

**PRESENT:**

- Trustees: Chair Jane Bryce, Vice-Chair Scott McKinlay, Ruth Ann Dodman, Dave Douglas, Jack Fletcher, Elizabeth Hudie, Tom McGregor, Bob Murphy, Lareina Rising, Shannon Sasseville
- Student Trustee Cole Anderson and Brittany McLaren
- Staff: Director of Education Jim Costello, Superintendent of Business Brian McKay, Superintendents of Education, Joy Badder, Dave Doey, Mike Gilfoyle, Gary Girardi and Phil Warner
- Regrets: Trustee Randy Campbell and Superintendent Taf Lounsbury
- Recording Secretary: Trish Johnston, Executive Assistant and Communications Officer
- Call to Order: Chair Bryce called the meeting to order at 7:00 p.m.
- #2016-19  
Approval of the Agenda  
Jan/12/2016  
Moved by Jack Fletcher, seconded by Tom McGregor,  
"That the Agenda for the Regular Board Meeting Public Session of January 12, 2016 be approved."  
**CARRIED.**
- Declaration of Conflict of Interest: No declarations of conflict of interest were issued.
- #2016-20  
Approval of Minutes  
Nov/24/2015  
Moved by Ruth Ann Dodman, seconded by Jack Fletcher,  
"That the Board approve the Minutes of the Regular Board Meeting of November 24, 2015."  
**CARRIED.**
- Approval of Organization  
Minutes Dec/7/2015  
Moved by Dave Douglas, seconded by Scott McKinlay,  
"That the Board approve the Minutes of the Organization Meeting held on December 7, 2015."  
**CARRIED.**
- Business Arising From the Minutes  
In response to Trustee Fletcher's question regarding the proposed \$14M application for funding for the construction project for the consolidation of Sarnia Collegiate Institute and Technical School (SCITS) and St. Clair Secondary School (SCSS), Superintendent McKay explained that the \$14M would be used to fund the First Nation Centre, auditorium and refreshing SCSS. He explained that the Board's funding application needs to meet the Ministry's terms to place the Board in the most positive position to receive the funding. The proposed \$14M project places the Board well above the requirements that the Ministry would consider. The Board wants to be in the top quarter of applications. The total cost of the project will be greater than \$14M. It will require some of the Board's capital dollars as well. Superintendent McKay confirmed that the majority of the work on the student environment would be done all at once. If approved, while all the students are attending SCITS, all the work that impacts students would be completed at SCSS.
- Motions Emanating from Regular Board Private Session  
Moved by Scott McKinlay , seconded by Elizabeth Hudie,  
"That the Board approve the placement of Karyn Byatt-Millington, Jennifer Goodal, Chris Lambkin, Ben Lawton, Janice Morrison, Elsa Natvik, Carrielyn Smith, Elizabeth Townsend and Tracy VanDenBossche in the Principal Pool until June 30, 2019."  
**CARRIED**

Moved by Scott McKinlay, seconded by Ruth Ann Dodman,

“That the Board approve the recommended placement of Marcy Ardis, Nicola Arndt, Karissa Aubertin, Stuart Baillie, Jim Brennan, Kevin Chambers, Calvin DeNure, Todd Grainger, Nathan Jeffrey, Heather McFarland, Marty Passmore, Krzysztof Rakuc, Colin Rankin and Tara Wild to the Vice-Principal Pool until June 30, 2019.”

CARRIED

#2016-21  
Action of the Regular  
Board Private Session be  
the Action of the Board

Moved by Scott McKinlay, seconded by Tom McGregor,

“That the Action of the Board in Private Session be the Action of the Board.”

CARRIED.

#### Presentations

Certificate of Appreciation  
for Past Chair McKinlay

Chair Bryce presented a Certificate of Appreciation to Past Chair McKinlay. Chair Bryce acknowledged the exceptional leadership Trustee McKinlay provided to the Board over the past 3 years. His dedication to public education was apparent in every duty he did for the Board. His open, friendly and inclusive manner with all staff, trustees and members of the public was appreciated. Under his leadership the Board worked as a team. He respected everyone's opinion. Vice-Chair McKinlay thanked Chair Bryce for her comments and the support of the Trustees. On behalf of Senior Administration, Director Costello thanked Vice-Chair McKinlay for his leadership while he was Chair. The Board was smooth functioning under his leadership, which is not the case in all school boards. Senior Administration is very appreciative of the support of all Trustees.

