



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Our Mission:

“Working together to engage students through meaningful learning and empower them to build the skills They need to be successful today and in the future”.

Our Vision:

“To meet the needs of all learners while Sparking curiosity and joy in learning”.

Our Motto:

“Small schools make a difference”.

Our Values:

- “Positive, professional relationships & sense of team
- Kindness with expectations
- Learner mindset & dedication to ongoing innovation
- Belief that experience teaches, engages & connects”.

Regular Board Meeting 2024/11 A G E N D A

Monday, October 21, 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: 492 473 170#

Board Chair: Pinky McRae

Director: Will Goodman

Location: Videoconference & Teleconference

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. Megan						Nesbitt, Jason					
Fairservice, Dan						Pristanski, Kal					
Jarvis, Allison						Michano, Julie					
Liscomb, Pat						Krause, Zoey (Student)					
McRae, Pauline (Pinky)						Anthony, Miley (Student)					
First Nation Trustee(Vacant)											

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Goodman, William: <i>Director of Education</i>					
Leroux, Carole: <i>Superintendent of Education</i>					
Love-Jedruch, Flora: <i>Superintendent of Education</i>					
Marton, Alex: <i>Superintendent of Business</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 & Communications Coordinator</i>					
Zeleny, Lisa: <i>Executive Assistant</i>					

2.0 Regular Meeting Call to Order

That, the Superior-Greenstone DSB Regular Board Meeting on Monday, October 21, 2024, be called to order at _____ p.m.

3.0 Approval of Agenda

That, the agenda for the Superior-Greenstone DSB 2024/11 Regular Board Meeting, October 21, 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 2024/10: September 16, 2024;

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

That, the minutes of the following Board Committee meetings be acknowledged as received:

1. Special Education Advisory Committee June 4, 2024
2. Board Audit Committee June 5, 2024

[\(Attached\)](#)[\(Attached\)](#)**5.2.2 Board Policy Review Committee: October 1, 2024**[\(Attached\)](#)

That, the Board accepts the recommendations outlined in the Board Policy Review Committee minutes of October 1, 2024 and approves as reviewed:

- P-215 Trustee Honorarium
- P-717 Workplace Harassment and Human Rights

[\(Attached\)](#)[\(Attached\)](#)

to be posted to the Board website with an implementation date of October 22, 2024, and all of which shall supersede any previous policies.

6.0 Business Arising Out of the Minutes**7.0 Delegations and/or Presentations****7.1 Showcasing Learning: Nipigon-Red Rock District High School Presentation Titled: Trades Opportunities for Skilled Workers**

(Video Presentation – System Principal, Kyle Thompson)

7.2 Excellence in Education: Manitouwadge High School

Presentation Titled: Meaningful Community Connections and Partnerships -Principal, Jody Kuczynski

*(Video presentation***7.3 Report No. 76**

Student Trustee Report: October 2024

*(Attached – Student Trustees, Zoey Krause & Miley Anthony)***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/ F. Love-Jedruch)***8.1.2 Board Audit Committee Report***(K. Pristanski/ A. Marton)***8.1.3 Occupational Health and Safety Committee (OH&S) Report***(J. Nesbitt/ G. Muir)*

8.1.4 Board Policy Review Committee (BPRC) Report

(A. Jarvis/ W. Goodman)

9.0 Reports of the Business / Negotiations Committee

Superintendent of Business: Alex Marton

9.1 Report No. 77:
Trustee Professional Development Funds 2024-2025

(Attached – A. Marton)

9.2 Report No. 78:
Capital Summary 2023-2024

(Attached – G. Muir/ A. Marton)

9.3 Report No. 79:
Capital Project 2024-2025

(Attached – G. Muir/ A. Marton)

10.0 Reports of the Director of Education

Director of Education: William Goodman

10.1 Report No. 80:
Director's Monthly Report: October 2024

(Attached – W. Goodman)

11.0 Reports of the Education Committee

Superintendent of Education: Carole Leroux
Superintendent of Education: Flora Love-Jedruch
Assistant Superintendent: Tara Balog
Assistant Superintendent: Annick Brewster

11.1 Report No. 81:
Math Achievement Action Plan
That, the Superior-Greenstone DSB having received Report No. 81, Math Achievement Action Plan, endorse the Math Achievement Action Plan, effective October 21, 2024.

(Attached – T. Balog/ C. Leroux)

11.2 Report No. 82:
Student Achievement Plan 2024-2025

(Attached – A. Brewster/ C. Leroux)

11.2 Report No. 83:
EQAO Results 2023-2024

(Attached – K. Thomson/ A. Brewster/ C. Leroux)

12.0 New Business

Board Chair: Pinky McRae

12.1 Board Chair
12.1.1 Request Special Board Meeting Date

(P. McRae)

12.1.2 Trustee Professional Development – November 18, 2024

(P. McRae)

12.2 Trustee Associations and Other Boards
12.2.1 Reminder: OPSBA Northern Conference October 26-27, 2024

(P. McRae)

12.3 Trustee Activities

12.4 Ministry Updates for Trustees

(P. McRae/ W. Goodman)

12.5 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.

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 2024/10: September 16, 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 2024/11 Regular Board Meeting, Monday, October 21, 2024 adjourn at _____, p.m.

2024 - Board Meetings

Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.

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 2024/11

Committee of the Whole Board: Closed Session.

Monday, October 21, 2024

Videoconference and Teleconference

A G E N D A

Board Chair: *Pinky McRae*

Director: *William Goodman*

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 2024/10: September 16, 2024 [*\(Attached\)*](#)

- 4.0 Report No. IC-07-24 [*\(Attached - A. Marton\)*](#)



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

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- “Positive, professional relationships & sense of team
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- Learner mindset & dedication to ongoing innovation
- Belief that experience teaches, engages & connects”.

Regular Board Meeting 2024/10 MINUTES

Monday, September 16, 2024 – 6:30 p.m.

Videoconference & Teleconference

Microsoft Teams meeting
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 290 172 180#

Board Chair: Pinky McRae

Director: William Goodman

Location: Videoconference & Teleconference

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) 8:02 p.m.

1.0 Roll Call

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

<u>Board Administrators</u>	<i>Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>				
	OS	TC	VC	A	R
Goodman, William: <i>Director of Education</i>	x				
Fredrickson, Eric: <i>Superintendent of Education</i>	x				
Carole Leroux: <i>Superintendent of Education</i>	x				
Marton, Alex: <i>Superintendent of Business</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 & Communications Coordinator</i>	x				
Zeleny, Lisa: <i>Executive Assistant</i>			x		

Land Acknowledgement

Superintendent of Education Carole Leroux provided a land acknowledgement for the Ancestral and Traditional Territories of the Indigenous people on whose lands we gather upon. We recognize and honour the contributions of the Indigenous peoples for they hold the knowledge, traditions, and history of the land.

2.0 Regular Meeting Call to Order**113/24**

Moved by: Trustee J. Nesbitt

Second: Trustee J. Michano

That, the Superior-Greenstone DSB Regular Board Meeting on Monday, September 16, 2024, be called to order at 6:35 p.m.

Carried**3.0 Approval of Agenda****114/24**

Moved by: Trustee A. Jarvis

Second: Trustee J. Michano

That, the agenda for the Superior-Greenstone DSB 2024/10 Regular Board Meeting, September 16, 2024, be accepted and approved as amended.

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

There were no disclosures of interest provided at this time.

5.0 Minutes: Board Meetings and Board Committee Meetings**5.1 Board Meeting Minutes****115/24**

Moved by: Trustee K. Pristanski

Second: Trustee J. Nesbitt

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

1. Regular Board Meeting 2024/09: August 26, 2024;

Carried**5.2 Board Committee Meeting Minutes****5.2.1 Committee Meeting Minutes****116/24**

Moved by: Trustee M. Brunskill

Second: Trustee J. Nesbitt

That, the minutes of the following Board Committee meetings be acknowledged as received:

1. Special Education Advisory Committee June 4, 2024

Carried**6.0 Business Arising Out of the Minutes****6.1 Motion Re: Superior-Greenstone DSB Procedural Bylaw Appendix E – AMENDMENT**

Director Goodman provided a review. A notice of motion was provided at the August 26th Regular Board Meeting regarding the amendments made to the SGDSB Procedural Bylaw Appendix E – Code of Conduct, in alignment with the regulatory changes made by the Ministry of Education. Once approved, the finalized copy of the updated code of conduct will be posted to the board website and a copy sent to all Trustees on September 17th.

117/24

Moved by: Trustee J. Michano

Second: Trustee J. Nesbitt

That, the Superior-Greenstone DSB approves the revisions to Board Bylaws: Appendix E, Code of Conduct for Members of the Superior-Greenstone District School Board, as presented.

Carried

7.0 Delegations and/or Presentations

- 7.1 Showcasing Learning: Student Success - Trades Learning Opportunities
Student Success System Principal Kyle Thomson prepared a video presentation that highlights the skilled trades learning opportunities for students. The presentation showcased the Skills Ontario competitions, creation of joyful learning experiences, helping students explore career pathways, research best practices, the celebration of innovative approaches to learning and student success.
- 7.2 Excellence in Education: Lake Superior High School - Pathways to Success: Exploring Specialized High Skills Majors
Principal Sara Curtis provided a PowerPoint presentation that highlighted the dual credit program and the work that students are doing in class to prepare them for future career pathways. She highlighted several student success stories and the longstanding coop partners.

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
The SEAC meeting took place on Tuesday, September 10th. The agenda included updates from stakeholders and discussions regarding next steps. The next SEAC meeting is scheduled for Tuesday, October 8th.

9.0 Reports of the Business / Negotiations Committee*Superintendent of Business: Alex Marton*

- 9.1 By-Law No. 157 to Levy Taxes
118/24
Moved by: Trustee A. Jarvis *Second: Trustee M. Brunskill*
That, the Superior-Greenstone DSB approves Bylaw No. 157 being a bylaw to levy taxes for 2025 as per the attached.

Carried

- 9.2 Report No. 70: 2023/2024 Interim Reports No. 3
Manager of Finance Brent Harris provided a detailed review of Interim Report No. 03 that provided financial data for September 2023 to June 2024.

10.0 Reports of the Director of Education*Director of Education: William Goodman*

- 10.1 Report No. 71: Director's Monthly Report: September 2024
Director of Education Will Goodman provided a review of the Director's Monthly Report that showcases the work happening in our schools across the district.
- 10.2 Report No. 72: Family/Community Engagement: Monthly Themes for 2024-2025
The Director provided a review of the monthly themes for the 2024-2025 school year that have been developed to enhance family and community engagement. He discussed the various ways this work is implemented across the district.

