

# KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

## REGULAR MEETING OF KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

Tuesday, December 13, 2022 at 6:15 p.m.  
(In-camera Session 6:15 p.m. – Open Session 7:00 p.m.)  
Roy H. Wilfong Boardroom, Education Centre  
1994 Fisher Drive, Peterborough, Ontario

### Character Makes a Difference

The Character Attribute for December is *Respect*.

## REVISED AGENDA

- ITEM 1. CALL TO ORDER AND LAND ACKNOWLEDGEMENT
- ITEM 2. COMMITTEE OF THE WHOLE
- ITEM 3. OPEN SESSION AND LAND ACKNOWLEDGEMENT (7:00 p.m.)
- ITEM 4. NATIONAL ANTHEM AND A MOMENT OF SILENCE
- ITEM 5. CHARACTER ATTRIBUTE – STUDENT TRUSTEE
- ITEM 6. ADOPTION OF AGENDA
- ITEM 7. DECLARATIONS OF CONFLICTS OF INTEREST
- ITEM 8. ADOPTION OF MINUTES
  - 8.1 For the Regular Meeting of Kawartha Pine Ridge District School Board held on Tuesday, November 22, 2022 – \*\*
  - 8.2 For the Emergent Meeting of Kawartha Pine Ridge District School Board held on Wednesday, November 30, 2022 - \*\*
- ITEM 9. EDUCATIONAL PRESENTATIONS
- ITEM 10. DELEGATIONS
  - 10.1 DELEGATIONS (10 minutes)
  - 10.2 DELEGATIONS (3 minutes)
  - 10.3 DISPOSITION OF DELEGATION CONCERNS
- ITEM 11. DIRECTOR'S UPDATE
- ITEM 12. BUSINESS ARISING FROM THE MINUTES

ITEM 13. **STUDENT TRUSTEE REPORT** – \*\*

ITEM 14. **DECISION ITEMS**

14.1 **COMMITTEE DECISION REPORTS**

\*14.1 Resource Committee Report

14.2 **DECISION REPORTS**

ITEM 15. **ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION (OPSBA) REPORT**

ITEM 16. **CORRESPONDENCE**

ITEM 17. **INFORMATION ITEMS – CONSENT ITEMS**

17.1 Expulsion Committee Report – \*\*

17.2 Program Review Committee Report – \*\*

17.3 Parent Involvement Committee Report – \*\*

17.4 Equity, Diversity and Inclusion Committee Report – \*\*

ITEM 18. **BOARD MEMBER ADDITIONS**

ITEM 19. **FUTURE MEETING DATES** – \*\*

ITEM 20. **QUESTION PERIOD**

ITEM 21. **REPORT OF THE COMMITTEE OF THE WHOLE IN-CAMERA SESSION**

ITEM 22. **ADJOURNMENT**

– \*\*Copy Attached

Note: If unable to attend, please advise Linda Burton, Executive Liaison to the Trustees, at [linda\\_burton@kprdsb.ca](mailto:linda_burton@kprdsb.ca).

***Character Attribute: Respect***

Student Trustees Maria Mahfuz and Kelly Mitchell

This month's character attribute is respect, defined as the feeling of deep admiration for someone or something. Respect is important because it is the glue that holds our relationships together. It builds trust, a sense of safety, and well-being. There are many ways to respect someone, including accepting someone for being who they are, even when they're different from you or disagree with them. The most important way to respect someone is to treat them how you or they want to be treated and care about their thoughts, feelings, beliefs and rights. At KPR, we have a diverse population of students, families, and staff. We need to respect each other for who we are to foster a safe, inclusive school environment. It is essential for us to build positive and caring relationships between students, staff, families and communities.

**SUBJECT TO BOARD APPROVAL**

**DRAFT MINUTES OF THE REGULAR MEETING OF  
KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD**

**Tuesday, November 22, 2022 at 6:15 P.M.  
Roy H. Wilfong Boardroom, Education Centre  
1994 Fisher Drive, Peterborough, Ontario**

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**ATTENDANCE**

Present: Steve Russell (Chairperson of the Board), Jaine Klassen Jeninga (Vice-chairperson of the Board), Cathy Abraham, Paul Brown, Terry Brown, Sean Conway, Cyndi Dickson, Kathleen Flynn, Angela Lloyd, Diane Lloyd and Student Trustees Maria Mahfuz and Kelly Mitchell.

Trustee Rose Kitney attended through the Webex platform.

Also Present: R. Russo, D. McNaughton, J. Brake, A. Duncan, J. Ford, A. Foster, S. Gohil, M. Loya, J. Maliha; A. Anirud, G. Kidd, G. Payne, D. Swift, and L. Burton.

1. **CALL TO ORDER**

The Chairperson called the meeting to order at 6:19 p.m.

2. **COMMITTEE OF THE WHOLE**

It was,

Moved by: Trustee Abraham  
Seconded by: Trustee P. Brown

(22-271) **That the Board move into Committee of the Whole, In-camera (6:19 p.m.).**  
**CARRIED**

The Open Session of the meeting resumed at 6:59 p.m.

3. **OPEN SESSION AND LAND ACKNOWLEDGEMENT**

S. Russell, Chairperson of the Board, respectfully recognized and acknowledged the Board was meeting on the traditional territory of the Mississauga First Nations.

4. **NATIONAL ANTHEM AND A MOMENT OF SILENCE**

The meeting was opened with the singing of the National Anthem followed by a Moment of Silence.

5. **CHARACTER ATTRIBUTE – STUDENT TRUSTEE**

Student Trustee Kelly Mitchell spoke to this month's character attribute,  
*Courage*.

6. **ADOPTION OF AGENDA**

It was,

Moved by: Trustee Abraham  
Seconded by: Trustee P. Brown

(22-272) **That the agenda be adopted to include the following topics under Board Member Additions:**

- Loonies on the Street
- Festival of Trees, Colborne Public School

**CARRIED**

7. **DECLARATIONS OF CONFLICTS OF INTEREST**

Nil.

8. **ADOPTION OF MINUTES**

8.1 **Regular Board Meeting – Tuesday, November 8, 2022**

It was,

Moved by: Trustee Klassen Jeninga  
Seconded by: Trustee T. Brown

(22-273) **That the minutes for the Regular Board meeting held on Tuesday, November 8, 2022 be adopted as recorded.**

**CARRIED**

8.2 **Inaugural Board Meeting – Tuesday, November 15, 2022**

It was,

Moved by: Trustee Flynn  
Seconded by: Trustee D. Lloyd

(22-274) **That the minutes for the Inaugural Board Meeting held on Tuesday, November 15, 2022 be adopted as recorded.**

**CARRIED**

9. **EDUCATIONAL PRESENTATIONS**

Nil.

10. **DELEGATIONS**

10.1 **DELEGATIONS (10 minutes)**

Nil.

10.2 **DELEGATIONS (3 minutes)**

Nil.

10.3 **DISPOSITION OF DELEGATION CONCERNS**

Nil.

