



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Our Mission:

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

Our Vision:

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

Our Motto:

"Small schools make a difference".

Our Values:

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

Regular Board Meeting 2024/02

A G E N D A

Monday, October 23, 2023 – 1:15 p.m.

On-site Board Office, 12 Hemlo Drive, Marathon, Ontario
Or Videoconference & Teleconference

Microsoft Teams meeting - [Click here to join the meeting](#)
 1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 257 306 927#

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): 1:15 p.m.
 Section (B) In-Camera: – (closed to public) TBA

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. Megen						Nesbitt, Jason					
Cormier, Dr. Paul						Pristanski, Kal					
Jarvis, Allison						Michano, Julie					
Liscomb, Pat						Hunter, Emeraude (Student)					
McRae, Pauline (Pinky)						Krause, Zoey (Student)					

<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>					
Fredrickson, Eric: <i>Superintendent of Education</i>					
Goodman, William: <i>Superintendent of Education</i>					
Marion, Alex: <i>Superintendent of Business</i>					
Leroux, Carole: <i>Assistant to the Director</i>					
Harris, Brent: <i>Manager of Financial Services</i>					
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					
Dee, Christine: <i>Team Lead – Payroll Services</i>					
Chouinard, Connie: <i>Team Lead – Business Services</i>					
Nault, Denis: <i>Manager of Human Resources</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Kitchener, Nick: <i>Manager of Information Technology</i>					
Renaud, Deana: <i>Mental Health Manager</i>					
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>					
Christianson, GerriLynn: <i>Executive Assistant & Communications Officer</i>					
Zeleny, Lisa: <i>Executive Assistant</i>					

2.0 Regular Meeting Call to Order

✓ **That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, December 4, 2023, be called to order at _____ p.m.

3.0 Approval of Agenda

✓ **That**, the agenda for the Superior-Greenstone DSB 2024/02 Regular Board Meeting, December 4, 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 presented:

1. Organizational/Regular Board Meeting 2024/01:November 20, 2023;

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

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

1. Special Education Advisory Committee October 3, 2023
2. Indigenous Education Advisory Committee May 30, 2023

[\(Attached\)](#)[\(Attached\)](#)**5.2.2 Board Policy Review Committee: November 28, 2023**[\(Attached\)](#)

✓ **That**, the Board accepts the recommendations outlined in the Board Policy Review Committee minutes of November 28, 2023, and approves as reviewed:

- P – 726 Whistleblower Policy [\(Attached\)](#)
- P – 201 Procedural Bylaws [\(Attached\)](#)
- P – 202 Control & Release of Information [\(Attached\)](#)
- P – 208 Trustee & Student Trustee Attendance at Conference [\(Attached\)](#)
- P – 404 Building, Grounds and Equipment Security [\(Attached\)](#)
- P – 505 Field Trip & Excursions [\(Attached\)](#)
- P – 509 Fundraising [\(Attached\)](#)

to be posted to the Board website with an implementation date of December 5, 2023, and all of which shall supersede any previous policies.

6.0 Business Arising Out of the Minutes**7.0 Delegations and/or Presentations****7.1 Report No. 03:
2022/2023 Director's Annual Report**[\(Attached\)](#) – N. Morden Cormier**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 Report

(M. Brunskill/ N. Morden Cormier)

9.0 Reports of the Business / Negotiations Committee

Superintendent of Business: Alex Marton

- 9.1 Report No. 04:
Legal Representation 2022-2024 ([Attached](#) – A. Marton)
- 9.2 Report No. 05:
Release of Surplus Funds 2023-2024 ([Attached](#) – A. Marton)
- ✓ *That, the Superior-Greenstone DSB, approve for Release \$300,000 in accumulated surplus funds for use in capital projects for the 2023-2024 fiscal year.*
- 9.3 Report No. 06:
2023-2024 Estimates Update – Special Education ([Attached](#) – A. Marton)
- ✓ *That, the Superior-Greenstone DSB, having received Report No. 06, approves the addition of \$136,000 in expenses for the 2023-2024 Estimates.*
- 9.4 Report No. 07:
ESS Pay Adjustment ([Attached](#) – A. Marton)
- ✓ *That, the Superior-Greenstone DSB, having received Report No. 07, approved the addition of \$62,000 in Expenses for the 2022-2023 Estimates.*

10.0 Reports of the Director of Education

Director of Education: Nicole Morden Cormier

- 10.1 Report No. 08:
Indigenous Education: Days of Significance ([Attached](#) – S. Bartlett/ N. Morden Cormier)