11.0 Reports of the Education Committee*Superintendent of Education: Eric Fredrickson
Superintendent of Education: Carole Leroux
Assistant Superintendent: Tara Balog
Assistant Superintendent: Annick Brewster*

- 11.1 Report No. 73: Summer Learning Report
Assistant Superintendent Tara Balog presented the summer learning program report that included the data collected. She highlighted that a large team successfully offered several initiatives across the district and provided support to 103 students during the summer.

12.0 New Business

Board Chair: Pinky McRae

12.1 Board Chair**12.1.1 Update: Minister and Board Chair Teleconference**

Board Chair Pinky McRae advised that at this time, there has been no correspondence received from the new Minister of Education to the Board Chairs. Therefore, no updates are available at this time.

12.1.2 Reminder: OPSBA Northern Conference October 26-27, 2024

The link to the OPSBA Northern Conference agenda was included in the board agenda. Trustees are encouraged to attend. Trustees are asked to confirm their availability with Executive Assistant, GerriLynn by September 26th.

12.2 Report No.: 74 Director's Performance Appraisal Committee

Board Chair Pinky McRae provided a brief review of the report that outlined the interim cycle required for the Director's Performance Appraisal and the request for a committee formation.

119/24

Moved by: Trustee M. Brunskill

Second: Trustee J. Nesbitt

✓ *That, the Superior-Greenstone DSB having received Report No.: 74, Director's Performance Appraisal Committee, Approves the formation of the Director's Performance Appraisal Committee And appoint the following Trustees as members of the committee, effective for the Term of the Board.*

- *Allison Jarvis Appointee*
- *Megen Brunskill Appointee*
- *Julie Michano Appointee*
- *Kal Pristanski Appointee*
- *Pinky McRae Appointee*

Carried**12.3 Trustee Associations and Other Boards**

Trustee Jason Nesbitt advised that the next OPSBA Board of Directors meeting will take place on Friday, September 27th and 28th. Trustee Nesbitt will share the agenda with the Chair and Director and provide updates at the next meeting.

12.4 Trustee Activities

Trustees attended school welcome back BBQ in Geraldton and Schreiber.

12.5 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.

12.6 Future Board Meeting Agenda Items

The Board Chair reminded Trustees to send any agenda items for the October Regular Board meeting to her attention or Director Will Goodman.

12.7 Report No.: 75 Professional Development Report on Trustee D. Fairservice

Human Rights and Equity Advisor Anthony Jeethan provided a brief review of the written report. Board Chair Pinky McRae that any further discussions regarding the matter would be held in-camera. Trustee Fairservice was asked if he would be declaring a conflict of interest from the discussion of the in-camera agenda item. Upon his refusal, Trustee Jarvis proposed a motion for Trustee Fairservice to be removed for the discussion of the agenda item 4.0 in-camera.

120/24

Moved by: Trustee J. Michano

Second: Trustee J. Nesbitt

✓ *That, the Superior-Greenstone DSB excuse Trustee Dan Fairservice from the room for discussion of the September 16, 2024 In-camera meeting, agenda item 4.0 Legal Item A, due to conflict of interest.*

Carried

12.8 Correspondence from Toronto Catholic DSB.

The Board Chair Pinky McRae discussed the correspondence received from the Toronto Catholic District School Board that was circulated to Trustees in an email. The Trustees discussed the request for letter of support. It was concluded that Trustee Nesbitt will bring the Bill 98 concerns regarding virtual meetings to the OPSBA Board of Directors with request to discuss at the Northern Regional meeting. After which time, the Trustees will revisit the request and discuss at a future meeting.

13.0 Notice of Motion

Nil.

14.0 Observer Comments

Nil.

PART II: Committee of the Whole Board	Section (B) In-Camera: – (closed to public) 8:02 p.m.
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15.0 Committee of the Whole Board (In-Camera Closed)

15.1 Agenda: Committee of the Whole Board – Closed

121/24

Moved by: Trustee J. Michano

Second: Trustee J. Nesbitt

✓ **That**, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 8:02 p.m. and that this portion be closed to the public.

Carried

15.2 Rise and Report from Closed Session

122/24

Moved by: Trustee M. Brunskill

Second: Trustee J. Michano

✓ **That**, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 8:57 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 **123/24**

Moved by: Trustee J. Nesbitt

Second: Trustee K. Pristanski

✓ **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 2024/09: August 26, 2024;

Carried

16.2 Other Recommendations from Committee of the Whole Closed Session

Nil.

17.0 Adjournment

124/24

Moved by: Trustee J. Nesbitt

Second: Trustee J. Michano

✓ **That**, the Superior-Greenstone DSB 2024/10 Regular Board Meeting, Monday, September 16, 2024 adjourn at 9:02, p.m.

Carried

2024 - Board Meetings		
Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.		
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 2024/10

Committee of the Whole Board: Closed Session.

Monday, September 16, 2024

Videoconference and Teleconference

TOPICS

Board Chair: Pinky McRae <i>Location: Videoconference & Teleconference</i>	Director: William Goodman <i>Recorder: G. Christianson</i>
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PART II: Committee of Whole Board – Closed	<i>Section (B): In-Camera 8:02 p.m.</i>
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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. Regular Board Meeting 2024/09: August 26, 2024
- 4.0 Legal Item A: Trustee Incompletion of Professional Development Requirement

Regular Board Meeting 2024-10

Monday, September 16, 2024

MINUTES

APPROVED THIS _____ DAY OF _____, 2024

SECRETARY

CHAIR



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD Special Education Advisory Committee

September 10, 2024 @ 3:00 pm.

Videoconference & Teleconference

Microsoft Teams meeting

Join on your computer, mobile app or room device

Or call in (audio only)

Canada, Thunder Bay

Phone Conference ID:

MINUTES					
Voting Members (3/6)	OS	TC	VC	A	R
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		
MICHANO, Julie: <i>Trustee</i>				X	
BRUNSKILL, Megen: <i>Trustee</i>			X		
Alternate Members	OS	TC	VC	A	R
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	
Resource Members	OS	TC	VC	A	R
McRAE, Pinky: <i>Board Chair</i>					X
GOODMAN, Will: <i>Director of Education</i>			X		
FREDRICKSON, Eric: <i>Superintendent of Education</i>			X		
LEROUX, Carole: <i>Superintendent of Education</i>			X		
BALOG, Tara: <i>Assistant Superintendent</i>			X		
BREWSTER, Annick: <i>Assistant Superintendent, School Effectiveness</i>			X		
RENAUD, Deana: <i>Mental Health Manager</i>					X
BIANCO, Melissa: <i>Team Lead, Positive Behaviour Support</i>			X		
LEROUX, Erik: <i>System Principal of Learning for All</i>			X		
ANTHONY, Miley: <i>Student Trustee</i>			X		
KRAUSE, Zoey: <i>Student Trustee</i>				X	
ZELENY, Lisa: <i>Executive Assistant</i>			X		

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

Land Acknowledgement:	Erik Leroux provided the land acknowledgement.
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1.0	Call to Order: 3:06 pm	
2.0	Approval of Minutes from June 4, 2024	
<i>Moved by: Sheila Zappitelli Second: Andrea Stach</i>		
✓ That , the minutes for the Superior-Greenstone DSB Special Education Advisory Committee meeting dated June 4, 2024 , be accepted and approved.		
3.0	Additions to the Agenda:	
	Nil.	
4.0	Business Arising from Minutes:	
	Nil.	
5.0	Agenda Items: Erik Leroux welcomed everyone to our first SEAC meeting of the 2024-2025 school year. Erik opened the floor to members to share.	Host
5.1	Standing Agenda Item: Update from SEAC Community Member	Community Members
	<p>Andrea Stach provided the following agency update: A. Stach, Clinical Manager at George Jeffrey Children’s Center said there are a few updates. The agency change now has clinical services under two umbrellas; 1. Early Years and 2. School Years services. Pulling rural and schools under one umbrella. Bigger change in Thunder Bay. The change allows for greater flexibility. The agency is also moving to providing an online referral basis for school base children. Also, there is a lot of difficulty with recruitment in the Human Resource area. Currently, the agency is embarking on 12 maternity leaves; therefore difficulty hiring for contract. Looking to see how we can service schools and communities and looking at gaps and how we can be creative in providing services. A. Stach will reach out to A.Brewster.</p> <p>S. Zappitelli provided the following agency update: The agency recruitment is almost at full capacity in Geraldton. S. Zappitelli gave a shout out to George Jeffrey Children’s Center sharing that the agency is housing the pilot project for pediatric pain management. George Jeffrey Children’s Centre is bringing the program to Thunder Bay. This a a great extra resource for the schools.</p> <p>Will Goodman, Director of Education welcomed Erik Leroux as the new Learning for All System Principal, a position recently held by Annick Brewster. A. Brewster has moved into the Assistant Superintendent with the Special Education portfolio. Director Goodman welcomed Miley Anthony, our new student trustee. We say goodbye to Eric Fredrickson who will be leaving SGDSB for a secondment with School Mental Health Ontario. A huge thank you for all work previously done with our committees and schools.</p>	
5.2	<p>Multi-Year Strategic Plan (MYSP)</p> <p>Director Goodman presented the new Multi-Year Strategic Plan as attached in the agenda. The launch of the brand-new strategic plan “Embracing Innovation”. Ensuring we provide an inclusive and safe space for all our learners. All members will be given a bound copy. We focused our goals to be student focused.</p> <p>It is Important to have a Vision, Mission and Values in a strategic plan.</p> <p>Vision: To meet the needs of all learners while sparking curiosity and joy in learning. The key word is “joy”, that we can unlock happiness and joy in our students and staff.</p> <p>Mission: Working together to engage students through meaningful learning and empower them to build the skills they need to be successful today and in the future.</p> <p>Values: Positive professional relationships and sense of team, kindness with expectations, dedication to ongoing innovation, belief that experiences teaches, engages, and connects.</p> <p>Our foundational commitment to Truth and Reconciliation and Equity, Inclusion, Diversity and belonging, Mental Health and wellbeing are key priorities. It is the work of all our staff, to ensure our staff and students feel successful in school.</p>	