Presentation to Brian  
Aspinall and Myria Mallette  
Microsoft, Innovative  
Expert Educators  
Recipients

Chair Bryce advised that the presentation will be rescheduled to a future Board Meeting due to the weather.

Proposed Change to the  
Board's Procedural By-  
laws Section 8  
Report B-16-07

Director Costello referred to the Board Report presented at the November 10, 2015 Board Meeting which contained supporting documentation for the changes proposed to the LKDSB Procedural By-laws. He explained that he served Notice of Motion at the November 24, 2015 Regular Board Meeting proposing changes to the LKDSB Procedural By-laws Section 8.1 to remove items j) Principal Vice-Principal Interview Committee and n) Superintendent Interview Committee. On November 10, 2015, Trustees approved revisions to the LKDSB regulations on *Recruitment and Hiring of Superintendents* to comply with Ministry Regulation 177 *Student Achievement and School Board Governance Act, 2009*. This piece of legislation establishes duties and powers for school board trustees while also establishing limits to same. One of the features of the legislation is the provision that school boards employ one individual, the Director of Education, who in turn is responsible for hiring and administration of all school board staff. Trustees were removed from the interview team for Superintendents. For these same reasons, it is proposed that Trustees no longer participate in Principal and Vice-Principal interviews. A motion to approve the revision to the By-laws needs a 2/3 majority vote to pass.

#2016-22  
LKDSB Procedural By-laws  
Revised - Section 8.1 to  
remove items j) Principal

Moved by Shannon Sasseville, seconded by Bob Murphy,

“That the Board revise the LKDSB Procedural By-laws Section 8.1 to remove items j) Principal Vice-Principal Interview Committee and n) Superintendent Interview Committee.”

Vice-Principal Interview  
Committee and n)  
Superintendent Interview  
Committee

Trustee Sasseville expressed support for the recommendation noting that the Director is responsible for hiring the appropriate staff. Trustee Fletcher stated that he is against changing 8.1 of the By-laws to exclude Trustees from principal and vice-principal interviews. He believes that there is nothing in the Ministry documents that dictates that Trustees have to be excluded. He believes Trustees owe it to their constituents to have some input into who should be in the principal and vice-principal pools. He stated that Trustees do not make the decision as to who is selected but Trustees do provide feedback which is expected of our constituents. Trustees need to be involved to select the best possible people. He has nothing but respect for the senior leaders but strongly believes there is value added by having an elected representative from the public who can provide feedback, enhance the process and perhaps challenge the administration at the table. Vice-Chair McKinlay commented that Trustees do make the final decision by approving the Board Motion. He noted concerns in other school boards where some trustees participate with a specific agenda to get someone on the list or prevent someone from being promoted. It is an issue of influence. He commented that Trustees are to ensure that the Board selects the best person to lead the school board. Vice-Chair McKinlay does not feel it is right for trustees to influence the selection process. Trustees hire the Director to make the decisions in conjunction with the senior administration. He noted that Trustees are currently a very collaborative group but that may not always be the case. To protect our students let the people who know best make the decisions. Trustee Hudie commented on her involvement with other organizations. All of the organizations hire the director and leave the hiring and firing of all other staff to the director. Trustee Fletcher supported not wanting a trustee to have the influence to compromise the process. He reiterated that he felt that Trustees provide insight from a different view point. He totally believes in administrators making the final decision. Trustee Fletcher advised that there are some school boards that maintain trustee involvement in the selection of principals. Trustee Fletcher commented that the Chair and Vice Chair served on the interview team for the Superintendent of Business which he believes supports his position on the value of Trustee involvement.

