



Lambton Kent
District School Board
Student Achievement ✓ *Community Success*

Multi-Year Accessibility Plan

September 2022 to December 2025

**Prepared by the
Accessibility Committee**

This publication is available on the Lambton Kent District School Board's website at:

www.lkdsb.net

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1.0 Aim

This Multi-Year Accessibility Plan is developed in accordance with the Integrated Accessibility Standards Regulation under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA). It identifies the intentions of the Board to meet its obligations under the *Ontarians with Disabilities Act, 2001*. The Plan describes the measures that the Board will continue to take over the three-year period from 2022-2025 to identify, remove and prevent barriers to people with disabilities who work, learn and participate in our LKDSB community. In addition, we strive to create safe and caring work and learning environments by embracing diversity, and respecting self and others and the world around us. This includes students, staff, parents, guardians, volunteers and visitors to the Board, its schools, and all Board facilities. This follows our five-year 2017-2022 plan that identified the Lambton Kent District School Board's commitment to the AODA Standards and vision of working towards accessibility for all Ontarians by 2025. The plan is guided by the Board's Accessibility Standards Policy Statement.

2.0 Objectives

This plan:

- 2.1 Describes the process by which the Lambton Kent District School Board continues to identify, remove and prevent barriers.
- 2.2 Describes the measures the Lambton Kent District School Board will take in the period 2022-2025 to identify, remove and prevent barriers.
- 2.3 Makes a commitment to provide an annual status report on the Board's implementation of the multi-year accessibility plan.
- 2.4 Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years.
- 2.5 Describes how the Lambton Kent District School Board will make this accessibility plan available to the public.

3.0 Commitment to Accessibility Planning

This plan will be established, reviewed and updated in consultation with persons with disabilities, with the Special Education Advisory Committee, and the LKDSB Accessibility Committee. It will be presented to the Board of Trustees for approval prior to posting on the LKDSB public website. The Lambton Kent District School Board is committed to:

- 3.1 Maintaining an Accessibility Committee with diverse representation from across the LKDSB (e.g. Mental Health, Special Education, Finance, Equity, Diversity, Inclusion)
- 3.2 Continuing the process of consulting with the Special Education Advisory Committee and with persons with disabilities.

- 3.3 Student perspective (e.g. student trustees, senate, student councils in schools); Speak Out Survey for student voice – School Climate; Demographic survey
- 3.4 Ensuring, wherever practicable, that Board policies, procedures and practices are consistent with the principles of accessibility and inclusive/universal design. The Accessibility Committee will provide input into accessibility issues, where appropriate, with regard to new policies and procedures and to those under review.
- 3.5 Improving access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community. Consideration of ongoing identification of barriers will be the responsibility of the Accessibility Committee and will, wherever practicable, be incorporated in the multi-year plan.

4.0 Description of the Lambton Kent District School Board

The Lambton Kent District School Board provides public educational services to more than 21,900 students in our 62 elementary and secondary schools. Lambton County and Kent County are made up of numerous small towns and communities situated in Southwestern Ontario, a geographic area surrounded by the Great Lakes.

We have municipal offices in the two main centers in our district: The Municipality of Chatham-Kent (www.chatham-kent.ca) and the City of Sarnia (www.sarnia.com).

