

AGENDA - REGULAR BOARD MEETING

Wednesday, April 26, 2023 – 6:00 PM

Limestone Education Centre

220 Portsmouth Avenue, Kingston, ON

Link: <https://bit.ly/LDSBBoardMTGApr26>

PRIVATE SESSION – 5:30 PM

*In accordance with the Education Act, Section 207(2) a meeting of a committee of a board including a committee of the whole board, may be closed to the public when the subject under consideration involves,

- a) The security of the property of the board;
- b) The disclosure of intimate, personal, or financial information in respect of a meeting of the board or committee, an employee or prospective employee of the board or a pupil or their parent or guardian;
- c) The acquisition or disposal of a school site;
- d) Decisions in respect of negotiations with employee of the board; or
- e) Litigation affecting the board.

1. CALL TO ORDER

2. RESOLVE INTO COMMITTEE OF THE WHOLE PRIVATE SESSION

3. DECLARATION OF CONFLICT OF INTEREST

4. ACTION ITEMS

4.1 Regular Board Meeting Minutes (Private) – March 29, 2023

5. FOR INFORMATION

5.1 SAFE SCHOOLS UPDATE

5.2 PROPERTY UPDATE

- 5.3 LABOUR UPDATE
- 5.4 LEGAL MATTER
- 5.5 PERSONNEL UPDATE
- 5.6 OPSBA UPDATE

6. REPORT TO PUBLIC SESSION

PUBLIC MEETING - 6 PM

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.”

7. ADOPTION OF AGENDA

8. DECLARATION OF CONFLICT OF INTEREST

9. DELEGATION/PRESENTATION

- 9.1 **English as a Second Language: Adult Non-Credit** – Carrie Barr & Wendy Bonnell
- 9.2 **Literacy Basic Skills: Adult Non-Credit** – Julia Perkins & Wendy Bonnell
- 9.3 **ESL Secondary Programming** – Andrea Loken & Wendy Bonnell
- 9.4 **Legacy Wall and Book of Remembrance** – Joanne Whitfield & Kevin Reed
- 9.5 **Indigenous Languages Program** – Superintendent Gillam & Liv Rondeau

10. PRIVATE SESSION REPORT

11. APPROVAL OF MINUTES

- 11.1 Regular Board Meeting – March 26, 2023 (Pages 4-15)

12. REPORTS FROM OFFICERS

- 12.1 **Chair’s Report**
- 12.2 **Director’s Report**

13. REPORTS

- 13.1 **OPSBA Report** – Trustee McGregor
- 13.2 **Student Trustees’ Report**
 - 13.2.1 **Student Trustee Elections 2023-2024** – Director Burra (Pages 16-17)
- 13.3 **Reports For Action**

- 13.4 Reports for Information**
 - 13.4.1 Interim Financial Reporting QT2 2022-2023** – Superintendent Young
(Pages 18-20)
 - 13.4.2 Strategic Plan Monitoring Mid-Year Update** – Director Burra
(Pages 21-60)
 - 13.4.3 KC/QE Chattel** – Associate Superintendent Hedderson
(Pages 61-62)

- 14. UNFINISHED BUSINESS**
 - 14.1 Tri-Board Transportation Support** – Erin Provost, President, CUPE 1480 (Page 63)
 - 14.2 Tri-Board Stalled Negotiations** – Velma Storms & Colleen Lavergne (Page 64)

- 15. NEW BUSINESS**

- 16. CORRESPONDENCE**
None at this time.

- 17. NOTICES OF MOTION**
None at this time.

- 18. ANNOUNCEMENTS**

- 19. COMMITTEE MINUTES FOR INFORMATION**
 - 19.1** Parent Involvement Committee – February 9, 2023 (Pages 65-73)
 - 19.2** Special Education Advisory Committee – March 22, 2023 (Pages 74-79)

- 9. FUTURE BOARD MEETING SCHEDULE**
 - May 3, 2023 EPOC
 - May 17, 2023
 - June 7, 2023 EPOC
 - June 8-10, 2023 OPSBA AGM
 - June 21, 2023

- 10. ADJOURNMENT**

REGULAR BOARD MEETING MINUTES – MARCH 29, 2023

PRIVATE SESSION

Roll Call:

Trustees:	Staff:
J. Brown G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd K. Maracle K. McGregor J. Morning J. Neill S. Ruttan M. Elshrief (Student Trustee) E. Jackson (Student Trustee) J. Kolosov (Student Trustee)	K. Burra, Director of Education S. Gillam, Superintendent of Education P. Gollgly, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
None at this time.	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

MOTION: To move into Private Session.

MOVED BY: Trustee McGregor and seconded by Trustee Lloyd. 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 22, 2023

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

5. FOR INFORMATION

- 5.1 Safe Schools Update – Associate Superintendent Gollogly provided a safe schools update.
- 5.2 Property Update – None at this time.
- 5.3 Personnel Update – Director Burra provided a personnel update.
- 5.4 Labour Update – Superintendent McWilliams and Superintendent Young provided a labour update.
- 5.5 Legal Update – None at this time.
- 5.6 OPSBA Update – None at this time.

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, and that any resolutions, be made public.
MOVED BY: Trustee McGregor and seconded by Trustee Neill. Carried.*

PUBLIC MEETING

Roll call:

Trustees:	Staff:
J. Brown G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd K. Maracle K. McGregor J. Morning J. Neill S. Ruttan M. Elshrief (Student Trustee) E. Jackson (Student Trustee) J. Kolosov (Student Trustee)	K. Burra, Director of Education M. Christopher, IT Programmer A. Grange, Communications Consultant J. Douglas, Communications Consultant S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent S. Hedderson, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
Geoff Petznick, Specialist High Skills Major & Skilled Trades Consultant Dan Fisher, BCIP Teacher Andrew Rochette, Student Zak Ferreirahe, Student John Armitage, Community Builder	S. Mitton, Executive Assistant to the Director and Trustee Liaison

Vice-Chair Godkin welcomed everyone to the Regular Board Meeting. He indicated that he would be chairing the meeting as the Chair is attending remotely this evening. He called the roll.

Trustee Neill provided 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.”

7. ADOPTION OF AGENDA

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

8. DECLARATION OF CONFLICT OF INTEREST

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

9. DELEGATION/PRESENTATION

9.1 Tri-Board Transportation Support – Erin Provost

Vice-Chair Godkin called upon Erin Provost to provide her delegation. She stated “Good evening, I am here on behalf of 1200 Education support workers for the Limestone District School Board that stand in solidarity with the transportation planners for Tri-Board. We have already sent you a letter to alert you to a pending strike situation and to implore you to intervene to resolve the labour dispute before a major disruption occurs that will affect transportation for students who attend our schools. The workers employed by Tri-Board Transportation consortium are our fellow CUPE members. They plan and arrange school busses and other transportation services for students at Algonquin & Lakeshore Catholic District School Board, Hastings Prince Edward District School Board, and Limestone District School Board. These seven frontline workers have their own collective agreement with Tri-Board – they are not subject to the Ontario School Boards Collective Bargaining Act nor are they covered by the central collective agreement between CUPE’s Ontario School Boards Council of Unions (OSBCU) and the Council of Trustees’ Associations (CTA) and the Crown. During bargaining to renew their contract which expired on August 31, 2022, appropriate wages remain the major unresolved issue. The transportation planners at Tri-Board are aware that they are substantially underpaid compared to the planners who are employed by other transportation consortia in Ontario and these workers are seeking a wage increase that would bring them closer to the average. Right now, they are the lowest paid of similar transportation planners across the province, earning 19% below the average. With inflation rising, and every day costs increasing, this is unacceptable. Your transportation planners are ready to strike if necessary to achieve a wage increase that would bring them closer to the provincial average wage for transportation planners. The cost to settle this dispute and avoid a strike is a tiny fraction of your budget, which works out to be about \$6500.00 for Limestone. Please direct your senior staff who are on the Tri-Board Transportation board of directors, to give your transportation planners a fair wage increase with the reasonable labour-market adjustment they need so they won’t continue to be underpaid for doing the same work as planners employed by other Ontario transportation consortia.”

Vice-Chair Godkin Thanked Erin for her delegation and called upon Trustees for questions of

clarification.

9.2 Tri-Board Transportation Support – Velma Storms & Colleen Lavergne

Vice-Chair Godkin invited Velma Storms and Colleen Lavergne to provide their delegation. They stated: “Good evening, my name is Velma Storms and my name is Colleen Lavergne. Together, Colleen and I are Tri-Board employees and members of CUPE 1479 unit 3 who have been working without contract since September 2022. Tri-Board consists of six transportation planners, who have a combined total of more than 90 years of experience. We are responsible for 30,000 students transported on 623 buses travelling over 88,000 KM daily to 135 schools within the LDSB, HPEDSB & ALCDSB. Since our collective agreement expired this past September, our negotiating committee has met with Tri-Board Admin on several occasions and have failed to table a reasonable offer on wages. Our employer has informed us that there is no money in their mandate to accommodate this request. However, in recent weeks have posted a new NON-union position to increase the overall operating budget. We are the lowest paid transportation planners in the province of Ontario. Currently 19% below the average pay rate. We are not asking for this, we are asking for 5.6% to bring us up to the next lowest wage level of our peers of transportation planners. This amount breaks down to less than \$7000 per school board. Looking at the overall school board budget, is this miniscule amount that we are asking for worth the disruption that a strike will cause in busing, especially in the frequent requests for changes in day-to-day transportation.”

Vice-Chair Godkin thanked Velma and Colleen and called upon trustees for any questions of clarification.

9.3 Expanded Opportunities Building Construction Internship Program (BCIP)

Associate Superintendent Hedderson welcomed staff, students, and guests to provide an overview for trustees on one of the Specialized High Skills Major programs at Ernestown Secondary school. BCIP allows for students to select programs that highlight their individual interests, strengths and goals which allows for personalized pathways of learning for smoother transitions to post-secondary destinations of choice. He invited students Andrew Rochette and Zak Ferreirahe to present on their experience in the program. The students presented a plaque to John Armitage for the support he provided as he has been present for the first and now the hundredth, house built by students in the program.

10. PRIVATE SESSION REPORT

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe & Haudenosaunee.

SEE YOURSELF IN LIMESTONE

Trustee Elliot stated that earlier this evening during Private Session:

- The minutes were approved from the Regular Board Meeting (Private) of February 22, 2023.
- Associate Superintendent Gollogly provided a safe schools update.
- Superintendent McWilliams provided a Labour update.
- Superintendent Young also provided a Labour update.
- Director Burra provided a Personnel update.
- There was no other business conducted, or motions passed in Private Session.

MOTION MOVED By Trustee Elliot and seconded by Trustee Neill that the Private Session Report be received. Carried.

11. APPROVAL OF MINUTES

11.1 Regular Board Meeting – February 22, 2023

11.2 Education, Policy and Operations Committee – March 8, 2023

MOTION MOVED BY Trustee Lloyd and seconded by Trustee McGregor that the minutes, as amended, be approved. Carried.

12. REPORTS FROM OFFICERS

12.1 Chair's Update

There is no Chair report this evening.

12.2 Director's Update

Director Burra stated: "Good evening, Trustees and the viewing public. This past Saturday and this evening aside, weather-wise it appears that spring is upon us. As I indicated in my last report, as we head further into the spring season, preparations for 2023-2024 continue to ramp up. A critical component of this planning and preparation is the overall budget. As people are aware, the provincial government released the full provincial budget last week. That being said, we still await the GSN information and Ministry memos that accompany the specific funding for Limestone. Consequently, to date, the only information we have is the general budget information that was released last week. 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 the

students, families, and staff in the past few weeks: the ongoing special education review, the school year calendar, and the budget survey are prime examples. Engagement on the strategic plan will also get underway this spring.

This evening Trustees had the opportunity to hear about the Building Construction Internship Program. This is a long-standing, showcase program in Limestone and you can clearly see it has a tremendous impact on the students involved, and is a wonderful opportunity for community partnership while supporting the clear need for affordable housing in the area. We will continue to highlight critical student pathway programs at our meetings so Trustees, and the general public, have a good understanding of the range of programs and pathways available to students in Limestone. There is much to celebrate, and ensuring choices for students and families in pursuing pathways is a critical priority.

This evening there are three reports on the agenda. We have the 2023-2024 school year calendar for decision, and two reports for information: a student equity census update and an eLearning update. I think it is important to emphasize the census data that will be shared tonight is still in the process of being shared with critical stakeholders and it will be important to not draw too many conclusions until the full report is made public in the coming weeks. So, while we are sharing a handful of highlights of the data, so Trustees are aware of the type of data contained in the upcoming report, understanding the full gamut of the data is critical. It should also be understood that the upcoming report is the second of several reports that will be forthcoming in the months ahead. This data is very important in understanding the student experience in Limestone and, like all data, this data will provide guidance to us moving forward but also be the start of further conversations about the data to fully understand it and create meaningful change. Experiences of the data and the report will vary and, in many cases, will be individualized based on personal experiences.

A range of reactions should be anticipated, and while many aspects are concerning for a variety of reasons. I think it is also affirming of challenges that different people and communities have faced. We will now have systematic and formal data to help create change, and historical, or current, incidents or experiences can be seen as part of a larger context and narrative, as opposed to individual or disparate events. The data calls for action and change, and there is no denying that work lies ahead to ensure Students See Themselves in Limestone.

Finally, I would also like to highlight a few student activities that have occurred recently, and that are scheduled in the coming weeks. Communications consultant Douglas will share some

Limestone District School Board

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SEE YOURSELF IN LIMESTONE

visuals on screen while I provide a short recap.

Before the March Break, six schools took part in the No. 9 sustainability project, and this week some Indigenous students in Limestone were part of a rocket launch activity with Queen's engineering.

These are just two examples of a wide range of activities and partnerships that are occurring in Limestone schools. I would also like to highlight two upcoming events. There will be an Entrepreneurship Showcase on April 12 at Queen's where secondary students will present their ideas to local entrepreneurs; and on April 25 the Limestone Learning Foundation is sponsoring psychologist Robin Hanley-Dafoe for a virtual speaking engagement with secondary students. The focus of her presentation is on coping strategies and resiliency. I should note that the LLF will also be supporting some additional virtual speaker events for elementary students as well, but those events are still being planned.

That concludes my report."

