



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Our Mission:

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

Our Vision:

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

Our Motto:

"Small schools make a difference".

Our Values:

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

Regular Board Meeting 2020/05

A G E N D A

Monday, April 20, 2020 – 6:30 p.m.

Videoconference & Teleconference

Toll Number: (807) 701-5980, Access Code: 9 5 4 2 4 0 2 6 0 → [Join Skype Meeting](#)

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

VC Sites: Closed. Skype and Teleconference available due to COVID-19 Pandemic.

Recorder: G. Christianson

PART I: Regular Board Meeting

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

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) 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
Cormier, Dr. Paul						Nesbitt, Jason					
Groulx, Michael						Pelletier, Allison					
Major, Christine						Pristanski, Kal					
Mannisto, Mark						Rathwell, Stephanie (Student)					
McIntyre, Margaret						Schwantz, Sydney (Student)					
McRae, Pauline (Pinky)											

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>					
Tsubouchi, Cathy: <i>Superintendent of Business</i>					
Bishop, Charlie: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Paris, Marc: <i>Manager of Plant Services/Transportation</i>					
Demers, Linda: <i>Coordinator of Business Services</i>					
Nault, Denis: <i>Manager of Human Resources</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Renaud, Deana: <i>Mental Health Manager</i>					
Christianson, GerriLynn: <i>Administrative Assistant to Director/Communications</i>					

PART I: Regular Board Meeting

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

2.0 Regular Meeting Call to Order

✓ *That, the Superior-Greenstone DSB Regular Board Meeting on Monday, April 20, 2020 be called to order at _____ p.m.*

3.0 Approval of Agenda

✓ *That, the agenda for the Superior-Greenstone DSB 2020/05 Regular Board Meeting, April 20, 2020 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 Meetings

✓ *That, the minutes of the following Board meeting be adopted:*
1. Regular Board Meeting 2020/04: March 30, 2020

[\(Attached\)](#)

6.0 Business Arising Out of the Minutes

7.0 Delegations and/or Presentations

- 7.1 Excellence in Education: Schreiber Public School (Presentation- Vice-Principal Leslie Blackwood,
Presentation Titled: SPS Kindness Club Students Braya Boudreau, Zoey Krause & Peyton Stortini)

8.0 Reports and Matters for Decision

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

- 8.1.1 Parent Involvement Committee (PIC) (A. Pelletier/ N. Morden Cormier)

9.0 Reports of the Business / Negotiations Committee

Superintendent of Business: Cathy Tsubouchi
Business /Negotiations Chair: Mark Mannisto

- 9.1 Report No. 26:
Capital Project Report 2019/2020 (Sent Under Separate Cover- M. Paris/ C. Tsubouchi)

- 9.2 Report No. 27:
Enrolment Summary as of March 31, 2020 [\(Attached - C. Tsubouchi\)](#)

10.0 Reports of the Director of Education

Director of Education: Nicole Morden Cormier

- 10.1 Report No. 28:
2019-2020 Employee Recognition Awards [\(Attached - N. Morden Cormier\)](#)

11.0 Reports of the Education Committee

Superintendent of Education: Charlie Bishop
Superintendent of Education: Will Goodman
Education Chair: Margaret McIntyre

- 11.1 Report No. 29:
Proposed Elementary Teaching Staffing
and Organization for September 2020 [\(Attached – C. Bishop\)](#)

- 11.2 Report No. 30:
Early Years Portfolio ([Attached](#) – H. Freeburn/ N. Morden Cormier)
- 11.3 Report No. 31:
SGDSB Continuity of Learning Plan ([Attached](#) – W. Goodman)

12.0 New Business

Board Chair: Pinky McRae

- 12.1 Board Chair
- 12.2 Trustee Associations and Other Boards
- 12.3 Trustee Activities
- 12.4 Future Board Meeting Agenda Items
- 12.5 Board Meeting Evaluation Reminder

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 2020/04: March 30, 2020

([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 2020/05 Regular Board Meeting,
Monday, April 20, 2020 adjourn at _____, p.m.

<u>2020 - Board Meetings</u>		
<i>Designate Site: Marathon Board Meeting Room / Time 6:30 p.m.</i>		
Monday, May 4, 2020 <i>*Special Board Meeting</i>	Monday, May 25, 2020 <i>*Designate Site: Marjorie Mills Public School</i>	Monday, June 8, 2020 <i>*Special Board Meeting</i>
Monday, June 22, 2020	Monday, July 20, 2020	Monday, August 24, 2020
Monday, September 28, 2020	Monday, October 19, 2020 <i>*Designate Site: SGDSB Learning Centre</i>	Monday, November 16, 2020
Monday, November 30, 2020 (1:00 p.m.) <i>*Designate Site: Board Office with tour of Marathon High School</i>		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2020/05

Committee of the Whole Board: Closed Session.

