

PRESENT:

Trustees: Chair Randy Campbell, Vice-Chair Janet Barnes, Greg Agar, Jane Bryce, Ruth Ann Dodman, Jack Fletcher, Malinda Little, Roberta Northmore, Angela Richards, joining virtually, Kelley Robertson, and David Shortt

Student Trustees: Graysen Bathe-Minard and Makaiyah Stonefish, joining virtually

Staff: Director of Education John Howitt, Associate Director Brian McKay, Superintendents of Education Angie Barrese, Emily Dixon, joining virtually, Gary Girardi, Ben Hazzard, and Mary Mancini

Regrets: Student Trustee Darshan Shah

Recording Secretary: Jaime Shannon, Executive Assistant to the Director

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

Chair Campbell read LKDSB Procedural By-Laws Section 3.19 *Decorum at Board Meetings*.

#2023-151
Approval of the Agenda Moved by Greg Agar, seconded by Ruth Ann Dodman,

“That the Agenda for the Regular Board Meeting of November 14, 2023 be approved as amended with the movement of Report for Board Action item 13. b) to 11. b).”

CARRIED.

In Memoriam Chair Campbell read an In Memoriam for an LKDSB secondary student. A moment of silence was observed.

Trustee Bryce read the Traditional Territorial Acknowledgement and provided an overview of Treaty 29 in recognition of Treaties Recognition Week, November 5 to 11, 2023.

Declaration of Conflict of Interest None.

#2023-152
Approval of the Minutes
Oct/24/2023 Moved by Malinda Little, seconded by Greg Agar,

“That the Board approve the Minutes of the Regular Board Meeting of October 24, 2023.”

CARRIED.

Business Arising None.

Motions Emanating from the Regular Board Private Session None.

#2023-153
Action of the Regular Board Private Session be the Action of the Board Moved by Janet Barnes, seconded by Jack Fletcher,
“That the Action of the Board in Private Session be the Action of the Board.”

CARRIED.

Presentation - 2022/2023
School Year Audited
Financial Statements

Associate Director McKay introduced Kevin Sabourin, partner with the firm of MMP LLP, the company appointed by the Board to perform the 2022-2023 school year annual audit of its financial statements.

Mr. Sabourin explained the auditor is engaged by the Board to conduct an audit to ensure the financial statements are prepared and reported within the Public Sector Accounting Standards (PSAB) for School Boards. He further explained that the LKDSB is responsible for the preparation of the consolidated financial statements and the report is in draft form until approved by the Trustees. He referred Trustees to the Independent Auditors' Report and reported that based on the evidence gathered, the financial statements fairly represent the financial position of the Board as of August 31, 2023. He advised that it is a clean opinion, which means the auditor did not have any reservations, which is the highest standard you can achieve. He presented the Consolidated Statement of Financial Position as of August 31, 2023 and the Statement of Operations, which show the Board is compliant by Ministry Definitions.

Mr. Sabourin explained that Asset Retirement Obligations (ARO) is an accounting standard adopted on September 1, 2022 and is an estimate of a liability for a future cost related to the retirement of tangible capital assets controlled by a government or government organization. He noted that this accounting standard is explained in detail in Note 2 of the Notes to the Consolidated Financial Statements. Associate Director McKay further explained that ARO is an estimate based on a theory that the market may ask for a school to be sold in a clean unencumbered state, i.e. clean of asbestos, so it represents the cost if this theory came to be true. He noted that in practice the market has not asked for this, and if a building is sold and the cost is not incurred the liability would be reduced.

Associate Director McKay noted that all boards in Ontario recently received notification of the monetary resolution to Bill 124, which is explained in detail in Note 25 of the Notes to the Consolidated Financial Statements. He explained that the change was about \$4.3 million dollars, but it is fully funded by the Ministry and therefore does not affect the Board's bottom line. He further explained that even though the change did not impact the bottom line, it was a significant amount of money and impacted 4 lines on the financial statements, so they had to be readjusted. Director Howitt added that this is the remedy for Bill 124, which was the 3-year wage restraint bill that restricted salary increases at 1% per year, which was challenged in the courts.

