



REGULAR BOARD MEETING AGENDA
PUBLIC SESSION

TUESDAY, JANUARY 12, 2021
7:00 p.m.

A

Via Zoom at:
<https://us02web.zoom.us/j/83709214235>
Password: LKDSB

Page Reference

1. Call to Order		
2. Approval of Agenda		
3. Traditional Territorial Acknowledgement		
4. Declaration of Conflict of Interest		
5. Approval of the Minutes of:		
a) November 24, 2020 Regular Board Meeting		3
b) November 30, 2020 Special Board Meeting		9
c) December 3, 2020 Annual Organization Board Meeting		10
6. Business Arising from the Minutes		
7. Motions Emanating from the Regular Board Private Session		
8. Motion that the Actions of the Regular Board Private Session be the Action of the Board.		
9. Presentations:		
a) Presentation to Past Chair of the Board Jane Bryce		
10. Delegations:		
11. Questions from the Public		
Please submit questions by noon on January 12, 2021 via email to jaime.shannon@lkdsb.net		
12. Reports for Board Action		
a) Report of the Striking Committee Annual Trustee Committee Assignments	Chair Campbell Report B-21-03	14
b) LKDSB Regulations on Display of Flags <u>Recommendation</u> " That the Board approve the revised regulations on Display of Flags."	Director Howitt/Superintendent Lane Report B-21-04	16
13. Reports for Board Information:		
a) Indigenous Liaison Committee Report	Trustee Rising Report B-21-05	19
b) Special Education Advisory Committee Report	Trustee Barnes Report B-21-06	21
c) Student Senate Report	Student Trustees Bressette/Locke/Schultz-Allison Report B 21-07	24

d) Ontario Public School Boards' Association Update (OPSBA)	Trustee Fletcher Oral Report	
e) Parent Involvement Committee Report	Director Howitt Report B-21-08	25
f) LKDSB Director's Annual Report	Director Howitt Report B-21-09	27
g) LKDSB Update on Face to Face and Learn at Home Program	Director Howitt Report B-21-10	28
h) Supervised Alternative Learning Summary for 2019/2020	Trustee Fletcher Report B-21-11	31
14. Correspondence		
15. New Business		
16. Trustee Questions		
17. Notices of Motion:		
18. Announcements		
19. Adjournment		

PRESENT:

Trustees: Chair Jane Bryce, Vice-Chair Randy Campbell, Greg Agar, Janet Barnes (via teleconference), Ruth Ann Dodman, Dave Douglas (via teleconference), Jack Fletcher, Malinda Little, Scott McKinlay (via teleconference), Lareina Rising, Derek Robertson (via teleconference)

Staff: Director of Education John Howitt, Superintendent of Business Brian McKay Superintendents of Education Angie Barrese, Gary Girardi, Ben Hazzard, Helen Lane, Mary Mancini and Mark Sherman and Public Relations Officer Heather Hughes (via teleconference)

Student Trustees: Aurora Bressette, William Locke and Lucia Shultz-Allison

Recording Secretary: Jaime Shannon, Executive Assistant to the Director

Call to Order: Chair Bryce called the meeting to order at 7:00 p.m.
Chair Bryce read the Traditional Territorial Acknowledgement.

#2020-147
Approval of the Agenda Moved by Greg Agar, seconded by Lareina Rising,
"That the Agenda for the Regular Board Meeting of November 24, 2020 be approved."

CARRIED.

Declaration of Conflict of Interest None

#2020-148
Approval of the Minutes
Nov/10/2020 Moved by Ruth Ann Dodman, seconded by Malinda Little,
"That the Board approve the Minutes of the Regular Board Meeting of November 10, 2020."

Director Howitt confirmed that responses to questions asked by individual Trustees are captured in the Minutes and not the questions themselves, as per past practice.

Chair Bryce noted that questions of Trustees are viewed as questions from the Board.

CARRIED.

Business Arising Director Howitt reported that the format of the Board Reports had changed to reflect the Strategic Priorities.

Chair Bryce remarked that she liked the look of the new Board Reports and that it will help keep a focus on the Strategic Priorities.

Motions Emanating from the Regular Board Private Session None

#2020-149
Action of the Regular Board Private Session be the Action of the Board Moved by Randy Campbell, seconded by Malinda Little,
"That the Action of the Board in Private Session be the Action of the Board."

CARRIED.

Special Education Summer Program Superintendent Barrese and System Coordinator Sandra Perkins presented on the Summer Learning Program.

Six different Summer Learning programs were funded by the Ministry of Education, and the Transition Program was highlighted in the presentation. During the final two weeks of summer, LKDSB schools offered a program for students with high special education needs and/or mental health needs focused on re-establishing routines, closing gaps in skills development and learning, and providing mental health support for students who may find a return to school challenging. 68 Elementary Resource Teachers, 12 Secondary Resource Teachers, 23 Itinerant staff, 16 Student Success Teachers, 17 Guidance Teachers, and 19 Alternative Living and Learning Program (ALLP) Teachers volunteered and participated in the program. Over 3,000 conversations took place relating to transition plans, check-ins and transition visits and over 900 conversations took place to support mental wellness. 2,433 students from the program started school within the first two weeks of the 2020-2021 school year in the physical setting.

During the presentation, videos were played that highlighted the connection between elementary and secondary schools and illustrated how the transition project supported students.

Chair Bryce thanked Superintendent Barrese and System Co-ordinator Sandra Perkins for their presentation. She appreciated the effort put into the program and of those who submitted videos for the presentation.

Director Howitt remarked that this was a concrete example of what was going on in schools to make the transition easier for students and was another example of LKDSB staff putting students first. He acknowledged the Ministry of Education for funding the program.

Director of Education's Snapshots of Excellence

Director Howitt presented the Director's Snapshots of Excellence for October and November 2020. The presentation highlighted the work of LKDSB staff on behalf of students and parents/guardians who helped with the transition to Quadmester II, National School Bus Safety Week held from October 19 to 23, the October 19 endowment from IODE for scholarships and bursaries to Lambton County LKDSB students, outdoor learning opportunities at schools, highlights from the Virtual Learn at Home Elementary School, Treaties Recognition Week held from November 2 to 6, Take Our Kids to Work Day, Remembrance Day activities, the generosity of Noelle's Gift, Bullying Awareness and Prevention Week held from November 16 to 20, and the presentation by Dr. Karyn Gordon that was put on by the Parent Involvement Committee.

Delegations:

None

Questions from the Public

Chair Bryce advised that members of the public may submit questions they wish to have asked at the Board Meeting by noon on the day of the meeting via email to jaimeshannon@lkdsb.net. The Chair or a member of Senior Administration will answer the question at the Board Meeting if the information is immediately available or a written reply will be sent following the meeting.

The following questions were asked on behalf of CUPE 1238:

1. Regarding the LKDSB Operational Plan page 14

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.

> By December 2020, develop LKDSB hiring practices to align with PPM.

> By June 2021 develop a long-term strategy to address systematic barriers in hiring, promotion, and advancement.

Question: CUPE 1238 asks how will the LKDSB Identify the systemic barriers to equitable and inclusive hiring, promotion, and advancement. What tool or process will be used?

