

Agenda – Regular Board Meeting

Wednesday, October 23, 2024- 6:00 p.m.

Limestone Education Centre

220 Portsmouth Avenue, Kingston, Ontario

Public Viewing: <https://bit.ly/LDSBBoardMTGOct2324>

Private Session – 5:30 p.m.

*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) – September 18, 2024

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

Limestone District School Board

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

6. REPORT TO PUBLIC SESSION

Public Meeting – 6:00 p.m.

Land Acknowledgement: “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 THE AGENDA

8. DECLARATION OF CONFLICT OF INTEREST

9. DELEGATION/PRESENTATION

9.1. **YSIP and Short-Term Suspension Program Presentation** – Associate Superintendent Gollogly and Rob Adams, CEO of the YMCA of Eastern Ontario.

10. PRIVATE SESSION REPORT

11. APPROVAL OF MINUTES

- 11.1. **Regular Board Meeting Minutes** – September 18, 2024 (Pages 4-15)
- 11.2. **EPOC Meeting Minutes** – October 2, 2024 (Pages 16-21)

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**
- 13.3. **Reports for Action**
- 13.4. **Reports for Information**
 - 13.4.1. **Strategic Plan – End-of-Year Report 2023-2024 and EQAO Presentation** – Director Burra (Pages 22-31)
 - 13.4.2. **Trustee Vacancy** – Director Burra (Pages 32-35)

14. UNFINISHED BUSINESS

Limestone District School Board

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

15. NEW BUSINESS

16. CORRESPONDENCE

17. NOTICES OF MOTION

18. ANNOUNCEMENTS

19. COMMITTEE MINUTES FOR INFORMATION

19.1. Environmental Sustainability Advisory Committee Meeting Minutes– May 7, 2024 (Pages 37-40)

19.2. Indigenous Education Committee – May 28, 2024 (Pages 41-43)

19.3. Special Education Advisory Committee Meeting Minutes – September 11, 2024 (Pages 44-47)

20. FUTURE BOARD MEETING SCHEDULE

November 13, 2024 (Annual Meeting)

November 18, 2024 (Nominations/Special Meeting)

December 4, 2024 (EPOC)

January 15, 2025

February 5, 2025 (EPOC)

February 19, 2025

March 5, 2025 (EPOC)

March 26, 2025

April 23, 2025

May 7, 2025 (EPOC)

May 21, 2025

June 4, 2025 (EPOC)

June 18, 2025

21. ADJOURNMENT

Limestone District School Board

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

Regular Board Meeting Minutes – September 18, 2024

PRIVATE SESSION

Roll Call:

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

1. CALL TO ORDER

Vice-Chair Godkin called the meeting to order.

2. RESOLVE INTO COMMITTEE OF THE WHOLE AND PRIVATE SESSION

MOTION: To move into Private Session.

MOVED BY: Trustee McGregor. 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) – June 19, 2024
- 4.2 Special Meeting of the Board EPOC Minutes (Private) – September 4, 2024

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

Limestone District School Board

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5. FOR INFORMATION

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

6. REPORT TO PUBLIC SESSION

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

MOTION: That the Board rise and report.

MOVED BY: Trustee McGregor. Carried.

PUBLIC MEETING

Roll Call:

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

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

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She provided the Land Acknowledgement: “The Limestone District School Board is situated on the traditional territories of the Haudenosaunee and Anishinaabe. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land.”

7. ADOPTION OF THE AGENDA

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

8. DECLARATION OF CONFLICT OF INTEREST

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

9. DELEGATION/PRESENTATION

Manager Fowler and Assistant Manager Downie provided an update to Trustees regarding work that was completed over the summer. Manager Fowler stressed that summer projects would not be possible without the support of caretaking and operational staff and thanked his team for the hard work put towards completing these projects. Manager Fowler and Assistant Manager Downie shared some examples of completed projects including roofing, floor refinishing, mechanical projects, interior improvements, washroom upgrades, summer operational work, and site improvement projects.

Chair Hutcheon thanked Manager Fowler and Assistant Manager Downie for their presentation and called upon Trustees for questions.

10. PRIVATE SESSION REPORT

During the EPOC, Special Meeting of the Board, Private Session of September 4, 2024:

- Trustee McGregor and Superintendent McWilliams gave a OPSBA labour update
- Director Burra gave a property update and a personnel update

And earlier this evening during Private Session:

- The private session minutes were approved from the Regular Board Meeting of August 21, 2024, and the Private Session of the September 4, 2024, EPOC Special Meeting of the Board.
- Director Burra gave a property update and personnel update.

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

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

11. APPROVAL OF MINUTES

- 11.1 Regular Board Meeting Minutes – August 21, 2024
- 11.2 EPOC Meeting Minutes – September 4, 2024
- 11.3 Audit Committee Meeting Minutes – September 9, 2024

MOVED BY Trustee Godkin and seconded by Trustee Neill that the minutes, as presented, be approved. Carried.

12. REPORTS FROM OFFICERS

12.1. Chair's Report

Chair Hutcheon stated: "Good evening trustees. Tonight, I would like to draw your attention to the Survivor flag which will be flying for the month of September at the Education Centre as an expression of remembrance and to honour residential school Survivors and all the lives and communities who continue to be impacted by the Residential School System in what is now known as Canada.

I first learned of residential schools in my early twenties in a college course in Vancouver – First Nations studies, taught partially by a survivor. One of the most meaningful lessons was that residential schools were still going in my lifetime. I was born in 1977 which means, if I have my dates right, that I was 19 when the last one closed in Canada. I learned to drive, graduated high school and went to university, and residential schools still existed; and that is a reminder of privilege, and that generational wealth doesn't always mean millionaires – it can also mean family ties and stability and believing that you will never be homeless or starving. I encourage everyone, including myself, to learn more about the history of residential schools and to engage in meaningful discussions about the effects of residential schools, the ongoing impact, and the legacy they have left behind.

The Limestone District School Board has a commitment to both teaching and learning the truth and taking strides towards meaningful action that reflects reconciliation and right relations with the Indigenous community in Kingston, Frontenac, and Lennox and Addington. We are committed to creating opportunities for our school community to connect and engage in important conversations about education and the profound impact it has on future generations. And may we all strive to never repeat. As we begin a new school year, I want to highlight for our school communities that Board meetings are open to the public and may be attended in-person here at the Education Centre at 220 Portsmouth Avenue, in Kingston. For those who prefer to stay connected from home, we continue to live stream our

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regular monthly Board and committee meetings, and further to that, we will now be uploading recordings of these meetings to the Limestone District School Board's YouTube channel with links on our website. In closing, I would like to thank Trustee Lloyd and Superintendent Silver for attending the celebrations this week recognizing the partnership between Limestone's Community Education and Lennox and Addington County, on the opening of the Personal Support Worker Living Classroom at the John M. Parrott Centre in Napanee. The program is a combination of theory, lab and clinical skills, and placement experiences in community and long-term care. The first cohort of students have already begun their classes and are thrilled to be a part of the Living Classroom program which is funded by the Government of Ontario through the Ontario Centres for Learning. That concludes my report."

12.2. Director's Report

Director Burra stated: "Good evening, Trustees and the viewing public. Overall, and all things considered, I am very pleased to report that Limestone has had a very positive start to the 2024 to 2025 school year. While there is always room for improvement, it is amazing to see everything come together with over 20,500 students and almost 3,000 staff starting the school year in 60 Limestone sites and virtual school.

Preliminary enrolment numbers are showing growth within the Limestone community with an increase in both elementary and secondary students. Today was Day 12 of the 2024-2025 school year for students, and it has been wonderful to have students back in schools and to see various activities like sports, clubs, field trips, and great learning already underway helping to support the overall Limestone student experience. We must all recognize and have great gratitude for the time and efforts of staff and community members to make all of these extracurricular activities a reality for students. Fall sports, clubs, and activities have started across the district, parent councils are kicking off their school years, and students are involved in a range of activities like the several hundred LDSB students that attended the Fall Fair last week in Kingston or the range of Terry Fox fundraising activities that will come in the next couple of weeks. Next week, I will be starting my visits to schools, and I greatly look forward to seeing, hearing, and feeling the energy and excitement of learning and fun in schools.