Following a Trustee question, Mr. Sabourin confirmed that the settlement amount that affected the LKDSB was for the Ontario Secondary School Teachers' Federation (OSSTF) teachers, and there will be remedies for other groups when settlements occur.

Associate Director McKay reported on the Detailed Accumulated Surplus Sheet and explained that surplus is created when there is more revenue than budgeted, or less expenses than budgeted. He reported that there was an annual surplus of \$1.6 million dollars.

#2023-154
2022/2023 School Year
Audited Financial
Statements
Report B-23-130

Moved by Jane Bryce, seconded by David Shortt,

“That the Lambton Kent District School Board approve the annual audited Consolidated Financial Statements and the accompanying Independent Auditor’s Report for the year ending August 31, 2023.”

CARRIED.

Moved by David Shortt, seconded by Greg Agar,

“That the Lambton Kent District School Board approve the accumulated surplus allocation amounts from the August 31, 2023, year-end, as presented in the Accumulated Surplus attachment.”

CARRIED.

Presentation – LKDSB
Equity Audit Report

Superintendent Girardi reported on the LKDSB Equity Audit Report, conducted by Turner Consulting Group Inc. at the request of LKDSB, as part of its effort of to commit to inclusive diversity and anti-oppressive education, as identified in the Strategic Priorities 2020/2021-2025/2026. He noted there are many benefits of an Equity Audit and it is a means to create a road map for the organization.

Superintendent Girardi explained that the Student Census, completed in the 2021-2022 school year, was a demographic survey of LKDSB students that provided a picture of the diversity of the student population, and will help identify systemic barriers and biases within the education system and ensure that the LKDSB is providing effective programming to support student success and well-being, as well as allocating resources where they are needed most. He explained that the Staff Census, completed in the 2022-2023 school year, was a demographic survey of all staff to give the LKDSB a better understanding of the diversity of its workforce. He noted that the results of the Staff Census will help the Board achieve the goal of increasing the diversity of its workforce so that it reflects the diversity of students and will identify ways in which the Board can foster an inclusive work environment. He explained that an Equity Audit is a comprehensive review of written and unwritten, formal and informal employment policies, practices, and procedures that identifies and makes recommendations for the removal of systemic/institutional, cultural, and attitudinal barriers to equitable policies and practices, a diverse workforce, and an inclusive work environment. He added that an Equity Audit provides an organization with information on what is working well and what requires improvement so that it can build on its strengths and remove the identified barriers.

Superintendent Girardi reported that the LKDSB Equity Audit included: a review of employment policies, written procedures, and related documents; a review of 15 files for competitions conducted in 2022-2023 to assess how policies are implemented and to identify informal practices; consultant-led focus groups, in which 76 people participated; an online Workplace Equity and Inclusion Survey distributed to all employees via email, in which 584 employees participated; one-on-one interviews with 9 senior leaders and 4 union representatives; and consultant-led focus groups with Human Resources staff. He further reported that in total, over 650 employees participated in these consultations, representing about 20% of the Board’s approximately 3,300 employees and that at this level of participation, there is sufficient data to provide a high-level

perspective of the Board's policies, practices, and organizational culture and their impact on employees.

Superintendent Girardi explained that principles were determined, followed, and shared with school and board leadership to assist in the process, and that the focus of the Equity Audit was on the groups which experience systemic and persistent discrimination in employment but included the voices of all LKDSB employees.

Superintendent Girardi reported there were four areas of priority outlined for the LKDSB: first, diversify the workforce at all levels; second, create more equitable policies and practices; third, create a more inclusive and welcoming work environment; and fourth, strengthen the organization's equity infrastructure. He explained there are 83 recommendations in the final report and the LKDSB worked with its consultant to prioritize the recommendations into a more manageable Action Plan of prioritized tasks. He noted that the items deemed highest priority were organized into 3 sections: create a culture of Human Rights; strengthen the hiring process; and strengthen policy framework.

Superintendent Girardi remarked that the Equity Audit is a central focus for the LKDSB moving forward, and in addition to the Final Report and the Action Plan, there are 7 goals within the Operational Plan that champion equity and inclusion.