Superintendent Girardi responded that following the Ministry announcement regarding the revocation of Ontario Regulation 274/12 (Hiring Practices) the LKDSB implemented the Interim Provincial Teacher Hiring Policy. The Board has begun work on a process to review and implement a new Policy that includes expectations for establishing teacher hiring policies and processes that will strengthen its educator workforce. This policy will be in place prior to December 31, 2020 and will reflect work being done at the Provincial Level. While this process is initiated by the Teacher Hiring Process, implementing good practices for the long-term strength of the board will be important for all education workers in the LKDSB.

Diversity, Equity and Human Rights, Qualifications and Merit, Employment and Mobility, Fairness and Transparency, and Monitoring and Evaluation are components expected to be in the teacher hiring policies and may be applied to all areas of hiring in the LKDSB. These items can be affected through candidate selection process, recognizing and reducing barriers to disadvantaged groups, introduction of special programs, data collection, conflict of interest disclosure, removal of seniority-based hiring, and ESR's (Employment Systems Review).

2. Regarding the LKDSB Operational Plan page 12

By June 2022, 85% of all students in Grades 4 to 12, and 85% of parents/guardians and LKDSB staff will indicate on the LKDSB Climate Survey that they are aware of how to access mental health supports and services at the LKDSB.

Question: CUPE 1238 asks if there would be consideration to collaborate with both the Elementary and Secondary JHSCs in considering adding a new support for the employees of the LKDSB, the National Standard of Psychological Health and Safety in the Workplace

See this link for more information from the Mental Health Commission of Canada <https://www.mentalhealthcommission.ca/English/media/4183>.

Director Howitt responded that the question had been raised with the Joint Health & Safety Committee, which is a combination of management and worker representatives under the Ontario Health and Safety Act. He will respect their work and looked forward to their recommendation based on their investigation.

Trustee Little left the meeting at 8:00 p.m.

#2020-150

Director Howitt reported that the policy and regulations on Public Concerns were part of the regular review process. There were no changes recommended to the

LKDSB Policy and Regulations on Public Concerns
Report B-20-121

policy. The changes recommended to the regulations were references to the Human Rights Code, Ombudsmen, more inclusive language, and housekeeping items.

Director Howitt confirmed that the section on community member concern about a LKDSB employee was an addition.

Moved by Greg Agar, seconded by Randy Campbell,

“That the Board approve the review of the policy on Public Concerns and the revised regulations on Public Concerns.”

CARRIED.

Annual Audit Committee Report
Report B-20-122

Superintendent McKay provided a summary of the Audit Committee’s actions for the year ending August 31, 2020. The report summarized the Audit Committee members, who attends the meetings, the meeting dates, who has attended the meetings, descriptions on external auditors and internal auditors, planned audits, and provided a summary of work performed.

Budget Meeting Schedule for the 2021-2022 School Year
Report B-20-123

Superintendent McKay explained that the LKDSB annual budget process for the 2021/2022 school year will begin in February 2021. He reviewed the budget schedule that will guide the planning of revenues and expenses for the upcoming 2021/2022 school year. He noted that there was no presentation to Student Senators in the 2019/2020 school year, so would like to meet with the Senators once revised estimates are completed and on the following year’s budget.

Chair Bryce remarked that it was an excellent format that provided opportunities for public input into the LKDSB budget.

LKDSB Update on Face to Face and Learn at Home Program
Report B-20-124

Director Howitt explained that a themed report is brought to each Board Meeting, which began with the reopening of schools and now continues with the work within schools in a COVID-19 environment. The theme of the November 24, 2020 report was highlights from Quadmester 1.

In the Elementary panel, students from Kindergarten to Grade 8 received their Progress Report or Initial Observation of Learning on November 13, 2020. He added there was a new Student Information System this year that required staff to be trained and prepared to send the reports out. He commended Superintendents Hazzard and McKay for their work. He was not aware of any classes where reports were released late, which he said speaks volumes of LKDSB staff.

In the Secondary panel, there was a preliminary look at credit accumulation in Quadmester 1. 10,599 credits were attempted, 1,082 were successful, for a 95.2% success rate, or a 92.4% success rate when the Virtual Learning High School (VLHS) is included. There are a number of students in the VLHS that are not engaging, and Senior Administration is working on a plan to help support these students and help them succeed.

Director Howitt highlighted that the numbers show that although it is not the academic preference, full day courses are not detrimental to students achieving credits.

Director Howitt noted there was a period of movement of students to their program of choice, face-to-face learning or Learn at Home, and the numbers show a good stability in the programs. He remarked that this speaks to the work of LKDSB staff and the support students are receiving.

Alternative and Continuing Education continues to offer a number of great programs and engages students in the community that may not otherwise be successful in obtaining secondary program credits.

Chair Bryce thanked Director Howitt and was glad to see that students have continued to acquire their credits in the current program of full day courses.

Special Education
Summer Program
Report B-20-125

Superintendent Barrese provided an overview on the six programs offered in the summer through funding from the Ministry of Education. One of the programs, the Transition Program, was highlighted during the Special Education Summer Program presentation. The other programs included Summer Semester where 99 credits were earned with support from Teachers and Educational Assistants, Mental Health Workers where four Registered Social Workers worked with 72 students in the summer and provided parent/guardian sessions, the ABA Social Skills Program where ABA Specialists provided direct support to students with Autism Spectrum Disorder (ASD) to support return-to-learning transitions, and new-to-school transitions and ALLP Kits where kits were delivered to student homes during the summer for those currently in ALLP or transitioning to ALLP, and Preparing for Students Training where over 1,700 school staff were trained in how to be Trauma-Informed, over 2,400 LKDSB staff participated in Mental Health Awareness training, and all school teams participated in discussions about the role of school staff in student mental health and worked collaboratively to identify what all students need at school.

Correspondence

None

New Business

None

Trustee Questions

Director Howitt confirmed that the Ministry of Education announced there would be no extension to Winter Break, but if there is an update and the school year calendar will change, he will share this with Trustees and the school community. He had not heard of a staggered start consideration by the Ministry.

Director Howitt confirmed that other boards are considering online learning on snow days due to staff shortages and busing concerns. The LKDSB will remain status quo and handle bus cancelation or snow days as normal after review of processes and resources. If schools are closed for a sustained time learning will be provided virtually.

Notices of Motion

None

Announcements

The Organization Board Meeting will be held on Tuesday, December 1, 2020, 7:00 p.m. at the Sarnia Education Centre.

The Striking Committee will present a report to Board for approval on the Trustee committee assignments at the January 12, 2021 Board Meeting.

The next Regular Board Meeting will be held on Tuesday, January 12, 2021, 7:00 p.m. at the Chatham Education Centre.

Director Howitt announced that the LKDSB received notice that it is now listed on the Ministry list of school boards and private schools that have approved COVID-19 plans and may provide in-person teaching or instruction for international students in the 2020-21 school year. He remarked that some students are interested in coming to the LKDSB for Quadmester 3 and was thrilled that the International Education team could move forward. He thanked Superintendent Lane and her team for their work on submitting the attestation.

Chair Bryce confirmed that the Organization Meeting agenda would be adjusted based on removal of the Striking Committee item.

Adjournment

There being no further business of the Board, Chair Bryce declared the Meeting adjourned at 8:30 p.m.