Monday, April 20, 2020

Videoconference and Teleconference

A G E N D A

Board Chair: Pinky McRae

VC Sites: *Closed*

Director: Nicole Morden Cormier

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 2020-04: March 30, 2020 [\(Attached\)](#)
- 4.0 Update: (M. Paris / C. Tsubouchi)
- 5.0 Personnel Item A (W. Goodman)



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Our Mission:

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

Our Vision:

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

Our Motto:

"Small schools make a difference".

Our Values:

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

Regular Board Meeting 2020/04

MINUTES

Monday, March 30, 2020 – 6:30 p.m.

Videoconference & Teleconference

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

VC Sites: Closed due to COVID-19. Skype and Teleconference connection.

Recorder: G. Christianson

PART I: Regular Board Meeting

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

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) 8:13 p.m.

1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Cormier, Dr. Paul			x			Nesbitt, Jason			x		
Groulx, Michael			x			Pelletier, Allison			x		
Major, Christine			x			Pristanski, Kal			x		
Mannisto, Mark			x			Rathwell, Stephanie (Student)			x		
McIntyre, Margaret			x			Schwantz, Sydney (Student)			x		
McRae, Pauline (Pinky)			x								

<u>Board Administrators</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>			x		
Tsubouchi, Cathy: <i>Superintendent of Business</i>			x		
Bishop, Charlie: <i>Superintendent of Education</i>			x		
Goodman, William: <i>Superintendent of Education</i>			x		
Harris, Brent: <i>Manager of Financial Services</i>			x		
Paris, Marc: <i>Manager of Plant Services/Transportation</i>			x		
Demers, Linda: <i>Coordinator of Business Services</i>			x		
Nault, Denis: <i>Manager of Human Resources</i>			x		
Lucas, Jay: <i>Coordinator of Information Technology Services</i>			x		
Renaud, Deana: <i>Mental Health Manager</i>			x		
Christianson, GerriLynn: <i>Administrative Assistant to Director/Communications</i>			x		

PART I: Regular Board Meeting

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

2.0 Regular Meeting Call to Order

36/20

Moved by: Trustee J. Nesbitt

Second: Trustee A. Pelletier

✓ **That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, March 30, 2020 be called to order at 6:38 p.m.

Carried

3.0 Approval of Agenda

37/20

Moved by: Trustee M. McIntyre

Second: Trustee M. Mannisto

✓ **That**, the agenda for the Superior-Greenstone DSB 2020/04 Regular Board Meeting, March 30, 2020 be accepted and approved as amended.

Carried

4.0 Disclosures of Interest re: Open Session

There were no disclosures of interest offered at this time.

5.0 Minutes: Board Meetings and Board Committee Meetings

5.1 Board Meetings

38/20

Moved by: Trustee M. Groulx

Second: Trustee P. Cormier

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

1. Regular Board Meeting 2020/03: February 18, 2020

Carried

6.0 Business Arising Out of the Minutes

Nil.

7.0 Delegations and/or Presentations

- 7.1 Showcasing Learning: Native Language Instruction at George O'Neill Public School
Director of Education Nicole Morden Cormier introduced the video presentation. Due to technical issues with the videos audio, the following video link was provided to the group to watch after the meeting, <https://www.youtube.com/watch?v=FjrkuWUo-HE&feature=youtu.be>.
- 7.2 Excellence in Education: Margaret Twomey Public School - Celebrating Relationships and Learning Partnerships at Margaret Twomey Public School
Principal Cameron Craig discussed the partnerships and community engagement activities that students have benefited from this school year. He discussed the value of community partnerships and the many positive ways they have impacted learning for students. Some of the many activities outlined include letter writing to town council, on air performances with CFNO radio, presentations from Marathon OPP and many student lead activities such as presentations and conferences. The school also continues to expand upon the opportunities to share the Aboriginal culture with students by inviting knowledge keepers to the school for presentations and student activities.
- 7.3 Report No. 19: Student Trustee Report: March 2020
Student Trustees Stephanie Rathwell and Sydney Schwantz provided a presentation of their report. Their presentation highlighted the work the Student Trustees have done to increase student engagement, the professional development they participated in with Ontario Student Trustee Association, student senate meetings and video conference connection with student senators.

8.0 Reports and Matters for Decision

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

8.1.1 Special Education Advisory Committee (SEAC)

Trustee Margaret McIntyre advised that quorum could not be established for the March 10, 2020 SEAC meeting and therefore the meeting was canceled. The next meeting will be postponed at this time, due to the community's state of emergency.

8.1.2 Indigenous Education Advisory Committee (IEAC)

Paul Cormier Trustee and Chair of the Indigenous Education Advisory Committee, expressed his gratitude for the quality of discussions encouraged at the IEAC meetings and acknowledged the work of staff who have developed the relationships with our Indigenous communities. He deferred the meeting updates to Nancy O'Donnell who presented later in the agenda.

8.1.3 Occupational Health & Safety Committee (OH&SC)

Manager of Plant Services Marc Paris provided a review of the last Occupational Health and Safety Committee meeting. The committee's agenda included topics such as first aid certificate training, radon measuring, smudging procedure and review of policies 718 and 706. The next meeting is scheduled for June 10, 2020.