11. **DIRECTOR'S UPDATE**

Director Russo spoke to the tentative agreement that has been reached by the Canadian Union of Public Employees (CUPE), the Ministry of Education and other parties. While the agreement needs to be ratified, KPR was happy to have all CUPE staff back in schools and work locations on Monday. KPR values the CUPE staff and recognizes the important role the members play every day.

Director Russo shared a highlight from her day, noting she had the opportunity to meet over forty second-year teacher candidates from Trent University who were touring the Education Centre and will soon be starting their placements within KPR schools. The students were invited to apply for teaching opportunities within KPR when they begin their employment search post-graduation.

R. Russo spoke to the Board Action Plan (BAP) 2022-2023, which continues to guide the collective effort in realizing the multi-year strategic plan priorities, noting this month the second pillar of the strategic plan, Succeed in Life, will be highlighted. In this pillar, KPR has focused on two goals. The first is to embed principles of human rights to ensure equity for all and the second goal is to promote mentally healthy learning and work environments where everyone feels welcome, they matter, and they belong.

The system actions in the second pillar which support this work call for engagement in human rights training to strengthen understanding and capacity to ensure equitable and inclusive learning and working environments, as well as to establish learning environments that are reflective of students' lived experiences and identities.

Human Rights, Equity and Accessibility (HREA) Commissioner, Anthony Anirud, was called upon to highlight the work he has led in relation to Succeed in Life, Goal 1 and Succeed in Life System Action 1.

A. Anirud noted the important goal, Succeed in Life, which is situated and articulated within the second pillar of the BAP 2022-2023, and the work of

embedding human rights and ensuring equity to and inclusion for all (SL 1) is centered on a human rights-based approach (HRBA). All means all members of the greater KPR community (students, parents, staff, trustees, senior leaders, and unions).

A. Anirud stated rights-holders are primarily KPR students who are entitled to rights in their learning journey which are integral to succeeding in life by holding the duty-bearers (KPR leadership, teachers and the system overall) accountable. Duty-bearers are all KRP leaders who have an obligation to understand that human rights are foundational to fostering equity and a culture of inclusion.

Human rights training and education has been the primary focus to the BAP 2022-2023. Some of the opportunities to date include:

- HREA Commissioner provided guidance and training on the human rights component within the Investigations Toolkit developed by Human Resource Services. The Toolkit was presented to principals and vice-principals this past fall,
- In October 2022, Elementary Teachers' Federation of Ontario (ETFO) stewards received an in-service on the nature of the HREA Commissioner's role to members,
- Senior administration and specifically Family of Schools (FOS) superintendents are receiving ongoing training and guidance on navigating specific issues that have human rights implications in general or code-based elements (such as the duty to accommodate),
- Professional development training was provided to principals and vice-principals in the fall of 2022, focusing on the role of rights-holders and duty-bearers in advancing human rights throughout the board,
- The creation of Board Policy B-3.3, Human Rights: Code-based Discrimination and Harassment was drafted, providing a comprehensive process for addressing code-based discrimination and harassment which was approved at the October 25, 2022 Board meeting,
- Professional development training was provided for principals (November 16, 2022) and Vice-principals (November 20, 2022) on Duty-Bearers in Exercising Leadership and An Introduction to the new Board Policy B-3.3, Human Rights: Code-based Discrimination and Harassment,
- *Report IT!*, KPR's online confidential reporting tool, launched in summer 2022, allowing for reporting of issues or concerns by any member of KPR community ensuring accountability and transparency,
- The HREA Commissioner is tasked with intake and assessment of issues or concerns; determining handover and /or referral, or assuming jurisdiction if the issue is deemed Code-based requiring investigation by HREA Commissioner.

Superintendent Maliha was called upon to share KPR's progress in relation to the second goal of promoting mentally healthy learning and work environments where everyone feels welcome, they matter, and they belong. A slideshow which displayed artefacts of evidence from school visits was shared and demonstrated

how educators are working to establish learning environments that are reflective of students' lived experiences and identities.

12. **BUSINESS ARISING FROM THE MINUTES**

Nil.

13. **STUDENT TRUSTEE REPORT**

Student Trustee Maria Mahfuz spoke to the report noting November has had a lot of festivities and fun occurring across the system. This school year has seen a record number of students participating in sports – even more than before the beginning of COVID-19.

M. Mahfuz reported that the Student Leadership Conference was held in Niagara Falls earlier in November. Approximately 2500 students from across the province attended this event and included KPR students from Kenner Collegiate Vocational Institute (CVI), Adam Scott CVI, Crestwood Secondary School (SS) and East Northumberland SS. The knowledge gained from the conference will be shared and implemented through different initiatives.

The Student Leadership Group (SLG) continues to meet once a month and participated in a retreat for team building on November 10, 2022. SLG members were able to get to know each other and set attainable goals for the year. The next meeting will expand on ideas discussed and finalize the initiatives to be worked on for the rest of the year.

Grade 8 nights will be happening within KPR with SLG members speaking at the events to spread awareness about the student leadership opportunities within their schools and at the board level.

Student Trustee Mahfuz stated mid-terms are approaching and with this, students' stress levels increase and assignments becoming more difficult to complete. It is common for some students to be unmotivated, fall behind on work, or experience burnout. Recognizing burnout and coping with it in a healthy way can help students get back on track. The SLG along with Executive Officer, Mental Health and Wellness, D. Swift, plan to work closely to help students with mental health during this difficult time.

On behalf of Student Trustee Mitchell and herself, M. Mahfuz thanked all KPR staff for their commitment to student education. With colder weather and viruses circulating in the air, students need KPR staff more than ever to keep them safe and healthy at school.



14. **DECISION ITEMS**

14.1 **COMMITTEE DECISION REPORTS**

14.1.1 **Report of the Striking Committee – Board Committees**

Chairperson Russell spoke to the report stating the committee met following the Inaugural Board meeting on November 15, 2022. The Chairperson, Vice-chairperson, Past-chairperson and two trustees reviewed the trustee preferences for Board committees. The Striking committee has made the decisions and are presenting the Committee Membership List to the Board for approval.

Questions of clarification were asked by Board members and addressed by S. Russell.

It was,

Moved by: Trustee Russell  
Seconded by: Trustee D. Lloyd

(22-275)

**That the Kawartha Pine Ridge District School Board approve the 2023 Board Committee Membership List, dated November 22, 2022.**

Upon review of the committee list, Trustee T. Brown stated he was willing to take his name off the Equity, Diversity and Inclusion Committee and recommended that Trustee Abraham be named to the committee.

As an amendment, it was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Flynn

(22-276)

**That 2023 Board Committee Membership List, dated November 22, 2022, be amended to include Trustee Abraham in place of Trustee T. Brown as a member of the Equity, Diversity and Inclusion Committee.**

On voting on the amendment, it was ..... **CARRIED**

On voting on the original motion with the amendment to the 2023 Board Committee Membership List, it was ..... **CARRIED**

14.2 **DECISION REPORTS**

14.2.1 **Special Education Advisory Committee (SEAC) Membership**

Superintendent Duncan spoke to the report noting the report being presented is the result of the request for the renewal of SEAC committee members which occurs every four years in line with the Inaugural Board. This term there are fifteen members being recommended.

