



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 2023/04

A G E N D A

Monday, April 24, 2023 – 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: 894 313 251 #

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

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					
Cormier, Dr. Paul						Pristanski, Kal					
Fairservice, Dan						Michano, Julie					
Jarvis, Allison						Grace Molinski (Student)					
Liscomb, Pat						Emeraude Hunter (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>					
Fredrickson, Eric: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Marton, Alex: <i>Superintendent of Business</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>					
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</i>					

2.0 Regular Meeting Call to Order

✓ **That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, April 24, 2023, be called to order at _____ p.m.

3.0 Approval of Agenda

✓ **That**, the agenda for the Superior-Greenstone DSB 2023/05 Regular Board Meeting, April 24, 2023, 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 amended:

1. Regular Board Meeting 2023/04: March 27, 2023;
2. Special Board Meeting 02/2023: April 3, 2023;

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

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

1. Special Education Advisory Committee January 10, 2023
2. Special Education Advisory Committee March 7, 2023
3. Indigenous Education Advisory Committee March 22, 2023
4. Occupational Health and Safety Committee March 22, 2023

[\(Attached\)](#)[\(Attached\)](#)[\(Attached\)](#)[\(Attached\)](#)**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: Grade 11 History and Grade 10 English**

(Video Presentation
– N. Morden Cormier)

7.2 Excellence in Education: Superior-Greenstone District School Board Presentation Titled: Experiential Learning

(PowerPoint Presentation
– System Lead, Carole Leroux)

7.3 Report No. 35: Student Trustee Report: April 2023[\(Attached - Trustees, G. Molinski & E. Hunter\)](#)**8.0 Reports and Matters for Decision****8.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)****8.1.1 Special Education Advisory Committee (SEAC) Report**[\(M. Brunskill/ W. Goodman\)](#)**8.1.2 Indigenous Education Advisory Committee (IEAC) Report**[\(N. Morden Cormier\)](#)**8.1.3 Occupational Health and Safety Committee (OH&SC) Report**[\(M. Brunskill/ G. Muir\)](#)

9.0 Reports of the Business / Negotiations Committee

Superintendent of Business: Alex Marton
Business /Negotiations Chair: Trustee Kal Pristanski

- 9.1 Report No. 36:
Enrollment Summary as of March 31, 2023 ([Attached](#) – A. Marton)
- 9.2 Report No. 37:
Education Support Staff (ESS) Pay Equity ([Attached](#) – D. Nault/ A. Marton)
- 9.3 Report No. 38:
2022-2023 Employee Recognition Awards ([Attached](#) – D. Nault/ A. Marton)

10.0 Reports of the Director of Education

Director of Education: Nicole Morden Cormier

- 10.1 Report No. 39:
Directors Monthly Report: April 2023 ([Attached](#) - N. Morden Cormier)
- 10.2 Report No. 40:
Emergency Procedures for Major Incidents ([Attached](#) - N. Morden Cormier)

11.0 Reports of the Education Committee

Superintendent of Education: Will Goodman
Superintendent of Education: Eric Fredrickson
Education Chair: Trustee Dan Fairservice

- 11.1 Report No. 41:
Finalized Elementary Teaching Staffing and Organization for September 2023 ([Attached](#) - E. Fredrickson)
- ✓ **That**, the Superior-Greenstone DSB having received Board Report No. 41: Finalized Elementary Teaching Staffing and Organization for September 2023, approves the staffing as presented.
- 11.2 Report No. 42:
2023-2024 Finalized Secondary Staffing ([Attached](#) – W. Goodman)
- ✓ **That**, the Superior-Greenstone DSB having received Board Report No. 42: 2023-2024 Finalized Secondary Staffing, approves the Secondary staffing as presented.
- 11.3 Report No. 43:
Indigenous Education: Learning With & From Community Partners ([Attached](#) - S. Bartlett/ W. Goodman)

12.0 New Business

Board Chair: Pinky McRae

- 12.1 Board Chair
- 12.1.1 Update: Minister and Board Chair Teleconference (P. McRae)
- 12.1.2 Trustee Professional Development (P. McRae)
- PD Session - May 29, 2023 – SGDSB Learning Centre
 - [OPSBA AGM – June 8-10, 2023, Blue Mountain, Collingwood](#)
- 12.2 Trustee Associations and Other Boards
- 12.2.1 OPSBA Director Update (Trustee, J. Nesbitt)
- 12.3 Trustee Activities
- 12.4 Future Board Meeting Agenda Items

12.5 Board Meeting Evaluation Summary March 27, 2023 [\(Attached - P. McRae\)](#)

13.0 Notice of Motion

14.0 Observer Comments *(Members of the public limited to 2-minute address)*

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

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

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

16.0 Report of the Committee of the Whole Closed Section B

16.1 *✓ That, the Superior-Greenstone DSB Committee of the Whole, In-Camera Section B (Closed) Reports be adopted including the amended confidential minutes from the meeting held as:*
 1. Regular Board 2023/04: March 27, 2023 [\(Attached\)](#)

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 2023/04 Regular Board Meeting, Monday, April 24, 2023 adjourn at _____, p.m.

<u>2023 - Board Meetings</u>		
<i>Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, May 29, 2023 <i>*Designate Site: SGDSBLC</i>		
Monday, June 26, 2023	Monday, July 10, 2023	Monday, August 28, 2023
Monday, September 18, 2023	Monday, October 23, 2023 <i>*Designate Site: GCHS</i>	Monday, November 20, 2023
Monday, December 4, 2023 (1:00 p.m.) <i>*Designate Site: Board Office</i>		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2023/05

Committee of the Whole Board: Closed Session.

Monday, April 24, 2023

Videoconference and Teleconference

A G E N D A

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

Location: Videoconference & Teleconference

Recorder: G. Christianson

PART II: Committee of Whole Board – Closed

Section (B): In-Camera TBD.

- 1.0 Disclosure of Interest: re Closed Session (P. McRae)
- 2.0 Approve Agenda: Committee of the Whole In-Camera (Closed) (P. McRae)
- 3.0 In-Camera (closed) Meeting Minutes as Amended
 - 1. Regular Board Meeting 2023/04 March 27, 2023 [\(Attached\)](#)
- 4.0 Personnel Item A: Update: (N. Morden Cormier)
- 5.0 Personnel Item B: (W. Goodman)
- 6.0 Update: (A. Marton/ N. Morden Cormier)



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Regular Board Meeting 2023/04

MINUTES

Monday, March 27, 2023 – 6:30 p.m.

Videoconference & Teleconference

Microsoft Teams meeting
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 429 900 212 #

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

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) 8:49 a.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		
Cormier, Dr. Paul					x	Pristanski, Kal			x		
Fairservice, Dan			x			Michano, Julie			x		
Jarvis, Allison			x			Grace Molinski (Student)			x		
Liscomb, Pat				x		Emeraude Hunter (Student)			x		
McRae, Pauline (Pinky)			x								

<u>Board Administrators</u>	<i>Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>			x		
Fredrickson, Eric: <i>Superintendent of Education</i>			x		
Goodman, William: <i>Superintendent of Education</i>			x		
Marton, Alex: <i>Superintendent of Business</i>			x		
Harris, Brent: <i>Manager of Financial Services</i>					x
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>			x		
Grecica, Jason: <i>Team Lead - Business Services</i>			x		
Dee, Christine: <i>Team Lead – Payroll 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</i>			x		

LAND ACKNOWLEDGMENT

As we began our meeting in a good way, the Board Chair recognized that wherever we are, we are on the traditional land of the Anishinaabeg; a land that feeds our minds, hearts, bodies and spirit. The Board Chair asked the group to take a minute to acknowledge the original custodians of these lands; those who have been the protectors of the earth, the animals, the water, and the people of Turtle Island, since time immemorial. We respect to the elders - past, present and future - for they hold the memories, the traditions, the culture, and the hopes of Indigenous peoples.

The Board Chair joined the meeting from the land of the Robinson Superior Treaty of 1850 and the unceded territory of the Ojibwa of Pic River. We express our commitment to reconciliation by continuously building my understanding of the history of Turtle Island, in order to move forward in responding to Calls to Action #62 and #63. We are all reminded that these Calls to Action urgently require the integration of Indigenous, history, knowledge and teaching methods into all classrooms and schools, and that we continue, as trustees, to champion and support the education of staff to do so. This commitment must be ours, as we move towards authentic reconciliation.

PART I: *Regular Board Meeting*

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

2.0 Regular Meeting Call to Order**51/23**Moved by: *Trustee J. Michano*Second: *Trustee J. Nesbitt*

✓ **That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, March 27, 2023, be called to order at 6:34 p.m.

Carried**3.0 Approval of Agenda****52/23**Moved by: *Trustee K. Pristanski*Second: *Trustee M. Brunskill*

✓ **That**, the agenda for the Superior-Greenstone DSB 2023/04 Regular Board Meeting, March 27, 2023, be accepted and approved.

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

There were no conflict of interest offered at this time.

5.0 Minutes: Board Meetings and Board Committee Meetings**5.1 Board Meeting Minutes****53/23**Moved by: *Trustee J. Nesbitt*Second: *Trustee A. Jarvis*

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

1. Regular Board Meeting 2023/03: February 27, 2023.

Carried**5.2 Board Committee Meeting Minutes****54/23**Moved by: *Trustee J. Michano*Second: *Trustee J. Nesbitt*

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

1. Indigenous Education Advisory Committee November 15, 2022.

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

Nil.

7.0 Delegations and/or Presentations**7.1 Showcasing Learning: Trillium Demonstration Schools**

Superintendent of Education Will Goodman and Eric Fredrickson provided a PowerPoint presentation that highlighted their tour of the Trillium Demonstration School and the support available.

- 7.2 Excellence in Education: Marathon High School - Supporting Our Students
Principal Stephen Wilson provided a presentation that highlighted the many ways Marathon High School supports students and has built multiple community partnerships. The presentation featured video testimonials from students who have participated in cooperative education opportunities within the community including placements with the diagnostic imaging department and inpatient care department at Wilson Memorial General Hospital.

Note: Trustee Pat Liscomb joined the meeting at 7:05 p.m.

- 7.3 Report No. 28: Student Trustee Report: March 2023
Student Trustees Grace Molinski and Emeraude Hunter provided a detailed review of the March report. They highlighted the work of the Student Senate, meeting and conference attendance and increase student involvement and voice.

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
Superintendent of Education Will Goodman provided a review of the SEAC meeting held on March 7, 2023. The meeting highlights included a presentation from Eric Leroux regarding IEP and IEP audit and a presentation from Annick Brewster about the Multi-Disciplinary Team. The next meeting is April 4, 2023.
- 8.1.2 Parent Engagement Committee (PEC) Report
The PEC met on March 21, 2023, for an information meeting. The committee discussed the Feast and Feedback session that is planned for May 16, 2023, at 5:30 p.m. at multiple locations across the district. The questions asked at the Feast and Feedback session will also be circulated through the Thought Exchange platform to receive additional feedback amongst parents/guardians/caregivers. A presentation was provided regarding the Thought Exchange platform and a presentation on the Drug Free Canada presentation and board strategy.
- 8.1.3 Indigenous Education Advisory Committee (IEAC) Report
The update is deferred to the next Board meeting.

9.0 Reports of the Business / Negotiations Committee

*Superintendent of Business: Alex Marton
Business /Negotiations Chair: Trustee Kal Pristanski*

- 9.1 Report No. 29: Accumulated Surplus for Capital Projects No. 03
Superintendent of Business Alex Marton presented the request for release of accumulated surplus funds for capital projects. The report outlined the IT Department's strategy for this fiscal year that involves shifting repairs and maintenance of school learning equipment from a 3rd party to internal staff. This will reduce both cost and wait time resulting in less barriers for students in our district. To execute this strategy, there is a need for a cohesive space for IT to repair, store and deploy equipment. Creating an IT space will allow all three Red Rock IT staff to work and collaborate in the same area and provide room for maintenance. This renovation will open up two more offices at the SGDSB Learning Centre.

55/23

Moved by: Trustee J. Nesbitt

Second: Trustee A. Jarvis

✓ That, the Superior-Greenstone DSB, approve for release, \$110,000 in accumulated surplus funds for use in capital projects for the 2022-2023 fiscal year.

