



REGULAR BOARD MEETING MINUTES – NOVEMBER 11, 2020

PRIVATE SESSION

Roll Call:

Administrative Staff Present:

Trustees:	Staff:
J. Brown G. Elliott L. French (Vice-Chair) T. Gingrich B. Godkin R. Hutcheon K. McGregor J. Morning S. Ruttan (Chair) A. Putnam (Student Trustee) N. Quadir (Student Trustee) Q. Traviss (Student Trustee)	K. Burra, Director of Education A. Labrie, Superintendent of Education and Human Resources C. Young, Superintendent of Business Services
Guests:	Recorder:
None at this time.	W. Moore, Executive Assistant to the Director and Trustee Liaison

1. MOTION TO MOVE INTO PRIVATE SESSION

MOTION: To move into Private Session.

MOVED BY: Trustee McGregor and seconded by Trustee Godkin. Carried.

2. Declaration of Conflict of Interest

Trustee Godkin declared a conflict as his daughter is an occasional teacher with two other

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public boards. Trustee Elliott declared a conflict as his wife is a teacher with the LDSB and is a member of ETFO. Trustee French stated that her partner accepted a short-term position with Facility Services, so she will recuse herself from any decision-making associated with that.

3. Action Items

3.1 Board Minutes:

3.1.1 Regular Board Meeting – October 14, 2020

3.1.2 Audit Committee Meeting – November 9, 2020

MOVED BY: Trustee Godkin and seconded by Trustee Elliott, that the minutes listed in Action Items, Private Session, as distributed, be approved. Carried

4. For Information

4.1 Safe Schools Update – None at this time.

4.2 Property Update – None at this time.

4.3 OPSBA Update – Trustee French provided an OPSBA update.

4.4 Labour Update – Superintendent Labrie provided a labour update.

4.5 Legal Matter – Superintendent Young provided a legal update.

4.6 Personnel Update – None at this time.

5. REPORT TO PUBLIC SESSION

Chair Ruttan called for a motion for the Board to rise and report.

MOTION: That the Board rise and report, and that any resolutions, be made public.

MOVED BY: Trustee Godkin and seconded by Trustee Gingrich. Carried.

PUBLIC MEETING

Roll call:

Administrative Staff Present:

Trustees:	Staff:
J. Brown	M. Babcock, Superintendent of Education
G. Elliott	K. Burra, Director of Education
L. French (Vice-Chair)	J. Douglas, Communications Officer
T. Gingrich	S. Gillam, Associate Superintendent
B. Godkin	S. Hedderson, Associate Superintendent
R. Hutcheon	A. Labrie, Superintendent of Education
K. McGregor	A. McDonnell, Superintendent of Education
J. Morning	G. Mundell, Indigenous Education and Reconciliation Lead
S. Ruttan (Chair)	S. Sartor, Associate Superintendent
A. Putnam (Student Trustee)	J. Silver, Superintendent of Education
N. Quadir (Student Trustee)	K. Smith, Communications Officer
Q. Traviss (Student Trustee)	C. Young, Superintendent of Business Services
Guests:	Recorder:
None at this time.	W. Moore, Executive Assistant to the Director and Trustee Liaison

Chair Ruttan welcomed everyone to the Regular Board Meeting of the Limestone District School Board of Trustees.

Chair Ruttan began the meeting by reading the Acknowledgement of Territory: “The Limestone District School Board is situated on the traditional territories of the Anishinaabe and Haudenosaunee. 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.”

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1. Adoption of Agenda

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

2. Declaration of Conflict of Interest

Trustee Godkin declared a conflict as his daughter is an occasional teacher with two other public boards. Trustee Elliott declared a conflict as his wife is a teacher with the LDSB and a member of ETFO. Trustee French stated that her partner accepted a short-term position with Facility Services, so she will recuse herself from any decision-making associated with that.

3. Private Session Report

Trustee French made the following statement: “In Private Session earlier this evening, the Private Session Minutes from the Regular Board Meeting of October 14, 2020 and the Audit Committee Meeting of November 9, 2020 were approved.”