Chair of the Board

Director of Education and
Secretary of the Board

PRESENT:

- Trustees:** Chair Jane Bryce, Vice-Chair Randy Campbell, Janet Barnes, Ruth Ann Dodman, Dave Douglas, Jack Fletcher, Malinda Little, Scott McKinlay, Lareina Rising
- Staff:** Director of Education John Howitt, Superintendent of Business Brian McKay, Superintendents of Education, Angie Barrese, Gary Girardi, and Ben Hazzard
- Regrets:** Trustees Derek Robertson, Greg Agar, Student Trustees Aurora Bressette, William Locke and Lucia Shultz-Allison, Superintendents of Education Helen Lane, Mary Mancini, Mark Sherman, and Public Relations Officer Heather Hughes
- Recording Secretary:** Jaime Shannon, Executive Assistant to the Director
- Call to Order:** Chair Bryce called the meeting to order at 5:18 p.m.
- #2020-153**
Approval of the Agenda Moved by Scott McKinlay, seconded by Jack Fletcher,
"That the Agenda for the Special Board Meeting of November 30, 2020 be approved including the addendum item 6 a) Date Change for the Annual Organization Meeting of the Board."
CARRIED.
- Traditional Territorial Acknowledgement** Chair Bryce read the Traditional Territorial Acknowledgement.
- Declaration of Conflict of Interest** None
- #2020-154**
Action of the Special Board Private Session be the Action of the Board Moved by Randy Campbell, seconded by Jack Fletcher,
"That the Action of the Special Board Private Session be the Action of the Board."
CARRIED.
- #2020-155**
Date change for the Annual Organization Meeting of the Board Report B-20-127 Moved by Ruth Ann Dodman, seconded by Malinda Little,
"That the date of the Annual Organization Meeting of the Board be moved from Tuesday, December 1, 2020 to Thursday, December 3, 2020 at 7 p.m."
Director Howitt explained that due to the expectation of inclement weather and the potentially unsafe road conditions, it was recommended that the date of the Annual Organization Meeting be moved from Tuesday, December 1, 2020 to Thursday, December 3, 2020. He added that the Organization Meeting must be held prior to December 7 each year as per the Board Bylaws.
CARRIED
- Adjournment** There being no further business of the Board, Chair Bryce declared the Meeting adjourned at 5:24 p.m.

Chair of the Board

Director of Education and
Secretary of the Board

PRESENT:

- Trustees:** Chair Randy Campbell, Vice-Chair Derek Robertson, Greg Agar, Janet Barnes (via teleconference), Jane Bryce, Ruth Ann Dodman, Dave Douglas (via teleconference), Jack Fletcher, Malinda Little, and Lareina Rising
- Staff:** Director of Education John Howitt, Superintendent of Business Brian McKay
Superintendents of Education Angie Barrese, Gary Girardi (via teleconference), Ben Hazzard, Helen Lane, Mary Mancini (via teleconference) and Public Relations Officer Heather Hughes (via teleconference)
- Student Trustees:** Lucia Shultz-Allison
- Regrets:** Trustee Scott McKinlay, Student Trustees Aurora Bressette and William Locke, and Superintendent Mark Sherman
- Recording Secretary:** Jaime Shannon, Executive Assistant to the Director
- Call to Order:** Director Howitt called the Annual Organization Meeting of the Board to order at 7:00 p.m. and explained that as per the LKDSB Procedural By-laws Section 2.3 and the Education Act Section 2.8, the Director presides over the meeting until a Chair of the Board is elected.

Director Howitt remarked that the evening started a new beginning, but the Board's focus will remain on its mission of Fostering Success for Every Student Every Day. He explained that in March, the process of reviewing the Strategic Priorities of the Board began and stressed that what Trustees do on a governance level matters. He had recently taken part in interviews where every candidate cited the Board's Vision and Mission and provided concrete examples of how it impacts them and their work. They cited the Strategic Priorities and how they are using them in the classrooms and their impact in the system. He wanted to ensure this message was received by the Board of Trustees for them to understand that their work permeates to students.

Director Howitt stated that the Board's Strategic Priorities are permeating throughout the district in every job category in every part of board, and staff are learning, adapting, and struggling but supporting each other because the Vision and Mission of focusing on students is there. LKDSB staff want their students to feel safe and welcome and they have made strong connections with families on behalf of them. He stated he was very proud to be the Director of Education of the LKDSB.

He thanked LKDSB Superintendents for their efforts and remarked that he was lucky to work with such a strong and passionate group. He also thanked his team in the Director's Office.

#2021-01
Approval of the Agenda

Moved by Greg Agar, seconded by Ruth Ann Dodman,

"That the Agenda for the Annual Organization Meeting of the Board of December 3, 2020 be approved."

CARRIED.

Traditional Territorial
Acknowledgement

Director Howitt read the Traditional Territorial Acknowledgement.

#2021-02
Appointment of Student
Trustee Scrutineers

Moved by Derek Robertson, seconded by Malinda Little,

“That the Board appoint Student Trustee Schultz-Allison to serve as Scrutineer for the Annual Organization Meeting.”

CARRIED.

Director Howitt invited Trustees to submit nominations for the position of Chair of the Board for the term December 3, 2020 to December 7, 2021. He explained the process for election of the Chair.

#2021-03
Nominations for Election of
the Chair of the Board

Moved by Greg Agar,

“That Randy Campbell be nominated to serve as Chair of the Lambton Kent District School Board.”

Trustee Campbell allowed his name to stand.

#2021-04
Nominations Closed for
the Election of Chair of the
Board

Moved by Jack Fletcher, seconded by Jane Bryce,

“That the nominations for Chair of the Board be closed.”

CARRIED.

Election of Chair

Trustee Campbell was acclaimed to the position of Chair of the Lambton Kent District School Board and assumed the Chair position.

Address by the Chair

Chair Campbell addressed the Board. He thanked Trustee Agar for the nomination and Past Chair Bryce for her guidance in the last two years and for her long-standing mentorship. He gave credit and thanks to all LKDSB staff, parents/guardians, and community partners for keeping LKDSB schools open and a safe and secure learning environment for all involved. He thanked students, most importantly, as they have had to adapt to a new way of learning during the COVID-19 pandemic. He noted that there are items, such as declining enrolment and school structures, that will need to be addressed once operations return to normal and stressed that in the meantime safety protocols must be adhered to in schools, homes, and communities. He looks forward to serving as the Chair of the Lambton Kent District School Board in the coming year.

Chair Campbell invited Trustees to submit for nominations for the position of Vice-Chair of the Board for the term December 3, 2020 to December 7, 2021.

#2021-05
Nominations for Vice-Chair
of the Board

Moved by Janet Barnes,

“That Derek Robertson be nominated to serve as Vice-Chair of the Lambton Kent District School Board.”

Trustee Robertson allowed his name to stand.

Moved by Ruth Ann Dodman,

“That Jane Bryce be nominated to serve as Vice-Chair of the Lambton Kent District School Board.”