Later this week, we are anticipating a potential protest similar to what occurred last year on September 20. Like last year, we are anticipating a protest and counter-protest focused on a perceived lack of respect for parent rights. While we have legal responsibilities under the Ontario Human Rights Code, as a school board, and cannot accept any hate in schools, we must be conscious of the feelings of alienation and lack of faith in public institutions that exists for some people in the communities we serve. Like in so many other areas in education and society at large, as members of the community, we must continue to emphasize the importance of respecting differences in perspective and being open to dialogue to the

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maximum extent possible. However, we must be unequivocally clear that Limestone stands in support of all protected grounds of the Ontario Human Rights Code. The Ontario Human Rights Code is not a checklist where some grounds outweigh others, and the protected grounds include gender identity, gender expression, and sexual orientation. We need to stand with all students, staff, and families, in protecting all grounds under the Code. It is important to remember that the Code is the law in Ontario, and we have a moral and legal obligation to ensure that it is upheld. Furthermore, our own data based on human rights complaints reinforces our continuing need to be committed to upholding the Code.

Trustees may have noticed the Orange “Survivors’ Flag” flying on the second flagpole at the Education Centre. Schools with a second flagpole are doing the same, and schools without a flagpole, the orange flag is prominently on display in the school. Looking ahead to next 12 days, a wide range of activities will be taking place in schools and the community to honour Orange Shirt Day, and the fourth annual National Truth and Reconciliation Day on Monday, September 30. This is a critical date to recognize the harm and trauma of the Residential Schools system, to honour the survivors and their families, and continue our collective learning and journey of reconciliation. Schools continue to have a critical role in supporting this journey and ensuring the truth is known about Residential Schools and their legacy in Canada.

In the next couple of weeks, we will be kicking off the annual United Way of KFL&A campaign in Limestone. I invite all Trustees to join this effort. As an incentive to Limestone employees, I will again be contributing \$1 for every staff member who provides a one-time, or regular, payroll deduction to support the campaign. No amount is too little, and every dollar matters in supporting some of the most vulnerable children, youth, and families in the communities we serve.

As an update to trustees, as you are aware, we have updated the board and school websites. We have also added school profile information for each school to their website. This data includes a range of enrolment, catchment, staffing, transportation and facilities utilization data.

I would also like to bring to Trustees’ attention to the professional learning focus we continue to pursue in Limestone for the 2024-2025 school year. We must continue to hone our craft to best serve students. While this work will not be completed this year, I think it is critical to highlight its importance in ensuring schools are making a difference for all students today, and into their futures. We need all Limestone students to find purpose in school, to find value in school, and to find hope in school. We know this is not the case for all students. While we do have to track, monitor, and report on the 11 indicators in the provincial Student Achievement Plan, we must continue to centre those students who are currently underserved, and not currently finding success. As a result, our system focus this year for professional

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learning, continues to centre our attention on students, and continuing the work we started two years ago focused on three inquiry questions: First, for whom is the current education system not working and why? Second, how do I/we know? And third, what can I/we try to do differently to make a difference? It is only through improving outcomes at the individual student level will we see macro-level improvement on the province's three core priorities and Student Achievement Plan, and the Limestone Strategic Plan. I should note that 2023-2024 EQAO results should become public in the next couple of weeks. As educators and as a system, we have a critical responsibility in supporting children and youth in the communities we serve. Our overall purpose is well placed by emphasizing our intention to make a positive difference in the lives of every student, in every classroom, in every school; and to make sure everyone sees themselves in Limestone.

And finally, as just a few examples of the important professional learning for educators to support their critical work, we have provided learning for Grade 9/10 technology teachers as we roll-out new resources supported by the Limestone Learning Foundation, and we have been facilitating learning for Intensive Support Teachers and Student Support Teachers to support our new elementary special education service delivery model. All educators want to make a difference in the lives and destinies of children and youth. Our continued journey of inquiry and our united, stated intention will focus our collective efforts. I look forward to more discussion and updates regarding our progress in the coming days, weeks, months, and years. Thank you, Chair Hutcheon, that concludes my report."

13. REPORTS

13.1 OPSBA Report

Trustee McGregor shared that last Friday she attended the education program working group meeting in Toronto. There were a number of items discussed:

- New Trustee code of conduct
- Life skills discussion
- Apprenticeship pathways
- Visit from Giselle Basanta, Assistant Deputy Minister, Education Equity and Governance Secretariat
- The Fall Eastern Regional Meeting will take place Saturday October 19, 2024, in Belleville at East Hill Secondary School.

13.2 Student Trustees' Report

Student Trustee Kolosov stated: "Good evening Trustees, we had our first Interschool council meeting of the year on September 10th with Trustee Ayesha Bukhari and Trustee Siya Kumar as the meeting chairs. The beginning of this meeting consisted of introductions of all attendees such as us, Student Trustees,

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staff advisors: Chris Morrow, Micheal Payne and Jessi DiRocco, and the student representatives of schools across the board.

We discussed our goals as the Interschool council for the year including events that the students would like to see more effective methods of student engagement. This includes more school-wide spirit days, 'Pep Rallies' for spirit for school sports teams, which celebrate sports teams with assemblies with friendly competitions for the teams to participate in, and social media promotion for sports teams and school initiatives.

The topic of Menstrual equity was brought to the table, and we plan to revisit the topic and have each student report back next month on the status of available menstrual products at their schools. As part of our Professional Development for the meeting, we had a visit from Ms. Douglas and during her time with us, she shared some insight on how to promote events and the effective use of social media. This was beneficial, as it relates to encouraging and promoting student engagement and participation for each student school council.

Regarding full representation of the secondary schools in this board, we are missing student representatives from Granite Ridge Secondary School. It is important for these student council meetings to include as many schools as possible to have their needs and thoughts present in discussions without exclusion. In the next few weeks, I plan to reach out to GREC and pay an in-person visit at their school to meet the council there to extend an invite directly to the Interschool council meeting.

We ended the meeting by sharing a few reflection questions such as: "What is something that you would consider trying at your school?" and "Have any of these worked/not worked for your school?", that the student representatives shared with one another and can build off at our next meeting in October. That concluded our first Interschool council meeting."

13.3 Reports for Action

None at this time.

13.4 Reports for Information

13.4.1 Virtual School Update

Associate Superintendent Sartor began her presentation by sharing how the work engaged in Elementary Virtual School (EVS), everyday, touches on the five Strategic goals:

1. Improve student well-being/sense of belonging, participation/engagement in class time and time focused on learning.
2. Improve literacy learning and achievement for every student.

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3. Improve math learning and achievement for every student.
4. Improve Graduation rates and preparedness for future success for all groups of students.
5. Improve responsiveness and service to families, staff, and community partners.

Associate Superintendent Sartor highlighted how the virtual school structure has changed over the last four years in the areas of student population and supervision. She reminded Trustees that after the Ministry of Education announced in 2023 that virtual school was optional, Limestone District School Board opted to form a tri-board structure in conjunction with Renfrew County District School Board and Kawartha Pine Ridge District School Board. In the spring of 2024, Renfrew County School Board discontinued their partnership, however, Limestone DSB and Kawartha Pine Ridge have continued to offer elementary virtual school despite a declining enrolment. Associate Superintendent Sartor emphasized that this decision was made to support choice for families. She shared some enrolment data since the inception of virtual school and the current enrolment status for this school year. Associate Superintendent Sartor noted that 21 students are from four out of district school boards including Durham District School Board, Renfrew County District School Board, Trillium Lakelands District School Board, and Simcoe County District School Board.

Associate Superintendent Sartor shared with Trustees the progress that has occurred in support and encouragement of virtual school culture:

- Creating a virtual school logo
- Student Council
- Coding Club
- Lego Club
- Gaming Club
- Student morning announcements
- Baking at home club

Associate Superintendent Sartor shared some information from the virtual school student achievement plan in the three priority areas: Achievement of Learning Outcomes in Core Academic Skills, Preparation of Students for Future Success and Student Engagement and Well-being. She highlighted some of the priorities of the EVS learning plan:

- Using universal screeners and diagnostic data to identify learning gaps in literacy.
- Short math cycles to improve learning and instruction.
- Offering literacy and numeracy nights to help families with at home learning.
- Implementing Knowledgehook school wide (online math tool for learning and targeted support).
- Inviting community-based speakers in to share their experience with students.
- Development of a schoolwide positive attendance plan.