	<p>Our strategic plan centers on three foundational pillars:</p> <p>Building Inclusive Community: aim to cultivate a culture of high expectations and inclusivity, fostering wellbeing and finding joy in learning ;joy in learning and teaching, (we want students to work on passion projects and staff to work on passion projects.), to have meaningful community connections and partnerships. OYAP Fast – apprenticeship for students with our community partners. We will continue to build strong connections with our municipality and First Nations partners. We have district, staff and school goals. What does it look like for our students with special education needs and mental health needs? These are questions we need to keep in mind throughout the year.</p>
<p>5.3</p>	<p>Positive Behaviour Support: Summer PBS Transition Programs</p> <p>Melissa Bianco, Positive Behaviour Support Lead presented her report as attached in the agenda package. M. Bianco summarized the report, providing the following information: There were four specialized programs designed to support children and youth with additional needs in their transition back to the school year. The programs conducted in Schreiber, Terrace Bay, Nipigon and Geraldton were tailored to the needs of 16 students.</p> <p>The programs were led by Positive Behaviour Interventionist, a Special Education facilitator, and supported by After School facilitators, special education staff, and an Early Childhood Educator.</p> <p>The following key outcomes were achieved: Enhanced Relationships, Increased Comfort and Reduced Anxiety and Skill Development</p> <p>Additionally, a parent presentation was facilitated and delivered by the Geneva Centre for Autism that focused on home-based strategies to support school success.</p> <p>M. Bianco thanked Dilico who supported the program by providing a Behaviour therapist for one day to support students.</p> <p>Next steps:</p> <p>To build on the success of the summer PBS Transition program by viewing feedback from the program from facilitators and parents/guardians. The PBS team and Program Coordinators will schedule transition meetings with the student’ classroom teachers and support staff to share insights and successful strategies identified during the program. The program was amazing, and we look forward to enhancing the program for next summer. 2024-2025.</p> <p>S.Zappitelli thanked Melissa and the team for all their hard work over the summer.</p>
<p>5.4</p>	<p>MDT Report: Updates /Special Education MDT</p> <p>Erik Leroux, Learning for All System Principal presented the MDT report as attached in the agenda package. The goal of the MDT is to ensure that students with special needs feel welcomed, safe, and supported with the school community.</p> <p>The MDT Team is comprised of the following six people:</p> <p>Annick Brewster (Assistant Superintendent, School Effectiveness)</p> <p>Erik Leroux, (Learning for All System Principal)</p> <p>Loretta Lemon (Indigenous Special Education Facilitator)</p> <p>Melissa Bianco (Team Lead, Positive Behaviour)</p> <p>Deana Renaud (Manager of Mental Health)</p> <p>Kristen Stansell (Special Education Facilitator).</p> <p>The diverse team enables us to be responsive to student plans and tailored to student strengths and needs. Supported Summer program (Melissa’s)</p> <p>M. Bianco provided behaviour management systems during one of our PD at the start of the year. These were crucial in providing a safe and inclusive environment. (96 responses/feedback on the training day)</p> <p>During the month of September, the Team will support staff, Admin to developing safety plans for our students and to ensure supports are in place.</p>



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Audit Committee Meeting

Wednesday, June 5, 2024, at 6:30 p.m.

MINUTES

Videoconference & Teleconference

Microsoft Teams meeting -
Conference ID:

Chairperson: Kal Pristanski **Superintendent of Business:** Alex Marton
Location: Videoconference & Teleconference **Recorder:** L. Zeleny

1.0 Roll Call

<u>Members</u>	Attendance Mode: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Green, Kevin		x				Pristanski, Kal			x		
Jarvis, Allison			x			Sitch, Douglas		x			
Liscomb, Pat				x		McRae, Pinky (Ex-Officio)			x		
<u>Board Administration</u>											
Alex Marton: <i>Superintendent of Business</i>									x		
Nicki Morden Cormier: <i>Director of Education</i>											x
Will Goodman, <i>Director of Education Designate</i>									x		
Brent Harris: <i>Manager of Financial Services</i>									x		
Lisa Zeleny: <i>Executive Assistant</i>									x		
<u>Internal Auditors</u>											
Kris Mauro, <i>Regional Internal Audit Manager</i>									x		
Paul Agostino, <i>Internal Auditor</i>									x		
<u>External Auditors</u>											
Trevor Ferguson, Partner, Deloitte									x		
Heather LaPlante, Audit Manager Deloitte											x

2.0 Approval of Agenda

Mover: K. Green

Second: A. Jarvis

That the agenda for the Audit Committee meeting of June 5, 2024, be accepted and approved.

Carried

3.0 Disclosures of interest re: Open Session

There were no disclosures of interest at this time.

4.0 Approval of Minutes

4.1 Minutes of Audit Committee Meeting: December 14, 2023

Mover: D. Sitch

Second: A. Jarvis

That the minutes for the Audit Committee meeting of December 14, 2023 be accepted and approved as presented.

Carried

5.0 Audit Committee

- 5.1 Report to the Audit Committee – Interim Financial Report
Brent Harris, Manager of Financial Services summarized the interim Financial Report #2 that was provided in the meeting agenda package. Interim Financial Report #2 covers the period from September 1, 2023, to March 31, 2024. The interim report includes three different summaries and the include the following: Summary of Financial Results, Summary of Enrollment and Summary of Staffing. Total revenue is forecasted to increase by \$1.326 million. Total expenditures are forecasted to increase by \$1.277 million. The adjustment made to the original presented and approved budget result in a projected surplus of \$252, 296 for the 2023-2024 school year.

6.0 External Audit

- 6.1 2023/2024 SGDSB Audit Service Plan
Trevor Ferguson, Partner with Deloitte provided a presentation of the 2023-2024 Audit Service Plan that was provided in the meeting agenda package. He stated there are no changes in audit standards and some changes in accounting standards, but those changes will not impact the numbers in financial statement. He stated the terms and conditions of our engagement are described in the Engagement Letter dated, May 14, 2024. Osbie consolidation is on hold and not part of March reporting, but the Ministry may request for August reporting.

The Committee declined the opportunity to meet in-camera with External Auditors and agreed there is no awareness of fraud.

7.0 Internal Audit

- 7.1 Recruitment, Hiring and Retention
Paul Agostino, Regional Internal Auditor thanked the Board for their effort providing the information to complete the audit.
The objective of this audit was to obtain assurance that the controls around staffing, recruiting, and retaining talent are adequate and operating effectively and to recommend any course of action needed. Audit tests were designed to assess the controls in place surrounding the following key risk areas: Development, review, and communication of staffing, recruiting, and retention policies and procedures, Information security controls over confidential employee data; Effectiveness and objectivity of staff recruitment procedures; Hiring process controls including interview, candidate selection, screening checks, and new hire onboarding; and Effectiveness of post-hire employee management procedures.
The conclusions from this audit indicated controls evaluated at SGDSB present are moderate issues in providing reasonable assurance that risks related to staffing, recruiting, and retaining talent are mitigated, and objectives are being met.
The Audit Observations summarized two control deficiencies and proposes recommendations to increase the effectiveness of staffing, recruiting, and retaining talent.

High Risk: Vulnerable Sector Checks (VSC) noticed that one individual never completed their VSC. HR reached out twice, and it was not completed. The policy was not met, and it is recommended a VSC is received and if it is not received then the employee be suspended until it is received. There will be a 5-step process to be implemented beginning September 1, 2024.

Medium Risk: onboarding and training – one employee did not complete their onboarding and training modules. The critical component is the person may not know what to do. A reminder email will be sent until completed. A Management Action Plan with a 4-step process: will be implemented September 1, 2024.

P. Agostina reassured Committee Members the Board is doing well with recruiting and retaining staff. K. Mauro added remote schools and location have the same concerns across the province, but no obvious concerns were seen during the audit that need to be addressed.

A.Marton thanked the auditors in ensuring the Boards procedures are being followed and adhered to.

7.2 Internal Audit Department Update

Kris Mauro, Regional Internal Audit Manager provided the following updates. A new hire, Nicholas, started in January. K. Mauro stated Nick is doing well with the processes.

K.Mauro referred back to the October meeting when it was mentioned new audit software was being utilized. They are now able to fully complete reports using the new software. One of key features of the new software is it can maintain database of observations.

K. Mauro offered to bring forth a table with outstanding observations. The table would include outstanding observations prior to June 5, 2024, audit.

8.0 Governance and Accountability

Nil.

9.0 Standing Items

9.1 Legal Matters

There were no legal matters to discuss.

9.2 In-Camera Meeting (Only if required)

Nil.

10.0 Future Meeting Dates

- October 3, 2024 at 6:30 p.m.
- December 12, 2024 at 6:30 p.m.

11.0 Adjournment

Mover: Trustee A. Jarvis Second: P. McRae

That the Audit Committee meeting of June 5, 2024, adjourn at 7:14 p.m.

Carried

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Board Policy Review Committee

Videoconference/Teleconference Meeting

Tuesday, October 1, 2024 at 6:30 p.m.

MINUTES

Microsoft Teams Meeting

Or call in (audio only) 1 807-701-5980 Phone Conference ID: 953 506 923#

Members	<i>Attendance Mode: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Jason Nesbitt			X			Julie Michano			x		
Megen Brunskill				x		Kal Pristanski (<i>Alternate</i>)					x
Allison Jarvis, Committee Chair			X			McRae, Pinky (<i>Ex-Officio</i>)			X		
Pat Liscomb				x							

Administration Resource Members	OS	TC	VC	A	R
Will Goodman: <i>Director of Education</i>			X		
Alex Marton: <i>Superintendent of Business</i>			X		
Eric Fredrickson: <i>Superintendent of Education</i>			X		
Flora Love: <i>Superintendent of Education</i>					x
Carol Leroux: <i>Superintendent of Education</i>			x		
Tara Balog: <i>Assistant Superintendent</i>			x		
Annick Brewster: <i>Assistant Superintendent</i>			x		
Denis Nault: <i>Manager of Human Resources</i>			x		
Brent Harris: <i>Manager of Finance</i>					x
Gord Muir: <i>Manager of Plant Services</i>			x		
Nick Kitchener: <i>Manager of IT Services</i>					x
Kyle Thompson: <i>System Principal, Student Success</i>					x
Shy-Anne Bartlett: <i>Manager of Indigenous Education</i>					x
Anthony Jeethan: <i>Human Rights and Equity Advisor</i>			x		
Kathleen Schram: <i>System Principal - MISA Lead</i>					x
Lisa Zeleny: <i>Executive Assistant</i>			x		
Gerrilynn Christianson: <i>Executive Assistant & Communications Coordinator (Recorder)</i>			x		

1.0 Review of Minutes: August 19, 2024

The minutes of the August 19, 2024, Board Policy Review Committee were approved by the Board at the August 26, 2024, Regular Board meeting. The minutes have been attached for information only.

2.0 Business Arising from Minutes: August 19, 2024**Stakeholder Reviews**

The following policies were posted for stakeholder review for the period of August 20, 2024, through to September 20, 2024.