Trustee French indicated that there was a labour update and she also provided a brief OPSBA update. She noted that Superintendent Young provided a legal update. There was no other business.

4. Chair’s Update

Chair Ruttan stated: “One of the hardest and saddest moments for school communities is the death of a student, faculty, or staff member. It can have a significant impact on those connected to the individual, as well as students, and staff across the district.

Trustees of the Limestone District School Board offer our deepest sympathy to family and friends of Scottie Legg, a Grade 11 student at Frontenac Secondary School, who tragically died October 21, following a motor vehicle collision. There are many connections to Scottie within the community and other schools in the Limestone District School Board. Our thoughts are with everyone who knew him.

Today is Remembrance Day; I hope you were able to find a moment to honour all those who have served.

Trustees, you will have noticed a 75th WWII commemorative flag flying as you entered the Education Centre. This flag honours those who served and continue to serve, and in memory of those who fell. The commemorative flag recognizes the 75th anniversary of WWII's V-D and V-E days.

Tonight's meeting marks the close of this Board's second year in office. To say the 2019-2020 school year, and the 2020 calendar year, have been challenging, or even unprecedented, remains an understatement.

The COVID-19 pandemic has tested everyone's resilience and capacity for change. Over the last nine months, we have experienced school closures, emergency remote learning, curriculum development, facility services work, and school re-entry; all executed in compliance with ever shifting health and safety regulations.

Despite these transformational changes, the Board's staff, students, families, and school communities remain focused on Limestone's vision and mission, where everyone achieves success and well-being.

This commitment to student well-being and achievement has helped us move forward in a positive and constructive way, ensuring the continual delivery of initiatives that support student transitions, career paths, character development, and interventions that ensure success for all students.

Transition and occupancy plans for Module Vanier and Kingston Secondary School are being finalized, and students and staff will soon be welcomed into the new school building. For those of you who have been involved or followed this story over the past several years, move-in day has taken a long time to arrive, and has taken many years of collaboration, and a commitment to doing what is in the best interests of all students. This new school will be an amazing place, for students, staff, and the broader community.

I would like to take this opportunity to thank my fellow Trustees for all the work that has been done, representing constituents and ensuring students of the Limestone District School Board receive quality public education every year, and especially during this year with labour disruption and a global pandemic.

Although school looks different this year, our commitment to quality public education, and

success for all remains constant. We are all doing our best to ensure a safe and healthy environment for everyone. Circumstances may not be ideal, but our schools are up and running and that is a testament to the dedication of all staff in Limestone.

Later in tonight's agenda, Trustees will hear about the progress and achievement of specific actions as they relate to the Board's strategic goals in the key areas of Wellness, Innovation and Collaboration. Much has been accomplished during the past school year. We have seen examples of tremendous leadership, creativity, innovation, dedication, and compassion.

In closing, and on behalf of all Trustees, I wish to acknowledge the leadership of Director Burra, Senior Staff, and retired Director of Education Debra Rantz, for the astute management of the unknown. And that concludes my report."

5. Director's Update

Director Burra stated: "Good evening Trustees and audience members joining us on our live feed. We are now part way through the eleventh week of school and the end of the second octomester for secondary schools. I know I have stated this before, but I think it bears repeating... I have now visited over 45 schools to date, and I continue to be extremely impressed with how staff and students have adapted to our new realities. This fall has not been easy for students or staff, but the system has persevered to support the learning and well-being of everyone we serve. Our partnership with Public Health has been of critical importance as we navigated four positive cases in four different schools in recent weeks. In all cases, the incredible efforts of central and school-based staff, and Public Health has meant we have intercepted cases quickly and prevented any school-based spread of COVID-19. This is extremely good news and a testament to the measures in place in schools.