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee T. Brown

(22-277)

**That Kaylee Baker be appointed as representative to the Special Education Advisory Committee for Alternatives Community Program Services for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Conway

(22-278)

**That Kia Medes be appointed as alternate representative to the Special Education Advisory Committee for Alternatives Community Program Services for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Abraham

(22-279)

**That Nancy Lajoie be appointed as representative to the Special Education Advisory Committee for Brain Injury Association Peterborough Region for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Klassen Jeninga

(22-280)

**That Kim Hill be appointed as representative to the Special Education Advisory Committee for Canopy Support Services for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee T. Brown

- (22-281) **That Marilyn Robinson be appointed as representative to the Special Education Advisory Committee for Central East Autism for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee T. Brown

- (22-282) **That Alison Rodriguez be appointed as representative to the Special Education Advisory Committee for Community Living for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Conway

- (22-283) **That Jeanette Hunter be appointed as representative to the Special Education Advisory Committee for First Nations for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Conway

- (22-284) **That Rachel Heard be appointed as alternate representative to the Special Education Advisory Committee for First Nations for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee P. Brown

- (22-285) **That Amy Spencer be appointed as representative to the Special Education Advisory Committee for Developmental Services Ontario for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Conway

- (22-286) **That Stacey Martin be appointed as alternate representative to the Special Education Advisory Committee for Developmental Services Ontario for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd

Seconded by: Trustee Klassen Jeninga

- (22-287) **That Shanna Gonsalves be appointed as representative to the Special Education Advisory Committee for Easter Seals Ontario for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd

Seconded by: Trustee Kitney

- (22-288) **That Jennifer Camenzuli be appointed as representative to the Special Education Advisory Committee for Five Counties Children's Centre for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd

Seconded by: Trustee D. Lloyd

- (22-289) **That Elizabeth Carmichael be appointed as alternate representative to the Special Education Advisory Committee for Five Counties Children's Centre for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd

Seconded by: Trustee Flynn

- (22-290) **That Julie McIntyre be appointed as representative to the Special Education Advisory Committee for Kinark Child and Family Services for a four-year term ending in 2026.**

**CARRIED**

It was,

Moved by: Trustee A. Lloyd

Seconded by: Trustee T. Brown

(22-291)

**That Holly Thomas be appointed as alternate representative to the Special Education Advisory Committee for Kinark Child and Family Services for a four-year term ending in 2026.**

**CARRIED**

A question of clarification was asked regarding organizations named to the committee and the regions within the board which seem to be represented. Superintendent Duncan noted that KPR is actively seeking out membership from the board's entire jurisdiction.

A Board member noted the letters are sent to the organizations' head offices where they determine who will represent their agency.

Following a brief discussion, and some technical difficulties,

It was,

Moved by: Trustee Conway  
Seconded by: Trustee A. Lloyd

(22-292)

**That the Board recess for a short break 7:44 p.m.**

**CARRIED**

The Board reconvened at 7:49 p.m.

**14.2.2 Awards and Scholarships – Norwood District High School**

Associate Director D. McNaughton noted Board Policy ES-4.2, Recognition of Student Achievement, indicates that Board approval, consistent with its values, purposes, and mandate, will be necessary for the initial offerings at graduation ceremonies of any bursary, scholarship, or other incentive with a monetary value.

D. McNaughton stated GP Wealth Management would like to establish an annual bursary for Norwood District High School (NDHS). Selection of the successful recipient will be made by the Awards Committee and presented annually at Commencement to one graduating student of NDHS until the donor and the school mutually agree to terminate this award.

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee Dickson

- (22-293) That the Kawartha Pine Ridge District School Board approve the establishment of the annual GP Wealth Management Bursary starting in the 2022-2023 school year, in the amount of \$250, to be awarded to one graduating student of Norwood District High School, who has met the award criteria.

**CARRIED**

15. **ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION (OPSBA) REPORT**

Trustee A. Lloyd, the Board's Delegate Member to OPSBA, noted the OPSBA Board of Directors and delegate members will attend Advocacy Day at Queen's Park on November 28, 2022. There will be an opportunity to meet with Members of Provincial Parliament (MPPs) for one-on-one conversations afterwards.

Trustee Abraham, President of OPSBA, noted there will be a press conference at 9:30 a.m. on Advocacy Day to release the results to a survey conducted through Nanos Research.

16. **CORRESPONDENCE**

16.1 **Driver Medical Review Office, Ministry of Transportation**

S. Russell, Chairperson of the Board, spoke to the correspondence received from the Driver Medical Review Office, noting KPR had sent a letter asking for a quicker process with bus driver licensing.

Trustees had a brief discussion regarding the letter received.

It was,

Moved by: Trustee Abraham  
Seconded by: Trustee D. Lloyd

- (22-294) That the Kawartha Pine Ridge District School Board receive for information, the letter from the Driver Medical Review Office, Ministry of Transportation, dated October 31, 2022.

**CARRIED**

17. **INFORMATION ITEMS – CONSENT ITEMS**

Nil.

18. **BOARD MEMBER ADDITIONS**

Trustee A. Lloyd spoke to the Loonies on the Street event which will take place on Friday, December 9, 2022. The event supports the Kawartha Food Share which provides food and items to many of the KPR schools. Trustee A. Lloyd will take part in this event beginning at 7:00 a.m. which will be broadcasted through the local radio stations, Oldies 96.7 and the Freq 90.5.

Trustee Dickson spoke to the Festival of Trees hosted by Colborne Public School (PS). The annual event features a bake sale, silent auction and tours through each of the classrooms. Decorated trees which are available for the public to bid on, will be on display, and there will be performances by individual classes from 5:00 – 9:00 p.m. on Friday, November 25 and 11:00 a.m. – 9:00 p.m. on Saturday, November 26, 2022. This event is the major fundraiser of the year for the Colborne PS music program.

19. **FUTURE MEETING DATES**

Chairperson Russell drew attention to the future meeting dates listed in the Board agenda.

20. **QUESTION PERIOD**

Chairperson Russell opened the meeting to questions from the floor.

21. **REPORT OF THE COMMITTEE OF THE WHOLE IN-CAMERA SESSION**

Nil.

22. **ADJOURNMENT**

It was,

Moved by: Trustee A. Lloyd  
Seconded by: Trustee T. Brown

(22-295) **That the meeting be adjourned (7:59 p.m.).**

**CARRIED**

\_\_\_\_\_  
Steve Russell  
Chairperson of the Board

\_\_\_\_\_  
Rita Russo  
Director of Education  
and Secretary of the Board

**SUBJECT TO BOARD APPROVAL**

**DRAFT MINUTES OF THE EMERGENT MEETING OF  
KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD**

**Wednesday, November 30, 2022 at 7:00 p.m.**  
*The meeting was held using the Webex platform.*

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**ATTENDANCE**

Present: Steve Russell (Chairperson of the Board), Jaine Klassen Jeninga (Vice-chairperson of the Board), Cathy Abraham, Paul Brown, Terry Brown, Sean Conway, Kathleen Flynn, Rose Kitney, Angela Lloyd, and Diane Lloyd.