P – 211 Electronic Attendance

The Director of Education Will Goodman advised that we are currently awaiting Ministry clarification regarding several portions of the changes to legislation. At this time, we will continue to follow the existing policy until the legislation changes are clarified and we can fully update and implement the new policy changes. Policy 211 will be brought forward to the Board Policy Review Committee once the document edits have been finalized.

3.0 Reviews: New/Existing Policies**P – 215 Trustee Honorarium**

Superintendent of Business Alex Marton provided a review of the revisions made to the policy that reflect the final enrollment numbers from the previous school year. The policy will continue to be brought

forward annually for review. An edit to the document was made to change figure 298.47, to the correct figure of 293.21. The policy will now be forwarded to the Board for approval.

P – 719 Accessibility

Manager of Facilities Gord Muir provided a review of the document. He advised that the Policy was reviewed by the AODA, and the policy edit has been made at their recommendation.

P – 412 Public Access to Defibrillators

The Manager of Facilities provided a review of the minor grammatical changes made to the policy.

P – 717 Workplace Harassment and Human Rights

The Manager of People and Culture Denis Nault and Human Rights and Equity Advisor Anthony Jeethan conducted a review of the policy. They advised that there are no changes required at this time, as the policy remains in compliance with legislation.

P – 720 Workplace Violence

Human Rights and Equity Advisor Anthony Jeethan reviewed the policy and advised that no changes are required at this time.

P – 204 Trustee Associations

The Director reviewed the policy, and no changes are required at this time.

P – 205 Cooperation with Other Boards

The Director advised that the policy does not require any changes.

P – 209 Agendas

The Director advised that there are no revisions required to this policy at this time.

P – 503 Interviewing Students

Superintendent of Education Carole Leroux provided a review of the minor language revisions made to the policy to ensure that the policy is inclusive. No other significant changes were made.

P – 521 Community Involvement Activities (REDUNDANT)

Superintendent of Education Carole Leroux advised that since Community Involvement Activities are a legislated graduation requirement, we do not need to enshrine this directive in Policy. Therefore, the recommendation is to make the policy redundant.

P – 606 Home/Hospital Instruction

Superintendent of Education Eric Fredrickson advised that a change was made to the policy to include licensed Nurse Practitioners as some families do not have access to a family physician.

P – 708 Community Service

Superintendent of Education Eric Fredrickson provided a review of the changes made that include minor grammatical revisions and changes made to the policy language for clarity.

4.0 List All Policies to be Referred for Stakeholder Review as of October 2, 2024

P – 719 Accessibility

P – 412 Public Access to Defibrillators

P – 720 Workplace Violence

P – 204 Trustee Associations

P – 205 Cooperation with Other Boards

P – 209 Agendas

P – 503 Interviewing Students

P – 521 Community Involvement Activities (REDUNDANT)

P – 606 Home/Hospital Instruction

P – 708 Community Service

Action Item: Submit Policy 719, P-412, P-720, P-204, P-205, P-209, P-503, P-521, P-606, P-708 for stakeholder review.

5.0 List All Policies to be Referred to the Board for Approval on October 21, 2024

P – 215 Trustee Honorarium

P – 717 Workplace Harassment and Human Rights

6.0 2024 Meeting Schedule

- November 26, 2024 at 6:30 p.m.

7.0 Adjournment

Moved: J. Nesbitt

Second: J. Michano

That, the Board Policy Review Committee Meeting of October 1, 2024, adjourn at 6:49 p.m.

Carried

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

<i>Section</i>	BOARD AND ADMINISTRATION	
<i>Policy Name</i>	TRUSTEE HONORARIUM	215
<i>Board Approved:</i>	<i>Reviewed:</i>	
September 24, 2018	September 24, 2018	
September 24, 2018	September 15, 2014	
October 20, 2014	June 3, 2014	<i>Review by:</i>
September 23, 2014	April 1, 2014	<i>Annually by October 15</i>
October 23, 2012	October 2, 2012	
October 30, 2006	September 20, 2010	
	February 20, 2007	

POLICY

It is the policy of Superior-Greenstone District School Board, in compliance with the legislative requirements of the *Education Act*, to pay an honorarium to its board members.

RATIONALE

Ontario Regulation 357/06, "Honoraria for Board Members", requires district school boards to establish a policy with respect to the amount of honoraria for members prior to the commencement of the term of office. The policy must identify which of the designated components will be paid to trustees and the amount of each component that will be paid.

PROCEDURES

For the term of office beginning December 1, 2022 and ending November 30, 2026, the components of trustee honoraria will be calculated according to Ontario Regulation 357/06 as amended from time to time, and as set out in the table below:

Item	Description of Honoraria Component	Maximum amount per year beginning December 1, 2022	Amount or percentage to be paid
1.	Base amount for Trustees [±]	\$5,900.00	\$5,900.00
2.	Additional Base amount for Chair	\$5,000.00	\$5,000.00
3.	Additional Base amount for Vice-Chair	\$2,500.00	\$2,500.00
4.	Enrolment amount for Trustees [±]	\$298.47 293.21	100%
5.	Enrolment amount for Chair [±]	\$500.00	100%
6.	Enrolment amount for Vice-Chair [±]	\$250.00	100%
7.	Attendance amount for committee meeting required by ACT or Regulation.	\$50.00 per meeting	\$50.00 per meeting
8.	Distance Amount for board meeting in excess of 200km (one-way) from member's residence.	\$50.00 per meeting	\$0 per meeting
9.	Distance Amount for a committee meeting required by ACT or Regulation in excess of 200km (one-way) from member's residence.	\$50.00 per meeting	\$50.00 per meeting

Student Trustee Honoraria is outlined in Policy 210: Student Trustee.

±The Enrolment Amount, as determined per Regulation, is calculated below effective December 1, 2024:

ENROLMENT amount for TRUSTEES:	
Day School Average Daily Enrolment±	<u>1340.381,363.5</u>
X Amount	\$1.75
/ Number of Members	8
= Calculated Amount	<u>\$293.21298.47</u>
ENROLMENT amount for CHAIR:	
Day School Average Daily Enrolment	<u>1340.381,363.5</u>
X Amount	\$0.05
Calculated Amount	<u>\$67.0268.18</u>
Minimum	\$500
Maximum	\$5,000
ENROLMENT amount for VICE-CHAIR:	
Day School Average Daily Enrolment	<u>1340.381,363.5</u>
X Amount	\$0.025
Calculated Amount	<u>\$33.5134.09</u>
Minimum	\$250
Maximum	\$2,500

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±The enrolment amount is calculated each year of a member's term of office and is based on the enrolment in the Board's Estimates for the fiscal year ending in the calendar year in which the term of office begins.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

<i>Section</i>	PERSONNEL	
<i>Policy Name</i>	WORKPLACE HARASSMENT & HUMAN RIGHTS <i>Management Guideline Applies</i>	717
<i>Board Approved:</i>	_____ February 26, 2024 October 18, 2022 February 19, 2020 December 5, 2011 February 20, 2007	<i>Reviewed:</i> _____ February 6, 2024 September 20, 2022 February 4, 2020 September 26, 2011
		<i>Review By:</i> December 2026

RATIONALE

The Superior-Greenstone District School Board (SGDSB) is committed to providing a safe, nurturing, equitable and respectful learning and working environment (“workplace”); free from harassment and discrimination. It is a shared responsibility across SGDSB to foster a workplace, where every individual is treated with dignity and respect.

POLICY

It is the policy of the Superior-Greenstone District School Board to adhere to and uphold the Ontario *Human Rights Code*. Under the *Code* all employees, students, prospective employees, trustees, volunteers, visitors, parents, contractors and all other users that are involved with the Board, have the right to freedom from Harassment and Discrimination based on any of the following grounds:

- Sex (includes pregnancy);
- Race;
- Ancestry;
- Place of origin;
- Colour;
- Ethnic origin;
- Citizenship;
- Creed (religion);
- Age;
- Record of offences (in employment);
- Marital status;
- Family status;
- Disability;
- Sexual orientation;
- Gender identification; or
- Gender expression.

This policy also includes any new prohibited grounds that may be added to the *Human Rights Code* at a future date and prior to policy review. Harassment and discrimination will not be tolerated or condoned in the workplace. This policy also fulfils SGDSB’s obligations to address workplace harassment according to the *Occupational Health and Safety Act (OHSA)*.

The goal is to promote a safe, nurturing, equitable and respectful Workplace and work to prevent Harassment and Discrimination. SGDSB will, where necessary, investigate and respond to incidents or complaints of harassment, discrimination or workplace harassment.

SGDSB is committed to providing reasonable accommodation to its constituents to fulfil obligations according to the *Code*. The *Code* also permits the creation of special programs at SGDSB to remedy discrimination or inequality. *SGDSB will also include considerations of*

Indigenous and other culturally appropriate practices as part of the complaint and resolution process.

APPLICATION AND SCOPE

This Policy addresses harassment, discrimination and workplace harassment and it applies to all employees/workers and Trustees at SGDSB. The Policy covers harassment, discrimination and workplace harassment from all sources including students, parents, guardians, volunteers, contractors, customers of SGDSB, members of the public and other members of organizations not related to SGDSB but who nevertheless work on or are invited on to SGDSB premises or utilize SGDSB services. Reasonable action taken by the employer or manager relating to the management and direction of employees/workers or the workplace, is not harassment or workplace harassment.

Actions will be consistently taken to address student behaviours that are contrary to this policy and provincial, SGDSB and school codes of conduct according to the appropriate SGDSB policy or procedure; such as the policy on Progressive Discipline and School Safety (Policy 535).

DEFINITIONS

Harassment (Human Rights Code-Based) means engaging in a course of a vexatious comment or conduct that is known to be, or ought reasonably to be known to be, unwelcome based on age, disability, family status, marital status, creed, race, ancestry, place of origin, colour, ethnic origin, sex, sexual orientation, gender identity, gender expression, citizenship and record of offences. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or unwelcome, based on a ground of discrimination identified by this policy. Harassment can occur based on any of the *Code*-based grounds.

Discrimination means any form of unequal treatment based on a *Code* ground, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people. Types of discrimination include systemic discrimination and poisoned environment.

Student is anyone regardless of age, who is enrolled in an educational program offered by SGDSB.

Workplace Harassment under OHS is engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome or is workplace sexual harassment.

Workplace Sexual Harassment under OHS means a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or b) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Employee/Worker is any person included in the definition of “worker” under the OHS and includes all SGDSB employees. Worker is an employee who performs work or supplies services and includes, a secondary school student who performs work or supplies services for no monetary compensation under a work experience program authorized by the school board that operates the school in which the student is enrolled.