8.1.4 Audit Committee**8.1.4.1 Report No. 20: Report of the Audit Committee – 2018/19 Financial Statements**

Manager of Financial Services Brent Harris provided a review of the Audit Committee report, the financial statements and the recommendations from the Audit Committee.

39/20

Moved by: Trustee M. Groulx Second: Trustee M. McIntyre

✓ **That**, the Superior-Greenstone DSB, having received Report No. 20: Report of the Audit Committee – 2018/19 Financial Statements:

- Accepts the 2018/2019 audited Financial Statements; and
- Transfer to Winning Teams/Championship Fund \$41,082.

Carried

8.1.4.2 Report No. 21: Report of the Audit Committee – March 9, 2020

Superintendent of Business Cathy Tsubouchi provided a review of the report and the recommendation outlined from the Audit Committee. She noted that due to the Ministry changes to funding disbursements it has impacted the cashflow as reflected in the report.

40/20

Moved by: Trustee M. Groulx Second: Trustee M. Mannisto

✓ **That**, the Superior-Greenstone DSB, having received Report No. 21: Report of the Audit Committee – March 9, 2020, accepts the Treasurer Report on Investments at August 31, 2019.

Carried

9.0 Reports of the Business / Negotiations Committee

Superintendent of Business: Cathy Tsubouchi
Business /Negotiations Chair: Mark Mannisto

9.1 Report No. 22: Capital Project Update 2018/2019

Manager of Plant Services Marc Paris provided a detailed review of the report that was distributed under separate cover from the agenda package. He highlighted the capital expenditures and construction work that has taken place in our school facilities.

10.0 Reports of the Director of Education

Director of Education: Nicole Morden Cormier

10.1 Report No. 23: Director's Monthly Report – March 2020

The Director Nicole Morden Cormier provided highlights from her report. She advised the focus of each school update if focused on the system connection to the objectives of the Strategic Plan.

10.2 Report No. 24: Operationalizing the Multi-Year Strategic Plan: The Relationships Pillar Goals

The Director provided a detailed review of the cycle one implementation plans for the Relationships Pillar of the Multi-Year Strategic Plan. The Aim of the pillar articulates the Boards

commitment to strengthening our current relationships while fostering new partnerships. The Director advised that identified timelines will have to be re-evaluated due to the labour actions taken this year and the COVID-19 Pandemic.

11.0 Reports of the Education Committee

*Superintendent of Education: Charlie Bishop
Superintendent of Education: Will Goodman
Education Chair: Margaret McIntyre*

11.1 Report No. 25: Indigenous Education Portfolio

Nancy O'Donnell Indigenous Education Lead, provided a presentation of her report highlighting the Indigenous Education Portfolio. Working within the Strategic Plan her work is guided by the Inuit, Metis and Indigenous Framework as well as the Truth and Reconciliation document. She reviewed the programs and activities implemented to improve student achievement and awareness of Indigenous culture and perspective. She discussed the development and implementation of the Education Service Agreements with our First Nation communities, the collaboration of the Indigenous Education Advisory Committee, collaborative professional learning and the collection of student data to identify successes and areas of growth. She discussed the development of an Indigenous Youth Council that will provide input in to the IEAC and encourage student voice. The Indigenous Youth Council will work with the Student Senate and working towards the creation of an Indigenous Trustee position.

12.0 New Business

Board Chair: Pinky McRae

12.1 Board Chair

Board Chair Pinky McRae expressed her gratitude to all Staff and Administration for their hard work to ensure the continuation of the business of the Board and Student learning during this COVID-19 Pandemic.

12.2 Trustee Associations and Other Boards

12.2.1 OPSBA 2020 AGM – Proposed Policy Resolution and Constitutional Amendments

Trustee Mark Mannisto advised that due to COVID-19 Pandemic that the OPSBA has canceled meetings and postponed the 2020 AGM to the fall. He advised that individual trustees can provide any feedback to our OPSBA Directors regarding the proposed policy resolution and constitutional amendments.

12.3 Trustee Activities

Nil.

12.4 Future Board Meeting Agenda Items

Nil.

12.5 Board Meeting Evaluation Reminder

Board Chair P. McRae advised Trustees that the link to the electronic form has been provided via email and Trustees are requested to complete the form as soon as possible.

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) 8:13 p.m.

15.0 Committee of the Whole Board (In-Camera Closed)

15.1 Agenda: Committee of the Whole Board – Closed

41/20

Moved by: Trustee M. Groulx

Second: Trustee M. McIntyre

✓ **That**, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 8:13 p.m. and that this portion be closed to the public.