13. REPORTS

13.1 OPSBA Report – Trustee McGregor

Trustee McGregor provided her update:

- Last Saturday was the Regional Meeting in Stittsville at a brand-new school. Trustee Godkin attended as well as all 5 Boards. She highlighted that the school had some exciting, innovative features and setup.
- OPSBA representatives were present to speak about current priorities.
- Guest speaker: Student Achievement Through Equity (SATE) which is a pilot project presentation offered from Ottawa-Carleton DSB. It highlights students who are not performing well and if there is a link to poverty.
- There was an opportunity to speak about Board updates.
- Competition coming up for a scholarship related to the trades which is a committee which Trustee McGregor sits on.
- Trustee McGregor is the Vice-Chair for Eastern Region. She chaired her first meeting at the Executive Council in Toronto.
- OPSBA President Cathy Abraham and the new Executive Director, Stephanie Donaldson are planning a visit to Eastern Region.
- There was discussion around the moratorium around school closures.

- The Education Labour Relations Symposium is coming up April 26, 2023.
- The Annual General Meeting is also upcoming in June 2023 at Blue Mountain.

13.2 Student Trustees' Report

Student Trustee Elshrief stated: "Dear Board Members,

I am pleased to provide a report on the Interschool Council meeting held on Tuesday, March 21st, 2023. The meeting was chaired by Student Trustees Elayna Jackson and Julia Kolosov, and the minute-taker was Student Trustee Mohammed Elshrief.

Julia Kolosov, the Indigenous student trustee, opened the meeting by presenting the land acknowledgement provided by the board. Elayna Jackson, the rural student trustee, facilitated the roll call of the present representatives and the introductory icebreaker.

The school representatives mentioned notable upcoming and completed events. KSS is beginning plans for a Model U.N. event, LSS hosted a Candygram and Locker decoration event, North Addington is finishing up clothing orders and will be hosting chess tournaments next Tuesday, and FSS is planning a spring initiative. LCVI successfully hosted a Black History Month and Black Hair Excellence event, which received positive feedback and is likely to become a tradition at the school. Upcoming events at LCVI include a semi-formal and a tech talk.

Student Trustee Elayna Jackson led the board meeting recap and highlighted discussions on the school year calendar survey, board discussions, and how snow days are determined in the Tri-Board.

During the breakout activity, representatives shared best practices, notable/useful events, and most appreciated activities.

The action item from the meeting is that student trustees will continue to regularly canvas all committee members about presenting their respective school initiatives at future Interschool Council meetings and showcasing notable discussions relevant to students discussed at the Limestone District School Board meetings.

The next Interschool Council meeting is scheduled for April 18th, 2023, from 9 A.M. to 11 A.M. at the LDSB Board Office.

Thank you for your attention, and please let me know if you have any questions."

Vice-Chair Godkin thanks Student Trustee Elshrief and called upon Student Trustee Kolosov to

provide her update “With Trustee Maracle’s initial suggestion, we have started working on the development of the mental health initiative for Indigenous students attending the school board. Trustee Maracle and I are working to assemble a list of contacts and resources of Indigenous supports available within the community along with some opportunities to get involved in the local Indigenous community. Our plan is to create this website and make this information available online to all students within LDSB through the school board website so that interested students can easily connect and reach out for support. We will also produce some posters and use some other communication strategies to communicate this initiative once it is ready to be rolled out. We are hoping to receive your suggestions for the design and roll out of this initiative. Your feedback will be very much appreciated.”

Vice-Chair Godkin thanked Student Trustee Kolosov for the update and called upon Trustees for questions or comments.

13.3 Reports for Potential Action

13.3.1 School Year Calendar

Vice-Chair Godkin welcomed Associate Superintendent Gollogly. She reviewed the results of the survey which closed on February 21, 2023. She stated that based on the results, all three Boards will be recommending that the Trustees approve Calendar Option 1 for the 2023-2024 School Year.

MOTION MOVED by Trustee Godkin and seconded by Trustee Brown that Trustees approve Calendar Option 1 for the 2023-2024 school year. Carried.

13.4 Reports for Information

13.4.1 Update on the See Yourself in Limestone Student Census 2020 -

Superintendent McDonnell introduced her report. She indicated that the purpose of the report is to provide an update and next steps of the report on student data collected in 2020. Superintendent McDonnell reinforced the purpose of the Student Census, highlighting some key objectives:

- Identify and address systemic barriers.
- Expand on our strengths.
- Cultivate classrooms and schools that eliminate discriminatory biases.
- Create more equitable outcomes and inclusive learning objectives.

- Support student achievement and well-being.

Superintendent McDonnell emphasized that this is the first time school experience data collected reflects so many different identity variables. With this data there is an opportunity to look at system-wide patterns of school experience at the Board level. She took trustees through samples of the data and indicated that the report will be released in Spring 2023. This will be the first in a series of reports that will be released over the next 18 months.

Vice-Chair Godkin thanked Superintendent McDonnell and asked trustees for questions.

13.4.2 eLearning Update

Associate Superintendent Hedderson introduced the report and provided his update. He reinforced that eLearning is offered as an opportunity for students to take courses which are delivered entirely online. He also explained how eLearning differs from virtual school. He reviewed the background of eLearning and how the credit system works. Currently, eLearning is offered to students at every secondary school as there is a new requirement for graduation which includes completion of two online credits. He indicated that enhancements to the eLearning experience are ongoing with a focus on student's ability to expand upon their passions and interests in an online format.

Vice-Chair Godkin thanked Associate Superintendent Hedderson for his report 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 Parent Involvement Committee Meeting – October 6, 2022

19.2 Parent Involvement Committee Meeting – November 17, 2022

19.3 Special Education Advisory Committee Meeting – December 14, 2022

20. FUTURE BOARD MEETING SCHEDULE

April 26, 2023

May 3, 2023 EPOC

May 17, 2023

June 7, 2023 EPOC

June 8-10, 2023 OPSBA AGM

June 21, 2023

21. ADJOURNMENT

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

The meeting adjourned at 8:54 p.m.

ADMINISTRATIVE REPORT: STUDENT TRUSTEE ELECTIONS 2023-2024

REGULAR BOARD MEETING

April 26, 2023

Purpose

To provide Trustees with an update on Student Trustee elections for the 2023-2024 school year.

Background

The Limestone District School Board has established three positions for Student Trustees to provide for the interests of students within its school system. One Student Trustee is elected to represent urban schools, one Student Trustee is elected to represent rural schools, and one Student Trustee is elected to represent Indigenous students to ensure accurate representation for students, not only in all secondary schools but also in their families of schools in the board. Students enrolled in the Secondary Virtual School (SVS) are eligible to participate in the elections and would represent the position (Rural or Urban) according to their home school. Candidacy is open not only to the highest two ranking officials of the respective school's Student Council, but to any student who will be in Grade 11, 12 or a returning Grade 12, in the year they are to serve as Student Trustee.

Student Trustees participate in voting with the elected Board of Trustees however, their votes are non-binding. Student representation on the Board is further outlined in Board Policy 9: Student Trustees.

Elections for the position of Student Trustees typically occur in February, preceding the year in which they will serve. The Student Trustees may occupy the position for a one-year term only, unless they are subsequently re-elected during regular Student Trustee elections.

Election Process/Results

Similar to elections for the 2022-2023 school year, Student Trustee elections were held virtually. Candidates were required to meet the eligibility criteria for the next academic year and submit a completed application prior to the election. Candidates were required to submit a written or recorded speech not exceeding two minutes, and a written response to platform questions to present to the members of the Inter-School Council, who then voted on the positions. The same application process is used for the Indigenous Student Trustee however, this student is selected by

Indigenous Student representatives from each secondary school at a separate meeting. The Indigenous Student Trustee selection is held prior to the Rural/Urban Student Trustee elections to allow the opportunity for Indigenous Student Trustee candidates who not selected for that position to run for a Rural/Urban Student Trustee position.

This year, Limestone saw its largest and most diverse group of students running for Student Trustee. There were ten student candidates in total who ran for one of the three positions.

The Urban/Rural Trustee elections were held on February 14, 2023. Andrea Wang, currently in Grade 11 at Kingston Secondary School was elected by her peers for the position of Urban Trustee. Ava Jean O’Keefe, currently in Grade 11 at Sydenham High School, was elected by her peers for the position of Rural Trustee. Emily Eckloff, currently a grade 12 student at Lasalle was acclaimed as the Indigenous Student Trustee.

Current Student Trustees will work with the incoming Student Trustees over the next few months to provide mentorship and learning opportunities. Student Trustees are also supported by the LDSB Inter-School Council and Student Trustee Administrator Advisors. The 2023-2024 Student Trustees will begin their role in August 2023.

Recommendations

That this report be received for information

Prepared by: Chris Morrow and Mike Payne, Admin Advisors, LDSB Inter-School Council & Student Trustees
Reviewed by: Krishna Burra, Director of Education

ADMINISTRATIVE REPORT: INTERIM REPORTING QTR 2 2022-2023

REGULAR BOARD MEETING

April 26, 2023

Purpose

To report on the Interim Financial Operating expenditures for the period September 1, 2022 to February 28, 2023 (Quarter 2).

Background

The 2022-2023 Interim Financial Report was presented to the Board on January 18, 2023 and provided updated revenue and expenditure information from the budget to the revised estimates, as well as operating expenditures for the period ending November 30, 2022 (Quarter 1).

Attached is the 2022-2023 Interim Financial Report for the period ending February 28, 2023 (Quarter 2), which has been presented in a similar format to the 2022-2023 operating budget, indicating the amount spent by expenditure category and the associated percentage.

As at Quarter 2, \$137,438,412 of the \$277,826,881 operating budget or 49% has been spent. It is important to note, that expenditures are based upon items paid within the stated period. Certain expenditures may be non-cyclical in nature, which may lead to higher or lower expenditures within a given period. *(See Appendix 1 for more information.)*

The 2022-2023 interim financial report for Quarter 2 indicates a spending level of 49%. This is comparable to the 49% spending level reported for the same period last year.

The Board is on target to end the 2022-2023 fiscal year within the budgeted deficit of (\$2,530,208).

Recommendations

That this report be received for information purposes.

Prepared by: Paula Carson, Manager of Financial Services

Reviewed by: Craig Young, Superintendent of Business Services
Krishna Burra, Director of Education

Attachments:

Appendix 1 - Interim Financial Report – Operating Expenditures (Quarter 2)

Limestone District School Board
Interim Financial Report - Operating Expenditures
For the Period Ending February 28, 2023 (Quarter 2)
Appendix 1

Expenditure Categories	2022-2023 Revised Estimates	2022-2023 Expenditures at (Q2)	2022-2023 % Spent at (Q2)	2021-2022 % Spent at (Q2)
Instruction				
Classroom Teachers	\$ 138,249,349	\$ 66,841,788	48%	49%
Supply Staff	7,851,254	3,736,310	48%	41%
Educational Assistants	17,441,208	9,306,748	53%	53%
Early Childhood Educators	4,763,118	2,459,801	52%	54%
Textbooks and Supplies	6,321,962	3,195,118	51%	43%
Computers	5,867,528	2,109,948	36%	30%
Professionals/Paraprofessionals	9,768,210	4,609,759	47%	47%
Library and Guidance	3,053,936	1,543,823	51%	51%
Staff Development	1,296,659	548,168	42%	25%
Department Heads	310,024	159,352	51%	51%
Principals and VPs	11,769,119	5,985,758	51%	47%
School Office	6,853,960	3,792,736	55%	53%
Coordinators and Consultants	4,041,248	1,889,063	47%	44%
Continuing Education	2,033,442	534,251	26%	31%
Instruction Total	219,621,017	106,712,623	49%	48%
Administration and Governance				
Trustees	172,743	84,237	49%	40%
Directors and Supervisory Officers	842,216	406,331	48%	48%
Board Administration	6,882,542	3,347,048	49%	46%
Administration and Governance Total	7,897,501	3,837,616	49%	46%
Transportation				
Transportation	19,532,518	11,680,463	60%	59%
Transportation Total	19,532,518	11,680,463	60%	59%
Pupil Accommodation				
School Operations and Maintenance	28,554,234	14,122,849	49%	49%
Pupil Accommodation Total	28,554,234	14,122,849	49%	49%
Other				
Other Non-Operating Expenses	2,221,611	1,084,861	49%	60%
Pupil Accommodation Total	2,221,611	1,084,861	49%	60%
Operating Expenditures Total	\$ 277,826,881	\$ 137,438,412	49%	49%

ADMINISTRATIVE REPORT: STRATEGIC PLAN MONITORING

REGULAR BOARD MEETING

April 26, 2023

Purpose

To update Trustees on the progress of the Strategic Action Plans for 2022-2023.

Background

Under the Education Act, the Director is responsible for the implementation of the Multi-Year Strategic Plan (MYSP). The Director, with Senior Staff, will share the MYSP into concrete action plans for which they will own responsibility. The 2022-2023 MYSP Areas of Focus were determined in the Fall of 2022. These plans outline how to achieve the MYSP's priorities and goals and work to bring the MYSP to life.

Current Status

Under the Education Act, the Director must review the Multi-Year Strategic Plan annually with the Board of Trustees, timed to align with the Director's Annual Report at the end of the calendar year. To assist Trustees with their ongoing monitoring, a mid-year update is provided using a 'traffic light' system to evaluate the progress of specific actions which were designed to operationalize the achievement of LDSB strategic goals. As indicated, the action plan areas for this school year were approved by trustees in the fall of 2022. At the Board Meeting on April 26, 2023, Senior Staff will present a monitoring update, focusing on the items that have been assessed as high priorities to focus our work through the 2022-2023 school year. The mid-year update includes the period from September 2022-January 2023. These items are assessed using the 'traffic light' system indicating the degree of progress on the attached action plans. A semi-annual assessment allows staff to make adjustments to ensure that the MYSP goals remain on track to the maximum extent possible. At times, insufficient occasional staff have continued to limit our ability to provide ongoing professional learning for staff.

Staff's commitment to Trustees is that the areas of focus will also populate Board and EPOC agendas throughout the five-year Strategic Plan, thereby providing ongoing monitoring opportunities at every board and committee meeting.

Recommendations

That the Board receive the Monitoring Action Plan for information.

Prepared by: Krishna Burra, Director of Education

Attachments: Strategic Plan Graphic

Strategic Action Plan with Areas of Focus for 2022-23



Action Plan W1.1
Student Well-Being
(Healthy Schools, Mental Health, Safe Schools- Prevention & intervention)

GOAL: To improve student achievement and well-being, we will implement positive physical, mental, and emotional health strategies.

