



## SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

**Our Mission:**

"In SGDSB we are learners. Everything we do is designed to help all students succeed and make a difference. We build positive places for learning and working... together".

**Our Vision:**

"Inspiring our students to succeed and make a difference".

**Our Motto:**

"Small schools make a difference".

**Our Values:**

"Character, Citizenship, Collaboration, Communication, Creativity and Critical Thinking".

### Regular Board Meeting 2024/06

### A G E N D A

Monday, April 29, 2024 – 6:30 p.m.

Videoconference & Teleconference

Microsoft Teams meeting - [Click here to join the meeting](#)  
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 802 460 050#

**Board Chair:** Pinky McRae

Location: Videoconference & Teleconference

**Director:** Nicole Morden Cormier

Recorder: G. Christianson

PART I: Regular Board Meeting  
PART II: Committee of the Whole Board

Section (A): – (open to public): 6:30 p.m.  
Section (B) In-Camera: – (closed to public) TBA

### 1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Brunskill, Dr. Megen						Nesbitt, Jason					
First Nation Trustee(Vacant)						Pristanski, Kal					
Jarvis, Allison						Michano, Julie					
Liscomb, Pat						Hunter, Emeraude (Student)					
McRae, Pauline (Pinky)						Krause, Zoey (Student)					

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>					
Fredrickson, Eric: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Marton, Alex: <i>Superintendent of Business</i>					
Leroux, Carole: <i>Superintendent of Education</i>					
Balog, Tara: <i>Assistant Superintendent</i>					
Brewster, Annick: <i>Assistant Superintendent</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					
Dee, Christine: <i>Team Lead – Payroll Services</i>					
Chouinard, Connie: <i>Team Lead – Business Services</i>					
Nault, Denis: <i>Manager of Human Resources</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Kitchener, Nick: <i>Manager of Information Technology</i>					
Renaud, Deana: <i>Mental Health Manager</i>					
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>					
Christianson, GerriLynn: <i>Executive Assistant &amp; Communications Officer</i>					
Zeleny, Lisa: <i>Executive Assistant</i>					

PART I: *Regular Board Meeting*

Section (A): – (open to public): 6:30 p.m.

**2.0 Regular Meeting Call to Order**

✓ *That, the Superior-Greenstone DSB Regular Board Meeting on Monday, April 29, 2024, be called to order at \_\_\_\_\_ p.m.*

**3.0 Approval of Agenda**

✓ *That, the agenda for the Superior-Greenstone DSB 2024/05 Regular Board Meeting, April 29, 2024, be accepted and approved.*

[\(Attached\)](#)**4.0 Disclosures of Interest re: Open Session****5.0 Minutes: Board Meetings and Board Committee Meetings****5.1 Board Meeting Minutes**

✓ *That, the minutes of the following Board Meeting be adopted as presented:*

1. *Regular Board Meeting 2024/05: March 25, 2024;*
2. *Special Board Meeting 03/2024: April 8, 2024;*

[\(Attached\)](#)[\(Attached\)](#)**5.2 Board Committee Meeting Minutes****5.2.1 Committee Meeting Minutes**

✓ *That, the minutes of the following Board Committee meetings be adopted:*

1. *Special Education Advisory Committee March 5, 2024*

[\(Attached\)](#)**6.0 Business Arising Out of the Minutes****7.0 Delegations and/or Presentations****7.1 Showcasing Learning: Math Coaches  
Presentation Titled: Knowing Our Math Learners***(PowerPoint Presentation  
– T. Balog)***7.2 Excellence in Education: Manitouswadge Public School  
Presentation Titled: Understanding Our Neurodiversity***(PowerPoint Presentation  
– Principal, Cameron Craig/ T. Balog)***7.3 Report No. 44:  
Student Trustee Report: April 2024***(Attached – Student Trustees, E. Hunter & Zoey Krause)***8.0 Reports and Matters for Decision****8.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)****8.1.1 Special Education Advisory Committee (SEAC) Report***(M. Brunskill/ W. Goodman)***8.1.2 Indigenous Education Advisory Committee (IEAC) Report***(W. Goodman)***8.1.3 Occupational Health and Safety Committee (OH&SC) Report***(J. Nesbitt/ A. Marton)***9.0 Reports of the Business / Negotiations Committee***Superintendent of Business: Alex Marton***9.1 Report No. 45:  
SEIU Pay Adjustment***(Attached – A. Marton)*

✓ *That, the Superior-Greenstone DSB having Received Report No. 45, approves the addition of \$61,000 in expenses for the 2022-2023 Estimates.*

**10.0 Reports of the Director of Education**

Director of Education: Nicole Morden Cormier

- 10.1 Report No. 46:  
Director's Monthly Report: April 2024 [\(Attached\)](#) – N. Morden Cormier
- 10.2 Report No. 47:  
Regulation 83/24: Director's Performance Plan [\(Attached\)](#) – N. Morden Cormier

**11.0 Reports of the Education Committee**

Superintendent of Education: Will Goodman  
Superintendent of Education: Eric Fredrickson  
Superintendent of Education: Carole Leroux  
Assistant Superintendent: Tara Balog  
Assistant Superintendent: Annick Brewster

- 11.1 Report No. 48:  
Finalized Elementary Teaching Staffing and Organization for September 2024 [\(Attached\)](#) – E. Fredrickson  
  
*✓ That, the Superior-Greenstone DSB having received Report No. 48, Finalized Elementary Teaching Staffing and Organization for September 2024, approves the staffing as presented.*
- 11.2 Report No. 49:  
2024-2025 Finalized Secondary Staffing [\(Attached\)](#) – C. Leroux/ W. Goodman  
  
*✓ That, the Superior-Greenstone DSB having Received Report No. 49, 2024-2025 Finalized Secondary Staffing, approves the Secondary staffing as presented.*
- 11.3 Report No. 50:  
Student Achievement Plan Public Reporting [\(Attached\)](#) – A. Brewster/ C. Leroux
- 11. Report No. 51:  
SGDSB Attendance Report [\(Attached\)](#) – D. Renaud/ Jody Kuczynski/ E. Fredrickson

**12.0 New Business**

Board Chair: Pinky McRae

- 12.1 Board Chair
  - 12.1.1 Update: Minister and Board Chair Teleconference [\(P. McRae\)](#)
  - 12.1.2 Resignation: Paul Cormier (First Nation Trustee) [\(P. McRae\)](#)  
  
*✓ That, the Superior-Greenstone DSB accept the resignation of First Nation Trustee Paul Cormier, effective April 17, 2024 with regret.*
  - 12.1.3 Correspondence: Letter to Ministry of Transportation April 4, 2024 [\(Attached\)](#)
  - 12.1.4 Correspondence: Letter from Ministry of Education: Calendar Approval [\(Attached\)](#)
- 12.2 Trustee Associations and Other Boards
- 12.3 Ministry Updates for Trustees [\(P. McRae\)](#)
- 12.4 Future Board Meeting Agenda Items

**13.0 Notice of Motion**

**14.0 Observer Comments**

(Members of the public limited to 2-minute address)

PART II: Committee of the Whole Board	Section (B) In-Camera: – (closed to public) TBA.
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**15.0 Committee of the Whole Board (In-Camera Closed)**

[\(Attached\)](#)

15.1 Agenda: Committee of the Whole Board – Closed

✓ **That**, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at \_\_\_\_\_ p.m. and that this portion be closed to the public.

15.2 Rise and Report from Closed Session

✓ **That**, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at \_\_\_\_\_ p.m. and that this portion be open to the public.

**16.0 Report of the Committee of the Whole Closed Section B**

- 16.1 ✓ **That**, the Superior-Greenstone DSB Committee of the Whole, In-Camera Section B (Closed) Reports be adopted, including the confidential minutes from the meeting held as:
1. Regular Board Meeting 2024/05: March 25, 2024;

[\(Attached\)](#)

16.2 Other Recommendations from Committee of the Whole Closed Session  
(This section may be used as required coming out of closed session)

✓ **That**, the Superior-Greenstone DSB adopt the following recommendations as related to the confidential reports, which include:

- (list motions here which may apply)

**17.0 Adjournment**

✓ **That**, the Superior-Greenstone DSB 2024/06 Regular Board Meeting, Monday, April 29, 2024 adjourn at \_\_\_\_\_, p.m.

<b><u>2024 - Board Meetings</u></b>		
Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.		
Monday, May 27, 2024 *Designate Site: Dorion Public School		
Monday, June 24, 2024	Monday, July 15, 2024	Monday, August 26, 2024
Monday, September 16, 2024 *Designate Site: Lake Superior High School	Monday, October 21, 2024	Monday, November 18, 2024 (1:00 p.m.) *Designate Site: Board Office
Monday, December 2, 2024		

**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**

**Regular Board Meeting 2024/06**

Committee of the Whole Board: Closed Session.

Monday, April 29, 2024

Videoconference and Teleconference

**A G E N D A**

**Board Chair:** *Pinky McRae*

**Director:** *Nicole Morden Cormier*

*Location: Videoconference & Teleconference*

*Recorder: G. Christianson*

PART II: Committee of Whole Board – Closed

*Section (B): In-Camera TBD.*

- 1.0 Disclosure of Interest: re Closed Session *(P. McRae)*
  
- 2.0 Approve Agenda: Committee of the Whole In-Camera (Closed) *(P. McRae)*
  
- 3.0 In-Camera (closed) Meeting Minutes  
*1. Regular Board Meeting 2024/05: March 25, 2024* [\*\(Attached\)\*](#)
  
- 4.0 Report No. IC-04-24: [\*\(Attached - A. Marton\)\*](#)
  
  
  
  
  
  
  
  
  
  
- 5.0 Item A: *(N. Morden Cormier)*



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### Regular Board Meeting 2024/05

### MINUTES

Monday, March 25, 2024 – 6:30 p.m.

**Videoconference & Teleconference**

Microsoft Teams meeting  
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 671 392 170#

**Board Chair:** Pinky McRae

**Director:** Nicole Morden Cormier

Location: Videoconference & Teleconference

Recorder: G. Christianson

PART I: Regular Board Meeting

Section (A): – (open to public): 6:30 p.m.

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) 8:31 p.m.

### **1.0 Roll Call**

<u><b>Trustees</b></u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Brunskill, Dr. Megen			x			Nesbitt, Jason			x		
Cormier, Dr. Paul					x	Pristanski, Kal			x		
Jarvis, Allison			x			Michano, Julie			x		
Liscomb, Pat			x			Hunter, Emeraude (Student)			x		
McRae, Pauline (Pinky)			x			Krause, Zoey (Student)			x		

<u><b>Board Administrators</b></u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>			X		
Fredrickson, Eric: <i>Superintendent of Education</i>			X		
Goodman, William: <i>Superintendent of Education</i>			X		
Marton, Alex: <i>Superintendent of Business</i>			X		
Leroux, Carole: <i>Superintendent of Education</i>			X		
Balog, Tara: <i>Assistant Superintendent</i>			X		
Brewster, Annick: <i>Assistant Superintendent</i>			X		
Harris, Brent: <i>Manager of Financial Services</i>					x
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>			X		
Dee, Christine: <i>Team Lead – Payroll Services</i>					x
Chouinard, Connie: <i>Team Lead – Business Services</i>			X		
Nault, Denis: <i>Manager of Human Resources</i>			X		
Lucas, Jay: <i>Coordinator of Information Technology Services</i>			X		
Kitchener, Nick: <i>Manager of Information Technology</i>			X		
Renaud, Deana: <i>Mental Health Manager</i>			X		
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>			X		
Christianson, GerriLynn: <i>Executive Assistant &amp; Communications Officer</i>			X		
Zeleny, Lisa: <i>Executive Assistant</i>			x		

**Land Acknowledgement**

Director Nicole Morden Cormier provided a land acknowledgement for the Ancestral and Traditional Territories of the Indigenous people on whose lands we are gathering. We recognize and honour the contributions of the Indigenous peoples for they hold the knowledge, traditions, and history of the land.