Carried

- 9.2 Report No. 30: Employee Well-Being Programs
Disability and Wellness Advisor Jolene Hynnes provided a review of the Employee Well-Being Programs that have been implemented. The report showcased the Wellness Incentive Program

that will be re-branded in April 2023 to the Well-Being Promotion Program and will launch in May 2023. This work supports the objectives of the Multi-Year Strategic Plan and support staff engagement in activities that support their spiritual, physical, social and intellectual health. The plans are based upon the feedback received from staff through surveys and in-person visits and is reflective of staff needs.

9.3 Report No. 31: Trustee Professional Development Funds 2022-2023

The Superintendent of Business presented the report on Trustee Professional Development Funds for the 2022-2023 school year. The funds are provided as part of the GSN from the Ministry of Education and has been consistent for the last ten years. The fiscal year ends on August 31, 2023, and the report outlined the available funds to date as well as the expenses for Trustee professional development that has occurred or is scheduled to in April. The Trustees discussed the idea of developing a professional development plan for Trustees that is reflective of the needs of the school board.

10.0 Reports of the Director of Education

Director of Education: Nicole Morden Cormier

10.1 Report No. 32: Directors Monthly Report: March 2023

The Director Nicole Morden Cormier provided a review of the monthly report for March 2023. The report highlights the many ways that school and system staff are operationalizing the Multi-Year Strategic Plan. The examples demonstrate how schools, and the system, are supporting student voice through leadership opportunities, as they exercise social, environmental and digital responsibility.

10.2 Report No. 33: Anishinabek Education System & SGDSB: Engagement Framework Agreement

The Director reviewed the report and advised that the Draft Engagement Framework is in the final stages of revision. This will be the first agreement in Ontario with an official signing to take place this spring. The process to arrive at an agreement has been filled with significant learning, new understandings and increasingly positive relationship building for the Manager of Indigenous Education and the Director of Education. This agreement sets out a process by which the First Nations and the school board will gather input and guidance and build consensus on key decisions impacting Anishinabek student success and well-being for students attending First Nations Schools and the First Nations' students attending schools operated by the school board. The framework articulates the Principles of Engagement which include how the First Nations and school board will conduct themselves as full and equal partners, and a process by which engagement will occur. The school board has been invited to present the success of the Engagement Framework Agreement at an upcoming provincial conference for Superintendents of Education.

11.0 Reports of the Education Committee

Superintendent of Education: Will Goodman

Superintendent of Education: Eric Fredrickson

Education Chair: Trustee Dan Fairservice

11.1 Report No. 34: Technology Enabled Teaching & Learning Portfolio Board Report

Technology Enabled Learning and Teaching Principal Stacey Wallwin presented the report. The Superior-Greenstone District School Board videoconference (VC) course offerings continue to grow as system alignment with timetable creation occurs and capacity with staff and students expands. For the 2022-2023 school year we had 19 active VC courses serving all 5 secondary schools and our remote secondary learners. Superior-Greenstone District School Board is now a member of the Ontario e-Learning Consortium (OeLC). Our former Northern e-Learning Consortium (NeLC) has disbanded as a consortium, and we now pay to be a member of the Ontario e-Learning Consortium. By becoming a member of the Ontario e-Learning Consortium, we have significantly increased the number of partner boards our students can take e-learning courses from 14 to 55. Currently 98% of eligible students have opted in for the two e-learning credit Ontario Secondary School Diploma requirement and our partnership with the Ontario e-Learning Consortium will help ensure that we can meet their pathway needs.

12.0 New Business

Board Chair: Pinky McRae

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

The Minister cancelled the most recent meeting, therefore there is no available update.

12.1.2 Trustee Professional Development Planning

The Board Chair Pinky McRae discussed the upcoming professional development opportunities available and the budget limitations for travel. The Board concluded that Trustee Jason Nesbitt would attend the Human Resources and Labour Relations Symposium in April as it will be minimal cost to the Board as he is already traveling to Toronto for the OPSBA Policy meeting. Trustee Nesbitt advised that he will advocate to OPSBA that conferences include a virtual attendance option. The Trustees discussed their availability and interest in the OPSBA AGM scheduled for June at Blue Mountain, Ontario. Trustee Jason Nesbitt expressed his interest in attending and several Trustees advised that they will check their schedules and review the AGM agenda when it is posted to determine their interest and availability.

The Director reminded Trustees that the May 2023 Regular Board meeting is in-person at the SGDSB Learning Centre in Red Rock. The Trustees discussed interest in attending a professional development session prior to the meeting since the majority of the group may be together. A survey will be distributed to determine availability.

12.2 Trustee Associations and Other Boards**12.2.1 OPSBA Director Update**

Trustee Jason Nesbitt will be attending the OPSBA Human Resources and Labour Relations Symposium in April and the upcoming Northern meeting. The Director will provide discussion points in advance of the Northern Meeting within the week. The next OPSBA Policy meeting is scheduled for May 5, 2023.

12.2.2 Indigenous Trustees Council Update

Nil.

12.3 Trustee Activities

The Director issued a reminder to Trustees to please add the local graduation dates to their calendars and watch for invitations from the school Principal within their area.

12.4 Future Board Meeting Agenda Items

The Board Chair reminded Trustees to please provide any future agenda items to the Director or Board Chair in advance of the next meeting.

12.5 Board Meeting Evaluation Summary February 27, 2023

A reminder was issued to Trustees to please complete the Board Meeting Evaluation form after each meeting through the link provided in the agenda.

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) 8:49 p.m.

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

56/23

Moved by: Trustee J. Nesbitt Second: Trustee K. Pristanski
 ✓ **That**, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 8:49 p.m. and that this portion be closed to the public.

Carried

15.2 Rise and Report from Closed Session

57/23

Moved by: Trustee J. Nesbitt Second: Trustee M. Brunskill
 ✓ **That**, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 9:03 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 **58/23**

Moved by: Trustee J. Michano Second: Trustee K. Pristanski
 ✓ **That**, the Superior-Greenstone DSB Committee of the Whole, In-Camera Section B (Closed) Reports be adopted including the amended confidential minutes from the meeting held as:
 1. Regular Board 2023/03: February 27, 2023

Carried

16.2 Other Recommendations from Committee of the Whole Closed Session

16.1.1 **59/23**

Moved by: Trustee J. Michano Second: Trustee M. Brunskill
 ✓ **That**, the Superior-Greenstone DSB having received In-Camera Report No. IC-02-23, SGDSB Trustee Code of Conduct: Proceedings for Formal Complaint, for information at the February 27, 2023 meeting, approve that the following Trustees form the Code of Conduct Committee: Allison Jarvis, Kal Pristanski, Megen Brunskill and Julie Michano.

Carried

16.2.2 **60/23**

Moved by: Trustee K. Pristanski Second: Trustee J. Michano
 ✓ **That**, the Superior-Greenstone DSB having received In-Camera Report No. IC-03-23, approve the appointment of Trend Line Services as third party investigators on behalf of the Superior-Greenstone DSB Code of Conduct Committee.

Carried

17.0 Adjournment

61/23

Moved by: Trustee P. Liscomb Second: Trustee J. Nesbitt
 ✓ **That**, the Superior-Greenstone DSB 2023/04 Regular Board Meeting, Monday, March 27, 2023, adjourn at 9:04, p.m.

Carried

<u>2023 - Board Meetings</u>		
Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.		
Monday, April 3, 2023 *Special Board Meeting	Monday, April 24, 2023	Monday, May 29, 2023 *Designate Site: SGDSBLC
Monday, June 26, 2023	Monday, July 10, 2023	Monday, August 28, 2023
Monday, September 18, 2023	Monday, October 23, 2023 *Designate Site: GCHS	Monday, November 20, 2023
Monday, December 4, 2023 (1:00 p.m.) *Designate Site: Board Office		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2023/04

Committee of the Whole Board: Closed Session.

Monday, March 27, 2023

Videoconference and Teleconference

TOPICS

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

PART II: Committee of Whole Board – Closed	Section (B): In-Camera 8:49 p.m.
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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 as Amended
 - 1. Regular Board Meeting 2023/03: February 27, 2023
- 4.0 Personnel Item A:
- 5.0 Personnel Item B:
- 6.0 Personnel Item C: Follow Up: IC-02-23
- 7.0 Report No.: IC-03-23

Regular Board Meeting 2023-04

Monday, March 27, 2023

MINUTES

APPROVED THIS _____ DAY OF _____, 2023

SECRETARY

CHAIR



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

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Special Board Meeting 2023/02

MINUTES

Monday, April 3, 2023 – 6:30 p.m.

Videoconference & Teleconference

Microsoft Teams meeting
1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 743 963 430#

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

VC Sites: Videoconference & Teleconference

Recorder: G. Christianson

PART I: Special Board Meeting

Section (A): – (open to public): 6:30 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		
Cormier, Dr. Paul			x			Pristanski, Kal			x		
Fairservice, Dan			x			Michano, Julie			x		
Jarvis, Allison					x	Grace Molinski (Student)					x
Liscomb, Pat						Emeraude Hunter (Student)					x
McRae, Pauline (Pinky)			x								

<u>Board Administrators</u>	<i>Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>				
	OS	TC	VC	A	R
Morden Cormier, Nicole: <i>Director of Education</i>			x		
Fredrickson, Eric: <i>Superintendent of Education</i>			x		
Goodman, William: <i>Superintendent of Education</i>			x		
Marton, Alex: <i>Superintendent of Business</i>			x		
Harris, Brent: <i>Manager of Financial Services</i>			x		
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					x
Grecica, Jason: <i>Team Lead - Business Services</i>					x
Dee, Christine: <i>Team Lead – Payroll 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</i>			x		

LAND ACKNOWLEDGMENT

As we began our meeting in a good way, the Board Chair recognized that wherever we are, we are on the traditional land of the Anishinaabeg; a land that feeds our minds, hearts, bodies and spirit. The Board Chair asked the group to take a minute to acknowledge the original custodians of these lands; those who have been the protectors of the earth, the animals, the water, and the people of Turtle Island, since time immemorial. We respect to the elders - past, present and future - for they hold the memories, the traditions, the culture, and the hopes of Indigenous peoples.

The Board Chair joined the meeting from the land of the Robinson Superior Treaty of 1850 and the unceded territory of the Ojibwa of Pic River. We express our commitment to reconciliation by continuously building my understanding of the history of Turtle Island, in order to move forward in responding to Calls to Action #62 and #63. We are all reminded that these Calls to Action urgently require the integration of Indigenous, history, knowledge and teaching methods into all classrooms and schools, and that we continue, as trustees, to champion and support the education of staff to do so. This commitment must be ours, as we move towards authentic reconciliation.

PART I: *Special Board Meeting*

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

2.0 Special Board Meeting Call to Order**62/23***Moved by: Trustee J. Nesbitt**Second: Trustee J. Michano*

✓ **That**, the Superior-Greenstone DSB Special Board Meeting on Monday, April 3, 2023, be called to order at 6:34 p.m.

Carried**3.0 Approval of Agenda**

The agenda was amended to include the updated report No. 35 that was emailed prior to the meeting as there where two changes in the report that Superintendent Eric Fredrickson corrected.

63/23*Moved by: Trustee K. Pristanski**Second: Trustee J. Nesbitt*

✓ **That**, the agenda for the Superior-Greenstone DSB 02-2023 Special Board Meeting, April 3, 2023, be accepted and approved as amended.

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

There where no disclosures of interest offered at this time.

5.0 Reports from the Superintendents of Education*Superintendent of Education: Eric Fredrickson**Superintendent of Education: Will Goodman**Education Chair: Daniel Fairservice***5.1 Special Board Report No. 35: Proposed Elementary Teaching Staffing And Organization for September 2023**

Superintendent of Education Eric Fredrickson presented the proposed Elementary Teaching Staffing and Organization report for September 2023. The Superintendent highlighted the consultation process conducted to determine the staffing needs of the schools and classroom configurations. A review was provided of the estimated student enrollment numbers and the impacts to staffing due to the decreased enrollment forecasted at the elementary level. The final report will be presented at the April 24, 2023 regular Board meeting. The Educational Assistant Staffing will be reported on at the May and June Board meetings. Administration is anxiously awaiting Ministry correspondence and direction with the Grants for Student Needs information for the 2023-2024 school year.

5.2 Special Board Report No. 36: 2023-2024 Proposed Secondary Staffing

Superintendent of Education Will Goodman presented the proposed secondary staffing for the 2023-2024 school year. The staffing is presented in accordance with the contractual agreements and the protected staffing compliment. The Superintendent noted that the enrollment is determined based on average daily enrollment and future projections. The staffing reflects the requirements of Policy Memorandum 167 with the requirement for two e-learning courses.