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Chair Hutcheon thanked Associate Superintendent Sartor and called upon Trustees for comments or questions.

13.4.2 Student and Staff Attendance

Superintendent Gillam shared that the Ministry has set expectations that students in Grades 1 to 8 have an attendance rate equal to or greater than 90 percent, which Limestone DSB has extended to include K to 12. He noted the importance of daily school attendance as a contributing factor to academic success, social and emotional development, establishing routine, increased access to support services, and preparation for the future. He shared a chart depicting the cumulative impacts of missing one day of school every two weeks which amounts to 20 days per year which is below the 90 percent threshold.

Superintendent Gillam explained how data will help the Board understand and monitor attendance. He shared some examples of the types of data:

- Attendance Profile – below and above provincial standard, 3-year attendance rate with percent breakdown and number of students and percentage of yearly absences by month.
- Absences by Year, Month, Day and Attendance Code.
- Attendance KPIs by School Level – includes percent of student attending at 90%.
- Absences by Date – total by attendance code and total absences by reason.
- Highest Absences – by year, month and attendance code.
- Secondary Course attendance at 90% – grade level and course.
- Attendance Calendar Heatmap – by school, grade, attendance code, description and dates.

Superintendent Gillam shared some of the next steps related to the attendance matters campaign:

- Develop media and public outreach for September 2024.
- Incorporate information about attendance into daily interactions with families.
- Importance of attendance regularly communicated via social media, school communications, daily interactions with staff.
- Special events.
- Promotion of Board-wide campaign – staff meetings, school council, PIC, SEAC etc.

Superintendent Gillam noted that there is a collective responsibility for decreasing absenteeism in school which involve engaging all community members which includes Teachers, Caregivers, Students, Office Administrators, support staff and community members. He explained that students and families are more likely to show up when they have strong, caring, connections to peers and adults in a warm and welcoming community.

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Superintendent Gillam shared some of the Tier 1 intervention school level supports from Student Support Counsellors and Adolescent Care workers. He emphasised that caregivers are essential partners in promoting daily attendance. It is imperative that caregivers are equipped with the right information so there is a clear understanding that daily attendance matters.

Superintendent McWilliams introduced the staff attendance matters campaign. She shared examples of the key messaging of the campaign which includes:

- All employees matter and contribute to the Limestone DSB strategic goals.
- Emphasis on classroom educators and impact of absences on student achievement and well-being.
- Acknowledgement of the complexity and challenging nature of our work.
- Promotion of seeking support if struggling in role and/or with personal challenges.

Superintendent McWilliams acknowledged that there are various reasons why staff may be absent. She explained the intent is to highlight the cumulative impact of absences on student achievement and well-being with the hope that employees consider the impact of absences against the impact on students and/or staff. She shared some of the nuances to the attendance support program which focuses on intermittent sick leave usage and notification at 5, 8 and 11 days of sick leave.

She explained that in order to support employees, the employee assistance program is being relaunched. This will assist in promoting additional resources through employee health and trust providers. The board is working with Federation and Union partners to identify topics and resources to highlight each month. Superintendent McWilliams concluded by reiterating the Board's dedication to student achievement and well-being, and how a continued balance between what is best for students, in conjunction with reasonable flexibility to staff is the priority.

Chair Hutcheon thanked Superintendent Gillam and Superintendent McWilliams for their 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.

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17. NOTICE OF MOTION

None at this time.

18. ANNOUNCEMENTS

None at this time.

19. COMMITTEE MINUTES FOR INFORMATION

20. FUTURE BOARD MEETING SCHEDULE

October 23, 2024

21. ADJOURNMENT

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

The Meeting Adjourned at 7:54p.m.

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[See Yourself in Limestone](#)

Education, Policy and Operations Committee Meeting Minutes – October 2, 2024

PUBLIC MEETING

Roll Call:

Trustees:	Staff:
J. Brown (regrets) G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd K. Maracle (regrets) K. McGregor J. Morning J. Neill (regrets) S. Ruttan A. Bukhari (Student Trustee) R. Kolosov (Student Trustee) (regrets) S. Kumar (Student Trustee)	K. Burra, Director of Education M. Christopher, IT Programmer J. Douglas, Communications Consultant S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
R. McDonald, Elementary Equity Curriculum Consultant A. Barrow, Equity and Inclusion Consultant	S. Mitton, Executive Assistant to the Director and Trustee Liaison

1. CALL TO ORDER

Chair Godkin welcomed everyone to the meeting and provided the Land Acknowledgement: “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

There were no conflicts declared.

4. REPORTS FOR INFORMATION

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4.1 Equity Action Plan 2nd Edition., 2020-2024

Superintendent McDonnell introduced Andrea Barrow and Rachel McDonald of the Equity team. She noted that the last school year was the final year of the Equity Action Plan and that the plan was extended in order to align with the cycle of the Strategic Planning process. She began by sharing Human Rights data from the previous school year.

Superintendent McDonnell shared a high-level summary of the data collected through the Student Human Rights complaints tool:

- Total logged reports since inception: 820
- Total reports for 2023-2024 school year: 576
- Verified Human Rights reports: 294
- Open Tickets: 70
- Unsubmitted tickets: 337

Superintendent McDonnell shared some of the trends in complaint data at various times throughout the school year. There were noticeable trends in the months of November, February, and April which coincide with the release of the Human Rights video, Black History month, the lead up to Pride month and the release of the prohibiting the use of the N-word document. Superintendent McDonnell noted that currently the team is working on ensuring that all the tickets are all closed off. She explained that there is a variety of reasons why they are not or why some tickets were considered incomplete.

Superintendent McDonnell shared data on the number of reports by grade with the highest reports in Grades 6, 7 and 8. She also shared the number of reports by human rights grounds with the highest reports on race or race-related grounds, and sexual orientation on verified reports from 2023 to 2024. She concluded by sharing the breakdown of reports based on Race and Creed:

Race:

- Anti-Asian Racism: 20
- Anti-Black Racism: 132
- Anti-Indigenous Racism: 4
- Anti-Semitism: 21

Creed:

- Anti-Indigenous: 2
- Anti-Semitism: 27
- Anti-Sikhism: 1
- Islamophobia: 14

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Superintendent McDonnell invited Rachel McDonald to share information on capacity building with staff at Limestone District School Board. Ms. McDonald shared that beginning in November 2023, a bi-monthly Human Rights and Equity Learning Series was launched and available to all staff. The goal of these sessions aims to deepen the understanding of particular topics and provide resources and tools to support the next steps and considerations towards building inclusive spaces. Topics were chosen based on timely and responsive needs of the community we serve. Ms. McDonald shared that the Equity Matters web page is live and available to all LDSB staff through the myLDSB intranet site.

Superintendent McDonnell invited Andrea Barrow to share her work with human rights and athletics. Ms. Barrow indicated that this year she is piloting Human Rights in Athletics training to students who participate in Kingston Area Secondary School Athletics (KASSA). As of today, Ms. Barrow has given this presentation seventeen times to over 1000 LDSB students athletes. The purpose of this training is to address the racism and homophobia in sports reported through the Human Rights and Complaints tool. These training sessions will be repeated in the Winter and Spring to ensure that all students are included.

Ms. Barrow acknowledged the hard work and dedication of the students from the L.C.V.I. BIPOC group for their successful Black History Month opening ceremony. The ceremony attracted over 125 LDSB staff, students and community members. Work is currently underway for the upcoming ceremony in February of 2025.

Ms. Barrow highlighted that throughout the school year, the affinity group for Black and racialized students holds regular meetings. These meetings provide opportunity to share their voices, experiences and to connect with other students from other schools. Black students noted a lack of Canadian Black history lessons for Grade 10 history during Black History Month. As a result of this feedback, a writing team was formed consisting of six teachers to create a series of Black Canadian history lessons. This is an opportunity for educators to engage in work to give the students the representation they are looking for which in turn enhances their sense of belonging and increases engagement. These lessons will assist with the Ministry of Education mandate for inclusion of Black Canadian history as part of the mandatory curriculum for Grades 7, 8 and 10 in September of 2025.

Chair Godkin thanked Superintendent McDonnell and the Equity team and called upon Trustees for questions.