RESPONSIBILITY: Superintendent Scot Gillam and Associate Superintendent Stephanie Sartor and Patty Gollogly

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Swim to Survive program will be offered for Grade 3 students and select Grade 7 students in geographic areas that have low Grade 3 pass rates.	September 2022- June 2023	●	All schools will be invited to participate in the program. Participation and pass rates will be tracked. Update: On target.
In partnership with KFL&A Public Health, programs that promote physical activity (Marathon Club, Celebration of Dance, Jingle Bell Run) will be centrally organized and offered to all elementary schools.	September 2022- June 2023	●	All schools will be informed of the activities and invited to participate. Participation rates will be tracked and stakeholder voice will be collected. Update: On target. For programs that have run during the Fall and Winter, participation rates have increased significantly as compared to participation rates in 2019 when the programs were last offered.
Cricket will be introduced and offered to intermediate and secondary sites. Instructional resources and equipment will be purchased and distributed following a successful Ministry grant application. Community based organizations will offer virtual lessons and activities to all schools.	October 2022 – June 2023	●	School implementation and use of resources will be tracked. Update: Resources and equipment have been ordered but are on back order. Project initiation has been delayed.
In partnership with Kingston Gets Active, all Grades 5 and 9 students will receive an ActivPass which provides students with the opportunity to access various recreation facilities (within the greater Kingston area) at no cost.	September 2022- June 2023	●	ActivPass distribution and usage will be tracked throughout the year. Update: On target.

Increase access to evidence-based substance use prevention and intervention supports for students.	September 2022-August 2023	●	<p>Through support from the Ministry of Health and the Ministry of Education, School Mental Health Ontario is partnering with Youth Wellness Hubs Ontario to implement PreVenture in school and community settings across Ontario. LDSB has been successful in our application to be part of the Scale Up project, beginning April 2023.</p> <p>Update: Students in grades 7 to 9 will have access to evidence-based, personality specific workshops designed to empower them and promote well-being. The project was delayed and will begin in April 2023.</p>
Collaborate with the Adverse Childhood Experiences (ACEs) and Resilience Coalition of KFL&A	September 2022-August 2023	●	<p>LDSB continues to be well-represented on the ACEs & Resilience Coalition and Steering Committee. LDSB is currently working with the Project Manager to explore a multi-year funding proposal, which would allow for targeted and intentional work across the district, focused on building resiliency.</p> <p>Update: The work of the Adverse Childhood Experiences (ACEs) and Resilience Coalition continues. A LDSB project proposal is currently being reviewed.</p>
Implement Year 2 of the three-year Mental Health and Substance Use Strategy for 2021-2024.	September 2022 - August 2023	●	<p>The 2021-2024 Mental Health and Substance Use Strategy continues to guide initiatives that student well-being. Key activities in year 2 of the Strategy include:</p> <ul style="list-style-type: none"> ● Piloting MH Lit: Student Mental Health in Action Lesson Plans in select grade 9 physical education classes ● Program evaluation of the LINKS District Learning Centre, in partnership with Kingston Health Sciences Centre ● Continuing to increase awareness of the Suicide Response Protocol and suicide prevention resources ● Introduction of emotion coaching as a brief and effective way to respond to student emotions in the classroom ● Applied Suicide Intervention Skills Training and safeTALK training ● Introduction of The Third Path to all schools <p>Update: Year 2 Implementation is on track for completion in June 2023.</p>

Work with KFL&A Public Health in providing Immunizations and Oral Hygiene programming	September 2022 - August 2023	●	<p>KFL&A Public Health and LDSB worked cooperatively to ensure that Immunizations and the Oral Hygiene Program were able to operate within our schools.</p> <p>Update: Ongoing</p>
Anti-Sex Trafficking Protocol Development and Implementation	September 2022- August 2023	●	<p>Key strategies and activities include:</p> <ul style="list-style-type: none"> ● Connecting with community agencies ● Providing PD to all staff ● Established student conferences ● Parent information sessions ● Educated all secondary Physical Education teachers regarding the curriculum connection to the Anti-Sex trafficking protocol ● Signed KFL&A Human Trafficking Protocol with victim Services of Kingston and Frontenac, Kingston Police, the Royal Canadian Mounted Police, the Ontario Provincial Police, Family and Children Services of Frontenac, Lennox and Addington, Sexual Assault Centre Kingston, Addictions and Mental Health Services for KFL&A, Youth Diversion, the St. Lawrence Youth Association, and Kingston Interval House. <p>Update: Ongoing</p>
Violent Threat Risk Assessment Training	September 2022- August 2023	●	<p>Consulting with Kevin Cameron from the Centre for Trauma Informed Practices. We have trained our administrators in level 1 and level 2 VTRA training as well have had Kevin Cameron train several staff members to have the ability to teach the level 1 VTRA course.</p> <p>Update: Ongoing</p>

Action Plan W1.2

Outdoor Education

GOAL: To improve student achievement and well-being, we will implement positive physical, mental, and emotional health strategies.

RESPONSIBILITY: Superintendent Alison McDonnell

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Increase programming options for students.	September 2022- August 2023	●	New archery programming is in place. Update: Archery programming will be in place in Spring of 2023. Staff have purchased equipment and have received training.
Offer summer 2023 Gould Lake programming	September 2022- August 2023	●	Staffing and programming for Summer Outreach programs and Nature Camps return to full enrolment. Update: Summer 2023 programming includes every original Gould Lake Summer program including Nature Camp. Registration opened in November 2022. Approximately 300 students registered. Registration remains open.
Focus on the creation of equitable opportunities for students to access Gould Lake programming.	September 2022- August 2023	●	Access to Gould Lake programming is expanded through facility improvements and programming. Update: Portable accessible washrooms have been added. Gould Lake staff provide programming at the school location if bussing, costs or distance from Gould Lake are a barrier (I.e., Northern Schools). Gould Lake has provided specialized programming for students from the Jr. Autism Class. Integration of 20 Outdoor Leadership Scholarship recipients as part of Quest programming.

Action Plan W2.1

Equity & Inclusion (Including Anti-Black and Anti-Indigenous Racism)

GOAL: To improve student achievement and well-being, we will implement positive physical, mental, and emotional health strategies.

RESPONSIBILITY: Superintendents Alison McDonnell, Sue McWilliams, Jessica Silver and Associate Superintendent Gollogly

Actions	Timelines	Status	Evidence of Success
Release and Implementation of Human Rights Reporting Tool and Administrative Procedure.	September 2022- August 2023	●	<p>Human Rights Reporting Tool and Administrative Procedure will be released and implemented system wide. Professional learning will occur with administrators at administrator meetings throughout the 2022-2023 school year.</p> <p>Update: Human Rights Reporting Tool and Administrative Procedure was released in November 2022 with implementation ongoing system- wide. Professional learning for administrators occurred in Nov. 2022, January 2023. Administrators provided professional learning to staff in November 2022 and shared information with students and the school community. Ongoing focus required.</p>
Publication of See Yourself in Limestone: Student Census Sense of Belonging Report and creation of Supplementary Resource for educators.	September 2022- August 2023	●	<p>The Student Census Sense of Belonging Report will be created and shared publicly in Spring 2023. A Supplementary Report will be created and shared with educators in Spring 2023. Census data will be used to inform system and school-based actions to address equity and inclusion.</p> <p>Update: The Technical Advisory Group (TAG) has supported secondary data analysis and the creation of the Sense of Belonging Report. Information/data from the Sense of Belonging Report was shared with administrators in January 2023. Information/data from Sense of Belonging Report to be shared with Trustees in March 2023 and then released publicly in Spring 2023. Supplementary Resource also to be released in Spring 2023.</p>
Schools will participate in equity-based Arts projects.	September 2022- August 2023	●	<p>Students will participate in equity-based arts initiatives with a focus on recognizing and challenging systemic barriers. Communications department has provided support.</p> <p>Update: Continued partnership with Agnes Etherington where all costs are fully covered through a one-time payment by LDSB. In addition, a board-wide membership was purchased for staff to access CODE resources (providing K-12 educational resources supporting the teaching of the Ontario Dance & Drama Curriculum with equity at the forefront). Funding continues to support LDSB Virtual Performance Series, site-specific equity-arts projects, as well as LDSB's upcoming Pride Quilt initiative.</p>

Review/Create Administrative Procedures (AP) to ensure equitable practices and outcomes.	September 2022-2023	●	Review/Create: Dress Code AP, Guideline for Students who are Transgender, and Religious Accommodations Update: The Dress Administrative Procedure has been reviewed. Consultations will occur in Spring 2023.
Creation of Community Equity Advisory Committee (CEAC)	September 2022-August 2023	●	Create a Community Equity Advisory Committee that meets 4 times annually, to advise the LDSB on equity-based issues. Update: The CEAC has been created and has met two times (September/December 2022). The CEAC has advised the board on equity based administrative procedures, policy and initiatives. Additional meetings are scheduled for March and June 2023.
Creation and implementation of System Memorandum to All Staff re: Slurs and Epithets and K-12 Resource Tool	September 2022 – August 2023	●	The system memorandum will be shared with all staff in Fall 2022. The Resource tool will be shared with educators in Fall 2022. Update: The system memorandum and the Resource Tool was shared in September/October 2022.
Implementation of See Yourself in Limestone Staff Census and Sense of Belonging Survey	September 2022 – August 2023	●	Census data will be used to inform next steps in terms of staff sense of belonging as well as advancing equity and inclusion initiatives. Update: Research Team reviewed and shared preliminary data that has been shared with Trustees, Stakeholders and all staff
Continue to review interview process to identify and eliminate potential barriers for applicants.	September 2022 – August 2023	●	Human Rights & Equity Advisor observed group interview process through Equity, Diversity, and Inclusion lens to identify areas to be addressed. Update: Recommendations have been received and implemented by Human Resources. Processes continue to be reviewed.
Developed and implemented post-competition survey feedback for all applicants to share their feedback based on their experience throughout the process	September 2022 – August 2023	●	Feedback received is reviewed and adjustments to the process recommended and implemented, where possible Update: Feedback received and reviewed and adjustments to the process recommended and implemented, where appropriate
Continue to explore outreach options to attract more diverse applicant pools when filling vacancies or new positions	September 2022 – August 2023	●	Job opportunities posted to a variety of Job Boards that attract diverse applicants. Update: Human Resources continues to explore alternative strategies to further diversify applicant pools.
Embed our commitment to Equity, Diversity, and Inclusion into the hiring process	September 2022 – August 2023	●	All interview processes to embed Equity, Diversity, and Inclusion. Update: Continue to collaborate with administrators and hiring managers to embed Equity, Diversity and Inclusion throughout the hiring process.
Continue partnerships with community organizations to advance Equity, Diversity, and Inclusion goals.	September 2022 – August 2023	●	Continue partnership with KEYS to explore avenues to support newcomers to Kingston with viable employment possibilities with Limestone. Update: Meeting with KEYS in October to discuss options for creating new partnerships with respect to supporting employment opportunities with LDSB for newcomers to Kingston. Further discussions required.

Collection of feedback/input from Exit Survey (and interview as necessary) with a view to identifying concerns and possible next steps to improve employee experience.	September 2022 – August 2023	●	<p>All employees exiting Limestone are asked to complete Exit Survey and the data collected is used to make improvement, as required/appropriate.</p> <p>Update: Exit Survey is provided to all employees who exit LDSB and feedback provided is reviewed to formulate recommendations and make improvements, where viable and appropriate.</p>
EDI training provided to all Human Resources staff	September 2022 – August 2023	●	<p>All Human Resources staff training in EDI to support them in their roles and in supporting the Board’s commitment to equity, diversity and inclusion.</p> <p>Update: HR staff have participated in two training sessions to date and will continue to work with our Human Rights & Equity Advisor to identify further learning needs and corresponding training.</p>

Action Plan W2.2 International Education

GOAL: To improve student achievement and well-being, we will implement positive physical, mental, and emotional health strategies.

RESPONSIBILITY: Superintendent Jessica Silver and Associate Superintendents Stephanie Sartor and Steve Hedderson

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Increase international student enrolment.	September 2022 – August 2023	●	<p>Increase levels of student enrolment by researching current market data and third party market research as well as information from the Canada Trade Commission to target new or underrepresented Countries. Attend recruiting events and increase partnerships with recruiting partners.</p> <p>Update: Student enrolment for 2023-2024 is slowly increasing to align (or exceed) pre-COVID levels with efforts made to build partnerships in Germany, Italy, Spain, Japan, China, and France</p>
Monitor and create safety protocols and practices which comply with Entry to Canada travel protocols for students to prepare for approval for admission of International Students.	September 2022 – August 2023	●	<p>The International Education department will continue to monitor travel restrictions and requirements for students joining LDSB. The LDSB International Program continues to require students arriving in the LDSB international program to be fully vaccinated.</p> <p>Update: Ongoing</p>
Increase diversity of International students attending LDSB schools.	September 2022- August 2023	●	<p>Create new markets for enrollment by establishing, or re-establishing, connections in in Czech Republic, Germany, Vietnam, Thailand, China, Rwanda, Northern and Eastern Europe and Brazil</p> <p>Update: Recruitment in new markets (Germany, France, Brazil) is on track. Recruitment in China has been paused for 2022-2023. The CAPSI re-start partnership trade mission in China has been pushed back to 2024.</p>
Homestay Recruitment	September 2022 – August 2023	●	<p>Homestay numbers continue to be impacted by COVID19 and increased costs of living. Marketing and communication will focus on homestay recruitment in the Fall and Winter of 2023 in an attempt to increase homestay families for the 2023-2024 school year. The IEO is adding rural homestays for International Students looking for that experience and using Sydenham HS as the primary rural destination for international students.</p> <p>Update: Homestay numbers have increased 19% for 2023-2024 compared with 2022-2023 numbers.</p>

Action Plan W2.3 Second Language Development (FSL & ESL)

GOAL: To improve student achievement and well-being, we will promote diversity and foster a sense of belonging (cultivate, nurture).