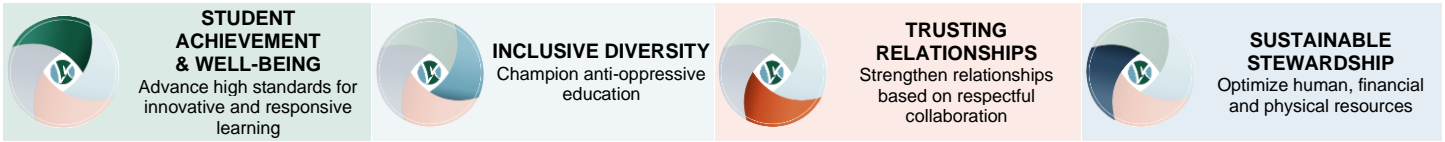
Trustee Bryce allowed her name to stand.

#2021-06 Nominations Closed for Election of Vice-Chair of the Board	Moved by Greg Agar, seconded by Jane Bryce, "That the nominations for Vice-Chair of the Board be closed."	CARRIED.
	Trustee Bryce addressed the Board and outlined the reasons she felt she should be elected to the position of Vice-Chair of the Board.	
	Trustee Robertson addressed the Board and outlined the reasons he felt he should be elected to the position of Vice-Chair of the Board.	
Election of Vice-Chair	Trustee Robertson was elected to the position of Vice-Chair of the Lambton Kent District School Board and assumed the Vice-Chair position.	
	Chair Campbell welcomed Trustee Robertson to the Vice-Chair position of the LKDSB.	
Address by the Vice-Chair	Vice-Chair Robertson addressed the Board. He thanked Trustee Barnes for the nomination. He echoed the comments by Chair Campbell, that these are unprecedented times and said he was profoundly impressed with LKDSB staff, Superintendents, Administrators, and Director Howitt, and their seamless and successful delivery of the return to school plan in the Fall. He thanked all LKDSB staff for their work and his fellow Trustees for their faith in him to proceed in the role of Vice-Chair of the LKDSB. He stated that he will lead in this role with honesty, integrity, and transparency.	
	Chair Campbell invited Trustees to submit nominations for the position of Ontario Public School Boards' Association (OPSBA) Delegate for the LKDSB.	
#2021-07 Nomination for OPSBA Delegate	Moved by Jane Bryce, "That Jack Fletcher be nominated to serve as the LKDSB Delegate to the Ontario Public School Boards' Association."	
	Chair Campbell remarked that Trustee Fletcher had done a wonderful job in the delegate role and that it was appreciated.	
#2021-08 Nominations Closed for OPSBA Delegate	Moved by Malinda Little, seconded by Ruth Ann Dodman, "That the nominations for the LKDSB Delegate to the Ontario Public School Boards' Association be closed."	CARRIED.
	Trustee Fletcher allowed his name to stand.	
OPSBA Delegate	Trustee Fletcher was acclaimed as the LKDSB Delegate to the Ontario Public School Boards' Association.	
	Chair Campbell invited Trustees to submit nominations for the position of Ontario Public School Boards' Association (OPSBA) Alternate for the LKDSB	

- #2021-09
Nominations for Election of OPSBA Alternate
Moved by Jack Fletcher,
"That Ruth Ann Dodman be nominated to serve as the LKDSB Alternate to the Ontario Public School Boards' Association."
- #2021-10
Nominations Closed for OPSBA Alternate
Moved by Greg Agar, seconded by Jack Fletcher,
"That the nominations for the LKDSB Alternate to the Ontario Public School Boards' Association be closed."
CARRIED.
Trustee Dodman allowed her name to stand.
- Election of OPSBA Alternate
Trustee Dodman was acclaimed to the position of LKDSB Alternate for the Ontario Public School Boards' Association.
Chair Campbell thanked Student Trustee Schultz-Allison for being a scrutineer.
- #2021-11
Motion to destroy all ballots
Moved by Jane Bryce, seconded by Greg Agar,
"That all ballots be destroyed."
CARRIED.
- #2021-12
Appointment of Signing Officers of the Board Report B-21-01
Moved by Greg Agar, seconded by Ruth Ann Dodman,
"That for the term December 2020 to November 2021, the Board appoint John Howitt, Director of Education and Secretary of the Board, and Brian McKay, Superintendent of Business and Treasurer of the Board, as the official signing officers of the Board."
CARRIED.
- #2021-13
Appointment of Legal Counsel for the Board Report B-21-01
Moved by Malinda Little, seconded by Jane Bryce,
"That for the term December 2020 to November 2021, the Board appoint the legal firms of (a) Hicks Morley LLP; (b) Harrison Pensa LLP as its official legal firms to conduct business."
CARRIED.
- #2021-14
Appointment of Auditors for the Board Report B-21-01
Moved by Dave Douglas, seconded by Jane Bryce,
"That for the term December 2020 to November 2021, the Board appoint the auditing firm of Bailey Kearney Ferguson LLP as its official auditor."
CARRIED.
Superintendent McKay confirmed that a Request for Quote (RFQ) process is not required for legal counsel, but Trustee approval is required to continue with a legal firm.
- Adjournment
There being no further business of the Board, Chair Campbell declared the Meeting adjourned at 7:48 p.m.

Chair of the Board

Director of Education and
Secretary of the Board



FROM: Randy Campbell, Chair of the Board

DATE: January 12, 2021

SUBJECT: Report of the Striking Committee – Annual Trustee Committee Assignments



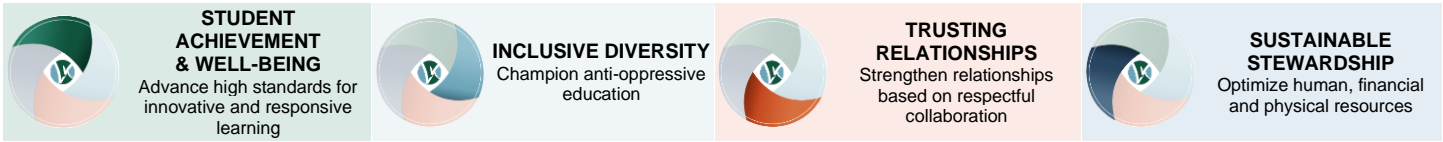
The completed Board Committee Structure form for the period from December 3, 2020 to December 7, 2021 was distributed to Trustees via email following the Annual Organization Meeting of the Board and the Meeting of the Striking Committee.

Recommendation:

"That the Board approve the Trustee Committee Assignments for the period from December 3, 2020 to December 7, 2021 as outlined in Report B-21-03."

