

PRESENT:

Trustees:

Chair Randy Campbell, Vice-Chair Derek Robertson, Greg Agar, Janet Barnes, Jane Bryce, Ruth Ann Dodman, Dave Douglas, Jack Fletcher, joining electronically, Malinda Little, joining electronically, Scott McKinlay, and Lareina Rising, joining electronically

Student Trustees:

Alizah Ali, Tristan Nemcek, and Kobee Soney

Staff:

Director of Education John Howitt, joining electronically, Associate Director Brian McKay, Superintendents of Education, Angie Barrese, Gary Girardi, Ben Hazzard, Helen Lane, and Mary Mancini, Public Relations Officer Heather Hughes, and Administrative Assistant to the Director Bonnie Gotelaer

Regrets:

Recording Secretary:

Jaime Shannon, Executive Assistant to the Director, joining electronically

Call to Order:

Chair Campbell called the meeting to order at 7:00 p.m.

#2022-128

Approval of the Agenda

Moved by Scott McKinlay, seconded by Jane Bryce,

"That the Agenda for the Regular Board Meeting of October 11, 2022 be approved."

CARRIED.

Chair Campbell read the Traditional Territorial Acknowledgement.

Declaration of Conflict of Interest

None.

#2022-129

Approval of the Minutes Sept/27/2022

Moved by Ruth Ann Dodman, seconded by Greg Agar,

"That the Board approve the Minutes of the Regular Board Meeting of September 27, 2022."

CARRIED.

Business Arising

None.

Motions Emanating from the Regular Board Private Session

None.

#2022-130

Action of the Regular Board Private Session be the Action of the Board

Moved by Derek Robertson, seconded by Jack Fletcher,

"That the Action of the Board in Private Session be the Action of the Board."

CARRIED.

Presentation – Staff Census

Superintendent Girardi introduced Tana Turner from Turner Consulting Group,

Superintendent Girardi stated that the LKDSB is committed to a diverse, equitable and inclusive community and is conducting a Staff Census to gather demographic information about the Board's workforce. He reported that the date of the launch of the census is the November 18, 2022 PD Day, but will be

open until December 12, 2022 and it is completely anonymous, voluntary, and confidential. He explained that staff will have the ability to complete the census online or through a paper copy and the 12 questions will take about 10 minutes to complete, with a goal of a 100% response rate.

Superintendent Girardi noted that the census aligns with the Board's Strategic Priority of Inclusive Diversity: Championing anti-oppressive education and the new hiring process for teachers, will support the review of the hiring process for all staff, and will help the Board to better understand who its employees are and identify gaps in representation. He explained that the goal of the census is to answer the following questions: what the current demographic makeup of the LKDSB workforce is; what the representation of employees in various demographic groups, including sex, race, gender identity, disability, religion, and age is; how the diversity of the LKDSB workforce compares with the diversity of the community served based on the Census of Canada data, the LKDSB Count Me In Student Survey and other comparative data; and if the data indicates that the equity seeking groups experience barriers in hiring or advancement within the organization. He added that the Board will be forthcoming with staff on the process, dates, and expectation through various means of communication.

A Trustee asked if other boards had staff complete their census on a PD Day and if so, what their success was. Tana Turner responded that a higher response rate has been found when completed on a PD Day.

A Trustee asked for the level of consultation with union partners prior to publication of the census. Superintendent Girardi responded that conversations have taken place with the Equity, Diversity, and Inclusion (EDI) committee, and the four union partners. He explained that some of the questions changed based on union recommendation.

Chair Campbell thanked Superintendent Girardi and Tana Turner for their presentation.

Delegations	None.
Questions from the Public	None.
Annual Audit Committee Report 2021-22 Report B-22-101	Vice-Chair Robertson reported that the actions of the Audit Committee are reported annually to the Ministry of Education. He noted that he would sign the attached Appendix A on behalf of the Audit Committee to attest its duties and responsibilities under Ontario Regulation 361/10 are discharged.
	A Trustee asked if there were any recommendations coming from the audits that the committee would be passing on to the next committee. Associate Director McKay responded that all audit recommendations were reviewed by the Audit Committee and turned over to staff.
	A Trustee noted that recommendations from audits are not uncommon and help enhance processes.

Indigenous Liaison
Committee Report
Report B-22-102

Trustee Rising reported that the Indigenous Liaison Committee (ILC) met on September 21, 2022 and while meetings have continued to be held virtually, the committee will be reviewing the meeting format for future meetings.

Ontario Public School
Boards' Association
Update (OPSBA)

Trustee Rising conveyed that students continue to have the opportunity to participate in land-based learning activities, and reach-ahead credit programs for students entering Grade 9 were offered at Hillside School and Wallaceburg District Secondary School. She added that school administrators shared plans for National Day for Truth and Reconciliation on September 30, 2022.

LKDSB Operational Plan
2022-23
Report B-22-103

Trustee Fletcher reported the OPSBA Board of Directors meeting was held on September 30 and October 1, 2022 and a summary of the meeting was shared with Trustees.

Director Howitt reported to Trustees that 2022-2023 is the third school year the Operational Plan has been brought forward and the outcome of the 2021-2022 Operational Plan was presented to Trustees on September 27, 2022. He explained that key areas would be highlighted from the Operational Plan, with more details available in the full document which can be found on the LKDSB website.