PART I: Regular Board Meeting

Section (A): – (open to public): 6:30 p.m.

**2.0 Regular Meeting Call to Order****48/24**

Moved by: Trustee J. Nesbitt

Second: Trustee K. Pristanski

✓ **That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, March 25, 2024, be called to order at 6:35 p.m.

Carried**3.0 Approval of Agenda****49/24**

Moved by: Trustee M. Brunskill

Second: Trustee A. Jarvis

✓ **That**, the agenda for the Superior-Greenstone DSB 2024/05 Regular Board Meeting, March 25, 2024, be accepted and approved.

Carried**4.0 Disclosures of Interest re: Open Session**

There were no disclosures of interest.

**5.0 Minutes: Board Meetings and Board Committee Meetings****5.1 Board Meeting Minutes****50/24**

Moved by: Trustee P. Liscomb

Second: Trustee K. Pristanski

✓ **That**, the minutes of the following Board Meeting be adopted as presented:

1. Special Board Meeting 01/2024: February 26, 2024;
2. Regular Board Meeting 2024/04: February 26, 2024;
3. Special Board Meeting 02/2024: March 4, 2024;

Carried**5.2 Board Committee Meeting Minutes****5.2.1 Committee Meeting Minutes****51/24**

Moved by: Trustee A. Jarvis

Second: Trustee M. Brunskill

✓ **That**, the minutes of the following Board Committee meetings be adopted:

1. Special Education Advisory Committee February 13, 2024

Carried**6.0 Business Arising Out of the Minutes**

There was no business arising from the minutes.

**7.0 Delegations and/or Presentations****7.1 Showcasing Learning: Terrace Bay Public School – Mental Health Fair**

A PowerPoint presentation was provided that reviewed the planning and promotion of the Mental Health Fair event. In the presentation, various team members discussed the success of the event and the partnership that made the Mental Health Fair possible.

**7.2 Excellence in Education: Beardmore Public School – Supporting BEPS Students with SEL**

Principal Bev Vachon provided a presentation that highlighted the many ways staff are supporting the social and emotional learning for the students of Beardmore Public School.

**7.3 Report No. 34: Student Trustee Report: March 2024**

Student Trustees Emeraude Hunter and Zoey Krause provided a review of their report. They highlighted the many student engagement activities completed during the month of March, and



their participation in the Feast and Feedback session, the OSTA-AECO advocacy and interest groups. They also discussed the planning work they have engaged in for the preparation of the Student Trustee Elections that are scheduled to take place in April 2024.

## **8.0 Reports and Matters for Decision**

### **8.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)**

#### **8.1.1 Special Education Advisory Committee (SEAC) Report**

A review was provided for the Special Education Advisory Committee meeting that took place on March 5, 2024. The committee agenda included topics such as transitions for students and regulatory change regarding in-person meetings. The Committee discussed the significant negative impact the regulatory change would have on its members.

#### **8.1.2 Parent Engagement Committee / Feast & Feedback Report**

Director of Education Nicole Morden Cormier discussed the success of the Feast and Feedback session on March 19<sup>th</sup>, that was sponsored by the Parent Engagement Committee. She discussed the increased marketing efforts across the district and the distribution of leadership team members to support the various events. She celebrated the significant increase in participation from the community of Manitowadge with 25 families in attendance. She discussed how the feedback will be collected and reviewed.

## **9.0 Reports of the Business / Negotiations Committee**

*Superintendent of Business: Alex Marton*

### **9.1 Report No. 35: Trustee Professional Development Funds 2023-2024**

Superintendent of Business Alex Marton reviewed the report. Board Chair Pinky McRae discussed the remaining conferences available for professional development along with the list of Trustees who have traveled to date. She requested that Trustees email the Executive Assistant to advise of their interest in attending the upcoming sessions, including the OPSBA AGM. She issued a reminder to Trustees that the next in-person meeting will take place on Monday, May 27<sup>th</sup> at the Dorion Public School. It was agreed that Trustee Jason Nesbitt will attend the Labour Relations Symposium as it is a short extension of his already scheduled travel to attend the OPSBA Board of Directors meeting.

### **9.2 Report No. 36: Capital Projects 2023-2024 Update**

The Superintendent of Business Alex Marton and Manager of Plant Services Gord Muir presented the Capital Projects report that provided updates on the 2023-2024 projects. He discussed the work to create safe and inclusive learning spaces, as well as gender neutral restrooms.

### **9.3 Report No. 37: 2023-2024 Employee Recognition**

Manager of Human Resources Denis Nault provided a review of the report and expressed gratitude to the staff who have achieved 10 and 25 years of service. The Excellence Awards program allows the board an opportunity to recognize the work and dedication of staff, volunteers, and community partners. This year's celebration will be held on May 17, 2024, from 10:00 a.m. – 12:00 p.m. The Chair expressed gratitude on behalf of the Trustees to those staff who have achieved the career achievement of 10 and 25 years of service. Thank you for your dedication and service to students.

## **10.0 Reports of the Director of Education**

*Director of Education: Nicole Morden Cormier  
Director Designate: Will Goodman*

### **10.1 Report No. 38: Director's Monthly Report: March 2024**

The Director highlighted that the March 2024 Director's Monthly Report showcased the work across our school district and provides examples how the school board is working towards meeting the needs of all students.



**11.0 Reports of the Education Committee**

Superintendent of Education: Will Goodman  
 Superintendent of Education: Eric Fredrickson  
 Superintendent of Education: Carole Leroux  
 Assistant Superintendent: Tara Balog  
 Assistant Superintendent: Annick Brewster

11.1 Report No. 39: Math Achievement Action Plan

Superintendent of Education Carole Leroux presented the Math Achievement Plan and outlined the new process required by the Ministry of Education for the formal endorsement of the achievement plan. She provided a detailed review of the three different priorities outlined within the plan. She also highlighted the success the student-centered coach's team has accomplished to date as well as the plans for communication of the data to our committees and families.

**52/24***Moved by: Trustee M. Brunskill**Second: Trustee A. Jarvis*

✓ *That, the Superior-Greenstone DSB having Received Report No. 39, endorse the Math Achievement Action Plan as presented.*

*Carried*11.2 Report No. 40: Technology Enabled Teaching and Learning Update

Technology Enabled Learning and Teaching Principal Stacey Wallwin presented the report. The Superior-Greenstone District School Board videoconference (VC) course offerings continue to grow as system alignment with timetable creation occurs and capacity with staff and students expands.

**12.0 New Business***Board Chair: Pinky McRae*12.1 Board Chair12.1.1 Update: Minister and Board Chair Teleconference

The Board Chair provided an update regarding the March 21, 2024 teleconference with the Minister of Education. She advised that the agenda included various topics including new regulatory postings, provincial budget, and Director's Performance Appraisal revisions.

12.1.2 Correspondence: Ministry Response to SGDSB February 27, 2024

The Board Chair discussed the correspondence received from the Ministry in response to a letter sent from the school board in November 2023.

12.1.3 Trustee Sanctions: Update

The Board Chair advised that a meeting has been scheduled between Trustee Fairservice and Human Rights and Equity Advisor Anthony Jeethan. This is the first of the meetings designed to support the Trustee in meeting the Professional Development requirements for the sanction.

12.2 Trustee Associations and Other Boards12.2.1 Report No. 41: OPSBA Board of Directors Meeting – March 1-2, 2024

Trustee Allison Jarvis presented her report that was emailed to Trustees.

12.3 Ministry Updates for Trustees

The Senior Leadership team shared information regarding recent Ministry of Education updates. The group discussed the various areas where additional advocacy is recommended.

12.4 Future Board Meeting Agenda Items

Nil.

**13.0 Notice of Motion**

Nil.

**14.0 Observer Comments**

Nil.

**15.0 Committee of the Whole Board (In-Camera Closed)**15.1 Agenda: Committee of the Whole Board – Closed**53/24**

Moved by: Trustee J. Nesbitt Second: Trustee J. Michano

✓ **That**, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 8:31 p.m. and that this portion be closed to the public.

Carried15.2 Rise and Report from Closed Session**54/24**

Moved by: Trustee P. Liscomb Second: Trustee K. Pristanski

✓ **That**, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 8:52 p.m. and that this portion be open to the public.

Carried**16.0 Report of the Committee of the Whole Closed Section B**16.1 **55/24**

Moved by: Trustee A. Jarvis Second: Trustee P. Liscomb

✓ **That**, the Superior-Greenstone DSB Committee of the Whole, In-Camera Section B (Closed) Reports be adopted, including the confidential minutes from the meeting held as:

1. Special Board Meeting 01/2024: February 26, 2024;
2. Regular Board Meeting 2024/04: February 26, 2024;
3. Special Board Meeting 02/2024: March 4, 2024;

Carried16.2 Other Recommendations from Committee of the Whole Closed Session16.2.1 **56/24**

Moved by: Trustee K. Pristanski Second: Trustee J. Michano

✓ **That**, the Superior-Greenstone DSB, having received In-Camera Report No. IC-02-24 Ratification of Collective Agreement – OSSTF, ratify the Memorandum of Settlement on Local Terms for September 1, 2022 to August 31, 2026 with OSSTF and District 6B.

Carried16.2.2 **57/24**

Moved by: Trustee K. Pristanski Second: Trustee J. Michano

✓ **That**, the Superior-Greenstone DSB, having received In-Camera Report No. IC-03-24 Ratification of Collective Agreement – OSSTF-ESS, ratify the Memorandum of Settlement on Local Terms for September 1, 2022 to August 31, 2026 with OSSTF-ESS and District 6B.

Carried16.2.3 **58/24**

Moved by: Trustee J. Nesbitt Second: Trustee J. Michano

✓ **That**, the Superior-Greenstone DSB, approve the Employment Contract for William Goodman, Director of Education, effective for the period of September 1, 2024 through to 2032.

Carried**17.0 Adjournment****59/24**

Moved by: Trustee P. Liscomb Second: Trustee J. Nesbitt

✓ **That**, the Superior-Greenstone DSB 2024/05 Regular Board Meeting, Monday, March 25, 2024 adjourn at 8:55, p.m.

Carried

<b><u>2024 - Board Meetings</u></b>		
<i>Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, April 8, 2024 <i>*Special Board Meeting</i>	Monday, April 29, 2024	Monday, May 27, 2024 <i>*Designate Site: Dorion Public School</i>
Monday, June 24, 2024	Monday, July 15, 2024	Monday, August 26, 2024
Monday, September 16, 2024 <i>*Designate Site: Lake Superior High School</i>	Monday, October 21, 2024	Monday, November 18, 2024 (1:00 p.m.) <i>*Designate Site: Board Office</i>
Monday, December 2, 2024		

**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**

**Regular Board Meeting 2024/05**

Committee of the Whole Board: Closed Session.

Monday, March 25, 2024

Videoconference and Teleconference

**TOPICS**

<b>Board Chair:</b> Pinky McRae	<b>Director:</b> Nicole Morden Cormier
Location: Videoconference & Teleconference	Recorder: G. Christianson

PART II: Committee of Whole Board – Closed	Section (B): In-Camera 8:31.
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- 1.0 Disclosure of Interest: re Closed Session
- 2.0 Approve Agenda: Committee of the Whole In-Camera (Closed)
- 3.0 In-Camera (closed) Meeting Minutes
  - 1. *Special Board Meeting 01/2024: February 26, 2024;*
  - 2. *Regular Board Meeting 2024/04: February 26, 2024;*
  - 3. *Special Board Meeting 02/2024: March 4, 2024;*
- 4.0 Report No. IC-02-24: Ratification of Collective Agreement - OSSTF
- 5.0 Report No. IC-03-24: Ratification of Collective Agreement – OSSTF-ESS
- 6.0 Personnel Item A: Director’s Contract

**Regular Board Meeting 2024-05**

Monday, March 25, 2024

**MINUTES**

APPROVED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2024

\_\_\_\_\_  
SECRETARY

\_\_\_\_\_  
CHAIR



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### Special Board Meeting 2024/03

### MINUTES

Monday, April 8, 2024 – 6:30 p.m.

