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LIMESTONE DISTRICT SCHOOL BOARD

Multi-Year Accessibility Plan

For the Period January 2018 to December 2022

Prepared by

**Accessibility Planning Committee
In accordance with
Accessibility for Ontarians with Disabilities Act
Integrated Accessibility Standards Regulation**

This publication is available through the Limestone District School Board's

- website (www.limestone.on.ca → Accessibility)
- In accessible formats upon request*

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**Limestone District School Board
Multi-Year Accessibility Plan
For the Period January 2018 to December 2022**

1. **Aim**

This multi-year Accessibility Plan is developed in accordance with the Integrated Accessibility Standards Regulation under the [Accessibility for Ontarians with Disabilities Act, 2005 \(AODA\)](#). It incorporates the intentions of the Board to meet its obligations under the *Ontarians with Disabilities Act, 2001*.

The Plan describes the measures that the Board will take over the five year period from January 1, 2018 - December 31, 2022 to identify, remove and prevent barriers to people with disabilities who work, learn and participate in the School Board community and environment including students, staff, parents and guardians, volunteers and visitors to the Board and its schools. The Limestone District School Board is committed to the continual improvement of access to school board facilities, policies, programs, practices and services for people with disabilities. The plan will be guided by the Board's Accessibility Standards-Policy Statement <http://www.limestone.on.ca/board/documents/policies/BP-19.pdf> and procedures as well as the Board's Mission, Vision and Values.

2. **Objectives**

This Plan:

- Describes the process by which Limestone DSB will identify, remove and prevent barriers;
- Reviews recent efforts to remove and prevent barriers;
- Describes the measures LDSB will take in the period January 1, 2018 – December 31, 2022 to identify, remove and prevent barriers;
- Describes how LDSB will make this accessibility plan available to the public;
- Makes a commitment to provide an annual status report on the Board's implementation of the multi-year accessibility plan;
- Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years.

3. Commitment to Accessibility Planning

This plan will be established, reviewed and updated in consultation with persons with disabilities and with the Board's Special Education Advisory Committee (SEAC) and Accessibility Planning Committee and other stakeholder groups as deemed appropriate. (It will be presented to the Board for approval.) The Limestone District School Board is committed to:

- Maintaining an Accessibility Planning Committee;
- Continuing the process of consulting with the SEAC and with persons with disabilities;
- Ensuring, wherever practicable, that Board policies, procedures and practices are consistent with the principles of accessibility and inclusive/universal design. The Accessibility Planning Committee will provide inputre: accessibility issues, where appropriate, with regards to new policies and procedures and to those under review;
- Improving access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community. Consideration of ongoing identification of barriers will be the responsibility of the Accessibility Planning Committee and will, wherever practicable, be incorporated in the multi-year plan.

The Director of Education has authorized the Accessibility Planning Committee to review and update the Multi-Year Accessibility Plan that will enable the Limestone District School Board to meet these commitments.

4. Description of the Limestone District School Board

The Board's district serves more than 19,000 students in 60 schools and 8 education centres covering a geographic area of 7,719 square kilometres across the City of Kingston, the Townships of Central Frontenac, North Frontenac, South Frontenac, Addington Highlands, Loyalist, Stone Mills, the Frontenac Islands and the Town of Greater Napanee.



Mission

We prepare students within safe and inclusive environments to embrace a changing world as lifelong learners and informed, responsible citizens.

Vision

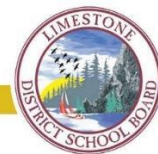
Together we embrace and foster engaging and innovative learning where everyone achieves success and well-being.

Values

Effective school boards have strong shared beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels. Our core values are critical to achieving our priorities as outlined in our mission and vision.