Trustee Fletcher requested a recorded vote

Jane Bryce	Yes	
Dave Douglas		No
Ruth Ann Dodman	Yes	
Jack Fletcher		No
Elizabeth Hudie	Yes	
Tom McGregor	Yes	
Scott McKinlay	Yes	
Bob Murphy	Yes	
Lareina Rising		No
Shannon Sasseville	Yes	

MOTION CARRIED.

In response to Trustee Dodman's question about possible involvement of Trustees in interviews if needed, Director Costello advised that Administration is considering reformatting the process for the principal interviews. They are looking at a more in depth interview using the pillars of the academic framework so candidates can provide evidence of their understanding. If needed, the Chair could be consulted. Director Costello acknowledged Trustees provide valuable input on how candidates may relate to the local community.

Policy and Regulations on  
*Equity and Inclusive  
Education*  
Report B-16-08

Director Costello explained that this is largely the work of Superintendent Doey as Equity and Inclusive education is part of his portfolio. He advised that the policy and regulations on *Equity and Inclusive Education* have been reviewed as part of the LKDSB cyclical review. The policy and regulations on *Equity and Inclusive Education* are designed to provide a framework and specific action steps to guide the important next steps in ensuring that all students of the Board have a place in our schools they can call their own. The concept of equity is very important to students. These documents are based on templates designed with input from the Ministry of Education, the Ontario Human Rights Commission, as well as legal sources, and are aligned with those being adopted in other provincial districts. Additionally, they reflect the spirit and intent of the Canadian Charter of Rights and Freedoms, and the Ontario Human Rights Code. The documents have been reviewed by the Board's lawyer. Minor wording changes are proposed. The term guardian was added wherever the term parents appeared.

#2016-23  
Policy and Regulations on  
*Equity and Inclusive  
Education*

Moved by Elizabeth Hudie, seconded by Tom McGregor,

"That the Board approve the revised policy and regulations on *Equity and Inclusive Education*."

Trustees expressed support for the inclusion of the term guardians. There are many students in our Board that are not parented by parents. In response to Trustee Rising's question about the use of the word ability rather than disability in the policy, Director Costello explained that ability was used in the policy and disability was used in 1.6 of the regulations. The term ability is a positive term and covers all disabilities or varying abilities. Superintendent Doey commented that the reference links to the belief that all students can learn and that they are afforded every opportunity to learn. It speaks to educators beliefs in a more positive way. Vice-Chair McKinlay noted that the policy speaks in a positive light and that the disabilities term is part of the Human Rights Code and the Board regulations need to be consistent with the Human Rights Code. Director Costello assured Trustees that the term ability is inclusive of mental health issues, diabetes, etc.

CARRIED.

Request from Lambton-  
Kent Composite School to  
Name Main  
Playing Surface at the  
Lambton-Kent Sports Field  
'The Wilson Pitch'  
Report B-16-09

Superintendent Gilfoyle explained that Section 6 of the Board's regulations "Naming and Renaming of Board Facilities" outlines the steps that a school community must follow to rename section(s) of the school. In compliance with the regulations, Lambton-Kent Composite School in Dresden formed an In-House Committee to consider naming the Main Playing Surface at the Lambton-Kent Sports Field 'The Wilson Pitch'. Ewan and Beth Wilson began their careers as teachers at LKCS. Ewan returned and served as Principal of LKCS for many years. Ewan founded Dresden Minor Soccer on the LKCS campus. Superintendent Gilfoyle expressed appreciate the years of service Ewan and his family have given to the students.

Moved by Tom McGregor, seconded by Ruth Ann Dodman,

"That the Board approve the request from Lambton-Kent Composite School to name the name main playing surface at the Lambton-Kent Sports Field *The Wilson Pitch*."

#2016-24  
LKCS to Name Main  
Playing Surface at the  
Lambton-Kent Sports Field  
'The Wilson Pitch'

Trustee McGregor stated that Ewan Wilson is very well respected in the Dresden community and naming the soccer pitch after him is a great honour.

CARRIED.