Carried15.2 Rise and Report from Closed Session**42/20**

Moved by: Trustee M. Groulx

Second: Trustee K. Pristanski

✓ **That**, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 9:05 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 **43/20**

Moved by: Trustee M. McIntyre

Second: Trustee P. Cormier

✓ **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 2020/03: February 18, 2020

Carried**17.0 Adjournment****44/20**

Moved by: Trustee M. Groulx

Second: Trustee J. Nesbitt

✓ **That**, the Superior-Greenstone DSB 2020/03 Regular Board Meeting, Tuesday, February 18, 2020 adjourn at 9:06, p.m.

Carried

<u>2020 - Board Meetings</u>		
<i>Designate Site: Marathon Board Meeting Room / Time 6:30 p.m.</i>		
Monday, April 20, 2020		
Monday, May 4, 2020 <i>*Special Board Meeting</i>	Monday, May 25, 2020 <i>*Designate Site: Marjorie Mills Public School</i>	Monday, June 8, 2020 <i>*Special Board Meeting</i>
Monday, June 22, 2020	Monday, July 20, 2020	Monday, August 24, 2020
Monday, September 28, 2020	Monday, October 19, 2020 <i>*Designate Site: SGDSB Learning Centre</i>	Monday, November 16, 2020
Monday, November 30, 2020 (1:00 p.m.) <i>*Designate Site: Board Office with tour of Marathon High School</i>		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2020/04

Committee of the Whole Board: Closed Session.

Monday, March 30, 2020

Videoconference and Teleconference

T O P I C S

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

VC Sites: Closed due to COVID-19. Skype and Teleconference connection.

Recorder: G. Christianson

PART II: Committee of Whole Board – Closed

Section (B): In-Camera 8:13 p.m.

- 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 2020-03: February 18, 2020
- 4.0 Update: Geraldton Hub Project
- 5.0 Personnel Item A – COVID 19 Update
- 6.0 Personnel Item B
- 7.0 Personnel Item C

Regular Board Meeting 2020-04

Monday, March 30, 2020

M I N U T E S

APPROVED THIS _____ DAY OF _____, 2020

SECRETARY

CHAIR

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No: 27
Date: April 20, 2020

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

FROM: Cathy Tsubouchi

SUBJECT: Enrolment Summary for 2019/2020 as of March 31, 2020

STRATEGIC

PRIORITY: Stewardship

Current Situation

ELEMENTARY SCHOOLS	BUDGET FTE Mar 31/20	ACTUAL FTE Mar 31/20	MARCH VARIANCE	ACTUAL FTE Oct 31/19	ACTUAL ADE	BUDGETED ADE
B.A. Parker PS	116.00	112.00	-4.00	112.00	112.00	116.00
Beardmore PS	21.00	23.00	2.00	23.00	23.00	21.00
Dorion PS	48.00	43.00	-5.00	49.00	46.00	48.00
George O'Neill PS	149.00	149.93	0.93	149.20	149.57	149.00
Manitouwadge PS	45.00	46.00	1.00	40.00	43.00	45.00
Margaret Twomey PS	170.00	172.00	2.00	171.00	171.50	170.00
Marjorie Mills PS	56.00	43.00	-13.00	52.00	47.50	56.00
Nakina PS	14.00	13.00	-1.00	17.00	15.00	14.00
Schreiber PS	55.00	51.69	-3.31	48.60	50.15	55.00
Terrace Bay PS	92.00	105.69	13.69	102.40	104.05	92.00
Total Elementary Enrolment	766.00	759.31	-6.69	764.20	761.77	766.00
SECONDARY SCHOOLS	BUDGET FTE Mar 31/20	ACTUAL FTE Mar 31/20	MARCH VARIANCE	ACTUAL FTE Oct 31/19	ACTUAL ADE	BUDGETED ADE
Geraldton Composite HS	147.75	182.75	35.00	188.00	185.38	152.13
Lake Superior HS	85.50	86.25	0.75	88.75	87.50	88.50
Manitouwadge HS	53.50	61.00	7.50	63.50	62.25	55.75
Marathon HS	156.25	161.00	4.75	162.00	161.50	161.63
Nipigon Red Rock HS	132.00	132.25	0.25	138.50	135.38	133.00
Total Secondary Enrolment	575.00	623.25	48.25	640.75	632.01	591.00
Board Totals	1,341.00	1,382.56	41.56	1,404.95	1,393.78	1,357.00

Notes: 1. Oct 31/19 enrolment numbers changed from those previously reported due to data corrections.
 2. Enrolment numbers include high credit pupils and/or pupils over 21 years of age who are funded at a lower rate.

Overall, our enrolment for 2019/2020 is up 36.78 from budget.

Administrative Summary

That, the report No. 27 entitled, "Enrolment Summary for 2019/2020 as of March 31, 2020" be received by the Board for information.