RESPONSIBILITY: Associate Superintendents Steve Hedderson and Stephanie Sartor

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Increase student confidence in listening and speaking French (Year 2 of three-year FSL plan)	September 2022- August 2023	●	<p>Student voice will be gathered through district-wide survey for students in Grade 8 Core French about their level of confidence in their French-language skills through the elementary program. Information gathered may provide guidance to inform future professional learning for educators to support students' confidence in listening and speaking in French.</p> <p>Update: Work has begun with the Research Team to create a survey for completion by Grade 8 students in Core French in Spring 2023.</p>
Increase student participation and engagement in authentic learning experiences while speaking French (Year 2 of three-year FSL plan)	September 2022 – June 2023	●	<p>Core French educators will be invited to submit proposals for funding to provide authentic learning experiences in for students while speaking in French.</p> <p>Update: FSL teachers have begun to submit proposals for funding. Funds will be distributed for use in Term 2.</p>
Ongoing professional learning for Core French educators focused on Oral Language, Reading and Writing	September 2022- August 2023	●	<p>Educators will voluntarily participate in after-school workshops focused on oral language development in Core French</p> <p>Update: Optional virtual professional learning sessions were held over the course of the first term emphasizing Oral Language, Reading and Writing. Eighteen educators participated.</p>

<p>Professional learning for K-12 administrators to support leading the instructional program in Core French and/or French Immersion at their schools</p>	<p>September 2022 – June 2023</p>	<p>●</p> <p>●</p>	<p>K-12 administrators will volunteer to participate in CEFR module facilitated through the Ontario Principals' Council to better understand key instructional strategies that should be in place in Core French classrooms.</p> <p>Update: 7 administrators have registered for the course supported through OPSBA funding to begin in February 2023.</p> <p>K-12 administrators will volunteer to participate in a collaborative inquiry related to doing intentional classroom visits into Core French or French Immersion classes, and offering constructive feedback to educators as part of their instructional leadership in French as a second language.</p> <p>Update: 9 administrators have expressed interest in participating in this learning and it will begin in February/March 2023 and is supported through OPSBA funding.</p>
<p>Increase participation rates for Grade 12 students in the Diplôme d'Études en Langue Française (DELF) as a global standard for French proficiency.</p>	<p>September 2022 – June 2023</p>	<p>●</p> <p>●</p>	<p>Continued training and (re-)certification of interested elementary and secondary FSL educators for the Diplôme d'études en langue Française (DELF).</p> <p>Update: Completed for 2022-23. 18 educators are now certified in the administration of the DELF. 5 educators renewed their certification, and 6 educators were newly certified in November 2022.</p> <p>Administration of the DELF for any interested Grade 12 students. DELF is an internationally recognized certification that measures and certifies a student's level of French proficiency. Upon successful completion of the exam, students will receive a DELF certificate awarded by the Ministère de l'Éducation nationale et de la Jeunesse (France).</p> <p>Update: The DELF will be administered in May 2023, the third time in Limestone.</p>
<p>Support the continued professional learning of the K-12 ESL team, specifically in the area of oral language development, vocabulary development and early literacy screening, which aligns with current K-12 literacy practices.</p>	<p>September 2022-June 2023</p>	<p>●</p>	<p>ESL team will report a deeper understanding of literacy practices that support K-12 English language learners, particularly in the area of oral language development, vocabulary development and early literacy screening. Student progression through the STEP assessment will be tracked.</p> <p>Update: On target.</p>
<p>Develop an electronic ESL Handbook that outlines and details common practices such as transition meetings, family communication and community collaboration/communication.</p>	<p>September 2022-June 2023</p>	<p>●</p>	<p>Administrators and school staff will report a greater understanding of the scope of ESL support in LDSB. Feedback from families will indicate that they feel supported and understand who to contact with questions.</p> <p>Update: The handbook has been developed. The ESL team is reaching out to a group of administrators, community partners, school staff and caregivers for feedback prior to sharing the document.</p>

<p>In collaboration with community partners, develop pathways of support for both the educational needs and mental health needs of ESL students.</p>	<p>September 2022-August 2023</p>	<p>●</p>	<p>ESL team and LDSB mental health lead will initiate and support the STRONG program at select LDSB school sites. Learning from this program will be used to develop pathways of support for all students with ESL needs.</p> <p>Update: This program has been placed on hold, due to staffing constraints.</p>
<p>The ESL team will deepen their understanding in the K-2 literacy screeners that will be implemented across the system during the 2023/2024 school year.</p>	<p>November 2022 – May 2023</p>	<p>●</p>	<p>Following the pilot project, the ESL team will develop a plan to incorporate the K-2 literacy screening tools into their assessment toolkit. Communication with educators will lead to a deeper understanding of student strengths and needs.</p> <p>Update: 3 of the 4 professional learning sessions have occurred in which the ESL team participated alongside a group of 8 school teams. On target.</p>

Strategic Action Plan: 2022 – 2023

Mid-Year Update

Action Plan W3.1 Health & Safety

GOAL: To improve student achievement and well-being, we will promote diversity and foster a sense of belonging (cultivate, nurture).

RESPONSIBILITY: Associate Superintendent Patty Gollogly and Superintendents Craig Young and Sue McWilliams

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Delivery and certification of Joint Health and Safety Committee members for Part 1 and Part 2.	September 2022- August 2023	●	<p>Training will be provided for all Principals and identified Worker Representatives on Joint Health and Safety Committees. Training will be provided for both Part 1 and Part 2 of the Ministry of Labour’s JHSC training program.</p> <p>Update: Despite limitations on in-person training, training has continued for both administrators and worker representatives, including implementation of new online modules to facilitate completion.</p>
Improved health and safety measures including proactive interventions to return employees to work safely as soon as possible after a workplace injury.	September 2022 – August 2023	●	<p>Continued improvement of health and safety measures as well as early return to work interventions after workplace injuries.</p> <p>Update: LDSB continues to work to reduce health and safety risks, such as slips, trips and falls and concussions, for staff as well as support employees to safely return to work after injury which results in LDSB ranking well below average for WSIB costs per payroll.</p>
Continue to focus on attendance support, working with provincial Disability Management network to problem solve increasing employee absences and support earlier return to work.	September 2021 – August 2022	●	<p>Continue to support and manage employee absences on case-by-case basis, as necessary, with the goal of returning employees safely to work through the accommodation process, where appropriate.</p> <p>Update: LDSB continues to work toward supporting employees to attend work regularly.</p>
Proactively assess and anticipate health and safety issues, targeting areas such as student actions, STF, to reduce workplace injuries.	September 2022 – August 2023	●	<p>Reduced health and safety issues, including decreased number of incidents and lost time injuries.</p> <p>Update: Continue to proactively review and assess safety data as it pertains to workplace violence as a consequence of student action. continue to review PPE needs, including purchasing experimental PPE as well as implement other measures/systems, evaluating overall effectiveness in reducing workplace injuries and absences.</p>

Action Plan W3.2 Accessibility

GOAL: To improve student achievement and well-being, we will promote diversity and foster a sense of belonging (cultivate, nurture).
Regular Board Meeting - April 26, 2023 - Page 23

RESPONSIBILITY: Superintendent Scot Gillam, Sue McWilliams and Craig Young

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Identify, prevent, and remove barriers so that students, staff, parents/caregivers, and community members with disabilities can access services and learning in Limestone.	September 2022- August 2023	●	<p>Consult and update the Limestone District School Board Multi-year Accessibility Plan for 2023-2026.</p> <p>Accessibility Planning Committee will continue to meet regularly and provide recommendations to staff on the identification, prevention, and removal of various barriers to accessibility for all stakeholders</p> <p>Continue to monitor Facility Improvement Plans (FIPs) as schools make proactive requests to remove physical barriers through building modification renovations.</p> <p>Update: The Multi-year Accessibility Plan 2023-2026 is being reviewed by the Special Education Advisory Committee (SEAC). The Accessibility Planning Committee and Facility Services have reviewed multiple school FIPs and work orders that have been initiated to improve access and remove barriers.</p>
Review of Accessibility Level 2 schools. Following review, provide rationale for the level and a plan for improvement.	September 2022- August 2023	●	<p>Review and confirm the level for each Level 2 school. Identify potential actions to improve accessibility level.</p> <p>Update: Level 2 Reviews have begun across the district. Once completed, information will be added to the Multi-year Accessibility Plan 2023-2026.</p>
Provide equity of opportunity and inclusion of all students and strengthen student voice through the establishment of school-based accessibility audits.	September 2022- August 2023	●	<p>Students and staff engaged in school-based accessibility audits to identify areas of improvement within schools. Secondary school pilot was to be implemented by January 2023 with full implementation in June 2023.</p> <p>Update: Template is being finalized after input and consultation from secondary Principals. Sharing with Secondary Principals will take place in Spring 2023.</p>

Action Plan W3.3 Capital Improvements

GOAL: To improve student achievement and well-being, we will promote diversity and foster a sense of belonging (cultivate, nurture).

RESPONSIBILITY: Superintendent Craig Young,

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Renewal Project Plan	September 2022- August 2023	●	<p>The approved Facility Improvement Plan highlighting school renewal projects by school or various schools is posted on the board’s website.</p> <p>Facility Services staff together with engineering consultants began the detail specifications for the renewal projects such that tenders were issued in spring 2023 and contracts awarded for construction work to begin in spring/summer 2023.</p> <p>Outcome: Ongoing</p>

Action Plan I1.1

Environmental Sustainability

GOAL: To improve student achievement and well-being, we will cultivate problem solving, creative and critical thinking skills.

RESPONSIBILITY: Superintendents Alison McDonnell and Craig Young

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Partner with No. 9 to provide Imagining My Sustainable Community programming to elementary schools.	September 2022-August 2023	●	<p>4 elementary schools will engage with No. 9 to create a more sustainable community through engagement with professional architects, artists and designers. Students will build a scale model of their desired future community to present to the school and community.</p> <p>Update: Programming will occur in Spring 2023 at Vanier, JG Simcoe, Odessa and Central PS. Communications department has provided support.</p>
Increase student voice on Environmental Sustainability Committee (ESAC)	September 2022-2023	●	<p>ESAC includes student voice.</p> <p>Update: ESAC continues to focus on finding strategies to increase student participation and voice.</p>
Collaborate with City of Kingston on the creation of a School Streets Playbook.	September 2022-August 2023	●	<p>Working in collaboration with the City of Kingston, Kingston Police, Tribord and Algonquin Lakeshore Catholic District School Board developing a “playbook” to improve student street safety.</p> <p>Update: Playbook is in consultation phase.</p>

Action Plan I1.2

Operational Enhancements

GOAL: To improve operational efficiency and employee access to relevant information and services.

RESPONSIBILITY: Associate Superintendent Steve Hedderson

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Data Integrity: Ensuring information in the student information system (SIS) is accurate and workflows are developed and monitored throughout the year to maintain data integrity.	September 2022 – August 2023	●	<p>Data Clean-up in the student information system is a priority for the Aspen Support Team (ITS) to ensure enrolment data is accurate. New workflows are being developed to support school and office administrators in maintaining high quality data. Data in the SIS is directly tied to funding amounts for the Board.</p> <p>Update: Data cleansing is on-target for elementary and secondary schools. OnSIS reporting is on-target in elementary for 2022-23, including backlog of reporting from 2021-22. OnSIS reporting in secondary is moving forward and should be completed on-time for the June OnSIS reporting cycle, including the previous year's backlog. ECPP and Continuing Education OnSIS reporting continue to be challenging provincially.</p>
Data Guidance: Student Achievement-Related Data is systematically collected in the student information system (SIS) and displayed in dashboards for central and school-based staff to provide real-time guidance for decision-making.	September 2022 – August 2023	●	<p>A virtual data warehouse is being constructed in order to bring together LDSB-approved disparate data sources to be able to provide employees with data they require to make informed decisions</p> <p>Update: Work is ongoing</p> <p>● K-2 Reading Screening: ITS will develop input screens in Aspen (SIS) to load relevant assessment data from Acadience reading screeners by educators in time for mandatory K-2 screening in 2023-24 school year. Reading assessment data and progress monitoring will occur in dashboards through Power BI.</p> <p>Update: The input screens in Aspen are in development phase.</p>
	January 2023 – August 2023	●	<p>● Target is to have ready for testing phase for Acadience pilot project in Term 2 along with associated Power BI dashboard. Elementary Achievement Dashboard: ITS, in collaboration with Program, and Research Team continue to develop dashboards of relevant elementary achievement data to support high quality teaching and learning.</p> <p>Update: Work is ongoing.</p> <p>● Secondary Achievement Dashboard: ITS, in collaboration with Program, and Research Team continue to develop dashboards of relevant secondary achievement data to support high quality teaching and learning, and increased credit accumulation and graduation rates.</p>

			<p>Update: Background information is being gathered and further attention will be given in Spring/Summer 2023.</p>
Digitization and Automation of central office Workflows/Processes.	September 2022 – August 2023	●	<p>ITS, in collaboration with Finance, is building an Expense app to automate employees' monthly expense reimbursement claims to improve the efficiency of the process.</p> <p>Update: The development phase of the Expense app has been completed and the app is moving into the testing phase.</p>
Consolidation of Operational Information to provide 'one-stop' for employees to access required information and services.	September 2022 – August 2023	●	<p>The LDSB Corporate Services survey indicated a clear preference for operational information and services to be consolidated in a digital hub. ITS has begun to lead this work in collaboration with various departments through the development of an LDSB intranet using SharePoint.</p> <p>Update: Work is ongoing.</p>
Expand modules in Apply to Education in order to establish a formal applicant tracking database as well as to streamline hiring process, including ease of sharing and accessing relevant information.	September 2022 – August 2023	●	<p>All applications tracked and data readily available to streamline process requirements.</p> <p>Update: New module purchased with implementation and training planned for October 2023.</p>
Review stakeholder feedback to understand how HR can better support Principals/Vice-Principals in their roles.	September 2022 – August 2023	●	<p>The Corporate Services survey indicated a preference for streamlined processes, access to information and training to support various roles.</p> <p>Update: Focus group with HR staff and school administrators to gain a deeper understanding of how HR can support their work scheduled for April 2023.</p>
Review audit recommendations aimed at streamlining Human Resources and Financial Services processes, as provided through KPMG audit exercise	September 2022 – August 2023	●	<p>Human Resources and Financial Services meet regularly to review audit recommendations and engage in analysis and problem solving of workflow concerns/inefficiencies.</p> <p>Update: HR and Finance have met to review which recommendations can be further explored to increase efficiencies based on current HRIS.</p>

Action Plan I2.1 Student Achievement & High Quality Instruction

GOAL: To improve student achievement and well-being, we will advance relevant and engaging learning experiences to support all pathways.