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2014/2015 Annual Audit Committee Report Report B-16-10	Vice-Chair McKinlay presented the Audit Committee Report for the year ending August 31, 2015. Trustees Douglas and McGregor joined the Audit Committee in December for a four year term. Vice-Chair McKinlay reviewed the meeting schedule and attendance record of committee members. He summarized the work performed by the Audit Committee during the 2014/2015 school year.
Special Education Advisory Committee (SEAC) Report Report B-16-11	Trustee Hudie reported on the Special Education Advisory Committee (SEAC) meetings held on November 19, 2015 at Wallaceburg District Secondary School and on December 10, 2015 via video-conference between the Sarnia Education Centre and the Chatham Regional Education Centre. Information on the elementary and secondary exceptional pupil suspension data was shared. Suspension rates for students with learning exceptionalities are significantly lower for both elementary and secondary students. The initiatives put into place to reduce the number of suspensions were discussed as well. SEAC members reviewed the Priority-Setting document that will serve as a guide for the presentations/information to be brought to SEAC meetings throughout the school year. Information and results from the 2014/2015 EQAO testing conducted in secondary schools within the Board were shared. The pieces of correspondence reviewed by SEAC were outlined. At the December 10, 2015 Meeting, students from Chatham-Kent Secondary School made a presentation with regard to the Social Justice Class they are involved in. Students commented on the positive experience involvement provided. The October 31, 2015 Exceptional Pupil numbers were shared with SEAC. While there has been a reduction in the number of exceptional pupils, it is in keeping with the overall reduction in the number of students within the Board's schools, and not indicative of less testing/identification, etc. The Assistive Technology team has been helping more students. Last year was a year of flux because of all of the new iPads. Grade 7s with special needs received their iPads the same day as the rest of their class. Exceptional pupils were provided with training on their Apps beforehand, so that they hit the ground running. Students and teachers are receiving instruction and support. It was noted that Read/Write for Google has been beneficial because students have access to all of the features they need, and, it has provided the Assistive Technology Teachers an opportunity to get into classrooms. The proposed annual updates for the Special Education Report to be brought to SEAC Meetings held between January and June of 2016 was reviewed. SEAC was advised that Deborah Hook has been hired as the new Executive Director for Community Living, Wallaceburg; most recently Ms. Hook was the Project Manager of the <i>Integrated Withdrawal Management Program</i> at Bluewater Health. The LKDSB Grade 8 to 9 student transition process has begun. Parent's Nights were held in both Chatham-Kent and Sarnia Lambton. There will be a Preschool Parent Meeting at Chatham-Kent Children's Services on November 25, 2015 for those from Chatham-Kent; and a meeting has been scheduled to take place at Pathways on January 19, 2016 for parents from Sarnia-Lambton. The LKDSB has been delivering in-service training to resource teachers, both existing and new. Members of the Special Education Department will be taking part in the New Teacher Induction Process (NTIP). There was recently an excellent presentation from Dr. Richard Zayed with regard to the impact that trauma has on children, and citing the importance of positive relationship between the student and their Resource Teacher so that the child can share their feelings, etc. A Fetal Alcohol Spectrum Disorder Committee has formed in Sarnia-Lambton and it has representatives from various organizations that have joined the group; Ellie Fraser, Mental Health Lead, is the Board's representative.

