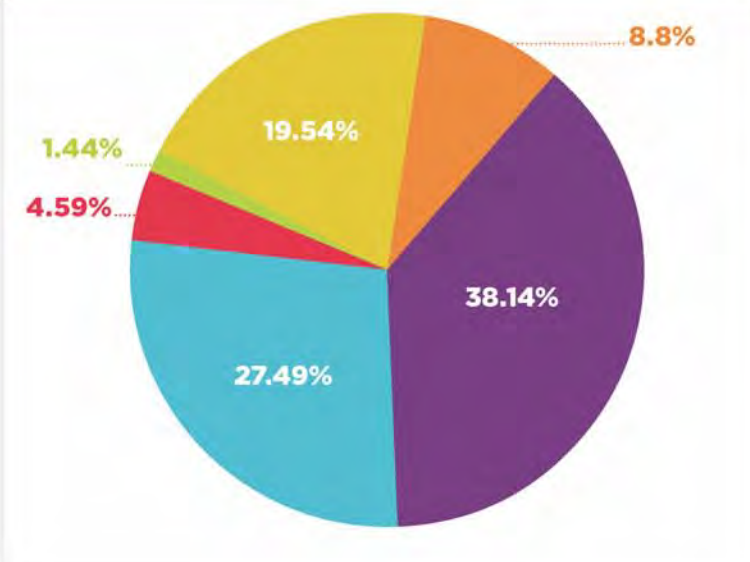
**ADMINISTRATION AND GOVERNANCE**  
\$22.7 MILLION



**OTHER (NON-OPERATING)**  
\$3.9 MILLION

### CAPITAL EXPENSES 2020-2021 ESTIMATES

- SITE PURCHASES
- FACILITY UPGRADE PROJECTS
- RETROFIT PROJECTS
- PORTABLE PURCHASES AND RELOCATIONS
- NEW CONSTRUCTION
- INTEREST ON LONG-TERM FINANCING