A Trustee asked if there is a recommendation for professional development for Trustees to help look at the proposed policy or regulations changes through an equity lens. Director Howitt responded that a Human Rights lawyer will provide a workshop for Trustees at the January 23, 2024 Board Meeting to help assist with questions from the public and remind Trustees of what is necessary in a governance role when policy is being reviewed and passed. He added that this has been a focus of the Ministry of Education and there have been offerings for equity training through OsGoode Hall Law School and Ontario Public School Boards' Association (OPSBA). He explained that there was an aspect of Bill 98 that included a potential expectation of mandatory training of elected Trustees that could be forthcoming and may include Human Rights and equity training.

Presentation – Math Achievement Action Plan

Superintendent Hazzard introduced Nicole Beuckelare, System Coordinator of Math, and provided Trustees with information on the LKDSB Math Achievement Plan. He relayed that the Math Achievement Plan was created based on 3 Ministry priority actions, with consideration for board level, school level, and classroom level focus and includes four key themes: Number Talks, sharing math knowledge by 'thinking aloud' in the most effective way; Instructional Leadership, supporting school and district leadership to set conditions for students to be most successful; Teacher Capacity, providing teachers opportunities to learn and implement High-Impact Instructional Practices; and Student Data, gathering specific evidence to celebrate student's math learning.

System Coordinator Beuckelare reviewed the LKDSB Action Steps for elementary and secondary, which included the specific actions, and key performance indicators of the priorities.

Superintendent Hazzard noted that the Ministry of Education determined the Math Priority Schools, but the LKDSB felt some were not the best use of

resources, for example, they may have only had a small number of students in the class, so a change was requested and accepted.

Superintendent Hazzard reported there have been four one-on-one meetings with the provincial Math Lead since the beginning of the school year, the initial report would be submitted to the Ministry on November 15, 2023, there would be a mid-point report, and then a final report due on July 15, 2024.

A Trustee asked how much time each facilitator spends in each of the schools. System Coordinator Beuckelare responded that it depends on the time needed, based on the number of classrooms and students. She explained that for large schools, they attend 76 days, for medium schools they attend 58 days, and for smaller schools, they attend 35 days. Superintendent Hazzard added that they are scheduled on a two-week cycle.

A Trustee asked if the funding was for one-year only or multiple years. Superintendent Hazzard responded that he is hopeful for additional funding in future years and has shared this with the Ministry, but there is no confirmation at this time.

Director Howitt explained there was a tight timeline to start the Math Achievement Plan, but the facilitators were in place and in the schools as quickly as possible at the beginning of the school year, which will make a difference to LKDSB students. He remarked that the Math Lead from the Ministry is pleased with the LKDSB's plan and progress.

Delegations

None.

A recess was taken at 8:42 p.m. and the meeting resumed at 8:52 p.m.

#2023-155
Report of the Ad Hoc
Naming Committee for the
Consolidated Forest Area
Family of Schools
Report B-23-129

Trustee Bryce reported on the Ad Hoc Naming Committee for the Consolidated Forest Area Family of Schools, which she served on with Trustee Fletcher. She noted that the report detailed the composition of the committee, meeting dates, and the process for seeking input and deciding on the recommended name of the school. She explained that the committee chose the criteria for the naming of the school based on the LKDSB Regulations on *Naming and Renaming of Board Facilities*, and received a total of 176 names which were eventually narrowed down to two names. The recommended name was decided by ballot. She remarked that the committee worked very hard to narrow the names down, and everyone wanted to honour their school's history but recognized that the school communities were moving forward to become a new school community.

Moved by Jane Bryce, seconded by Jack Fletcher,

"That the Board name the Consolidated Kindergarten to Grade 12 School in Forest the Lambton Shores Community School."

There was a discussion amongst Trustees regarding the recommended name of the school.

CARRIED.

Audit Committee Report
Report B-23-131

Trustee Shortt reported to Trustees on the November 8, 2023 Audit Committee meeting. He noted that the meeting included discussion on the 2022-2023

Indigenous Liaison
Committee Report
Report B-23-132

Consolidated Financial Statements and approval of a recommendation from the committee to the Board.