Secondary schools offer many programs based on school needs including specialized transitions, alternative education programs and student success programs. The Superintendent reaffirmed the commitment to supporting small schools and maintaining high quality education and programming. The final report will be presented at the Regular Board meeting on April 24, 2023. Trustees expressed their gratitude to the Administration for the detailed work presented in the reports.

6.0 Adjournment

6.1 64/23

Moved by: *Trustee M. Brunskill*

Second: *Trustee J. Nesbitt*

✓ **That**, the Superior-Greenstone DSB Special Board Meeting 02-2023 on Monday, April 3, 2023, adjourn at 7:24, p.m.

Carried

<u>2023 - Board Meetings</u>		
<i>Videoconference and/or Designate Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, April 24, 2023		Monday, May 29, 2023 <i>*Designate Site: SGDSBLC</i>
Monday, June 26, 2023	Monday, July 10, 2023	Monday, August 28, 2023
Monday, September 18, 2023	Monday, October 23, 2023 <i>*Designate Site: GCHS</i>	Monday, November 20, 2023
Monday, December 4, 2023 (1:00 p.m.) <i>*Designate Site: Board Office</i>		

Special Board Meeting 2023-02

Monday, April 03, 2023

MINUTES

APPROVED THIS _____ DAY OF _____, 2023

SECRETARY

CHAIR

3.0	Additions to the Agenda:	
	Superintendent of Education Will Goodman informed the Committee that Trustee Julie Michano was appointed to replace Trustee Jason Nesbitt on the Special Education Advisory Committee at the Special Board Meeting on January 9 th , 2023.	
4.0	Business Arising from Minutes:	
	Nil.	
5.0	Agenda Items:	Host
5.1	SEAC Elections	W. Goodman
	<p>W. Goodman thanked B. Brake Weldon for her service as SEAC Chair this last year. W. Goodman provided a background on Chair/Vice Chair roles and responsibilities. He explained that you do not have to be a trustee to run for either of these positions. W. Goodman and Superintendent of Education Eric Fredrickson named as scrutineers in the event of a vote and to monitor the election. Director of Education Nicole Morden Cormier called for nominations for SEAC Chair in addition B. Brake Weldon, who volunteered to run for chair once again. Thrice called and hearing no further nominations, B. Brake Weldon was acclaimed as SEAC Chair.</p> <p>The Director called for nominations for SEAC Vice-Chair. Sheila Zappitelli volunteered to run, once again for Vice-Chair. Thrice called and hearing no further nominations, S. Zappitelli was acclaimed as SEAC Vice-Chair.</p>	
5.2	MDT Report	A. Brewster
	<p>Annick Brewster shared their Multi-Disciplinary Team Report to the group which covered three topics, IEP audits, the 3-year Additional Qualification subsidy, and an introduction of Kristen Stansell to the MDT team.</p> <p>Trustee Cormier inquired whether there is an overview of the IEP audit process; what is audited, who is involved in that process and how that process works. Are parents involved in this audit process? Could this process be presented at a later meeting? A. Brewster explained that the audit process is an internal school process. Found within the Special Education Plan, there is an outline of the audit requirements with guidelines that are in response to the Provincial Audit.</p> <p>W. Goodman suggested that a presentation outlining the audit process could be prepared if that is the will of the group. The IEP audits came from external auditors indicating a need for an internal audit process for our IEPs.</p> <p>The Director explained that the audit serves our internal purpose and gives us what capacities need to be built moving forward. It directs us in the School and Board Improvement Plans that we are implementing.</p> <p>Trustee Cormier suggested that it may be beneficial to have parental involvement in this audit process.</p> <p>The Director added that it might be of interest to our committee to have a look at what an IEP entails and if there is interest, we could explore this in the future.</p>	
5.3	Motion to Support Virtual Meetings	N. Morden Cormier
	<p>The Director presented the report, SEAC Committee Meetings: Virtual Format.</p> <p>Motion moved by: S. Zappitelli Seconded by: Trustee P. Cormier</p> <p><i>✓ That, the Special Education Advisory Committee, recommend that the Superior-Greenstone DSB approve the request for the Special Education Advisory Committee to hold meetings virtually during the 2023 and 2024 calendar years. And, That the Committee will review this recommendation and report to the board in November 2024.</i></p>	

	<p>The Director shared that this will be presented to the Board of Trustees at the January 30th meeting, and they will report back after this meeting.</p> <p>Trustee Cormier shared that they will be discussing this issue at the Indigenous Trustees Council during the January 26th meeting. There may be other boards with similar circumstances that would benefit from this change, and we will see if we may lobby as a group.</p> <p>The Director added that one of the arguments against virtual meetings is that all meetings must be open to the public. They pointed out that all of our meetings are open to the public and being virtual actually increases the public's the ability to join in.</p>	
6.0	Correspondence:	
	Nil	
7.0	New Business:	
	Nil	Host
8.0	Information Items:	
	Nil	Host
9.0	Agenda Items: Next meeting Date/Time/Venue:	
	February 14 th , 2023, at 3:00 pm via videoconference	
10.0	Adjournment:	
	<p><i>Moved by: Trustee P. Cormier Second: S. Zappitelli</i></p> <p>✓ That, the Superior-Greenstone DSB Special Education Advisory Committee Meeting on Tuesday, January 10th, 2023, adjourn at 3:31 p.m.</p>	



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

Date: Jan. 10, 2023

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

FROM: Will Goodman, Superintendent of Education

SUBJECT: Multidisciplinary Team Updates

STRATEGIC PRIORITY: Learning and Well-Being

Background

Fostering environments and pedagogy that ensures all learners are at the center.

Current Situation

Schools have completed our internal Special Education IEP Audits this past month. The IEP Audits are completed twice per year and are completed to ensure effective implementation of IEP processes and practices. As part of the audit process these are reviewed by our Special Education Team. Feedback and next steps are then shared with school teams and in-service is provided as needed.

We have received a 3-year Additional Qualification subsidy from the Ministry of Education. This subsidy is specific to Special Education and allows educators to extend their learning in an area of interest in Special Education, based on the Ministry approved list of options. We have had all of our available spots filled for this current year and we are looking forward to the knowledge that will be gained.

We would also like to welcome Kristen Stansell to the Multi-Disciplinary Team as Special Education Facilitator. She will be replacing one of our members for the rest of the year. Ms. Stansell's role as Special Education Facilitator will be to support Principals and Special Education school teams across the region. Ms. Stansell brings with her a wealth of knowledge and experience in Special Education and in collaborative problem-solving. Her perspective and approach to supporting students will be an asset in building capacity with school teams. We are looking forward to having her on our team.

Respectfully submitted by:

Annick Brewster,
System Principal, Special Education

Will Goodman,
Superintendent of Education



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

Date: 2023 01 10

FROM: Brandy Brake Weldon, SEAC Chair

SUBJECT: SEAC Committee Meetings: Virtual Format

STRATEGIC PRIORITY: Well-Being and Stewardship

Background

Regulation 463/97: Electronic Meetings and Meeting Attendance requires that, at every meeting of a committee of the board, the chair of the committee or their designate and the Director of Education or their designate be physically present in the meeting room of the committee. If the chair/designate or Director/designate participate electronically, one additional member of the committee must be physically present in the meeting room.

The chair may preside over the meetings electronically if the distance from the Chair's current residence to the meeting location is 200 km or greater; if weather conditions do not allow the chair to travel to the meeting location safely; or if the chair has health related issues. Only half of the meetings may be presided over virtually.

On April 29, 2022, and again on September 14, 2022, the Superior-Greenstone District School Board Special Education Advisory Committee (SEAC) sent a letter to the Minister of Education, Honourable Stephen Lecce, requesting that consideration be given to making Regulation 632/20 a permanent amendment. This amendment would allow all ten meetings of the SEAC to be held virtually and that all members be permitted to attend virtually. The committee recognizes the need to have some meetings take place in person to develop relationships.

On October 28, 2022, Minister Lecce provided a memo to Chairs and Directors of Education, stating that he recognizes the challenges of the pre-existing regulation on geographically large, northern and rural boards. He indicated that he would be "directing the Ministry of Education to engage with key education partners and stakeholder to further hear their interests and concerns with respect to potential changes to these requirements" (Hon. Minister Lecce, Electronic Meetings Communication, October 28, 2022).

Current Situation

The SEAC maintains their belief that this regulation presents significant barriers to engagement, has safety implications, and is an issue of equity. While the Ministry of Education engages in their review, the SEAC is recommending that the committee remain meeting in a virtual manner for 2023 and 2024, with a review taking place in October 2024. A subsequent report will be provided to the SGDSB Board of Trustees in November 2024.

Administrative Recommendations/Summary

That, the Special Education Advisory Committee, recommend that the Superior-Greenstone DSB approve the request for the Special Education Advisory Committee to hold meetings virtually during the 2023 and 2024 calendar years. And, That the Committee will review this recommendation and report to the board in November 2024.

Respectfully submitted by:

Brandy Brake Weldon
 Chair of the SGDSB SEAC



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD Special Education Advisory Committee

March 7th, 2023 @ 3:00 pm

Videoconference & Teleconference

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Or call in (audio only)

[+1 807-701-5980](tel:+18077015980), [806870072#](tel:+18077015980) Canada, Thunder Bay

Phone Conference ID: 806 870 072#

Minutes

Voting Members (4/7)	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		
SMITH, Bobby Jo: <i>North of Superior Counseling Programs (NOSP)</i>				X	
STACH, Andrea: <i>George Jeffrey Children's Centre</i>					X
CORMIER, Dr. Paul: <i>First Nation Trustee</i>			X		
MICHANO, Julie: <i>Trustee</i>			X		
BRUNSKILL, Megen: <i>Trustee</i>			X		
MOORE, Jennifer: <i>Dilico (Alternate)</i>				X	
NUTTALL, Bronwyn: <i>Superior Greenstone Association for Community Living (Alternate)</i>				X	
JARVIS, Allison: <i>Trustee (Alternate)</i>				X	
LISCOMBE, Pat: <i>Trustee (Alternate)</i>			X		

Resource Members	OS	TC	VC	A	R
McRAE, Pinky: <i>Board Chair</i>					X
MORDEN CORMIER, Nicole: <i>Director of Education</i>			X		
GOODMAN, Will: <i>Superintendent of Education</i>			X		
FREDRICKSON, Eric: <i>Superintendent of Education</i>			X		
HUNTER, Emeraude: <i>Student Trustee</i>					X
MOLINSKI, Grace: <i>Student Trustee</i>			X		
RENAUD, Deana: <i>Mental Health Manager</i>			X		
BIANCO, Melissa: <i>Positive Behaviour Support Consultant</i>					X
CURTIS, Sara: <i>Principal, Terrace Bay and Schreiber Public School</i>					X
BREWSTER, Annick: <i>Special Education Lead</i>			X		
LEROUX, Erik: <i>Vice-Principal, Dorion Public School</i>			X		
DUMONSKI, Candice: <i>Secretary</i>			X		

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

Land Acknowledgement:	A. Brewster shared a land acknowledgment.
1.0 Call to Order:	At 3:03 p.m. by Chair, B. Brake Weldon
2.0 Approval of Minutes from January 10th, 2023	
Moved by: Trustee P. Cormier	Second: S. Zappitelli
<p>✓ That, the minutes for the Superior-Greenstone DSB Special Education Advisory Committee meeting dated January 10th, 2023, be accepted, and approved.</p>	