RESPONSIBILITY: Superintendent Silver and Associate Superintendents Sartor and Hedderson

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Learning Coaches in elementary schools will be supported by the program team through collaboration and professional learning.	September 2022 – June 2023	●	<p>Program team members will facilitate professional learning with elementary Learning Coaches to support their work with classroom educators and increase efficacy and knowledge of high yield instructional strategies with a focus on early literacy instruction and math fluency strategies.</p> <p>Update: On target. Program team members are supporting coaches in learning content knowledge and coaching moves on a weekly basis. Learning coaches work with teachers each week to identify a student need and offer coaching and modelling of instructional strategies with a focus on the student need identified.</p>
Math Program team members will collaborate with Educational Services staff to support educators within District programs.	September 2022 – June 2023	●	<p>Educators within District Educational Services Classrooms will receive support and resources to improve their efficacy and understanding how to identify and close math gaps for students.</p> <p>Update: Professional development has occurred with all SSTs, SCS teachers (elementary), ECPP teachers (elementary and secondary), DAC (elementary) and DLC teachers (elementary). Access to math manipulatives and Building Fact Fluency kits (either through a lending library and/or for specific classrooms) modelled in the learning have been provided.</p>
Program team will support math professional learning for elementary educators with a focus on fluency.	September 2022 – June 2023	●	<p>Primary, Junior and Intermediate Educators will engage in professional learning leading to improved understanding and efficacy around fluency related to addition, subtraction, multiplication and division, and fractions.</p> <p>Update: Primary educators from each elementary school attended professional learning sessions focused on building fluency with addition/subtraction facts. Junior/Intermediate educators from each elementary/intermediate school attended one of 6 half day sessions focused on building fluency with multiplication/division facts. Attendees at all sessions received manipulatives and fact fluency kits to use in the classroom, as modelled during the professional learning.</p>

<p>After school book clubs will be offered to elementary and secondary educators.</p>	<p>September 2022 – June 2023</p>	<p>●</p>	<p>Educators will engage in professional learning after school through book clubs and video book clubs. The focus will be to support implementation of building thinking classrooms, and development of student numeracy skills. Resources to support educators will be created and shared through Minds Online to support implementation.</p> <p>Update: 42 educators engaged in after school Building Thinking Classrooms book clubs during Semester 1, and are being supported through school visits upon request. All educators also received a set of WipeBooks. 20 educators engaged in Math Is Figureoutable video clubs during Semester 1. Each educator received access to online videos supporting the development of numeracy and a resource book.</p>
<p>All elementary principals and vice principals will engage in a series called Leading Literacy Learning, facilitated by the Program team.</p>	<p>October 2022 – May 2023</p>	<p>●</p>	<p>Following the learning series, principals and vice principals will report a greater understanding of the components of direct, explicit, evidence-based literacy instruction. Surveys will be conducted at the end of each session. Following school visits, senior staff will experience greater consistency in literacy practices throughout the buildings. Administrators will be able to articulate the current focus and future plans in the area of literacy. Achievement data will indicate improved student literacy achievement and confidence.</p> <p>Update: On target. Principals have attended 5 of the 6 planned sessions. Vice principals have attended 3 of the 4 planned sessions. Data is currently being gathered to inform next steps.</p>
<p>Eight school teams (comprised of the Principal, SST and 3 K-2 educators) will participate in a 4 session pilot program involving the K-2 Acadience Literacy Screener.</p>	<p>January 2023 – June 2023</p>	<p>●</p>	<p>The purpose of the pilot program is to gather information that will inform system implementation of a K-2 literacy screener during the 2023/2024 school year. Goals of the program will be to pilot the professional learning and to provide feedback on the development of a system data portal that will track achievement data over time at the student, class, school and system levels.</p> <p>Update: On target. 3 of the 4 planned learning sessions have occurred. Feedback on the professional learning sessions and the data portal have been useful in preparing for the screener launch this coming Fall.</p>
<p>The Empower Literacy Program (Tier 3 literacy intervention tool) will be expanded to include 40 elementary schools and 7 secondary schools.</p>	<p>September 2022- June 2023</p>	<p>●</p>	<p>23 additional educators will be trained in Empower and will implement this program in their school during the 2022/2023 school year. The 17 SSTs trained during the last school year will continue to deliver the Empower program in their schools.</p> <p>Varied student data (Reading Assessment Data, Empower assessment tools, perceptual surveys) will display significant student growth in the area of confidence and literacy achievement (decoding, fluency).</p> <p>Caregiver, educator, and administrator feedback will also be gathered at the onset and the conclusion of the program.</p> <p>Update: On target.</p>

After school virtual tutoring will be offered for students in Grade 1-10	September 2022-April 2023	●	<p>Student participation and return rates will be tracked. Student feedback will be used to adjust the program delivery and focus.</p> <p>Update: On target.</p>
LDSB will support community partners to offer after school tutoring support to LDSB students	September 2022-April 2023	●	<p>KEYS, Pathways to Education and Boys and Girls Club, Kingston were partners in providing after school tutoring support in the areas of literacy and math, to LDSB students. Funding was possible through the Supporting Student Potential Priority and Partnership agreement.</p> <p>Update: On target.</p>
A 4-part professional learning series will be developed for New Teachers.	September 2022-June 2023	●	<p>New contract teachers and teachers in long term positions will be invited to participate in the New Teacher Induction Program professional learning series. Educator voice will be collected following each session. Program team members will offer ongoing support throughout the school year.</p> <p>Update: On target.</p>
Student Achievement results will be analyzed and targeted literacy support will be offered to students to help address pandemic-related learning gaps.	December 2022-June 2023	●	<p>3 occasional teachers were hired as part of the “North-end Catch-up Plan” (NECUP) pilot project to use research-based reading screeners, and direct reading instruction in small groups of Primary students to mitigate pandemic-related learning gaps and help build a solid foundation of literacy skills for early primary students.</p> <p>Update: This project is underway at J.G. Simcoe Public School (1 teacher) and Molly Brant Elementary School (2 teachers). Progress monitoring will occur at 3 intervals between January 2023 and June 2023.</p>
The Literacy program team and Read A Lot program leadership will plan a summer literacy program. The focus will be on targeted literacy intervention in the areas of oral language, reading and writing.	July 2023	●	<p>4 in person sites will offer the Read A Lot Summer Literacy program. Targeted reach outs will include ELL students, students who currently have significant gaps in their literacy skills. The program will run for 3 weeks in July. Student literacy achievement and growth in confidence will be measured. Students, educators and caregivers will be asked for feedback throughout the program.</p> <p>Update: On target.</p>

Action Plan I3.1

Student Pathways

GOAL: To improve student achievement and well-being, we will advance relevant and engaging learning experiences to support all pathways.

RESPONSIBILITY: Superintendent Jessica Silver and Associate Superintendent Steve Hedderson

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Professional learning and classroom coaching will be provided to support Grade 9 destreamed teachers, and LPS teachers with a focus on identifying and closing learning gaps for students, and high yield instructional and assessment practices.	September 2022 – June 2023	●	<p>Program team members and special education support teachers will support professional learning for LPS teachers and classroom teachers with a focus on Student and Classroom profiles, and UDL strategies to ensure success for all students. Grade 9 English, Science, Geography and Math teachers will be provided with professional learning, and ongoing program team support as they implement new destreamed curriculum, or single stream grade 9 curriculum.</p> <p>Update: This work is ongoing but has had to be adjusted due to an Occasional Teacher shortage at the secondary level. LPS teachers have been supported through professional learning focused on gap closing using high yield strategies such as working with math manipulatives, and on strategies to support students in reading. Grade 9 educators have been provided with professional learning sessions and ongoing support from program team members.</p>
Instructional coaches in secondary schools will support grade 9 educators implementing destreamed programming.	September 2022 – June 2023	●	<p>Instructional coaches will engage in professional learning, and receive ongoing support by secondary program team members, as they support educators in varied Grade 9 subject areas.</p> <p>Update: This support is ongoing. Coaches are supporting classroom educators in a variety of instructional and assessment practices.</p>
Increase the number of opportunities for students to take dual credits, paying particular attention to specific SHSM programs and geographic areas currently underserved in the Board.	September 2022 – August 2023	●	<p>Students from across the district are eligible to enroll for a dual credit program in Grade 11 or 12.</p> <p>Update: There were 32 students enrolled in the School-Within-a-College (SWAC) program in Semester 1 earning dual credits. Four out of five students enrolled in the Ontario Youth Apprenticeship and dual credits completed a dual credit in Semester 1. An additional 90 dual credits were completed at St. Lawrence College by LDSB students in Semester 1. A new SHSM Transportation sector dual credit is being planned for students at Napanee District Secondary School at Loyalist College in Belleville for Semester 2. Additional dual credit opportunities are being explored at Loyalist College (new partner) for students in the west and northern parts of the district for Semester 2.</p>

<p>Increase the number of students participating in the Ontario Youth Apprenticeship Program (OYAP) and the number of Registered Trade Agreements (RTA) for interested students.</p>	<p>September 2022 – August 2023</p>	<p>●</p>	<p>Students enrolled in Co-Op courses and seeking placements in compulsory trades are registered in OYAP. Students interested are eligible to sign RTAs with interested employers.</p> <p>Update: There were 264 students enrolled in OYAP and 49 new registrants added in Semester 1. There are currently 25 RTAs signed in LDSB, 5 new ones in Semester 1 with 23 employers, 5 of which were new employers in Semester 1.</p>
<p>Increase awareness of Expanded Opportunities in the district amongst school administrators</p>	<p>September 2022 – August 2023</p>	<p>●</p>	<p>Ensure school administrators are familiar with the variety of expanded opportunities available to support students across all pathways.</p> <p>Update: There have been a variety of professional learning sessions for secondary administrators to broaden awareness of expanded opportunities for secondary students and a K-12 administrator professional learning session is being planned for Semester 2.</p>
<p>Increase Specialist High Skills Major (SHSM) participation and completion rates.</p>	<p>September 2022 – August 2023</p>	<p>●</p>	<p>LDSB updated its SHSM 3 Year Plan and met with all SHSM sites to explore supports needed to continue to increase their completion rates. Several SHSM sector programs at different LDSB schools applied for additional SHSM Ministry funding to help address areas for program innovation and to help improve completion rates.</p> <p>Update: 4 new SHSM programs began in Semester 1: Information and Communications Technology (ICT) Programs at Bayridge SS, Napanee DSS and North Addington Education Centre, and a new Transportation SHSM at North Addington Education Centre. 587 students earned credits in SHSM programs across the district in Semester 1.</p>

Action Plan I3.2 Leadership Development/Succession

GOAL: To improve student achievement and well-being, we will advance relevant and engaging learning experiences to support all pathways.

RESPONSIBILITY: Superintendents Craig Young and Sue McWilliams

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Review and update the Succession process for the selection of Principals and Vice Principals.	September 2022- August 2023	●	<p>New succession process developed and implemented for fall pool hire process that included expansion of application of Leadership Profile and a new carousel framework for Principal candidates.</p> <p>Update: Leadership Profile for School Leaders developed and used as the framework for succession planning as well as the creation of a Leadership Profile Self-Reflection and Assessment Tool to support candidate learning and growth. A new process was implemented with a number of Vice-Principal and Principal pool placements made.</p>
Offer Leading in Limestone – Aspiring School Administrator workshop to promote Principal/Vice-Principal role and attract potential applicants	September 2022 – August 2023	●	<p>All educators who are curious about exploring school leadership opportunities invited to attend fall and/or spring workshop to learn more about the role and have an opportunity to engage in discussions with current administrators and senior staff.</p> <p>Update: Fall session completed and feedback collected. Spring session scheduled for May 16, 2023, with feedback incorporated.</p>
Continue to provide mentoring opportunities for new leaders.	September 2022 – August 2023	●	<p>Mentoring program continues to support and guide new administrators whereby they have the opportunity to meet monthly to engage in discussion through a shared learning framework.</p> <p>Update: Mentors continue to meet with new leaders to support their transition into the role and continued learning.</p>
LDSB Staff supporting the EOSDN Leadership Program as well as staff participating in the program.	September 2022– March 2023	●	<p>Identified staff participate in Leadership Academy (virtually) as a leadership development opportunity to share experiences and learn from leaders across the Eastern Region with positive feedback.</p> <p>Update: Administrators and support staff participate in Academy for 22-23 school year and Superintendent of HR continues to be guest speaker as requested by session facilitators.</p>

<p>New Administrator Induction Program developed and implemented for 2022 – 2023 school year.</p>	<p>March 2022 – August 2022</p>	<p>●</p>	<p>All new Vice-Principals and Principals receive thorough role-specific orientation, including intentional mentoring and support, in their first year in the role.</p> <p>Update: Planning to continue for development of future modules that include relevant and meaningful content and modes to access information.</p>
<p>Introduction of Predictive Index (PI) to support hiring process for system leaders</p>	<p>September 2022 – August 2023</p>	<p>●</p>	<p>Introduction, training and implementation of Predictive Index tools to support leadership hiring decisions aimed at understanding role requirements for successful hires, including optimizing strengths and increasing engagement and satisfaction.</p> <p>Update: Senior staff have completed their personal PI and four staff have been trained to complete PI's with system leaders. Next steps include implementing the PI with school leaders and reviewing roles for alignment of staff strengths.</p>

Action Plan C1.1 Enrolment and School Capacity

GOAL: To improve student achievement and well-being, we will work with families to support every student's learning journey.

RESPONSIBILITY: Superintendent Craig Young

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Review accommodation needs on an individual school basis to address accommodation pressures and capital priority submissions	September 2022 – August 2023	●	A capital priority submission for Holsgrove PS has been submitted to the Ministry of Education for additional capital funding to address accommodation pressures. Portable classrooms will be purchased and/or relocated to several schools to address temporary accommodation pressures for September 2023 Update: Ongoing.

Action Plan C1.2 Family Engagement

GOAL: To improve student achievement and well-being, we will work with families to support every student’s learning journey.