Trustee Northmore reported to Trustees on the October 25, 2023 Indigenous Liaison Committee (ILC) meeting, which was held during the day as part of the new format for the committee. She relayed that a Student Engagement Specialist and Academic Advisor will work together to support Aamjiwnaang First Nation students and their Education Service Agreement is still in draft as there were questions on the Special Education section of the report. She relayed that the Eelünaapéewi Lahkéewit Education manager met with the new Indigenous Graduation Coach who has begun working with students at Ridgetown District High School, council will be discussing a Kindergarten to Grade 12 Education Committee, they are in process of hiring a Student Advocate Worker, and they are working on obtaining a quote for a special needs bus for their community. She relayed that Bkejwanong First Nation's school year is off to a great start. She relayed that Kettle and Stony Point has an enrolment of 102 Kindergarten to Grade 8 students at Hillside School, the new principal has resigned, the Indigenous Lead position is still vacant, and the Student Advocate position at Alexander Mackenzie Secondary School is still available.

Trustee Northmore reported that she provided a copy of the Ministry's Bill 98 document and the EQAO results to each community member. She relayed that Indigenous Lead Sinopole's update to the committee included that the final report of the Board Action Plan (BAP) is in process and will be reviewed with the First Nation representatives once completed, that the Indigenous Education Team meets monthly, and that a project including building garden beds for Indigenous plants and medicines is in the works at Lambton Kent Composite School. She relayed that Superintendent Dixon reported that the Indigenous Education team and several Sir John Moore Community School staff will be attending the Indspire Conference and the first Indigenous Teacher Education Program (ITEP) graduation is scheduled at Aamjiwnaang First Nation on November 20, 2023.

Trustee Northmore will inform the ILC that the Apply to Education fee is no longer a requirement, following confirmation by Director Howitt.

Ontario Public School
Boards' Association
Update (OPSBA)

Trustee Fletcher reported that he and Trustees Northmore and Shortt attended the OPSBA Western Regional Meeting, which was held on November 4, 2023 in Kitchener, Ontario and that he would share the minutes of the meeting with Trustees when they were available.

Trustee Northmore reported that the Beyond Knowledge booklet Trustees received in January 2023 will be imbedded in OPSBA's future plans, but it has not yet started due to contractual issues.

Trustee Shortt reported that he submitted recommended changes to OPSBA regarding their Legal Defence Fund.

Trustee Fletcher asked that the letter sent from the Special Education Advisory Committee (SEAC) to the Minister of Education be forwarded to OPSBA.

Trustee Bryce reported that she attended the November 8, 2023 Policy Development Workgroup meeting as an alternate member and that OPSBA finished their GSN submission, which is now posted on the OPSBA website.

Special Education
Advisory Committee
(SEAC) Report
Report B-23-133

Trustee Little reported to Trustees on the October 19, 2023 Special Education Advisory Committee (SEAC) meeting. She relayed there was a presentation on the LKDSB Math Action Plan and on the Student Support Services/Well-Being model. She noted that an outline of presentation topics for the 2023-2024 school year was included in the report, as well as a summary of Special Equipment Amount (SEA) claims and a letter to the Minister of Education regarding recruitment and retention of staff serving in the capacity of Educational Resource Worker.

Supervised Alternative
Learning (SAL) Committee
Report
Report B-23-134

Trustee Northmore reported to Trustees on the Supervised Alternative Learning (SAL) program for the 2022-2023 school year. She provided information on the program and indicated that the large number of referrals indicates that more youth are having difficulty with the regular education system. She reported on the goals for the 2023-2024 school year, one of which is to reduce the number of students in SAL by utilizing system supports prior to referring students to the program.

A Trustee asked if the increase in numbers was related to the reduction of the Virtual School program. Superintendent Mancini responded that phasing out of the virtual environment is one of the reasons, as although measures are implemented to engage students, they are not always successful, so the students engage with SAL.

A Trustee asked why the program is non-credit when there is an academic component. Superintendent Mancini responded that SAL is a temporary excusal from school to support students in non-academic measures to assist them in returning to school. She explained it is 0.5 FTE and non-credit bearing because it provides other types of supports for students, but it is often paired with a credit or two to increase the student to 1.0 FTE.