**DURHAM DISTRICT SCHOOL BOARD**  
**BUDGET**  
2020-2021

STRATEGIC PRIORITIES | OPERATIONAL GOALS | INPUT/PLANNING | BUDGET ALLOCATION



# Leveraging DIGITAL



**5,187**

DEVICES DISTRIBUTED THROUGH PROFESSIONAL DEVICE TRAINING PROGRAMS

**COACHING AND CO-TEACHING SESSIONS WITH DDSB STAFF**

**43k+**

EBOOK CHECKOUTS

**10k+**

AVAILABLE TITLES

**9,794**

ACTIVE GOOGLE CLASSROOMS

**1:1**

CHROMEBOOKS FOR ALL GRADE 7-12 STUDENTS

**24k+**

D2L BRIGHTSPACE USERS

**194**

COURSES ON THE PROFESSIONAL LEARNING HUB

**44,473**

CHROMEBOOKS DISTRIBUTED

**INNOVATIVE EDUCATION**

Shift: Teaching · Learning · Thinking

**64,728**

ACTIVE G SUITE USERS

**2,304**

STUDENT IPADS IN K AND GRADE 1

**744,000+**

AVERAGE NUMBER OF GOOGLE READ&WRITE EVENTS/INTERACTIONS PER MONTH

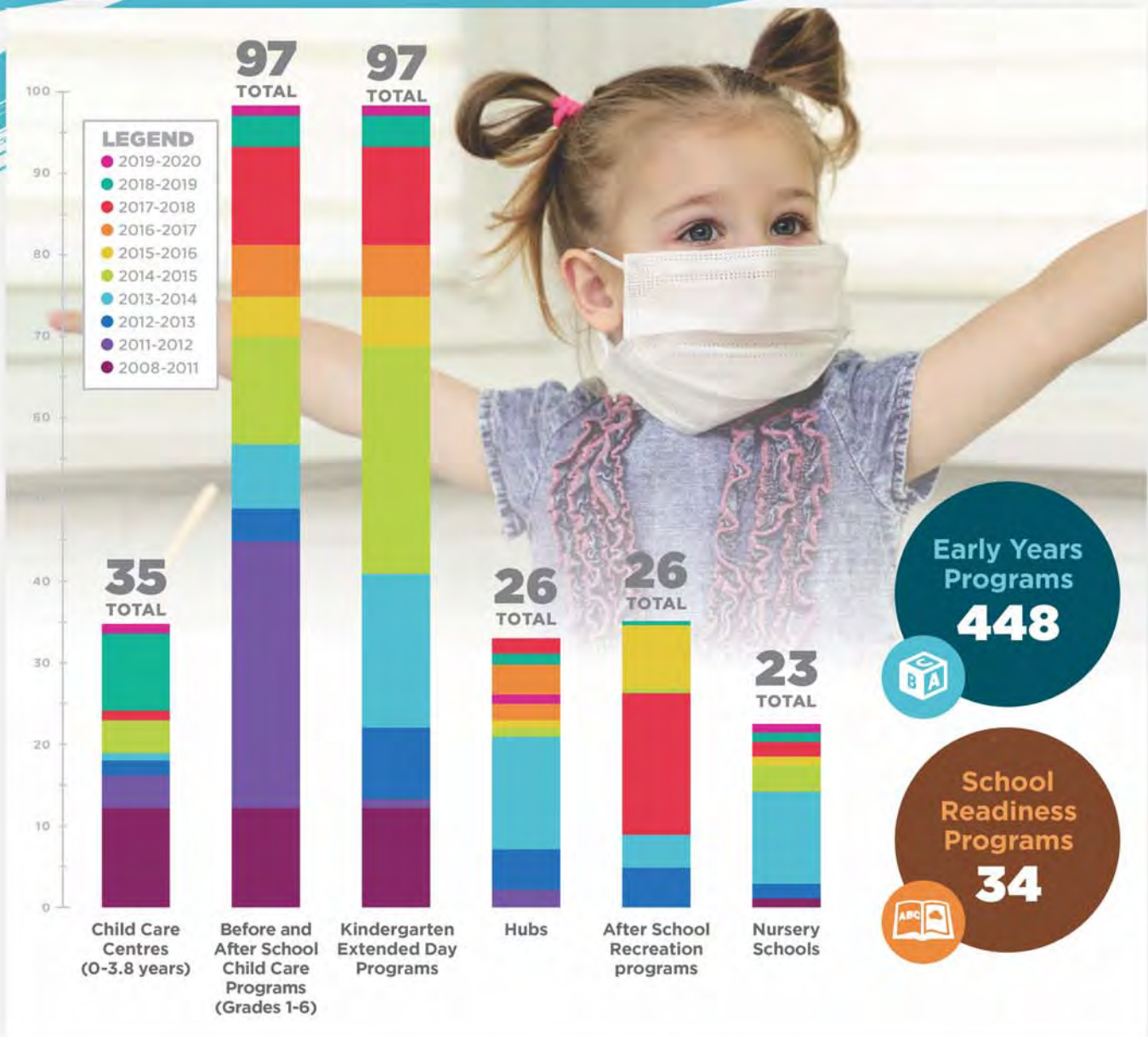


# Early Years

## DEPARTMENT HISTORICAL GROWTH DATA



Early Years



### NUMBER OF PARTICIPANTS 2019-2020





# Leadership

## METRICS AND ANALYTICS

### ASPIRING LEADERS

**136+**  
CANDIDATES IN THE PROGRAM

**33**  
CANDIDATES

**GREEN TRACK**  
(readiness going forward in formal school leadership in one to two years)

**92+**  
CANDIDATES

**YELLOW TRACK**  
(readiness going forward in a leadership role in three to five years)

### SCHOOL ADMINISTRATOR ONBOARDING

**37**  
NEW TO THE ROLE NETWORK PARTICIPANTS

**26**  
NEW TO THE DDSB NETWORK PARTICIPANTS

### VICE PRINCIPAL NETWORK

**98**  
ELEMENTARY VICE PRINCIPALS

**42**  
SECONDARY VICE PRINCIPALS

### PROFESSIONAL DEVELOPMENT SERIES

**54+**  
ADMINISTRATORS ATTEND PER YEAR

### PRINCIPAL AND VICE PRINCIPAL PROMOTION PROCESS

<b>PRINCIPALS</b>	
<b>15</b> INTERNAL CANDIDATES	<b>12</b> INTERNAL CANDIDATES
<b>1</b> EXTERNAL CANDIDATES	<b>9</b> EXTERNAL CANDIDATES

### MENTORSHIP PROGRAM FOR SCHOOL ADMINISTRATORS



<b>48</b> MENTEES	<b>19</b> MENTORS
<b>26</b> VICE PRINCIPALS	<b>20</b> VICE PRINCIPALS
<b>22</b> PRINCIPALS	<b>9</b> PRINCIPALS