RESPONSIBILITY: Associate Superintendents Patty Gollogly, Steve Hedderson and Stephanie Sartor

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
The Expanded Opportunities Team will continue to broaden awareness of programs of choice (SHSM, OYAP, Dual Credit) across the district.	September 2022 – August 2023	●	<p>The Expanded Opportunities Team will attend every secondary schools’ Grade 8 Information Nights to be able to speak to program options directly and demonstrate how all pathway options are supported, and promote Specialist High Skills Major programs publicly through a Showcase event.</p> <p>Update: Each Grade 8 information session at every secondary school (except one due to scheduling conflict that saw the original date rescheduled due to inclement weather) was attended by members of the Expanded Opportunities Team to speak directly with students and families. An SHSM Showcase event is being planned for February 2023 in advance of course selections for next year.</p>
The ESL team will pilot a newcomer Literacy evening at one elementary school, focused on sharing literacy strategies and games for families to use at home. The event will involve school staff and community members. A template will be developed for schools to use in the future.	September 2022- March 2023	●	<p>Following the event, stakeholder voice will be gathered to review the successes and necessary next steps.</p> <p>Update: On target. Event occurred. Stakeholder voice has been collected and will be analyzed for future discussion.</p>
Support deeper understanding of the Equity, Diversity and Inclusive action plan and how the Parent Involvement Committee (PIC) can support parent understanding and engagement.	September 2022-June 2023	●	<p>Creation of a focus group for caregivers of 2SLGBTQ2+ students. Due to the focus on equity and inclusion, School Advisory Councils will engage in initiatives that support equity and inclusion.</p> <p>Outcome: LGBTQ2S+ focus group was created. The group meets approximately once per month. PIC has had guest speaker from the equity leads from LCVI as well as information from Kingston Police informing parents around what constitutes a hate crime and what parents can do. PIC members were invited to share school-based initiatives that were happening throughout the system. PIC will walk in the Kingston Pride Parade and the Nappanee Pride Parade</p>


Action Plan C2.1 Student Engagement (Student Voice)

GOAL: To improve student achievement and well-being, we will work with families to support every student’s learning journey.

RESPONSIBILITY: Superintendents McDonnell and Silver, Associate Superintendents Hedderson and Sartor

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
As a result of the presentation to launch the new school year, by Shane Safir, author of Street Data, school teams and the central program team will use student voice as a tool more often to inform their planning.	September 2022 – June 2023	●	<p>During school visits, senior staff will hear about student voice data collection as an important part of school planning. Student feedback will indicate that they witness action that is related to their feedback.</p> <p>Update: There is a significant increase in the frequency of gathering student voice data. Continued work on communicating the changes/decisions that were a result of the student voice is required.</p>
The Expanded Opportunities Team will engage current and former Dual Credit, SWAC, uWITTS, SHSM and OYAP students to help students, families and educators better understand the impact of these programs and address bias within the skilled trades.	September 2022 – August 2023	●	<p>Alumni of Expanded Opportunities programs will be invited to participate in special events to share student voice with others who want to learn more about where programs lead beyond secondary school and how they have prepared them for their eventual careers.</p> <p>Update: Alumni have attended Grade 8 to 9 transition events at different secondary schools in Semester 1 and will be featured as part of the LDSB Skills Competition in Semester 2.</p>
Student Voice will be gathered via surveys to better understand the student experience in Year 1 of destreamed programming and students’ secondary school experience at the end of Grade 12.	January 2023 – June 2023	●	<p>The Grade 9 destreamed survey will be designed and the Grade 12 exit survey data analyzed from 2021-22 and reviewed for use again in 2022-23.</p> <p>Update: Planning has just begun for the Grade 9 destreamed student survey to be administered in May 2023 and the Grade 12 exit survey in June 2023.</p>
The Empower team will develop and refine pre- and post surveys for students to gather information related to perceptions of their own achievement and confidence growth.	September 2022-June 2023	●	<p>Surveys will be created for elementary and secondary students. Students will receive a pre-program and a post-program survey. Surveys will be compared analyzed and compared.</p> <p>Update: Pre-survey has been conducted with all students. Post-survey will be done following the completion of the program.</p>

Collect student voice to guide equity actions at the system and school level.	September 2022-2023		Create opportunities at the system and school level to listen to and action student voice. Update: Student voice was collected from four schools in the fall/winter to inform/create action related to the Student Census-Sense of Belonging Report.
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Action Plan C2.2 Early Years/Childcare

GOAL: To improve student achievement and well-being, we will maximize student engagement in classrooms and schools.

RESPONSIBILITY: Superintendent Alison McDonnell

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
All students enrolling in JK will experience a sense of belonging through Discover Kindergarten events at community schools.	September 2022-August 2023	●	<p>All schools will provide a Discover Kindergarten event where JK students will receive a LDSB T-shirt-Great Learning Starts here, in addition to links to literacy and math activities for families.</p> <p>Update: Events/activities are being planned and T-shirts are ordered for distribution in Spring 2023.</p>
Support the establishment of additional EarlyOn Sites, Daycare and Before and After School Programs (BASP) in LDSB schools.	September 2022-August 2023	●	<p>Actively and regularly engage with Consolidated Municipal Service Managers (CMSMs), childcare providers, community partners and school principals to identify family and community needs to support a system of responsive, high-quality and accessible early years programming.</p> <p>Update: Community and Family survey data was collected and utilized to establish a BASP at Perth Road to be open in September 2023. Further engagement regarding BASP will occur with the Storrington PS and Newburgh/Centreville communities.</p>
Implementation of the Early Development Instrument (EDI) in all SK classrooms as per Ministry of Education direction.	September 2022-August 2023	●	<p>All SK teachers will complete the EDI on all SK students in their classrooms.</p> <p>Update: EDI implementation to be completed in Spring 2023</p>

Action Plan C3.1 Indigenous Education

GOAL: To improve student achievement and well-being, we will maximize student engagement in classrooms and schools.

RESPONSIBILITY: Superintendent Scot Gillam

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Provide direct support to Indigenous students who self-identify	September 2022 – August 2023	●	<p>Well-being and re-engagement support will be provided by the Indigenous Student Support Counselor for Indigenous students and their families.</p> <p>Indigenous Support Worker will support Indigenous programming in the Bridge classroom.</p> <p>Provide a \$500 bursary to each secondary school to support a graduating Indigenous student who is pursuing post-secondary studies.</p> <p>Tutoring support will be provided to both elementary and secondary students to support academic achievement.</p> <p>Indigenous language instruction will be provided to interested students as teachers are available. We are hopeful of providing Anishinaabemowin and Mohawk to interested students across Limestone and Algonquin at GREC.</p> <p>Update: 10 elementary students are learning Anishinaabemowin from teacher Kim Debassige in a mostly face to face experience. Approximately 30 students K-12 are learning Kanyen'kéha from teacher Tahnee Bennet in a virtual format. In addition, Danka Brewer is offering Algonquin teachings on Wednesdays at GREC.</p>

<p>Indigenous Student Leadership</p>	<p>September 2022 – August 2023</p>	<p>●</p>	<p>Indigenous Student groups/clubs and supports/cultural activities will be offered in secondary schools with the Indigenous lead at that school and the Secondary Indigenous Student Support and Reengagement Lead. The focus will be on learning/teaching circles, smudging and lessons on medicines, student leadership, and other important topics. A large student gathering will be planned for the Spring of 2023.</p> <p>Update: Student leadership opportunities continue to take place at all secondary schools. A major student event has been planned for May 25/26th, 2023.</p>
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Action Plan C3.1 Indigenous Education (Cont'd)

GOAL: To improve student achievement and well-being, we will maximize student engagement in classrooms and schools.

RESPONSIBILITY: Superintendent Scot Gillam

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Build capacity of LDSB educators in delivering Indigenous curriculum and increasing cultural competency.		●	<p>System-wide engagement with educators related to Indigenous Education (Minds Online, Curriculum resources, Treaty Maps, Indigenous Ed. Week, Orange Shirt Day, National Indigenous Languages Day). Support documentation and face to face and virtual opportunities will also be provided to support teacher education on specific topics as well as incorporating Indigenous ways of being, doing and knowing into regular classrooms.</p> <p>●</p> <p>A Referral system will be used to support classrooms and schools looking for support with Indigenous education in their classes or schools. Based on the referral, the Indigenous team will provide the most appropriate resource to support the requests.</p> <p>●</p> <p>Professional Development will be offered as available to support Indigenous education within LDSB classrooms.</p> <p>●</p> <p>Offered a subsidy for up to 30 teachers to attain their additional basic qualification in First Nations, Métis, and Inuit Studies, or Indigenous Studies.</p> <p>Update: Resources have been provided both on in Minds Online and in virtual format to support Indigenous education and days of recognition. The Indigenous team has received 277 referrals from across the system to support students, staff and schools with Indigenous education. PD has not been offered in substantial amounts, but the team supports requests as available.</p>

<p>Maintaining and increasing the presence of Indigenous Knowledge Keepers and Community members to support Indigenous Education in Limestone.</p>		<p>●</p>	<p>Increase the number of Indigenous Knowledge Keepers/Community Partners available as resources to support Indigenous Education at the system level and in schools. The referral process is being used to best align school/class needs with the offerings of various Knowledge Keepers/Community Members. These supports and visits are funded through Indigenous Education.</p> <p>Update: Currently, Limestone schools have received over 100 Knowledge Keeper/Community Member visits to almost every school. Many of these supports occur on a weekly basis.</p>
<p>Community engagement and partnership.</p>		<p>●</p>	<p>Continue to work with partners on the Indigenous Education Advisory Council to support the wide range of Indigenous Education initiatives in the system. Continue to expand IEAC to include more organizations and supports for Indigenous students and families.</p> <p>Develop a Terms of Reference for the Indigenous Education Advisory Council and making it a formal Advisory Committee of the Board.</p> <p>Indigenous team members will work alongside the Ministry of Education on the Algonquin and Mohawk Languages Steering Committee.</p> <p>Update: The Indigenous Education Advisory Council continues to expand their membership with new members this year, including new caregivers and has worked more closely with other community partners including the Kingston Indigenous Languages Nest. A Terms of Reference has been agreed upon and will be shared in the spring. Our work with the Steering Committees continues.</p>

Action Plan C3.2

Staff Engagement & Labour Relations

GOAL: To improve student achievement and well-being, we will maximize student engagement in classrooms and schools.

RESPONSIBILITY: Superintendent Susan McWilliams

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
Establish bargaining mandate and priorities for local bargaining, update contingency plans, provide input and support to central bargaining process, establish teams for local bargaining.	September 2022 - August 2023	●	Bargaining teams to be selected, stakeholders surveyed for input on priorities, mandate established. Update: Local bargaining is ongoing for CUPE. Dates will be set for all other bargaining units in the spring of 2023.
Collaborate with union leadership to administer current collective agreements and continue to problem solve.	September 2022 - August 2023	●	Continued engagement and collaboration with unions in problem solving to address concerns locally thereby minimizing the need for arbitration, where possible. Update: Regular meetings scheduled with Federation/Union partners to problem solve, including resolution of a variety of issues.
Support OPSBA through involvement in the Labor Relations Council and negotiations central bargaining in 2022-2023.	September 2022 - August 2023	●	Continued involvement by Limestone staff in LRC and senior negotiators meetings, as well as participating in central negotiations and contract administration. Update: HR staff meet regularly with Senior Negotiators across the province and contribute to bargaining planning. Superintendent of Business continues to be a member of Labour Relations Council and is member of central team for CUPE negotiations.
Complete Pay Equity maintenance process for CUPE employees, as per Collective Agreement.	September 2022- August 2023	●	Human Resources staff and CUPE representatives to collaborate and work through Pay Equity maintenance process to ensure continuance of equitable pay structures between gendered identified job classes. Update: Meetings have occurred with respect to process and timelines. Job Information Questionnaires have been distributed and the majority have been completed and returned. JIQ's will be sent for review and evaluation with the goal of finalizing by summer 2023.

Review of Employee Assistance Program (EAP) including seeking input and feedback from staff prior to initiating RFP process	September 2022- August 2023	●	<p>Development of EAP Feedback survey with distribution to all staff in April in order to gain input and feedback from as many staff as possible in terms of what EAP services are important to staff and their families.</p> <p>Update: Survey has been developed.</p>
Creation of Thought Exchange question seeking input from staff with respect to their mental health and wellness to inform next steps	September 2022 – August 2023	●	<p>Creation of Thought Exchange question linked through EAP survey in order to gather staff voice as it relates to how we can support employee mental health and well-being.</p> <p>Update: Question developed and will be distributed in April</p>

Action Plan C3.3 Community Engagement and Partnerships

GOAL: To improve student achievement and well-being, we will maximize student engagement in classrooms and schools.