11.0 Reports of the Education Committee

Superintendent of Education: Will Goodman
Superintendent of Education: Eric Fredrickson
Assistant to the Director: Carole Leroux

- 11.1 Report No. 09:
SAP Baselines and Targets (Sent under separate cover – K. Wrigley/ C. Leroux)

12.0 New Business

Board Chair: Pinky McRae

- 12.1 Board Chair
12.1.1 Update: Minister and Board Chair Teleconference (P. McRae)
- 12.2 Trustee Associations and Other Boards
12.2.1 OPSBA Board of Directors Meeting & Advocacy Day November 27, 2023 (Trustee, A. Jarvis)
- 12.3 Trustee Activities
- 12.4 Future Board Meeting Agenda Items

13.0 Notice of Motion

14.0 Observer Comments

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

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) TBA.

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

[\(Attached\)](#)

15.1 Agenda: Committee of the Whole Board – Closed

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

15.2 Rise and Report from Closed Session

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

16.0 Report of the Committee of the Whole Closed Section B

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

1. Organizational/ Regular Board 2024/01: November 20,, 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 2024/02 Regular Board Meeting, Monday, December 4, 2023 adjourn at _____, p.m.*

2024 - Board Meetings		
<i>Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, January 29, 2024	Monday, February 26, 2024	Monday, March 25, 2024
Monday, April 8, 2024 <i>*Special Board Meeting</i>	Monday, April 29, 2024	Monday, May 27, 2024 <i>*Designate Site: Dorion Public School</i>
Monday, June 24, 2024	Monday, July 15, 2024	Monday, August 26, 2024
Monday, September 16, 2024 <i>*Designate Site: Lake Superior High School</i>	Monday, October 21, 2024	Monday, November 18, 2024 (1:00 p.m.) <i>*Designate Site: Board Office</i>
Monday, December 2, 2024		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2024/02

Committee of the Whole Board: Closed Session.

Monday, December 4, 2024

On-Stie: Board Office, 12 Hemlo Drive, Marathon, Ontario
Videoconference and Teleconference

A G E N D A

Board Chair: Pinky McRae

Director: Nicole Morden Cormier

Location: Videoconference & Teleconference

Recorder: G. Christianson

PART II: Committee of Whole Board – Closed

Section (B): In-Camera TBD.

- 1.0 Disclosure of Interest: re Closed Session (P. McRae)
- 2.0 Approve Agenda: Committee of the Whole In-Camera (Closed) (P. McRae)
- 3.0 In-Camera (closed) Meeting Minutes
 - 1. Regular Board Meeting 2024/01 November 20, 2024 [\(Attached\)](#)
- 4.0 Report No. IC-01-24 [\(Attached\)](#) – A. Marton
- 5.0 Personnel Item B: (A. Marton)
- 6.0 Personnel Item C: (A. Marton)



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Annual Organizational/ Regular Board Meeting 2024/01

MINUTES

Monday, November 20, 2023 – 6:30 p.m.

Videoconference & Teleconference
 Microsoft Teams meeting
 1 – 8 0 7 – 7 0 1 – 5 9 8 0 Conference ID: 935 094 891#

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

Times are Approximate

- | | |
|---|------------------------------|
| <i>Part I: 6:30 p.m. - Election of Officers</i> | <i>Section (A)</i> |
| <i>Part II: 6:45 p.m. – Annual Organizational Appointments (Open to Public)</i> | <i>Section (A)</i> |
| <i>Part III: 7:01 p.m. - Regular Board Meeting: (Open to Public)</i> | <i>Section (A)</i> |
| <i>Part IV: 7:41 p.m. - Committee of Whole Board In-Camera (Closed to Public)</i> | <i>Section (B) In-Camera</i> |

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. Megen			x			Nesbitt, Jason			x		
Cormier, Dr. Paul			x			Pristanski, Kal			x		
Jarvis, Allison			x			Michano, Julie	x				
Liscomb, Pat			x			Hunter, Emeraude (Student)					x
McRae, Pauline (Pinky)	x					Krause, Zoey (Student)			x		

<u>Board Administrators</u>	<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		
Leroux, Carole: <i>Assistant to the Director</i>			x		
Harris, Brent: <i>Manager of Financial Services</i>					x
Muir, Gordon: <i>Manager of Plant Services/Transportation</i>					x
Dee, Christine: <i>Team Lead – Payroll Services</i>					x
Chouinard, Connie: <i>Team Lead – Business Services</i>			x		
Nault, Denis: <i>Manager of Human Resources</i>			x		
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					x
Kitchener, Nick: <i>Manager of Information Technology</i>					x

Renaud, Deana: <i>Mental Health Manager</i>					X
Bartlett, Shy-Anne: <i>Manager of Indigenous Education</i>					X
Christianson, GerriLynn: <i>Executive Assistant & Communications Officer</i>	X				
Zeleny, Lisa: <i>Executive Assistant</i>			X		

Land Acknowledgement

Director of Education Nicole Morden Cormier 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.