Respectfully submitted,
 Cathy Tsubouchi, Superintendent of Business

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

Report No.: 28
Date: April 20, 2020

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

FROM: Denis Nault, Manager of Human Resources

SUBJECT: 2019-2020 Employee Recognition Awards

**STRATEGIC
PRIORITY:** Relationships

It is the policy of Superior-Greenstone District School Board to recognize employees with 10 and 25 year service. The long-term service award includes the following:

10 Year Service

- A specially designed award with the Board logo. Employees will select one of the following three options; pen and key chain set, thermal blanket or insulated mug;
- Presentation of this award by the employee's immediate supervisor at a local event i.e. staff meeting, school council meeting or open house;
- Public recognition of service achievement through congratulatory mention in board minutes
- Principals or managers of the places where these employees work will plan to have the recognition take place by June 30 of that year in the local community

25 Year Service

- Appreciation award, suitably engraved, not to exceed \$200.00 in value;
- Presentation of this award by the Director or designate will be made at a local staff meeting, school council meeting, open house or board meeting;
- The Director or designate will establish rules concerning time off necessary for the employee to attend the event;
- Public recognition of service achievement through congratulatory mention in board minutes;
- The Director of Education or designate will plan to have the recognition take place before the end of October of each year.

The following employees have achieved the milestone of 10 and 25 year service;

Non-Teaching

- With 10 years as of September 8, 2020
- Hired between September 8, 2009 and September 7, 2010

EMPLOYEE	HIRE DATE	SCHOOL
Keri Willan	November 23, 2009	George O'Neill Public School
Laurel Nadeau	October 30, 2009	B.A. Parker Public School
Angela Archer	April 19, 2010	Geraldton Composite High School

- With 25 years as of September 8, 2020
- Hired between September 6, 1994 and September 5, 1995

EMPLOYEE	HIRE DATE	SCHOOL
Janet Harris	May 1, 1995	Dorion Public School
Patricia Dufour	September 5, 1995	B.A. Parker Public School
Donna Townes	September 21, 1994	Manitouwadge High School

Teaching

- With 10 years by September 8, 2020
- Hired after the commencement of the 09/10 school year or September 2010

EMPLOYEE	HIRE DATE	SCHOOL
Stevie Mason	September 9, 2009	Margaret Twomey Public School
Amanda Paakkunainen	October 13, 2009	George O'Neill Public School
Jason Johnson	September 23, 2010	Geraldton Composite High School
Dyanna Carpenter	November 13, 2009	Lake Superior High School

- With 25 years by September 2019
- Hired after the commencement of the 93/94 school year or September 1995

EMPLOYEE	HIRE DATE	SCHOOL
Pierre Pellerin	September 1, 1995	George O'Neill Public School
Kenneth Blackwood	September 5, 1995	Lake Superior High School
Colleen Lemieux	October 17, 1994	Dorion Public School

Administration

- With 10 years by September 2020
- Hired after the commencement of the 09/10 school year or September 2010

EMPLOYEE	HIRE DATE	SCHOOL
Karin Patock	January 27, 2010	Board Office/Learning Center
Sara Curtis	February 1, 2010	Terrace Bay Public School

- With 25 years by September 2020
- Hired after the commencement of the 94/95 school year or September 1995

EMPLOYEE	HIRE DATE	SCHOOL
Sue Rannelli	September 21st, 1994	Marathon High School

Administrative Summary

That, the report No. 28 entitled, 2019/2020 Employee Recognition Awards, be received by the Board for information.

Respectfully submitted by:

Denis Nault
Manager of Human Resources

Will Goodman
Superintendent of Education

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**Report No: 29****Date:** April 20, 2020

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

FROM: Charles Bishop, Superintendent of Education

SUBJECT: Proposed Elementary Teaching Staffing and Organization for September 2020

STRATEGIC

PRIORITY: Student Achievement, Well Being, Stewardship

Current Situation

Consultation with principals regarding the staffing of elementary schools began in March with each Principal/Vice-Principal submitting potential plans for the organization of the school for the 2020-2021 academic year. These proposals were then discussed with Senior Administration and all possibilities explored. This report is based on funding information that we presently have, and as such, it is recognized that there could be changes once the funding for the next school year is made apparent. The following principles were used to guide these discussions:

- Low pupil teacher ratio for multi-grade classrooms; an attempt to reduce the number of quadruple grades in the literacy and numeracy blocks. Where quadruple grades are necessary, scheduling the curricular areas that may be more conducive to a quadruple grade (e.g. language based subjects such as FSL and NL as they are oral in nature).
- The number of high needs students in particular classrooms.
- Ensuring that the time allocations for Special Education are precise.
- Flexibility in responding to the needs of schools that may experience an increase in enrollment in September 2020.
- The continuation of "Special Programs" (such as the Hockey Academy) to support the learning environment for students.