One challenge or concern expressed by some people is that they have not received communication from anyone, and they wondered whether they were in contact with a positive case. This has been an issue primarily when people have expressed concern about potential contact on buses that serve more than one school. There is a fine balance between ensuring privacy and focusing on overall public, community health. People should feel confident that Public Health is guiding contact and ensuring that all direct contacts are informed. If people do not receive communication, they should feel confident that they are not a direct contact and have no elevated risk. I would also like to publicly acknowledge

Associate Superintendent Gillam for his tireless efforts in supporting and coordinating school and Public Health efforts when we have seen our four positive cases. This work has often included evening and weekend hours.

Given it is Remembrance Day today, I would like to acknowledge the impressive range of activities schools engaged in to recognize this important date of significance. This is just the latest example illustrating how students and staff have adapted to COVID-19 and the need to do things differently. School and teacher Twitter feeds today show the range of adaptations schools utilized to maintain cohorting while honouring Remembrance Day. Traditionally at the end of the Remembrance Day ceremonies, poppies are removed and placed on the cenotaph or place of acknowledgement. Consequently, the audience will not see poppies being worn at tonight's meeting.

Given it is Indigenous Education Month in Limestone, Indigenous Education and Reconciliation Lead Gillianne Mundell, will provide a presentation highlighting some of the work in progress this year.

As Trustees know, elementary families had another entry point for selecting virtual schooling or conventional face-to-face classes in schools last month. Secondary families continue to have opportunities prior to the start of each octomester. We will provide an update as part of the meeting this evening.

In addition, we will be reporting back to you on the 2019-2020 Strategic Plan. As you are aware, the labour disruption and pandemic did impact the plan, but work has continued into the 2020-2021 school year. A key part of this work is the Equity Action Plan, and this will also be presented to you this evening.

Our goal remains for everyone to see themselves in Limestone. This requires that we have more information about our students and our staff to be responsive, and supportive, of their needs. Collecting this confidential data through the student census is an essential next step as we move forward.

To conclude, I would like to share a video that we have circulated to explain the importance and value of the equity-based data collection and student voice through the student census. The video features an impactful poem by LDSB graduate Britta B. As always, our focus must remain on students, and the incredible work of all Limestone staff in supporting teaching and learning in the system. Thank you."

6. Presentation – Indigenous Education

Associate Superintendent Gillam introduced Indigenous Education and Reconciliation Lead Gillianne Mundell, who shared highlights of Limestone’s Indigenous education efforts. She thanked and acknowledged the work of her LDSB colleagues and Knowledge Keepers who have helped her understand Indigenous culture, traditions, and ceremonies.

Gillianne Mundell shared a poem with Trustees, *The Miracle That We Are Here at All*. She shared that she works with a wonderful team that supports, collaborates, and programs for students, families, communities, classrooms, and educators, across the Board.

Gillianne Mundell advised that November is Indigenous Education Month and that posters were distributed to schools to create awareness of the different ways in which they could celebrate. She advised the importance of creating an environment in LDSB where Indigenous Education is embedded at the system, school, and classroom levels. This linear approach supports all three levels as equals.

Gillianne Mundell explained that the team worked with local traditional Knowledge Keepers and Gould Lake Outdoor Education Centre staff to plan four sessions of professional development with each school’s Indigenous Education lead, focusing on wellness, cultural activities and land-based learning. Learning and engagement was brought back and shared with other staff and students at the schools. She provided some testimonials from some of the participants.

7. Consent Agenda

7.1 Board Minutes

7.1.1 Regular Board Meeting – October 14, 2020

7.2 Reports from all Committees

7.2.1 Committee of the Whole (EPOC) – October 28, 2020

7.2.2 Special Education Advisory Committee – October 21, 2020

7.2.3 Environmental Sustainability Committee – October 13, 2020

7.2.4 Audit Committee – November 9, 2020

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

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8. Routine Matters

8.1 OPSBA Report

Trustee French stated that the Eastern Regional Meeting, which was virtual, was held last weekend and seven of the nine Trustees were able to attend. The Board of Directors' meeting is scheduled for the end of this month. Trustee French advised that the Public Education Symposium, scheduled for January 28, 2021, will be held as a virtual event, due to the COVID-19 pandemic. They will be offering excellent topics for workshops directly affecting the role of Trustee and panel discussions on reframing governance with the lens of Indigenous education. Trustee French hopes that as many Trustees as possible will be able to attend.