4.2 Summer Programming

Associate Superintendent Sartor began by introducing the report and referencing the five strategic goals. She stated that the work completed through summer programming supports all of these goals.

Associate Superintendent Sartor shared information about the Camp Read-A-Lot Program:

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- Three-week program for over 300 students, at four different sites across the district for students entering Grades 1 through 6.
- The team consists of 60 teachers and early childhood educators across the district.
- This is a great professional learning experience and mentoring experience for staff.
- Student voice and caregiver data is collected before and after the program.
- Family, educator and SAP data is gathered ahead of time.
- Reading fluency, phonics and reading and writing fluency.

Superintendent Silver shared information on the Summer Session, Travel for Credit Program, e-Learning and Co-op:

- New Travel for Credit program in Civics and Careers in North America.
- Two sections CHV/GLC20 English and French immersion offered.
- Created a travel opportunity for students.
- Sample excursions:
 - Canadian War Museum
 - Mock trial at Supreme Court of Canada
 - Ellis Island Immigration Museum
 - 911 Memorial
- Courses took place over the month of July and included a reflection component.
- The feedback was positive from students and caregivers.

Superintendent Silver shared some data on Summer Session e-learning and co-op:

- 718 students completed session 708 achieved credit for e-learning
- 114 students earned over 200 credits

Associate Superintendent Gollogly shared information about the Focus on Youth Program which is a supported by the Eastern Ontario YMCA and BCG Southeast:

- 90 youth leaders and recreational assistants hired for various camps.
- Training for youth staff took place in early July with a focus on policies and procedures, healthy child development, WHIMIS, AODA, workplace health and safety, violence and harassment prevention, program planning, behavior management, and child protection.
- Many students were impacted by the program which includes 100 children with disabilities and almost 500 participants.

Superintendent Gillam shared information about the Summer Learning Supports:

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- Back to School Transitions – August 26-30, 2024, over 700 students engaged at over 45 schools. This program is very successful in bringing students with special education needs or school anxiety to engage with staff and get familiar with the school.
- Literacy Camp Support – 12 Educational Assistants were hired to support this program.
- Summer School – Adolescent Care Worker (ACW) and Learning Program Support (LPS)
- Sundance Youth Facility SLC – support for credit and non-credit courses.

Superintendent Gillam shared the Mental Health Supports available for students over the summer:

- Summer Social Work Support
- Art Camp for racialized and newcomer youth (Elementary and Secondary)
- Psychiatry Pilot – Kingston Health Sciences Centre continued partnership
- Intensive Y-Training – additional training for 38 new Educational Assistants
- Behaviour Management Training (BMS) for 75 Educational Assistants
- MH Lit – Mental Health in Action – School Mental Health Ontario (SMHO) was completed by 90 teachers and 20 principals.

Superintendent McWilliams shared some photos and objectives about the Gould Lake Programs this summer:

- Ensuring the Health and Safety and wellbeing of program staff and students.
- Creating fun, exciting, positive and rewarding experiences for participants.
- Modelling and encouraging cooperation teamwork and collaboration.
- Promoting personal growth for every participant.
- Cultivating awareness and respect for the natural environment.
- Engaging students in the Ontario curriculum in a unique learning experience.

Chair Godkin thanked Superintendents Gillam, McWilliams, and Silver and Associate Superintendents Gollogly and Sartor and called upon Trustees for questions.

5. REPORTS FOR ACTION

None at this time.

6. UNFINISHED BUSINESS

None at this time.

7. NEW BUSINESS

None at this time.

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8. CORRESPONDENCE

None at this time.

9. FUTURE BOARD MEETING SCHEDULE

December 4, 2024

10. ADJOURNMENT

Moved by Trustee Lloyd that the meeting adjourn. Carried.

The Meeting Adjourned at 6:52 p.m.

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Administrative Report: Strategic Plan – End-of-Year Report 2023-2024

Regular Board Meeting

October 23, 2024

Purpose and Link to the Strategic Plan/Goal: Student Learning, Achievement and Well-Being

To provide Trustees an end-of-year status report on the 2023 to 2024 Strategic Plan.

Background

Under the Education Act, the Director must review the Multi-Year Strategic Plan (MYSP) annually with the Board of Trustees. This occurs in the fall to capture the previous school year. To assist Trustees with their ongoing monitoring, a ‘traffic light’ system to evaluate the progress of the overall plan has been provided as we operationalize the achievement of our strategic goals and the provincial Student Achievement Plan. It should be noted as a reminder, that trustees will see components of specific operational plans to provide further detail regarding our progress and movement on the overall strategic plan.

In June 2023, Bill 98: The Better Schools and Outcomes Act, 2023, was passed requiring the embedding of provincial priorities, as reflected in the Provincial Student Achievement Plan, in each school board’s strategic plan.

Current Status

At the Board Meeting of October 23, 2024, Senior Staff will present an end-of-school-year Strategic Plan Overview – 2023-2024 (attached). Given this report reflects our first year of the new Limestone District School Board Strategic Plan (2023-2028), some progress is noted for each of the goals. As noted, trustees will see additional details and progress based on regular reports on different operational plans active in the system supporting the overall strategic plan. This update includes the 2023-2024 EQAO results that provide a foundation for the plan and the provincial Student Achievement Plan. At the meeting, a review of the EQAO results will be provided to Trustees.

Senior staff will also review the Strategic Action Plan and Provincial Student Achievement Plan Update for 2023-2024 employing the same traffic light system. Each outcome will be assessed as to its status, one year into the new five-year plan. The Evaluation Framework has been included to assist the Board in

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tracking progress of goals. Multiple data sets and evidence are used to evaluate the progress toward the desired outcomes. Last year's overview of meetings is attached mapping the strategic plan goals to specific meetings/committees for 2023-2024.

We will continue to provide Trustees with updates to important areas of work through reports shared as part of Board and Education and Policy Operations Committee (EPOC) and Board Meeting agendas throughout the 2023-2024 school year. Operational plan updates throughout the year will provide further opportunities to monitor the overall Strategic Plan and Provincial Student Achievement plan.

Recommendations

That the Board receive the Strategic Action Plan Year End – 2023-2024 Report for information.
That the Board receive the Strategic Action Plan and Provincial Student Achievement Plan Update for 2023-2024 (year 1 of 5).

Prepared and reviewed by: Krishna Burra, Director of Education

Attachments

1. Strategic Action Plan and Provincial Student Achievement Plan Update for 2023-2024
2. Board/EPOC Agenda Items 2023-2024 mapped to Goals from the LDSB Strategic Plan

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Red indicates we are still in the planning phase and implementation is not yet underway, or something has changed impacting progress.

Yellow indicates that a plan is in place and that we are in the initial phases of implementation.

Green means implementation is on track.

Blue means implementation of a given strategy is complete.

Strategic Plan 2024-2028 Framework

FOCUS: Equity and Excellence in Student Learning, Achievement, and Future Success within a Positive Culture

Preamble: While the goal is to improve student learning, achievement, well-being, and future success within a positive culture for each student, we recognize the need to focus particular attention on Indigenous students (rights-based and holistic education) and students who belong to, or identify with, historically and/or currently marginalized/oppressed populations (equity seeking), and who are currently not having their needs met within Limestone.

GOALS

These goals are linked to identified high leverage strategies that will continue to advance progress of all goals.

Improve student well-being/sense of belonging, participation/engagement in class time, and time focused on learning	Improve literacy learning and achievement for every student	Improve math learning and achievement for every student	Improve graduation rates and preparedness for future success for all groups of students	Improve Responsiveness and Service to Families, Staff, and Community Partners
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PLAN

High leverage strategies have been identified as strategies that will significantly enhance the goals stated above and are supported by robust and detailed staff plans that are monitored by the senior team.