Vision Statement

Our Students - Shaping Our World

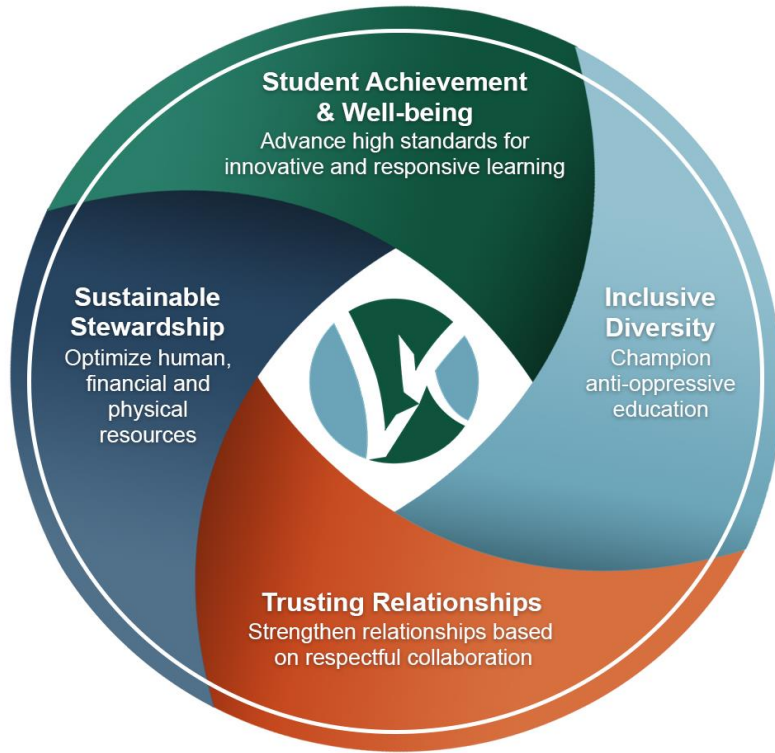
Mission Statement

Fostering Success for Every Student Every Day

Belief Statement

- ✓ Public education is an investment in the future of all peoples and all communities.
- ✓ All students can learn and are entitled to quality instruction.
- ✓ A safe and caring learning environment is strengthened by embracing diversity, and respecting self, others and the world around us.
- ✓ Student success is achieved through shared responsibility of students, staff, families, community and First Nation partners.
- ✓ Accountability is attained through open dialogue, transparency and fiscal responsibility.
- ✓ We are committed to innovation and continuous improvement.

Strategic Priorities



STRATEGIC PRIORITIES

2020/21 - 2025/26

VISION

**Our Students -
Shaping Our World**

MISSION

**Fostering Success for
Every Student Every Day**



**Lambton Kent
District School Board**
Student Achievement ✓ Community Success

5.0 Members of Accessibility Committee

Committee Member	Department
Sandi Cook	Elementary Principal
Mark Houghton	System Coordinator of Safe Schools
Jaime Shannon	Executive Assistant and Communications Officer
Jim Morton	System Coordinator of Secondary Program
Don Masse	Coordinator of Sites and Design
Jeff Brosh	Special Education Coordinator (Elementary)
Greg Nemcek	Secondary Principal
Patty Authier	Student Transportation Services, CLASS
Brian Pelletier	Manager of Facility Maintenance and Capital
Del Metcalfe	Manager of Facility Operations
Sandra Perkins	System Coordinator of Special Education
Chris Marvel	Manager of Information Technology
Hayley Blake	Web Administrator
Helen Lane	Superintendent of Education
Katie Colameco	Supervisor of Social Work / Mental Health Lead
Carla Wilson	System Coordinator – Elementary Program
Heather Touzin	Special Education Coordinator (Secondary)

The Accessibility Committee will hold meetings as necessary to remain current on legislative changes and proposals. A particular focus for this committee will be the identification and addressing barriers identified.

6.0 Strategy for Prevention and Removal of Barriers

Through the annual accessibility plan status report process implemented under the *Ontarians with Disabilities Act, 2001*, the Lambton Kent District School Board's programming, policies and practices have been assessed to ensure continuous improvement in accessibility. This process will continue through the on-going review of a multi-year accessibility plan which places particular emphasis on the provisions of the regulations made under the AODA with regard to customer service, information and communications, employment, school transportation and our built environments. A specific focus will be on participating to the extent possible in the development of an education standard through responding to surveys and other requests for input by the provincial Education Standards Development Committee.

7.0 Barrier Identification Methodologies

The Accessibility Committee uses the following barrier-identification methods:

Methodology	Description	Status
Discussions with Stakeholders regarding Accessibility Issues or Concerns	Human Resources, Information Technology, Building Services, Senior Management, Principals, Staff Members, Transportation, Special Education, Mental Health, Equity, Diversity, Inclusion, MDT, Parents and School Community	Ongoing
Accessibility Committee Meetings	Staff and community input into identification and removal of barriers	Ongoing
Removal of Physical Barriers	Annual survey of all LKDSB buildings to identify future capital projects and accessibility opportunities	Ongoing
Identification and Removing of Non-Physical Accessibility Barriers	Human Resources, Information Technology, Building Services, Senior Management, Principals, Staff Members, Transportation, Special Education, Mental Health, Equity, Diversity, Inclusion, MDT, Parents and School Community	Ongoing

Communication steps: Board, SEAC, Employee Groups, School Community.	Provide communication using accessible formats for all. Participate in feedback process and discussions to provide input prior to public posting of plans	Ongoing
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8.0 Barriers Addressed under the Multi-Year Accessibility Plan

The Integrated Accessibility Standards Regulation 191/11 pursuant to the Accessibility for Ontarians with Disabilities Act, 2005 identified specific requirements to achieve accessibility in the areas of:

- Customer Service
- Information and Communications
- Employment
- Transportation
- Design of Public Spaces

Lambton Kent District School Board demonstrates through this Multi-year Accessibility Plan its intention and commitment to address barriers to accessibility related to the Integrated Accessibility Standards.