**December 3, 2020 to December 7, 2021
Committees – Trustee Assignments**

Striking Committee Immediate Past New Chair New Vice-Chair Director	Jane Bryce Randy Campbell Derek Robertson John Howitt
Agenda Review Chair, Vice-Chair	Randy Campbell, Derek Robertson
Audit Committee <i>December 2019 - Appointed for a 4-year term</i> 3 Trustees	Scott McKinlay, Dave Douglas, Derek Robertson
Chatham-Kent Public Education Student Assistance Foundation 1 Trustee 1 Alternate	Scott McKinlay Derek Robertson
Elementary Teacher/ Board Communications Committee 1 Trustee	Jane Bryce
Expulsion/Suspensions Review Chair, Vice-Chair and 2 Trustees – 1 from North and 1 from South	Randy Campbell, Derek Robertson, Scott McKinlay, Jane Bryce
Grievance 3 Trustees 3 Alternates	Janet Barnes, Scott McKinlay, Greg Agar Jane Bryce, Dave Douglas, Randy Campbell
Indigenous Liaison Committee 2 Trustees 1 Alternate	Jane Bryce, Lareina Rising Malinda Little
Negotiations 4 Trustees 1 Alternate	Dave Douglas, Greg Agar, Janet Barnes, Derek Robertson Randy Campbell
Parent Involvement Committee - PIC 1 Trustee 1 Alternate	Jack Fletcher Ruth Ann Dodman
Secondary Student Art Shows 2 Trustees – 1 from North and 1 from South	Lareina Rising, Ruth Ann Dodman
Special Education Advisory Committee <i>January 2019 – Appointed for a 4-year term</i> 2 Trustees 1 Alternate	Janet Barnes, Derek Robertson Jack Fletcher
Student Senate 2 Trustees	Jack Fletcher, Malinda Little
Supervised Alternative Learning - SAL 4 Trustees	Ruth Ann Dodman, Jane Bryce, Jack Fletcher, Malinda Little
Surplus Sites Chair, Vice-Chair	Randy Campbell, Derek Robertson



**FROM: John Howitt, Director of Education
Helen Lane, Superintendent of Education**

DATE: January 12, 2021

SUBJECT: LKDSB Regulations on Display of Flags



The LKDSB regulations on Display of Flags have been reviewed due to community feedback.

The regulations were updated to clarify the position of the National Flag on the flagpole, to include Pride Flags and the flying of a flag in support of community awareness initiatives, and to reflect current practice regarding the display of flags. Feedback was gathered from First Nations and community partners.

Recommendation

“That the Board approve the revised regulations on *Display of Flags*.”



REGULATIONS

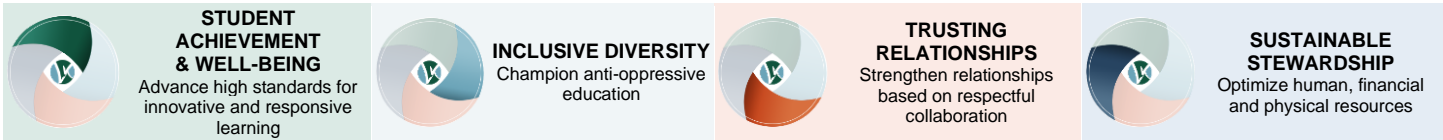
SUBJECT: Display of Flags

1. The National Flag of Canada shall be displayed on an exterior flagpole during normal hours of each school or working day. It is not contrary to etiquette to have the flag flying at night.
2. New buildings shall be equipped with **two exterior** flagpoles at the time of construction. Existing buildings not so equipped shall be provided with an exterior flagpole.
3. The National Flag of Canada and the Provincial Flag of Ontario shall be displayed in a prominent place inside each school.
4. **This regulation will supersede Canadian Heritage's Guidelines for Organizations included in their National Flag of Canada Etiquette.**
5. Principals and building supervisors are responsible for monitoring the condition of, requesting the replacement of, and disposing of flags.
6. At location with two or more flagpoles, the National Flag will always fly alone on one flagpole.
 - 6.1 **The National Flag of Canada shall always be displayed in a position of prominence.**
 - 6.2 **When facing the front of the building, the National Flag of Canada shall be to the left of the observer facing the flags when there are two flags, with the secondary flag to the right.**
7. **At locations with only one flagpole, the National Flag must take a position of prominence at all times when displayed with other flags.**
 - 7.1 **No flag shall be larger than the National Flag of Canada.**
 - 7.2 **No flag shall fly higher than the National Flag of Canada.**
8. **The Pride Flag will fly at all LKDSB facilities during the month of June.**
9. **The Director of Education may also order the flying of a flag in support of community awareness initiatives which align with the Lambton Kent District School Board (LKDSB) values, supports the principles and expectations of the LKDSB Safe Schools Policy, Equity and Indigenous Action Plans and are consistent with the Ontario Human Rights Code. On such occasions, and in consultation with local First Nation communities, an Indigenous flag would fly on a separate flagpole at the same height as the Canadian Flag.**

10. At the discretion of a Principal, a school may also display, on the flagpole or inside the school, the flag of the local municipality or other special purpose flag provided the flag meets acceptable community standards and is not directly connected with any political or religious group or cause **for up to a week/month.**
 - 10.1 **Where a school has only one flagpole, the school may fly one additional flag below the National Flag of Canada, on the same flagpole, for up to a week/month.**
11. Exterior flags throughout the system shall be lowered half-mast on the death of:
 - a) the Sovereign or member of the Royal Family related in the first degree to the Sovereign (husband or wife, son or daughter, father, mother, brother or sister),
 - b) the Governor-General or former Governor-General,
 - c) the Prime Minister of Canada or a former Prime Minister,
 - d) the Lieutenant-Governor of Ontario or a former Lieutenant-Governor,
 - e) the Premier of Ontario or a former Premier,
 - f) a Member of the Federal or Provincial Electoral Riding, and
 - g) a Trustee of the Board.
12. Exterior flags at the Board’s Education Centres shall be lowered to half-mast on the death of a present employee or student in the system when information is made available in a timely manner.
13. The Director of Education may order the lowering of flags to half-mast throughout the system or at an individual location at the Director’s discretion.
14. Exterior flags at individual schools shall be lowered to half-mast on the death of a present staff member or student.
15. Principals may lower exterior flags to half-mast on the death of any non-employee such as volunteers and community resource persons who are held in special regard in the school or community.
16. Exterior flags shall be lowered **briefly at 11:00 a.m.** on Remembrance Day in memory of those who lost their lives in service for our Country.
17. Exterior flags shall be lowered on April 28 to honour the National Day of Mourning for Persons Killed or Injured in the Workplace.

Implementation Date: January 17, 2006
 Reviewed: January 11, 2011
 Revised: April 24, 2012
 Reviewed: September 26, 2017
 Revised: May 8, 2018
 Revised: **January 12, 2021**

Reference: Education Act, Regulation 262 Operation of Schools – General, Section 5. Flag
 Government of Canada, Canadian Heritage
Ontario Human Rights Code
 LKDSB Policy *Display of Flags*



FROM: Lareina Rising, Trustee

DATE: January 12, 2021

SUBJECT: Indigenous Liaison Committee Report



The November 18, 2020 meeting of the Indigenous Liaison Committee (ILC) was held via TEAMS with Trustee Lareina Rising chairing the meeting.

The Record of Action from the October 21, 2020 meeting was reviewed by members of the committee and accepted.

Report from the First Nation Communities were received:

Eelūnaapéewi Lahkéewiit (Delaware Nation): Jolene Whiteye indicated that community offices were closed for a two-week period due to a COVID-19 case in the community and that the school program remained closed. She has organized lunches to be delivered to students at Naahii Ridge and RDHS as well as students learning virtually. The Remembrance Day ceremony and the November 3-5 Youth Association of Iroquois and Allied Indians (AIAI) Assembly were also held virtually.

Bkejwanong: Dr. Cathy Martin indicated there was a shutdown due to a COVID-19 case. The community would be closed from November 16 and reopening on November 30.