Workplace is defined as any land, premises, location or thing at, upon or near where a worker works. It includes places where individuals perform work or work-related duties or functions. It includes all SGDSB schools, offices and facilities. Work related functions include business trips, conferences, seminars, co-op placements, social and extra-curricular events that arise out of SGDSB involvement.

GUIDING PRINCIPLES AND RESPONSIBILITIES

1. All persons at SGDSB and interacting with SGDSB, are expected to engage in respectful conduct, adhere to and uphold this policy and will be held responsible for not following it. All employees are responsible for contributing to a climate of understanding and mutual respect for the dignity of each person.
 - a. Managers at SGDSB have additional responsibilities:
 - i. To create and promote a safe, nurturing, equitable and respectful workplace that promotes human rights.
 - ii. To act on observations or allegations of harassment, discrimination or workplace harassment.
 - b. The Board of Trustees have responsibilities to:
 - i. Engage in respectful conduct.
 - ii. Through governance, create and promote a safe, nurturing, equitable and respectful workplace that promotes human rights.
 - iii. Refer concerns and complaints of harassment, discrimination and workplace harassment to the Director of Education or designate.
2. The Director of Education is responsible for implementing this Policy and ensuring that it is reviewed annually.
3. SGDSB takes concerns and complaints of harassment, discrimination and workplace harassment seriously. All persons are urged to express concerns and file complaints of harassment, discrimination and workplace harassment. Reprisal is prohibited under this policy.
 - a. Complainants can be an individual/s at any level of SGDSB or school system (e.g. student, peer, co-worker, supervisor, visitor, or volunteer). Complainant, refers to the person who makes a complaint of harassment, discrimination or workplace harassment under this policy.
 - b. Respondents can be an individual/s at any level of the SGDSB or school system (e.g. student, peer, co-worker, supervisor, visitor, or volunteer). Respondent, refers to the person who has a complaint made against them under this policy.
 - c. Complaints against the Director of Education or the Board Compliance Officer must be reported using the procedures outlined in 726 - Whistleblower Policy.
4. SGDSB will provide procedures to address incidents or complaints of harassment, discrimination or workplace harassment. Complaints shall be dealt with in a fair and timely manner. Employees shall cooperate with managers who are addressing incidents or complaints under this policy.
5. Any person reporting an incident or complaint of harassment, discrimination or workplace harassment who participates in a process to resolve the complaint under this policy, is required to keep the incident/complaint-related information confidential or as required by law. Those with supervisory authority at SGDSB or designates, who are involved with addressing a complaint will strive for confidentiality and will share information on a need to know basis to the extent necessary to protect employees/workers, for actions such as investigation, follow-up, corrective action or as otherwise required by law.

6. If a complainant withdraws a complaint, SGDSB may continue to act if required.
7. Where possible and with the consent of the parties, SGDSB may facilitate alternative resolution plans. If either party involved in a complaint identifies as Indigenous, SGDSB will endeavor to provide resolutions that honour and align with Indigenous approaches to conflict and restoration, in consultation with Indigenous partners and community groups.
8. If it is determined that a complainant has made a complaint that is malicious or made in bad faith, it may result in disciplinary action.
9. An employee/worker found in violation of this policy may be subject to remedial action or discipline, up to and including termination of employment, in accordance with applicable collective agreement provisions.

Accessibility Policy - 719
Bullying Prevention and Intervention Strategies - 525
Equity and Inclusive Education - 536
Progressive Discipline and School Safety
Safe Schools System Expectations - 520 Workplace
Violence Policy – 720
Whistleblower Policy - 726

SIGNED AND APPROVED BY THE DIRECTOR OF EDUCATION

Nicole Morden Cormier



DATE: February 27, 2024

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**Report No.:** 76**Date:** October 21, 2024**TO:** Chair and Members of the
Superior-Greenstone District School Board**FROM:** Zoey Krause Miley Anthony**SUBJECT:** Student Trustee Report: October 2024**STRATEGIC****PRIORITY:** Culture of High Expectations & Inclusivity

Background

Student leadership took off quickly with the new school year, starting the month of September off with an open invitation student senate meeting to give students and staff an opportunity to learn about the senate and what it has to offer. Students from all schools within the board came together virtually to learn about what a senator does, what student trustees do, and how the senate connects to the board. This meeting's purpose was to help students understand what the group is, and why it's essential to have students participate so we can better represent their voice in reports. Having a better understanding of the senate will increase participation and encourage more productive and positive outcomes within the group. Students were engaged and asked questions to better understand what we do in our meetings, like monthly challenges, and the session was very successful in recruiting more interested students.

Current Situation

Student trustees had the opportunity to participate in an overnight leadership conference ran by Harmony Movement from October 3rd-4th. A few student leaders were selected to participate from each school, elementary and secondary, to bring back what they learned to peers as well as potential action plans customized to their schools' strengths and weaknesses. The conference touched on many important topics, such as equity, inclusivity, social change, and leadership styles, all of which will help students strengthen their leadership skills and find their voice of advocacy within the school community.

Zoey and Miley not only participated, but also took the opportunity throughout the conference to hear directly what students' opinions and ideas were, which was valuable as most meetings with students are online which might be intimidating for students to share with us. Wrapping up the first day of the conference, the student trustees lead students through a team building exercise where they had to "escape an island" together, promoting some brainstorming and critical thinking about how everyone could work together and come to agreements in this survival situation. The activity was well received, and the connections students made with each other were very noticeable, and everyone left the conference being comfortable with their fellow leadership peers.

Next Steps

Moving forward, planning is taking place for the upcoming senate meeting in October, with the goal of continuing the learning from Harmony Movement and what our next steps will look like for an action plan. Since not all senators were able to attend the trip, this meeting will be an equitable way to give everyone the same understandings of what Harmony Movement taught us so students can move forward on the same page.

Administrative Recommendations/Summary

Presented for information.

Respectfully submitted by:

Zoey Krause And Miley Anthony
Student Trustees



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 77

Date: October 21, 2024

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

FROM: Alex Marton, Superintendent of Business

SUBJECT: Trustee Professional Development Funds 2024-25

STRATEGIC

PRIORITY: Meaningful Community Connections & Partnerships, Joy in Learning and Teaching, Culture of High Expectations & Inclusivity

Background

The purpose of this report is to provide trustees with their professional development (PD) budget so that conference attendance can be planned for the fiscal year. An update report will be shared in March 2025.

The Trustee budget is based on the administration allocation within Core Education funding. After trustee honoraria are accounted for, the balance of the allocation is distributed to equipment, expenses, travel and PD.

Current Situation

Trustee PD and travel allocation for the 2024-25 fiscal year is \$59,000. Accumulated and encumbered travel and PD expenses so far amount to \$16,000, resulting in a balance of \$43,000. Encumbered expenses include;

- Trustee travel to the OPSBA Northern Regional Meeting,
- Forecasted expenses for in-person meeting attendance
- September Regular Board meeting in Terrace Bay and
- Organizational/Regular Board Meeting Travel.
- Forecasted expenses for OSTA-AECO Fall General Meeting

For a typical 3-day conference in Toronto, costs for travel, registration and accommodations amount to \$3,200 per trustee. Based on this estimate, the Board can support 13 trustee trips, this includes 2 student trustee trips for OSTA-AECO conferencees, while staying within the budgeted allocation for governance.

Upcoming events include the following;

- The Public Education Symposium January 24-25, 2025;
- May 1-2, 2025 Education Labour Relations & Human Resources Symposium;
- June 12-14, 2025 is the OPSBA AGM.
- July 2-5, 2025 National Trustees Gathering on Indigenous Education and CSBA Congress

Administrative Recommendations

That the Superior-Greenstone DSB receive Report No. 77, Trustee Professional Development Funds 2024-25, for information.

Respectfully submitted by:

Alex Marton
Superintendent of Business



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 78
Date: October 21, 2024

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

FROM: Alex Marton, Superintendent of Business
 Gord Muir, Manager, Facilities & Transportation

SUBJECT: Capital Summary 2023-2024

STRATEGIC PRIORITY: Meaningful Community Connections & Partnerships, Joy in Learning and Teaching, Culture of High Expectations & Inclusivity

Background:

This report summarizes capital work completed during the 2023-24 fiscal year. During this period, extensive planning was completed for future years. 2023-24 saw 26 major projects completed, with total expenditures over \$8,675,000.

Current Situation:

The project list highlights the projects completed during the 2023-24 school year. Planned projects and designs will be detailed in the forthcoming Capital Projects 2024-25 Report.

School	Capital Spend
Manitouwadge Public School <ul style="list-style-type: none"> Exterior Door Installation to Courtyard and Hardware Replacements 	\$410,000
Manitouwadge High School <ul style="list-style-type: none"> VC Screen Gym Geothermal Heat Pumps Bradley Shower – Shop Fire Alarm Strobes 	\$67,000 \$710,000 \$25,000 \$17,000
Marathon High School <ul style="list-style-type: none"> Dust Extractor Hallway ceiling, Lighting upgrade, Fire panel and strobe replacement Bradley Shower – Shop Gym A/V Upgrades 	\$510,000 \$1,600,000 \$25,000 \$67,000
Margaret Twomey Public School <ul style="list-style-type: none"> Lu System 	\$60,000
Terrace Bay Public School <ul style="list-style-type: none"> Exterior Door and Hardware Replacement Lu System 	\$85,000 \$60,000

Lake Superior High School <ul style="list-style-type: none"> • Gym A/V Upgrades • Gender Neutral Restroom • Special Education Offices • Fire Strobes, Exit signage • Bradley Shower – Shop • Gym Lighting • Lean-to 	\$67,000 \$650,000 \$150,000 \$177,000 \$25,000 \$190,000 \$20,000
Schreiber Public School <ul style="list-style-type: none"> • Roof Hatch 	\$60,000
George O’Neil Public School <ul style="list-style-type: none"> • Fire Alarm Strobes 	\$17,000
Dorion Public School <ul style="list-style-type: none"> • Fire Alarm Strobes and Panel Replacement • Lu System 	\$37,000 \$67,000
Nipigon Red Rock High School <ul style="list-style-type: none"> • Ground Water Management – Foundation weeping tile, Storm catch basins, bus lane. • Bradley Shower – Shop • Lean-to • Gym A/V Upgrades 	\$1,900,000 \$25,000 \$20,000 \$67,000
Geraldton Composite High School / BA Parker Public School <ul style="list-style-type: none"> • Gender Neutral Restrooms • Gym A/V Upgrades 	\$750,000 \$67,000
Marjorie Mills Public School <ul style="list-style-type: none"> • Exterior Play area and site upgrades 	\$750,000

Administrative Summary:

That, the Superior-Greenstone DSB receive Report No. 78, Capital Summary 2023-2024, for information.