3.0	Additions to the Agenda:	
	MACSE - Correspondence	A. Brewster
4.0	Business Arising from Minutes:	
	None	
5.0	Agenda Items:	
		Host
	5.1 What is an IEP and IEP Audit	E. Leroux
<p>E. Leroux presented by PowerPoint, an outline of an IEP and the IEP audit process. This presentation stems from feedback from the SEAC group that showed interest in gaining a better understanding of this document as well as the audit process and how that works. The slides outlined what an IEP is, the various sections contained within the IEP, and a description of each section. The IEP is a working document that can change at any time throughout the year. Student involvement in the IEP process is encouraged so that all students are familiar with their accommodations and modifications. The IEP audit process begins at the school level. Each school's special education team will meet twice per year to complete the audit process and then this information is shared with the Multi-disciplinary Team.</p> <p>Trustee Brunskill inquired if there is a process that the school board uses to track the success of a student with an IEP?</p> <p>Superintendent Goodman shared that success is monitored at the school level through the special education team and the classroom teacher. The teacher monitors success, then the school teams receive feedback in order to fine tune accommodations for each individual. The school principal is responsible for monitoring this and offering support when needed. If additional help is needed, the principal can reach out to the Spec Ed System Principal and the MDT team. The MDT team will reach out to external partners for additional supports when required. Director N. Morden Cormier added that the classroom teacher is responsible for IEP delivery. The teacher has access to SET and principal if the student is not reaching their goals. The student's teacher creates the IEP with support from the SET, principal, and the student's family.</p> <p>Trustee Cormier questioned if there is a place in the IEP for First Nations supports, ie graduation coaches, education support persons from First Nations communities? This is not reflected in this presentation so wondering if there a formal role in IEP process for those individuals?</p> <p>Superintendent Goodman answered that these support people are specific to each school. They will be listed in HR section of the IEP, and it is up to the family to indicate which community support people will be involved in the IEP process.</p> <p>Trustee Cormier asked about the percentage of students in our school board that have an IEP and how many of those students are First Nations? The Director will follow up with Trustee Cormier with those statistics.</p> <p>Trustee Brunskill asked what determines the resources and staffing that are needed? A. Brewster answered that there is a staffing process for determining the needs for students. We have specific criteria based on student's needs as determined using a rubric to evaluate. Staffing is then allocated to the schools based on priorities of need. The Director added that this is a board budgetary approval piece, that the school board will present to the board of trustees. We have this many ESS needed as determined through our staffing process and we are looking for funding for X amount of ESS.</p> <p>Trustee Michano asked who pays for assessments if families have no insurance coverage? Superintendent Goodman answered that it can vary. The majority of these assessments are covered through our system. The funding may be built into the Education Service Agreements or could be provide through Jordan's Principal. The MDT will get the referral then they determine what is needed and the referral goes out that way. Our students do not wait long to get these assessments, it's less than one year. A. Brewster added that we often reach out to North of Superior Programs and Dilico</p>		



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:

Gikino'amaadiwigamigoonsan ezhi-gichi-apiitendaagwag "Small schools make a difference"

Our Values:

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

Anishinaabe Gikino'amaagewin Gaa-anokaadamowid (Indigenous Education Advisory Committee)

Wednesday, March 22nd, 2023 – 10:00 a.m. to 12:00 p.m.

SGDSB Learning Centre & Virtual Meeting – Microsoft Teams

Teleconference Dial-In Information: 1 – 8 4 4 – 6 1 3 – 3 1 2 0; Conference ID No.: 189 098 370#

Maawanji'idiwin Wiindamaagewi-Ozhibii'igewinan (Meeting Minutes)

1.0 Roll Call

Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)											
First Nations Communities	OS	TC	VC	A	R	Tribal Councils & Representatives	OS	TC	VC	A	R
(Aroland) Robinson Meshake					X	EOP Program Liaison - Matawa, Shelby Chng			X		
(Biigtigong Nishnabeg) Lisa Michano			X			Randi Ray and/or Marlo Beaucage, Wabun Education Partnership Program.			X		
Biinjiitwaabik Zaaging Anishinabek (Rocky Bay) Yvonne Kowtiash					X	Joshua LeClair, Regional Education Council Coordinator, KEB			X		
Biinjiitwaabik Zaaging Anishinabek (Rocky Bay) Christine Hardy			X			Tim Robbins, Metis Nation of Ontario - Senator					X
Biinjiitwaabik Zaaging Anishinabek (Rocky Bay) Cheryl Checkley					X	Nokiiwin Education Advisor – Scott Baker / Robyn O'Laughlin					X
(Ginoogaming #77) Victor Chapais					X	Representatives					
(Ginoogaming #77) Martha Taylor				X		Tamara Vernier, Native Language Teacher			X		
(Ginoogaming #77) Dallas Fisher					X	Sara Carlson, Grad Coach - GCHS			X		
(Ginoogaming #77) Malcolm Charles			X			Sarah Park, Grad Coach - NRHS			X		
						Jamie Keay , Indigenous Student Success Advocate			X		
(Marten Falls FN) Louise Coaster				X		Patti Pella, Education Officer, Ministry of Education					X
(Pays Plat) Valerie Auger			X			Trustees					
(Netmizaaggamik) Joe Moses			X			Dr. Paul Cormier (IEAC Chair)			X		
(Netmizaaggamik) Amber Deveraux			X			Julie Michano					X
(Netmizaaggamik) Stan Sabourin					X	Dan Fairservice			X		
(Red Rock) Judy Wawia			X			Pinky McRae (Ex-officio)					X
(Red Rock) Norma Lesperance					X	Board Administration					
(Red Rock) Marilyn Netemegestic			X			Nicole Morden Cormier, Director of Education			X		
(White Sands) Sue Taylor					X	Shy-Anne Bartlett, Manager of Indigenous Education			X		
Animgiigoo Zaagi'igan Anishinabek Denise Bottle			X			Eric Fredrickson, Superintendent of Education			X		
Animgiigoo Zaagi'igan Anishinabek Claudette Rody/Mary Blakely					X	Will Goodman, Superintendent of Education			X		
Wabun First Nation Angela McLeod			X			Alex Marton, Superintendent of Business			X		
(Bingiwi Neyaashi Anishnaabek) Leah Deans			X			Anthony Jeethan, Human Rights & Equity Advisor			X		
(Longlac 58 First Nation)						Annick Brewster			X		
Brad Netamagesic			X			Kathleen Schram			X		
						Candice Dumonski			X		



2.0 **Opening Prayer**

Manager of Indigenous Education, Shy-Anne Bartlett introduced and thanked Marilyn Netemegesic for continuing to offer the opening prayer to our committee.

3.0 **Welcome and Introductions**

3.1 **New Trustees: Julie Michano and Dan Fairservice**

S. Bartlett welcomed new Trustees, Julie Michano and Dan Fairservice, to the IEAC.

3.2 **Human Rights and Equity Advisor, Anthony Jeethan**

S. Bartlett acknowledged and welcomed Anthony Jeethan to the committee. A. Jeethan shared that they are originally from Trinidad and Tobago, moved to Toronto and then has been in Thunder Bay for the past 15 years. There are many projects that they are looking forward to sharing with this committee and is currently working with Director, Nicole Morden Cormier in developing these projects. A. Jeethan expressed their excitement in joining and working with this committee.

S. Bartlett introduced Jamie Keay, the newly hired Indigenous Student Success Advocate. J. Keay explained that they are excited to start in this new position and to be a part of the IEAC. They have been working closely with S. Bartlett for the last two weeks and is looking forward to meeting everyone in person.

4.0 **Approval of the Maawanji'idiwin Wiindamaagewi-Ozhibii'igewinan (Meeting Minutes)**

Moved by: Marlo Beaucage

Second: Denise Bottle

That the minutes for the Superior-Greenstone DSB Indigenous Education Advisory Committee meeting, November 15, 2022, be accepted and approved.

Carried

5.0 **Apane go Dazhindamowaad (Standing Agenda Items)**

5.1 **Celebrations/Updates on Topics from Nov 15th IEAC Mtg.**

S. Bartlett provided an overview of her written report to the committee which included, the Special IEAC meeting regarding de-streaming, please review the meeting minutes attached to the agenda for more information on this topic. S. Bartlett asked the group to provide feedback on what type of PD session they are looking for on data so they can better understand this ask moving forward. The IEAC Policy and Terms of Reference were open for stakeholder review until March 8th, this policy can be found on the SGDSB website in the Board section, under Policies Under Review. Feedback was reviewed and recommendations will be presented at the subsequent policy review meeting on May 2nd, the next stage in the review process. An update on the Board Action Plan consultation process was given and the BAP has now been submitted to the Ministry of Education. S. Bartlett explained that Self-ID letters and Data Sharing letters were shared with Principals and Vice-Principals. If it is the desire of the Community, these letters can be signed and added to ESAs as an addition. Recruitment efforts continue for the Indigenous Mental Health Worker position as this position remains unfilled. Upcoming IEAC meeting dates were shared, and Communities were encouraged to provide feedback if they can foresee any significant conflicts with these proposed meeting dates.

Trustee and Committee Chair, Paul Cormier voiced that the Indigenous Mental Health Worker position is very important to the communities and asked if an update can be provided to IEAC of the staffing process as perhaps, this Committee might be able to strategize a better way of promoting and collaborating to get this position filled.

The Director will bring this bring back to the Mental Health Manager, Deana Renaud to see how she wants to facilitate, and they will reach out to the committee to see if a special meeting is needed on this topic.



5.2 Newsletter Highlights: Transitions, Indigenous Youth Council (IYC) and Ribbon Skirts

S. Bartlett provided highlights from the latest Indigenous Newsletter. January 4th, National Ribbon Skirt Day was the focus for the IYC meeting this month. Special thanks to M. Netemegesic and Lisa Michano of Biigtigong Nishnabeg for reaching out to community members at short notice to do this in a good way and providing guidance on how to care for and respect the skirt. AES protocol work was also highlighted. If you did not get the newsletter or if you have anything to include, please reach out to S. Bartlett.

M. Netemegesic shared that Edge Arts in Nipigon has offered a Ribbon Skirt making class on Monday mornings. They will be offering an evening class as well. She shared a diagram with the group that she created for students; it explains what the different ribbons on the skirt represent. M. Netemegesic added that she is available to come into schools to teach about ribbon skirts. L. Michano gave appreciation to Dayna Sworchinski for helping to set this up for students. It was a healthy environment and positive opportunity. L. Michano expressed the importance of going into community for learning opportunities.

P. Cormier thanked the communities for their assistance and explained that Indigenous ways of learning are not just for Indigenous students but are for everyone.

5.3 Indigenous Student Voice
Deferred

5.4 Community Updates (and FNAC)

Judy Wawia shared that they are retiring as of March 31st and will be replaced by Tymara Ruth. They expressed that it has been a pleasure to work with the committee and to keep up the good work and to continue to make people feel welcome. Chair Cormier expressed their gratitude for J. Wawia's contributions and support for our community and our school board.

Leah Deans introduced themselves to the committee. They are a new family on Sand Point First Nation, which includes three children, two attend NRHS and one attends BEPS. Currently there are six kids in total on the land at Sand Point. They moved to help rebuild the community. They would like to work toward an ESA as they don't currently have one.

L. Michano shared semester one data with the group and expressed appreciation for the reports and their relationship with Marathon High School. L. Michano noted that it was a successful first semester with 59 of their 68 credits achieved, we are working toward good places and are always looking for opportunities to examine data.

Cheryl Checkley wanted to update IEAC that they have signed up for Mathify and appreciates this opportunity.

6.0 Nonde-ayaan ji-gaagiigidoyaang (Open Discussion of Areas of Need):

6.1 Special Education

Annick Brewster shared their written report on Special Education Parent Documents with the group. These documents are available for families and students when they begin to engage in Special Education services. The Multi-Disciplinary team has committed to review Spec Ed communication practices and documents that are shared. More specifically, how we are supporting the communication between home, community, and school regarding the supports available for Indigenous students within special education. They expressed that feedback is welcomed from the group and any questions can be directed to A. Brewster or Superintendent of Education, Will Goodman.

L. Deans inquired if there are resources for parents as well? W. Goodman shared that we do have some resources for supporting students at home and community. It's more of an engagement piece. What do we need to know about the learners from their communities and home to support them in a culturally appropriate way for their special education needs?



Many of the programs we use can be used at home and school. L. Deans asked if there are supports specifically for parents/caregivers for themselves at home? W. Goodman explained that there are different types of services that we can seek out and can help bring those connections to parents/caregivers.

L. Michano mentioned that AES did some work around Spec Ed materials and those are available to all Anishinabek families regardless if the community falls under AES. They added that they believe that Colleen heads that portfolio and encourages people to access the material and information.

P. Cormier noted that they sit on the Special Education Advisory Committee, and they work to bring community voice to the Committee. The SEAC is very receptive to feedback. Regarding the communication material feedback, what is the timeline and steps? Do we need a special IEAC meeting? W. Goodman agreed if there is a desire, we can plan a special meeting. A. Brewster added that this is a starting point, and a special meeting would be beneficial to engage the communities. We would like to have some drafts for enhancements for September. J. Wawia and L. Deans also agreed that a Special IEAC meeting would benefit the group. If there are no objections, we will add this discussion as a Special meeting.