Regrets: Trustee Cyndi Dickson.

Also Present: R. Russo and L. Burton.

1. **CALL TO ORDER**

The Chairperson called the meeting to order at 7:03 p.m.

2. **LAND ACKNOWLEDGEMENT**

The Vice-chairperson, J. Klassen Jeninga, respectfully recognized and acknowledged that the Board is meeting on the traditional territory of the Mississauga First Nations.

3. **ADOPTION OF AGENDA**

It was,

Moved by: Trustee Abraham  
Seconded by: Trustee Conway

(22-296) **That the agenda be adopted as printed.**

**CARRIED**

4. **DECLARATIONS OF CONFLICTS OF INTEREST**

Trustee Dickson provided advance notice of a conflict of interest and therefore did not attend the Emergent meeting.

5. **COMMITTEE OF THE WHOLE**

It was,

Moved by: Trustee T. Brown  
Seconded by: Trustee D. Lloyd



- (22-297) That the Board move into Committee of the Whole, In-camera (7:06 p.m.).  
**CARRIED**

The Open Session of the meeting resumed at 7:53 p.m.

6. **REPORT OF THE COMMITTEE OF THE WHOLE IN-CAMERA SESSION**

Nil.

7. **ADJOURNMENT**

It was,

Moved by: Trustee T. Brown  
Seconded by: Trustee Flynn

- (22-298) That the meeting be adjourned (7:54 p.m.).  
**CARRIED**

\_\_\_\_\_  
Steve Russell  
Chairperson of the Board

\_\_\_\_\_  
Rita Russo  
Director of Education  
and Secretary of the Board

## **Student Trustee Report**

Student Trustees Kelly Mitchell and Maria Mahfuz

The holiday season has arrived at Kawartha Pine Ridge District School Board (KPR) as students move into the month of December. There is a lot of joy that accompanies this season as students plan and attend events designed to share the festive spirit with one another. Many schools are running holiday-themed dances, door decorating contests, holiday-themed talent shows or kahoots. Students are doing their part to commemorate all celebrations occurring in December so that all students will feel included. Many schools are also putting out educational announcements to help students learn about different holidays and many are having in-class discussions to explore different themes and traditions.

The joy in KPR is prevalent this season, but it can also come with certain hardships. Many sources of stress for students come not only from the newly cold days but from financial, familial and food uncertainties. Not all students in KPR see the holidays as a time to rejoice. Many struggle with the added stressors that come with the season. Students at KPR have come together to help do their part to lessen the hardship others might face at this time of year, and to give back to their communities and fellow students. Many schools are running food, clothing or toy drives, gathering items that can help ease the burden on families during the holidays. It is important to remember that all students have their own struggles outside of the educational environment, and during times like these it is important to have understanding for the differing circumstances students may endure.

KPR's Student Leadership Group (SLG) has been dedicating huge efforts this month to student engagement. Social media posts highlighting each SLG member have been created, allowing students across KPR to recognize their representatives. This will allow more students to reach out and share their voices, as they will begin to feel more familiar with the people from their schools who are involved with SLG. Grade 8 tours have also started across the board, and SLG members have been there to make an impact. At the Grade 8 parent and student information nights, SLG members have been leading by example and giving presentations encouraging students to join student leadership at their respective schools. The presentations encourage Grade 8 students to join Student Council and to join KPR's Student Leadership Group. They also provide information about how to reach out to Student Trustee Mahfuz or I if they have any ideas, concerns or questions about anything in their schooling experience. Many schools have already presented, with many more to come in January. We hope that by reaching out to students and offering encouragement and guidance, we can amplify student voices to an even greater degree.

Each month SLG members provide a report discussing the initiatives and events taking place in their schools. These reports are shared with Trustee Mahfuz and I and all other SLG members. Through the reports, it's clear that many schools have a lot of fun plans coming up, even outside of the holidays. At Crestwood Secondary School, intramural sports are starting up. Students are having fun competing with and against their classmates and learning new teamwork and sports skills. At Kenner Collegiate Vocational Institute, students enjoyed a gladiator day, an event commemorating Terry Fox and raising money for cancer research. The day was a great success and students enjoyed the activities.

Many other schools also shared initiatives and events that are in the process of being planned, and we look forward to sharing these with the Board in the future.

December is a time of peace and joy. As one year ends and another begins, there is much to look forward to in the coming months. As things become busier, for both staff and students at KPR, extra compassion is needed for everyone to continue to thrive in KPR schools. Students are excited for the coming celebrations and thankful for the work put in by KPR staff to make their experiences possible.

Thank you and Happy Holidays.

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

**RESOURCE COMMITTEE REPORT**

The committee met on December 7, 2022 and report as follows.

**ATTENDANCE**

Present: Trustees Cathy Abraham (Committee Chairperson), Terry Brown, Cyndi Dickson and Angela Lloyd

Regrets: Trustee Sean Conway.

Also Present: R. Russo, A. Foster, M. Loya, G. Payne and A. Morton.

Trustees Steve Russell (Chairperson of the Board), Paul Brown and Diane Lloyd attended through the Webex platform.

**INFORMATION ITEMS**

**Northglen Neighbourhood School**

G. Payne, Executive Officer, Facilities Services, provided a verbal update on the Northglen neighbourhood school. A draft set of drawings were displayed for trustees and questions of clarification and suggestions were addressed by G. Payne. It was noted that Facilities Services meets once a week with the Salter Pilon Architecture, the Ministry of Education and Infrastructure Ontario in a collaborative manner to move the site plan and drawings along. Facilities Services has also been meeting with local trustees, Superintendent Maliha and area principals to provide feedback on the concepts offered as they get closer to the final design and prepare for spring construction.

**Automated External Defibrillators in Kawartha Pine Ridge District School Board Schools**

G. Payne provided an information report on the number of Automatic External Defibrillators (AEDs) in Kawartha Pine Ridge District School Board (KPR) schools (Appendix A), noting 45 locations have at least one AED in the building. The cost for each unit ranges from \$1,739 - \$2,127 and the funding required to provide an AED in the remaining 46 locations is approximately \$89,415 (average of \$1,987). Maintaining AEDs in all 90 sites would have a yearly cost of approximately \$12,575. AEDs are simple to use and currently no training requirements are in place to use one.

Discussion occurred regarding the purchase of AED units for the remaining schools within KPR. A recommendation was approved by the committee that the Automated External Defibrillators be forwarded administration and be incorporated into the 2023-2024 budget process.