- **Accountability**
- **Collaboration**
- **Fairness**
- **Inclusion**
- **Optimism**
- **Perseverance**
- **Respect**

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5. Members of Accessibility Planning Committee

Working Group Member	Department/Organization	Contact Information
Nicole Aubertin	Safety & Contract Compliance Officer, Tri-Board	613-354-1981 ext. 320
Manny Brandao	Capital Project Co-ordinator, Facility Services	613-544-6925 ext. 245
Sue Burnett	Special Education Program Co-ordinator, Educational Services	613-542-9871 ext. 169
Eva Carlin	Accessibility Lead, Hearing Support Resource Teacher, Educational Services	613-542-9871 ext. 287 TTY: 613-548-0279
Lisa Clarey	Transportation Planner, Tri-Board	613-354-1981 ext. 314
Sydney Gillam	Student Representative, NDSS	613-354-3381
Emily Greenham	Canadian National Institute for the Blind (CNIB)	613-542-4975
Joseph Hamilton	Assistive Tech Resource Teacher, Educational Services	613-542-9871 ext. 270
Jessi Lalonde	Assistive Tech Resource Teacher, Educational Services	613-542-9871 ext. 273
Jen Lawless	Principal, Central PS/ Sydenham PS Elementary Principal Representative	613-546-9454
Alison McDonnell	Supervising Principal	613-544-6925 ext. 319
Brian McKenzie	Canadian Hearing Society	613-544-1927
Sue McWilliams	Human Resources	613-544-6925 ext. 243
Erin Pincivero	Principal, NDSS Secondary Principal Representative	613-354-3381
Erin Sheldon	SEAC Representative – Community Living Kingston	
Karen Smith	Communications	613-544-6925 ext. 314
Karen Spanton	Classroom Teacher, Central PS, Elementary Teachers' Federation of Ontario (ETFO) Representative	613-546-9454

6. Strategy for Prevention and Removal of Barriers

The principles of inclusionary practice, freedom from barriers and accessible environments inform all policies, programs, procedures and services of the Limestone District School Board. Through the annual accessibility plan status report process implemented under the Ontarians with Disabilities Act, 2001, LDSB’s programming, policies and practices have been assessed to ensure continuous improvement in accessibility. This process has also been informed by feedback by the LDSB SEAC. This process will continue through the establishment of a multi-year accessibility plan which places particular emphasis on the provisions of the regulations made under the AODA (2005) with regard to customer service, information and communications, employment and school transportation.

7. Barrier Identification Methodologies

The Accessibility Planning Committee uses the following barrier-identification methods:

Methodology	Description	Status
Public and Employee Feedback	Comments gathered through webpage access (Accessibility Feedback Form) and for employees through individual requests for accommodations (HR accommodation plans and emergency response plans)	Ongoing
Review of plan and status report by SEAC	Opportunity for input and feedback prior to approval and posting on webpage	Annually
Accessibility Planning Committee review of plan and development of status report	Opportunity for input and feedback prior to approval and posting on webpage	Annually
Accessibility Planning Committee considers Facilities report	Audit of buildings and identification of schools for action within multi-year strategy	Ongoing

8. Recent Barrier Removal Achievements

As required by the Accessibility for Ontarians with Disabilities Act (2005), the Accessibility Planning Committee recognized a variety of barriers which were grouped into the following five categories: Attitudinal; Informational and Communication; Technological; Systemic; Physical and Architectural. The Limestone District School Board is committed to the ongoing identification, removal and prevention of barriers for persons with disabilities. The following chart identifies recent actions implemented to remove barriers:

Site	Barrier Addressed	Status
Amherstview PS	- automatic door opener installed to accessible washroom	complete
Bayridge PS	- contrast painting – mullions, door frames - accessible entry to two courtyards - renovations to existing accessible washroom	complete ongoing ongoing
Bayridge SS	- various doorways not accessible for students with physical disabilities	complete
Cataraqui Woods ES	- update x-y track system in accessible washroom	complete
Centennial PS	- custom toilet base build	complete
Central PS	- purchase and training of a LIFTKAR PT-S for student to access classroom in basement of school	complete
Educational Services	- addition of accessible washrooms, an elevator, a ramp at the front of the building, and upgrades to parking lots (paving, etc.)	ongoing
Harrowsmith PS	- accessible barrier free washroom - automatic door opener to entrance of school	complete
LaSalle SS	- contrast painting required for student with vision loss	complete
Lord Strathcona PS	- paving to walkway to improve access to playground - contrast painting to handrails	ongoing
Molly Brant ES	- renovations to accessible washroom second floor (install height adjustable change table, track)	ongoing
NAEC	- automatic door openers at front of building	complete
NDSS	- modifications to accessible washrooms – install urinal, raise toilet and add of grab bars, install x-y track	ongoing
Perth Road PS	- long term plans to make primary yard more accessible	ongoing
Selby PS	- installation of x-y track system to accessible washroom	complete
Sydenham HS	- additional work needed for students with vision loss – handrails, contrast nosing to stairs	complete

8.1 Recent Barrier Removal Achievements (continued)

Site	Barrier Addressed	Status
Board-Wide	Develop Accessibility Policy Statement	January 1, 2013
	Develop a Procedure re: Accessible Information and Communications	January 1, 2013
	Develop Procedure re: Accessible Employment	January 1, 2013
	Review procurement practices to incorporate accessibility criteria for goods, services, facilities	January 1, 2013
	Provide accessibility awareness training for all educators/classroom-based staff on accessible instruction and program delivery	2013
	Provide training to all staff, volunteers on accessibility standards requirements and on Human Rights Code provisions re: disabilities and ensure third-party providers have similar training	2014
	Review process for receiving/responding to feedback to ensure accessibility to persons with disabilities and readiness to provide accessible formats and communication supports upon request. Notify the public re above.	2014
	Review Board and school websites to assess level of accessibility. Ensure that new sites and web content published after January 1, 2012 meet WCAG 2.0, Level A standards.	2014
	Review and update Human Resources procedures and practices with regards to recruitment, job accommodations, alternative accessible formats and communication supports, individual accommodation plans, return to work, performance appraisal, career or professional development, redeployment	2014
	Consult with parents, develop individual school transportation plans for students with disabilities, clarifying roles and responsibilities	2014
	Identify and have ready access to resources that enable the Board to provide information and communication supports upon request and in a timely manner to persons with disabilities. (Consider access to board meetings/school events)	2015
	Ensure readiness of school libraries to provide accessible or conversion-ready formats of print resources upon request	2015
	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon request	2017
Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AAA standards	2017	

9. Barriers to be addressed under the Multi-Year Accessibility Plan

The Integrated Accessibility Standards Regulation 191/11 filed in June, 2011 pursuant to the Accessibility for Ontarians with Disabilities Act, 2005 identified specific requirements to achieve accessibility in the areas of:

- Customer Service
- Design of Public Spaces
- Information and Communications
- Employment
- Transportation

These requirements build on the Accessibility Standards for Customer Service which came into force in 2007.

Limestone District School Board intends, through this Multi-year Accessibility Plan for the period 2018-2022, to take action to address barriers to accessibility related to the Standard's areas of current Regulations. This is in addition to ongoing work the Board is undertaking with regard to identification and removal of barriers in the Board's physical environment.

2017-2018

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-wide	Review policies, procedures, practices and forms to ensure compliance in preparation for completing the Accessibility Compliance Report	December 31, 2017	Accessibility Planning Committee	Complete
Information and Communication	Board-wide	Review and update the Multi-Year Accessibility Plan by May 2018	May 2018	Accessibility Planning Committee	Complete
Systemic/ Attitudinal	Board-wide	Review and update process for receiving feedback related to accessibility.	May 2018	Accessibility Planning Committee	Complete
Systemic/ Attitudinal	Board-wide	Creation of an addendum (checklist) to AP-260 Field Trips to include accessibility considerations when planning a field trip.	May 2018	Accessibility Planning Committee	Complete