### ASPIRING SUPERVISORY OFFICER PROGRAM

<b>8</b> PARTICIPANTS COHORT 1	<b>5</b> PARTICIPANTS COHORT 2	<b>4</b> PARTICIPANTS have been appointed interim Supervisory Officer roles
--------------------------------------	--------------------------------------	---

### STUDENT SENATE

**3**  
STUDENT TRUSTEES

**36**  
STUDENT SENATORS



## IGNITE UNLEARNING SUMMER SERIES

# 2000+

DDSB EMPLOYEES  
REGISTERED

WORKSHOPS  
OFFERED

# 60

# 1200+

DDSB EMPLOYEES  
IN ATTENDANCE  
AT KEYNOTES

WORKSHOP  
FACILITATORS

# 67

## SUCCESS METRICS

# 2,019

GRADE 11 AND 12  
STUDENTS  
TAKING  
COOPERATIVE  
EDUCATION

# 4,487

CREDITS  
ACHIEVED IN  
COOPERATIVE  
EDUCATION

CENTRE FOR SUCCESS

# 211

STUDENTS

EARNING THEIR OSSD  
FROM THE CENTRE  
FOR SUCCESS AT  
DURHAM COLLEGE AND  
FLEMING COLLEGE

SPECIALIST HIGH  
SKILLS MAJOR

# 1,875

STUDENTS

ENROLLED IN ONE OF  
64 SPECIALIST HIGH  
SKILLS MAJOR  
PROGRAMS

# 37

GRADE 12  
STUDENTS

COMPLETED THEIR  
LEVEL 1 APPRENTICESHIP  
IN ONE OF 10 AVAILABLE  
SKILLED TRADES  
IN SEMESTER 2 OF 2020

# 979

GRADE 12  
STUDENTS

ENROLLED IN  
DUAL CREDIT  
COURSES AT  
DURHAM COLLEGE  
OR FLEMING  
2019-2020

Due to the extraordinary circumstances facing the province during the pandemic, the Ministry of Education cancelled all EQAO assessments for the 2019-2020 school year. As a result, the successful completion of the Ontario Secondary School Literacy Test, which is a requirement to obtain an Ontario Secondary School Diploma, was waived for students eligible for graduation this year.





SUCCESS

WELL-BEING

LEADERSHIP

EQUITY

ENGAGEMENT

INNOVATION

 [www.ddsbs.ca](http://www.ddsbs.ca)

 [www.facebook.com/DurhamDistrictSchoolBoard](https://www.facebook.com/DurhamDistrictSchoolBoard)

 [@DurhamDSB](https://twitter.com/DurhamDSB)

 [www.youtube.com/DurhamDSB](https://www.youtube.com/DurhamDSB)



Governance Meeting  
Monday, October 26, 2020 – 5:30 p.m.  
Virtual

Trustees: Patrice Barnes, Michael Barrett, Paul Crawford, Donna Edwards, Darlene Forbes, Niki Lundquist, Carolyn Morton, Scott Templeton, and Christine Thatcher

Regrets: Chris Braney

Staff Present: Norah Marsh, Acting Director of Education, Patrick Cotter, General Counsel

Minutes: Kim Cox

**1. Call to Order**

Trustee Carolyn Morton, Chair of the Committee, called the meeting to order at 5:30 p.m.

The agenda was amended to include new Items: 5. Updated Draft Copy of the Code of Conduct and 6. Consolidated By-Law.

MOVED by Trustee Niki Lundquist

THAT THE AGENDA BE APPROVED.

CARRIED

**2. Declarations of Interest**

There were no Declarations of Interest.

**3. Approval of Minutes – November 28, 2019.**

Moved by Trustee Christine Thatcher

THAT THE GOVERNANCE AD HOC COMMITTEE MEETING MINUTES OF NOVEMBER 28, 2019 BE APPROVED.

CARRIED

Trustees agreed that the meeting will end no later than 7:30 p.m.