Videoconference & Teleconference

Microsoft Teams meeting  
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 104 329 749#

**Board Vice-Chair:** Allison Jarvis

**Director:** Nicole Morden Cormier

Location: Videoconference & Teleconference

Recorder: G. Christianson

PART I: Special Board Meeting

Section (A): Open to the public: 6:30 p.m.

### 1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Brunskill, Dr. Megen			x			Nesbitt, Jason			x		
Cormier, Dr. Paul					x	Pristanski, Kal					x
Jarvis, Allison			x			Michano, Julie					x
Liscomb, Pat			x			Hunter, Emeraude (Student)					x
McRae, Pauline (Pinky)			x			Krause, Zoey (Student)					x

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>			x		
Fredrickson, Eric: <i>Superintendent of Education</i>			x		
Goodman, William: <i>Superintendent of Education</i>			x		
Marton, Alex: <i>Superintendent of Business</i>			x		
Leroux, Carole: <i>Superintendent of Education</i>			x		
Balog, Tara: <i>Assistant Superintendent</i>			x		
Brewster, Annick: <del>System Principal</del> <i>Assistant Superintendent</i>					x
Harris, Brent: <i>Manager of Financial Services</i>					x
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					x
Dee, Christine: <i>Team Lead – Payroll Services</i>			x		
Chouinard, Connie: <i>Team Lead – Business Services</i>			x		
Nault, Denis: <i>Manager of Human Resources</i>			x		
Lucas, Jay: <i>Coordinator of Information Technology Services</i>			x		
Kitchener, Nick: <i>Manager of Information Technology</i>					x
Renaud, Deana: <i>Mental Health Manager</i>					x
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>			x		
Christianson, GerriLynn: <i>Executive Assistant &amp; Communications Coordinator</i>			x		
Zeleny, Lisa: <i>Executive Assistant</i>					x

**Land Acknowledgement**

A land acknowledgement was provided for the Ancestral and Traditional Territories of the Indigenous people on whose lands we are gathering. We recognize and honour the contributions of the Indigenous peoples for they hold the knowledge, traditions, and history of the land.

**2.0 Special Board Meeting Call to Order****60/24***Moved by: Trustee J. Nesbitt**Second: Trustee J. Michano*

✓ **That**, the Superior-Greenstone DSB Special Board Meeting on Monday, April 8, 2024, be called to order at 6:34 p.m.

Carried**3.0 Approval of Agenda****61/24***Moved by: Trustee P. McRae**Second: Trustee J. Michano*

✓ **That**, the agenda for the Superior-Greenstone DSB 03-2024 Special Board Meeting, April 8, 2024 be accepted and approved.

Carried**4.0 Disclosures of Interest re: Open Session**

There were no disclosures of interest.

**5.0 Reports from the Superintendents of Education**

*Superintendent of Education: Will Goodman*  
*Superintendent of Education: Eric Fredrickson*  
*Superintendent of Education: Carole Leroux*  
*Assistant Superintendent: Tara Balog*  
*Assistant Superintendent: Annick Brewster*

**5.1 Special Board Report No. 42: Proposed Elementary Teaching Staffing And Organization for September 2024**

Superintendent of Education Eric Fredrickson presented the proposed Elementary Teaching Staffing and Organization report for September 2024. The Superintendent highlighted the consultation process conducted to determine the staffing needs of the schools and classroom configurations. A review was provided of the estimated student enrollment numbers and the impacts to staffing due to the decreased enrollment forecasted at the elementary level, as a result of smaller student cohorts. The final report will be presented at the April 29, 2024 Regular Board meeting. The Superintendent reaffirmed the commitment to supporting small schools and maintaining high quality education and programming.

**5.2 Special Board Report No. 43: 2024-2025 Proposed Secondary Staffing**

Superintendent of Education Will Goodman presented the proposed secondary staffing for the 2024-2025 school year. The staffing is presented in accordance with the contractual agreements and the protected staffing compliment. The Superintendent noted that the enrollment is determined based on average daily enrollment and future projections that include an increased number of Grade 8 cohorts transitioning to Secondary school. The staffing reflects the requirements of Policy Memorandum 167 with the requirement for two e-learning courses. The final report will be presented at the Regular Board meeting on April 29, 2024. Trustees expressed their gratitude to the Administration for the detailed work presented in the reports.

**6.0 Adjournment****6.1 62/24***Moved by: Trustee J. Nesbitt**Second: Trustee M. Brunskill*

✓ **That**, the Superior-Greenstone DSB Special Board Meeting 03-2024 on Monday, April 8, 2024, adjourn at 7:19, p.m.

Carried

<b><u>2024 - Board Meetings</u></b>		
<i>Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, April 29, 2024		Monday, May 27, 2024 <i>*Designate Site: Dorion Public School</i>
Monday, June 24, 2024	Monday, July 15, 2024	Monday, August 26, 2024
Monday, September 16, 2024 <i>*Designate Site: Lake Superior High School</i>	Monday, October 21, 2024	Monday, November 18, 2024 (1:00 p.m.) <i>*Designate Site: Board Office</i>
Monday, December 2, 2024		

**Special Board Meeting 2024-03**

*Monday, April 8, 2024*

**MINUTES**

APPROVED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2024

\_\_\_\_\_  
SECRETARY

\_\_\_\_\_  
CHAIR





**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD  
Special Education Advisory Committee**

March 5, 2024 @ 3:00 pm.

**Videoconference & Teleconference**

Microsoft Teams meeting  
**Join on your computer, mobile app or room device**

Meeting ID: 240 747 227 790

**Or call in (audio only)**

Canada, Thunder Bay

Phone Conference ID:

<b>MINUTES</b>					
<b>Voting Members (4/7)</b>	<b>OS</b>	<b>TC</b>	<b>VC</b>	<b>A</b>	<b>R</b>
BRAKE-WELDON, Brandy: <i>Dilico (Chair)</i>					X
ZAPPITELLI, Sheila: <i>Superior Greenstone Association for Community Living (Vice Chair)</i>			X		
BOTTLE, Candice: <i>North of Superior Counseling Programs</i>			X		
STACH, Andrea: <i>George Jeffrey Children's Centre</i>			X		
CORMIER, Dr. Paul: <i>First Nation Trustee</i>					X
MICHANO, Julie: <i>Trustee</i>			X		
BRUNSKILL, Megen: <i>Trustee</i>			X		

<b>Alternate Members</b>	<b>OS</b>	<b>TC</b>	<b>VC</b>	<b>A</b>	<b>R</b>
DAVIES, Candace: <i>North of Superior Counseling Programs (Alternate)</i>				x	
JARVIS, Allison: <i>Trustee (Alternate)</i>				X	
LISCOMBE, Pat: <i>Trustee (Alternate)</i>				X	
MOORE, Jennifer: <i>Dilico (Alternate)</i>				X	
POROBIC, Katie: <i>Superior Greenstone Association for Community Living (Alternate)</i>				X	

<b>Resource Members</b>	<b>OS</b>	<b>TC</b>	<b>VC</b>	<b>A</b>	<b>R</b>
McRAE, Pinky: <i>Board Chair</i>					X
MORDEN CORMIER, Nicole: <i>Director of Education</i>					X
GOODMAN, Will: <i>Superintendent of Education</i>			X		
LEROUX, Carole: <i>Superintendent of Education</i>					X
FREDRICKSON, Eric: <i>Superintendent of Education</i>					X
HUNTER, Emeraude: <i>Student Trustee</i>				X	
KRAUSE, Zoey: <i>Student Trustee</i>				X	
RENAUD, Deana: <i>Mental Health Manager</i>				X	
BIANCO, Melissa: <i>Team Lead, Positive Behaviour Support</i>			X		
BREWSTER, Annick: <i>Assistant Superintendent</i>			X		
LEROUX, Erik: <i>Learning for All (Special Education) System Principal</i>			X		
ZELENY, Lisa: <i>Executive Assistant</i>			X		

Attendance Mode: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)

<b>Land Acknowledgement:</b>	Annick Brewster
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1.0	Call to Order:	3:07 p.m.		
2.0	Approval of Minutes from February 13, 2024			
<p>Moved by: <i>A. Stach</i> Second: <i>S. Zappitelli</i>            ✓ <b>That</b>, the minutes for the Superior-Greystone DSB Special Education Advisory Committee meeting dated February 13, 2024, be accepted, and approved.  <i>Carried.</i></p>				
3.0	<b>Additions to the Agenda: Regulatory and Policy Reforms to Support the Better Schools and Student Outcomes Act</b>	Will Goodman, Director Designate		
<p>Director designate, Will Goodman, provided a brief explanation on the new item added to the Agenda: Regulatory and Policy Reforms to Support the Better Schools and Student Outcomes Act. This will be discussed in detail in section 5.3.</p>				
4.0	<b>Business Arising from Minutes:</b>			
<p>Nil.</p>				
5.0	<b>Agenda Items:</b>	<b>Host</b>		
	<table border="1"> <tr> <td data-bbox="232 747 329 758">5.1</td> <td data-bbox="329 747 1214 1877"> <p><b>Special Education Plan: Transitions- Specific</b></p> <p>Annick Brewster, Assistant Superintendent, presented the report attached in the Agenda package            The entry into Kindergarten, transition from grade 8 to gr. 9 and transition from high school to post-secondary are the three main 'T's' (transitions). Transition for students with Autism will also be addressed. Key to remember.... required for all students 14 years of age or older who are not solely identified as gifted, and/or for student with Autism Spectrum disorders, should reflect long-range planning, should reflect goals and strategies, must include actions directly related to the specific goals.</p> <p>How do we support Transitions? The key is knowing the learner through their profile, strengths and needs and assessments, connect with community partners and agencies, resources, school team collaboration with students and families. For a smooth transition, planning is key and understanding it may take a little longer based on the students' needs.</p> <p>Amanda Gyori, Early Years System Principal presented on new learners and the transition to kindergarten. A.Gyori highlighted key areas to ensure a smooth and successful transition for the new learner would include developing student profile, create a school entry plan based on student profile, create referrals and connections with external community agencies services, identification of personalized equipment, identifying transportation needs. <b><i>*for students with identified needs prior to entry into school, we collaborate with agencies to plan for a successful entry into school.</i></b></p> <p>A.Brewster presented on the transition of students from elementary school to high school. It is important to look at a student's profile for their strengths and needs, interests and key resources to support their transition. For a smooth transition, planning ahead is key to support a student's transition in September or understanding it may take a little longer based on student needs.</p> <p>Melissa Bianco, Team Lead, Positive Behaviour Support added that the individualized approach is working to enhance processes to know students' needs and preferences. The processes happen with parents/guardian, schools, agencies, addition to PBS interventionist, and support from the Indigenous Special Education Facilitator will also support transitions. The processes are a work in progress.</p> <p>M. Bianco moved on to a student's transition from High to beyond. Transitions from high school to beyond begin with conversations with students and families for next steps, partnerships with community agencies and services, updated assessments, support the student to achieve their goal after graduation. For a student to have necessary skills upon graduation may mean to partner with agencies early like Developmental Services Ontario (age to apply is 16). They can also support families with resources.</p> </td> </tr> </table>	5.1	<p><b>Special Education Plan: Transitions- Specific</b></p> <p>Annick Brewster, Assistant Superintendent, presented the report attached in the Agenda package            The entry into Kindergarten, transition from grade 8 to gr. 9 and transition from high school to post-secondary are the three main 'T's' (transitions). Transition for students with Autism will also be addressed. Key to remember.... required for all students 14 years of age or older who are not solely identified as gifted, and/or for student with Autism Spectrum disorders, should reflect long-range planning, should reflect goals and strategies, must include actions directly related to the specific goals.</p> <p>How do we support Transitions? 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	<p>A.Brewster concluded their presentation with the little T’s and how they happen continuously throughout the day and are ongoing. Examples of ‘Little T’s “ are classroom to classroom, classroom to gym, school to home, home to bus, recess; how do we support the students independence so when the student leaves us they are the trajectory to be successful. All transitions are individualized based on a students’ needs to meet their needs.</p> <p>S. Zappitelli added the agency would want to be a part in the transition from high school to community.</p>
<p><b>5.2</b></p>	<p><b>Standing Agenda Item: Update from SEAC Community Members</b></p>
	<p>A.Stach provided update regarding RCS new guidelines for new funding, new cutoffs for referrals for children entering Kindergarten; more information in the coming months on how to implement the guidelines.</p> <p>S. Zappitelli provided the following agency information. -- expand marathon Manitouwadge area- a lot of people on the wait list. Trying to address and grow to meet the needs of the community. Looking for community participation. Will not be 24-hour residential living. Agency is looking for workers who may need part-time work.</p>
<p><b>5.3</b></p>	<p><b>Regulatory and Policy Reforms to Support the Better Schools and Student Outcomes Act, 2023</b></p>
	<p>W.Goodman spoke to the proposed regulatory changes and the impact they would have on our meetings. The change being presented is with regards to board and committee meetings. There has been advocacy and championing to have meetings virtually. New regulation states it is to help rural and Northern boards but the proposed reforms will not help; as it will require people to travel for in person meetings.</p> <p>The list below is considered for virtual meeting. Otherwise, the meetings must be attended in person.</p> <ol style="list-style-type: none"> <li>1. Distance (more than 125 km)</li> <li>2. Weather conditions (deemed to unsafe to travel)</li> <li>3. Health related</li> <li>4. Attending meeting is more challenging for the member</li> </ol> <p>The amended regulation is being brought forward – there is a survey link to provide input on the amendment. Participation is key. We cannot have quorum if we need to be FTF. SEAC meetings are required to take place where the Chair resides. For us, this would mean all members would be required to travel to Red Rock.</p> <p>We do not want to lose our partnerships due to regulation to have face-to-face meetings. W.Goodman informed the Trustees this will be a conversation at next Board meeting. It will impact all committee meetings and Board meetings.</p> <p>A. Stach asked if they are looking at alternate solutions like coming together for a longer meeting rather than a one-hour meeting and is this a practice that could be considered.</p> <p>W. Goodman thanked A. Stach for their input. W. Goodman stated their concern with mandatory FTF meetings has many negative implications; would quorum be met? Would we lose partnerships, extra time and travel for members.</p> <p><u><i>Proposed Regulatory Amendments to O. Reg 463/97 Electronic Meetings and Meeting Attendance</i></u></p> <p>The proposed regulatory amendments are now available on the Ontario Regulatory Registry: <a href="https://www.ontariocanada.com/registry/view.do?language=en&amp;postingId=46514">https://www.ontariocanada.com/registry/view.do?language=en&amp;postingId=46514</a>.</p> <p><b>Please submit comments on the proposal by April 2, 2024</b></p>