Transportation Update

At the request of a trustee, Superintendent Foster provided a transportation update and reported that many school boards across the province are experiencing school bus driver shortages. All three regions in KPR have been impacted, with Northumberland region having the highest incidence of shortages. On average during the 2022-2023 school year 25 routes have been cancelled on a daily basis due to driver shortages. Route cancellations occur as a result of no permanent driver being assigned to the route, as well as absences and illness. Bus operators are working diligently to attract and retain drivers. Some initiatives that have been taken by the bus operators include increasing the hourly rate and providing incentives such as signing and referral bonuses. Cancellations will continue to be an issue until sufficient drivers can be hired to cover absences. On a system-wide basis, approximately 20 drivers are needed to avoid daily bus cancellations due to absences or illness, and an additional 50 drivers would be needed to help deal with intermittent absences and route coverage demands.

**RECOMMENDATIONS**

1. That the Automated External Defibrillators in Kawartha Pine Ridge District School Board Schools Report be forwarded to administration to be incorporated into the 2023-2024 budget process.
2. That the Resource Committee Report, dated December 13, 2022, be received for information.

Cathy Abraham  
Committee Chairperson

SCH #	School Name	AED (Y/N)
<b>Elementary Schools</b>		
101/401	ADAM SCOTT INTERMEDIATE SCHOOL/CVI	Y
102	APSLEY CENTRAL PUBLIC SCHOOL	N
104	BALTIMORE PUBLIC SCHOOL	N
105	BEATRICE STRONG PUBLIC SCHOOL	N
107	BRIGHTON PUBLIC SCHOOL	Y
108	BUCKHORN PUBLIC SCHOOL	N
109	BURNHAM PUBLIC SCHOOL	N
123	C.R. GUMMOW PUBLIC SCHOOL	N
111	CAMBORNE PUBLIC SCHOOL	N
113	CENTRAL PUBLIC SCHOOL	N
183	CHARLES BOWMAN PUBLIC SCHOOL	N
115	CHEMONG PUBLIC SCHOOL	Y
116/416	CLARINGTON CENTRAL INTERMEDIATE SCHOOL/SECONDARY SCHOOL	YX2
117	COLBORNE PUBLIC SCHOOL	N
153/407	COURTICE INTERMEDIATE SCHOOL/SECONDARY SCHOOL	YX2
120	COURTICE NORTH PUBLIC SCHOOL	N
125	DALE ROAD SENIOR PUBLIC SCHOOL	N
127	DR. EMILY STOWE PUBLIC SCHOOL	N
199	DR. G.J. MACGILLIVRAY PUBLIC SCHOOL	Y
129	DR. M.S. HAWKINS SENIOR PUBLIC SCHOOL	N
130	DR. ROSS TILLEY PUBLIC SCHOOL	Y
157	DUKE OF CAMBRIDGE PUBLIC SCHOOL	Y
131	EDMISON HEIGHTS PUBLIC SCHOOL	Y
600	EDUCATION CENTRE	YX2
132	ENNSKILLEN PUBLIC SCHOOL	N
126	GANARASKA TRAIL PUBLIC SCHOOL	Y
135	GRAFTON PUBLIC SCHOOL	Y
138	HAMPTON JUNIOR PUBLIC SCHOOL	N
110	HAROLD LONGWORTH PUBLIC SCHOOL	N
139	HASTINGS PUBLIC SCHOOL	N
140	HAVELOCK-BELMONT PUBLIC SCHOOL	N
141	HIGHLAND HEIGHTS PUBLIC SCHOOL	N

142	HILLCREST PUBLIC SCHOOL	Y
144	JAMES STRATH PUBLIC SCHOOL	Y
133	JOHN M. JAMES PUBLIC SCHOOL	Y
149	KAAWAATE EAST CITY PUBLIC SCHOOL	Y
145	KAWARTHA HEIGHTS PUBLIC SCHOOL	N
146	KEITH WIGHTMAN PUBLIC SCHOOL	N
147/410	KENNER INTERMEDIATE SCHOOL /CVI	Y
148	KENT PUBLIC SCHOOL	N
160	LAKEFIELD DISTRICT PUBLIC SCHOOL	Y
155	LYDIA TRULL PUBLIC SCHOOL	N
162	M.J. HOBBS SENIOR PUBLIC SCHOOL	N
158	MERWIN GREER PUBLIC SCHOOL	N
159	MILLBROOK/SOUTH CAVAN PUBLIC SCHOOL	Y
163	MURRAY CENTENNIAL PUBLIC SCHOOL	Y
164	NEWCASTLE PUBLIC SCHOOL	Y
610	NEWTONVILLE - LAKESHORE MAINTENANCE SHOP	Y
166	NORTH CAVAN PUBLIC SCHOOL	Y
167	NORTH HOPE CENTRAL PUBLIC SCHOOL	N
168	NORTH SHORE PUBLIC SCHOOL	N
169	NORTHUMBERLAND HILLS PUBLIC SCHOOL	N
170	NORWOOD DISTRICT PUBLIC SCHOOL	Y
171	NORWOOD DISTRICT INTERMEDIATE SCHOOL/HIGH SCHOOL	N
173	ORONO PUBLIC SCHOOL	Y
174	OTONABEE VALLEY PUBLIC SCHOOL	Y
175	PERCY CENTENNIAL PUBLIC SCHOOL	N
176	PLAINVILLE PUBLIC SCHOOL	Y
177	PRINCE OF WALES PUBLIC SCHOOL	N
178	QUEEN ELIZABETH PUBLIC SCHOOL	N
179	QUEEN MARY PUBLIC SCHOOL	N
180	R.F. DOWNEY PUBLIC SCHOOL	N
119	ROGER NEILSON PUBLIC SCHOOL	Y
182	ROSENEATH CENTENNIAL PUBLIC SCHOOL	N
188	S.T. WORDEN PUBLIC SCHOOL	N
184	SMITHFIELD PUBLIC SCHOOL	N

186	SPRING VALLEY PUBLIC SCHOOL	Y
187	STOCKDALE PUBLIC SCHOOL	N
189	TERRY FOX PUBLIC SCHOOL	N
190	THE PINES SENIOR PUBLIC SCHOOL	N
193	VINCENT MASSEY PUBLIC SCHOOL	Y
194	WARSAW PUBLIC SCHOOL	Y
195	WAVERLEY PUBLIC SCHOOL	Y
196	WESTMOUNT PUBLIC SCHOOL	N
<b>SECONDARY SCHOOLS</b>		
401	ADAM SCOTT INTERMEDIATE SCHOOL/CVI	Y
402	BOWMANVILLE HIGH SCHOOL	Y
403	CAMPBELLFORD DISTRICT HIGH SCHOOL	Y
404	CLARKE HIGH SCHOOL	Y
417	COBOURG COLLEGIATE INSTITUTE	YX2
407	COURTICE INTERMEDIATE SCHOOL/SECONDARY SCHOOL	YX2
408	CRESTWOOD SECONDARY SCHOOL	Y
409	EAST NORTHUMBERLAND SECONDARY SCHOOL	Y
410	KENNER INTERMEDIATE SCHOOL/CVI	Y
412	NORWOOD DISTRICT INTERMEDIATE SCHOOL/HIGH SCHOOL	N
414	PORT HOPE HIGH SCHOOL	Y
415	THOMAS A. STEWART SECONDARY SCHOOL	Y
416	CLARINGTON CENTRAL INTERMEDIATE SCHOOL/SECONDARY SCHOOL	YX2
<b>Centres for Individual Studies (CIS)- Secondary Schools</b>		
581	CLARINGTON CIS	N
564	NORTHUMBERLAND CIS	N
<b>Alternative Programs</b>		
413	PETERBOROUGH ALTERNATIVE and CONTINUING EDUCATION at PCVS	Y



KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

**EXPULSION COMMITTEE REPORT**

The committee met on Monday, November 28, 2022, at 4:30 p.m. and reports as follows.