Respectfully submitted by:

Alex Marton
Superintendent of Business

Gord Muir
Manager, Facilities & Transportation



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 79
Date: October 21, 2024

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

FROM: Alex Marton, Superintendent of Business
 Gord Muir, Manager, Facilities & Transportation

SUBJECT: Capital Projects 2024-2025

STRATEGIC PRIORITY: Meaningful Community Connections & Partnerships, Joy in Learning and Teaching, Culture of High Expectations & Inclusivity

Background:

The 2024-25 Capital Budget was developed in an inclusive manner with stakeholder input. Input was received from several areas in the form of building audits and written submissions.

Stakeholder groups participating in the budget consultations include the Maintenance Working Foremen, Head Custodians, School Principals, School Staff, IT Services Department, Facility Partners, School Councils, and the School Community through the Annual Plant Budget submission process.

Capital Funding 2024-25	
School Condition Improvement (SCI) 70%	\$ 3,392,519
SCI 30%	\$ 1,453,936
School Renewal Allocation (SRA)	\$ 1,348,914
TOTAL	\$ 6,195,369

Estimated Capital Carry Over from 2023-24	
School Condition Improvement (SCI) 70%	\$ 1,300,000
SCI 30%	\$ 1,100,000
School Renewal Allocation (SRA)	\$ 400,000
TOTAL	\$ 2,800,000

Current Situation:

The chart below categorizes projects into three groups:

1. Build Year: These projects are scheduled for construction in the upcoming school year (2024-25).
2. Design Year: These projects are slated for design this year and scheduled for tendering in the 2025-26 school year.^{1, 2}
3. Planning Year: Projects currently in the planning stage, anticipated for tendering between 2025 and 2028.

School
<p>Manitouwadge Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Gym and Stage Lighting • Lift Replacement • Plumbing Controls and Sump Pit <p><u>Design</u></p> <ul style="list-style-type: none"> • Gym Floor Replacement, Stage upgrades, Wall pads, Paint <p><u>Planning</u></p> <ul style="list-style-type: none"> • Site Paving – parking lot and school yard drainage way
<p>Manitouwadge High School</p> <p><u>Design</u></p> <ul style="list-style-type: none"> • Tech Shop Dust Extractor
<p>Marathon High School</p> <p><u>Design</u></p> <ul style="list-style-type: none"> • Classroom Kitchen Renovation • Outdoor Cultural Area
<p>Margaret Twomey Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Exterior Grounds Update
<p>Terrace Bay Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Gym Lighting • Exterior Ground Upgrades <p><u>Design</u></p> <ul style="list-style-type: none"> • Gym Floor and Painting • Gym HVAC System and Controls
<p>Lake Superior High School</p> <p><u>Build:</u></p> <ul style="list-style-type: none"> • Wood Shop Renovation and classroom upgrades • Gender Neutral Restroom #2 • IT Office Space Renovation
<p>Schreiber Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Exterior Ground Improvements

<p>George O’Neil Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Exterior Ground Improvements • Gym and Stage Lighting • Boiler Replacement and Controls • Flooring: Halls and Stairs <p><u>Design</u></p> <ul style="list-style-type: none"> • Gym Floor, Stage, Paint and Wall Boards
<p>Dorion Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Parking Lot and Exterior Building Lighting
<p>Nipigon Red Rock High School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Gym and Stage Lighting, Score Board • Water Heater Replacement, valves, expansion tank <p><u>Design</u></p> <ul style="list-style-type: none"> • Gym Floor Replacement, Stage upgrades, Wall pads, Paint • Gender Neutral Restroom
<p>Geraldton Composite High School / BA Parker Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Generator – Crawl Space Pump • Shop Exterior wall replacement with doors and hardware • Gender Neutral restrooms – Front Entrance <p><u>Design</u></p> <ul style="list-style-type: none"> • Electrical Transfer Switch • Main Boilers and Controls • BA Parker Gym • Roof Area over GCHS Gym
<p>Marjorie Mills Public School</p> <p><u>Build</u></p> <ul style="list-style-type: none"> • Gym and Stage Lighting • Parking Lot and Exterior Building Lighting

Administrative Summary:

That, the Superior-Greenstone DSB receive Report No. 79 , Capital Projects Detail 2024-2025, for information.

Respectfully submitted by:

Alex Marton
Superintendent of Business

Gord Muir
Manager of Facilities and Transportation



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 80

Date: October 21, 2024

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

FROM: Will Goodman, Director of Education

SUBJECT: Director's Monthly Report: October 2024

STRATEGIC

PRIORITY: Meaningful Community Connections & Partnerships, Joy in Learning and Teaching, Culture of High Expectations & Inclusivity

Background

For the 2024-2025 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 implementing the Multi-Year Strategic Plan.

Throughout the month of October, our focus has been on celebrating meaningful community connections and partnerships with a focus on Trades Opportunities for Skilled Workers. To ensure families receive comprehensive information on this topic, examples of various school activities have been widely shared via social media and internally. Additionally, this theme was introduced on CFNO's "Embracing Innovation" segment. Finally, evidence from schools has been collated and presented in the Director's Monthly Report Sway for a holistic overview of the examples of how schools have worked to increase partnerships and support meaningful community connections.

Current Situation

Please click on the following link to read the *Director's Monthly Report: October 2024* to read about explicit examples of how SGDSB is focusing on meaningful community connections and partnerships.



Director's Monthly Report: October 2024

The Director's Monthly Report for October 2024, our focus across schools is on Meaningful Community Connections and Partnerships as well as exploring Trades Opportunities for Skilled Worker...

[Go to this Sway](#)

Administrative Summary

That the Superior-Greenstone DSB receive Report No. 80, Director's Monthly Report: October 2024, for information.

Respectfully submitted by:

William Goodman,
Director of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No: 81
Date: October 21, 2024

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

FROM: Assistant Superintendent of Education: Tara Balog

SUBJECT: Math Achievement Action Plan

STRATEGIC PRIORITY: Joy in Learning and Teaching

Background

In alignment with the Better Schools and Student Outcomes Act (Bill 98), the Ministry of Education continues to emphasize the importance of mathematics achievement across the province. Recent EQAO data, along with feedback from researchers, math specialists, and school boards, has guided the Ministry in the identification of updated math priorities for the 2024/2025 school year. This marks the second year of our Math Achievement Action Plan, which builds upon insights and data gathered from the initial rollout in 2023/2024, including student achievement and attitude data from school boards across Ontario.

Our Math Achievement Action Plan results from a collaborative effort among Superintendents, Coaches, and key System Supports. This ongoing focus on math aims to enhance student outcomes through intentional, data-driven actions throughout the 2024/2025 school year.

Current Situation

Student-centered coaches are actively supporting classrooms four days a week, with Fridays dedicated to reflection, connection, data consolidation and team learning. This includes sessions hosted by the Ministry on various math concepts and access to knowledgeable resources to increase team capacity. Additionally, the Ministry of Education continues to provide in-depth support training for coaches and math leads focused on math content, and data drawn from EQAO data to support the dissemination of best practices.

In classrooms, coaches continue to actively engage in sharing resources, modeling effective strategies, and working directly with students. They collaborate in co-planning, co-teaching, and communicating with parents through various channels such as school events and social media.

Highlights from Final Data Report 2023/2024 School Year

EQAO Growth: There was a significant 14% increase in grade nine mathematics scores, demonstrating a positive trend in student achievement within the Superior-Greenstone District School Board (SGDSB). This growth has been recognized as a remarkable accomplishment, highlighting the significant improvement in student achievement. The Ministry of Education celebrated this success, as our board was the only one in the province to achieve such a substantial result.

Best Practices Recognition: The Ministry is actively examining SGDSB's strategies and practices to identify effective methods implemented within grade nine classrooms across the district last year that can be shared with other boards across the province, highlighting our innovative approaches in mathematics instruction.

Role of Math Coaches: Although grades 3 and 6 have not yet met provincial targets, priority schools demonstrated the largest increases, underscoring the positive impact of math coaches. Their presence has been a key factor in driving these improvements by providing targeted support, enhancing instructional practices, and fostering a collaborative learning environment for educators and students alike. This progress highlights the value of continued focus on priority schools and the promising foundation it creates for ongoing achievement gains across all levels.

Next Steps

Math Focus Goals for 2024/25

Enhancing Student Achievement:

Establish specific board and school-level priorities based on EQAO data to improve mathematics outcomes in targeted schools. This goal aims to address gaps in student learning and leverage effective instructional strategies to boost overall performance in mathematics. Data-driven approaches will be implemented at all levels—board, school, and classroom—to monitor progress and identify areas for improvement.

Fostering Positive Attitudes:

Develop and implement strategies to cultivate a positive attitude toward mathematics among students. This will involve using insights from achievement and attitude data to create engaging learning environments that motivate students and encourage them to take ownership of their learning. These strategies will be reinforced through regular feedback and engagement with students at every level of the system.

Effective Curriculum Implementation:

Ensure the effective use of proven instructional strategies and resources to support mathematics learning in the classroom. This goal emphasizes the importance of professional development for educators, equipping them with the tools and knowledge necessary to implement the curriculum effectively and adapt to students' needs. Monitoring and assessment processes will be established at the board, school, and classroom levels to evaluate the fidelity of implementation and its impact on student learning.

Moving forward, the focus will be on enhancing student achievement in mathematics by establishing targeted priorities at both the board and school levels, informed by EQAO data. By using data-driven approaches, we aim to identify and address learning gaps through common math task implementation and examination, support of best instructional practices, and the strategic use of digital math tools. Additionally, fostering positive attitudes toward mathematics will be essential, with a focus on creating engaging learning environments and building stronger connections with families. Finally, ensuring effective curriculum implementation will involve ongoing professional development and monitoring, equipping educators to utilize proven strategies and resources tailored to student needs. Together, these efforts will support the achievement of the updated KPIs and drive sustained improvement across our schools.

Administrative Recommendations

That the Superior-Greenstone DSB received Report No. 81, Math Achievement Action Plan, endorse the Math Achievement Action Plan, effective October 21, 2024.

Respectfully submitted by:

Carole Leroux
Superintendent of Education: Secondary

Tara Balog
Assistant Superintendent of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 82

Date: October 21, 2024

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

FROM: Annick Brewster, Assistant Superintendent

SUBJECT: Student Achievement Plan 2024-2025

STRATEGIC

PRIORITY: Culture of High Expectations and Inclusivity, Joy in Learning and Teaching, Meaningful Community Connections & Partnerships

Background

The Student Achievement Plan, formerly the Board Improvement and Equity Plan, outlines the priorities for Ontario schools, which align with the priorities of SGDSB and our Multi-Year Strategic Plan. The relationship between the Multi-Year Strategic Plan Pillars and the Student Achievement Plan Priority areas remain closely aligned and are represented throughout our goals, objectives, actions and monitoring of growth. Together, these are essential to the achievement of all students. These also reflect our commitment to the growth of all students and to the development of the skills and competencies needed for future success. The metrics outlined for the Student Achievement Plan have been identified by the Ministry of Education for each priority and indicators however they are closely aligned with our MYSP objectives.