<b>6.0</b>	<b>Correspondence:</b>	
	Nil.	
<b>7.0</b>	<b>New Business:</b>	
	Nil.	
<b>8.0</b>	<b>Information Items:</b>	
	Nil.	
<b>9.0</b>	<b>Agenda Items Next meeting Date/Time/Venue: April 9, 2024 via videoconference @ 3:00 p.m.</b>	
<b>10.0</b>	<b>Adjournment:</b>	
	<p><i>Moved by: C. Bottle                      Second: Trustee M. Brunskill</i></p> <p>✓ <i>That</i>, the Superior-Greenstone DSB Special Education Advisory Committee Meeting on Tuesday March 5, 2024, adjourn at 3:35 p.m.</p> <p><i>Carried.</i></p>	



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No.:** 44  
**Date:** April 29, 2024

**TO:** Chair and Members of the  
 Superior-Greenstone District School Board

**FROM:** Emeraude Hunter, Zoey Krause

**SUBJECT:** Student Trustee Report: April 2024

**STRATEGIC  
 PRIORITY:** Wellbeing and Relationships

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**Background**

The past month has been occupied with elections quickly approaching. Trustees Krause and Hunter have been planning for the elections by creating posters and social media posts, with a goal to receive as much student engagement and interest about the position as possible. An information session and alumni panel took place on April 17, with former Student Trustee Steph Rathwell returning to speak to Senators about her takeaways from being a Trustee, as well as inspiring senators by talking about her life now and how being a part of Senate helped her with where she is today.

**Current Situation**

Student Trustees continue to focus on elections, with the candidate speeches taking place on April 25<sup>th</sup>, sharing resources with candidates on how to write their speech and other resources to make them more comfortable when presenting. Additionally, Trustee Hunter has been in contact with OSTA CEO Declan Ameral who confirmed remote voting will continue to be unavailable for Student Trustees not attending AGM. Thankfully, the CEO is becoming understanding of our position and is prepared to support us in advocating for appropriate funding from the Ministry for northern boards. OSTA is looking to secure more funding for virtual opportunities, the first of these virtual events being a town hall style meeting with OSTA's public education interest group.

**Next Steps**

Transitioning into the spring Trustee Hunter has been given the opportunity to speak at an OPSOA conference, participating in the virtual student panel taking place. This student panel will cover important topics like discrimination, equity and student voice and is an incredible chance to share the northern perspective. Lastly, Trustees Krause and Hunter are finding and creating incoming Student Trustee packages in the form of Google slides to prepare the newly elected trustee in hopes make the transition easier.

Student Trustees Krause and Hunter are registered for a virtual town hall with OSTA's Public Education Interest Group in early May which will be an opportunity to connect to our provincial peers and share our perspectives although we will not be at AGM.

**Administrative Recommendations/Summary**

*That the Superior-Greenstone DSB receive Report No. 44, for information.*

Respectfully submitted by:

Emeraude Hunter and Zoey Krause  
 Student Trustees



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No.: 45**  
**Date:** April 29, 2024

**TO:** Chair and Members of the  
Superior-Greenstone District School Board

**FROM:** Alex Marton, Superintendent of Business

**SUBJECT:** SEIU Pay Adjustment

**STRATEGIC  
PRIORITY:** Stewardship, Relationships

---

**Background**

Service Employees' International Union (SEIU) staff at SGDSB include:

- Custodians
- Head Custodians and
- Maintenance Working Foremen

Within the collective agreement for SEIU, grids are based on hourly wages. Payroll practice at SGDSB is to calculate an annual salary based on hourly rates and distribute the amount evenly over the 24 pay periods in the year. This ensures paychecks are the same amount in each pay period.

The amount of working days in a year varies between 260, 261 and 262 days. SGDSB practice for this specific group has been to calculate the annual salary based on 260 days, and adjust the pay for any additional days, as needed.

**Current Situation**

SGDSB has uncovered that this practice was last completed in 2009. During the interim period, 11 adjustments that should have been made were not. As a result, SEIU employees were not paid correctly.

Management has been in discussions with SEIU to collaboratively come to an agreement on reimbursement for all impacted employees, including those employees who have retired or left SGDSB. SEIU has been a valuable partner for this complicated exercise, which includes manual calculations for dozens of employees, accounting for wage increases, and rate adjustments during the impacted years.

SGDSB practices have been updated and new controls are in place to ensure this will not happen again.

The cost of the adjustment will be between \$24,000 and \$61,000. The first amount accounts for employees currently with the board. The second amount accounts for employees no longer with

the board. The board will contact those former employees and attempt to issue reimbursement. The estimated high-end cost will be accrued for in the 2022-23 fiscal year, in accordance with accounting principles.

The agreement between SEIU and SGDSB for reimbursement is contingent on Board approval of the budgetary impact of this adjustment. Approval today will ensure current employees will be reimbursed promptly.

**Administrative Recommendations**

*That the Superior-Greenstone DSB, having received report No. 45, approves the addition of \$61,000 in expenses for the 2022-2023 Estimates.*

Respectfully submitted by:

Alex Marton, Superintendent of Business





**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No.:** 46

**Date:** April 29, 2024

**TO:** Chair and Members of the  
 Superior-Greenstone District School Board

**FROM:** Nicole Morden Cormier, Director of Education

**SUBJECT:** Director's Monthly Report: April 2024

**STRATEGIC  
 PRIORITY:** Learning, Well-Being, Relationships

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**Background**

For the 2023-2024 school year, the Director's Monthly Report will be an opportunity to showcase examples of the numerous ways in which school personnel and system staff are responding to the feedback that was received from families during the 2022-2023 Feast and Feedback sessions.

For the month of April, the focus has been championed by Annick Brewster, Assistant Superintendent of School Effectiveness. The theme has been Understanding Neurodiversity. To ensure a comprehensive approach to providing information to families on this topic, a Fact Sheet has been developed and shared, a Thoughtexchange Survey question has been posted for families to engage in, and this topic was introduced on CFNO's Onward and Upward spot, with follow up speaking engagements by members of the SGDSB, and for this month, a parent has been included. Finally, evidence from schools has been provided in the Director's Monthly Report Sway.

**Current Situation**

Please click on the following link to read the *Director's Monthly Report: April* to read about explicit examples of how SGDSB is ensuring that the importance of meeting the needs of all students.



Director's Monthly Report April 2023-2024.

At Superior-Greenstone District School Board, we believe that every individual is unique, with different strengths, abilities, and perspectives. We embrace and celebrate neurodiversity, rec...

[Go to this Sway](#)

**<https://sway.cloud.microsoft/zJWxamrHZ209iAE8>**

**Administrative Summary**

*That the Superior-Greenstone DSB receive Report No .46, Director's Monthly Report: April 2024, for information.*

Respectfully submitted by:

Nicole Morden Cormier,  
Director of Education



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No.:** 47  
**Date:** April 29, 2024

**TO:** Chair and Members of the  
 Superior-Greenstone District School Board

**FROM:** Nicole Morden Cormier, Director of Education

**SUBJECT:** Regulation 83/24: Director's Performance Plan

**STRATEGIC PRIORITY:** Stewardship, Relationships, Well-Being, Learning

**Background**

The *Better Schools and Student Outcomes Act, 2023* (the Act) received Royal Assent on June 8, 2023. The changes made to the *Education Act* by the Act, once proclaimed, are intended to increasingly support effective governance and leadership across all school boards for the successful delivery of the provincial education priorities. As part of this Act, on March 4, 2024, Ontario Regulation 83/24 – Director of Education Performance Appraisal (DPA) came into effect.

**Current Situation**

Currently, the Director Performance Appraisal is governed by SGDSB Policy and Management Guideline 804 (Director's Performance Appraisal). A new revised policy that reflects the requirements of the new regulation is now necessary to guide the implementation of this new process, for the Board of Trustees.

The following illustrates the new process, as outlined by the regulation, for the DPA moving forward.

Yearly Timelines	Responsibility	Task
By May 16	Board of Trustees	Performance Appraisal Committee (PAC) Established ✓ PAC Chair + 3-6 members
By July 31	Board of Trustees and Director of Education	PAC (Chair + 1 or more members) meet with the Director of Education to develop/finalize the Director's Performance Plan.
By August 15	PAC Chair	Performance Plan shared with all members of the Board of Trustees
By August 15	Board Chair	Provide written notice to the Minister of Education (confirmation of date of hire, feedback, performance plan) and post the notice on the Board's website.
By December 1	Minister	Minister provides written notice if they will engage in providing feedback (during the process).
By January 11	PAC Chair	Requests feedback from Board of Trustees

By January 21	Board of Trustees	Provides feedback to the PAC Chair
By January 31	PAC Chair	PAC Chair + at least one other member of PAC meets with the Director of Education to review the Director's progress towards implementing and achieving the goals of the Performance Plan.
By April 30	Board of Trustees	Board of Trustees select an entity to conduct the bi-annual feedback (e.g. 360 Assessment) <i>*Starting in the first full evaluation cycle and every second full evaluation cycle thereafter</i>
By May 15	Bi-Annual Feedback Consultant	Written report provided to the PAC and Director of Education
By June 10	Director of Education	Updating of Performance Plan
By June 20	PAC Chair	Provides a draft Performance Appraisal Report to Board of Trustees
By June 30	Board of Trustees	Provides feedback on the draft Performance Appraisal Report to the PAC
By July 7	PAC Chair	Provides the draft Performance Appraisal Report to Board of Trustees
By July 31	PAC Chair	PAC Chair + at least one member of PAC meets with Director of Education to review the progress of Director's Performance Plan, update the plan, review the draft Performance Appraisal Report and provide an opportunity for the Director of Education to respond.