6.2 Other Discussion Items
Nil.

IEAC Committee Members

7.0 Anishinaabe Gikino'amaagewini-Dazhindamowaad (Indigenous Education Updates)

7.1 Graduation Coach Update

7.1.1 Graduation Coach Update - GCHS

Sarah Carlson, GCHS Graduation Coach shared their report with the group. The report included statistics on the students being supported at GCHS by the Graduation Coach. GCHS is launching their Elders in Residence program. D. Bottle added that AZA does not have an ESA and inquired about the new Mental Health Worker at GCHS. S. Carlson replied that Ashley Northam started in this position in November.

7.1.2 Graduation Coach Update - NRHS

Sara Park, Graduation Coach from NRHS presented their written report with the group. This report highlighted their work with RRIB students both on and off reserve. Data was shared and reflects the current population supported by the Graduation Coach. Work continues with transitions from grade 8 to high school and with graduates transitioning into the various avenues after secondary school.

L. Deans is looking forward to connecting with S. Park in the future to help in with post-secondary transition.

P. Cormier expressed appreciation for the charts shared as it gives a good snapshot of supports that are offered and suggested this could potentially be shared at a board meeting.

7.2 Indigenous Student Advocate

J. Keay was introduced at the beginning of the meeting to the group.

8.0 Ginkino-amaagewini-Odaakewigimaa Oshkichigaadewinan (Director of Education Updates)

8.1 Director's Quarterly Report

The Director highlighted two items from the Director's Quarterly Report attached to the agenda package. At the request of Chair Cormier, we will bring some data in terms of the



mandate of the IEAC so if we are missing anything we can attend to it in a timely manner. Also highlighted, was the partnership between Marathon High School and the AES, in recruitment of a Native Language teacher. Through this collaboration, we have a Native Language Teacher from the KEB that is providing Native language in an online format. Thank you to AES for this partnership.

9.0 Awashime Dazhindamowaad (Additional Agenda Items)

9.1 Data Sharing

MISA Lead/Numeracy System Principal, Kathleen Schram, shared their written report on Data Sharing with the committee. Using the student information system, PowerSchool, they are working at creating tools and procedures for system level data reporting. This data can then be provided to IEAC to “review performance out comes for First Nations, Metis, and Inuit students and make recommendations to the Board toward a goal to continually improve outcomes for students” (SGDSB Policy 539; Indigenous Education Advisory Committee) in keeping with the IEAC mandate. This year they are working specifically to collect and disaggregate demographic and student achievement data with attention to the groups of students who self-identify and students who receive spec ed services. Important to note that the Ministry of Education requires them to use non-identifiable student data. A chart was provided to demonstrate the options of types of data and timelines of when this data could be provided to the IEAC. It was asked of the group to provide feedback on what concerns you might have at IEAC with this data sharing? What timelines and data sets would you like brought forward to IEAC meetings?

The Director added that L. Michano mentioned earlier about the sharing of data between herself and S. Wilson at MRHS. The data sharing, we are speaking of here is holistic data for all students who identify as FNMI, for the school board as a whole. We’d like to regularly bring clear and present data on those students to IEAC which are full data sets not community specific data, once or twice per year. Community specific data would be provided at the community level during FNAC meetings. This is the beginning of the conversation on new routines and how we could start. For example, at the first meeting of year we could provide enrollment data and the number of students receiving special education. We can evolve these timelines as we go along this is just a starting point. Please review and provide feedback.

Collecting an accurate picture of Indigenous students within the school board is difficult without accurate data. Making sure to protect personal data is important. We can continue to have a dialogue on this, and issues can be brought forward throughout the year. It doesn’t have to be a certain date or time.

Chair Cormier added that your voice is important and if we don’t get through the agenda that is ok. We can circle back to this at next meeting.

9.2 Anishinaabemowin Boodawe Committee

S. Bartlett presented on behalf of Erin Roxborough, Anishinaabemowin Program Manager. The presentation outlined the role of Program Manager, the Teacher Support Programs they provide and introduced two program facilitators, Martina Wigwas (Ojibwe Language Specialist) and Sonya Belisle (Early Years Coordinator). It was explained that this started as a grassroots group to revitalize the Indigenous language and is now funded by the Ministry of Education. If you know of anyone who has the language and would like to be a part of the Teacher and Learner Support Program, please reach out to E. Roxborough.

10.0 Special Meetings

10.1 School Powwows



S. Bartlett shared that there have been many requests by various schools to host a powwow. We'd like to reach out to the communities to have this discussion. She added that we might be limited by resources, drumming groups and elders needed to support these requests. Perhaps instead of each school hosting individual powwows we could look at having three regional powwows with communities and schools involved. We could possibly plan them around the Transition Program for timing. This is a big ask of community and it must be done in a good way. What does everyone think of schools hosting powwows and does it make more sense to have them regionally? Consultation with the community first is important and we won't move ahead on this until we receive this feedback.

J. Moses shared that they have invited the schools to their community for these events and having it in community is important. He suggested that schools could work with communities and collaborate that way.

Chair Cormier explained that he is working with a master's student and perhaps they can look at the appropriateness of doing powwows in school. This student is working with community and elders on the appropriateness of what to share and she will be giving some recommendations on that. They are also working on a project regarding giving students credit as a course to participate in the Powwow Trail and this was presented to Carole Leroux.

J. Moses added that this is a great conversation, and will defer to community leaders on this and will reach out to them to get their feedback. I have been told before that there is no wrong way to go about this as it's about celebration and it's ok to step away from tradition.

Chair Cormier agreed that we should be reaching out to community leaders for their feedback on this. J. Moses asked if we should make this actionable?

Joshua LeClair reminded the group that the Regional Education Council 1 meets on March 30th, and they can bring this to that meeting for discussion.

S. Bartlett asked, if we should go ahead, and have a Special meeting on this with community leaders in attendance to discuss this topic? It was agreed to have a Special meeting for further discussion.

10.2 Special IEAC Meeting Minutes February 9, 2023

10.3 Future Special Meeting Topics – Meeting Date Scheduling

Suggestions for future special IEAC meetings include the following:

- Racism.
- Building relationships through inviting community school staff to participate in the School Board staff professional development learning opportunities.
- Progressive discipline and racism in schools.
- Catching students up who have been away from learning due to the COVID-19 pandemic.
- How the school board could increase support of Indigenous language.
- Special Education (New Item)
- School Powwows (New Item)

11.0 **Gaagiigidowin gaye wawiindamowinan aanie-maanwinji'idiwin ge-dazhindamoyaang (Open Discussion and Suggestions for Next Meeting Dates):**

11.1 Indigenous Education Advisory Committee Meeting Dates

- April 18, 2023
- May 30, 2023
- November 7, 2023



12.0 Adjournment:

*Moved by: Denise Bottle Second: Christine Hardy
That, the IEAC Meeting on February 21, 2023, adjourn at 12:08 p.m.*

Carried



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".

Board Wide Occupational Health and Safety Committee MINUTES

Wednesday, March 22, 2023 – 9 am

Committee Co-Chair: Gordon Muir

Committee Co-Chair Recorder: Lee Ann Donovan

1.0 Roll Call

<u>Committee Members</u>	<i>Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>				
	OS	TC	VC	A	R
Muir, Gordon: Manager of Plant Services / Transportation			X		
Fredrickson, Eric: <i>Superintendent of Education</i>			X		
Marton, Alex: Alternate Superintendent of Business			X		
Grey, Stephanie: Community Use of Schools			X		
Martin, Christopher: Secondary Principal Representative			X		
Wilson, Stephen: Alternate Secondary Principal Representative					
Curtis, Sara: Elementary Principal Representative			X		
Freeburn, Hillary: Alternate Elementary Principal Representative					
Brunskill, Megan: Trustee Representative			X		
Jarvis, Allison: Alternate Trustee Representative					
Chrusz, Amber: OSSTF TBU Representative			X		
Kauppi, Megan, Alternate OSSTF TBU Representative					
Aguiar, Diane, ETFO Representative			X		
<i>Lemieux, Colleen: Alternate ETFO Representative</i>					
<i>Passi, David: ETFO Occasional Teacher Representative</i>			X		
<i>Friske, Ken: Alternate ETFO Occasional Teacher Representative</i>					
<i>Donovan, Lee Ann: OSSTF ESS Representative</i>			X		
<i>Rathwell, Tammy: Alternate OSSTF ESS Representative</i>					
<i>Palmer, Michael, SIEU Representative</i>			X		
<i>TBD: Alternate SIEU Representative</i>					

Land Acknowledgement

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

2.0 Approval of Agenda

Moved by: Dave Passi

Second: Mike Palmer

✓ **That**, the agenda for the Superior-Greenstone DSB Board Wide Occupational Health and Safety Committee, March 22, 2023, be accepted as amended and approved.

3.0 Approval of the Minutes

Moved by: Amber Chursz

Second: Chris Martin

✓ **That**, the minutes for the Superior-Greenstone DSB Board Wide Occupational Health and Safety Committee Meeting, January 12, 2023, be accepted and approved.

4.0 Business Arising from Minutes:

4.1 SGDSB OH&S Manual

- Discussion took place regarding whether to keep the Manual or to use links on the Intranet area for Health and Safety. The current Manual on the Board website is outdated. There was also discussion as to whether the Manual should be an internal “vs” external document. Feedback was received that the Manual is easier to understand than Occupational Health and Safety Legislation.
- If the Manual is kept a sub-committee might be needed to update and maintain the Manual.
- Plant is to send out a survey to Site Administrators to determine use and accessibility of the Manual.

4.2 Truncated Safety Plans

- Documentation and templates were received from PSHSA; they are currently being reviewed by Mr. Muir and Mr. Fredrickson.
- A question was received as to a timeline on this item as it has been on the agenda for years. Mr. Fredrickson responded that the plan was a priority and would be completed as soon as possible.

5.0 Agenda Items:

5.1 Workplace Violence Reporting

- This item was brought forward by A. Chrusz. At a previous meeting, there was a discussion regarding Workplace Violence Reporting numbers and practices. She surveyed our five high schools, and the practices were inconsistent. Some schools are using all ebase, some have in-house forms and some use both. She was wondering if it were the same across the elementary panel.
- The Board is really investigating forms. Currently, there are a lot of forms on ebase and it is creating confusion. We are going to be moving to one report in ebase that is intuitive and will give options based on the information provided by the user. The test group for the form will be meeting next week. The form is based on the form currently used by the Catholic Board in Thunder Bay.
- A question was received as to whether vandalism would be included on the form. As it is already on the Safe Schools form, it should be included.

5.2 Year End Meeting

- Two members of the Committee have a conflict with the May 31st date. The meeting will be moved to June 7th.

6.0 Correspondence:

- 6.1 Correspondence was received from PSHSA. It is a link to an Article by Shane Mercer, outlining the Government of Ontario's plans to increase fines for violations the the OH&S Act. The fines

would be the largest in Canada. Individual violations will also be increasing around regulation violations.

7.0 Area Reports:

7.1 *Gordon Muir, Senior Admin. - Plant*

- Will be reviewing the Terms of Reference for the Committee.
- Reviewing templates for Emergency Response Plans. Trying to coordinate with Municipal Disaster Plans.
- Met with Gary Vance of the MOL virtually at the Learning Centre on March 7th. Schools in Marathon were visited for the Workplace Violence blitz. The visits were done virtually. There were no orders. Suggestions were provided. The reports are attached to the bottom of the minutes.
- The importance of monthly site inspections was discussed.

7.2 *Dave Passi, ETFO-OCC – no report*

7.3 *Amber Chursz, OSSTF TBU – no report*

7.4 *Sara Curtis, Elementary Principals – no report*

7.5 *Dianne Aguiar, ETFO – no report*

7.6 *Megen Brunskill, Trustees – no report*

7.7 *Lee Ann Donovan, OSSTF ESS – no report*

7.8 *Chris Martin, Secondary Principals – no report*

7.9 *Mike Palmer, SEIU – no report*

7.10 *Stephanie Gray, CUS – no report*

8.0 Adjournment:

8.1 *Moved by: Stephanie Gray*

Second: Mike Palmer

✓ **That**, the Superior-Greenstone DSB Board Wide Occupational Health and Safety Committee Meeting on Wednesday, March 22, 2023, adjourn at 9:49 am.

