

Regular Board Meeting Minutes – March 26, 2025

PRIVATE SESSION

Roll Call:

Trustees:	Staff:
G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd J. Maracle K. McGregor J. Morning J. Neill (regrets) S. Ruttan C. Scott A. Bukhari (Student Trustee) (regrets) R. Kolosov (Student Trustee) (regrets) S. Kumar (Student Trustee) (regrets)	K. Burra, Director of Education S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education T. McKenna, Associate Superintendent S. McWilliams, Superintendent of Human Resources J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
	S. Mitton, Executive Assistant to the Director and Trustee Liaison

1. CALL TO ORDER

Vice-Chair Godkin called the meeting to order.

2. RESOLVE INTO COMMITTEE OF THE WHOLE AND PRIVATE SESSION

MOTION: To move into Private Session.

MOVED BY: Trustee McGregor and Trustee Scott. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

Vice-Chair Godkin asked Trustees if they had a conflict of interest to declare with any of the agenda items. There were no conflicts declared.

4. ACTION ITEMS

4.1 Regular Board Meeting Minutes (private) – February 19, 2025

MOVED BY: Trustee McGregor that the minutes listed in Action Items, Private Session, as distributed, be approved. Carried.

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5. FOR INFORMATION

- 5.1. Safe Schools Update – Associate Superintendent Gollogly provided a Safe Schools Update.
- 5.2. Property Update
- 5.3. Personnel Update – Director Burra provided a personnel update.
- 5.4. Labour Update – Superintendent Young provided a personnel update.
- 5.5. Legal Update
- 5.6. OPSBA Update

6. REPORT TO PUBLIC SESSION

Vice-Chair Godkin called for a motion for the Board to rise and report.

MOTION: That the Board rise and report.

MOVED by: Trustee Scott. Carried.

PUBLIC MEETING

Roll Call:

Trustees:	Staff:
G. Elliott – excused himself at 7.27p.m. B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd J. Maracle K. McGregor J. Morning J. Neill (regrets) S. Ruttan C. Scott A. Bukhari (Student Trustee) R. Kolosov (Student Trustee) S. Kumar (Student Trustee)	K. Burra, Director of Education M. Crothers, Communications Consultant S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent A. Grange, Communications Consultant S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education T. McKenna, Associate Superintendent S. McWilliams, Superintendent of Human Resources J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
Pricia Evans, Elementary Math Consultant John McKay, Secondary Math and Science Consultant Anna Pacheco, Principal, École Polson Park Public School Debbie Lajoie, Elementary School Math Facilitator Amelia Kelly, Secondary School Math Facilitator Michael Blackburn, Principal, Education Services Nicola Dillard, Vice-Principal, Educational Services	S. Mitton, Executive Assistant to the Director and Trustee Liaison

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Chair Hutcheon welcomed everyone to the Regular Board Meeting and called the roll.

She called upon Trustee Elliott to provide the Land Acknowledgement: "The Limestone District School Board is situated on the traditional territories of the Haudenosaunee and Anishinaabe. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land. This past weekend, I spent some time at Little Cataraqui Creek Conservation Area, taking photos at one of the Maple Madness events. I ran into lots of families I know, all having a great time outdoors enjoying the weather and learning from volunteers about the history of the land and maple syrup-making process. I'm thankful for these opportunities to get together as a community and recognize our responsibility to respect and protect the lands, waters, and ecosystems that have been cared for by Indigenous peoples since time immemorial. I express gratitude for the opportunity to live, work, and learn here, and I commit to honouring the ongoing presence and rights of Indigenous peoples."

7. ADOPTION OF THE AGENDA

MOVED BY: Trustee McGregor and seconded by Trustee Godkin that the agenda, as presented, be approved. Carried.

8. DECLARATION OF CONFLICT OF INTEREST

Chair Hutcheon asked that if Trustees have a conflict of interest, could they please identify the item number. There were no conflicts declared.

9. DELEGATION/PRESENTATION

9.1 MAAP3i Math Achievement Action Plan: Initial Implementation and Impact

Associate Superintendent Hedderson introduced his team of presenters and reviewed Limestone DSB's intention and how this is carried through the Math Achievement Action Plan (MAAP). He invited Pricia Evans, Elementary Math Consultant to present.