The start date of incoming Director of Education Goodman will be August 31, 2024, thus, the Board of Trustees will engage in an *Interim Performance Review*. An Interim Cycle differs from the Full Evaluation Cycle in that the Interim Cycle does not require the Bi-Annual Feedback process.

The Bi-Annual Feedback process begins during the second year of the Full Evaluation Cycle and occurs every second year after.

**This Interim Cycle begins on the new Director of Education's start date, according to the following timelines:**

Interim Cycle Timelines	Responsibility	Task
30 Days after start date By September 30	PAC	PAC (Chair + 1 or more members) meet with the Director of Education to develop/finalize the Director's Performance Plan.
45 Days after start date By October 15	PAC Chair	Performance Plan shared with all members of the Board of Trustees
45 Days after start date By October 15	Board Chair	Provide written notice to the Minister of Education (confirmation of date of hire, feedback, performance plan) and post the notice on the Board's website.

45 Days after start date By October 15	Minister	Minister provides written notice if they will engage in providing feedback (during the process).
By January 7, 2025	PAC Chair	Requests feedback from Board of Trustees
By January 22, 2025	Board of Trustees	Provides feedback to the PAC Chair
By February 5, 2025	PAC Chair	PAC Chair + at least one other member of PAC meets with the Director of Education to review the Director's progress towards implementing and achieving the goals of the Performance Plan.
By June 10	Director of Education	Updating of Performance Plan
By June 20	PAC Chair	Provides a draft Performance Appraisal Report to Board of Trustees
By June 20	Board of Trustees	Provides feedback on the draft Performance Appraisal Report to the PAC
By June 30	PAC Chair	Provides the draft Performance Appraisal Report to Board of Trustees

Based on the results of the performance appraisal, the committee shall assign one of the following performance ratings to the director of education:

1. Meets all expectations.
2. Meets most expectations.
3. Meets some expectations.
4. Does not meet expectations.

### **Next Steps**

1. Board Policy Review Process (Committee Meeting of June 11, 2024)
  - a. Determine realistic dates for Board of Trustees and PAC member responsibilities.
  - b. Repealing Policy 804
  - c. Replace with new Policy 804 and new Management Guideline 804.
2. Templates for Performance Plan and Performance Appraisal Report developed.

### **Administrative Recommendations/Summary**

*That the Superior-Greenstone DSB receive Report No. 47, Regulation 83/24: Director's Performance Plan, for information.*

Respectfully submitted by:

Nicole Morden Cormier,  
Director of Education



**TO:** Chair and Members of the Superior-Greenstone District School Board

**FROM:** Eric Fredrickson, Superintendent of Education

**SUBJECT:** Finalized Elementary Teaching Staffing and Organization for September 2024

**STRATEGIC PRIORITY:** Student Achievement, Well Being, Stewardship

**Current Situation**

This report is based on funding information and enrolment projections that we presently have, and as such, it is recognized that there could be changes once the funding for the next school year is available from the Ministry of Education. The following principles were used to guide these discussions:

- Low pupil teacher ratio for multi-grade classrooms; an attempt to reduce the number of quadruple grades in the literacy and numeracy blocks. Where quadruple grades are necessary, scheduling the curricular areas that may be more conducive to a quadruple grade (e.g. language-based subjects such as FSL and NL as they are oral in nature).
- The number of high needs students in particular classrooms.
- Ensuring that the time allocations for Special Education are precise.
- Flexibility in responding to the needs of schools that may experience an increase in enrolment.

The recommendations put forth in this report continue to meet the cognitive, emotional and physical needs of our students. However, funding will be further analyzed in order to ensure the fiscal responsibility of this staffing proposal.

**Table 1: Historical Enrolment Summary**

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
B.A. Parker	111.67	94.70	102.50	109.00	109.00	116
Beardmore	23.00	20.00	24.00	26.50	28.00	20
Dorion	46.00	52.00	47.00	51.50	46.00	47
George O'Neill	149.26	142.74	146.00	139.00	132.00	120
Manitouwadge	43.00	42.00	48.50	46.50	42.00	41
Margaret Twomey	171.50	171.19	162.00	170.00	176.00	135
Marjorie Mills	47.00	32.24	36.00	40.00	41.00	31
Nakina	15.00	19.00	20.00	12.00	13.00	14
Schreiber	50.15	55.00	57.00	52.00	48.00	41
Terrace Bay	103.90	97.50	95.00	95.00	77.00	64
<b>Total Enrolment</b>	<b>760.48</b>	<b>726.37</b>	<b>738.00</b>	<b>741.5</b>	<b>712</b>	<b>629</b>

**Table 2: Projected Enrolment September 2024**

<i>Total Enrolment by School</i>	<i>JK</i>	<i>SK</i>	<i>Gr. 1-3</i>	<i>Gr. 4-6</i>	<i>Gr. 7-8</i>	<i>2024-2025 Projected Enrolment</i>
B.A. Parker	5	10	39	34	28	116
Beardmore	3	1	6	6	4	20
Dorion	6	0	13	17	11	47
George O'Neill	5	5	38	40	32	120
Manitouwadge	2	1	10	14	9	41
Margaret Twomey	4	4	35	43	32	135
Marjorie Mills	10	15	13	10	8	31
Nakina	3	3	3	5	0	14
Schreiber	1	3	13	13	11	41
Terrace Bay	3	3	23	23	12	64
<b>Total Enrolment</b>						
<b>Total Enrolment by Grade</b>	<b>42</b>	<b>45</b>	<b>190</b>	<b>205</b>	<b>147</b>	<b>629</b>

Table 3 outlines the recommended classroom staffing compared to the 2022/2023 school year and Table 4 outlines the recommended Special Education, French, Native Language and Primary Planning staffing.

**Table 3: Recommended Classroom Staffing for September 2024**

<i>School</i>	<i>2023-2024</i>		<i>September 2024</i>		
	<i>Estimated Enrollment (Mar 31/2023)</i>	<i>Classroom Teachers</i>	<i>Projected Enrollment</i>	<i>Classroom Teachers</i>	<i>Change in Teachers</i>
B.A. Parker	109	6	116	6	0
Beardmore	28	3	20	2	-1
Dorion	46	4	47	4	0
George O'Neill	132	7	120	7	0
Manitouwadge	42	4	41	4	0
Margaret Twomey	176	9	135	8	-1
Marjorie Mills	41	4	31	3	-1
Nakina	13	3	14	2	-1
Schreiber	48	4	41	3.5	-0.5
Terrace Bay	77	5	64	5	0
<b>Total Enrolment</b>	<b>712</b>	<b>48.00</b>	<b>629</b>	<b>43</b>	<b>-4.5</b>

**Table 4: French, Special Education Teachers, Native Language Teacher, and Other Program Staff**

<i>School</i>	<i>2023/2024</i>						<i>2024/2025</i>						
	<i>SET</i>	<i>Primary Planning</i>	<i>French</i>	<i>Native Language</i>	<i>Other</i>	<i>Total</i>	<i>SET</i>	<i>Primary Planning</i>	<i>French</i>	<i>Native Language</i>	<i>Other</i>	<i>Total</i>	<i>Change</i>
B.A. Parker	1.5	.567	.567	.477	0.389	3.5	1.866	.567	.567	.5 <sup>3</sup>		3.5	0
Beardmore <sup>1</sup>	0.5	.189	.378		0.433	1.5	.122	.189	.189			0.5 <sup>1</sup>	-1.0
Dorion <sup>2</sup>	0.5	.378	.378		0.244	1.5	.244	.378	.378			1	-0.5
George O'Neill	1	.567	.567	.567	0.299	3.0	1	.756	.567	.567	.11	3	0
Manitouwadge <sup>1</sup>	0.5	.378	.378		0.244	1.5	.433	.378	.189		0.5 <sup>1</sup>	1.5 <sup>1</sup>	0
Margaret Twomey	1.5	.756	.945		0.299	3.5	1.988	.756	.756			3.5	0
Marjorie Mills <sup>1</sup>	0.5	.378	.378	.318	0.244	1.5	.622	.378		.5 <sup>3</sup>	0.5 <sup>1</sup>	2.0 <sup>1</sup>	+0.5
Nakina	.122	.189	.189		0.5	1.0	.122	.189	.189			0.5	-0.5
Schreiber <sup>1</sup>	0.5	.378	.378		0.244	1.5	.744	.378	.378		0.5 <sup>1</sup>	2 <sup>1</sup>	0.5
Terrace Bay	1	.378	.567		0.5	2.5	1	.378	.567		.055	2	-0.5
Various				1		1				1 <sup>4</sup>		1 <sup>4</sup>	
<b>Total FTE</b>						<b>22.5</b>						<b>20.5</b>	<b>-2.0</b>



Notes:

<sup>1</sup>*Administrator teaching position in this school included in total*

*(BEPS prep and SET covered by site administrator 0.5FTE, MNPS admin supports SET and provides intervention 0.5FTE, MMPS admin supports SET and intervention 0.5FTE, SCPS Intervention 0.5FTE )*

<sup>2</sup>Not included in total teacher staffing

*(DOPS administrator with 0.5FTE system responsibilities, NAPS administrator with 0.5FTE system responsibilities)*

<sup>3</sup>Shared Native Language teacher between MMPS and BAPS

<sup>4</sup>Virtual Native Language position supports various schools

DOPS, MNPS, and SCPS VP SET role removed

**Administrative Recommendations**

*That, the Superior-Greenstone DSB having received Report No. 48, Finalized Elementary Teaching Staffing and Organization for September 2024, approves the staffing as presented.*

Respectfully submitted by:

Eric Fredrickson  
Superintendent of Education



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No.:** 49  
**Date:** April 29, 2024

**TO:** Chair and Members of the  
 Superior-Greenstone District School Board

**FROM:** Will Goodman, Superintendent of Education

**SUBJECT:** 2024-2025 Finalized Secondary Staffing

**STRATEGIC PRIORITY:** Learning, Well-Being, Stewardship

**Background**

A coordinated consultation process has taken place regarding projected staffing needs for the 2024-2025 school year. Significant attention was given during this process to meeting the needs and maintaining pathways for students, while maintaining fiscal responsibility. Particular attention on enrolment and class size is important when considering staffing allocation.

The 2024-2025 Secondary staffing has several additional factors that apply to the staffing process. Below are the items that must be adhered to for 2024-2025.

1. Full Time Equivalent (FTE) for OSSTF is 6 sections per year. Each section is equal to 0.17 FTE. Therefore 0.17 multiplied by 6 creates a 1.0 FTE.
2. In the past we have been required to maintain a protected complement due to central language. This is no longer required for 2024-2025.
3. A local Letter of Understanding (LOU) has been extended where in the 2024-2025 school year each high school will have a minimum of 10.50 FTE. All additional FTE are assigned based on needs of the school.
4. E-learning – Each school will be offering 2 sections of E-learning to support the new online learning graduation requirement (PPM 167).

**Historical Context**

**Table 1: Staffing and Enrolment Trends since 2017-2018**

	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff	Enrolment	Staff
<b>GCHS</b>	186.50	17.50	189.00	18.67	166.65	18.17	163.65	18.50	167.50	17.50
<b>LSHS</b>	89.50	12.17	88.38	11.17	90.13	13.00	96.63	11.17	111.50	12.00
<b>MNHS</b>	62.25	12.17	58.38	10.67	59.88	12.67	54.00	10.67	62.25	10.67
<b>MRHS</b>	159.25	15.17	165.04	13.83	152.54	17.33	168.13	14.00	172.63	15.50
<b>NRHS</b>	135.38	14.50	128.31	13.33	150.00	15.83	155.83	13.33	154.00	14.67
<b>Total</b>	632.88	71.50	629.11	67.67	619.20	77.00	638.24	67.67	667.88	70.33

\*Note: Staffing has historically been based on the previous year enrolment.