Carried

Next Meeting: Site inspection of George O'Neil Public School at 9 am, followed by a meeting and lunch at the Superior-Greenstone Learning Centre.



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

Report No.: 35
Date: April 24, 2023

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

FROM: Grace Molinski and Emeraude Hunter

SUBJECT: Student Trustee Report: April

STRATEGIC

PRIORITY: Learning and Well-Being

Background Information

Earlier this month, Emeraude and Grace were lucky enough to attend the Ontario Principals' Conference in Downtown Toronto, with support from Mrs. Carole Leroux, as chaperone. This was an amazing learning and networking opportunity for the Student Trustees, as they left the conference with new friends and knowledge. On the first day of the conference, keynote speakers Yong Zhao and Niigan Sinclair delivered incredible learning surrounding globalization and quality education and Indigenous education (respectively).

Yong Zhao's presentation provided valuable learning in regards to identifying gaps in education systems and focusing on students and their needs. The greatest takeaway for us as Student Trustees in our role of informing the board of student experience was the common problem of prescribing something that is supposed to work for all youth when in reality learners vary so much as individuals when it comes to lived experiences, needs and all aspects of learning. We gained so much from his teaching around being cognisant about change without actually acting differently, remembering all people are differently talented, the jagged profile concept and many more values of strong, education-oriented leadership. As student representatives at the board level, we want to bring the important education values and mindset shifts taught by Yong Zhao into the work we're doing in collaboration with Ms. Morden, Mrs. Leroux and other system leaders.

Niigan Sinclair's keynote was so much more than just a presentation. The teachings he shared and values he instilled go beyond education and right down to the core of our belief systems as people. The learning about Indigenous education and doing it right is

something that Grace and Emeraude are still working to unpack and use as a guide to furthering our advocacy for Indigenous students and our understanding of Indigenous learning. The focus was the importance of permanence in implementing Indigenous experiences, imbedding Indigenous values into our work as leaders and the learning delivered by educators across the country. Emeraude was able to share during the Q&A portion and connect with Niigan afterwards. In his words, “committing to Indigenous ways of learning in every aspect of our systems is the single best act of reconciliation this country can participate in”.

During the three amazing panels of the summit the moderator invited students to join the stage to ask questions. Emeraude was able to ask about implementing student input in practical ways. From the panels we were able to take away lessons in anti-oppression, equity, decolonization of the education system, the importance of belonging, holistic teaching and so much more. Grace and Emeraude have met several times since to share notes and discuss how we can use this learning to the best of our ability to serve the students of the board.

Current Situation

Currently, we are planning our Student Trustee elections which will take place on April 27th during our Student Senate meeting. During this meeting, candidates will have time to introduce themselves and present their speeches to the Senate. In addition, Grace and Emeraude will answer some questions about what being a Student Trustee means, and its roles and responsibilities. The following week after the elections, ballots will be sent out for Student Senators to elect a new Student Trustee for the 2023-2025 term!

In addition, Emeraude and Grace are putting together a promotional video for the Student Trustee position. In this video, they will be including pictures and videos of their time in Toronto at the OPC Summit to show some of the awesome perks that being a Student Trustee has, in addition to the leadership tasks that the position holds. They are also advertising the Student Trustee position and elections on Instagram, through Edsby, and reaching out to principals through email.

Emeraude and Grace have now been added to the OSTA-AECO Microsoft system and have access to OSTA email accounts. Thanks to this, Emeraude is part of a group of Student Trustees formulating a province-wide report based on the Ontario Secondary Health Curriculum data collected from boards across the province including SGDSB. This is a great collaboration opportunity and we look forward to sharing the report and the skills that come from this project.

Next Steps

In the following months, Grace and Emeraude hope to have an in-person meeting with the Student Senate. Since covid has prevented an in-person meeting to happen over the past 3 years, this will be a great opportunity for all the Senators to get together and meet face to face. In addition, Grace and Emeraude are hoping to integrate the newly elected Student Trustee into their position earlier than usual. Whether this means increased communication or attending a board meeting, giving the newly elected Student Trustee an insight into their position will make it easier and more comfortable for them to start in September.

Administrative Summary

That the Superior-Greenstone DSB receive Report No. 35, Student Trustee Report: April 2023, for information.

Respectfully submitted by:

Grace Molinski
Student Trustee

Emeraude Hunter
Student Trustee



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

Report No.: 36

Date: April 24, 2023

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

FROM: Alex Marton, Superintendent of Business

SUBJECT: Enrolment Summary as of March 31, 2023

STRATEGIC

PRIORITY: Stewardship

Background

Each year, in accordance with Ontario Regulation, enrolment is reported to the Ministry in October and March.

Current Situation

Enrolment on these count dates determine our per-pupil funding. Enrolment at SGDSB on March 31, 2023 is presented below:

ELEMENTARY SCHOOLS	Estimates FTE	Revised Estimates FTE	Actual FTE	Variance
B.A. Parker Public School	99.0	110.0	109.0	-1.0
Beardmore Public School	25.0	26.0	28.0	2.0
Dorion Public School	47.0	51.0	52.0	1.0
George O'Neill Public School	145.0	139.0	138.0	-1.0
Manitouwadge Public School	48.0	45.0	48.0	3.0
Margaret Twomey Public School	158.0	166.0	174.0	8.0
Marjorie Mills Public School	34.0	38.0	41.0	3.0
Nakina Public School	17.0	12.0	12.0	0.0
Schreiber Public School	50.0	52.0	52.0	0.0
Terrace Bay Public School	102.0	100.0	90.0	-10.0
Total Elementary Enrolment	725.0	739.0	744.0	5.0
SECONDARY SCHOOLS	Estimates FTE	Revised Estimates FTE	Actual FTE	Variance
Geraldton Composite High School	155.0	161.0	164.5	3.5
Lake Superior High School	96.0	98.0	95.5	-2.5
Manitouwadge High School	50.0	52.0	53.5	1.0
Marathon High School	155.0	164.5	167.0	2.5
Nipigon Red Rock High School	145.0	153.0	154.0	1.0
Total Secondary Enrolment	601.0	628.5	634.5	6.0
Total Board Enrolment	1,326.0	1367.5	1378.5	11.00

Administrative Recommendation

That the Superior-Greenstone DSB receive Report No.35, Enrolment Summary as of March 31, 2023, for information.

Respectfully submitted by:

Alex Marton
Superintendent of Business



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

Report No.: 37
Date: April 24, 2023

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

FROM: Alex Marton, Superintendent of Business

SUBJECT: Education Support Staff (ESS) Pay Equity

**STRATEGIC
PRIORITY:** Stewardship

Background

Section 7 of Ontario's Pay Equity Act (the 'Act') reads 'Every employer shall establish and maintain compensation practices that provide for pay equity'. In a unionized environment, the employer must negotiate a pay equity plan with each bargaining unit. The last update to the ESS Pay Equity Plan was completed in June of 2021.

As part of Pay Equity Maintenance, five (5) job classes were reviewed this year: Computer Technologist, Computer Technician, Attendance Councillor, Child & Youth Worker and Library Technicians.

Jobs were evaluated by a Joint Job Evaluation Committee consisting of three (3) Board Management staff and three (3) ESS staff representatives. Oversight and conflict resolution was provided by a Joint Steering Committee.

Current Situation

The parties have agreed on a Pay Equity Plan which resolves pay equity in the ESS bargaining unit for the period September 1, 2021 through to August 31, 2023. Of the five (5) job classes that were reviewed, there is only one (1) job class eligible for a pay equity wage adjustment. The impacted job class is Attendance Counsellor. The average hourly wage adjustment is approximately \$0.32 for Attendance Counsellors and is retroactive to September 1, 2021. In total there are 6 individuals eligible for pay adjustments.

Table One: Costs

The following table summarizes financial impact:

Job Class	Total Retroactive Cost	Costs based on current staffing		
		Increase in Hourly Rate	Current number of staff	Annual cost
Attendance Counsellor	\$11,750	\$0.32	4	\$2,350

Next Steps

Joint communication will be sent out to ESS employees and Administrators to update them on changes as part of Pay Equity Maintenance.

Retroactive payments will be made to employees currently on staff by June 30, 2023. The Board will reach out by September 1, 2023 to employees no longer working for the Board and make any retro payments within sixty (60) days of making contact.

The Parties will review the Pay Equity Plan on an annual basis.

Administrative Recommendations

That the Superior-Greenstone DSB receive Report No. 37, Educational Support Staff (ESS) Pay Equity, for approval.

Respectfully submitted by:

Alex Marton
Superintendent of Business

Denis Nault
Manager, Human Resources



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

Report No.: 38
Date: April 24, 2023

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

FROM: Alex Marton, Superintendent of Business

SUBJECT: 2022-2023 Employee Recognition Awards

**STRATEGIC
PRIORITY:** Relationships

Background

It is the policy of Superior-Greenstone District School Board to recognize employees with 10 and 25 years of service. Pursuant to policy 712, the long-term service awards include the following:

10 Year Service

- An appreciation award, suitably engraved, not to exceed \$150.00 in value, selected by the Employees through the virtual catalogue hosted by Diamond Recognition Program.
- Presentation of this award by the employee's immediate supervisor at a local event i.e. staff meeting, school council meeting, open house or the annual Excellence Awards, a virtual recognition event hosted by SGDSB;
- 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 and selected by the Employees through the virtual catalogue hosted by Diamond Recognition Program.
- Presentation of this award by the Director or designate will be made at a local staff meeting, school council meeting, open house, board meeting or the annual Excellence Awards, a virtual recognition event hosted by SGDSB;
- 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.

Current Situation

We are proud to recognize the following employees who have achieved the milestone of 10 and 25 years of service with SGDSB:

Non-Teaching

- With 25 years as of September 8, 2023

Employee	Start Date	School
Shawna Grouette	8/31/1998	SGDSB Board Office
Maureen Martin	4/1/1998	MNHS

Teaching

- With 10 years by September 8, 2023

Employee	Start Date	School
Lea Mask	9/3/2013	MMPS
Stefan Rohner	9/3/2013	MRHS
Krystyn Evoy	9/3/2013	NAPS

- With 25 years by September 2023

Employee	Start Date	School
Patrick Lalonde	8/31/1998	MNHS
Barbara Maine	8/31/1998	LSHS
Bonnie Roen	8/31/1998	LSHS

Administration

- With 10 years by September 2023

Employee	Start Date	School
Annick Brewster	8/19/2013	MNHS

- With 25 years by September 2023

Employee	Start Date	School
Kathleen Schram	9/1/1998	NAPS
Cameron Craig	8/31/1998	MTPS
Stacey Wallwin	8/31/1998	LSHS

Administrative Summary

That the Superior-Greenstone DSB receive Report No. 38, 2022-23 Employee Recognition Awards, for information.

Respectfully submitted by:

Alex Marton
Superintendent of Business

Denis Nault
Manager, Human Resources



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

Report No.: 39

Date: April 24, 2023

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

FROM: Nicole Morden Cormier, Director of Education

SUBJECT: Director's Monthly Report: April 2023

**STRATEGIC
PRIORITY:** Stewardship

Background

The Director's Monthly Report is an opportunity to showcase examples of the numerous ways in which school personnel and system staff are operationalizing the 2018-2023 Multi-Year Strategic Plan.

For the month of April, we have provided a variety of examples that demonstrate how schools and the system are "optimizing learning opportunities that will make a significant contribution to improving the social/environmental/digital fabric of our environments and society through responsible stewardship" (SGDSB MYSP, pg. 16).

Current Situation

Please click on the following link to read the Director's Monthly Report: April to read about explicit examples of these learning opportunities.



Director's Monthly Report for April

If we want learners who can thrive in turbulent, complex times, apply thinking to new situation, and change the world, we must reimagine learning:

[Go to this Sway](#)

<https://sway.office.com/8avVYkLOsK8YIKMp?ref=Link>

Administrative Summary

That the Superior-Greenstone DSB receive Report No. 39, Director's Monthly Report: April 2023, for information.

Respectfully submitted by:

Nicole Morden Cormier,
Director of Education



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

Report No.: 40
Date: April 24, 2023

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

FROM: Nicole Morden Cormier, Director of Education

SUBJECT: Emergency Procedures for Major Incidents

FOCUS: Safety

Background

The purpose of this report is to highlight, for trustees, the policies and procedures that direct staff when there are major incidents or threat of school violence in schools.