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2017-2018 (continued)

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Information and Communication/ Technological	Board-wide	Roll out of accessibility features (text to speech/speech to text) for all learners using Google Read and Write.	November 2017	Educational Services/Program Team/IT	Complete
Systemic	Board-Wide	Annual status update on Multi-Year Accessibility Plan	May 2018	Accessibility Planning Committee	Complete
Physical	Board-Wide	Installation of accessibility features (i.e. colour contrasting throughout school, accessible, barrier-free washrooms, elevator, accessible signage, FM systems)	2017-2018	Facility Services, Educational Services	Complete

2018-2019

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Information and Communication/ Technological	Board-wide	Review status of capacity of school libraries to provide, procure or acquire an accessible or conversion-ready format of digital or multimedia resources upon request in anticipation of 2020 deadline	Ongoing preparation for January 1, 2020 deadline	Accessibility Planning Committee	
Information and Communication/ Technological	Board-wide	Review accessibility features of all updates and purchases related to board and school websites in anticipation of conforming to WCAG, 2.0, Level AA standards (excluding live captions and audio descriptions)	Ongoing preparation for January 1, 2021 deadline	Information Technology/ Communications	

Limestone District School Board
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2018-2019 (continued)

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-Wide	Annual status update on Multi-Year Accessibility Plan	May 2019	Accessibility Planning Committee	
Physical	Board-Wide	Installation of accessibility features (i.e. color contrasting throughout school, accessible, barrier-free washrooms, elevator, accessible signage, FM systems)	2018-2019	Facility Services, Educational Services	

2019-2020

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-wide	Review policies, procedures, practices and forms to ensure compliance in preparation for completing the Accessibility Compliance Report	December 31, 2019	Accessibility Planning Committee	
Information and Communication/ Technological	Board-wide	Review status of capacity of school libraries to provide, procure or acquire an accessible or conversion-ready format of digital or multimedia resources upon request in anticipation of 2020 deadline	Ongoing preparation for January 1, 2020 deadline	Accessibility Planning Committee	
Information and Communication/ Technological	Board-wide	Review accessibility features of all updates and purchases related to board and school websites in anticipation of conforming to WCAG, 2.0, Level AA standards (excluding live captions and audio descriptions)	Ongoing preparation for January 1, 2021 deadline	Information Technology/ Communications	

**Limestone District School Board
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2019-2020 (continued)

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-Wide	Annual status update on Multi-Year Accessibility Plan	May 2020	Accessibility Planning Committee	
Physical	Board-Wide	Installation of accessibility features (i.e. color contrasting throughout school, accessible, barrier-free washrooms, elevator, accessible signage, FM systems)	2019-2020	Facility Services, Educational Services	

2020-2021

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Information and Communication/ Technological	Board-wide	Review accessibility features of all updates and purchases related to board and school websites in anticipation of conforming to WCAG, 2.0, Level AA standards (excluding live captions and audio descriptions)	Ongoing preparation for January 1, 2021 deadline	Information Technology/ Communications	
Systemic	Board-Wide	Annual status update on Multi-Year Accessibility Plan	May 2021	Accessibility Planning Committee	
Physical	Board-Wide	Installation of accessibility features (i.e. color contrasting throughout school, accessible, barrier-free washrooms, elevator, accessible signage, FM systems)	2020-2021	Facility Services, Educational Services	

2021-2022

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-wide	Review policies, procedures, practices and forms to ensure compliance in preparation for completing the Accessibility Compliance Report	December 31, 2019	Accessibility Planning Committee	
Systemic	Board-Wide	Annual status update on Multi-Year Accessibility Plan	May 2021	Accessibility Planning Committee	
Physical	Board-Wide	Installation of accessibility features (i.e. color contrasting throughout school, accessible, barrier-free washrooms, elevator, accessible signage, FM systems)	2020-2021	Facility Services, Educational Services	

10. Review and Monitoring Process

The Accessibility Planning Committee meets regularly during the year to review progress and evaluate the effectiveness of implementation of barrier-removal and prevention strategies and to plan for increased accessibility throughout the Board.