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

Table 1: Projected Enrollment September 2020

Total FTE by School	2019-2020 March FTE	JK	SK	Gr. 1-3	Gr. 4-6	Gr. 7-8	2020-2021 Projected FTE
B.A. Parker Public School	112.00	10.00	6.00	26.00	33.00	28.00	103.00
Beardmore Public School	23.00	1.00	5.00	8.00	5.00	5.00	24.00
Dorion Public School	43.00	4.00	3.00	16.00	14.00	8.00	45.00
George O'Neill Public School	150.00	12.00	14.00	42.00	41.00	34.00	143.00
Manitouwadge Public School	46.00	4.00	8.00	11.00	10.00	8.00	41.00
Margaret Twomey Public School	172.00	15.00	15.00	43.00	52.00	43.00	168.00
Marjorie Mills Public School	43.00	5.00	6.00	10.00	12.00	9.00	42.00
Nakina Public School	13.00	2.00	1.00	6.00	3.00	3.00	15.00
Schreiber Public School	52.00	6.00	5.00	12.00	18.00	13.00	54.00
Terrace Bay Public School	106.00	8.00	9.00	36.00	37.00	16.00	107.00
Total FTE	760.00						741.00
Total FTE by Grade		67.00	72.00	210.00	225.00	167.00	741.00

Table 2 outlines the recommended classroom staffing compared to the 2019/2020 school year and Table 3 outlines the recommended Special Education, French, Native Language and Primary Planning staffing. The additional column titled "Other" represents special programs. Table 4 provides a suggested classroom configuration based on the staffing allocations in this report. This table is only a suggestion as schools may decide to configure the classrooms differently.

Table 2: Recommended Classroom Staffing for September 2020

School	2019/2020		September 2020		
	<i>Actual Enrollment (Mar 31/2019)</i>	<i>Classroom Teachers</i>	<i>Projected Enrollment (Oct. 31/2020)</i>	<i>Classroom Teachers</i>	<i>Change in Teachers</i>
B.A. Parker	112.00	6.00	103.00	6.00	0
Beardmore	23.00	3.00	24.00	2.50	-0.50
Dorion	43.00	4.00	45.00	4.00	0
George O'Neill	150.00	7.50	142.00	7.50	0
Manitouwadge	46.00	4.00	41.00	4.00	0
Margaret Twomey	172.00	9.00	168.00	9.00	0
Marjorie Mills	43.00	4.50	42.00	4.00	-0.50
Nakina	13.00	2.50	15.00	2.00	-0.50
Schreiber	52.00	4.00	54.00	4.00	0
Terrace Bay	106.00	5.00	106.00	6.00	+1.0
Total FTE	760.00	49.50	741.00	49.00	-0.50

Table 3: French, Special Education Teachers, Native Language Teacher and Other Program Staff

School	2019/2020						2020/2021						
	SET/EI	Primary Planning	French	Native Language/Other	Other	Total	SET/EI	Primary Planning	French	Native Language/Other	Other	Total	Change
B.A. Parker	2.05++	0.57	0.38	0.5**	0	3.5	2.05++	0.57	0.38	0.5**	0	3.5	0
Beardmore^	0.43	0.19	0.19	0.19	0	1.0	0.43	0.19	0.19	0.19	0	1.0	0
Dorion^	0.43	0.19	0.38	0	0	1.0	0.20	0.42	0.38	0	0	1.0	0
George O'Neill	1.00	0.63	0.57	0.57	0.23^^	3.0	1.00	0.63	0.57	0.57	0.23^^	3.0	0
Manitouwadge^	0.93++	0.19	0.38	0	0	1.5	0.93++	0.19	0.38	0	0	1.5	0
Margaret Twomey	1.50++	1.00	1.00	0	0	3.5	1.50++	1.00	1.00	0	0	3.5	0
Marjorie Mills	0.86	0.38	0.38	0.38	0	2.0	0.86	0.38	0.38	0.38	0	2.0	0
Nakina ^^	0.12	0.19	0.19	0	0	0.5	0.12	0.19	0.19	0	0	0.5	0
Schreiber^^	0.70++	0.38	0.42	0	0	1.5	0.70++	0.38	0.42	0	0	1.5	0
Terrace Bay^	1.00++	0.57	0.42	0	0.5****	2.5	1.00++	0.57	0.42	0	0.5****	2.5	0
Total FTE	9.02	4.29	4.31	1.64	0.73	20.0	8.79	4.52	4.31	1.64	0.73	20.0	0

^ (0.5 FTE) Administration Multi-Disciplinary Team Assignment in this school.

^^ (0.5 FTE) Administration Teaching Position in this school.

**Includes other assignments qualification dependent.

****English as a Second Language Program

++Additional Special Education Resource Teacher (SET) Board Funded.

^^^ Teacher to provide for flexibility of programming and address class size Board Funded.