Aamjiwnaang: Vicki Ware reported that they were busy trying to stay on top of the virtual learning and working with the various principals with login issues. She was also working on budgets, transportation proposals and work plans. Vicki was excited about the implementation of Lexia Core 5 and SeeSaw. There was a three-day Language and Culture virtual conference held and one whole class from GLSS was able to participate in most of the conference. She was hoping to work with Minogizhgd in promoting Indigenous teacher virtual information session.

LKDSB Indigenous Education Lead Minogizhgd was working with coordinators from STEM to explore the program and address challenges. Talks stalled due to the last year's labour issues and this year's COVID-19 pandemic. He will bring updates back to the group. He is also working on the Aboriginal Teacher Education Program (ATEP) providing information about the promotional webinars to be held November 24 and December 4. All four communities have expressed an interest and anyone can apply. The LKDSB is struggling to acquire an Ojibwe language teacher. Due to a shortage, Minogizhgd is stepping in to help out during Quadmester 2. INDspire was being held virtually on November 26 and 27 and those interested were encouraged to participate.

Trustee Lareina Rising announced that Malinda Little was the successful candidate for the Trustee vacancy for the Sarnia area.

Superintendent Helen Lane reported on the changes occurring in schools due to the change in quadmester system and with COVID-19 protocols. She invited committee members to provide feedback on the proposed changes to the Display of Flags regulations and would follow up individually over the next few weeks. She was also looking for input for the reallocation of some of the Board Action Plan PD funding to support a couple of First Nation employees who have expressed interest in the ATEP program. Committee members were asked to consider the item and she would reach out for comments.

Administrators submitted reports from across the District including the Virtual Secondary School.

The next ILC meeting is tentatively scheduled for Wednesday, January 20, 2021 at 6:00 p.m. via TEAMS.



FROM: Janet Barnes, Trustee and Vice-Chair of the Special Education Advisory Committee

DATE: January 12, 2021

SUBJECT: Special Education Advisory Committee (SEAC) Meeting Summaries (November 19, 2020 and December 10, 2020)



The Special Education Advisory Committee of the Lambton Kent District School Board met on November 19, 2020. Following is a report of the activities of the meeting:

Business Arising from the Minutes

There was no business arising from the Minutes of October 15, 2020.

Presentation – Summer Project Work

Superintendent Angie Barrese, together with Emily Colvin, a Resource Teacher at Northern Collegiate Institute & Vocational School, Derek Stenton, Principal at Alexander Mackenzie Secondary School, and Sandra Perkins, System Coordinator of Special Education, provided an overview of some of the six summer programs the department offered to support students. It was noted that the Special Education Department doesn't typically receive funding to offer summer programs but, because of COVID-19 school closures, the Ministry provided one-time funding to support students who were: experiencing mental health challenges; in need of assistance to be successful in obtaining credits; and/or requiring support to transition back into the classroom. Resource Teachers, Educational Assistants, some special Classroom Teachers, Special Education Coordinators and various support staff helped to deliver the programs/services. The number of students supported that were ultimately successful in the programs was evident. Student participation in summer programs increased from approximately 900 students in a typical summer to approximately 1,600 this past summer. Several videos were shared that demonstrated how much students appreciated the additional supports, and that credited the support received for their success.

The Special Advisory Committee decided to forward a letter to the Minister of Education noting that the success of the programs offered through the summer months proves these supports are needed and requesting that funding for summer programs designed to assist special education students be provided in the future.

Presentation – Epilepsy Southwestern Ontario: Teacher Presentation

Sandra Pidduck, the Epilepsy Educator for the Chatham-Kent and Sarnia-Lambton region, provided an overview of the information she shares with educators regarding epilepsy. The information delivered is advantageous to both students and staff and helps to dispel some misconceptions and fears. In addition to the presentation intended to provide information on what epilepsy is and how to support students that experience seizures, she noted that their organization is able to facilitate more in-depth training regarding the use of rescue medications.

Correspondence

A letter from the Thames Valley District School Board regarding visually accessible PPE was received. Superintendent Barrese spoke about the challenges with getting the specialized PPE that has a clear window allowing students who are deaf or hard of hearing to be able to read lips. Superintendent Barrese noted that some of this specialized PPE has now been received, and the department's Hearing Team is busy distributing it to students. A joint initiative between the department's Assistive Technology Team and the Board's Information Technology department was highlighted. She noted that some students are currently trialing the use of Air Pods that are connected to a translation program; what the classroom teacher is saying is translated into closed-caption text in real time. This is proving to be quite successful, so the Board will look at expanding the utilization of these resources to additional students.

Next Regular Meeting

Thursday, December 10, 2020
6:00 p.m.

Rose Gallaway, SEAC Chair

The Special Education Advisory Committee of the Lambton Kent District School Board met on December 10, 2020. Following is a report of the activities of the meeting:

Business Arising from the Minutes

There was no business arising from the Minutes of November 19, 2020.

Presentation – Role of the Resource Teacher, ALLP Teacher and Educational Assistants, Including the Summer Project Work Role

Several presentations were shared that provided insight into the roles of special education staff who work to support students with special needs. The roles of Resource Teachers, Alternative Learning & Lifeskills Program (ALLP) Teachers and Educational Assistants were highlighted. These dedicated members of the special education team strive to ensure students are supported during their journey through the education system. The importance of the work these employees do throughout the year to help enrich the lives of students is immeasurable; everyone is focused on student success and wellbeing.

Superintendent Barrese also shared some additional information that reflected on the work that special education team members did over the summer months to support students. A Provincially-funded project in August was designed to support students as they began to think about transitioning

back to school, whether in a face-to-face learning environment or virtually, after the school closures. Video providing first-hand accounts from students and parents spoke to the importance of affording special needs students the opportunity to hear about what ‘the new normal’ would be for them when September rolled around in order to ensure a smooth transition.

October 31, 2020 Exceptional Pupil Numbers

The October 31, 2020 exceptional pupil numbers reflect students who have been formally identified as well as those who have not been identified but who have an IEP and receive special education supports/accommodations. As of October 31, 2020, there were 1,846 students who have been formally identified as having special needs and 1,748 students who haven’t been formally identified but who have an Individualized Education Plan (IEP) that sets out resources/supports needed to ensure overall student success.

Summary of 2021 Special Education Plan Review Schedule

The schedule of 2021 Special Education Plan items to be reviewed was shared. In addition to continuing to update the Special Education Plan itself, it was noted that there will be several Program Reviews conducted beginning in 2021. Members of SEAC were asked to consider volunteering to participate in a Program Review where their knowledge and expertise could support the process. Programs to be reviewed in 2021 include the ECPP, Enrichment, ALLP and ABLE programs.

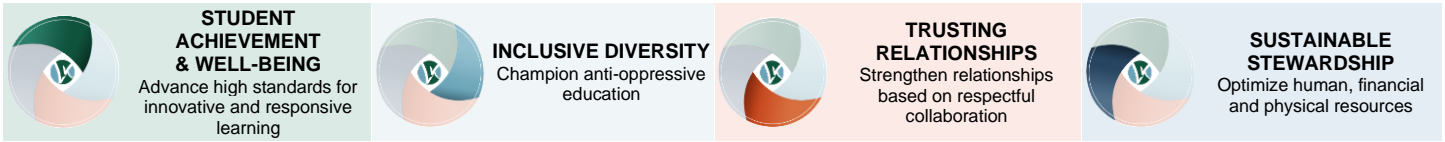
Correspondence

At its November meeting, members of the Special Education Advisory Committee suggested that staff prepare a letter to be sent to the Minister of Education highlighting the success of the programs the LKDSB offered through the summer months and to request that ongoing Provincial funding for the programs continues to flow. A draft letter (copy attached) was shared with SEAC. The letter’s content was approved so the letter will be forwarded to the Ministry.