**ATTENDANCE**

Present: Trustees Diane Lloyd (Committee Chairperson) and Terry Brown.

Trustee Rose Kitney attended via the Webex platform.

Regrets: Trustees Jaine Klassen Jeninga (Vice-Chairperson of the Board), Cathy Abraham and Angela Lloyd.

Also Present: Sonal Gohil (Superintendent, Student Achievement),  
Victoria Dunn (System Principal) and  
Diane Findlater (Executive Assistant to the Superintendent,  
Student Achievement).

**Election of Chairperson for 2022-2023**

Trustee Diane Lloyd was elected as Chairperson of the Expulsion Committee for 2022-2023.

**Meeting Dates**

It was agreed that committee members will be prepared to meet on the following dates during 2022-2023: December 12, 2022, January 9 and 23, February 6 and 27, March 20, April 3 and 17, May 1, 15 and 29, June 12 and 26, 2023.

**RECOMMENDATION**

1. That the Expulsion Committee Report, dated December 13, 2022, be received for information.

Diane Lloyd  
Committee Chairperson

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

**PROGRAM REVIEW COMMITTEE REPORT**

The committee met on November 29, 2022 and livestreamed through the KPR YouTube channel and reports as follows.

**ATTENDANCE**

Present: Trustees R. Kitney (Committee Chairperson), P. Brown, C. Dickson, K. Flynn and D. Lloyd.

Also Present: Trustees S. Russell (Chairperson of the Board), J. Klassen Jeninga (Vice-chairperson of the Board) and A. Lloyd; D. McNaughton, J. McIlmoyle Parsons, C. Anderson, C. Tozer and L. Haemel.

**Election of Committee Chairperson**

Trustee Rose Kitney was acclaimed as Chairperson of the Program Review Committee for the year 2023.

**Student Achievement and Results from the 2022 EQAO Primary and Junior Division Assessments, Grade 9 Assessment of Mathematics, and the Ontario Secondary School Literacy Test**

Associate Director McNaughton reported that system and school improvement planning utilizes the following four types of data: demographic, student learning/achievement, school programs and processes, and perceptual. Education Quality and Accountability Office (EQAO) assessment, as well as report card grades, learning skills, graduation rates, credit attainment, common assessments, and Individual Education Plan (IEP) program pages are examples of student learning/achievement data sources. The connections to the Kawartha Pine Ridge District School Board (KPR) Strategic Plan and Board Action Plan (BAP) 2022-2023 were shared.

C. Tozer, Research Lead, shared a comprehensive report on the EQAO Grade 3 and 6 assessment results of reading, writing and mathematics, Grade 9 assessment results of mathematics, and the Ontario Secondary School Literacy Test (OSSLT) results, for testing that took place during the 2021-2022 school year.

Due to the disruptions caused by the COVID-19 pandemic, assessments through EQAO have not been completed since 2019. For the 2021-2022 year, students completed the EQAO assessments online and were required to be physically present at the school.

It was noted that as there were changes to both the elementary and secondary math curricula since the last EQAO assessment in 2019 and since EQAO had made a number of significant changes to the assessments in 2021-2022 the 2022 results are a new baseline and not directly comparable to the last assessments in 2019.

J. McIlmoyle Parsons, Principal of Teaching and Learning K-12 (elementary focus) outlined the student and educator focused supports that were offered to schools while navigating this new assessment experience.

### 2022-2023 Exams and Final Assessments

Associate Director McNaughton reported that for the past two years, due to the COVID-19 pandemic, KPR secondary schools implemented the quadmester system. This organizational structure brought about a change in assessment and evaluation practices, with the removal of traditional exam days.

In early September, the Teaching and Learning K-12 department consulted with principal and educator focus groups (representing different subject specific areas) to determine guidelines for schools when creating final assessments.

As a result of this collaboration, and in alignment with Growing Success, it was determined that:

- students in Grades 9 and 10 will have no formal examinations.
- a minimum of two or more culminating activities will make up the final 30% of the final grade
- students in Grades 11 and 12 may participate in examinations
- the final exam/task on the scheduled exam day will only be up to 10% (out of the 30%) of the final grade
- the remaining 20% will consist of culminating activities such as an authentic task, a presentation, conferencing, a performance task, a lab, etc.

### October 24, 2022 Professional Activity Day

Associate Director McNaughton reported that the professional learning for the October 24, 2022 Professional Activity (PA) day was created centrally by the Teaching and Learning K-12, Equity, Diversity and Inclusion, Indigenous Education, and Safe, Caring and Restorative Schools departments. The learning for both elementary and secondary educators included Ministry of Education mandated information, as well as school directed learning pathways. The KPR PA Days are planned with consideration of priorities in the KPR Strategic Plan and the BAP 2022-2023. The professional learning included:

Topic	BAP Connection	Details
Anti-Sex Trafficking	SA-SL2 SA-SL3 SA-EC2	<ul style="list-style-type: none"> <li>• The learning is based on Policy/Program Memorandum (PPM) 166: Keeping Students Safe: Policy Framework for School Board Anti-Sex Trafficking Protocols and KPR's Administrative Regulation ES-1.1.13 Safe, Caring and Restorative</li> </ul>

		<p>Schools: Anti-Sex Trafficking and Anti-Sex Trafficking Guide.</p> <ul style="list-style-type: none"> <li>Topics included: <ul style="list-style-type: none"> <li>employee self-care and support</li> <li>key statistics</li> <li>setting the stage for a safe investigation</li> <li>administrative regulation and guide.</li> </ul> </li> </ul>
Guidelines on the Non-use of Racial and Other Epithets and Slurs	SA-SL1 SA-SL2	<ul style="list-style-type: none"> <li>The learning focused on: <ul style="list-style-type: none"> <li>deepening the understanding of microaggressions</li> <li>exploring KPR's Guidelines on the Non-Use of Racial and Other Epithets and Slurs</li> <li>examining a case study to develop strategies on how to address and respond to situations that cause harm.</li> </ul> </li> </ul>
School Directed Learning Pathways	SA-EL1 SA-EL2 SA-EL3 SA-SL2	<ul style="list-style-type: none"> <li>Based on feedback from school administrators, the school directed learning pathway options provided schools with an opportunity to extend their August 31 and September 1, 2022 PA day learning.</li> <li>Elementary educators extended their learning regarding Science, Technology, Engineering and Math (STEM) education, reading development Kindergarten to Grade 8 and building understanding of number and operations.</li> <li>Secondary educators extended their learning regarding de-streaming, assessment and evaluation and the skilled trades.</li> </ul>

### Math Instructional Coaching

Associate Director McNaughton reported that (KPR) has embraced the instructional coach model in various forms over the past decade as a strategy impacting capacity building with educators and supporting student learning and achievement.

