



**Lambton Kent
District School Board**

Student Achievement ✓ *Community Success*

Multi-Year Accessibility Plan

September 2017 to August 2022

**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. 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 five-year period from 2017-2022 to identify, remove and prevent barriers to people with disabilities who work, learn and participate in our LKDSB community. This includes students, staff, parents, guardians, volunteers and visitors to the Board, its schools, and all Board facilities. This follows our five-year 2012-2017 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 2015. The plan is guided by the Board's Accessibility Standards Policy Statement.

2. 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 Reviews recent effort of the Lambton Kent District School Board to remove and prevent barriers.
- 2.3 Describes the measures the Lambton Kent District School Board will take in the period 2017-2022 to identify, remove and prevent barriers.
- 2.4 Makes a commitment to provide an annual status report on the Board's implementation of the multi-year accessibility plan.
- 2.5 Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years.
- 2.6 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.
- 3.2 Continuing the process of consulting with the Special Education

Advisory Committee and with persons with disabilities.

- 3.3** 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.
- 3.4** 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 21,800 students in our 54 elementary schools and 12 secondary schools. Lambton County and Kent County is 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.

5.0 Members of Accessibility Committee

Committee Member	Department
Andy Scheibli	Manager of Facility, Maintenance and Capital
Angie Moule	Special Education Coordinator (Elementary)
Bruce Davidson	Special Education Coordinator (Secondary)
Cheryl Webster	Human Resource Officer
Don Masse	Coordinator of Sites and Design
Frank Mastronardi	Supervisor of System Applications/Corporate Services
Jim Stewart	Secondary Principal
Kent Orr	Student Transportation Services, CLASS
Mary Mancini	System Coordinator of Secondary Program
Melody Borthwick	Supervisor of Building Services
Sandi Cook	Elementary Principal
Sandra Perkins	System Coordinator of Special Education
Trish Johnston	Executive Assistant and Communications Officer

The Accessibility Committee will hold meetings as necessary to remain current on legislative changes and proposals. A particular focus for this committee will be on the proposed development of an education standard under the AODA.

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

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, Parents and School Community	Ongoing
Accessibility Working Group 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
Communication steps: Board, SEAC, Employee Groups, School Community.	Participate in feedback process and discussions to provide input prior to public posting of plans	Ongoing

8.0 Recent Barrier Removal Achievements

The most recent Annual Accessibility Plan developed in accordance with the Accessibility for Ontarians with Disability Act (AODA) identified a range of barriers and appropriate strategies for their removal. Some examples of these are:

Type of Barrier	Location	Action Taken
Physical	Various elementary schools throughout the district	Five barrier free washrooms installed
Physical	Various schools throughout the district and both Board Offices	27 barrier free drinking fountains/water filling stations
Physical	Tecumseh Elementary School	Emergency evacuation chairs in case of power failure
Physical	Northern C.I. & V.S.	Renovated parking lot adding tactile strips for visual disabilities
Environmental	All locations throughout the district	Purchased a Portable FM system for use at meetings throughout the district to assist people with hearing disabilities

Type of Barrier	Location	Action Taken
Information and Communication	Throughout the district	Ensure all websites and intranet conforms to accessibility standards
Information and Communication	Sarnia and Chatham Education Centres	Video Telephones installed at a barrier free height
Attitudinal	Various locations throughout the district	Ongoing training through the Special Education Department in understanding the individual with a disability and the specific requirements of our students with disabilities
Attitudinal	District-wide	Ongoing training in Customer Service Standards and Integrated Service Standards for all new employees
Transportation	District-wide	Development of Individual Transportation plans for students with special needs as required

New school construction has adhered to the current building code and includes level access to schools, automatic door openers, elevators in schools of more than one floor and accessible washrooms.

9.0 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:

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

These requirements build on the previously implemented Accessibility Standards for Customer Service which came into force in 2007. The general requirements under this Regulation are:

- Procurement
- Training

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.

9.1 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 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 where applicable to provide accessible services.
- Posting a Notice of Interruption of Services for planned or unplanned interruption of services. This notification will be posted on the LKDSB website with all relevant information.

9.2 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. 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.

9.3 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:

- Preparing individualized emergency response plans for persons with disabilities.
- Providing alternate methods of ensuring employees with disabilities are notified in emergency situations.
- Making employment practices and workplaces more accessible.
- Ensuring accessibility requirements are available during the recruiting phase.
- Reviewing accommodation practices to ensure people with disabilities are able to participate fully as LKDSB employees.
- 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.

9.4 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.

9.5 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.

9.6 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.

10.0 Review and Monitoring Process

The Accessibility Committee will meet as required during the 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.

11.0 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