8.2 Report from Student Trustees

Trustee Quadir stated: "Good evening to the Board and community. The Student Trustees would first and foremost like to applaud students across the Board for striving to work hard and take care of themselves and congratulate the students in octomester schools for writing their summative assessments for their second octomester today. Thank you as well to our incredible teachers and support staff for aiding us and our peers in the development of strategies to combat the fast-paced nature of the octomester. I know I am not alone in finding it difficult to absorb chemistry in 23 days, and truly appreciate the efforts of our teachers in supporting us every step of the way. In regard to the upcoming student census, we, as Student Trustees, believe that this data and student voice collection, is imperative to our growth and success as a Board in meeting the needs of our diverse population of students and would like to sincerely thank the LDSB for being one of the first boards in the province to conduct such a census."

Trustee Putnam stated: "Hi everyone; first we would like to extend a big congratulations to all of LDSB's students who just completed their second octomester today. On November 3, 2020, we held our second InterSchool Council meeting of the year. We had a great turnout with representation from almost all LDSB secondary schools. It was a great opportunity for student leaders to discuss the complexities surrounding running events and other school spirit initiatives amidst the pandemic. There were so many great ideas shared from the schools. Our next meeting will be held on December 8, 2020, where we will be connecting

with the Board's Mental Health Lead, Laura Conboy, to discuss some mental health campaigns and initiative ideas for InterSchool Council to get involved with. I know personally, I am very excited to see what creative ideas this year's InterSchool Council can come up with.”

Trustee Traviss stated: “Good evening everyone. Much like my fellow Student Trustees have done, I would like to congratulate my peers, as well as all secondary students completing their second set of culminating activities today. Unfortunately, our Indigenous Student Leadership Circle did not have an opportunity to meet on November 3, 2020, however, I did have an opportunity to answer questions for representatives at the InterSchool Council and provide them with a rough sketch of a plan for the next few months. While I am sad to have missed an opportunity to meet with Indigenous leaders from different schools, I look forward to working out communication issues in the coming weeks so that we too can meet on December 8, 2020.”

9. Reports for Information

9.1 Virtual School Update

Superintendent Babcock advised Trustees that approximately 10 per cent of the Limestone District School Board student population has opted for remote learning. LDSB established an Elementary and Secondary Virtual School to accommodate student remote learning needs. The Elementary Virtual School initially began with 1,241 students enrolled, and by October 29, 2020, families were given another opportunity to opt in or out of in-school instruction. The most recent enrolment data indicated that the Elementary Virtual School has 1,425 students: 220 of these students are in French Immersion and 1,205 are in the English program.

Superintendent Silver advised that the Secondary Virtual School follows the same octomester timetable model that most LDSB secondary schools are following. Students have the option to opt in and out at the beginning of each octomester, but moving between in-school courses and Virtual School courses is dependent on space for each course. The Secondary Virtual School started the first octomester with approximately 530 students, and nearing the end of octomester 2, there are 598 students enrolled. There is a wait list for octomester 3, of approximately 45 students, at the time of drafting this report, however the count was up to 60 on November 10, 2020.

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9.2 Strategic Plan Priorities – Areas of Focus 2020 – 2021

Director Burra stated that Senior Staff will be presenting the end-of-school-year Strategic Action Plan, 2019-2020, focusing on the items that have been assessed as “red” or “yellow.” Given the disruptions present during the past school year, more “red” and “yellow” indicators are evident, and consequently, Senior Staff will focus on those areas where this work has resumed during this school year, or areas we were unable to focus attention on during this past spring.

Director Burra advised that the Strategic Action Plan Evaluation Framework: 2017-2022 used the same traffic light system. Each outcome will be assessed by Staff as to its status, three years into a five-year plan. The Evaluation Framework has been included in the agenda package to assist the Board in tracking progress of goals. Multiple data sets and evidence are used to evaluate the progress toward the desired outcomes.