Ms. Evans shared the Provincial Priority Actions:

1. Ensure fidelity of Curriculum implementation and use of proven high-impact Instructional Practices.
2. Engage in ongoing learning of mathematics content knowledge.
3. Know the math learner, and ensure tasks, interventions, and supports are relevant and responsive.

Ms. Evans explained that the MAAP is in Phase 4 of the plan and that each Phase builds upon another. She focused on one component of the plan, fluency. Ms. Evans explained that fluency involves the application of doing a task with efficiency, flexibility, and accuracy. She shared what this looks like at the

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classroom level, as well as the system level. Ms. Evans shared the systems supports available which include Math Team support, resources, and school leadership. She concluded her portion of the presentation by sharing some quantitative data, along with some examples of teacher observations.

Principal of École Polson Park Public School, Anna Pacheco, presented on the MAAP implementation and initial impact observed within her school. She shared how the following is put into action at École Polson Park Public School:

- Fidelity to the curriculum
- High-impact strategies
- Timetabled 15-minute fluency blocks
- Use of Board-supported resources & diagnostic tools
- Embedded professional learning

Ms. Pacheco shared some of the tools implemented to support the math journey which include data digs and data-based Decisions, EQAO professional learning and test practice, intentional budget spending and parent connections. She invited Debbie Lajoie, Elementary School Math Facilitator, to share some of the positive results applying the MAAP in classrooms.

Ms. Pacheco concluded her portion of the presentation by sharing her perspective of what makes a difference while implementing the MAAP:

- Creating a learning community culture
- Knowing the learners
- Understanding and valuing EQAO
- Intentional use of Board approved Math tools
- Job-embedded professional learning
- Whole school journey

John McKay, Secondary Math and Science Consultant, and Amelia Kelly, Secondary School Math Facilitator, shared the MAAP implementation and initial impact at Napanee District Secondary School (NDSS). Mr. McKay began by sharing some EQAO data and turned it over to Ms. Kelly to share some examples of the different priority action areas and what this would look like in the classroom. These areas include:

- Priority Action 1- Fidelity of the math curriculum
- Priority Action 2- Ongoing math content learning
- Priority Action 3- Knowing the math learner

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Associate Superintendent Hedderson concluded the presentation by acknowledging and thanking the Math team for their work on implementing and supporting the MAAP. He commended Principal Pacheco for her passion and urgency around student achievement and the leadership she has taken at École Polson Park Public School.

Chair Hutcheon thanked Associated Superintendent Hedderson and presenters for their presentation.

10. PRIVATE SESSION REPORT

During the Private Session following adjournment of the February 19, 2025, Public Board Meeting:

- Director Burra provided a personnel update.

There was no other business conducted, or motions passed in Private Session.

Earlier this evening during Private Session:

- The private session minutes were approved from the Regular Board Meeting of February 19, 2025.
- Associate Superintendent Gollogly gave a Safe Schools update.
- Superintendent Young gave a Labour update.
- Director Burra gave a Personnel update.

There was no other business conducted, or motions passed in Private Session.

*MOVED By Trustee Godkin and seconded by Trustee McGregor that the Private Session Report be received.
Carried.*

11. APPROVAL OF MINUTES

- 11.1 Regular Board Meeting Minutes – February 19, 2025
- 11.2 EPOC Meeting Minutes – March 5, 2025

*MOVED BY Trustee Lloyd and seconded by Trustee Scott that the minutes, as presented, be approved.
Carried.*

12. REPORTS FROM OFFICERS

12.1. Chair's Report

Chair Hutcheon stated: "As we gather for our March Board Meeting, we find ourselves in the midst of a vibrant and productive spring season. This time of year is marked by renewal and growth, both in nature and within our school community. The days are getting longer, and the promise of warmer weather brings a sense of optimism and energy to our schools.

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Thank you to everyone who took the time to participate in the 2025-2026 Budget Survey. This survey helps identify priorities for the use of Limestone's finite financial resources and assists Trustees throughout the budgeting process to ensure students' needs are best served in the coming school year.