8.1 Customer Service Standard

The Customer Service Standard requires the Lambton Kent District School Board to provide accessible services to the public for people with disabilities and other marginalized groups and to ensure that policies and procedures are in place to support this requirement. We demonstrate our commitment to this Standard by:

- Reviewing policies and procedures to ensure compliance and providing ongoing training to all new employees in the Customer Service Standard.
- Providing equipment and/or resources where applicable to provide accessible services.
- Communicate interruption of services for planned or unplanned interruption of services, for any LKDSB worksite, using a variety of methods (e.g. LKDSB website, school websites).

8.2 Information and Communication

The Information and Communication Standard requires the Lambton Kent District School Board to communicate and provide information in ways that are accessible to people with disabilities and other marginalized groups. We demonstrate our commitment to this standard by:

- Enhanced accessibility as it relates to communication supports, formats and web content.
- Allowing easy and readily available access for all to our Wi-Fi and intranet

infrastructure. This has been accomplished through our Information Technology Strategic Plan.

- Ensuring requests for information in an accessible format that meets the needs of the individual making the request is readily available.
- Providing equipment as necessary and required to allow individuals easier access to technology, information and communication devices.
- Ensure a method for end-users to provide feedback on accessibility is available in accessible formats with communication supports (upon request).

8.3 Accessible Employment Standard

This Accessible Employment Standard requires the Lambton Kent District School Board to develop and utilize practices that support in the recruitment and accommodation of employees. We demonstrate our commitment to this standard by:

- The Board will ensure accommodations are available and advertised throughout the entire recruitment and hiring process.
- Reviewing and communicating accommodation practices to ensure people with disabilities are able to participate fully as LKDSB employees.
- Upon request, all information integral to employees' work will be provided in accessible formats and with communication supports.
- Providing an Employee Assistance Program to support employees in the areas of wellness, mental health and addictions.
- Providing on-going training on accessibility requirements and practices to new and current employees through e-learning and in-person training where applicable.
- Providing training and education to supervisors, managers and principals as needed in responding appropriately to the needs of employees with an illness, injury, and/or disability and the employer's Duty to Accommodate.
- Preparing individualized emergency response plans for persons with disabilities.
- Providing alternate methods of ensuring employees with disabilities are notified in emergency situations.

8.4 Transportation Standard

The Transportation Standard requires the Lambton Kent District School Board to prevent and remove barriers to public transportation. We demonstrate our commitment to this standard by:

- Providing individualized transportation plans for each student requiring accommodations while riding the school bus.
- Considering the transportation of a single student where necessary to ensure safety.
- Involving the expertise of the Special Education Teams and the CLASS Shared School Services in the development of transportation plans.
- In the event of service disruption, information will be shared using accessible formats.

8.5 The Design of Public Spaces Standard

The Design of Public Spaces Standard requires the Lambton Kent District School to ensure that newly-constructed or significantly renovated public spaces are accessible. We demonstrate our commitment to this standard by:

- Achieving full compliance with the Ontario Building Code requirements for accessibility.
- Improving accessibility designs in new builds or major renovations.
- Making features such as doors, washrooms, elevators and parking accessible when constructing new structures or significantly renovating buildings.
- Conducting a yearly Maintenance Forecast plan that identifies anticipated infrastructure requirements for the subsequent year, including identifying any accessibility needs.
- Ensuring compliance with accessibility in construction and purchasing of playground equipment.

8.6 Procurement

The Lambton Kent District School Board is required to incorporate accessibility design, criteria and features when procuring goods, services or facilities except where it is not practical to do. We demonstrate our commitment to this by:

- Considering the needs of people with disabilities in our procurement plan.
- Integrating accessibility considerations into the procurement process as applicable.

9.0 Review and Monitoring Process

The Accessibility Committee will meet at least three times per school year to review progress and evaluate the effectiveness of barrier-removal and prevention strategies. This committee will also provide input and recommendations to increase accessibility throughout the LKDSB community.

The Accessibility Committee will ensure that the following steps take place:

- An annual Accessibility Report on the progress of the measures taken to promote accessibility is prepared and posted on the LKDSB website. This will be done in consultation with persons with disabilities, with the Board's Special Education Advisory Committee and other relevant committees.
- At least once every 5 years the multi-year plan is reviewed and updated in consultation with persons with disabilities, with the Board's Special Education Advisory Committee and other relevant committees.

10.0 Communication of the Plan

In addition to the public availability of the plan on our website, this report is available in print copy at both the Sarnia and Chatham Education Centres. Requests for this report in accessible formats should be made directly to the Chair of the Accessibility Committee.

Questions, comments or feedback regarding this Multi-Year Accessibility Plan or accessibility within the Lambton Kent District School Board may be directed to the attention of the Chair of the Accessibility Committee at:

Accessibility Committee
Lambton Kent District School Board
200 Wellington Street
P.O. Box 2019
Sarnia ON N7T 7L2
519-336-1500

Or

www.lkdsb.net