Governance Ad Hoc Committee Meeting  
October 26, 2020

#### 4. Notice of Motion from November 2019

Trustee Paul Crawford noted that this matter was discussed a year ago as it relates to a motion that was made to revise By-Law #9 and if the motion that passed without a 2/3 majority results in a breach of the rules. He suggested that the Board affirm that a 2/3 vote is used when amending by-laws in the future. He presented the following motion:

Moved by Trustee Paul Crawford

THAT THE COMMITTEE AFFIRM THAT THE REQUIREMENT FOR AMENDING BY-LAWS IS: PREVIOUS NOTICE AND A 2/3 VOTE AS OUTLINED IN OUR RULES BY-LAW, RONR 11, P. 588 AND STRENGTHENED THROUGHOUT OUR PARLIAMENTARY AUTHORITY AND REPEATED IN ROBERTS IN BRIEF P. 85; AND

THAT THIS PRACTICE HAS BEEN IN EFFECT FOR MANY YEARS INCLUDING 2018 AND TO DATE.

AMENDED LATER IN THE MEETING  
(See Following Motion)

Trustees discussed the context of the motion as it relates to the vote taken in November 2018 relating to trustee distribution.

Moved by Trustee Niki Lundquist  
Seconded by Trustee Darlene Forbes

THAT THE FOREGOING MOTION OF TRUSTEE PAUL CRAWFORD BE AMENDED BY SUBSTITUTING THE FOLLOWING WORDS:

THAT THE COMMITTEE AFFIRM THAT THE REQUIREMENT FOR AMENDING BY-LAWS IS PREVIOUS NOTICE AND A 2/3 VOTE.

CARRIED

The motion, as amended, of Trustee Paul Crawford was then put to a vote and CARRIED AS AMENDED.

Moved by Trustee Paul Crawford

THAT THE COMMITTEE RESOLVE THE QUESTION AS TO WHETHER THERE IS A CONTINUING BREACH RELATIVE TO THE PASSING OF OUR MOTION WHICH AMENDED OUR BY-LAW 9 PRIOR TO THE 2018 ELECTION, OR THERE WAS NO BREACH, OR THAT THERE WAS A BREACH, BUT IT IS NOT OF A CONTINUING NATURE; AND

**4. Notice of Motion from November 2019 (Continued)**

THAT IF THE COMMITTEE DETERMINES IT IS NOT A BREACH, BUT IT IS THE PRODUCT OF AN IMPROPER MOTION, THEY SHOULD DETERMINE THAT A PROPER REMEDY WOULD BE TO RESCIND OR AMEND THE ACTIONS OR SUGGEST A REMEDY FOR CONSIDERATION AT BOARD.

AMENDED LATER IN THE MEETING  
 (See Following Motion)

For the information of new trustees, there was discussion with respect to the context of the report dated November 18, 2019 as it relates to trustee determination, the amendment of By-Law #9 and whether a 2/3 vote was required. The report states that By-Law #9 incorporates O. Reg 412/00 of the Education Act which addresses the distribution of trustees. By-law #9 stipulates the municipalities represented by the Durham District School Board without expressly stating the distribution of trustees. Therefore, there was no need to amend By-Law #9 to address trustee distribution and the matter was appropriately dealt with on a majority basis.

Trustee Paul Crawford spoke in opposition to the position stating that any change to a by-law is an amendment and, in this instance, it is the effect of the action taken as it relates to the change in trustee distribution for the northern townships.

Trustees Niki Lundquist and Donna Edwards noted that they do not believe there is a breach or a continuing breach.

Trustees discussed the amendments made to By-Law #9 in 2018 and 2019 with respect to the references to the breakdown of trustee distribution by municipality. It was noted that the amendment in 2018 reflected Brock/Uxbridge/Scugog with one trustee representative, but the by-law was not published. The 2019 amendment removes reference to distribution of trustees by municipality. Trustees agreed that they will vote on whether trustees breached their obligation under By-Law #9 by changing the distribution of trustees.

Moved by Niki Lundquist

THAT THE FOREGOING MOTION OF TRUSTEE PAUL CRAWFORD BE AMENDED BY SUBSTITUTING THE FOLLOWING WORDS:

THAT THERE WAS NO BREACH OF BY-LAW #9 BY DETERMINING THE DISTRIBUTION OF TRUSTEES IN MARCH 2018 ON A MAJORITY VOTE RATHER THAN A 2/3 BASIS.

CARRIED

The motion, as amended, of Trustee Paul Crawford was then put to a vote and DEFEATED.