Earlier this month, many Grade 4 students across Limestone attended Kingston Symphony Orchestra and the Queen's School of Music's "The Great Outdoors" performance at the Isabel Bader Centre for Performing Arts. Students learned, through the program and lessons, about the various instruments in an orchestra and the sounds each of them makes to create a symphony. It is learning experiences like these that highlight the importance of community partnerships and provide unique opportunities for our students. These collaborations enrich our students' education by offering them hands-on, immersive experiences that go beyond the classroom, fostering a deeper appreciation for the arts and enhancing their overall learning journey.

As we look ahead to the remainder of the school year, we remain committed to supporting our students and staff in every possible way. Our focus will continue to be on providing high-quality education, fostering community partnerships, and ensuring that our schools are safe and welcoming environments for all. Together, we will navigate the challenges and celebrate the successes that come our way, always striving to create the best possible learning experiences for our students.

That concludes my report.”

12.2. Director's Report

Director Burra stated: “Good evening, Trustees, and the viewing public. Based on recent weather, it appears spring is upon us, and then not upon us. If nothing else, I understand it is a great year for maple syrup as temperatures and the weather fluctuates from day to day, and even within the same day. As I indicated in my last update in February, as we head further into the spring season, preparations for 2025-2026 continue to ramp up. A critical component of this planning and preparation is the overall budget. At this point, we are still waiting to receive the provincial budget which may be delayed by the recent provincial election. A year ago, we received the budget on this date. We are hopeful this information will be released soon. So, while we continue to prepare for next year, some critical decisions will have to wait until we see our specific budget allocations.

As Trustees are aware, there have been a number of engagement opportunities for students, families, and staff in the past few weeks: virtual school interest for 2025-26, the school year calendar, my performance appraisal, and the budget survey are prime examples.

This evening, there are two reports on the agenda: A Math Achievement Action Plan Update, and an update on Educational Services' Monitoring and Operational Plan. While we had tentatively scheduled a

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Student Achievement Plan update based on the Ministry requirement put in place last year for public posting by the start of April, we received notice late on Friday that the Ministry revised the timeline by a month to the end of April. So given we have only just received the information for review, we will schedule this item for the April Board Meeting.

As I mentioned in my update at the February Board Meeting, we are in the process of organizing an evening for families to discuss artificial intelligence in general, but also what this will look like in Limestone in the months and years ahead. This event is scheduled for the evening of Wednesday, April 30, at LCVI. This information will be shared more broadly with families in the next week. Prior to that evening, we will be bringing a report to the April Board Meeting to provide Trustees with an overview of our current work in the area of artificial intelligence.

Finally, I would also like to highlight a few significant events or awards from the past few weeks. First, Superintendent Gillam and I had the pleasure of attending the awards ceremony for the Frontenac, Lennox and Addington Science Fair this past Friday and I am very happy to report that Limestone won four of the top five awards for the Fair and those students will be going to the National Science Fair in Fredericton later this spring. I would also like to acknowledge one of Limestone's Student Trustees for some of the awards she won this past Friday. Congratulations Student Trustee Siya Kumar. As another point of celebration, Limestone should be very proud of the 26 secondary students and 20 elementary students who were successful at the Regional Skills Competition and will have the opportunity to compete at the provincial competition in early May.

In addition, I would also like to acknowledge a couple of Limestone staff who have received recognition at the provincial level. The OFSAA Leadership in School Sport Award was presented to Todd Collard, Napanee District Secondary School for his support of volleyball. And retired teacher Pat Grew from Frontenac Secondary School was the 2025 OFSAA recipient of the Leadership in School Sport Award in basketball this year.

These are just some of the examples of a wide range of activities and partnerships that are occurring in Limestone schools and in the community, as well as staff that deserve to be acknowledged and celebrated.

That concludes my report, Chair Hutcheon”

13. REPORTS

13.1 OPSBA Report

Trustee McGregor provided her update:

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- The Regional Meeting will be held on April 5, 2025, in Brockville at their Board Office. As this is an Eastern Regional Meeting, there will be representation from Upper Canada DDSB, Ottawa-Carlton DSB, Renfrew County DSB, Limestone DSB, and Hastings and Prince Edward DSB. This is a great opportunity to share information with our neighbouring boards.
 - The agenda for the day is as follows: In the morning there will be some PD and learning opportunities. In the afternoon, OPSBA will be outlining some of their priorities looking for feedback.
- Please ensure you respond to the organizer whether you are attending or not.