High Impact Strategies	Sample High Level Actions informing Operational Plans	Primary Operational Plan(s)	Progress
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1. Increase educator ability to foster growth in student learning and achievement.	○ Embed and model high-impact instructional and equitable assessment practices in all professional learning sessions ○ Ensure program team and coaches are supporting high-impact and culturally responsive instruction and assessment in schools/classrooms ○ Further develop educator growth in data literacy for intentional planning of instructional and assessment practices, including the use of student voice/feedback ○ Support school capacity to use targeted instructional strategies and effective interventions (Tier 1, 2 & 3) to support student learning and achievement ○ Identify and mitigate systemic, structural, and attitudinal barriers or impediments to improve student learning and achievement	ESL Equity Action Plan Indigenous Education Literacy Math Student Success	
2. Support the capacity of administrators and school teams to analyze and interpret data as guidance for implementing impactful student achievement plans.	○ Build Instructional Leadership capacity within schools. ○ Identify and mitigate systemic, structural, and attitudinal barriers or impediments to improve student learning, achievement and well-being ○ Increase access to data, and improve capacity to use data to make informed school-based decisions to achieve better outcomes for students ○ Develop and communicate a process to monitor implementation of the Student Achievement Plan	Equity Action Plan Literacy Math Student Success	
3. Create positive cultures that support student engagement & well-being in service of student learning and achievement.	○ Develop and implement a comprehensive plan to support and assess student belonging, well-being, and engagement using multiple data points focused on student voice, including the school climate survey. ○ Increase knowledge and understanding of trauma informed practice and relationship-based approaches by administrators and educators to support student well-being ○ Increase implementation of culturally responsive pedagogy by administrators and educators. ○ Create infrastructure in K-8 to support re-engagement efforts ○ Identify and mitigate systemic, structural, and attitudinal barriers or impediments to improve student attendance, engagement and well-being	Early Years ESL Equity Action Plan Indigenous Education Outdoor Education Safe Schools Special Education Student Mental Health Student Success	

4. Create a culture of service excellence by meaningfully collaborating and communicating with families, staff, and community partners	○ Provide schools with tools to further support a service orientation and to enhance positive school cultures ○ Support schools in providing consistent information to families and staff ○ Utilize central communication tools to provide a consistent experience for family and staff communication ○ Ensure a balance of different engagement opportunities per year to seek feedback from members of the Limestone community ○ Identify and mitigate systemic, structural, and attitudinal barriers to effective and meaningful communication ○ Collect family, staff, and community partner voice with respect to perceptions of service to support continuous improvement	Communications Early Years ESL Equity Action Plan Facility Services Family Engagement Financial Services HR ITS	
5. Align board resources to support improved student achievement, learning, and well-being.	○ Review, refine, implement, and communicate criteria for examining budget allocations, and to inform budget decisions ○ Identify and mitigate systemic, structural, and attitudinal barriers or impediments to improve student learning, achievement and well-being ○ Support staff well-being and build capacity across the system to proactively address personal and/or work-related challenges.	Communications Facility Services Financial Services HR ITS	

METRICS

Satellite Data are high-level indicators that we are making progress towards our goals.

It should be noted that the categories of data below correspond with the Three Priority Areas in the Provincial Student Achievement Plan: (1) Learning Outcomes in Core Academic Skills; (2) Preparation of Students for Future Success; and (3) Student Engagement and Well-Being.

Student Achievement Plan	LDSB Baseline Data (2022-2023)	Provincial Baseline Average (2022-2023)	LDSB Previous Results by Year (2023/2024)	Provincial Previous Results by Year (2023/2024)
Increase Grade 3 EQAO Reading Results so that they are above the provincial average by the Fall of 2029.	59%	73%	69%	71%

Student Achievement Plan	LDSB Baseline Data (2022-2023)	Provincial Baseline Average (2022-2023)	LDSB Previous Results by Year (2023/2024)	Provincial Previous Results by Year (2023/2024)
Increase Grade 3 EQAO Writing Results so that they are above the provincial average by the Fall of 2029.	47%	66%	60%	64%
Increase Grade 6 EQAO Reading Results so that they are above the provincial average by the Fall of 2029.	77%	84%	79%	82%
Increase Grade 6 EQAO Writing Results so that they are above the provincial average by the Fall of 2029.	75%	84%	73%	80%
Increase Grade 10 OSSLT Results so that they are above the provincial average by Fall of 2029.	79%	85%	81%	85%
Increase Grade 3 EQAO Math Results so that they are above the provincial average by the Fall of 2029.	43%	60%	57%	61%
Increase Grade 6 EQAO Math Results so that they are above the provincial average by the Fall of 2029.	37%	50%	40%	50%
Increase Grade 9 EQAO Math results so that they are above the provincial average by the Fall of 2029.	51%	54%	49%	54%
Increase the percentage of students who earn 16 or more credits by end of grade 10 to above 80% by Fall of 2029.	75%	80%	73%	TBD
Increase the percentage of students participating in at least one job skills program (Specialist High Skills Major, Dual Credits or Ontario Youth Apprenticeship Program)	20%	21%	23%	TBD
Increase percentage of students graduating with an OSSD within five years of starting grade 9 from 2022 to 2028 to a minimum of 90%.	88.5% (2021/22)	89.1% (2021/22)	87.6% (2022/23)	89.5% (2022/23)
Increase the percentage of students who believe their learning has prepared them for the next step in their learning experience (i.e. next grade level, post-secondary, etc.)	n/a	n/a	49% (2023/24 – only year available)	TBD

Student Achievement Plan	LDSB Baseline Data (2022-2023)	Provincial Baseline Average (2022-2023)	LDSB Previous Results by Year (2023/2024)	Provincial Previous Results by Year (2023/2024)
Increase the percentage of Students taking a Grade 12 mathematics course or at least one grade 11 or 12 science course	54.3%	60.5%	40.9% (2023/24)	TBD
Increase the Percentage of students in grade 1-8 whose individual attendance rate is equal to or greater than 90%	48.1%	52.6%	56.1% (2023/24)	TBD
Reduce the Percentage of students in grade 4-12 that were suspended at least once	4.65%	3.32%	8.95% (2023/24)	TBD
Percentage of 6, 9 and 10 students who report being aware of mental health supports and services in order to seek supports for mental health	n/a	n/a	Source: EQAO (2023/24 first year avail.) 6 – 63.3% 9 – 66.9% 10 – 67.7%	Source: EQAO (2023/24 first year avail.) 6 – 58.6% 9 – 61.8% 10 – 61.7%

**EPOC and Board Meetings 2023-2024 Mapped to the LDSB
Strategic Plan Goals [Well-being, Literacy, Math, Grad Rates, Responsiveness]**

Date	Item
September 6, 2023 EPOC Meeting	LDSB Student Human Rights Incidents & Complaints From 2022-23 Well-being, Responsiveness Math Achievement Action Plan Math Board Values for the Strategic Plan Governance
September 20, 2023 Regular Board Meeting	Virtual School Update Well-being, Literacy, Responsiveness, Math, Grad Rates Curriculum Revisions Literacy, Math School Climate Update Well-being, Responsiveness
October 4, 2023 EPOC Meeting	Special Education Review Update Well-being, Literacy, Math, Grad Rates, Responsiveness Employee Mandatory Training Overview Well-being, Math Equity Action Plan 2 nd Edition 2020-23 Well-being, Grad Rates, Responsiveness
October 18, 2023 Regular Board Meeting	Math Action Plan Update Math Summer Programming Report Well-being, Literacy, Math, Grad Rates, Responsiveness Strategic Plan – End-of-Year Report 2022-2023 Well-being, Literacy, Math, Grad Rates, Responsiveness
November 15, 2023 Initial/Inaugural Meeting	Initial/Inaugural Governance Election of the Chair and Vice-Chair Governance Math Action Achievement Plan Update Math Amendment to School Year Calendar 2023-2024 Governance
November 20, 2023 Special Meeting of the Board/ Nominations Meeting	Selection of Committees Governance
December 6, 2023 EPOC Meeting	Update on the See Yourself in Limestone Student Census 2020 Well-being, Grad Rates, Responsiveness Director's Annual Report Governance Public Feedback for Policy 13 Updates Governance, Responsiveness See Yourself in Limestone: The Road Ahead – 2023-2028 Strategic Planning Well-being, Literacy, Math, Grad Rates, Responsiveness Process Phase 2 Consultation Results Overview Responsiveness
December 18, 2023 Special Board Meeting	OPSBA Update Governance
January 17, 2024 Regular Board Meeting	Revision to Board Policy 11: Committees of the Board Governance Multi-Year Capital and School Renewal Project Plan Responsiveness 2023-2024 Revised Estimates and Interim Financial Report for Q1 Governance Year 3 Update on the 2021-2024 Mental Health and Substance Use Strategy Well-being, Responsiveness