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Native Advisory Committee Report (NAC) Report B-16-12	<p>Trustee Rising reported on the November 25, 2015 NAC Meeting hosted by Bkejwanong First Nation at Walpole Island School. Trustee Rising reported that she had shared the Board's Accommodation Review Report with the four First Nations and she has encouraged input to be provided. The Board has communicated its willingness to have staff meet with individual communities to discuss the potential impact of the school consolidation process on First Nation students. CKSS teacher Denise Helmer-Johnston shared her work on the development of a new senior English course entitled "Contemporary Aboriginal Voices", that is offered this year in five LKDSB secondary schools. The course is for grade eleven students and affords them the opportunity to learn about First Nations experiences through literature. Students have been very open to learning about First Nations history, and the course will play an important role in broadening awareness and understanding among those of the next generation. Teachers are receiving direct support from Chris Riley, Aboriginal Liaison, and planning for next year will include the potential to offer the course in additional schools. She noted two additional items currently under consideration: The role of the Aboriginal Liaison with a particular focus on workload and specific responsibilities, as well as a discussion about the use of specific terminology and an interest in harmonizing the use of these references in working together. Aboriginal Liaison Chris Riley presented on the Northern Policy Institute's report entitled "A Strategy for Change" which focuses on creating appropriate cultural contexts to support the learning of First Nation students. Opportunities for staff professional learning about the concepts incorporated in this report are currently being developed. Superintendent Doey presented draft policy and regulations revisions on "Voluntary Self-Identification" for review and further discussion at the group's January meeting, and shared the first of a series of reports on First Nation student achievement.</p>
Student Senate Report	<p>Student Trustee Anderson reported on the Student Senate Meeting held on November 30, 2015. He advised that Director Costello shared information contained in the Pupil Accommodation Report. Director Costello invited students to serve on a committee that is to provide input on the school websites. Student Senate members discussed possible Student Senate projects. Mental health was the most popular. LKDSB Mental Health Lead Ellie Fraser will present at the February 22 Student Senate Meeting.</p>
Parental Involvement Committee Report	<p>Director Costello reported on the PIC Meeting held on December 7, 2015. Trustees Sasseville and Dodman serve on PIC. The Board is asking for input from stakeholders on aspects of the Board website. Two members of PIC volunteered to participate. Five PIC members shared information they obtained at the People for Education Making Connections Conference. Director Costello presented the Pupil Accommodation Report to PIC members. An update on the Board's preparations to welcome Syrian Refugees was shared. Members were advised that Canadian Parents for French (Ontario) has introduced French Street, a new searchable database of French program enrichment opportunities for French Second Language (FSL) students. Plans are underway for the annual PIC hosted event for parents. In partnership with the St. Clair Catholic District School Board, arrangements have been made for Dr. Jean Clinton to speak to parents on May 2 and May 3. Secondary Teacher James Clarke looks after the combined secondary athletic association for LKDSB. He will attend the February 1, 2016 PIC Meeting to share data with PIC members. It was noted that PIC and SEAC have partnered in the past to bring in guest speakers. Ellie Fraser is also presenting information on updates to the Mental Health Strategy.</p>

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Welcoming Syrian Families to the LKDSB Report B-16-13	<p>Superintendent Doey advised that in preparation for the LKDSB to welcome Syrian families to the LKDSB, the Board connected with local representatives involved in the re-settlement effort, including sponsors and those in a position to provide cultural and language supports to the families. As there are multiple channels through which families may come to Canada, news of their arrival comes to us through different sources, and most often it is the local schools who hear first that they'll be getting new students. To date, three families have relocated to the LKDSB area. The Board and school response plan is very individualized based on the needs of the children. The program team that supports English Language Learners is equipped to conduct literacy and numeracy assessments and to map out learning strategies with resource and classroom teachers. Arabic language supports are being provided through local community groups and will be responsive to specific needs and circumstances. An important aspect of the response plan for children will involve trauma intervention. Our team of psycho-educational clinicians is positioned to be available and their work will be further informed by strategies and direction from the provincial mental health team. All schools have been provided with background information directly related to the Syrian circumstances as there are a number of important aspects to consider such as providing culturally appropriate health care, understanding family dynamics, religious beliefs and food and dietary restrictions. Local health units will ensure appropriate clearances and immunizations are in place before students are registered in school. Our schools are welcoming places and already reflect the diversity of over fifty different countries and languages among their students. Staff will continue to work to the utmost to ensure that children and families feel welcome and supported in their new communities. The Board is appreciative of the community partnerships that already exist and those being developed to help ensure the best possible outcomes for our newest citizens.</p> <p>Superintendent Doey confirmed that the families in the LKDSB area are privately sponsored. Trustee Sasseville commented that the government sponsored refugee families will be living in the areas where the refugee assistance centres are located. There are initiatives by municipalities to welcome refugees to smaller communities. Director Costello commented on the efforts of Superintendent Doey and other staff members who have reached out to embrace and welcome families.</p>
Correspondence	<p>The Board received a letter of response from Minister Sandals regarding the LKDSB's support for the Truth and Reconciliation Commission of Canada: Calls to Action Report.</p>
New Business	<p>Chair Bryce explained that she did not attend the ARC Orientation Sessions for fear of materially advancing the decision making process of the Board. Director Costello stated that Superintendents Girardi and Gilfoyle attended the Sarnia South Secondary School Orientation Session and Superintendent Girardi and Lounsbury attended the Wyoming Area Schools Orientation Session. He attended both sessions. The first meeting of the Sarnia South Secondary School ARC is January 14 and the first meeting for the Wyoming Area Schools ARC is January 19. He explained that the ARC mandate has changed. They no longer make a recommendation to the Board at the end of the ARC. The ARC is a conduit for receiving and sharing information. Administration has worked very hard to be transparent. There is an accommodation link on the LKDSB website and an email address has been created, <a href="mailto:arc@lkdsb.net">arc@lkdsb.net</a>, for submitting questions. There is opportunity at the ARC Meetings for the public to ask questions. Questions may be emailed to Superintendent Girardi. There is a question and answer section on the Sarnia South Secondary School section of the LKDSB website. Trustees were encouraged to point people to the ARC section of the website for information. Members of the public may submit questions electronically or ask them at an ARC</p>