## 5. Draft Code of Conduct

General Counsel Patrick Cotter provided trustees with a draft copy of the Code of Conduct for their review noting that the changes have been tracked to easily identify the areas of change. He highlighted the following proposed key changes:

- Section 18.2 – remove the ability of the Board to impose sanctions other than those that are contained within the Education Act.
- Section 18.3 – repeats language of Education Act.
- Section 18.4 – repeats language of Education Act. The Education Act will address these issues and if the Education Act changes, we don't want to have to revisit the Code. The Act will speak to the rights of the trustee therefore it is redundant and covered in the Act.
- Sections 5 & 5.1 – remove time limits of 6 months – to flag for Committee consideration.
- Section 5.4 – cleaned up formal complaint definitions.
- Confirmed that a formal complaint may be withdrawn by the complainant at any time prior to the board making a determination.
- 5.5 – report to the board: tried to be as brief as possible as set out in the Education Act in the event the Act changes, or we are not consistent. Confirming that once the report comes to the board, the board will make the determination on breach and make any determination on sanction.
- Flagged for discussion: Does the board want the Integrity Commissioner report to include recommendations on breach or sanction? It may be appropriate to have the IC make a recommendation on breach, but sanction is more problematic, and trustees may want to leave this silent for trustee discussion.
- 5.7 – cleaned up confidentiality around the complaint process.
- Peel Report: board was criticized when a report came from the IC, finding that there was no breach re. racist comments. Most important to make clear that it is the board's determination that the report will be delivered and considered and that it is the board's decision.

The last review of the Code was in the spring and fall of 2019 and it was noted that a review is to take place every four years.

The draft Code of Conduct will be reviewed at the next Governance Adhoc Committee meeting.

## 6. Consolidated By-Law

General Counsel Patrick Cotter provided trustees with excerpts from TDSB Board and Committee Meetings: Rules and Procedures for their information. He proposed that the key amendments to the consolidated by-law include the important procedural rules as it will be helpful to have the information in one document. Trustees were asked to review the document and advise Patrick Cotter if there is something that they wish to include in the consolidated by-law. It was also noted that the by-law should confirm that committee meetings are public unless Section 207 is engaged. One section of the by-law should set out our statutory, standing, and adhoc committees. A reference should be made to advisory committees, as they are basically ad hoc committees that include non trustees.

Governance Ad Hoc Committee Meeting  
October 26, 2020

## 6. Consolidated By-Law (Continued)

General Counsel Patrick Cotter clarified that the by-law would outline the category of committee and reference which committee includes trustees. Clarification would also outline how the committee was established and set out basic requirements for terms of reference.

General Counsel Patrick Cotter will circulate a draft consolidated by-law including the proposed procedural rules.

## 7. Committee Attendance

Trustee Patrice Barnes noted that this item was added to the agenda in order to have a discussion regarding the Equity & Diversity Ad Hoc Committee. She noted that the committee may need to be redefined. She provided trustees with background information relating to the formation of the committee and the delicacy around committee representation. She stressed the importance of an environment that allows relevant, sensitive, open, honest discussion. The terms of reference will also need to be reviewed.

General Counsel Patrick Cotter noted that language will need to be drafted for the committee.

Acting Director Norah Marsh provided trustees with information regarding the work and function of an Equity Advisory committee and using the term ad hoc committee. An ad hoc committee is a work team that fulfills certain responsibilities. The work of an advisory committee fulfills an ongoing goal of the district to inform policy and ensures voice according to the parameters provided to the committee. A trustee could chair the committee and voice from the community around the table would then go back to the board to advise on policy. Too many subcommittees may deviate from the policy mandate. Committee membership should probably be determined by the board to determine the key groups in the community that should be sitting at that table and the groups will determine who represents them. A parameter of how the board is going to navigate that, whether a trustee chairs the committee or a community member chairs, who chooses the chair and who chooses the membership would be determined. This would all be under the category of an advisory committee. It would look different than an ad hoc committee in terms of a longer term and open to community members. The point is to provide voice on policy setting. We can also look at other boards regarding their criteria around advisory committees.

General Counsel Patrick Cotter advised that the Education Act contains restrictions on the types of committees that non trustees can sit on. It is important to have advisory committees and have non trustees cognizant of the limits in terms of the matters they can consider.

It was noted that:

- Defining committees will ensure a strong voice and a mechanism for the board to make decisions on advice and direction.
- Conversations and issues identified at the Equity & Diversity ad hoc committee meetings are a concern for all trustees especially if the issue is related to policy.
- Rights and obligations of the committee and the need for approval of actions at board need to be re-examined carefully.