Part I: 6:30 p.m. - Election of 2024 Officers

(Open to Public)

2.0 Welcome and Direction for Proceedings

Nicole Morden Cormier, Director and Secretary to the Board presided over the meeting until the election or acclamation for the 2024 Board Chair. She welcomed Trustees and expressed her gratitude for their dedication to the School Board.

3.0 Naming of Two Scrutineers

The Director named Alex Marton and Will Goodman as scrutineers for all occasions where ballots may be cast to determine a position.

4.0 Election: Board Chair for 2024

The Director called for nominations for the Chair of the Board. Trustee K. Pristanski nominated Trustee P. McRae. Thrice called and hearing no further nominations, Pinky McRae was acclaimed as Board Chair.

5.0 Chairperson Assumes Office for 2024

Board Chair Pinky McRae welcomed everyone and thanked the board for entrusting her with the position. She expressed her gratitude for the Trustee's dedication and excellent working relationship. She thanked the Trustees for their commitment to good governance and their strong understanding of the role of a Trustee.

6.0 Election: Board Vice-Chair for 2024

6.1 Call for Nominations

Board Chair P. McRae called for nominations for Vice-Chair. Trustee J. Nesbitt nominated Trustee Allison Jarvis. Thrice called and hearing no further nominations, Allison Jarvis was acclaimed as Board Vice-Chair.

Part II: 6:45 p.m. – Annual Organizational Appointments

(Open to Public)

7.0 Appointments: Statutory Committee Members

7.1 Special Education Advisory Committee (SEAC)

Note: Appointments to SEAC are effective for the Term of the Board.

1. Megen Brunskill Appointee
2. Julie Michano Appointee
3. Allison Jarvis Alternate Appointee
4. Pat Liscomb Alternate Appointee
5. Paul Cormier First Nations Representative

7.2 2024 Parental Engagement Committee

Note: Appointments are in effect until December 2024.

1. Allison Jarvis Appointee
2. Megen Brunskill Alternate Appointee
3. Jason Nesbitt Alternate Appointee

7.3 Audit Committee

Note: Appointments to the Audit Committee are effective for the Term of the Board. The following trustees are members for the term ending November 15, 2026

1. Kal Pristanski
2. Allison Jarvis
3. Pat Liscomb

7.4 2024 Student Alternative Learning (SAL) Committee

Note: Appointments are in effect until December 2024.

1. Jason Nesbitt Appointee
2. Julie Michano Alternate Appointee
3. Kal Pristanski Alternate Appointee
3. Director of Education or a Superintendent of Education
4. At least one person who is not a member or employee of the Board

8.0 Appointments: Standing Committee

8.1 **Election of Standing Committee Chairs**

8.1.1 Chair: Education Committee-Call for Nominations

The Board Chair put forward a motion to dispense with the formal practice of appointing a Chair of the Education Committee and a Chair of the Negotiations Committee. The Director explained that this is an old, antiquated process that the board has not required for many years as Education and Business reports are brought directly to the Board from the Senior Administration team.

01/24

Moved by: Trustee J. Nesbitt

Second: Trustee J. Michano

✓ **That**, the SGDSB dispense with the position of the Chair of the Education Committee, as well as the Chair of the Negotiations and Business Committee, effective November 20, 2023.

Carried

8.1.2 Chair: Negotiations / Business Committee-Call for Nominations

Nil.

8.2 2024 Board Discipline Committee

Note: Appointments are in effect until December 2024.

1. Jason Nesbitt Appointee
2. Pat Liscomb Appointee
3. Kal Pristanski Appointee
4. Allison Jarvis Appointee
5. Julie Michano Appointee

8.3 Board Policy Review Committee

Note: Appointments to the BPRC Committee are effective for the Term of the Board. The following trustees are members for the term ending November 15, 2026.