February 7, 2024 EPOC Meeting	School Enrolment and Facility Capacity Responsiveness Elementary Special Education Support Model Well-being, Literacy, Math, Grad Rates, Responsiveness Draft Strategic Plan Reporting Template Governance School Year Calendar Governance
February 28, 2024 Regular Board Meeting	L'innovation en action – Using emerging technologies to promote authentic communication in the FSL classroom presentation Well-being, Math, Grad Rates Updates to Policy 1: District Focused Intention, Mission, Vision & Values Governance Strategic Plan Reporting Template Governance School Year Calendar 2024-2025 Governance Elementary Special Education Support Model Well-being, Literacy, Math, Grad Rates, Responsiveness Virtual School Update Well-being, Literacy, Math, Grad Rates, Responsiveness
March 6, 2024 EPOC Meeting	2024-25 Budget Development Schedule Governance Limestone District School Board Graduation Rate Math Staff/Student Absences Well-being, Grad Rates Use of Mobile Technology and Screens in Limestone Classrooms/Schools Well-being, Grad Rates
March 27, 2024 Regular Board Meeting	Limestone Music Celebration Presentation Well-being, Grad Rates Math Achievement Action Plan Update Math Virtual School Update Well-being, Literacy, Math, Grad Rates, Responsiveness Student Achievement Plan Well-being, Literacy, Math, Grad Rates, Responsiveness Solar Eclipse Well-being, Responsiveness
April 24, 2024 Regular Board Meeting	Tri-Board Transportation Presentation Responsiveness International Education Well-being, Responsiveness Interim Reporting Q2 2023-2024 Governance Overview of Operational Plans Well-being, Literacy, Math, Grad Rates, Responsiveness
May 1, 2024 EPOC Meeting	Update on the See Yourself in Limestone Student Census 2020 & Administration of the Student Census 2025 Well-being, Grad Rates, Responsiveness LDSB Literacy Update Literacy Provincial Directors' Performance Appraisal Governance
May 15, 2024 Regular Board Meeting	Limestone Student Achievers Presentation Governance Operational Plan: Student Success Grad Rates Operational Plan: Early Years Leadership Strategy Well-being, Literacy, Math, Grad Rates, Responsiveness
June 5, 2024 EPOC Meeting	Presentation: Skills Ontario Competition Awards Grad Rates Information & Technology Services Operational Plan Well-being, Literacy, Math, Grad Rates, Responsiveness
June 19, 2024 Regular Board Meeting	Operational Plan: Indigenous Education Update Well-being, Literacy, Math, Grad Rates, Responsiveness Operational Plan: French as a Second Language Well-being, Literacy, Math, Grad Rates, Responsiveness Math Achievement Action Plan Update Math

August 21, 2024 Regular Board Meeting	Short-Term Borrowing Resolution Governance Policy 5 Trustee Code of Conduct Governance Interim Reporting Quarter 3 2023-2024 Governance PPM 128: The Provincial Code of Conduct and School Board Codes of Conduct – Cell Phones and Vaping Well-being, Responsiveness See Yourself in Limestone: 2023-2028 Strategic Planning Process Branding Governance
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Administrative Report: Trustee Vacancy

Regular Board Meeting

October 23, 2024

Purpose

With the passing of Trustee Judith Brown on the evening of Friday, October 11, a seat at the Board of Trustees became vacant. Consequently, based on the Education Act and LDSB Procedural Bylaws, Article III, a replacement for Trustee Brown is required.

Background

LDSB Procedural Bylaws, Article III, outline the necessary Board decisions required to fill the vacant Trustee seat. Article III is based on the requirements outlined in the Education Act. Historically, during the last 20 years, when a Trustee seat has become vacant, the Board has decided to make an appointment to fill the seat. As just two examples, Hamilton Wentworth DSB has a by-election set for January 2025; Durham DSB appointed a trustee in the spring of 2024.

Current Status

Trustee vacancies fall within the Education Act but provide the options of a by-election or appointment. A final decision on filling a vacancy rests with the Board of Trustees, and requires a formal motion. Article III of the LDSB Procedural Bylaws is rooted in legislation outlined in Section 221 (1) & (2) of the Education Act.

The guiding Principles outlined in the Bylaws (Article III) for filling a trustee vacancy are as follows: (a) Timing of the vacancy relative to the previous/subsequent elections; (b) Relative support of the 2nd-place finisher in a previous election; (c) Financial cost associated with a by-election; (d) Representation of a particular geographic area on the board; and (e) Diversity of representation on the board at the time of the vacancy.

Trustees will need to make a decision regarding how they would like to fill the vacant seat through a by-election or through an appointment. Staff will support the Board's decision and take the next logistical steps to fill the vacancy.

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Recommendations

Trustees receive this report for information, and provide direction to staff regarding next steps in filling the vacant Trustee seat.

Prepared and reviewed by: Krishna Burra, Director of Education

Attachments

Appendix: Article III from the LDSB Procedural Bylaws

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See Yourself in Limestone

ARTICLE III - BOARD OF TRUSTEES

Section 1. Composition. See Article I Board Composition, Section 1.

Section 2. Terms. See Article I Board Composition, Section 1 subsection 1.1.

Section 3. Vacancies on the Board. A vacancy in a position of an elected Trustee shall be filled by the Board in accordance with the provisions of the Education Act either by by-election or appointment as outlined in sections 3.0 to 3.3.4.

3.0 Guiding Considerations for Filling Trustee Vacancies on the Board:

- (a) Timing of the vacancy relative to the previous and subsequent elections;
- (b) Relative support of the second-place finisher in the previous election;
- (c) Financial cost associated with a by-election to fill the vacancy as outlined in 3.1;
- (d) Representation of a particular geographic area on the board; and
- (e) Diversity of representation on the board at the time of the vacancy.

3.1 A final decision on filling the vacancy rests with the Board and requires the approval of a formal motion.

3.2 By-election. If the Board chooses to fill a Trustee vacancy through a by-election in the vacated electoral zone, the process becomes the responsibility of the local municipality and takes approximately ten weeks. The municipality will provide to the Board information regarding the implications of holding a by-election, including previous election results, and estimated costs.

3.3 Appointment. If the Board chooses to appoint a replacement, the Education Act requires that the vacancy be filled within 90 days after the office becomes vacant but does not specify the method of appointment.

3.3.1 Qualification. The Education Act S. 219 (1) specifies the qualifications necessary to be elected as a member of a Board, and, therefore, to be appointed to a Board:

- a. qualified to vote for members of the Board;
- b. a resident in the area of jurisdiction of the Board; and
- c. not disqualified as outlined in S. 219(4), (5) and (7).

3.3.2 Unsuccessful Trustee Candidate. The Board may choose to appoint one of the unsuccessful Trustee candidates from the last municipal election, providing that the candidate remains a qualified person and is willing to serve.

3.3.3 Application and Interview Process: If the Board chooses to offer the position to a broader range of electors, the following actions will occur:

- a. the vacancy shall be advertised in the local media;
- b. persons interested in the position shall be required to submit an application in writing to the secretary of the Board;
- c. persons interested in the position shall also be required to submit a résumé or summary including past accomplishments and experience; persons shall also submit a letter of intent outlining the reasons for wishing to serve on the Board and ways in which the individual can contribute to its overall effectiveness;
- d. applicants will be informed that they should be prepared to make a short verbal presentation to a selection committee. The time for the presentation should not exceed five minutes;

- e. applicants must sign consent forms and declaration of qualifications forms;
- f. information packages including facts about Limestone District School Board, a copy of Policy No. 5 Trustee Code of Conduct, and a schedule of Board and committee meetings will be made available to the applicants;
- g. applicants may request a public forum to review the role of a Trustee; and
- h. the applications will be available for review by the public if requested.

3.3.4 Selection Committee & Interview Process. A Selection Committee consisting of all trustees shall be responsible for providing a recommendation to the Board. The Selection Committee shall select its Chair from among its members. Only candidates who have submitted written applications by the deadline date shall be interviewed. While applications will be public, interviews would not occur in public. Ideally the interviews will be face-to-face but under extenuating circumstances and to ensure maximum attendance, the interviews may be conducted electronically. The Selection Committee shall make its recommendation to the Board at the next meeting of the Board following the interviews. The Secretary of the Board shall be the administrative liaison to the Selection Committee. The Selection Committee shall establish its operating practices. The appointed candidate shall be advised promptly of the Board's decision and shall be sworn in at the next opportunity following the appointment.