**Current Situation**

Table 2: Below is the proposed Secondary Staffing for 2024-2025 school year given the above parameters:

**Part A: Staffing According to Contractual Agreement**

	<b>GCHS</b>	<b>LSHS</b>	<b>MNHS</b>	<b>MRHS</b>	<b>NRHS</b>	<b>TOTAL</b>
<b>Enrolment (Oct 31, 2023)</b>	177.25	113.25	60.00	175.25	157.50	683.25
<b>Enrolment Projections (April 22, 2024)</b>	157.75	109.75	64.50	170.00	150.50	652.50
<b>Average Daily Enrolment (ADE)</b>	167.50	111.50	62.25	172.63	154.00	667.88
<b>2024-2025 Projections</b>	161.00	119.00	64.50	173.00	172.00	
<b>Classroom Teachers</b>	8.17	8.17	8.17	8.17	8.17	40.85
<b>Special Ed</b>	1.00	1.00	1.00	1.00	1.00	5.00
<b>Guidance</b>	1.00	1.00	1.00	1.00	1.00	5.00
<b>E-Learning</b>	0.33	0.33	0.33	0.33	0.33	1.67
<b>2024/2025 Proposed Base Contract teachers</b>	10.50	10.50	10.50	10.50	10.50	
<b>Teaching VP</b>	0.33					
<b>Additional School Allocation</b>	6.17	2.50	0.17	5.33	4.67	19.17
<b>Total Staffing</b>	<b>17.00</b>	<b>13.00</b>	<b>10.67</b>	<b>15.83</b>	<b>15.17</b>	<b>71.67</b>

\*Includes virtual school students

**Part B: Staffing Changes for 2024-2025**

	<b>GCHS</b>	<b>LSHS</b>	<b>MNHS</b>	<b>MRHS</b>	<b>NRHS</b>	<b>Board Information</b>
<b>Teaching Staff for 2024-2025</b>	17.00	13.00	10.67	15.83	15.17	71.67 FTE
<b>Teaching Staff for 2023-24</b>	<b>17.50</b>	<b>12.00</b>	<b>10.67</b>	<b>15.50</b>	<b>14.67</b>	<b>70.33</b>
<b>Staffing Difference</b>	-0.50	+1.00	0	+0.33	+0.50	1.33

**Additional Information**

- It is expected that the allocated Student Success periods will be used to support programs in each of our secondary schools, which may be different in each school depending on their need. Additions have been made where schools are receiving increased numbers in grade 9 and 10 where de-streamed classes will occur. Principals have the ability to increase Student Success and Special Education sections based on needs of the school.

- Schools have been collaboratively building videoconferencing course options to create more opportunities for student learning and pathways as well as for students electing to learn virtually.
- French as a Second Language and Native as a Second Language will be using videoconference technology to allow all students at SGDSB to access Grade 9-12 language programs.

**Administrative Summary**

*That, the Superior-Greenstone District School Board having received report No. 49 entitled, "2024-2025 Finalized Secondary Staffing," approves the Secondary staffing as presented.*

Carole Leroux  
Superintendent of Education

Will Goodman  
Superintendent of Education



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No.: 50**

**Date:** April 29, 2024

**TO:** Chair and Members of the  
Superior-Greenstone District School Board

**FROM:** Annick Brewster, Assistant Superintendent School Effectiveness

**SUBJECT:** Student Achievement Plan Public Reporting

**STRATEGIC PRIORITY:** Learning and Well-Being

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**Background**

On July 28, 2023, the Ministry of Education released key regulatory and policy reforms in support of the Better Schools and Student Outcomes Act, 2023, including a new regulation that established provincial priorities for student achievement:

- Achievement of Learning Outcomes in Core Academic Skills
- Preparation of Students for Future Success
- Student Engagement and Well-Being

These changes form part of the Ministry of Education's commitment to achievement and well-being and in the interest of transparency and accountability to local communities. These include the creation of the Student Achievement Plan framework and the requirement for school boards to publish this plan on their webpages each school year.

The Student Achievement Plan Report is divided into two sections. The first one is a *summary report*, which shares provincial results for each *performance indicator*. This section provides results for SGDSB as well as the provincial results for each performance indicator. The purpose of this summary is to provide parents, guardians, students and local communities with a snapshot of how our school board is performing as compared to the province, across indicators under key provincial priorities.

The second section includes sections for school boards to share additional local data for individual performance indicators, that align with the priorities. Such as providing additional local data and action plan information for each provincial priority. Within each of the provincial priority areas, school boards are invited to add their own information based on local data and from their action plans for each of the goals. For each provincial priority you will see three sections: **Additional School Board Measures**, **How Our School Board Performs** and **Actions our School Board will Take to Improve**.

The sections Additional School Board Measures and How Our School Board Performs are optional for boards and are based on local data that they are using to measure progress on a specific goal and priority that are responsive to the diverse needs of boards' local communities. SGDSB is not reporting on local data this year as we work with stakeholders, committees, communities, and families to gain feedback on what they consider important indicators to monitor.

In the Actions our School Board will Take to Improve section, are the strategies that we will be undertaking in the next three years to improve student outcomes. These strategies are reflective of the identified trends, interpretation of findings and opportunities that have been identified through engagement with school and communities, such as ongoing community consultation, Feast and Feedback and Our School Survey.

**Current Situation**

The following data sets and information form the Student Achievement Plan.

# Student Achievement Plan: Superior-Greenstone DSB

2022-2023 Academic Year

2021-2022 Academic Year

## Achievement of Learning Outcomes in Core Academic Skills

## Preparation of Students for Future Success

## Student Engagement & Well-Being

### Goal: Improve students' literacy learning and achievement

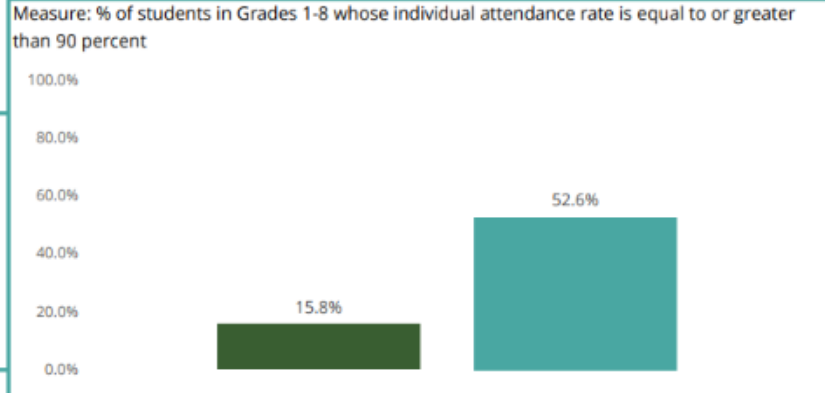
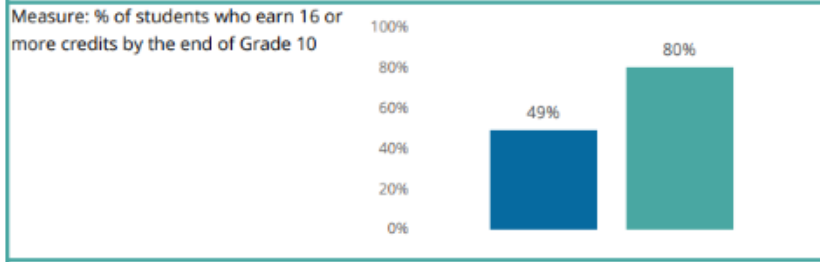
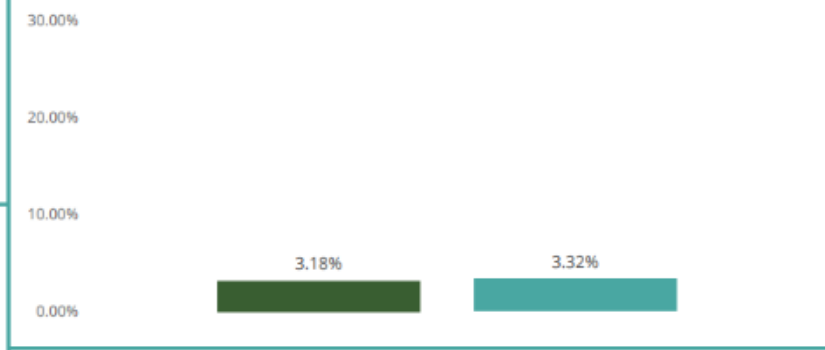
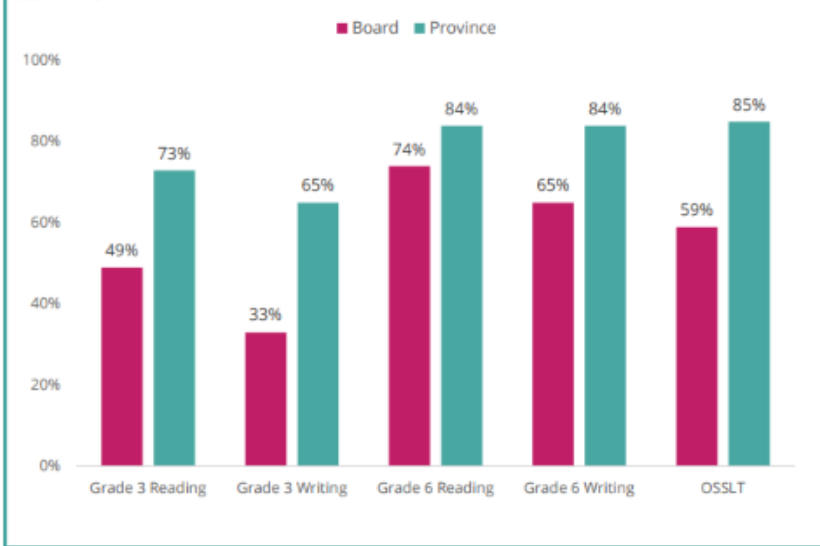
### Goal: Improve students' graduation rates and preparedness for future success

### Goal: Improve students' participation in class time and learning

Measure: % of student who met or exceeded the provincial standard on EQAO Assessments for Grade 3/6 Reading and Writing and % of first time eligible students who were successful on the OSSLT/TPCL.