The Accessibility Planning Committee will ensure that in respect of the Multi-Year Accessibility Plan the following steps take place:

- (a) An annual status report on the progress of the measures taken to implement the plan is prepared and posted on the Board website.
- (b) At least once every five years the plan is reviewed and updated with the advice of persons with disabilities, Special Education Advisory Committee (SEAC), the Accessibility Planning Committee, and other stakeholder groups as deemed appropriate.

11. Communication of the Plan

In addition to the public availability of the plan on the website, LDSB will post an annual status report on the progress of the Multi-Year Accessibility Plan. The Board will accommodate requests for accessible formats of the Plan.

Questions, comments or feedback regarding the Accessibility Plan may be directed to:

[Alison McDonnell](#), Chair
Accessibility Planning Committee
Limestone District School Board
220 Portsmouth Avenue
Kingston, ON K7M 0G2
613-544-6925 ext. 319
Email: accessibility@limestone.on.ca

APPENDIX "A"

Accessibility Level by Family of Schools

Accessibility Level by Family of School as of May 2018

School	Level One Building is not currently accessible	Level Two Building is accessible but requires some modifications, i.e., access to various levels within the school: stage, second floor, lower levels, court yards. Also may need doors widened	Level Three Building is fully accessible
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Bayridge Secondary School & Family-Of-Schools

School	Level One	Level Two	Level Three
Bayridge Secondary School (Kingston)			Level Three
Bayridge Public School (Kingston)		Level Two	
Cataraqui Woods E. S. (Kingston)		Level Two	
Lancaster Drive Public School (Kingston)		Level Two	
R.G. Sinclair Public School (Kingston)		Level Two	
Truedell Public School (Kingston)		Level Two	

Ernestown Secondary School & Family-Of-Schools

School	Level One	Level Two	Level Three
Ernestown Secondary School (Odessa)			Level Three
Amherst Island Public School (Amherst Island)	Level One		
Amherstview Public School (Amherstview)		Level Two	
Bath Public School (Bath)			Level Three
Fairfield Elementary School (Amherstview)			Level Three
Odessa Public School (Odessa)		Level Two	
Yarker Public School (Yarker)			Level Three

Frontenac Secondary School & Family-Of-Schools

School	Level One	Level Two	Level Three
Frontenac Secondary School (Kingston)			Level Three
Collins Bay Public School (Kingston)			Level Three
J. R. Henderson Public School (Kingston)		Level Two	
W. J. Holsgrove Public School (Kingston)		Level Two	
Module-de-L'Acadie (Kingston)			Level Three
Welborne Avenue Public School (Kingston)		Level Two	

Granite Ridge Education Centre & Family-Of-Schools

School	Level One	Level Two	Level Three
Granite Ridge Education Centre (Sharbot Lake)			Level Three
Clarendon Central Public School (Plevna)		Level Two	
Land O'Lakes Public School (Mountain Grove)		Level Two	

Kingston Collegiate Vocational Institute & Family-Of-Schools

School	Level One	Level Two	Level Three
Kingston Collegiate Vocational Institute (Kingston)		Level Two	
Central Public School (Kingston)		Level Two	
Marysville Public School (Kingston)			Level Three
Module Vanier Unit (Kingston)		Level Two	
Rideau Public School (Kingston)	Level One		
Sydenham Public School (Kingston)	Level One		
Winston Churchill Public School (Kingston)		Level Two	
Molly Brant Elementary (Kingston)			Level Three
Rideau Heights Public School (Kingston)		Level Two	
J.G. Simcoe Public School (Kingston)		Level Two	