3.3.5 Indigenous Trustee Vacancy. Any vacancy in the position of the Indigenous Trustee will be filled in accordance with processes determined by the Mohawks of the Bay of Quinte.

3.3.6 Student Trustee Vacancy. Any vacancy in the position of one or more of the student trustees will be filled as outlined in Policy 9 (Student Trustees)

Section 4. Duties of the Board. The Board shall have all duties as provided in the Education Act. It shall have the duties and powers to create and enforce Limestone District School Board policy. In addition, the Board shall have such further duties and powers as are set forth in the bylaws, special rules of order, the parliamentary authority.



ENVIRONMENTAL SUSTAINABILITY ADVISORY COMMITTEE MEETING MINUTES – May 7, 2024

Roll Call:

Members:	Staff:
S. Luxford-Oddie, Cataraqui Conservation (Co-Chair) G. Hendry, Sustainable Kingston H. McGregor, Queen's University C. Fox, Student J. Hook, St. Lawrence College P. Bearse, KFL&A Public Health R. Healey, Kingston Coalition for Active Transportation S. Morency, Student	A. McDonnell, Superintendent of Education D. Hendry, Sustainable Initiatives Co-Ordinator D. Fowler, Manager of Facility Services Regrets: P. Szlachta, St. Lawrence College J. Salter-Keane, City of Kingston L. MacDonald, Loyalist Township C. Bevens-Leblanc, PIC Representative E. MacEachren, Queen's University Faculty of Education
Trustees:	
J. Morning (Co-Chair) R. Hutcheon	
Guests:	Recorder:

1. Call to Order

Stana Luxford-Oddie, Community Co-chair called the meeting to order.

2. Adoption of Agenda

Adoption of agenda moved by Heather McGregor that the agenda presented, be approved.
Carried.

3. Declaration of Conflict of Interest

No conflict of interest declared.

4. Approval of Minutes

Adoption of minutes moved by Joy Morning that the minutes as presented, be approved.
Carried.

5. Welcome And Introductions

Stana Luxford-Oddie, Co-Chair, welcomed everyone to the meeting.

6. Community Presentation – Dr. Patricia Collins – Summary of School Street Pilot at Winston Churchill PS

Patricia talked about the objectives of the school street project, their methods and findings and some implications and future considerations of other school streets. There are a multitude of benefits that active school travel provides, both to students and our broader community. The Public Health Agency of Canada reported that more than half of kids are using passive modes of travel, so they are either being driven to school by private car or by school buses. This is creating a problem in terms of children's physical activity and traffic around school entrances. School streets offer one solution for both of those problems. School streets temporarily blocks vehicular access to streets adjacent to school entrances during drop off and pick up times. The goal is to improve the safety of the children while making walking, biking or rolling to school a more convenient option.

7. Community Presentation – Chris Carleton – Vermicomposting Project at Winston Churchill PS

Chris started this project with the guiding questions of how can students learn about soil health and be a part of improving it in a fun and interactive way? He did some research and discovered a gentleman who has what they call a box of life program which is a vermicomposting kit that allows homes or classrooms to vermicompost. They approached Winston Churchill and had their first meeting in September where they explained the program to the teachers and reiterated that it is an optional program. Every teacher wanted to join in. The grade 5 & 6 classes built the boxes with the instructions that were provided. Each class received a worm parenting guide to make sure their worm friends were safe. Queen's staff at food services provided the organic waste for the first few months to feed the worms until the classrooms were able to use their own food waste. Teacher candidates from Queen's were able to visit every classroom to do hands-on educational experiments with the children.

8. Reports For Information (Community Organizations' Updates)

- Sustainable Kingston – G. Hendry

Geoff shared that commuter challenge will be running the first week of June which coincides with World Cycling week. He is hoping to have something to announce in the next few days in regard to a sustainable Kingston recycling event. Nominations will be going out for the Sustainable Kingston Awards. The idea is to have the award ceremony in mid to late September.

- Queen's University -H. McGregor

Faculty of Education is partnering with the Youth, Image the Future project. They are hoping to do a Queen's Imagine the Future initiative so that the teacher candidates will be engaged. Heather is trying to think of a way to have artworks and the stories that are produced by youth or teacher candidates as jumping off points for lessons about environmental or climate education. Queen's is undergoing a significant building renovation so many of the programs that they would like to run are on hold until the renovation is complete.

- St. Lawrence College – J. Hook

St. Lawrence College has been working on sustainable transportation in June and celebrating Pride month.

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- Limestone District School Board – D. Hendry

Limestone District School Board has once again partnered with No. 9. Ernestown Secondary School and some students from Odessa Public School were able to receive experiential education around architecture and reimagining a sustainable future. The students brought their ideas to Loyalist Township Council and they are going to implement some of the student's ideas. On May 1st, Bayridge Secondary School held their One Earth, One Chance conference. There were about 150 youth from Grade 7 to Grade 12 participating. Dan has been working with Kingston Transit in order to continue the youth-based programming.

- Limestone District School Board – A. McDonnell

Nothing to report but wanted to thank Dan for the phenomenal work happening in Limestone and with our community partners. Alison also thanked the two presenters this evening.

- Limestone District School Board – Trustee J. Morning

Nothing to report.

- KFL&A Public Health – P. Bearse

KFL&A are working with school boards and the City of Kingston to create some parking maps that will better reflect the no stopping areas and no parking areas that the City is putting in and around the schools. This resource can be handed out to parents so they will be able to see where they can and cannot park.

- Kingston Coalition for Active Transportation – R. Healey

KCAT has been working on two areas of North Kingstown Secondary Plan which will involve a few schools in our district. They have gathered all of the input from the community and are now cleaning up the plan. Roger had traveled to Edmonton and attended the Winter Cycling Congress. This is a world wide event. Alberta but especially Calgary and Edmonton have a very active school travel program. Roger is looking forward to collaborating with Sustainable Kingston's transportation efforts.

- Student Representative – S. Morency

Nothing to report

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- Cataraqui Conservation - S. Luxford-Oddie

Last time we met, they were in the middle of Maple madness which has now wrapped up for the season. Stana shared that it is the Cataraqui Conservation's 60th anniversary so they are ramping up for the celebrations. The website has various events listed that will be happening between now and December. Students from Limestone and Algonquin District School Board have been visiting Cataraqui Conservation to experience the spring awakening that you cannot experience in the classroom.

- Student Representative – C. Fox

Nothing to report.

- Limestone District School Board – J. Dooley

Nothing to report.

9. Unfinished Business

No unfinished business reported.

10. Next Meeting

TBA Fall 2024 (MS Teams)

11. Adjournment

Stana Luxford-Oddie adjourned the meeting.

The meeting adjourned at 5:41 p.m.

Indigenous Education Committee (IEC) Meeting Minutes

May 28, 2024

Public Meeting

Roll Call:

Trustees:	Members:
K. Maracle B. Godkin	Present: Mandy Smart (Mohawk Traditional Knowledge Keepers from Tyendinaga) Crystal Loft (Mohawk Traditional Knowledge Keepers from Tyendinaga) Jessi DiRocco (LDSB – Elementary Indigenous Reengagement Teacher) Tasha Wallace (Parent/Caregiver Representative) Alice Johnston (LDSB – Elementary Indigenous Reengagement Teacher) Taylor Tye (KNCLN – River Program) Garnet Armand Ruffo (Parent/Caregiver Representative) Scot Gillam (LDSB – Superintendent) Liz Coates (Kingston Frontenac Public Library) Bond Strand (LDSB – Elementary Teacher – Bridge Program) Lindsay Morcom (Queen’s & Ardoch First Nation) Lorrie Larock (HomeBase Housing) Lindsay Rogers (Highland Waters Métis Council) Géorgie Gagné Cristina Warner (HomeBase Housing) Mary-Jane Vincent (LDSB – Indigenous Support Worker) Mel Urquhart (Youth Diversion) Shannon Tyner (LDSB – Principal – Ernestown Secondary School)

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Regrets:

Deb St. Amant (Queen's University & Grandmother's Council, LDSB Cultural Advisor)
 Jonnathan Marconi (Highland Waters Métis Council)
 Pat Brinklow (Mohawks of the Bay of Quinte)
 Jayme Blondin (Sexual Assault Centre – Kingston)
 Kristen Lemay (Kingston Frontenac Public Library)
 Kaycie Brant (Parent/Caregiver Representative)
 Nathan Cheechoo (Parent/Caregiver Representative)
 Linda Cory (Kagita Mikam)
 Martina Kataquapit (Parent/Caregiver Representative)
 Romaine Mitchell (Ministry of Ontario)
 Emily Eckloff (Indigenous Student Trustee)
 Michelle Nyamekye (LDSB – River Teacher)
 Mary-Ann Lyons (St. Lawrence College)
 Willow Prue (LDSB – Indigenous Student Support Counselor)
 Liv Rondeau (LDSB – Vice Principal of Indigenous Education)
 Lauren Smart (ITEP – Queen's University)
 Alison Billings (Parent/Caregiver Representative)
 Ian Fanning (Kingston Native Centre and Languages Nest)
 Sandy Maracle (Mohawks of the Bay of Quinte)
 Martha Duncan (LDSB – Elementary Principal)
 Danka Brewer (Shabot Obaadjiwan Omaamiwininii Community)

1. WELCOME

Crystal Loft and Mandy Smart opened the meeting.

2. INTRODUCTIONS

Introductions were made around the circle.

3. ADOPTION OF THE AGENDA

MOVED BY: Lindsay Morcom that the agenda be approved. Carried.

4. APPROVAL OF MINUTES

MOVED BY: Consensus of IEC that the March 19, 2024, IEC Minutes be approved. Carried.

5. INDIGENOUS TEAM UPDATES

5.1 Presentation: Indigenous Education Updates – Liv Rondeau, Jessi DiRocco and Alice Johnston presented an update on the latest activities and achievements of the Indigenous Team within LDSB.

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6. BOARD ACTION PLAN

6.1 Presentation: IEC Budget Information and Plans for 2024-2025 – Scot Gillam shared in-depth information regarding the IEC Budget for 2024-2025.

7. MEMBER UPDATES

7.1 Liz Coates, Kingston Frontenac Public Library – Updated IEC on the summer reading clubs that are being offered to students during the summer break.

7.2 Garnet Armand Ruffo, Parent/Caregiver Representative – Provided details about the “Poetry in Voice” contest he judged in early spring in Ottawa.

7.3 Trustee Bob Godkin – Shared information regarding a subcommittee of the Parent Involvement Committee (PIC) called the LGBTQ2+. The committee meets the second Tuesday of each month, and you are welcome to join.

7.4 Lindsay Morcom, Queen’s University & Ardoch First Nation – shared that Queen’s University had the largest graduating class ever from the World Indigenous Studies and Education Program.

8. CORRESPONDENCE

Correspondence was shared with IEC, regarding concerns about the parent/caregiver representative process, as well as other concerns. The matter was discussed and an agreed upon response was created and agreed upon by consensus among IEC members. This response was then shared with the individual who brought forward the concerns through the Co-Facilitators, Kelly Maracle and Scot Gillam.

9. NEXT MEETING DATE

Tuesday, September 24, 2024

10. CLOSING

Crystal Loft and Mandy Smart closed the meeting.

SPECIAL EDUCATION ADVISORY COMMITTEE MEETING MINUTES

September 11, 2024

Public Meeting

Roll Call:

Trustees:	Members:
T. Lloyd (Regrets) K. McGregor	Present: H. Clark, Autism Ontario E. Clow, Member-at-Large K. Hill, Member-at-Large H. Simson, Learning Disabilities Association of Kingston Z. Rogers, Community Living Kingston Jennifer Barker, Lennox & Addington Resources for Children L. Clouthier, Easter Seals Ontario Regrets: A. Martin, Member-at-Large (Queen's University)
Invitees:	Staff:
	Present: M. Blackburn, Principal of Educational Services S. Gillam, Superintendent, Learning for All C. Snider, Special Education Program Coordinator M. Aylsworth, Special Education Program Coordinator M. West, Special Education Program Coordinator L. Conboy, Mental Health Lead W. Fisher, Educational Services and Safe Schools Coordinator J. Lalonde, Special Education Program Coordinator N. Dillard, Vice-Principal of Educational Services T. Bonham-Carter, Special Education Program Coordinator
Guests:	Recorder:
None at this time.	J. Senior, Administrative Assistant

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1. WELCOME

Chair McGregor called the meeting to order and welcomed everyone to the meeting.

Chair McGregor 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.”

Superintendent Scot Gillam welcomed new and returning SEAC Members.

2. ADOPTION OF THE AGENDA

MOVED BY: Erin Clow that the agenda be approved. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

None at this time.

4. APPROVAL OF MINUTES

MOVED BY: Erin Clow that the June 12, 2024, IEC Minutes be approved. Carried.

5. BUSINESS ARISING FROM MINUTES

Superintendent Scot Gillam shared that LDSB is currently flying the Survivors Flag to honour Truth and Reconciliation in preparation for September 30, 2024, the National Day for Truth and Reconciliation. We have also sent out a number of resources and support documents to the district so that teachers can spend some thoughtful time teaching students about the impact of residential schools and the trauma and ensuring that those that need support are receiving this message.

6. EDUCATION SERVICES UPDATE

6.1 Potential SEAC Presentation Topics – Superintendent Scot Gillam invited SEAC Members to suggest ideas for presentation topics for the 2024-2025 SEAC Meetings. SEAC Members are requested to either email their ideas to Jill Senior before the October 16, 2024, meeting or bring their suggestions to the meeting to compile a list. Helen Simson, Learning Disabilities Association of Kingston, did give the following suggestion:

- Artificial Intelligence (AI) and how quickly this will be in our children’s classrooms

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6.2 Special Education Plan – Superintendent Scot Gillam explained that the Special Education Plan is a mandatory annual submission to the Ministry. This plan updates our service delivery, staffing, and the number of self-contained programs at the elementary level. SEAC Members are encouraged to review the plan on our website. Additionally, it will be presented for review at the October 16, 2024, SEAC Meeting.

6.3 Special Education Summer Learning and Summer Mental Health Supports – Principal Michael Blackburn and Mental Health Lead Laura Conboy highlighted the Summer Learning and Mental Health Support programs conducted over the summer. A comprehensive report on the Ministry funding for these programs will be presented at the October 16, 2024, SEAC Meeting.

7. CORRESPONDENCE

7.1 Conseil Scolaire Catholique Nouvelon - Letter to Minister of Education regarding Transportation Support for Students with Special Education Needs. Provided for information.

7.2 Minister's Advisory Council on Special Education (MACSE) - February 27, 2024, Meeting Highlights. Provided for information.

8. ASSOCIATION UPDATES

8.1 Autism Ontario Updates-September 2024 – Report from Haley Clark. Provided for information.

8.2 Easter Seals Ontario – Linda Clouthier provided details about the 4th Annual Grayson Cup Golf Outing, scheduled for Monday, October 7, 2024. This event supports children and youth with physical disabilities.

9. OTHER BUSINESS

9.1 Administrative Report: Superintendent's Report – Superintendent Scot Gillam reviewed the Superintendent's Report that was included in the Agenda Package.

9.2 Attendance Matters Presentation – Superintendent Scot Gillam delivered a comprehensive presentation on the Attendance Improvement Campaign. The key points of the presentation are summarized as follows:

- **Ministry Expectations:** The plan includes measuring student attendance rates and ensuring support for students absent due to mental health concerns.
- **Importance of Attendance:** Regular attendance is crucial for academic success, social and emotional development, and future preparation.
- **Data Utilization:** Using data to monitor and understand attendance patterns and trends.
- **Engagement Strategies:** Emphasizing the role of teachers, caregivers, and the community in promoting daily attendance through clear communication, shared goals, and collaborative problem-solving.
- **Interventions and Support:** Implementing school-level supports and stress management programs to help students manage challenges and build resilience.

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10. NEXT MEETING DATE

October 16, 2024

11. ADJOURNMENT

MOVED BY: Member-at-Large Erin Clow, that the meeting adjourn. Carried.

The meeting was adjourned at 6:42 pm.

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