J. McIlmoyle Parsons highlighted that the embedded numeracy coach is a member of the school team that supports the implementation of the KPR Scope and Sequence: Mathematics. In September 2022, embedded numeracy coaches were identified in seven schools of various sizes, in three regions of the board funded through four-year Ministry math strategy funding. As a part of KPR's BAP 2022-2023 the embedded coaches work alongside colleagues to provide effective instruction and assessment that is authentic, culturally relevant and responsive.

Embedded coaches have participated in professional learning regarding the act of coaching and intentional skill development required to take a coach approach in their work alongside colleagues. The embedded coaches work with consultants from the

Teaching and Learning K-12 department to leverage system level resources to improve the mathematics learning of all students.

C. Anderson, Instructional Leadership Consultant reported that embedded coaches work alongside colleagues in classrooms to support the learning of students, as well as to model, co-plan, co-teach and co-debrief student learning and intentional decisions about instruction. The embedded coach also works with the principal to co-facilitate professional learning in division and staff meetings using resources and materials prepared by the Teaching and Learning K-12 department.

### **RECOMMENDATION**

1. That the Program Review Committee Report, dated December 13, 2022, be received for information.

Rose Kitney  
Committee Chairperson

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

**PARENT INVOLVEMENT COMMITTEE REPORT**

The committee met on November 28, 2022, and reports as follows:

**ATTENDANCE**

Present:                Pamela Dhaliwal (Committee Chairperson) Angela Bolton,  
Penny Buchanan, Amanda Burgess, Chantal Goller, James Greive,  
Salma Jaffer, Annette Simpson, and Elizabeth Ward.

Regrets:                Trustee Cathy Abraham.

Also Present:        Rita Russo (Director of Education), Greg Kidd (Executive Officer,  
Corporate Affairs), Shauna Rhodes, (Manager, Community Outreach)  
and Jenn Juszczynski (Executive Assistant to the Director).

**Review of Role of Committee and Election of Chairperson**

G. Kidd and committee members reviewed the role of the Parent Involvement Committee (PIC), its activities, and the committee's mandate as established by Board policy and within the provincial Parent Engagement Policy and the Education Act.

It was noted that, in accordance with Board policy and provincial directives, the committee also has community representatives for the current term. After a public call for interested persons in this volunteer position, Elizabeth Ward (Northumberland) and Annette Simpson (Peterborough) were noted as representatives for the new term.

G. Kidd commented that Kawartha Pine Ridge District School Board (KPR) is still working on finding representation from the Clarington area.

G. Kidd continued by outlining the specific role of the Chairperson and opened the floor for nominations. Pamela Dhaliwah was elected as Chairperson of the committee.

**Director's Updates**

Director Russo informed the committee that based on results from the October municipal elections KPR will see new and returning trustees; a map of KPR jurisdiction was provided to highlight the Board of Trustees responsibility areas for 2022-2026. A review of the role of trustees was provided by R. Russo, who also noted that Trustee Cathy Abraham will be the trustee representative for PIC.

Director Russo provided copies of and reviewed KPR's Strategic Plan for 2019-2022 and highlighted that the new Strategic Plan for 2023-2026 will be begin to be developed next year. R. Russo then reviewed the Board Action Plan 2022-2023 and drew attention to the goals and actions for KPR.

R. Russo further discussed the Board's Strategic Priorities to inspire students to excel in learning, succeed in life and enrich our communities.

### 2022 Annual Parent Conference

S. Rhodes reviewed programming and participant feedback from the most recent annual parent conference which took place on October 15, 2022 and was held at Thomas A. Stewart Secondary School in Peterborough. The focus was on building skills and resilience in a supportive environment of risk-taking. S. Rhodes noted that 91 people attended virtually and in-person. Reviewing survey responses, S. Rhodes noted the keynote speaker was very well received. Technical issues at the beginning of the meeting were acknowledged and it was stated that respondents indicated they wanted more time for discussion and questions.

The committee discussed future formats, agreed that virtual registration sees higher attendance and suggested a fully virtual conference should be considered. The committee further noted that the virtual option offered reduced costs for keynote speakers and supplies.

### Parents Reaching Out (PRO) Grant Updates

G. Kidd reported that Parents Reaching Out (PRO) Grants for the 2022-2023 school year have been received by KPR in the amount of \$45,000.00. The committee was reminded that applications for funding are being accepted by KPR until December 23, 2022.

### Initial Goal Setting Discussion

G. Kidd noted that as this is the first meeting of the committee it would be opportune to discuss the goals of the committee. New committee members were asked to consider the vision for the committee, and experienced committee members were asked to consider what could be offered differently. This topic will come back in January for a facilitated conversation with questions released prior to the meeting for reflection of consideration.

### Policy Review – B-7.3, Parental Involvement

G. Kidd shared that in accordance with Board Policy B-1.1, Board Operation and Policy Development, policies are to be reviewed on a five-year cycle. This year Board Policy B-7.3, Parental Involvement, will be reviewed, and while there will not be any significant changes it will be reviewed to ensure it contains current and inclusive language.

Cathy Abraham  
Trustee Representative

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

**EQUITY, DIVERSITY AND INCLUSION COMMITTEE REPORT**

The committee met on Wednesday, December 7, 2022, and reports as follows.

**ATTENDANCE**

Present: Trustees C. Abraham (Committee Co-chairperson) and A. Lloyd (Committee Co-chairperson); D. Berger, N. Cloutier, J. Deck, M. Nikkel and E. Oxland.

C. Clarke, J. Devlin, E. Leonard, L. Lucciola and J. Wade attended virtually via the Webex platform.

Regrets: S. Gohil, M. Lewis, N. Shea, S. Soussan and D. Warda.

Also Present: J. Maliha and A. Jaglall.

C. Thomas, C. Webb and S. Shevchuk attended virtually via the Webex platform.

**Student Census**

The committee received an update from Superintendent Maliha who shared results of the student census which took place this fall. Committee members shared experiences and insights with regard to the census data collected. Feedback from the advisory committee will be incorporated into the final report.

**Guidelines on the Non-use of Racial and Other Epithets and Slurs**

The committee received an update from Maureen Nikkel, Equity Consultant, on the learning provided to all school principals and vice-principals around microaggressions and the recent release of the Guidelines on the Non-use of Racial and Other Epithets and Slurs. School teams engaged in this learning as a group during the October 24, 2022 professional activity day.