13.2 Student Trustees' Report

Student Trustee Kolosov stated: "Good evening trustees,

We started our Interschool Council (ISC) meeting by announcing the acclaimed students who will be the Student Trustees of next year, 2025-26, which will be Siham Ismail attending KSS, Mia Compeau attending GREC, Rachel Kolosov (myself) attending KSS.

We had researchers Ellyn Lambert and Laura Gillam present the 2025 students census, as well as a workshop where we brainstormed feedback and suggested changes to the census to maximize inclusivity within the form and its user-friendliness. We used guiding questions to make notes on survey questions regarding a variety of topics on the Student Census, including student belonging, and how supported students feel in their school communities. On behalf of my co-Trustees and the ISC, I would like to thank Ellyn and Laura for including and truly acknowledging our voices and student perspectives into the development of the 2025 census, to make our experience with the census the best it can be!

Thank you."

13.3 Reports for Action

None at this time.

13.4 Reports for Information

13.4.1 Math Action Achievement Plan Update

Associate Superintendent Hedderson began his presentation by sharing a graphic depicting how the Student Achievement Plan (SAP), the Math Action Achievement Plan (MAAP), instructional leadership and data all intersect. He explained that Phase 4 of the MAAP was initiated in December 2024, which consists of the following:

- Ensuring consistency of instruction in the Math Block: 15 minutes of daily targeted fluency and 45-60 minutes of mathematics learning using the LDSB Instructional Progression of Mathematics graphic as guidance;

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- Capacity building and practicing how to fully implement the assessment cycle in math to improve student math outcomes;
- Increasing the use of Digital Math Tools (e.g. Knowledgehook, MathUP) as part of the assessment cycle, intentional practice, and individual consolidation of learning;
- Paying particular attention to monitoring the impact of instruction on students with Math modifications and students who have had math modifications recently removed;
- Using math tools consistently in the classroom as part of a broader consideration for how students build conceptual understanding (Concrete-Visual-Abstract); and,
- Using EQAO-released math questions as part of the instruction in Grades 3, 6, and 9.

Associate Superintendent Hedderson shared that on January 9 and 10, a second Ministry of Education Math visit took place at eight priority schools and one non-priority school. He reviewed the framework of the visit:

- Grades 3, 6, and 9 math classroom visits
- School Learning Leadership Team conversations
 - An overview of the school's math journey this year: areas of growth, challenges and possible next steps
 - What data might you be able to share to support what you outlined in (a)?
 - Describe a pivotal moment in your math journey so far this year
 - Anything else you may want to share
 -

Associate Superintendent Hedderson shared the feedback received from the Ministry visit which included:

- Indicators of system coherence
- Evidence of LDSB MAAP across all schools
- Engaged leadership in schools
- Engaged system leadership, including the Director
- Engaged students in math learning
- KPIs designed intentionally to triangulate data with a mix of input-output and outcome
- Evidence of use of data for monitoring and to guide decision-making

Associate Superintendent Hedderson reviewed the four key provincial indicators with a focus on monitoring the levels of achievement of students supported through curriculum modifications on math report cards. He shared that Limestone has been engaging with school learning teams about how to support students with modified Individual Education Plans (IEPs). Associate Superintendent Hedderson shared some examples of how these students are monitored to ensure they are on track to achieve provincial grade standards.

Associate Superintendent Hedderson shared a visual representation for educators called the Math Block.

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This is a visual that was shared with educators at a system-wide PA Day in November 2024. He shared that gap-closing resources are available to all staff that have been put together by the Math Team, and shared some updated KPIs from Phase III.

Associate Superintendent Hedderson shared information about the pilot project for land-based-learning planned for this spring at Cataraqui Conservation Area for Grade 9 students. He also shared that a math assessment pilot project for students in Grades 5 and 7 will be implemented. This exercise will help clarify what the standard is across the system. He concluded by sharing some sample actions to build family support for improved outcomes, including monthly school newsletter inserts, family math nights, resources, and EQAO information nights for families.