1. Allison Pelletier
2. Megen Brunskill
3. Jason Nesbitt
4. Pat Liscomb
5. Julie Michano
6. Kal Pristanski (Alternate)

learners. Staff work to understand the needs, strengths, and identities of their student in order to help them succeed. The school activities are designed to strengthen and support student and staff relationships and community partnerships.

15.0 Reports of the Business / Negotiations Committee

Superintendent of Business: Alex Marton

Nil.

16.0 Reports of the Director of Education

Director of Education: Nicole Morden Cormier

16.1 Report No. 01: Proposed Board Meeting Schedule for 2024

06/24

Moved by: Trustee J. Michano

Second: Trustee M. Brunskill

✓ **That**, the Superior-Greenstone DSB having received Report No. 01, Proposed Board Meeting Schedule for 2024, approves the 2024 Regular Board Meetings as outlined.

Carried

17.0 New Business

Board Chair: Pinky McRae

17.1 Board Chair

22.1.1 Report No. 02: Trustee Board Meeting Evaluation Summary

The Trustees determined that the evaluation of every meeting will be dispensed with, however, they wish to implement an annual review. The Board Chair advised that administration would adjust the evaluation form and begin with the first annual review in June 2024.

17.2 Trustee Associations and Other Boards

17.2.1 Trustee Appointments for OPSBA Director/Voting Delegate

07/24

Moved by: Trustee J. Michano

Second: Trustee A. Jarvis

✓ **That**, the Superior-Greenstone DSB appoint Trustee Jason Nesbitt to serve as its Director and Voting Delegate to OPSBA effective for the period of November 20, 2023 to November 15, 2024.

Carried

17.2.2 Trustee Appointment for OPSBA Alternate Director/Alternate Voting Delegate

08/24

Moved by: Trustee J. Nesbitt

Second: Trustee J. Michano

✓ **That**, the Superior-Greenstone DSB appoint Trustee Allison to serve as its Alternate Director and Alternate Voting Delegate to OPSBA for the period of November 20, 2023 to November 15, 2024.

Carried

18.0 Notice of Motion

Nil.

19.0 Observer Comments

Nil.

PART II: Committee of the Whole Board

Section (B) In-Camera: – (closed to public) 7:41 p.m.

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

20.1 Agenda: Committee of the Whole Board – Closed

09/24

Moved by: Trustee K. Pristanski

Second: Trustee P. Cormier

✓ **That**, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 7:41p.m. and that this portion be closed to the public.

Carried

20.2 Rise and Report from Closed Session

10/24

Moved by: Trustee J. Michano

Second: Trustee P. Cormier

✓ **That**, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 8:08 p.m. and that this portion be open to the public.

Carried

21.0 Report of the Committee of the Whole Closed Section B

21.1 **11/24**

Moved by: Trustee A. Jarvis

Second: Trustee P. Liscomb

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

1. Regular Board 2023/10: October 23, 2023

Carried

21.2 Other Recommendations from Committee of the Whole Closed Session

Nil.

22.0 Adjournment

12/24

Moved by: Trustee K. Pristanski

Second: Trustee A. Jarvis

✓ **That**, the Superior-Greenstone DSB 2024/01 Regular Board Meeting, Monday, November 20, 2023 adjourn at 8:10, p.m.

Carried

<u>2024 - Board Meetings</u>		
<i>Videoconference and/or Designated Site indicated in schedule. Time 6:30 p.m.</i>		
Monday, January 29, 2024	Monday, February 26, 2024	Monday, March 25, 2024
Monday, April 8, 2024 <i>*Special Board Meeting</i>	Monday, April 29, 2024	Monday, May 27, 2024 <i>*Designate Site: Dorion Public School</i>
Monday, June 24, 2024	Monday, July 15, 2024	Monday, August 26, 2024
Monday, September 16, 2024 <i>*Designate Site: Lake Superior High School</i>	Monday, October 21, 2024	Monday, November 18, 2024 (1:00 p.m.) <i>*Designate Site: Board Office</i>
Monday, December 2, 2024		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Annual Organizational / Regular Board Meeting 2024/01

Committee of the Whole Board: Closed Session.