**Decision-Making Tool for Resource Selection**

The committee received an update from M. Nikkel on the Decision-making Tool for Resource Selection that will be released this month at the upcoming Principal and Vice-principal meetings. Principals and vice-principals will receive training on the use of this tool.

**Menstrual Equity Program**

Andrew Jaglall, Acting Principal of Equity, Diversity, and Inclusion informed the committee that last year, every secondary school and 28 elementary schools had



received menstrual equity kits. In January 2023, all schools will have a menstrual equity kit in one of their washrooms.

This Book is Anti-Racist Book Club

The committee received an update from A. Jaglall regarding the This Book is Anti-Racist Book Club. The book includes twenty lessons that support all individuals in learning about anti-racism. Grade 7-12 educators were invited to a professional development opportunity occurring after-school at the Kirby Professional Learning Centre. Future virtual sessions have been opened to all employee groups.

Information Sharing/Updates

Committee members provided information and shared updates on upcoming meetings and various events.

Future Meeting Dates

January 18, 2023

April 5, 2023

**RECOMMENDATION**

1. That the Equity, Diversity and Inclusion Committee Report, dated December 13, 2022, be received for information.

Cathy Abraham  
Committee Co-chairperson

Angela Lloyd  
Committee Co-chairperson

**Future Meeting Dates**  
**2022-2023**

**All meetings resume in-person as of November 15, 2022**

<del>December 7, 2022</del>	<del>Equity, Diversity and Inclusion Cmte. Mtg.</del>	<del>(9:30 a.m.)</del>	<del>Room 158</del>
* <del>December 7, 2022</del>	<del>Resource Committee Mtg.</del>	<del>(7:00 p.m.)</del>	<del>Roy H. Wilfong Boardroom</del>
* December 13, 2022	Regular Board Mtg.	(IC 6:15 p.m. / OS 7:00 p.m.)	Roy H. Wilfong Boardroom
* January 10, 2023	Special Education Advisory Committee Mtg.	(3:30 p.m.)	Room 158
* January 10, 2023	Program Review Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
January 11, 2023	STSCO Governance Committee Mtg.	(3:00 p.m.)	STSCO Office
* January 11, 2023	Resource Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
January 16, 2023	Parent Involvement Committee Mtg	(6:30 p.m.)	Room 158
January 18, 2023	Equity, Diversity & Inclusion Cmte. Mtg.	(9:30 a.m.)	Room 158
* January 18, 2023	Chairpersons' Committee Mtg.	(6:00 p.m.)	Roy H. Wilfong Boardroom
* January 24, 2023	Regular Board Mtg.	(IC 6:15 p.m. / OS 7:00 p.m.)	Roy H. Wilfong Boardroom
* February 1, 2023	Resource Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
February 2, 2023	Tentative – Student Trustee Elections	(3:30 p.m.)	TBD
* February 7, 2023	Special Education Advisory Committee Mtg	(3:30 p.m.)	Room 158
* February 7, 2023	Program Review Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
February 8, 2023	First Nations Education Services Agreement	(9:30 a.m.)	Room 158
February 8, 2023	Indigenous Education Advisory Cmte. Mtg.	(10:30 a.m.)	Room 158
February 13, 2023	Audit Committee Mtg.	(3:00 p.m.)	Roy H. Wilfong Boardroom
February 13, 2023	Parent Involvement Committee Mtg.	(6:30 p.m.)	Room 158
* February 28, 2023	Regular Board Mtg.	(IC 6:15 p.m. / OS 7:00 p.m.)	Roy H. Wilfong Boardroom
* March 1, 2023	Resource Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
* March 7, 2023	Special Education Advisory Cmte. Mtg.	(3:30 p.m.)	Room 158
* March 7, 2023	Program Review Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
March 20, 2023	Parent Involvement Committee Mtg.	(6:30 p.m.)	Room 158
March 28, 2023	Regular Board Mtg.	(IC 6:15 p.m. / OS 7:00 p.m.)	Roy H. Wilfong Boardroom
March 29, 2023	STSCO Governance Committee Mtg.	(3:00 p.m.)	STSCO Office
* April 4, 2023	Special Education Advisory Cmte. Mtg.	(3:30 p.m.)	Room 158
* April 4, 2023	Program Review Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
April 5, 2023	Equity, Diversity & Inclusion Cmte. Mtg.	(9:30 a.m.)	Room 158
* April 5, 2023	Resource Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
April 12, 2023	Chairpersons' Committee Mtg.	(6:00 p.m.)	Roy H. Wilfong Boardroom
* April 25, 2023	Regular Board Mtg.	(IC 6:15 p.m. / OS 7:00 p.m.)	Roy H. Wilfong Boardroom
* May 1, 2023	Budget Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
* May 2, 2023	Special Education Advisory Cmte. Mtg.	(3:30 p.m.)	Room 158
May 3, 2023	First Nations Education Services Agreement	(9:30 a.m.)	Room 158
May 3, 2023	Indigenous Education Advisory Cmte. Mtg.	(10:30 a.m.)	Room 158
* May 3, 2023	Resource Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
May 4, 2023	Trustee/School Council Dialogue	(6:00 p.m.)	TBD
* May 9, 2023	Program Review Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
* May 10, 2023 <span style="color: red;">*NEW</span>	Equity, Diversity & Inclusion Cmte. Mtg.	(9:30 a.m.)	Room 158
* May 10, 2023	Chairpersons' Committee Mtg.	(6:00 p.m.)	Roy H. Wilfong Boardroom
* May 15, 2023	Budget Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
* May 18, 2023	MPP/Trustee Dialogue	(7:00 p.m.)	Roy H. Wilfong Boardroom

* May 23, 2023	Regular Board Mtg.	(IC 6:15 p.m. / OS 7:00 p.m.)	Roy H. Wilfong Boardroom
* May 29, 2023	Budget Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
* May 30, 2023	Special Education Advisory Cmte. Mtg.	(3:30 p.m.)	Room 158
June 6, 2023	Employee Recognition Dinner	(5:30 p.m.)	TBD
* June 7, 2023	Resource Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
June 8, 2023	STSCO Governance Committee Mtg.	(3:00 p.m.)	STSCO Office
June 12, 2023	Audit Committee Mtg.	(3:00 p.m.)	Roy H. Wilfong Boardroom
* June 13, 2023	Program Review Committee Mtg.	(7:00 p.m.)	Roy H. Wilfong Boardroom
* June 20, 2023	Special Education Advisory Cmte. Mtg.	(3:30 p.m.)	Room 158
* June 27, 2023	Regular Board Mtg.	(IC 6:15 p.m. / OS 7:00 p.m.)	Roy H. Wilfong Boardroom

IC – In-camera Session      OS – Open Session

\* Most Regular Board Meetings, Budget Committee Meetings, and Special Education Advisory Committee Meetings are livestreamed via the KPR YouTube Channel - <https://youtube.com/user/kprschools>.