Next Regular Meeting

Thursday, January 21, 2020
6:00 p.m.

Rose Gallaway, SEAC Chair



**FROM: Aurora Bressette, William Locke, and Lucia Schultz-Allison,
Student Trustees**

DATE: January 12, 2021

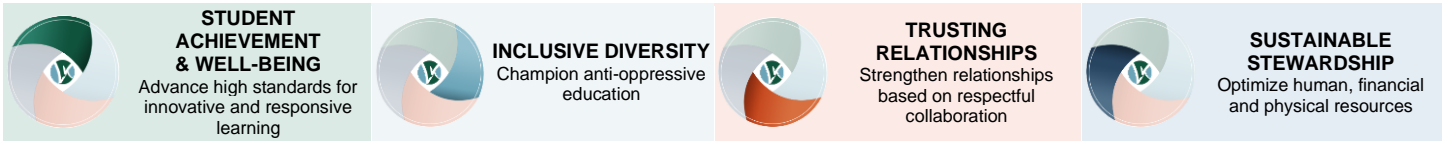
SUBJECT: Student Senate Meeting



The Student Senate met on December 16, 2020 through Google Meets. It was the second meeting of the committee for the 2020-2021 school year.

During the meeting, feedback on the School Climate Survey that was provided by Student Senators to Superintendent Barrese and Mental Health Lead Katie Colameco through the Google Classroom was discussed. Further work was done on finalizing the plans for the Student Senate Mental Health Project.

The Student Trustee Election of the three Student Trustees for the 2021-2022 school year will take place virtually on Monday, February 22, 2021. The Student Senators were encouraged to promote the Student Trustee position.



FROM: John Howitt, Director of Education

DATE: January 12, 2021

SUBJECT: Parental Involvement Committee Report



The Parent Involvement Committee of the Lambton Kent District School Board met on November 30, 2020 via Microsoft Teams.

2021-22 School Year Calendar

Superintendent of Education Ben Hazzard presented the upcoming PA Day date changes to reflect February 5, 2021 as a PA Day.

Superintendent Hazzard presented the proposed calendar for the 2021-2022 school year. In this proposal to PIC members, the school year would begin September 2, 2021 which would be a PA Day. The first day of class for students will be September 7, 2021. The Christmas break will be December 20, 2021 to January 2, 2022.

Proposed dates for PA Days for the 2021-2022 school year are:

Thursday, September 2, 2021
Friday, October 8, 2021
Friday, November 1, 2021
Friday, February 4, 2022
Friday, April 29, 2022
Friday, June 10, 2022
Thursday, June 30, 2022

Proposed examination dates for secondary students are:

January 28 – February 3, 2022
June 23 – June 29, 2022

Superintendent Hazzard discussed Kindergarten Registration, and in following Public Health guidelines all schools will host parents booked into appointment times on Thursday, February 4, 2021 and Friday February 5, 2021.

Virtual Event with Dr. Karyn Gordon

Dr. Karyn Gordon presented via a Zoom webinar on November 17, 2021. The presentation *Building Confidence* focused on strategies parents/guardians can use to build their kids' confidence. The event was promoted on the Board and school websites as well as through social media.

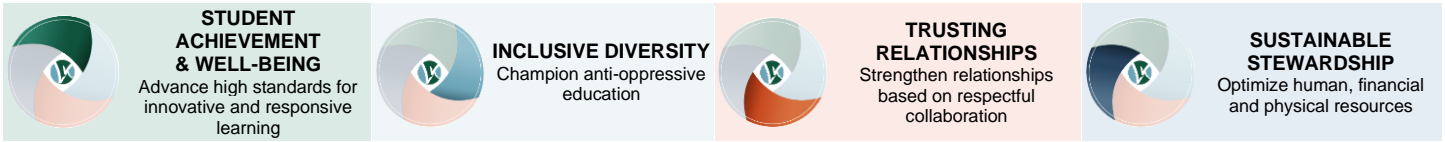
2021-2022 PRO Grant

The Parent Reaching Out Grant will be available at a yet to be determined date for schools to apply including the Virtual Schools.

Thoughtexchange

A Thoughtexchange was sent out to families with extremely positive, supportive and appreciative results. Questions from parents included the format of the Quadmester. The Ministry of Education and Public Health guidelines during a pandemic dictated the current model of Quadmester was necessary to accommodate the different courses and levels students required.

The next Parent Involvement Committee meeting will be held on February 8, 2021 at 6:30 pm via Teams.



FROM: John Howitt, Director of Education

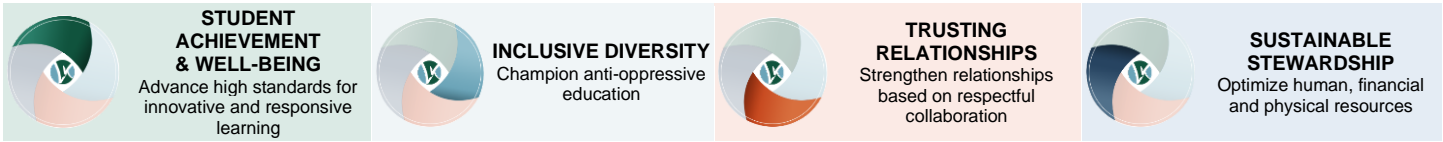
DATE: January 12, 2021

SUBJECT: Director's Annual Report 2019/2020



Attached is the Director's Annual Report for 2019/2020. It outlines the activities undertaken to achieve the LKDSB Strategic Priorities as well as ongoing efforts to enhance student achievement and wellness.

The Director's Report is to be submitted to the Ministry of Education and posted on the LKDSB website by January 31.



FROM: John Howitt, Director of Education

DATE: January 12, 2021

SUBJECT: LKDSB Update on Face to Face and Learn at Home Program



On December 21, 2020, the Ontario Provincial Government announced that all of Ontario would move into a lockdown, beginning at 12:01 a.m. on December 26, 2020 until at least January 23, 2021. The announcement affected the approach for publicly funded school boards, including the Lambton Kent District School Board (LKDSB). There are significant differences in this lockdown compared to the Spring of 2020. There is no Ontario Ministerial order to close schools completely and childcare facilities, including all facilities located in our schools, will remain open.

During this lockdown period, the following will apply at the LKDSB:

- Schools will be closed to students during remote learning periods except to support students with special education needs who cannot be accommodated through remote learning based on student needs, such as Alternative Learning and Lifeskills Program (ALLP), Intensive Service (IS) and Education and Community Partnership Program (ECP).
- All elementary and secondary school students will participate in remote learning from January 4, 2021 to January 22, 2021.