- Allowing the selected representatives to fulfill their role without stepping over boundaries.
- Lost opportunity for growth for representatives if trustees are permitted to attend any meeting.
- Broader connotations to other committees on who can attend especially in certain cases.
- Look at legislated committees, but key committees should be defined as advisory or ad hoc. When we look at committee structures consider the type of input that we want and the information that can be shared while maintaining a safe environment.
- Incident ad hoc committee unable to share some information in a public forum.
- Important to determine the point of the committee and if it is to inform policy how is information conveyed back to trustees/staff to move forward on issues.
- Board should proceed with caution on how it defines the Equity & Diversity Committee. Work being done on the ad hoc committee is reflected in the work of the Equity Committee. Caution that reigning in the committee may appear controlling.
- Consider what is expected from the committee and where we want to go with the committee.
- Operational side of work being completed by the Equity Committee would not come to board for approval as it is about the operational initiatives.
- Advantage of Advisory Committee is that you would be able to share work if concerns are coming from the community, but also a broader picture of the policy side of things.
- Work will continue and there will be a place in the Advisory Committee for staff to report and share what they are doing.
- Important to amplify the voice of community members on the ad hoc committee and consider carefully when making any changes.
- Consider an advisory structure, the criteria of what that is, and recognize that there may be a transitional approach implemented over time privileging their voice into a broader advisory committee.
- Other pieces of equity are not lost at the Equity & Diversity Committee. Always an intersectionality with anti-black racism that is dominant in special education and student achievement.
- Depending on how the board approves a different structure, the staff piece of the work would be preserved in terms of staff not coming to board for approval of the operational side of the strategic plan.
- Role for staff to play in terms of advisory committees in hearing voice from community members and answering questions as they are often about procedural or operational issues.
- May be other equity seeking groups that may not feel that they have a voice.
- Possible change in direction relating to special education exceptionality constraints listed in the Education Act and as we move towards Human Rights may see changes in committee structure changes.

## 8. Ministry Invitations

This item will be considered at the next Governance Ad Hoc Committee meeting as the first item.

Governance Ad Hoc Committee Meeting  
October 26, 2020

**9. Next Meeting Date**

The next meeting of the Governance Ad Hoc Committee meeting is scheduled to be held on November 23, 2020 at 5:30 p.m.

**10. Adjournment**

Moved by Trustee Paul Crawford  
Seconded by Trustees Michael Barrett

THAT THE MEETING BE ADJOURNED.

CARRIED.

The meeting adjourned at 7:27 p.m.





OSHAWA  
ONTARIO, CANADA

## MAYOR DAN CARTER

## OFFICE OF THE MAYOR

CITY OF OSHAWA  
50 CENTRE STREET SOUTH  
OSHAWA, ONTARIO  
L1H 3Z7  
TELEPHONE (905) 436-5611  
FAX (905) 436-5642  
E-MAIL: [mayor@oshawa.ca](mailto:mayor@oshawa.ca)

November 17, 2020

The Hon. Steve Clark  
Ontario Minister of Municipal Affairs  
Frost Building South, 7<sup>th</sup> Floor  
7 Queen's Park Crescent  
Toronto, Ontario M7A 1Y7

Dear Minister Clark,

### **Re: Modernization of Municipal Election Voting Methods**

I would like to thank you for the opportunity to be able to bring to your attention the opportunity to review the modernization of our municipal voting methods and the support that we will require from the Province as we forge ahead.

City of Oshawa's staff and Council have undertaken an investigation in regards to updating our voting system. Our municipality is looking to move from the traditional ballot based system to online and telephone voting. We are enthusiastic about exploring and introducing a more efficient way for voters to cast their ballots.


Approximately 200+ municipalities across Ontario have implemented Internet voting and well qualified experts in the fields of Internet voting and cybersecurity have undertaken research on this topic. During Oshawa City Council's consideration of implementing Internet voting, several questions have been raised such as ensuring the security of the vote itself, how a recount would be conducted and who would own the data that is collected. The technology tendering processes and lists of certified vendors are also of concern.

Many municipalities are struggling to find the right combination when it comes to data protection, certified technology, certified companies and processes to follow resulting in each individual municipality to navigate on their own. Without guidelines from the Province, we feel that there are gaps regarding legal, technical and operational security standards and guidelines for municipalities to follow to implement secure Internet voting for elections as well as to ensure consistency across the Province.