Chair Hutcheon thanked Associate Superintendent Hedderson and asked Trustees for questions.

Trustee Elliott excused himself at 7:27 p.m.

13.4.2 Educational Services 2024-25 Monitoring and Operational Plan

Superintendent Gillam welcomed Principal Michael Blackburn and Vice-Principal Nicola Dillard. Principal Blackburn reminded Trustees about the 2023 goals of the Special Education Review which were:

- To examine our current special education supports and services and identify areas for refinement and enhancement to meet the needs of all learners within an inclusive learning environment.
- To gather student, family, staff, and community partner voices to identify priorities and key areas which may impact the success of students with special education needs.

Principal Blackburn reiterated the important question of engagement which was "what key supports and services are important for students with special education needs to experience success at school and reach their full potential?" He reviewed the four key themes that aided in developing the department goals:

- Equity of access to supports and services in a student's home school.
- Flexible and responsive support, programming and access to resource spaces that adapt and respond to a student's unique learning profile.
- Purposeful and planned inclusion supported by caring and knowledgeable staff.
- Increase the equitable access to supports/services through a reduction of siloed and identification specific service delivery.
-

Principal Blackburn shared the structural changes that have been implemented and the goals and foundational principles that guided the plan. He invited Vice-Principal Dillard to review the goals.

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Vice-Principal Dillard began by reviewing the alignment of the plan to the LDSB Strategic Plan goals. She shared how monitoring and data was collected to support and guide the plan. This included:

- Service delivery data
- Intensive Support Team and Safe Schools Team referral data
- System observations- Coordinators and Senior Team
- Mid-year survey- 109 respondents (approximately 60% of SSTs, ISTs, LPS, and Administrators)
- Professional learning feedback
- Authentic collection of observations, conversations and story

Vice-Principal Dillard shared some of the service delivery data collected in an anonymous survey. Data from Student Support Teachers (SSTs), and Intensive Support Teachers (ISTs) showed that they were working across all elementary grades. There is a higher concentration in Kindergarten through Grade 2. ISTs reported working with 1,093 students, while SSTs reported working with 3,376 students. Follow up has been requested to get a better understanding of this data. The survey results also indicated positive impacts of the IST role, flexible and responsive support models, and effective in-school team decision-making and collaboration.

Vice-Principal Dillard and Principal Blackburn reviewed survey results and data in the following areas linked to these LDSB Strategic Plan Goals:

- Increase/ensure educator and staff abilities foster growth in student learning and achievement.
- Create positive cultures that support student engagement and well-being.

Vice-Principal Dillard reviewed the system observations which include:

- Positive impact of IST role and diversity of experiences between schools
- Flexibility and responsiveness of delivery model
- Importance of team collaboration and support for in-school teams
- Key areas for ongoing learning and implementation support = Tier 1 support, neuro-affirming practices, programming for students with complex needs
- Ongoing focus on authentic partnership and collaborations with families if needed

Principal Blackburn concluded by sharing next steps:

- Dig deeper into the data
- Responsive Professional Learning
- School-based support
- Ongoing data collection
- Identify barriers, strategies, and successes
- End-of-year survey

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Superintendent Gillam shared a success story from Granite Ridge Education Centre highlighting the positive impact of the new model on a Grade 8 student with special education needs, showing significant strides in independence, engagement, social skills, and life skills.

Chair Hutcheon thanked Superintendent Gillam, Principal Blackburn, and Vice-Principal Dillard, and called upon Trustees for questions.

14. UNFINISHED BUSINESS

None at this time.

15. NEW BUSINESS

None at this time.

16. CORRESPONDENCE

None at this time.

17. NOTICE OF MOTION

None at this time.

18. ANNOUNCEMENTS

None at this time.

19. COMMITTEE MINUTES FOR INFORMATION

19.1 Environmental Sustainability Advisory Committee Meeting Minutes – October 8, 2024

19.2 Special Education Advisory Committee Meeting Minutes – February 12, 2025

20. FUTURE BOARD MEETING SCHEDULE

April 23, 2025

21. ADJOURNMENT

MOTION MOVED BY: Trustee McGregor and seconded by Trustee Scott that the meeting adjourn. Carried.

The Meeting Adjourned at 8:22 p.m.