Elementary Teacher Expectations During the Remote Learning Period

Elementary students will engage in remote learning from January 4 to 22, 2021. Students currently enrolled in the Virtual Learn at Home Elementary School will continue as normal.

On Monday, January 4, teachers provided 30 minutes of synchronous learning via Google Meet at the school bell time. The teacher provided the link to the Google Meet in the online learning platform set up previously. All students who attended were marked present. The remainder of the day was spent connecting with students who were not present during the Google Meet and preparing for the week of instruction. If a student did not attend, then the teacher was to inquire about how they could support the expectations of learning for their child. During this day teachers collected technology needs for students that would be needed for the remote learning period. These needs were shared with the school Principal to make a plan for device distribution.

The expectations for learning are outlined, in accordance to Policy/Program Memorandum (PPM) No.164: Requirements for Remote Learning, in option 1 or 2 below.

Option 1: Learning On-Demand & Live Teacher Support

- Students will complete teacher provided work at their own pace.
- Teachers provide 'live teacher support' (via Google Meet or phone calls). Whole class Google Meets will begin the day, during which activities and learning will be assigned. Then small group Google Meets will occur through the day. For older grades, the lesson will be taught before allowing the students to complete the work. The teacher will stay in the Google Meet to answer questions.
- It is very important that students are able to interact with their teacher and classroom peers throughout the school day via Google Meets.
- Student cameras are not required to be on.
- Most of the assigned work completed at the student's pace.
- The learning will not exceed 180 minutes for Kindergarten or 225 minutes for Grades 1 - 8.
- Assigned tasks could include questions, reading, writing tasks, activities, projects, pre-recorded video demonstrations, pre-recorded video tutorials, and other items. These will be online activities with classroom teacher leading the learning.
- Curriculum partner teacher(s) will provide instruction via a new Google Meet link that will be posted in SeeSaw or Google Classroom. They will provide the instruction at the scheduled time and will provide learning up to 75% of their scheduled time with the class.

Option 2: Learning On-Demand

- Students complete teacher provided work at their own pace due to bandwidth or other concerns.
- The learning will not exceed 180 minutes for Kindergarten or 225 minutes for Grades 1 - 8.
- Written feedback provided via email, messages via See Saw or Google Classroom.
- Assigned tasks could include questions, reading, writing tasks, activities, projects, pre-recorded video demonstrations, pre-recorded video tutorials, and other items. These will be online activities which allows the classroom teacher to lead the learning.
- Curriculum partner teacher(s) will provide instruction via on demand activities up to 75% of their scheduled time with the class.

Students enrolled in the Elementary ALLP, ECPP and IS Programs:

For students in the Elementary ALLP, ECPP and IS programs, learning will occur remotely. Teachers are expected to provide both on-demand learning (activities provided to students to access when the timing works for them) as well as synchronous learning (this could be a class discussion, or shared learning time). The amount of synchronous learning should be appropriate for the students and their needs. School ALLP, ECPP and IS teams are encouraged to work together to support student learning.

ALLP, ECPP and IS teachers were required to be in contact with their students and families on January 4, 2021 to understand the students' needs and determine the best programming options for their students. In addition, teachers were expected to determine if any technology equipment is required to support learning at home.

ALLP, OPTIONS, ECPP and IS students who are not able to benefit meaningfully in remote programming due to their exceptionalities, are permitted to attend face to face, in school learning beginning on the week of January 11, 2021.

Secondary Teacher Expectations During the Remote Learning Period

Secondary students will engage in remote learning from January 4 to 22, 2021. Virtual Learn at Home Secondary School (VLHS) staff will resume their regular programming as scheduled on January 4.

On Monday, January 4, teachers provided 30 minutes of whole-class learning at the start of the school day. The teacher provided the link for the whole-class learning session in the virtual learning environment established at the start of the quadmester. All students who attended were marked present. For the remainder of the day, teachers connected with students who were not present during the whole-class session and prepared for the remainder of the week. During this day teachers collected technology needs for students in their class. These needs were shared with the school Principal to make a plan for device distribution.

During the remainder of the remote learning period from January 5 – 22, teachers will provide 225 minutes of teacher-led learning opportunities including whole-class learning, small-group conferencing and live teacher support to answer student questions and provide individual/small group instruction, demonstrations or tutorials. The remote learning day will follow the regular school day schedule with a morning learning block, a lunch block and an afternoon learning block. The learning blocks will be approximately 160 minutes (including a 10-minute break) each which will include 112.5 minutes of live teacher interaction. The remainder of the learning block will be devoted to independent student learning.

Students enrolled in the Secondary ALLP, OPTIONS, ECPP and IS Programs:

For students in the Secondary ALLP, OPTIONS, ECPP and IS programs, learning will occur remotely. Teachers are expected to provide both on-demand learning (activities provided to students to access when the timing works for them) as well as synchronous learning (this could be a class discussion, or shared learning time). The amount of synchronous learning should be appropriate for the students and their needs. School ALLP, ECPP and IS teams are encouraged to work together to support student learning.

ALLP, OPTIONS, ECPP and IS students who are not able to benefit meaningfully in remote programming due to their exceptionalities, are permitted to attend face to face, in school learning beginning on January 11, 2021.



FROM: Jack Fletcher, Trustee

DATE: January 12, 2021

SUBJECT: Supervised Alternative Learning (SAL) Committee, 2019-20



For 2019-20, the SAL Committee was composed of trustees Jane Bryce, Randy Campbell, Ruth Ann Dodman, and Jack Fletcher (Chair). The Committee also included System Coordinator Paul Wiersma and Community Representatives Leslie Helferty and Corinne Webb. The following LKDSB resource staff attended the Committee meetings including SAL Coordinator Dennis Meston, Student Engagement Clerk Stephanie Erny, Attendance Officers Andy Collins and Lis Hoskins, Indigenous Student Re-Engagement Workers Kaili Clubb and Mary Whiteye, as well as secondary school principals and vice-principals.

SAL is a program for compulsory school aged students 14-17 years of age who are not attending school due to personal challenges. When re-engagement efforts and/or alternative programming options have not been effective, the school and parent are able to make a referral to SAL. The goal of SAL is to provide students with a connection to learning and to support their continued progress towards graduation or achievement of other educational and personal goals. While a student is approved for SAL for the entire school year, ongoing efforts are made to support a student to be ready to transition to day school or alternative programming.

The SAL Committee met on the following dates:

Meeting Date	Student Referrals Approved
September 16, 2019	13
October 1, 2019	35
October 15, 2019	64
October 29, 2019	34
November 11, 2019	12
November 26, 2019	20
December 9, 2019	25
January 21, 2020	259 students reviewed
February 18, 2020	35
March 2, 2020	14
April 21, 2020	26
June 18, 2020	114 students renewed for 2020-21

The following meetings were cancelled due to the COVID-19 pandemic: March 24, April 6, May 4, May 19.

2019-20 SAL Data

Semester 1 Start	Semester 1 Referrals	Semester 1 End	Semester 2 Start	Semester 2 Referrals	Semester 2 End	Renewals for 2020-21
40	203	275	235	75	268	114

Credits Attempted and Earned

Semester 1		Semester 2		Total for 2019-20	
Attempted	Earned	Attempted	Earned	Attempted	Earned
174	16	168	39	342	55