

Director of Education Jim Costello	Superintendents of Education				Superintendent of Business Ron Andruchow
	Joy Badder	Bert Phills	Dave Doey	Mike Gilfoyle	
	School Supervision – Supervise Principal and School Improvement Plan <ul style="list-style-type: none"> • Data and Research for Student Achievement • Assessment/Evaluation K-12 • Learning for All • Ministry Cross-Panel Initiatives 				
Chief Education Officer Chief Executive Officer Administrative Organization Board: <ul style="list-style-type: none"> • Procedural Bylaws • Policies/Regulations • Board Meetings • Board Committee Meetings • Accountability Report Multi-Year Strategic Plan Executive/Management Councils Ed. Act/Ont. Regs./MOE Liaison School Councils/ Parent Involvement Committee Communications/Community Partnerships C.L.A.S.S. Pupil Accommodation Legal Issues Freedom of Information and Protection of Privacy Health and Safety Student Trustees International Education <ul style="list-style-type: none"> • VISA Students • Student Exchange Programs 	<u>Student Achievement Elementary</u> Elementary Program School Effectiveness Framework (K to Gr. 12) Leader Full Day Kindergarten/E CE Board Improvement Plan for Student Achievement E.Q.A.O. – Grade 3 & 6 School Year Calendar French Immersion Science Partnerships Second Languages Student Teacher Placements Audio Visual Services Best Start Initiative Research Learning Advisory Council Program Information Technology Advisory Council	<u>Student Achievement Secondary</u> Secondary Program Student Success Leader E.Q.A.O. – Grade 9 & 10 Post Secondary Liaison <ul style="list-style-type: none"> • Apprenticeship • College • Workplace • University Teacher Learning and Leadership Program Student Board Liaison Student Attendance Summer School Home Schooling Heritage Language Continuing Education Programs: <ul style="list-style-type: none"> • Connections Project • Virtual Co-op Alternative Programs: <ul style="list-style-type: none"> • Supervised Alternative Learning • Alternative Programs for Students on Suspension: • Home Instruction 	<u>Special Education</u> Special Education Programs and Services <ul style="list-style-type: none"> • Identification Placement and Review Committee (IPRC) • Psychology • Speech and Language • Special Education Advisory Committee (S.E.A.C.) • Tragic Events Response Team (TERT) Aboriginal Education <ul style="list-style-type: none"> • Native Advisory Committee Support Staffing <ul style="list-style-type: none"> • Educational Assistants • Child & Youth Workers • Tutor Escorts Equity & Inclusive Education Safe Schools	<u>Human Resources</u> Staffing/Enrolment Negotiations/Contract Maintenance Employee Relations Recruitment/Exit Attendance Management Benefits Disability/Wellness Management Employment/Pay Equity Performance Appraisals <ul style="list-style-type: none"> • Teaching • Non Teaching • Principal/Vice-Principal Accessibility Staff Development Leadership <ul style="list-style-type: none"> • Ontario Leadership Strategy • Teacher Learning and Leadership Program New Teacher Induction Program TRIBES	Treasurer of the Board Budget Development/ Financial Planning Accounting Payroll Purchasing Business Information Technology Records Management Reception Board Insurances Student Education Foundations Property Management/ Plant Custodial Maintenance Services Building Projects External/Internal Audits <ul style="list-style-type: none"> • Audit Committees Facilities Renewal Program Facility Partnerships C.L.A.S.S. (w/Director) <ul style="list-style-type: none"> • Transportation • Community Use of Schools Ministry System Reporting Board/Ministry Internal Audit Committees