Current Situation

The following policies exist and are reviewed according to the Board Policy Review schedule:

Policy Number	Title	Policy Statement and Information
Schools and Students: 518	Emergency Procedures	<p>The principal of each school, under the authority of Superior-Greenstone District School Board is responsible for completing and maintaining a School Emergency Procedures Plan for their school, which will take into account possible emergency needs and situations which may arise.</p> <p>Such situations shall include, but are not limited to:</p> <ol style="list-style-type: none"> 1.0 Anaphylactic Shock and Epi Pen Usage 2.0 Lockdowns and Lockdown Drills 3.0 Transportation Failures or Delays 4.0 Bomb Threats 5.0 Inclement Weather 6.0 Boil Water Advisory 7.0 Administration of First Aid Procedures/Medical Emergencies 8.0 Fire Alarm and Fire Drill Procedures 9.0 Tragic Events, including Suicide Postvention Supports 10.0 Asthma Emergencies 11.0 Emergency School Closures 12.0 Wild Animals on School Property 13.0 Chemical Spills <p>PROCEDURE</p> <ol style="list-style-type: none"> 1.0 The Principal of each school will ensure that the Plan contains completed up-to- date information relevant to their site. 2.0 A copy of the Plan will be available in the school office, staff room, gymnasium storage room or office, the Head Custodian's office and the cafeteria.

		<p>3.0 The Plan will be reviewed with staff twice yearly (by September 30 and January 31). Documentation of this review will be maintained by the school Principal.</p> <p>4.0 A copy of the Plan will be forwarded electronically each September to the appropriate Supervisory Officer or designate and the Coordinator of Plant Services. These documents will be filed and made available through Public Folders. When plans require updates, they will be sent immediately to the appropriate Supervisory Officer or designate and the Coordinator of Plant Services.</p> <p>5.0 Community Partners who also occupy the facility must be taken into consideration when planning and in the development of the Emergency Plans. Routine drills should include all partners. A copy of the plan will be provided to all community partners.</p> <p>6.0 As per Police Protocol, a copy of the plan will be provided to the local Ontario Provincial Police. As per the Fire Safety Plan Policy 531, a copy of the Fire Safety Plan will be provided to the local fire department(s) by September 30 each year.</p> <p>7.0 As per Policy 202 – Control and Release of Information, to ensure that proper information is released to the public through the various news media, information is to be released only upon the prior knowledge and approval of the Director of Education.</p> <p>References Policy and Management Guideline 301 – Student Transportation Policy 524 – Anaphylaxis Procedures Handbook Policy 530 - Administration of First Aid Policy 531 – Fire Alarm and Fire Drill Procedures Policy 532 – Bomb Threats Policy 533 – Inclement Weather Policy 534 – Boil Water Advisory Policy 543 - School Lockdown Policy 902 – Accidents Policy 901 – Blood Borne Pathogens</p> <p>Procedural Guidelines including: Dealing with Suicide Handbook Hostile and Violent Incidents Medical Preparedness and First Aid School Emergency / Civil Emergency Evacuation / School Closure Tragic Events Handbook Wild Animals on School Property Boiled Water Advisory Bus Disaster Protocol Suicide Prevention, Intervention and Postvention Handbook Communicable Diseases – Health Unit MSDS Sheets</p>
<p>Schools and Students: 520</p>	<p>Safe Schools System Expectations and</p> <p>Safe Schools Code of</p>	<p>POLICY Superior-Greenstone District School Board is committed to establishing and maintaining a safe and secure environment for its students, staff and community where all members of the school community are to be treated with respect and dignity, especially persons in positions of authority.</p> <p>POLICE AND SCHOOL BOARD RESPONSE PROTOCOL</p>

	<p>Conduct: Police and Schools Protocol Management Guidelines</p>	<p>Table of Contents Police and School Board Response Protocol Organizations Purpose of the Protocol Signatories to the Protocol 1.0 STATEMENT OF PRINCIPLES 1.1 Policing in Ontario: Six Principles 2.0 INTRODUCTION 3.0 ROLE AND MANDATE OF POLICE SERVICES 4.0 ROLE AND MANDATE OF SCHOOL BOARDS 5.0 DEFINITIONS/EXPLANATIONS OF TERMS 6.0 A COORDINATED APPROACH TO VIOLENCE PREVENTION 7.0 OCCURRENCES REQUIRING POLICE RESPONSE 7.1 Mandatory Notification of Police 7.2 Discretionary Notification of Police 8.0 INFORMATION SHARING AND DISCLOSURE 8.1 Criminal Code 8.2 Youth Criminal Justice Act (YCJA) 8.3 Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) 8.4 Reporting Children in Need of Protection 8.5 Child and Family Services Act (CFSA) 9.0 SCHOOL PROCEDURES FOR REPORTING TO POLICE 9.1 Incidents of Concern (See Section, Occurrences Requiring Police Response, for mandatory reporting) 9.2 Investigating and Reporting a Serious Violent Incident 9.2.1 Role of School 9.2.2 Role of the Police 9.3 Police Access to School Records 9.4 Trespass 9.5 Drugs, Alcohol and Tobacco 9.5.1 Role of the School 9.5.2 Role of Police 9.6 Vandalism 9.7 Immediate Emergencies 9.8 Weapons 9.8.1 Definition of a Weapon 9.8.2 Possession of a Weapon by Students 9.8.3 Possession of a Weapon by Persons other than Students 9.8.4 Use of a Weapon by Students 9.9 Bomb Threats 9.10 Abduction 9.11 Armed Person 9.12 Hostage 9.13 Attempted Suicide 9.14 Assaults 9.14.1 Role of the School 9.14.2 Role of Police 9.15 Gang Activities 9.15.1 Role of the School 9.15.2 Role of Police 9.16 Possession/Use of Firecrackers or Fireworks 10.0 INITIAL POLICE CONTACT 11.0 SCHOOL AND POLICE INVESTIGATIONS OF INCIDENTS 12.0 POLICE INTERVIEWS OF STUDENTS 12.1 Victims and Witnesses</p>
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		<p>12.2 Notification of Parents/Legal Guardians 12.3 Preparation for Interviews 12.4 Conduct of Interviews 12.5 Suspects Under the Age of 12 12.6 Suspects 12 – 17 Years 12.7 Student 18 Years and Older 13.0 REPORTING OF CHILDREN SUSPECTED TO BE IN NEED OF PROTECTION 14.0 INVESTIGATIONS INVOLVING STUDENTS WITH SPECIAL EDUCATION NEEDS 15.0 OCCURRENCES INVOLVING STUDENTS UNDER AGE 12 16.0 SCHOOL BOARD COMMUNICATION STRATEGY 17.0 PROTOCOL REVIEW PROCESS</p>
Schools and Students: 543	School Lockdown	<p>RATIONALE The principal or designate of each school is responsible for establishing and maintaining the safety of students and staff. Various emergency situations such as an intruder, hostage taking or armed individual on school property may require lockdown procedures. Includes: Lockdown (major incident), Hold and Secure (situation outdoors), Shelter in Place (environmental or weather related). Reviewed each year and communicated to stakeholders. Two drills per year.</p>
Facilities and Grounds: 410	Security	<p>All doors at SGDSB schools are locked. To enter the school, a buzzer system alerts the main office. Principals are permitted to keep the main doors unlocked for short periods of busy time during the school day, however, to do so, a risk assessment is conducted. All staff have keys that are signed out and returned to the main office at the end of the school year, as a method of both protecting staff and ensuring that oversight occurs over who has access to the schools.</p>

Next Steps

The Plant Department, under the direction of the Manager of Plant Services, is creating a standardized template for Emergency Plans for all schools. This template will be supported through training for principals. We continue to develop templates for expedited communication in the event of any type of emergency.

Administrative Recommendations

That the Superior-Greenstone DSB receive Report No. 40, Emergency Procedures for Major Incidents, for information.

Respectfully submitted by:

Nicole Morden Cormier
Director of Education



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

FROM: Eric Fredrickson, Superintendent of Education

SUBJECT: Finalized Elementary Teaching Staffing and Organization for September 2023

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 2023-2024 academic year. These proposals were then discussed with Senior Administration and all possibilities explored. This report is based on funding information and enrolment projections that we presently have, and as such, it is recognized that there could be changes once the funding for the next school year is available from the Ministry of Education. The following principles were used to guide these discussions:

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

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

Table 1: Historical Enrolment Summary

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

Table 2: Projected Enrolment September 2023

<i>Total Enrolment by School</i>	<i>JK</i>	<i>SK</i>	<i>Gr. 1-3</i>	<i>Gr. 4-6</i>	<i>Gr. 7-8</i>	<i>2023-2024 Projected Enrolment</i>
B.A. Parker	11	14	29	33	22	109
Beardmore	1	1	12	8	6	28
Dorion	0	5	11	18	12	46
George O'Neill	3	9	42	40	38	132
Manitouwadge	1	3	16	17	7	42
Margaret Twomey	18	12	47	53	46	176
Marjorie Mills	6	4	14	11	6	41
Nakina	3	0	4	4	2	13
Schreiber	0	4	20	11	13	48
Terrace Bay	3	14	20	27	13	77
Total Enrolment						712
Total Enrolment by Grade	46	66	215	220	165	

Table 3 outlines the recommended classroom staffing compared to the 2021/2022 school year and Table 4 outlines the recommended Special Education, French, Native Language and Primary Planning staffing. The additional column titled "Other" represents special programs. Table 5 outlines recommended additional FTE positions that may be required for mid-year enrolment increases and the need for additional positions.

Table 3: Recommended Classroom Staffing for September 2023

School	2022-2023		September 2023		
	<i>Estimated Enrollment (Mar 31/2023)</i>	<i>Classroom Teachers</i>	<i>Projected Enrollment</i>	<i>Classroom Teachers</i>	<i>Change in Teachers</i>
B.A. Parker	99.00	6.00	109	6	
Beardmore	25.00	2.50	28	3.0	+0.5
Dorion	47.00	4.00	46	4	
George O'Neill	145.00	8.00	132	7	-1
Manitouwadge	48.00	4.00	42	4	
Margaret Twomey	158.00	8.00	176	9	+1
Marjorie Mills	34.00	3.00	41	4	+1
Nakina	17.00	2.50	13	2.0	-0.5
Schreiber	50.00	4.00	48	4	
Terrace Bay	102.00	6.00	77	5	-1
Total Enrolment	725	48.00	712	48.00	0

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

School	2022/2023						2023/2024						
	<i>SET</i>	<i>Primary Planning</i>	<i>French</i>	<i>Native Language</i>	<i>Other</i>	<i>Total</i>	<i>SET</i>	<i>Primary Planning</i>	<i>French</i>	<i>Native Language</i>	<i>Other</i>	<i>Total</i>	<i>Change</i>
B.A. Parker	2.05	0.57	0.38	0.5	0	3.5	1	.567	.567	.477	0.889 ⁴	3.5	0
Beardmore*	0.43	0.19	0.19	0.19	0	1.0	0.5	.189	.378		0.433 ³	1.5	+0.5
Dorion*	0.20	0.42	0.38	0	0	1.0	0.5	.378	.378		0.244 ⁴	1.5	+0.5
George O'Neill	1.00	0.63	0.57	0.57	0.23	3.0	1	.567	.567	.567	0.299 ⁴	3.0	0
Manitouwadge*	0.93	0.19	0.38	0	0	1.5	0.5	.378	.378		0.244 ⁴	1.5	0
Margaret Twomey	1.50	1.00	1.00	0	0	3.5	1.5	.756	.945		0.299 ⁴	3.5	0
Marjorie Mills*	0.86	0.38	0.38	0.38	0.5	2.5	0.5	.378	.378	.318	0.244 ⁴	1.5	-1.0 ¹
Nakina	0.12	0.19	0.19	0	0	0.5	.122	.189	.189		0.5 ³	1.0	+0.5
Schreiber*	0.70	0.38	0.42	0	0	1.5	0.5	.378	.378		0.244 ⁴	1.5	0
Terrace Bay	1.00	0.57	0.42	0	0.5	2.5	1	.378	.567		0.5 ²	2.5	0
Total FTE	8.79	4.52	4.31	1.64	0.78	20.5	4.622	4.158	4.536	1.431	3.772	21.0	+0.5

Notes:

**Special Education 0.5FTE administrator teaching position in this school*

¹MMPS reduction additional classroom teacher, admin in SET role & removal of ETFO funded 1.0FTE

²TBPS 0.5 ESL Support Teacher

³Additional FTE at BEPS and NAPS to support split grades

⁴Addition of "other" FTE supports job embedded professional learning, intervention support, and special school programs

Table 5: Additional Positions for Mid-Year Hiring Needs

2023-2024 School Year	Additional 1.0 FTE Teachers	+3.0
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Administrative Recommendations

That, the Superior-Greenstone DSB having received Board Report No. 41: Finalized Elementary Teaching Staffing and Organization for September 2023, approves the staffing as presented.