Current Situation

In Year 2 of our 3-Year Student Achievement Plan, our system focus remains on Literacy and Math learning and achievement. We aim to deepen our understanding of the science of reading and the fundamentals of math, leveraging evidence-based assessment tools and resources to enhance outcomes, especially for students at risk in reading and mathematics. We also continue to examine student well-being, engagement, and sense of belonging within the learning environment as they relate to math and literacy achievement. Our focus includes identifying teaching approaches that support not only math and literacy growth but also student well-being. Key approaches include culturally relevant pedagogy, fostering thinking classrooms, and designing inclusive learning environments.

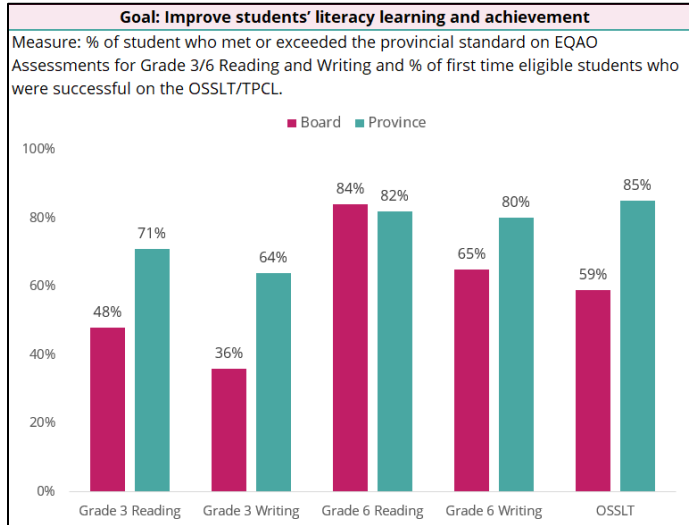
Our focus continues to be on ensuring that evidence-based assessment tools and programs are being used to determine the areas of student needs. As we continue to build our proficiency with evidence-based screening tools, we are using this data to inform our practices and next steps. This information will support targeted interventions and instruction and we will be able to monitor the effectiveness of the strategies throughout the year. With the release of EQAO results, we are also able to review our strategies and actions towards achieving our Year 1 goals, for example that of decreasing the discrepancy between SGDSB EQAO achievement and the Province by 5% in Reading, Writing and Mathematics by June of 2025.

The charts below indicate our achievements which are reflective of the updated EQAO results from 2023-2024 as compared to 2022-2023. Upon reviewing the data, we noted that there was an increase in achievement of 10% for Grade 6 Reading, where we are sitting at 84% of students that are achieving at or above provincial standard, which has put us at 2% above the provincial average. In Grade 3 Writing, we have seen an increase of 3%, putting us at 36%. Results for Grade 6 Mathematics show that we have had a 5% increase, putting us at 30% of students achieving at or above provincial standard. In Grade 9 Math we have seen a 14% increase from last year's achievement where we have gone from 17% to 31% of students achieving at or above provincial standard.

To continue towards improving outcomes for students, we are continuing to work towards at least a 5% increase in the number of students achieving at or above provincial standard for the 2024-2025 EQAO in all areas. While we know that EQAO is trailing data, this data is demonstrating that the targeted actions and strategies we are putting into practice are showing positive and promising results.

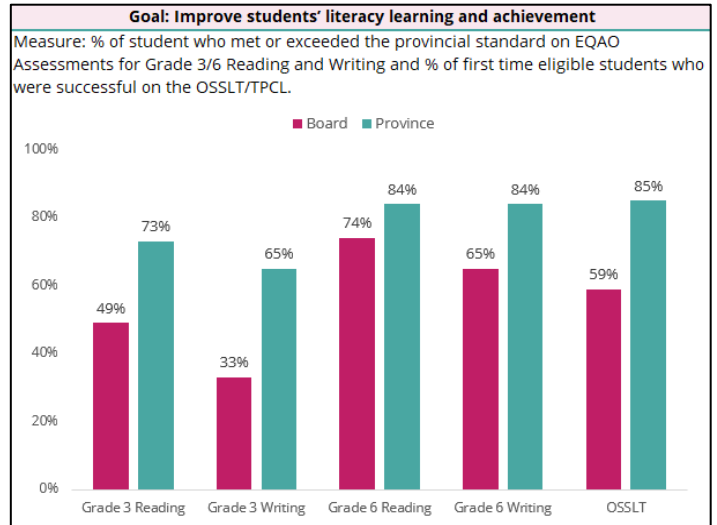
Literacy

2023-2024



2023-2024	Board	Province
Grade 3 Reading	48%	71%
Grade 3 Writing	36%	64%
Grade 6 Reading	84%	82%
Grade 6 Writing	65%	80%
OSSLT	59%	85%

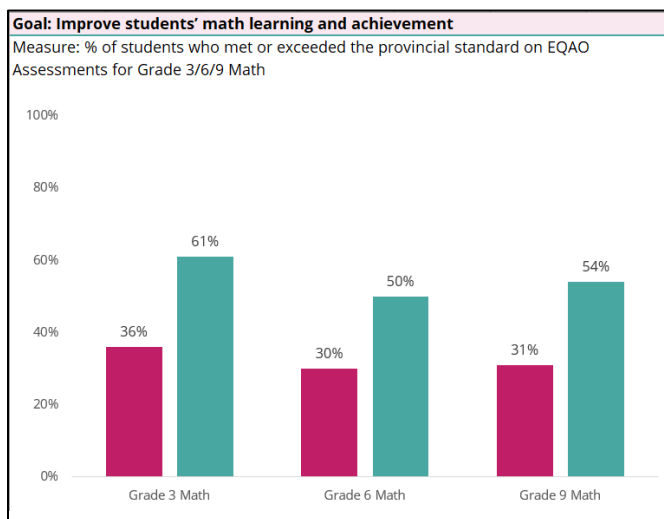
2022-2023



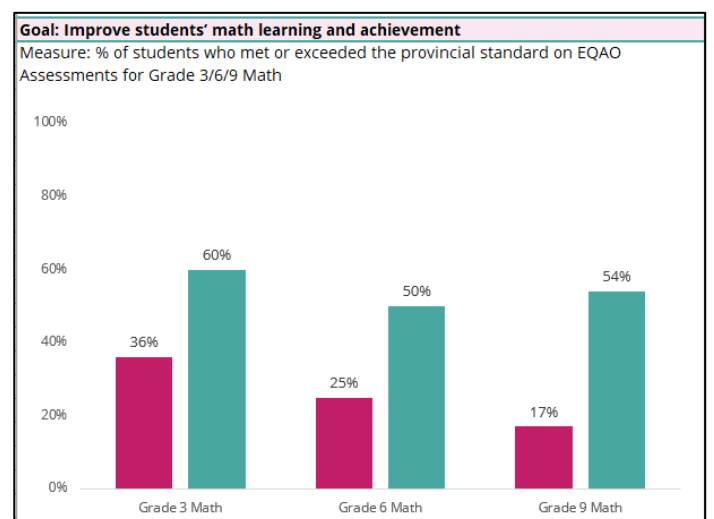
	Board	Province
Grade 3 Reading	49%	73%
Grade 3 Writing	33%	65%
Grade 6 Reading	74%	84%
Grade 6 Writing	65%	84%
OSSLT	59%	85%

Mathematics

2023-2024



2022-2023



2023-2024	Board	Province
Grade 3 Math	36%	61%
Grade 6 Math	30%	50%
Grade 9 Math	31%	54%

	Board	Province
Grade 3 Math	36%	60%
Grade 6 Math	25%	50%
Grade 9 Math	17%	54%

Next Steps

We are excited to continue this work with our extraordinary teams to action our goals. For example, through the work of the math coaches who are specifically working with grades 3, 6 and 9 in priority schools. We are also happy to welcome our new literacy coach, Amanda Paakkunainen, who has been instrumental in supporting the K-2 educators in Literacy, particularly in the area of Science of Reading and evidence-based assessment and instructional tools. Through the collaboration of the Learning for All, Mental Health and Student Success Teams we are also focussed on supporting educator teams in instructional practices that will improve outcomes for all students. In particular, through deepening our understanding of inclusive design for learning approaches, culturally responsive teaching practices and Mental Health supports. We are also looking forward to reducing barriers in credit accumulation through the work of student success teams and deepening our understanding of thinking classrooms.

We are looking forward to reporting on the successes of these teams this year.

Administrative Recommendations/Summary

That the Superior-Greenstone DSB receive Report No. 82, Student Achievement Plan 2024-2025, for information.

Respectfully submitted by:

Annick Brewster, Assistant Superintendent School Effectiveness

Carole Leroux, Superintendent of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 83

Date: October 21, 2024

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

FROM: Kyle Thomson, System Principal and Annick Brewster, Assistant Superintendent of Education School Effectiveness

SUBJECT: EQAO Results 2023-2024

STRATEGIC

PRIORITY: Culture of High Expectations and Inclusivity, Joy in Learning and Teaching, Meaningful Community Connections & Partnerships

Background

The Ontario Education Quality Assurance Office (EQAO) measures Ontario students' literacy (reading and writing) and math skills at points in their Kindergarten to Grade 12 education. Students attending Superior-Greenstone District School Board schools participate in the following four assessments:

- Grade 3, Primary Division: The Assessment of Reading, Writing and Mathematics, Primary Division tests the reading, writing and math skills students are expected to have learned by the end of Grade 3.
- Grade 6, Junior Division: The Assessment of Reading, Writing and Mathematics, Junior Division tests the reading, writing and math skills students are expected to have learned by the end of Grade 6.
- Grade 9 Math: The Grade 9 Assessment of Mathematics tests the math skills students are expected to have learned by the end of the Grade 9 mathematics course.
- Ontario Secondary School Literacy Test: The Ontario Secondary School Literacy Test (OSSLT) measures whether students are meeting the minimum standard for literacy across all subjects up to the end of Grade 9. Successful completion of the literacy test is one of the requirements to earn an Ontario Secondary School Diploma.

Current Situation

The results from the 2023-2024 EQAO demonstrate how students from SGDSB are achieving and because of the enhanced reporting system we are able to compare the results to the 2022-2023 and 2021-2022 school years. This data is used to determine areas of need and focus for student learning in reading, writing, mathematics and attitudes in relation to each of these areas.