Measure: % of students graduating with an OSSD within five years of starting Grade 9

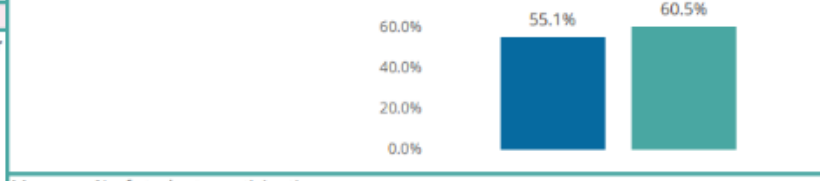
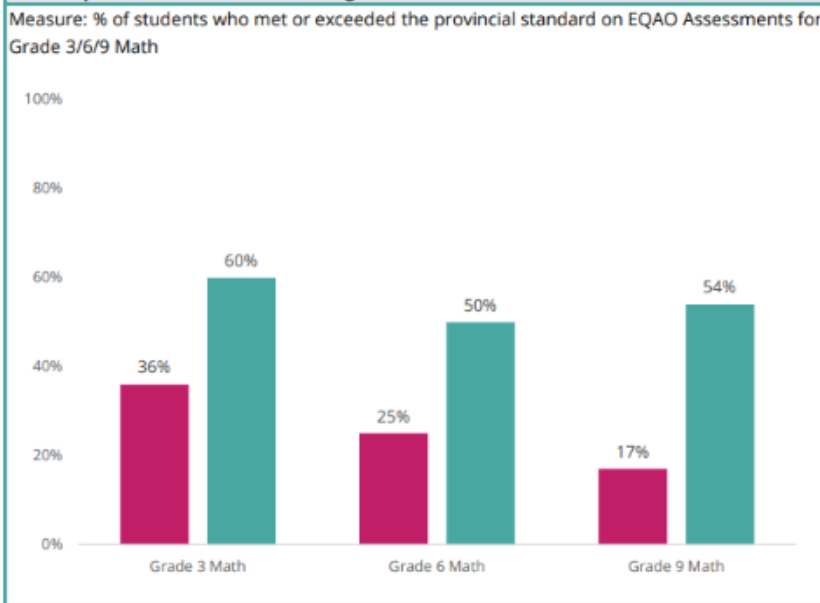
Measure: % of students in Grades 4-12 who were suspended at least once



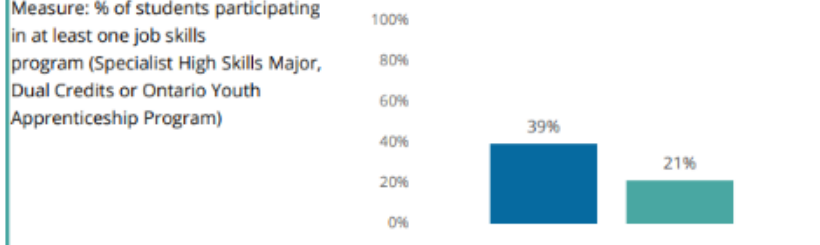
### Goal: Improve students' math learning and achievement

Measure: % of students who earn 16 or more credits by the end of Grade 10

Measure: % of students in Grades 1-8 whose individual attendance rate is equal to or greater than 90 percent



### Goal: Improve student well-being



Measure: % of Grade 6, 9 and 10 students who report being aware of mental health supports and services in order to seek supports for mental health

Measure: % of students who believe their learning has prepared them for the next step in their learning experience (i.e. next grade, post secondary, etc)

Data Forthcoming

Data Forthcoming

Provincial Priorities		Measures & Results			Actions our School Board will take to Improve
Goal(s)	How this is Measured	School Board Performance	Provincial Performance	Additional School Board Measures	
<b>Achievement of Learning Outcomes in Core Academic Skills, 2022-2023</b>					
Goal: Improve students' literacy learning and achievement	% of students who meet or exceed the provincial standard on:			These areas will not be reported on this year, as we focus on gaining feedback from communities, parents and students.	
	Grade 3 EQAO Reading	49%	73%		
	Grade 3 EQAO Writing	33%	65%		
	Grade 6 EQAO Reading	74%	84%		
	Grade 6 EQAO Writing	65%	84%		
	% of fully participating, first-time eligible students who are successful on the OSSLT/TPCL	59%	85%		
Goal: Improve students' math learning and achievement	% of students who meet or exceed the provincial standard on:				In alignment the SGDSB Literacy Action Plan and the Math Action Plans, we are developing processes that centre around the use of evidence based tools to inform instructional decision making in the area of Literacy and Math. We are enhancing the collection of student voice to help us better understand the learning needs of students including their feelings and engagement towards Literacy and Math
	Grade 3 EQAO Math	36%	60%		
	Grade 6 EQAO Math	25%	50%		
	Grade 9 EQAO Math	17%	54%		
<b>Preparation of Students for Future Success, 2021-2022</b>					
Goal: Improve students' graduation rates and preparedness for future success	% of students who earn 16 or more credits by the end of Grade 10	49%	80%		To achieve our goal of ensuring support for all students in attaining credits, we are enhancing our data collection processes, including collecting student voice data, to identify barriers students are facing in accumulating credits. This data will be used to support the creation of individualized and responsive plans that will be developed to support struggling students, promoting their success and progression towards achieving their goals. This data will also be used to evaluate the effectiveness of programs and credit accumulation.  We continue to build district wide understanding of student participation in job skills programs as crucial for their future success. We will establish processes to track participation and increase awareness among students and stakeholders about available programs. Additionally, we will deepen our understanding of student cohorts through improved data analysis methods. By incorporating student feedback on their learning experiences, we will establish a baseline for student preparedness for future steps in their educational journey.
	% of students participating in at least one job skills program (Specialist High Skills Major, Dual Credits or Ontario Youth Apprenticeship Program)	39%	21%		
	% of students graduating with an OSSD within five years of starting Grade 9	71.5%	89.1%		
	% of students enrolled in at least one Grade 12 math or Grade 11 or 12 science courses	55.1%	60.5%		
	% of students who believe their learning has prepared them for the next step in their learning experience (i.e. next grade, post secondary, etc)	Forthcoming	Forthcoming		
<b>Student Engagement &amp; Well-Being, 2021-2022</b>					
Goal: Improve students' participation in class time and learning	% of students in Grades 1-8 whose individual attendance rate is equal to or greater than 90 percent	15.8%	52.6%		To promote and encourage positive attendance patterns amongst students, we are implementing restorative attendance strategies. We are committed to enhancing student well-being and fostering a sense of belonging and engagement in our classrooms. Through job embedded capacity building for staff, particularly in Inclusive Design and Culturally Relevant/Responsive Teaching Practices, we aim to create inclusive learning environments where all students can thrive.
	% of students in Grades 4-12 who were suspended at least once	3.18%	3.32%		
Goal: Improve student well-being	% of Grade 6, 9 and 10 students who report being aware of mental health supports and services in order to seek supports for mental health	Forthcoming	Forthcoming		We are enhancing our communication plans around Mental Health Supports offered throughout our Board and communities.

Source: As reported by schools through the Ontario School Information System (OnSIS), 2021-2022, and the Education Quality and Accountability Office (EQAO), 2022-2023.



**Next Steps**

We will be implementing strategies outlined in the Student Achievement Plan, through resources and ongoing monitoring based on the strategies outlined above. The key priorities have been outlined by the Ministry; however, they do align with the needs identified by our system, feedback and school learning plans. As we continue to refine our strategies voices from communities, parents and students will be important to ensuring we are collecting and sharing the most appropriate information to ensure student achievement.

**Administrative Recommendations**

*That the Superior-Greenstone DSB receive Report No. 50, Student Achievement Plan Public Reporting, for information.*

Respectfully submitted by:

Annick Brewster,  
Assistant Superintendent School Effectiveness

Carole Leroux,  
Superintendent of Education



**SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**  
*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No.:** 51  
**Date:** April 29, 2024

**TO:** Chair and Members of the  
 Superior-Greenstone District School Board

**FROM:** Eric Fredrickson, Superintendent of Education  
 Deana Renaud Manager, Mental Health  
 Jody Kuczynski, Principal Manitouwadge High School (Attendance System Principal)

**SUBJECT:** SGDSB Attendance Report

**STRATEGIC PRIORITY:** Well-Being, Learning

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**Background**

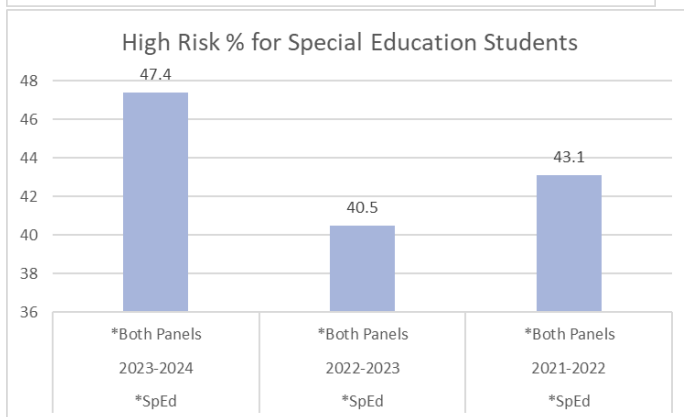
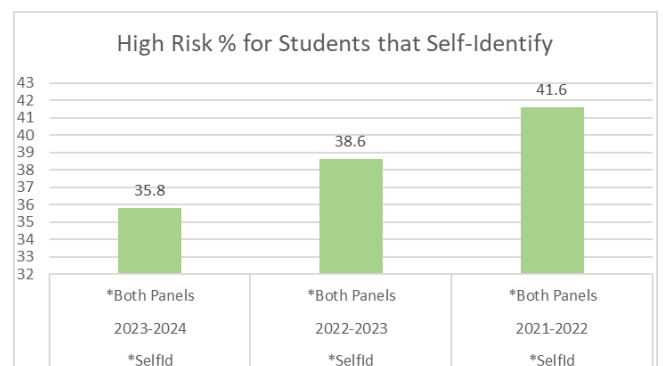
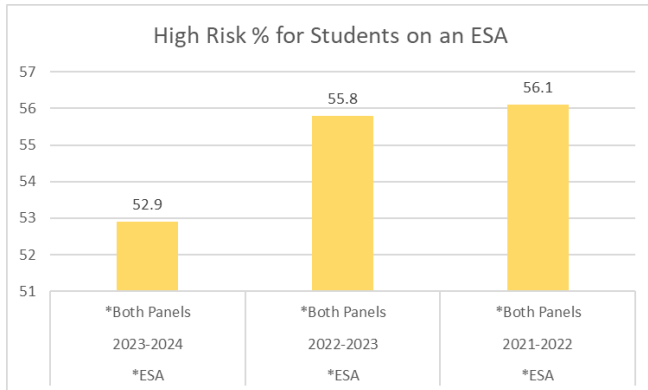
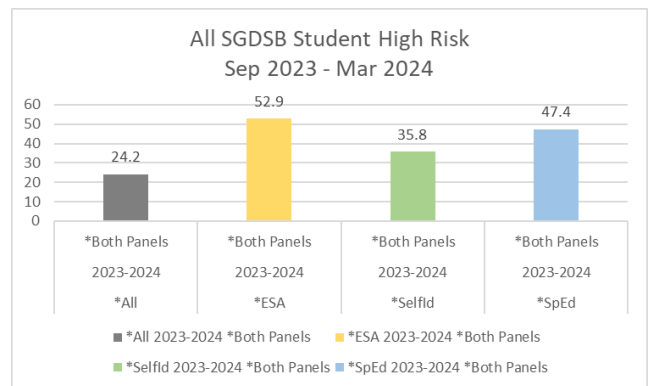
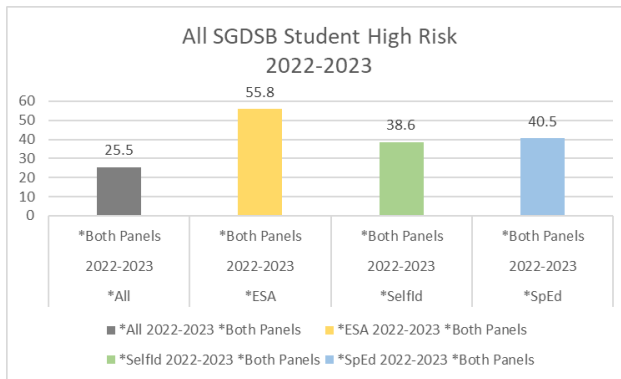
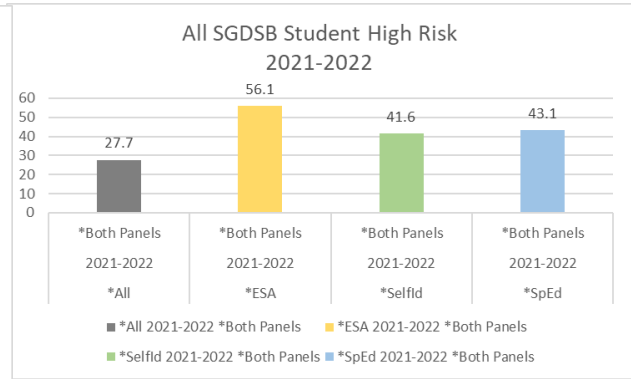
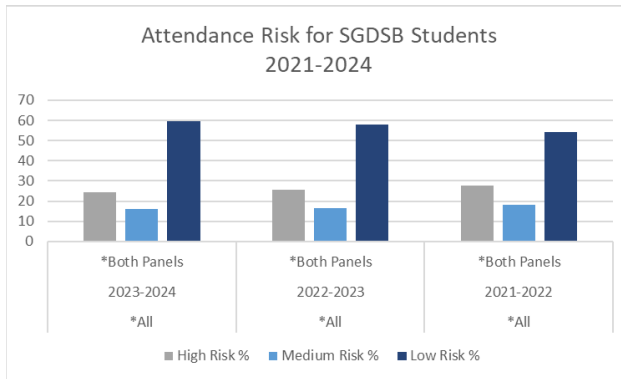
Superior-Greenstone District School Board identifies that attendance and school engagement are essential components to the academic achievement of our learners. When reviewing absence reports within the province of Ontario, it is evident that Northern Boards have higher rates of absenteeism in comparison to boards in the rest of the province. In the March 2022 report, SGDSB was sitting at 18.64%, 7<sup>th</sup> highest in the Ontario Public School Board Association's (OPSBA) rating (collected on March 2, 2022). The acknowledgement of poor school attendance within SGDSB is not just a recognition of statistics, but a call to action driven by the need to build understanding around absenteeism in our board. As we collect more data specific to our region and communities, it becomes increasingly clear that the struggle with attendance reflects deeper systemic challenges. From transportation issues, to limited resources, to mental health issues, to staffing, our students face obstacles unique to our region.