Operational Plan 2023-
2024
Report B-23-135

Director Howitt reported to Trustees on the Operational Plan for the 2023-2024 school year. He noted that the work on the goals contained in the plan started at the beginning of the school year or they are a continuation of multi-year goals. He explained that the actual outcomes are added to the report at the end of the school year and reported back to Trustees. He added that there are many goals that are tied to the Equity Audit.

Director Howitt reminded Trustees that there was a change to the structure of the Operational Plan this year, following requirements of *The Better Schools and Student Outcomes Act, 2023*.

A Trustee noted the focus on early literacy for Kindergarten to Grade 2 students in the Operational Plan and that there may be students in Grade 3 preparing for EQAO who did not receive these supports through COVID-19. She asked if there would be additional supports for these students. Superintendent Hazzard responded that the early literacy item was in direct response to the Right to Read Report, but the learning for students extends beyond these areas. He explained there have been collective efforts moving out of the pandemic to more normal schooling, and collaborative work with the

Student Support Services and Well-Being department supporting students in Tier 2 or small group types of intervention. He added that \$1 million dollars of tutoring funding was received to provide supports in those areas and Student Support Services and Well-Being is continue to be collaborated with for students who require additional supports. Director Howitt added that Trustees will note a shift in the Operational Plan to greater staff based in schools in a regular schedule who were previously centrally located. He noted that the Applied Behaviour Analysis (ABA) team has grown and is regularly cycling through schools to provide supports and there is an increase of Special Education Coordinators, who are in schools on a regular schedule. He added that some Grade 3 students would have come through early implementation of the Early Literacy Strategy.

A Trustee asked if the hours of community involvement requirement for secondary students is continuing to be a barrier to student graduation. Superintendent Mancini responded that there has been a lot of hard work done to ensure community involvement hours do not impact graduation, and there was a special review of students who are missing only community hours at the end of the school year. She explained that these students were connected with to ensure the hours were completed so it was not a barrier to graduation, and there were a minimal number of students in the 2022-2023 school year that did not have their hours at the time of graduation.

A Trustee asked if implementation of the Ministry's Accelerated Apprentice Pathway program would make it more difficult to reach the goal of increasing graduation rates. Superintendent Mancini responded that it will make it more difficult, depending on which direction the Ministry decides to go.

Ontario Student Trustees' Association (OSTA) Fall General Meeting

Student Trustees Bathe-Minard and Shah reported to Trustees on the Ontario Student Trustees' Association Fall General Meeting, which they attend from October 19 to 21, 2023. Student Trustee Shah was not in attendance at the meeting but provided a report read by Director Howitt.

The Student Trustees reported that they had a wonderful experience attending the conference and highlighted that they learned more about the Student Trustee position, through workshops and networking, and that they built relationships with Student Trustees from other school boards.

LKDSB Equity Audit Report
Report B-23-136

Superintendent Girardi referred Trustees to the information found in the report, which was presented at the beginning of the meeting.

Math Achievement Action Plan
Report B-23-137

Superintendent Hazzard referred Trustees to the information found in the report, which was presented at the beginning of the meeting.

Correspondence

None.

New Business

None.

Trustee Questions

A Trustee remarked that there are excellent resources on the LKDSB website regarding student safety concerns, and asked if there are any other sources to inform parents/guardians if a safety situation arises. Director Howitt responded

that the LKDSB has a long history and pride in over communicating when there are legitimate known threats or concerns for safety. He remarked that the LKDSB would never be silent if students or staff were at risk, and if a situation arose, there would be action and communication. He reiterated that if a parent/guardian does not receive communication, it means there is no safety concern.

Notices of Motion

None.

Announcements

The Organization Meeting of the Board will be held on Tuesday, November 21, 2023 at the Sarnia Education Centre at 7:00 p.m.

The next Regular Board Meeting will be held on December 12, 2023 at the Chatham Regional Education Centre at 7:00 p.m.

Adjournment

There being no further business of the Board, Chair Campbell declared the Meeting adjourned at 9:57 p.m.

Chair of the Board

Director of Education and
Secretary of the Board