Respectfully submitted by:

Eric Fredrickson
Superintendent of Education



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

Report No.: 42
Date: April 24, 2023

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

FROM: Will Goodman, Superintendent of Education

SUBJECT: 2023-2024 Finalized Secondary Staffing

STRATEGIC PRIORITY: Learning, Well-Being, Stewardship

Background

A coordinated consultation process has taken place regarding staffing needs for the 2023-2024 school year. Significant attention was given during this process to meeting the needs and maintaining pathways for students, while maintaining fiscal responsibility. The 2023-2024 Secondary staffing has several additional factors that apply to the staffing process. Below are the items that must be adhered to for 2023-2024.

1. Full Time Equivalent (FTE) for OSSTF is 6 sections per year. Each section is equal to 0.17 FTE. Therefore 0.17 multiplied by 6 creates a 1.0 FTE.
2. The Central Agreement Memorandum of Understanding #7 RE: Protected Complement, local Letter of Understanding (LOU) for minimum staffing and E-learning allocations are important details as previously noted in the April 3 board report. These additional sections accommodate the needs of our students across our board while maintaining the core priorities of our multi-year strategic plan.

Current Situation

Part A: Staffing According to Contractual Agreement

	GCHS	LSHS	MNHS	MRHS	NRHS	TOTAL
Enrolment (Oct 31, 2022)	169.25	100.50	*55.25	178.00	161.75	664.75
Enrolment Projections (March 30, 2023)	164.50	95.50	*53.50	167.00	150.00	634.50
Average Daily Enrolment	166.88	98.00	54.38	172.50	155.88	
Classroom Teachers	8.50	8.50	8.50	8.50	8.50	42.5
Special Ed	1.00	1.00	1.00	1.00	1.00	5.00
Guidance	1.00	1.00	1.00	1.00	1.00	5.00
2023/2024 Proposed Base Contract teachers	10.50	10.50	10.50	10.50	10.50	52.50
E-Learning	0.33	0.33	0.33	0.33	0.33	1.67
Additional School Allocation	6.67	1.17	0	4.67	3.83	
Total Staffing	17.50	12.00	10.67	15.50	14.67	70.33

*Includes virtual school students

Additional Information

- It is expected that the allocated Student Success periods will be used to support programs in each of our secondary schools, which may be different in each school depending on their need. In particular additions have been made where schools are receiving increased numbers in grade 9 and 10 where de-streamed classes will occur.
- Schools have been collaboratively building videoconferencing course options to create more opportunities for student learning and pathways as well as for students electing to learn virtually.
- French as a Second Language and Native as a Second Language will be using videoconference technology to allow all students at SGDSB to access Grade 9-12 language programs.

Administrative Summary

That, the Superior-Greenstone District School Board having received Report No. 42 entitled, “2023-2024 Finalized Secondary Staffing,” approve the Secondary staffing as presented.

Will Goodman
Superintendent of Education



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

Date: April 24, 2023

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

FROM: Nicole Morden Cormier, Director of Education
Will Goodman, Superintendent of Education

SUBJECT: Indigenous Education: Learning with and from Community Partners

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

Background

Superior-Greenstone District School Board is committed to excellence in education for First Nation, Metis and Inuit students. This commitment is guided by the Ontario First Nation, Métis, and Inuit Education Policy Framework (2007), which is intended to provide the strategic policy context within which the Ministry of Education, school boards, and schools will work together to improve the academic achievement and well-being of Indigenous students who attend schools within the Superior-Greenstone District School Board.

Guided by the 2018-2023 Strategic Plan, and working within the four pillars of Learning, Well-Being, Relationships and Stewardship, the SGDSB Indigenous Education Initiatives strive to inspire students to succeed and make a difference.

- **Stewardship:** We will collaborate with our partners to meaningfully celebrate individual identity and the pursuit of a collective identity, anchored in curricular transformation.
- **Relationships:** We will develop strategies to enhance communication and transparency with and among staff, students, families, and community partners to foster a positive sense of belonging.
- **Well-Being:** We will build capacity for intercultural understanding, empathy, and mutual respect.
- **Learning:** We will enhance our culture of professional, collaborative learning through a job-embedded approach.

Building the knowledge of all students and educators in Indigenous histories, cultures, perspectives, and contributions is the core work of our school board. Our goal is to understand and implement Indigenous education for all by embedding Indigenous knowledge, knowing, being, culture, contributions, history and tradition within our regular practice and instruction to ensure that the richness of Indigenous education becomes a normalized practice, and to reflect and bring opportunities for students to learn in a variety of ways.

Current Situation

This report will highlight various learning opportunities planned for staff and students that will engage Indigenous perspectives, understandings and learning opportunities. It will also highlight Indigenous Graduation Coach Data showing who is supported, and an understanding of how students are supported.

Student and Staff Learning Opportunities:

Ezhi Kendmang Anishinaabe Naadziwin (EKAN):

Cultural competency training over five modules. System staff have participated in 3 sessions to date. We are striving to complete the final 2 within this school year. This training is led by the Anishinabek Education System, facilitated by Sandi Boucher and is held in community. The first sessions were held in Biigtigong Nishnaabek and Long Lake #58, and the final 2 will be held in Netmizaaggamig Nishnaabeg

and Biinjitiwaabik Zaaging Anishinaabek with the anticipated completion of all 5 modules by the end of June.

Kairos Blanket Exercise:

20 staff and community members were trained as facilitators of the KAIROS Blanket Exercise. The following schools have participated in the KAIROS Blanket following the training:

- GCHS, NRHS, MRHS, MNHS, LSHS
- MTPS, DOPS, SCPS

We will be offering the KAIROS Blanket Exercise again for the month of May and June as part of learning for National Indigenous History Month.

KEB:

SGDSB has and will continue to participate in various learning opportunities put on by the Kinoomaadziwin Education Body (KEB) to deepen understanding and build stronger partnerships. In addition, we are about to embark on signing a monumental document entitled “The Engagement Framework” that SGDSB, SNCDSB and the KEB have worked together to create. This will be the first of this type of agreement in the province.

Community Visits:

It is essential that both staff and students have the opportunity to visit partnering communities for learning and relationship building opportunities. We strive to work with communities to enhance learning, understanding and relationships for staff and students. We serve 13 First Nation communities; 11 of which we have an Education Service Agreement.

Last year by the end of March, schools or staff were able to be in 5 (38%) of the communities we serve. Since that time, schools or staff have visited 9 (60%) communities and 4 communities have had multiple community visits.

The original goal was to have at least 25% of schools engage in learning and/or engagement in community. Last year, 53% of schools learned or engaged with community, in community. This year, we have increased to 67% of schools being in community. The current total of community visits to date is 31, which consist of classes, whole school and/or system staff visits.

Indigenous Graduation Coach Data:

The Indigenous Graduation Coach is an integral role in supporting students who identify as First Nations, Metis or Inuit (FNMI). They support students within the Nipigon-Red Rock District High School and Geraldton Composite High School on a day-to-day basis in a variety of ways. This includes, but is not limited to, offering culturally safe spaces for students to come and complete work or have some time to be on their own, offering food and snacks, helping students with course selections, helping students with filling out applications to post-secondary education (funding and applying), providing programming to students that meet their needs from a culturally appropriate lens, connecting students with other supports as needed either internally or externally, assisting students to ensure they are on track for graduation, and much more.

Graduation Coaches also work with student success and transition planning teams at the school level. They visit partnering schools, spend time getting to know the grade 7/8 students who will be coming to the school they work in, plan visits and transition processes throughout the year that support students who identify as Indigenous, and spend time in community to build positive relationships with students and family where they are able.

Nip-Rock High School

Number of students being served by the Graduation Coach who are members of Red Rock Indian Band.

Grade Levels Supported	ESA Students	Other
Transition from 8-9	2	Undetermined
Grade 9	6	9

Grade 10	7	5
Grade 11	7	5
Grade 12	5	3

The number ESA students receiving academic and well-being support.

Grade Levels Supported	Academic Support/Monitoring	Well-Being
Grade 9	3	2
Grade 10	3	2
Grade 11	3	3
Grade 12	3	3

The number of other students receiving academic and well-being support.

Grade Levels Supported	Academic Support/Monitoring	Well-Being
Grade 9	1	1
Grade 10	3	1
Grade 11	2	2
Grade 12	1	1

Academic Pathways Post-Secondary

Pathways Supported	ESA Students	Other
Workforce	0	0
College	4 (applied)	1 (applied)
University	0	1 (applied)

Number of students accessing the Friendship room daily.

Students Supported	Drop in Average	Academic Support	Well-Being
ESA	17	6	3
Off Reserve	14	4	2

*Student check-ins also happen outside the Friendship Room throughout the school day, before and after school, breaks and lunch. Some students receive multiple check-ins during the week and all students receive a weekly check-in.

Geraldton Composite High School

Communities with an ESA include:

Community	Number of Students
Ginoogaming First Nation	18
Animbiigoo Zagi'igan Anishnabek	9
Aroland First Nation	40
Marten Falls	8
Long Lake #58	12

The number of students accessing support through the Indigenous Graduation Coach Program:

Grade Levels Supported	ESA Students	Other
Transition from 8-9	Undetermined	Undetermined
Grade 9	17	9

Grade 10	12	4
Grade 11	10	4
Grade 12	18	3

The Student Success Team and Indigenous Grad Coach are supporting potential grads with applications, post-secondary funding, life skills, job experience and well-being through transition out of high school. Communication with community and circle of caring adults is ongoing through this process.

FNMI Potential Grad Pathways:

Program	Number of Students
University Programs	1
College Programs	2
Workplace/Training	15
Returning to GCHS	6

*The Indigenous Graduation Coach has made 11 Mental Health Referrals to GCHS's Mental Health Worker

Next Steps

Although we have made great gains in relationships and ensuring we take time to be in community and learn with and from, we recognize that we need to work to have regular visits in all communities. We recognize that the time we are invited into community to learn or engage is reflective of the relationships we have with community.

It is anticipated that the data gathered on community connections will have a positive effect on mental health, academics, attendance and the overall experience of students of First Nation students coming from community.

The SGDSB Indigenous Manager and team will continue to seek input from communities and continue to find engaging ways to bring Indigenous education, history and perspective from the local and national level. As part of this service, we will be working on developing a Truth and Reconciliation policy that will guide the understanding of important dates and activities regarding Indigenous Education.

Respectfully submitted by:

Shy-Anne Bartlett
Manager of Indigenous Education

Will Goodman
Superintendent of Education

Nicole Morden Cormier
Director of Education



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
Trustee Evaluation: Regular Board Meetings
RESPONSE SUMMARY FOR
March 27, 2023 REGULAR BOARD MEETING

Reflection	Yes	No	N/A	Total Responses out of 11
Do you feel that the information in the agenda package adequately prepared you for the meeting?	1	0	0	1
The presentations were relevant to the governance work of the Board – (e.g. relating to student achievement, well-being and the budget).	1	0	0	1
The Board Chair effectively moderated the meeting (e.g. kept it moving, facilitated questions, provides reminders of bylaws when necessary, etc.)	1	0	0	1
The information provided in the agenda package and through the presentations was sufficient in order to make an informed decision.	1	0	0	1
The meeting was successful in carrying out the aims of the Board's Multi-Year Strategic Plan.	1	0	0	1
The presentations and board reports were clearly connected to the implementation of the Strategic Plan and this evidence helped me to gain confidence in its effective implementation.	1	0	0	1
<p>Optional: Based upon the role of the trustee, what items from this meeting allowed you to gain confidence in your role and what needs to be improved to allow you to fulfill your role in a more effective way?</p> <p>Responses:</p> <ul style="list-style-type: none"> • Great to see the Student Trustees taking a more vocal part in the meetings and not just through their monthly reports. 				
<p>Optional Comments:</p> <ul style="list-style-type: none"> • 				