Attendance policies and supports have changed in both the province and at SGDSB over the last several years, and we continue to adjust our strategies to meet the needs of students and families in our region. We understand that intentional practices driven by comprehensive data will contribute to positive outcomes in the achievement and well-being of all learners within our organization and contribute to addressing issues impacting attendance. Prior to 2019, the role of the attendance counsellor was related to data entry and clerical duties. Today, the role has transitioned into a supportive, holistic position that works as an integrated part of the school's multi-disciplinary team and acts as an advocate and support for children, youth, and families at SGDSB.

This report will review attendance data pulled from PowerSchool for the period of 2019-2024. It also presents student voice data in relation to attendance from the OurSCHOOL survey and parent voice data collected through specialized data collection projects.

**Current Situation**

Since 2021-2022, SGDSB attendance data shows a slight improvement in the percentage of students that are considered to have "high risk" absenteeism, but a comparison between the overall numbers and groups of ESA, Self-Identified Indigenous, and Special Education students shows a significant discrepancy in numbers.



## OurSCHOOL Data

The OurSCHOOL survey data helps build our understanding of factors impacting positive attendance. When we examine responses related to sense of belonging, positive relationships, and the value that students place on education outcomes, we can start to build better understanding of the some if reasons students may struggle with attendance. Completed in October 2023, the following student survey data was collected from 445 students (grade 7-12):

### Students with a positive sense of belonging

Students who feel accepted and valued by their peers and by others at their school.

- *51% of students in this district had a high sense of belonging; the Canadian norm for these grades is 62%.*
- *48% of the girls and 59% of the boys in this district had a high sense of belonging. The Canadian norm for girls is 57% and for boys is 67%.*

### Students with positive relationships

Students who have friends at school they can trust and who encourage them to make positive choices.

- *In this district, 68% of students had positive relationships; the Canadian norm for these grades is 75%.*
- *75% of the girls and 63% of the boys in this district had positive relationships. The Canadian norm for girls is 77% and for boys is 74%.*

### Students that value schooling outcomes

Students who believe that education will benefit them personally and economically and will have a strong bearing on their future.

- *57% of students in this district valued school outcomes; the Canadian norm for these grades is 64%.*
- *63% of the girls and 52% of the boys in this district valued school outcomes. The Canadian norm for girls is 68% and for boys is 60%.*

### Students that are regularly truant

Students who skip classes or miss days at school without a reason or arrive late for school or classes.

- *In this district, the student truancy rate was 32%; the Canadian norm for these grades is 18%.*
- *In this district, the truancy rate for girls was 29% and for boys, 35%. The Canadian norm for girls is 17% and for boys is 19%.*

## Specialized Data Collection Projects

### Prolonged Referral Attendance Data

This data set was collected by Attendance Counsellors from April 2023-June 2023. 30 families were canvassed who had been referred by school principals for prolonged absences. This means that the student had 15 consecutive days absent from school.

- The data showed that the top five reasons parents reported the student was not attending school are as follows:
  1. *Mental health issues at home (20)*
  2. *The child/youth is not motivated to attend (17)*
  3. *Constant arguments/fighting with child to go to school in the morning (12)*
  4. *School is not a positive place (7)*
  5. *Substance use issues at home (7)*

- When asked in the guardian felt that their child had the support to be successful at school the average response rate was 2.43/5.

#### Early Years Attendance Data

This data set was collected through conversations by the Mental Health Data Coordinator in January and February 2024. 18 families were targeted because their children were not attending regularly in Early Years programs.

- *10/18 Families report that they feel their child has the support they need to be successful at school*
- *1/5 students in early years have been diagnosed with a mental/emotional or physical disability*
- *Parents ranked their child's relationship with their educator as 4/5*
- *Parents report that the most common barriers that impact their child's attendance are:*
  - 1. Weather is too cold*
  - 2. Transportation issues (when there is no bussing)*
  - 3. Learning difficulties (reading and writing)*
  - 4. Inadequate supports at school*
  - 5. Child argues about attending/refuses to go*
- *The most common developmental concerns that parents have that may prevent them from sending their child to school are communication/speech, social skills, learning challenges, toileting*

#### Transportation Data

We are currently engaged in gathering data about attendance rates connected to bus cancellations for four target schools. From the period of September 6, 2023 – February 6, 2024 there were 1028 unexcused absences from these four schools reported on days where there were transportation cancellations.

- *BAPS 8 days busses were cancelled 185 absences reported*
- *GOPS 7 days busses cancelled 110 absences reported*
- *GCHS 11 days busses cancelled 438 absences*
- *NRHS 8 days busses cancelled 295 absences*

#### Future Design School Findings

The data collection and stakeholder consultation from Future Design School for the development of the MYSP highlighted that students identify transportation, lack of engaging learning, and concerns with school culture as impacts on school attendance.

#### Next Steps

We continue to work on collecting meaningful data to clarify the unique issues around attendance that SGDSB faces.

We are working on a health promotion initiative and communication strategy for attendance and are looking to build awareness and understanding with students, staff, and families.

To address staffing issues and supports, we have updated the job description and adapted the pay grade for the Attendance Counsellor Case Management. We have developed a schedule for regular meetings of a board wide attendance team to determine problems of practice and work on implementation of yearly attendance action plans (which are guided by the Mental Health Three Year Strategy).

We will work in alignment with SGDSB Student Achievement Plan for data collection and reporting on key target areas to continue to build understanding around attendance.

We are looking at measuring implementation strategies and programs to ensure they are effective and contribute to positive attendance and academic success. We have plans for a data collection initiative with Indigenous students regarding attendance in April 2024. We will continue to evaluate processes to ensure that we are relentless in our efforts to ensure services and supports are impactful and supporting students.

**Administrative Recommendations/Summary**

*That the Superior-Greenstone DSB receive Report No. 51, SGDSB Attendance Report, for information.*

Respectfully submitted by:

Deana Renaud  
Manager, Mental Health

Jody Kuczynski  
Principal Manitouwadge High School, Attendance System Principal

Eric Fredrickson  
Superintendent of Education



## Small Schools Make a Difference

April 4, 2024

SENT ELECTRONICALLY

Honourable Prabmeet Sarkaria  
Minister of Transportation  
Ministry of Transportation  
5<sup>th</sup> Flr, 777 Bay Street  
Toronto, Ontario M7A 1Z8  
[minister.mto@ontario.ca](mailto:minister.mto@ontario.ca)

Dear Minister Sarkaria,

### **RE: Request for Enhanced Maintenance Along Highway 614**

I am writing to you on behalf of Superior-Greenstone District School Board, who is the banker board for the East of Thunder Bay Transportation Consortium (EBTC). Our transportation consortium is responsible for ensuring the safe and reliable transportation of students to their respective schools across four school boards.

We would like to draw your attention to a matter of concern regarding Highway 614 junction off of Highway 17, particularly during the winter months. It has come to our attention that this highway is not maintained to the same standards as other routes, particularly in terms of snow removal and the provision of safe vehicle turn-around spots along the road. Given the significant traffic, including school buses, that utilize this route to reach the town of Manitouwadge, this issue poses a serious risk to the safety of commuters, especially students.

At present, the focus has primarily been on Manitouwadge, emphasizing the importance of providing a safe travel route for students to access essential educational facilities. However, it has been observed that after winter storms, there is often a delay in clearing Highway 614, resulting in cancellations of travel and reluctance among drivers to utilize this route due to hazardous conditions, exacerbated by its narrow passages. This highway is the only route for a number of students to take in order to attend their high school in Marathon.

We are therefore requesting your attention to the urgent need for enhanced maintenance, particularly snow clearing, along Highway 614 during the winter months. Additionally, we propose the consideration of implementing pull-off/turn-around spots on both sides of the highway to facilitate safer driving conditions and alleviate potential hazards for commuters.

Thank you for taking the time to review this matter. Should you require further information or wish to discuss this issue in more detail, please do not hesitate to contact us at your convenience.

Sincerely,

A handwritten signature in black ink, appearing to read 'N. Cormier', written in a cursive style.

Nicole Morden Cormier  
Director of Education  
Superior-Greenstone District School Board

cc. Superior-Greenstone DSB Chair, Pinky McRae  
Mayor Jim Moffit, Manitouwadge  
Mayor, Rick Dumas, Marathon  
MPP, Mike Mantha  
MPP, Lise Vaugeois  
MPP, Kevin Holland



**Ministry of Education**

Sudbury-North Bay Regional Office  
Field Services Branch  
159 Cedar Street, 7<sup>th</sup> floor  
Sudbury ON P3E 1B1  
1-800-461-9570

Thunder Bay Regional Office  
Field Services Branch  
615 James St. S, 1<sup>st</sup> floor  
Thunder Bay, ON P7E 6P6  
1-800-465-5020

**Ministère de l'Éducation**

Bureau régional de Sudbury-North Bay  
Direction des services régionaux  
159, rue Cedar, 7<sup>e</sup> étage  
Sudbury ON P3E 1B1  
1-800-461-9570

Région du Nord-Ouest  
Direction des services régionaux  
615, rue James sud, 1<sup>er</sup> étage  
Thunder Bay ON P7E 6P6  
1-800-465-5020

April 15, 2024

Nicole Morden-Cormier  
Director of Education  
Superior Greenstone District School Board  
12 Hemlo Drive, Postal Bag 'A'  
Marathon, ON, P0T 2E0

Good morning,

On behalf of the Minister of Education, I am pleased to inform you that the 2024-2025 modified school year calendar for your school board is approved in accordance with subsection 5(1) of *Regulation 304 – School Year Calendar, Professional Activity Days*, and is deemed compliant for posting. Please note that the school board will also receive an automated notice through the School Year Calendar Application.

As per the supporting documentation provided by the school board, it is understood that consultation with stakeholder groups has taken place and that support for the modification has been obtained.

In addition to the school board's calendar submission, the school board must submit a general outline of its Professional Activity (PA) day descriptions no later than **August 15, 2024**. After August 15, a representative from the Ministry of Education's Regional Office may contact the school board to discuss ministry requirements for PA days where necessary. Once outlines are submitted and reviewed, your school board will receive a **written confirmation** from the Regional Office which will confirm completion of the 2024-2025 school year calendar process.

Should you have any questions/concerns, please contact Jessica Pradal at (807) 474-8464 or [Jessica.pradal@ontario.ca](mailto:Jessica.pradal@ontario.ca).

Regards,



Stephen Simard  
North Regional Manager