RESPONSIBILITY: Associate Superintendents Steve Hedderson and Stephanie Sartor

Status: ● On Target ● Making Progress ● Needs Further Attention

Actions	Timelines	Status	Evidence of Success
<p>We will seek community partnerships to enrich and support learning for students across all pathways.</p>	<p>September 2022 – August 2023</p>	<p>●</p>	<p>Closer partnerships will be formed with community agencies and businesses in the community to help them learn about Co-op, SHSM and OYAP programming and help us better understand employment needs of people working across various economic sectors, including Skilled Trades</p> <p>Update: As of Fall 2022, we now have a seat on the Board of Directors (Educational Liaison) of the Kingston Homebuilders' Association, and a more direct relationship with various trades across the City of Kingston and entered a new partnership with Carpenters' Union to understand trades through a union lens. The Carpenters' Union hall has hosted professional development for educators and joined in partnership as part of the LDSB Skills Competition.</p> <p>●</p> <p>Continue to nurture our relationship with Women Mean Business (WMB) to connect programming and marketing to ensure students who have historically been marginalized in the trades and/or business are prioritized in programming.</p> <p>Update: The Expanded Opportunities Team continues to work with WMB to support programming for under-represented workers in the trades and small business, and engage local business women to speak with students about future career prospects in business and the skilled trades.</p> <p>●</p> <p>Continue to partner with Brookland Fine Homes as a main sponsor of the Building Construction Internship (BCIP) SHSM Program</p> <p>Update: BCIP is working on the construction of the 100th home thanks to Brookland Fine Homes and owner John Armitage. We have partnered with them, Habitat for Humanity and the City of Kingston to deliver a tiny</p>

			<p>home 4-unit complex to the city's north end to provide affordable housing for some residents of the City of Kingston. Progress on the units continues.</p> <p>LDSB is part of a 3-year provincial Entrepreneurship Pilot promoting entrepreneurship education for secondary school students, including developing an entrepreneurial mindset and skills to run a business or social enterprise.</p> <p>Update: Planning is underway to support secondary teachers and students in Semester 2 and host an entrepreneur showcase involving local community entrepreneurs.</p>
<p>We will seek community partnerships to address staffing challenges in priority areas such as Technology and French as a Second Language.</p>	<p>September 2022 – August 2023</p>	<p>●</p>	<p>Leverage the new Technological Education Multi-Session Program (TEMS) at Queen's which provides the opportunity for skilled tradespeople to earn a Bachelor of Education or Diploma in Education in a blended format both on and off-campus. The program is designed to allow teacher candidates to continue working during the program, complete practica in schools and eventually become certified teachers in Technological Education.</p> <p>Update: We hosted a joint LDSB-Queen's information session about the TEMS program with potential candidates to attract new Technological Education teachers to LDSB.</p> <p>●</p> <p>In partnership with the Eastern Ontario Staff Development Network (EOSDN) and Queen's University, promote awareness and identify employees who may be interested in the French-as a Second Language (FSL) Multi-Session Bachelor of Education (B.Ed.) program (FSLM) to help address French teacher recruitment priority. The FSLM provides a unique opportunity to earn a B.Ed. in a blended format (learning both on-campus and online). Participants will qualify to work as licensed FSL teachers while completing the program and continuing to work in their jobs.</p> <p>Update: 1 new employee currently in the position of ECE is working to earn their teaching credentials (B.Ed. in Primary/Junior) through FSLM while continuing to work in LDSB.</p>
<p>As the number of newcomers to Kingston continues to increase, the ESL team will build opportunities to streamline the registration and transition process with community partners. A focus will be on securing consistent translation supports.</p>	<p>September 2022- August 2023</p>	<p>●</p>	<p>Following the transition and registration process, families will report that the process was smooth, informative and easy to navigate. Families will report that communication was not a barrier to acquiring the information they need.</p> <p>Update: The ESL team has initiated 3 meetings with KEYS to refine the registration and transition process. LDSB continues to participate in community partnership meetings. Meetings with school administrators in the spring will assist in refining this process. While ongoing communication is happening with families, a formal process to gather voice and feedback has not yet been developed.</p>

ADMINISTRATIVE REPORT: EXPENDITURES RELATED TO SALE OF CHATTELS FROM QECVI & KCVI

BOARD MEETING

April 26, 2023

Purpose

To provide Trustees with an update on the current and planned expenditures associated with revenues from the sale of chattels from the former QECVI and KCVI.

Background

Kingston Secondary School (KSS) and the new Module Vanier opened December 15, 2020. It currently houses students in Grades 7 and 8 French Immersion (Vanier) and students in Grades 9-12 (KSS). Kingston Secondary School is a fully composite secondary school that was created with the closures of Queen Elizabeth Collegiate and Vocational Institute (QECVI) and Kingston Collegiate and Vocational Institute (KCVI).

At the November 26, 2021 Education, Policy and Operations Committee meeting, Trustees received a report outlining next steps for the sale of remaining chattels from the former QECVI and KCVI with a recommendation that proceeds for the sale of any remaining chattels originally belonging to the QECVI and KCVI communities be returned to the same communities now amalgamated at KSS.

At the time, Trustees requested an update in the future on expenditures associated with the sale of chattels from the former QECVI and KCVI.

Current Status

Approximately \$85 thousand dollars was raised through the public sale of artwork, two grandfather clocks, memorabilia, and resources (e.g., science equipment, yearbooks, programs from former

musicals, older maps that would have rolled down in front of classroom chalkboards, trophies, etc.)

To date, approximately \$20 thousand dollars has been spent to support the design and installation of the Legacy Wall which was unveiled officially at KSS on October 5, 2022. It was clear during the integration process that capturing the history of both buildings and their student populations was critical. The series of panels with selected artefacts help capture some of the visual history and information related to the history of secondary schools in Kingston with particular attention to QECVI and KCVI. The panels help share highlights of the history of the school community that was once together, separated as QECVI and KCVI, and has now come back together again at KSS. There is a brief written explanation included on the wall to help communicate the significance of the artefacts and photos, and it includes QR codes that allow people to access additional historical information from a website.

Next Steps

Approximately \$15 thousand dollars has been allocated toward the restoration of the Canadian flag that was previously displayed at KCVI but originally flew at Parliament Hill in Ottawa ON once the 'new' flag design was adopted in 1964-1965. This important historical artefact will be professionally restored and properly preserved and displayed at KSS for students and community members to serve as both a national symbol and a recognition of the rich history of the legacy schools that form the foundation for KSS.

The goal for \$30 thousand dollars is to help enhance the KSS student experience by spending dollars on items not covered by Ministry funding. For example, part of this money could be used to help initiate fundraising efforts toward outdoor bleachers that will invite members of the community to cheer on students competing in a variety of athletic events and promote gathering for a range of other outdoor school, and community-based, events.

The plan for the majority of the remaining \$20 thousand dollars will be used to form bursaries for KSS students in financial need who are pursuing post-secondary education.

Recommendations

That Trustees receive this report for information.

Prepared by: Steve Hedderson, Associate Superintendent

Reviewed by: Krishna Burra, Director of Education

March 30, 2023

Via email: erin.provost@cupe1480.ca

Dear Erin,

Thank you again for your delegation on the topic of “Tri-Board Transportation CUPE Support”, presented to the LDSB Board of Trustees at the Board Meeting on Wednesday, March 29, 2023. The purpose of this letter is to acknowledge your delegation at the meeting and outline some potential follow-up.

As you were made aware after your presentation, Trustees will have the opportunity to discuss this delegation at the next Regular Board Meeting on April 26, 2023. At that time, the Board may choose to receive your delegation for information, refer the matter to staff for follow up, refer the matter to a committee, refer the matter to a future Board meeting, or if appropriate refer the matter to private session (in-camera). Given the nature of your delegation focusing on labour, this matter may well be referred to an upcoming private session for further discussion by trustees. Any potential outcomes from those discussions will be provided in writing to you as well.

In the meantime, if you have any feedback on your experience presenting at the Board Meeting, and how staff can assist to ensure delegations have a smooth presentation, kindly reach out to our producer, Jane Douglas at douglasj@limestone.on.ca with your feedback.

Thank you again for sharing the information with the Board.

Sincerely,



K. Burra
Director of Education

cc: Chair Robin Hutcheon



**We're Putting
Wellness First**



**We're Turning
Innovation into Action**



**We're Committed
to Collaboration**

Limestone District School Board is situated on traditional territories of the Anishinaabe & Haudenosaunee.
Robin Hutcheon (Chair) | Krishna Burra (Director of Education and Secretary) | Craig Young (Treasurer)

SEE YOURSELF IN LIMESTONE

March 30, 2023

Via email: vlstorms@gmail.com

Dear Velma and Colleen,

Thank you again for your delegation on the topic of “Tri-Board Transportation Stalled Negotiations”, presented to the LDSB Board of Trustees at the Board Meeting on Wednesday, March 29, 2023. The purpose of this letter is to acknowledge your delegation at the meeting and outline some potential follow-up.

As you were made aware after your presentation, Trustees will have the opportunity to discuss this delegation at the next Regular Board Meeting on April 26, 2023. At that time, the Board may choose to receive your delegation for information, refer the matter to staff for follow up, refer the matter to a committee, refer the matter to a future Board meeting, or if appropriate refer the matter to private session (in-camera). Given the nature of your delegation focusing on labour, this matter may well be referred to an upcoming private session for further discussion by trustees. Any potential outcomes from those discussions will be provided in writing to you as well.

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Thank you again for sharing the information with the Board.

Sincerely,



K. Burra
Director of Education

cc: Chair Robin Hutcheon



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SEE YOURSELF IN LIMESTONE

PARENT INVOLVEMENT COMMITTEE MEETING MINUTES – February 9, 2023

Roll Call:

Members:	Staff:
<p>S. Bradley, Co-Chair (also 2SLGTBQIA+ Focus Group)</p> <p>S. Coleman, Amherst Island PS</p> <p>M. Rickey/M. Redmond, Bayridge PS</p> <p>M. Hudson, Calvin Park PS</p> <p>T. MacDonald, Centennial PS</p> <p>A.Z. Flores, Central PS</p> <p>C. Innocente, Ecole Maple ES</p> <p>L. Ray, Ernestown SS</p> <p>C. Notley, Frontenac SS</p> <p>M. Foster, J.R Henderson PS</p> <p>M. Glassford, LCVI</p> <p>J. Kehoe, Molly Brant ES (also IEAC)</p> <p>V. Venditti, Polson Park PS</p> <p>R. Peters, Prince Charles PS</p> <p>M. Walton, Prince Charles PS</p> <p>S. Delouche, R.G. Sinclair PS</p> <p>J. Jodoin, Rideau PS</p> <p>A. Meyer, Southview PS</p> <p>S. Gratto, Storrington PS</p> <p>V. Wood, Sydenham HS and Co-Chair</p> <p>A. Bradshaw, Winston Churchill PS</p>	<p>P. Gollogly, Assoc. Superintendent</p> <p>A.M. Andretta, Administrative Assistant</p> <p>M. Christopher, IT Systems</p>
Trustees:	
<p>B. Godkin</p> <p>T. Lloyd</p>	
Guests:	Recorder:
<p>Cst. V. Gerasimow, Kingston Police</p> <p>C. Walters Gray, KFL&A Public Health</p>	<p>E. Smith, Administrative Assistant</p>

1. Call to Order

Co-Chair Bradley called the meeting to order at 6pm.

2. Welcome and Land Acknowledgement

Co-Chair Bradley welcomed everyone to the meeting and provided the Acknowledgement of Territory. “We recognize that 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.”

Co-Chair Bradley noted that tonight’s meeting will be slightly different and, before moving onto Adoption of Agenda, there will be a presentation by Kingston Police on “*Hate Crime Prevention and Education*”.

3. Adoption of Agenda

Adopted.

4. Declaration of Conflict of Interest

No conflict of interest declared.

5. Approval of Minutes

October and November 2022 minutes were approved by consensus.

6. Delegation/Presentation

Cst. Vanessa Gerasimow, Equity, Diversity and Inclusion Officer with Kingston Police, delivered presentation on “*Hate Crime Prevention and Education*”. Cst. Gerasimov answered some questions and indicated that the presentation will be shared with PIC Co-Chair for further distribution to PIC members. Assoc. Supt. Gollogly noted that Cst. Gerasimow delivered this presentation to Principals a week prior and said that it was very well received. A PIC member suggested that this presentation should be shared with youth for them to understand what hate crime is and the seriousness of their words and actions. Cst. Gerasimow informed that they have worked closely with LDSB Equity, Diversity and Inclusion Team and are looking into this option.

7. Reports for Information

7.1 Co-Chairs Update

Co-Chair Bradley informed that there is a new Trustee representation and new administrative support.

Ruhi Snyder, polysomnographer and advanced clinical sleep educator, will deliver a sleep presentation for LDSB families on February 15, 2023, from 6-7pm (virtually only). Co-Chair Bradley will send out Teams meeting link and a brief introduction.

Co-Chair Bradley acknowledged that PIC received a question about using of School-Day for fundraising and noted that she will raise this question with the Board.

Co-Chair Bradley informed that she updated school council bylaws template and that she will share the document once it is approved.

Parent Involvement Committees and Ministry of Education had consultation meeting in November 2022. The meeting was on competences and challenges that PICs are seeing in the new school year. General report was that people are feeling good about returning to school, the option of online learning and extracurriculars. It was reported that black, Indigenous and people of colour parents are not necessarily feeling welcome or included in the councils; furthermore, some concerns are related to student behaviour in secondary schools, including high rates of vaping, academic and social catch up, whether tutoring funding will keep coming. Next meeting is scheduled for Feb 22, 2023. School Mental Health Ontario will attend, and they will share strategies to help parents support their children's mental health and share how they are supporting schools.

Co-Chair Bradley provided an update on Mental Health and Neurodivergence Subcommittee meeting, which started with a small group of parents with neurodivergent children. The subcommittee mainly discussed if it could service both mental health and neurodivergence; it further identified some gaps such as service navigation, recognizing that school-based support is critical, IEP improvement, concept of "Get to Know Your Child" form that goes out to every family. The subcommittee also discussed a possibility of support group where parent/guardians could exchange their experience and reach out for support. Co-Chair Bradley invited any interested parties (parents/guardians) to participate, if they can.

7.2 Trustee Update

Trustee Godkin gave overview: Education Policy and Operations Committee (EPOC) took place on Feb 8; follow up on Right to Read report is very good and there are different initiatives that Board is working on, such as getting assessments as early as possible and addition of nine learning coaches that all schools have access to. Trustee Godkin reported that senior staff are putting a lot of effort into it and working on these issues, and it is important that parents are aware that it is being work on.

Trustee Godkin informed that the Board will be reaching out and seeking input from parents/guardians about School year calendar, budget process and special education review process. All these matters are very important, he invited every effort to be made to give the feedback.

Trustee Godkin further reported that a group of Trustees attended Public Education Symposium (PES). Some of the highlights were workshops on Indigenous studies. He also learned that LDSB stands out as open and respectful and harbour a safe place for people to say things, and we need to

continue our work. There was also a discussion about the lengthy name 2SLGTBQIA+ which he will bring to the attention of the subcommittee.

7.3 Board Update

Associate Superintendent Gollogly introduced Erduana Smith, new Administrative Assistant to Superintendents of Education. She also thanked Ann Marie Andretta for doing phenomenal job with PIC. Assoc. Supt. Gollogly further informed that we have the first designated Indigenous Trustee with LDSB, Kelly Maracle from the Mohawks of the Bay of Quinte.

Assoc. Supt. Gollogly further noted that February is Black History and Futures Month, it is time to celebrate the numerous accomplishments of Black Canadians; it is an opportunity to amplify Black voices and recognize how they contributed to our history. The Equity Team has been planning several different free events for LDSB students. The second time that LDSB Queer Sports and Social Club is getting together, February 28th from 3:30 to 5:30pm.

Assoc. Supt. Gollogly further reported that Educational Services Leadership Team (ESLT) is embarking on a Special Education Review between February and April 2023. As with previous reviews, a goal is to examine resource allocation, strengthen partnerships, leverage supports, and identify professional learning opportunities for staff. The Thought Exchange will be available to students with special education needs and their families between February 27 and March 3, 2023, it will also be made available to Limestone staff and community members and partners starting April 24 to 28, 2023. Educational Services will review and analyze information gathered; final results and findings will be shared publicly in the Fall of 2023.