Director Howitt reported that, with the Public Relations Officer, a strategy will be developed to increase school and department public communications engagement by June 2023

Superintendent Mancini reported that by June 2023, goals are in place to increase secondary graduation rates from 67.7% to 82% (four-year rate) and from 77% to 89% (five-year rate) and for the percentage of students achieving level 3 or 4 in the Grade 9 EQAO Assessment of Mathematics to be at or above the provincial average by June 2023.

Superintendent Hazzard reported that by June 2023, a goal is in place to increase the percentage of elementary students achieving level 3 or 4 by 10% as measured by Primary EQAO Math from 58% to 73% and by 15% as measured by Junior EQAO Math from 48% to 63%. He added that by June 2024, a goal is in place to increase the percentage of elementary students achieving level 3 or 4 by 5% as measured by Primary EQAO Reading from 69% to 74% and by 5% as measured by Junior EQAO Reading from 76% to 81%. He also highlighted the goal that 80% of teachers at every LKDSB elementary school will track feedback that document what teachers notice about student learning and communicate to students 'where to next' as well as 'how to get there'.

Superintendent Lane reported that for the 2022-2023 school year, while developing a mid- and long-term equity plan, the goal is to continue to increase the knowledge and application of understanding needed to remove systemic inequities in learning and working practices. She added that by June 2023, it is a goal for an LKDSB Equity, Diversity, and Inclusion (EDI) certificate program to be developed and implemented, for an increase in opportunities for students, staff, and community consultation on topics about EDI, for the results of the voluntary Student Census from March 2022 to be analyzed and communicated, and for a clear pathway to be provided to report hate-based incidents.

Superintendent Barrese reported that by November 2024, it is a goal that the LKDSB Climate Survey results will reflect an increase from 2021 levels in the key areas of foci of the Multi-Disciplinary Team (MDT) of Sense of Belonging, Welcoming School Environment, and Connection with a Caring Adult. She added that it is a goal to investigate and implement a system-wide plan to address social and emotional learning for students in Grades 1-3 and to build on the existing Mental Health and Addiction strategy and develop the three-year action plan. She also included the goals of completing the Special Education Plan by June 2023 and investigating a system-wide plan and program for Individual Education Plans, Individual Student Profiles, Student Support Services documentation and well-being documentation.

Superintendent Girardi reported it is a goal to complete negotiations and implement the terms with union partners and non-union employee groups by June 2023, for ongoing support for equitable and inclusive hiring, promotion, advancement and accountability for equity and human rights at all levels, and to build diverse and inclusive workplaces with equitable outcomes for all, along with completing the Staff Census by June 2023 and completing an equity audit following the results of the Staff Census. He added that there is a goal to partner with Administrators to create a mentoring program to support newly promoted Principal and Vice-Principal leadership in the LKDSB, to develop and implement a central plan to track staff absences and deploy staff to minimize unfilled jobs daily, to continue to monitor the Work from Home Administrative Procedure Pilot, and by June 2023, to develop and implement a Health & Safety matrix, and provide opioid overdose treatment kits (NARCAN) and backpack search kits to all schools.

Associate Director McKay reported that by June 2023, it is a goal to continue the ongoing focus on reducing LKDSB's environmental impact through awareness, action and review of practices, to create a School Energy Usage and Environmental Impact Plan, to continue to review/revise the scenarios in the Pupil Accommodation Review Plan by Phase to right size the LKDSB pupil spaces and make the most efficient used of LKDSB facilities once the moratorium on school closures has lifted, to continue the ongoing focus on IT security to ensure protection of the LKDSB's IT infrastructure and Board data, and to review the structure and operation/activities of LKDSB's charitable foundations.

A Trustee asked how involved the union partners and staff members are in developing goals and action steps. Director Howitt responded that it varies based on the goal and explained that it is the work of Senior Administration to operationalize the Strategic Plan that Trustees assigned to them.

Trustee Confidentiality and
Return of Devices
Report B-22-104

Director Howitt explained that the report details the expectations for Trustees that may not be returning to the Board following the October 24, 2022 Municipal election. He reminded Trustees that they have an indefinite duty of confidentiality, and prior to their end date, Board materials must be destroyed or returned to the Board, and any Board devices must be returned.

Staff Census
Report B-22-105

Superintendent Girardi referred Trustees to the Board Report, following the presentation at the beginning of the meeting.

Correspondence

None.

New Business	None.
Trustee Questions	A Trustee asked if the LKDSB has been placing kitty litter boxes within its schools as they received a question from a community member who was adamant that this was happening. Director Howitt responded that the LKDSB is not placing litter boxes in its schools. He explained that this notion came from an elected Trustee in the United States who later recanted their statement, but the rumour has continued to spread across social media and throughout the United States and Canada. Superintendent Girardi added that this rumour is in response to progressiveness and rooted in hate, transphobia, and homophobia.
Notices of Motion	None.
Announcements	The next Regular Board Meeting will be held on Tuesday, November 8, 2022 at the Chatham Regional Education Centre at 7:00 p.m. The October 25, 2022 Board Meeting was canceled due to the October 24, 2022 Municipal election.
Adjournment	There being no further business of the Board, Chair Campbell declared the Meeting adjourned at 8:00 p.m.

Chair of the Board

Director of Education and
Secretary of the Board