As municipalities continue to implement Internet voting as a means to modernize and engage citizens in our election process, it is vitally important that Provincial legislation address the legal, technical and security issues. I am asking that the Province undertake the exercise to bring forward a bill that would provide all municipalities with a legislative framework for consistency across the Province.

I look forward to our conversation and hope the Province will undertake this exercise so that in 2026 Ontario municipalities will have the guidelines and principles in place to be able to modernize their election process.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Dan Carter', is written over a circular blue scribble.

Dan Carter  
Mayor

cc: Hon. Doug Ford, Premier of Ontario  
Jennifer French, MPP  
Lindsey Park, MPP  
Lorne Coe, MPP  
Rod Phillips, MPP  
Peter Bethlenfalvy, MPP  
Laurie Scott, MPP  
Durham Clerks  
Durham District School Board  
Durham Catholic District School Board  
Association of Municipal Managers  
AMO



CORP-20-31 Additional Information Related to Report CORP-20-20 – Voting Options for the 2022 Municipal and School Board Elections

CORP-20-20 Voting Method for 2022 Municipal and School Board Elections

Recommendation

Whereas some Ontario municipalities have been using Internet voting since 2003; and,

Whereas in 2018, 194 municipalities in Ontario used Internet voting as a method of election and this number is expected to increase for the 2022 Municipal and School Board Elections; and,

Whereas the City of Oshawa is committed to continuous improvement, innovation, diversification and modernization of services, including Municipal and School Board Elections; and,

Whereas in an effort to provide for modernization of the election processes and to provide greater accessibility and convenience for the electorate, City staff recommended the introduction of Internet and Telephone Voting for 2022 Municipal and School Board Elections as set out in Report CORP-20-20; and,

Whereas newly discovered research from Dr. Nicole Goodman, Associate Professor of Political Science at Brock University, Director of the Centre for e-Democracy, Senior Associate with the Innovation Policy Lab at the Monk School of Global Affairs and is a member of the Laboratory of Local Elections, focuses on the adoption and effects of technology on elections in Canada and internationally; and,

Whereas Dr. Goodman's findings indicate that Internet voting is desirable for election stakeholders in Ontario and is a welcome addition alongside other voting methods to keep pace with societal changes, accommodate electors' increasingly busy schedules, and to help mitigate factors that may limit voter accessibility of physical locations; and,

Whereas Dr. Goodman recognizes that in Ontario it appears that municipal Internet voting uptake will continue to grow and become part of electoral modernization so long as there remains demand from the electorate and candidates, and the bureaucratic will to innovate the administration of elections; and,

Whereas Dr. Goodman identified the importance of sufficient education, outreach and robust communications to engage the electorate and stakeholders early and often; and,

Whereas Dr. Goodman also identified concerns about unsupervised/remote Internet voting such as authentication, auditability and verifiability as well as security which needs to be managed carefully; and,

Whereas Dr. Goodman recommends that online voting should be thoughtfully researched and implemented; and, that the introduction of online voting should be a deliberate and planned process and that it is important for the Provincial Government to establish legal, technical and operational standards regarding Internet voting deployment for consistency across the province; and,

Whereas it is important for the City of Oshawa to advance the modernization of Municipal and School Board Elections and the engagement of its electorate as well as for staff to undertake more due diligence including investigation of risk mitigation strategies prior to the implementation of Internet and Telephone Voting as a method of voting;

Therefore be it resolved:

1. That the same method of voting used in the last election be used for the 2022 Municipal and School Board elections; and,
2. That Council authorize the use of optical scan vote tabulators and accessible voting equipment as the method of voting for the 2022 Municipal and School Board Elections and that the necessary by-law be passed; and,
3. That the Mayor send a letter to the Provincial Government with a request to establish legal, technical and operational security standards and guidelines for municipalities to follow in order to implement secure Internet voting for elections and to ensure consistency across the province; and,
4. That a copy of the letter be sent to all Durham Region municipalities, all Durham M.P.Ps, Durham Region School Boards, the Association of Municipalities of Ontario (AMO), the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO), the Minister of Municipal Affairs and Housing requesting their support for the Provincial Government to establish legal, technical and operational standards regarding Internet voting deployment for consistency across the province.