Senior Staff went through the Strategic Plan and highlighted the following areas of focus: Student Voice, Equity and Inclusion, International Education, English Second Language, Police/Board Protocol, Capital Improvements, Environmental Sustainability, Literacy, Mathematics, UDL, Technology Enhanced Education, Indigenous Education and Cashless Schools.

10. Reports Requiring Decision

10.1 Equity Action Plan November 2020

Superintendent Babcock advised that in June 2020, a preliminary report of anti-racism education planned for Limestone was shared with Trustees. At that time, Trustees made a request for more information that would address specifically anti-Black racism. At the October 2020 Board Meeting, Student Trustees, with the support of Trustee Brown, made a request for more information related to the equity work in Limestone, and provided a list of recommendations or actions. In addition, a motion was passed reflecting the Trustees’ desire to have a plan of action that would be substantive in supporting anti-Black and anti-Indigenous racism in Limestone.

Superintendent Babcock stated that the three-year draft Limestone Equity Action Plan has been developed based on input from Trustees, data collected from a variety of sources, and

the *Ontario Equity Action Plan 2017*. Next steps will include meeting with students, staff, and the community for their feedback.

MOTION Moved by: Trustee Elliott and seconded by Trustee French that Trustees approve the DRAFT Limestone Equity Action Plan and support next steps in collecting feedback from students, staff, and the community. Carried.

11. Notice of Motion

11.1 Moved by Trustee Brown and seconded by Trustee French, that as part of the continued strategic plan progress aligned within the Wellness Pillar, section 2.2 Equity and Inclusion, the Board requests LDSB staff undertake to engage the Black community in Limestone DSB, be it in consultation or an ongoing caucus to be formed similar to the Indigenous Education Council, to provide input and advice on actions to address racism in our schools, and barriers to equitable experience.

11.2 Moved by Trustee Brown and seconded by Trustee French, that following the planned survey, the Board requests staff update Trustees on the plan for use of racialized achievement data for Limestone DSB students, with a focus on the results of Black and Indigenous students, to inform strategies to improve their experience and learning outcomes.

Chair Ruttan stated that there was a segment on Global TV, where the media may have misreported, as the two notice of motions which have been received, will not be debated at tonight's meeting, but rather placed on the next Regular Board Meeting Agenda, scheduled for Wednesday, December 9, 2020. Both the mover and seconder concurred, that this was their understanding.

SECTION B – Information

12. Internal Reports and Other Communication

13. External Reports and Other Communications

13.1 Correspondence dated October 20, 2020 from Mr. Mike Prichard was provided for information.

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13.2 Correspondence dated October 16, 2020 from the Town of Greater Napanee
Re: Resolution #496/20.

Trustee Godkin advised that there is a very similar, dangerous crossing at Highway 15. The Director, through the principal of the school, or through Superintendent Babcock, can certainly express these concerns with the City of Kingston and investigate what can be done as it relates to traffic in that particular area.

14. COMMUNICATION REFERRED TO COMMITTEE

None at this time.

15. REQUESTS FOR REPORTS AND/OR INFORMATION

None at this time.

16. OTHER BUSINESS

None at this time.

17. OTHER SPECIAL MEETINGS/EVENTS

Initial Board Meeting – December 9, 2020

18. ADJOURNMENT

MOVED BY: Trustee McGregor and seconded by Trustee Godkin that the meeting adjourn.

The meeting adjourned at 9:36 p.m.

19. MOTION TO MOVE INTO PRIVATE SESSION

MOTION: To move into Private Session.

MOVED BY: Trustee Elliott and seconded by Trustee Gingrich. Carried.

20. REPORT TO PUBLIC SESSION

MOTION: That the Board rise and report, and that any resolutions, as noted be made public.

MOVED BY: Trustee McGregor and seconded by Trustee Gingrich. Carried.

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21. ADJOURNMENT

MOVED BY: Trustee French and seconded by Trustee Brown that the meeting adjourn.

The meeting adjourned at 9:46 p.m.