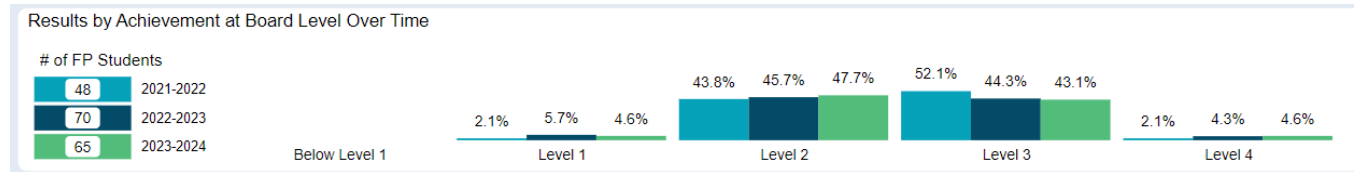
When comparing results, we noted that achievement for students achieving at or above provincial standard is consistently improving overall. Specifically, for Primary (Grade 3) Writing is showing an increase for students achieving at provincial standard as well as for students achieving above provincial standard in Primary Reading. In Primary (Grade 3) Mathematics, there is a 3% increase in students achieving above provincial standard. In Junior (Grade 6) Math, there is also an increase of 7% in students achieving at provincial standard, while there is a steady increase for students achieving below provincial standard. However, in Junior (Grade 6) Reading we have seen an increase of 14.2% in students achieving provincial standard, putting SGDSB ahead of the Province in Grade 6 Reading.

At the secondary level, we noted a 13.3% increase in the Grade 9 Math compared to the previous year for student achieving at or above provincial standard. OSSLT continues to be consistent however we are seeing continued increase in the number of first-time eligible students that are challenging the assessment, which also indicates that more students are being successful.

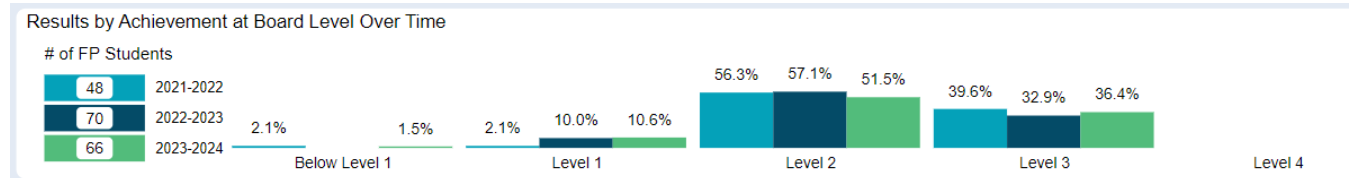
The achievement results for each of the following years: 2021-2022, 2022-2023 and 2023-2024 are as follows:

PRIMARY/JUNIOR

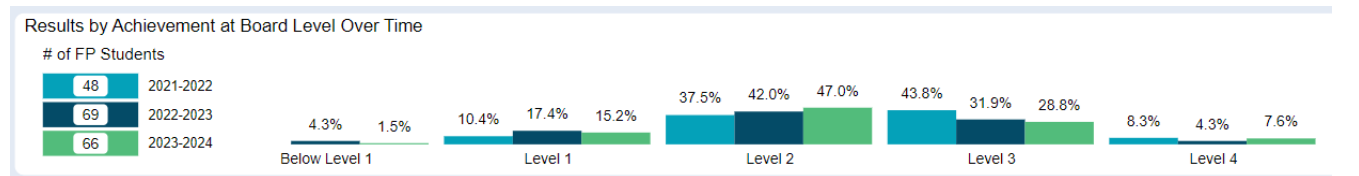
Grade 3 Reading



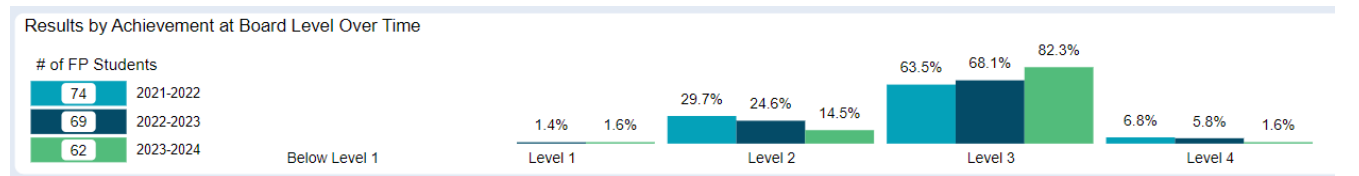
Grade 3 Writing



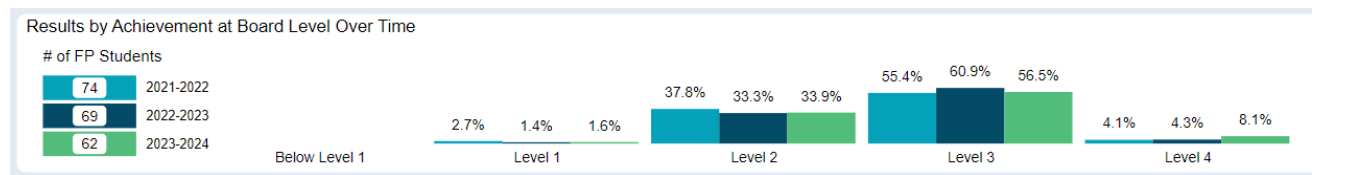
Grade 3 Mathematics



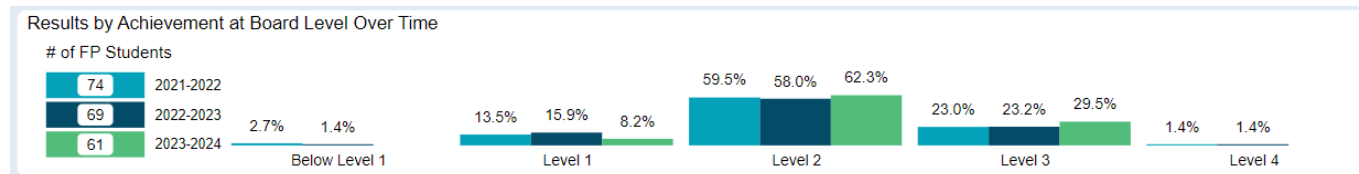
Grade 6 Reading



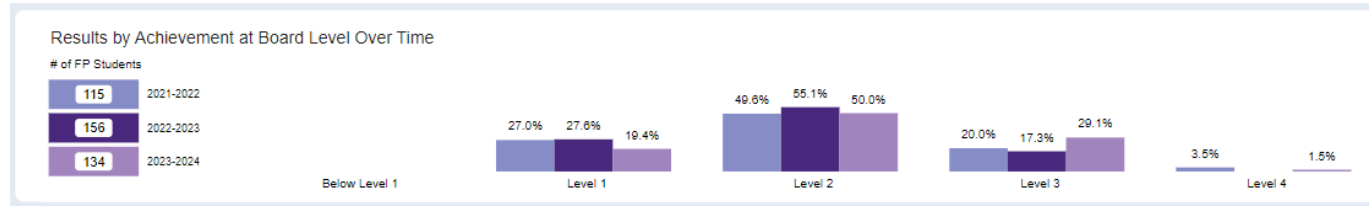
Grade 6 Writing



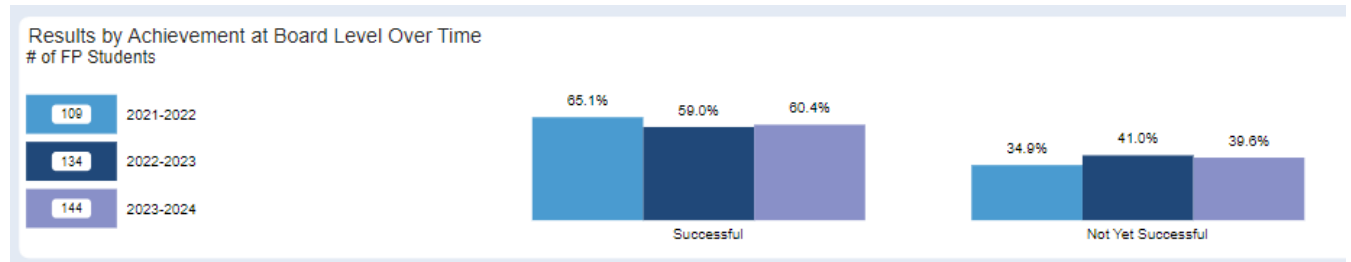
Grade 6 Mathematics



GRADE 9 Mathematics



OSSLT



Next Steps

This information is also aligned with the actions outlined in the Student Achievement Plan (SAP) as well as our Multi-Year Strategic Plan actions. As such, our Year 1 action is to decrease the discrepancy between our board EQAO results for students achieving at provincial standard and that of the province by 5%. To achieve this, we are continuing with Math coaches who are supporting in grades 3-6 and 9. As our results have indicated there is a direct correlation between the support of the Math Coaches and improved Math achievement. As such, we are looking towards continued improved outcomes through the collaborative work of this coaching team. In support of Reading and Writing, we are continuing to implement evidence-based reading strategies and interventions to support improvement in Reading and Literacy. Through the support of the K-2 Literacy Coach, we are focussed on improving Reading outcomes for all K-2 students. This work also extends through to secondary, as we will be supporting evidence-based literacy practices with our system and educator teams. We are looking forward to seeing results from the first year of this work.

At the Secondary Panel, the Learning Leads at each school are providing support to educators through instructional practices focussed on improving Literacy and Numeracy outcomes for all students. To further support the work of increasing the number of successful students who participate in the OSSLT, students will be using a new platform called Litguide that is specifically designed to help students prepare for the OSSLT.

This information not only guides our Student Achievement Plan but also helps educators and central staff understand student outcomes related to achievement and well-being. It highlights how we can enhance student success through targeted interventions and instructional strategies. EQAO data will continue to supplement other sources of student data to provide a comprehensive, deeper understanding of our students' strengths and needs, support responsive educator, school, and system planning, and focus professional learning and resources for educators.

At Superior-Greenstone District School Board, we are committed to the success of all students and look forward to utilizing EQAO data as an important component of how we measure student success and well-being.

Administrative Recommendations/Summary

That the Superior-Greenstone DSB receive Report No. 83, EQAO Results 2023-2024, for information.

Respectfully submitted by:

Kyle Thomson, Student Success System Principal

Annick Brewster, Assistant Superintendent School Effectiveness

Carole Leroux, Superintendent of Education