Accessibility Level by Family of School as of April 2017 Con't

School	Level One Building is not currently accessible	Level Two Building is accessible but requires some modifications, i.e., access to various levels within the school: stage, second floor, lower levels, court yards. Also may need doors widened	Level Three Building is fully accessible
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LaSalle Secondary School & Family-Of-Schools

LaSalle Secondary School (Kingston)			Level Three
Glenburnie Public School (Glenburnie)		Level Two	
Joyceville Public School. (Joyceville)		Level Two	
Ecole SJA Macdonald (Kingston)			Level Three
Storrington Public School (Battersea)	Level One		

Loyalist-Collegiate Vocational Institute & Family-Of-Schools

Loyalist-Collegiate Vocational Institute (Kingston)		Level Two	
Calvin Park Public School (Kingston)		Level Two	
Centennial Public School (Kingston)		Level Two	
Lord Strathcona Public School (Kingston)		Level Two	
Polson Park Public School (Kingston)		Level Two	

Napanee District Secondary School & Family-Of-Schools

Napanee District Secondary School (Napanee)		Level Two	
Centreville Public School (Centreville)		Level Two	
Enterprise Public School (Enterprise)			Level Three
Newburgh Public School (Newburgh)	Level One		
The Prince Charles School (Napanee)		Level Two	
Selby Public School (Selby)		Level Two	
Southview Public School (Napanee)			Level Three
Tamworth Elementary School (Tamworth)	Level One		

North Addington Education Centre

North Addington Education Centre (Cloyne)		Level Two	
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Sydenham High School & Family-Of-Schools

Sydenham High School (Sydenham)		Level Two	
Elginburg Public School (Elginburg)	Level One		
Harrowsmith Public School. (Harrowsmith)		Level Two	
Loughborough Public School (Sydenham)		Level Two	
Perth Road Public School (Perth Road)		Level Two	
Prince Charles Public School (Verona)		Level Two	

LDSB Buildings

Education Centre		Level Two	
Educational Services	Level One		

APPENDIX "B"

List of Supporting Policy and Procedures

List of Supporting Policy and Procedures

- [Administrative Procedure 151](#)
Accessibility Standards for Customer Service
- [Administrative Procedure 152](#)
Monitoring and Feedback on Accessible Customer Service
- [Administrative Procedure 153](#)
Notification of Disruption of Service
- [Administrative Procedure 154](#)
Use of Assistive Devices by the General Public
- [Administrative Procedure 155](#)
Use of Service Animals by General Public
- [ADMINISTRATIVE PROCEDURE 156](#)
Use of Support Person by the General Public
- [ADMINISTRATIVE PROCEDURE 157](#)
Providing Accessible Information and Communications Services (Accessibility Standards for Information and Communication)
- [ADMINISTRATIVE PROCEDURE 161](#)
Accessibility Standards for School Transportation
- [Employee Workplace Emergency Response Plan](#)
- [Limestone District School Board Policy No. 19](#)
- [Limestone District School Board Accommodation & Disability Management Program](#)
- [Integrated Accessibility Standards Regulation \(IASR\)](#)
E-Access News, Volume 1, Issue 1, Dec. 10, 2013
- [Integrated Accessibility Standards Regulation \(IASR\)](#)
E-Access News, Volume 1, Issue 2, Dec. 12, 2013
- [Integrated Accessibility Standards Regulation \(IASR\)](#)
E-Access News, Volume 1, Issue 3, Dec. 16, 2013
- [Integrated Accessibility Standards Regulation \(IASR\)](#)
E-Access News, Volume 1, Issue 4, Dec. 19, 2013
- [Accessible Format/Communication Support Request Form](#)
- [Accessible Formats and Communication Supports Process](#)
- [Accessible Formats and Communication Supports Reference Table](#)
- [Accessible Document Access–Accessibility for Ontarians With Disabilities Act \(AODA\)](#)
- [Process for Barrier-Free/Student Accessibility Requests](#)