Assoc. Supt. Gollogly provided report on the School Year calendar process. Namely, explained *Provincial Regulation 304 School Year Calendar, Professional Activity Days*, confirmed that the Ministry template for 2023/24 has not yet been received and that Assoc. Supt. Gollogly will represent Limestone and facilitate internal discussions and consultations. The LDSB School Year Calendar Committee will have representation from Trustees, parents (PIC), unions, federations, non-union employees, Human Resources, and school-based administrators. Currently, there are two possible options being considered for 2023/24 school calendar.

For school calendar 2024/25, Assoc. Supt. Gollogly further informed that consideration is being given to have an early start to the school year which would enable LDSB to have a new five-day break at the end of October and/or beginning November. This option is being explored because of the increase in absences that typically occur in November, as well as mental health data which suggests that breaking up the period from Labour Day to the December/January break may be beneficial for student and staff well-being. This model would require Ministry approval as it deviates from the Regulation 304. More information will come forward with engagement of stakeholders on potential models and LDSB more broadly gather survey information.

Recommendation was made by a member that we have to be mindful of demographics we are serving and that any survey information should be sent home with students and not just electronically.

7.4 KFL&A Update

C. Walters Grey, RN, provided an update on behalf of KFL&A:

Balanced Family Meals Workshop took place on November 30th. In this workshop families learn how to balance family meals with convenience foods. There were 17 attendees. PIC members are encouraged to share the following with their parent councils to promote and distribute to their school community.

Social Media and Body Image Workshop will take place in-person on February 22 from 6-7pm at the LCVI cafeteria, and by live webinar on February 23 from 6-7pm. In this workshop we will discuss how social media messages shape our perceptions of reality, how they can negatively affect body image, and strategies to use social media in ways that can be both positive and health promoting. PIC members were encouraged to promote this workshop at their parent council meeting. School admins are also aware of this workshop and have been encouraged to communicate it with their school community. Promotional flyer attached.

Parenting in KFL&A is a service offered through KFL&A Public Health. Connect with a registered nurse for any questions you have about your school age child by phone, email or following us on Facebook. Promotional flyer attached.

Update on ISPA (Immunizations of School Pupils Act): Families with students who are not up to date with their routine immunizations would have received an ISPA letter. The deadline to submit your immunization record is February 27th. Parents are responsible for ensuring that they notify Public Health when their child has received an immunization. There are more options now for parents to get their kids up to date with their routine immunizations, including Public Health, Primary Care Provider and the Cataraqui Mall vaccine clinic (NEW). At the Cat Mall appointments are available Monday to Friday from 11am to 6pm. Eligibility: ages 4 to 18 years; no access to a health care provider; overdue for vaccines required for school. Follow the [link](#) to book an appointment.

Respiratory season update (KFL&A) for January 22 to January 28, 2023: Most recent update as of February 9th, 2023. Updates have moved to a bi-weekly basis.

- COVID-19- while COVID-19 percent positivity and hospitalizations have decreased slightly, wastewater concentrations remain high with some fluctuations.
- Local respiratory activity- multiplex testing from KHSC and LACGH indicate an 8.0 percent positivity for rhinovirus/enterovirus. Percent positivity for each of Influenza A, RSV, parainfluenza, human coronavirus and human metapneumovirus are below 5%.
- Viral respiratory mapper- Both respiratory-related emergency department activity and pneumonia and ILI-related (Influenza Like Illness) admissions are stable and below pre-pandemic seasonal levels. This is true for all age groups.
- Let's get back to the basics that work.
 - Stay up to date with vaccines.
 - Screen for symptoms daily and stay home when sick.
 - Wear a mask in crowded indoor public spaces, including schools.
 - Wash your hands regularly.
 - Cover your coughs and sneezes.

7.5 Indigenous Education Advisory Council (IEAC)

Member Kehoe wanted to clarify, whilst Trustee Kelly Maracle was appointed from the Mohawks of the Bay of Quinte to serve on our Board of Trustees, that does not mean that there is an Indigenous Trustee representing at the Indigenous Education Advisory Council as of this time.

Member Kehoe further reported that the last IEAC meeting was in November 2022. Member Kehoe also reminded that the February 14th is the day to honour Missing and Murdered Indigenous Women and Girls, and encouraged everyone to take a moment and acknowledge that it is a National Day of Call to Action.

7.6 2SLGTBQIA+ Focus Group

Representative Bradley informed that the next meeting would take place on Tuesday, 14 February 2023, at 7pm (online). Conversation will be about PRO Grant and, hopefully, Focus Group will be doing arts and creativity workshop with Lauren McEwan. Conversation followed about Pride Parade, rep. Bradley and Assoc. Supt Gollogly invited everyone to join the Board contingent at the parade noting that the last time about 200 people joined. Several members noted that Napanee had very successful Pride Parade as well. Trustee Lloyd informed that they are taking their request for road closure in Napanee to the Council, they are already working closely with OPP.

8. Reports for action

None at this time.

9. Unfinished Business

9.1 PRO-Grant

Co-Chair Bradley gave an update on Parent Reaching Out (PRO) Grant applications and funding. PIC approved 35 PRO Grant applications, averaging \$1,000 each. It is expected that funding for PRO will be provided next school year as well. Improvements in the process are being made and forms revised. Considerations will be given to recommendations made by School Councils during the course of this process. Co-Chair Bradley expressed appreciation for the subcommittees who met to review all applications. Co-Chair Bradley informed that she is planning to take it back to the Ministry about what parent engagement looks like at the secondary level and how very different that is than parent engagement at elementary level. Information on the approval of PRO Grants and instructions on how to pay for expenses and obtain reimbursements will be sent by the Board on Friday, 10 February 2023.

9.2 Renaming of PIC

Consideration was given to renaming PIC, decision was made to leave the name as is: Parent Involvement Committee (PIC). Suggestion was made to invite volunteers who would be willing to work on promoting PIC via social media.

10. New Business

10.1 Co-Chair Bradley introduced Vanessa Wood as a new Co-Chair.

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe & Haudenosaunee.

SEE YOURSELF IN LIMESTONE

10.2 Speaker Series Committee – Co-Chair Bradley invited volunteers to sign up for the committee.

11. Correspondence

12. Next Meeting

Thursday, April 6, 2023 at 6:00pm.

13. Adjournment

The meeting adjourned at 8:37 p.m.



Parenting in KFL&A



Connect with a registered nurse for any questions you have about your school age child.

Connect with us:



@ParentinginKFLA
Facebook page



613-549-1154 or
1-800-267-7875, ext. 1555



Parenting@kflaph.ca



Join us for an information session

Social media and body image

In-person

February 22, 2023

6 to 7 p.m.

L.C.V.I cafeteria

Live webinar

February 23, 2023

6 to 7 p.m.

In this session we will discuss how social media messages shape our perceptions of reality, how they can negatively affect body image, and strategies to use social media in ways that can be both positive and health promoting. Hosted by a registered dietitian and a registered nurse.

Register by February 20

to reserve your spot in-person or online.

kflaph.ca/SocialMedia

A recording will be available for those that register.

SPECIAL EDUCATION ADVISORY COMMITTEE MEETING MINUTES

March 22, 2023

PUBLIC MEETING

Roll Call:

Trustees:	Members:
T. Lloyd	<p>Present:</p> <p>S. Henderson-Todd, Lennox and Addington Resources for Children H. Simson, Learning Disabilities Association of Kingston A. Martin, Member-at-Large (Queen's University) Z. Rogers, Community Living Kingston L. Clouthier, Easter Seals Ontario</p> <p>Regrets:</p> <p>K. McGregor, Trustee C. Norwich-Stevenson, Member-at-Large</p>
	Staff:
	<p>M. Blackburn, Principal of Educational Services J. Lalonde, Special Education Program Coordinator L. Conboy, Mental Health Lead W. Fisher, Educational Services and Safe Schools Coordinator S. Gillam, Superintendent, Learning for All N. Dillard, Vice-Principal of Educational Services C. Snider, Special Education Program Coordinator T. Vail, Special Education Program Coordinator A. Ward, Special Education Program Coordinator</p>
Guests:	Recorder:
None	J. Senior, Administrative Assistant

1. WELCOME

Co-Chair Andrea Martin called the meeting to order and welcomed everyone to the meeting.

Co-Chair Andrea Martin read 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.”

2. ADOPTION OF THE AGENDA

MOVED BY: Trustee Lloyd that the agenda be approved. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

None at this time.

4. APPROVAL OF MINUTES

4.1 SEAC Minutes – January 25, 2023

MOVED BY: Trustee Lloyd that the January 25, 2023, SEAC Minutes be approved. Carried.

4.2 SEAC Minutes – February 15, 2023

MOVED BY: Trustee Lloyd that the February 15, 2023, SEAC Minutes be approved. Carried.

5. BUSINESS ARISING FROM MINUTES

Superintendent Gillam shared that the Member-at-Large vacancy has been posted to LDSB social media and website. Director Burra also mentioned the vacancy in the family updated being sent to families across the district.

6. EDUCATION SERVICES UPDATE

6.1 Presentation: Building Our Vision for the Future, Enhancing Special Education Services in Our District, 2022/23 Monitoring Document – Principal Michael Blackburn and Vice Principal Nicola Dillard presented a report illustrating the indicators of success in key areas of focus under the four Big Ideas of the Special Education Services Monitoring Document.

1. **Reallocation of Resources:** Restructuring supports, services, teams, and programs to meet the changing needs of students and schools and to equitably distribute resources.
 - **Key area of focus:** Enhancing – Refine and implement referral processes for district teams and support multi-disciplinary team collaboration.
 - **Indicators of Success:**
 - Tri-Team referral form – ongoing team collaboration and data collection.
 - Consultation and collaboration in relation to strategies, supports, and problem solving.
 - Multi-disciplinary team planning for enhanced Transition to Kindergarten (T2K) supports and follow-up.
 - Multi-disciplinary collaboration for Educational Assistants (EA) professional learning.

2. **Professional Learning:** Provide ongoing and relevant professional learning to a variety of staff in order to build capacity to meet the needs of diverse learners in an inclusive learning environment.
 - **Key area of focus:** Continuing – Provide professional learning opportunities focused on a relationship-based approach to supporting student learning and well-being.
 - **Indicators of Success:**
 - Ongoing professional learning and collaboration with District Learning Centre (DLC) teachers.
 - Training opportunities and collaboration – Community Resilience Initiative (CRI).
 - Introduction of Third Path Resource.
 - Emotion-focused coaching professional learning.
 - School-based learning sessions.

3. **Strengthening Partnerships and Leveraging Supports:** Strengthen and enhance partnerships with families and community partners to leverage supports and maximize student learning and well-being.
 - **Key area of focus:** Enhancing – Enhance collaboration with community partners to support strengths-based transition planning for students to/from school.

- **Indicators of Success:**
 - Further developing Life Beyond School resources to support students with Intellectual Disabilities.
 - College Partnership – CICE course.
 - Transition to Kindergarten (T2K) protocol and process.
 - Connected Targeted Transitions and Entry to School.

- 4. **Learning for All:** Support the implementation of differentiated, precise and research-based instructional strategies to support the learning and well-being of all students.
 - **Key area of focus:** Continuing – Support system-wide learning and implementation of effective accommodations and the process for modification decision-making.
 - **Indicators of Success:**
 - Student Support Teacher (SST), Learning Program Support (LPS) and Administration professional learning – Student Profiles and Individualized Education Program (IEP) development.
 - Modification continuum and decision-making tool.
 - Numeracy and Literacy professional learning.
 - De-streaming support – Universal Design for Learning (UDL) practices.
 - Individualized Education Program (IEP) development video club

Co-Chair Martin called upon SEAC Members for questions regarding the 2022-2023 Monitoring Document.

7. CORRESPONDENCE

7.1 Near North District School Board - Letter to Minister of Education regarding the Special Incidence Portion Claim Funding, dated February 14, 2023. Provided for information.

8. ASSOCIATION UPDATES

Zoe Rogers, Community Living Kingston and District

Community Living Kingston will be hosting some virtual presentations this year as follows:

- March 28, 2023 – Review summer camp opportunities
- May 16, 2023 – Transitions for students ages 12-16
- June 13, 2023 – Transitions for students ages 16-12
- October 17, 2023 – Review estate planning and the Disability Tax Credit

9. OTHER BUSINESS – Administrative Report: Superintendent’s Report

A. Ministry Updates:

Interim Reports

Interim Reports have been submitted for the following Transfer Payment Agreement projects:

- Children and Youth In Care Transportation and Stability Reports
- Supporting Students with Disabilities
- Early Intervention Math Supports for Students with Special Education Needs (K-8)
- Special Education Additional Qualifications (AQ) Subsidy for Educators – 2022-2025

B. Educational Services Update:

Transition to Kindergarten (T2K)

The Transition to Kindergarten (T2K) Protocol, a joint document with other school boards and community agencies that support young children, was recently updated in February 2023. This process highlights timelines and supports that are available through the school board and community agencies as families begin to plan for entry into Kindergarten. Highlighting the process and community collaboration is the T2K Parent and Family Workshop that took place virtually on Wednesday, March 1, 2023. This workshop was attended by parents and caregivers across the district and was supported by Educational Services staff as well as community partners including KidsInclusive, KFL& A Public Health (Early Expressions), Maltby, Community Living, and our partners from the Algonquin Lakeshore Catholic District School Board. Attending this meeting were also representatives from neighbouring boards (Hastings/Prince Edward, Upper Canada and CDSBEO) who are working to replicate this event in their areas.

Multi-Year Accessibility Plan – January 2023 – December 2026

A draft version of the 2023-2026 plan was shared with SEAC members, highlighting changes from the last version.

Superintendent Gillam asked SEAC Members to review the Draft Multi-Year Accessibility Plan and send any comments, feedback, or suggestions to him via email before the April 19, 2023, SEAC Meeting.

Co-Chair Martin called on SEAC Members for questions.

10. NEXT MEETING DATE

Wednesday, April 19, 2023

11. ADJOURNMENT

MOVED BY: Trustee Lloyd that the meeting adjourn. Carried.

The meeting was adjourned at 6:38 pm.