Table 4: September 2020 Tentative Classroom Configurations

School	Class By Grade	Numbers By Grade	Totals per Class	Projected Enrolment
BA Parker	JK/SK*	10/6	16	
	1/2	9/4	13	
	3/4	13/5	18	
	4/5	8/8	16	
	6/7	12/8	20	
	7/8	5/15	20	103
Beardmore	JK/SK/1-am	1/5/3	9	
	JK/SK/1/2/3- pm	1/5/3/1/4	14	
	2/3/4- am	1/4/3	8	
	5/6/7/8- am	1/1/0/5	7	
	4/5/6/7/8 - pm	3/1/1/0/5	10	24
Dorion	JK/SK/1	4/3/5	12	
	2/3	5/6	11	
	4/5	4/8	12	
	6/7/8	2/3/5	10	45
George O'Neill	JK/SK*	12/10	22	
	SK/1	4/15	19	
	2/3	14/3	17	
	3/4	10/5	15	
	4/5	11/8	19	
	5/6	8/9	17	
	7	17	17	
	8	17	17	143
Manitouwadge	JK/SK	4/8	12	
	1/2	5/2	7	
	3/4/5	4/0/6	10	
	6/7/8	4/3/5	12	41
Margaret Twomey	JK/SK*	15/10	25	
	SK/1	5/11	16	
	2	15	15	
	3	17	17	
	4	19	19	
	5	20	20	
	6/7	13/5	18	
	7	20	20	
	8	18	18	168
Marjorie Mills	JK/SK	5/6	11	
	1/2/3	0/4/6	10	
	4/5/6	3/3/6	12	
	7/8	3/6	9	42

Nakina				
	JK/SK/1/2/3	2/1/1/4/1	9	
	4/5/6/7/8	1/1/1/2/1	6	15
Schreiber	JK/SK	6/5	11	
	1/2/3	4/3/5	12	
	4/5	5/9	14	
	6/7/8	4/8/5	17	54
Terrace Bay	JK/SK*	8/9	17	
	1	20	20	
	2/3	6/10	16	
	4/5	9/11	20	
	6	18	18	
	7/8	9/7	16	107

*Classes include a Registered Early Childhood Educator (DECE) at this time.

Administrative Recommendations

That, the report No. 29 entitled, "Proposed Elementary Teaching Staffing and Organization for September 2020", be received by the Board for information.

Respectfully submitted by:

Charles Bishop
Superintendent of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 30

Date: April 20, 2020

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

FROM: Hillary Freeburn, Early Years System Principal

SUBJECT: Early Years Portfolio Update

STRATEGIC

PRIORITY: Learning, Stewardship, Relationships & Well-Being

Background

Collective Vision: The Superior-Greenstone District School board advocates for an integrated early years/child care system in which school board and early years staff work in partnership to provide seamless, high quality programs and services for children and families. In these community hubs, we focus on learning, foster well-being, establish positive relationships and make a difference... beginning from birth.

This vision represents all pillars within our Multi-Year Strategic Plan and reflects our commitment to enhancing partnerships in a mutually beneficial way as we continue to increase communication and collaboration through quality relationships.

Current Situation

Currently we are working towards three main priorities to support the implementation of a responsive, high-quality, accessible and increasingly integrated early years system that contributes to healthy child development as outlined by the Ministry of Education:

Community Partner Engagement

We are actively and regularly engaging with the TBDSSAB, childcare operators, community partners, and families to ensure coordination, collaboration and services at a school, neighbourhood and system level. Through communication, collaboration and a shared vision, system planning is taking place related to Kindergarten, Child Care, Before-and After School Programs, EarlyON, Child and Family Centres, Capital projects, Early Development Instrument (EDI), and Early Years Experiences at Kindergarten (EYE@K).

Developing a Shared Culture in Schools

We collaborate with our shared space partners to build capacity with school administrators, Kindergarten educator teams and early years partners to create a culture in schools that welcomes everyone at all levels. We are utilizing our Shared Spaces framework to measure and monitor our goal of moving towards full integration at each of our sites. This framework has also been used beyond the early years as the foundation to expand our expectations for authentic and genuine sharing of space with all partners throughout the school board.

Early Years Professional Learning

We collaborate to offer professional learning opportunities to deepen understandings of the program expectations and foster alignment between the programs in schools and communities. To accomplish this, we determine the professional learning needs of administrators and educators between programs and offer differentiated opportunities based on those needs.

Next Steps

1. Continue to provide professional learning in the area of Self-Regulation to school and board staff, community partners and families, utilizing a variety of methods including book studies, challenges, resource sharing, School Council Meetings, PIC and SEAC Meetings.

2. Continue to collaborate with our Shared Space Partners to move closer to full-integration at each of our schools.
3. Continue to develop community partner structures to communicate more efficiently to better serve our children and families as they transition into school.
4. Continue to offer high quality professional learning to all early years staff in a responsive manner.

Administrative Recommendations

That the Superior-Greenstone DSB receive Report No. 30, Early Years Update, for information.

Respectfully submitted by:

Nicole Morden Cormier,
Director of Education

Hillary Freeburn,
Early Years System Principal

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**Report No:** 31
Date: April 20, 2020

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

FROM: Charlie Bishop & Will Goodman, Superintendent of Education

SUBJECT: SGDSB Continuity of Learning Plan

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

Background

The Ministry of Education initiated a Ministerial Order to close all publicly funding schools in Ontario. The closure began on Saturday, March 14, 2020 and continued to Sunday April 5, 2020. Beginning April 6 schools returned to learning using technology that allows everyone to work from their homes. Since then our timelines for school closure have been extended until May 1 with potential for further extensions. These decisions are based on the medical advice from Dr. David Williams, Ontario's Chief Medical Officer of Health and the experts at the COVID-19 Command Table. School boards have created and submitted continuity of learning plans based on Ministry requirements for returning to learning.