Meeting. Members of the public can delegate to the Board at the conclusion of the ARC. Vice-Chair McKinlay reminded Trustees to refer individuals to the Pupil Accommodation Report if they have not read the report. Trustee Hudie commended Superintendent Girardi for the emails he has shared with Trustees. He encouraged Trustees to ask questions at Board Meetings in public session. Director Costello referred to the eight proposed accommodation reviews contained in the Pupil Accommodation Report. The Board has taken action on the first two only. The other six are visions at this point. Until they are approved by the Board they are visions. Superintendent Girardi's prime responsibility is to focus on the two approved ARCs. He also has a family of schools and the safe schools portfolio. Trustees may get invited to Council Meetings. Trustees may attend to talk to the elected persons. The Director and Superintendent will meet with appointed staff. Trustees will be provided with necessary information if they wish to meet with Council members.

Trustee Question

In response to Trustee Rising's question about the impact on the proposed construction project for the consolidation of SCITS and SCSS if the Board does not receive funding from the Ministry, Superintendent McKay explained that the \$14M application to the Ministry is primarily for the new addition which includes an auditorium and First Nation Centre. If the Board were to receive less funding, then discussions would take place to determine what the project would look like. There is space at SCSS to house all the students. He suggested that the Board would look for some engagement opportunities to help prioritize what should be done at the school. Superintendent Girardi advised that Administration is preparing for all potential outcomes. Administration has toured all the schools to get an understanding of the priorities. Vice-Chair McKinlay stated that the final drawings and the tender award would be approved by the Board. Trustees are the decision makers. The Minutes/Record of Action from the ARC Meetings will be posted on the Board's website.

Announcements

- a) Sarnia South Secondary Schools Pupil Accommodation Review Committee Meeting will be held on January 13, 2016 @ St. Clair Secondary School from 6:30 p.m. to 8:30 p.m.
- b) Wyoming Area Schools Pupil Accommodation Review Committee Meeting will be held on January 19, 2016 @ Wyoming Public School from 6:30 p.m. to 8:30 p.m.
- c) The next Regular Board Meeting will be held on Tuesday, January 26, 2016, 7:00 p.m. at the Sarnia Education Centre.

Director Costello advised that he cannot attend the Wyoming Area Schools Pupil Accommodation Review Committee Meeting due to a conflict with a mandated Ministry of Education Meeting.

Adjournment  
8:50 p.m.

There being no further business, Chair Bryce declared the meeting adjourned at 8:50 p.m.

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Chair of the Board

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Director of Education and Secretary of the Board