Current SituationWhy

We understand that the needs of each school community are unique, and although this document provides the larger context for supporting our staff and students, we have adopted practices that allow each school to best support their learners in order for students and families to achieve success and well-being. Co-authors Doucet, Netolicky, Timmers and Tuscano "Thinking About Pedagogy in an Unfolding Pandemic" write about how the continuation of learning during emergencies provides immediate physical and psychosocial protection, less frequent exposure to activities that put them at risk and continued stability during uncertain times.

How

The SGDSB Continuity of Learning Plan was created in collaboration with a variety of stakeholders from education staff to federation leaders. The plan meets all of the ministry requirements to date although we continue to receive daily changes and updates. This document was designed to provide over-arching guidance to all educators as we navigate distance learning in Superior-Greenstone District School Board. SGDSB deliberately uses the term distance learning rather than technology-specific labels such as "virtual learning," "e-learning," or "online classes." This choice reflects our conviction that quality learning can occur at a distance without solely relying on computers. Rather than being tied to an electronic device for their learning, our goal is for students to read, communicate, and engage in authentic learning experiences, while continuing to be physically active. Our current plan adopts all pillars and objectives within the strategic plan as we embark in the concept of "re-imagining learning".

Technology update

Panel	# Devices to families	# students with no WIFI Access
Elementary	204	25
Secondary	146	10

What

Below is the theory that supports our continuity of learning.

1. Maslow before Bloom in times of emergency.

2. Soft start to learning, Week 1 (April 6-10), will be re-connecting with students and learning need not be curricular within this week as we introduce students and families to this new learning environment.
3. There is no "one size fits all" for this - it is school/family context dependent.
4. Ethical Considerations for Educators
 - a. Infrastructure (bandwidth, software, hardware training for staff and students, etc.)
 - b. Parents who are working/cannot support/working from home.
 - c. May not be appropriate for young learners, especially those with minimal or irregular adult supervision.
 - d. Student privacy and data needs to be protected.
5. Educator voice is essential as you know your students best.
6. Distance learning cannot mirror learning as it normally does in school. In fact, trying to replicate the pace and type of work that would be done at school is unrealistic. For educator workload, student capacity and parent well-being, we need to scale back what we set and expect to be the essentials. Distance learning is not a time for busy work or encouraging long days at a computer or a desk.
7. Distance learning can involve a combination of synchronous (live learning in which students learn with the educator at the same time) and asynchronous (students learning independently at different times) approaches.
8. We suggest a mixture of both synchronous and asynchronous learning for distance learning, but this mix will depend on what type of distance learning you can do. A synchronous approach has communication happening in real time allowing for instant feedback and clarification (such as through live video connecting). An asynchronous approach is usually chosen when students work at their own pace which is more flexible. Asynchronous learning should be the predominate part of the prescribed day as we begin our distance learning experience.
9. An asynchronous approach can be done with the older grades for many subjects. They are closer to being, or already are, independent learners. The synchronous part of their day could be for a quick mini-lesson or assemblies/town halls to stay connected with their peers. For younger and dependent learners, the asynchronous component should involve play, exploration, inquiry, and wonder.
10. Edsby will be the main communication tool however, alternative arrangements must be made for those who are unable to access Edsby.

Key Expectations in The Continuity of Learning Plan

- Privacy and confidentiality remain priorities as we extend our virtual learning.
- Teaching staff are planning synchronous and asynchronous learning each week based on minimum expectations from the Ministry of Education.
- Assessment for learning (formative assessment) will be used for all elementary students and will only receive final report cards that will be completed based on the time from September to March and may include current learning if it benefits the students
- Secondary students who are graduating will receive mid-year marks and final report cards and marks will not be impacted for those who are impacted by covid-19.
- All other Secondary students will only receive final report cards and mark will not be impacted for those who are impacted for those who are impacted by covid-19.
- A protocol has been developed in order to provide learning materials for students who do not have WIFI access.
- Students with special education needs are continuing with programs based on IEP's and supports are continuing within our new contexts.
- Student Success teams and school based teams have been established to connect and support students who are at risk.
- Mental health is at the forefront of what we do and our team is acting as triage to community services.

Next Steps

The landscape of learning is changing quickly and we are all practicing our motto that "we are all learners". Connectivity continues to be our greatest area to navigate as we work with the ministry, families and vendors. We will continue to provide training opportunities for staff and families as we

develop greater comfort in using new tools. Regular communication and multiple points of contact will continue as we embrace and make distance learning work for all SGDSB students.

Administrative Recommendations:

That, the Superior-Greystone District School Board receive for information Board Report No. 31: SGDSB Continuity of Learning Plan.

Respectfully submitted by:

Charlie Bishop & Will Goodman
Superintendents of Education