Monday, November 20, 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 7:41 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
 - 1. Regular Board Meeting 2023/10 October 23, 2023
- 4.0 Personnel Item A:
- 5.0 Personnel Item B

Organizational/ Regular Board Meeting 2024-01

Monday, November 20, 2023

MINUTES

APPROVED THIS _____ DAY OF _____, 2023

SECRETARY

CHAIR



SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD
Special Education Advisory Committee

October 3, 2023 @ 3:00 pm

Videoconference & Teleconference

Microsoft Teams meeting
Join on your computer or mobile app
Or call in (audio only)
 Canada, Thunder Bay

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			
BOTTLE, Candice: <i>North of Superior Counseling Programs</i>				X	
STACH, Andrea: <i>George Jeffrey Children's Centre</i>			X		
CORMIER, Dr. Paul: <i>First Nation Trustee</i>					X
MICHANO, Julie: <i>Trustee</i>				X	
BRUNSKILL, Megen: <i>Trustee</i>			X		
MOORE, Jennifer: <i>Dilico (Alternate)</i>				X	
DAVIES, Candace: <i>North of Superior Counseling Programs (Alternate)</i>				X	
POROBIC, Katie: <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	
KRAUSE, Zoey: <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		
ZELENY, Lisa: <i>Executive Assistant</i>			X		

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

Land Acknowledgement:	Offered by Erik Leroux as written by 5/6 class
1.0 Call to Order: 3:08	by Chair, B. Brake Weldon
2.0 Approval of Minutes from September 12, 2023	
Moved by: Brandy Brake-Weldon	Second: Sheila Zappitelli
✓ That, the minutes for the Superior-Greenstone DSB Special Education Advisory Committee meeting dated September 12, 2023, be accepted and approved.	
Carried.	

3.0	Additions to the Agenda: Early Years Screening	Deana /Brandy
	Early Years Screening	
4.0	Business Arising from Minutes:	
	Nil.	
5.0	Agenda Items:	Host
	<p data-bbox="240 464 289 495">5.1</p> <p data-bbox="337 464 688 495">Vision of Special Education</p> <p data-bbox="337 533 1271 594">Annick spoke on the Vision of Special Education -as seen in the SWAY attachment.</p> <p data-bbox="337 600 1130 632">Annick highlighted our commitment using the following 7 Principals:</p> <p data-bbox="337 638 1027 669"><i>Our commitment is guided by the following principles:</i></p> <ul data-bbox="386 674 1271 953" style="list-style-type: none"> • <i>Indigenous ways of knowing and learning</i> • <i>Evidence-based programming and practices</i> • <i>Culturally responsive pedagogy</i> • <i>Universal design and differentiated instruction are foundational to co-creating learning environment</i> • <i>Identification and removal of barriers to learning</i> • <i>Student Voice is central to decision making</i> • <i>Transition planning is forward thinking and connected to values and goals of each student</i> <p data-bbox="337 995 1271 1146">Superintendent of Education Will Goodman added the Vision of Special Education is to show Who We Are at SGDSDB and who we are in the Special Education System as well as who we are in our Community. Superintendent Goodman encourages Stakeholders to use this first draft of the Vision of Special Education as an opportunity to provide feedback.</p> <p data-bbox="337 1188 1271 1278">Trustee M. Brunskill provided the following comment on the Special Education Vision - Megen thanked all those who worked hard to create the Vision and recommended the following:</p> <ul data-bbox="386 1285 1060 1316" style="list-style-type: none"> • Instead of static statements to use action statements. <p data-bbox="337 1358 1271 1449">B. Brake-Weldon suggested feedback and questions on the Special Education Vision could be sent to Superintendent Goodman, Annick or Lisa at a later date; to allow the Committee an opportunity to review the Vision.</p> <p data-bbox="337 1491 1271 1642">Director of Education Nicole Morden Cormier acknowledged the hard work that went into creating the Vision. Director Morden Cormier spoke to the difference of the Big V and Little V ; remarking that the Special Education Vision is a little Vision – as compared to the Boards Vision Statement. Not to confuse the two. The small ‘V’ is a global vision.</p>	Annick
	<p data-bbox="240 1724 289 1755">5.2</p> <p data-bbox="337 1724 1151 1755">Standing Agenda Item: Update from SEAC Community Members</p> <p data-bbox="337 1793 1271 1854">A. Stach provided the following agency update on the George Jeffrey Smart Start Hub; indicating the following:</p> <ul data-bbox="386 1860 1122 1892" style="list-style-type: none"> • It is easier for parents/guardians to connect with someone. 	Community Members

	<ul style="list-style-type: none"> • Parents/Guardians can book a in real time a 15 min check in on the Smart Start Hub as of last week. <p>Andrea reflected on past practice when people on a wait list were allowed to book a shorter appointment in the school. (a good resource reminder) for a Consult Clinic.</p> <p>Andrea also confirmed the Agencies new Communications Disorder Expert started last week.</p> <p>Superintendent Goodman spoke to the new Indigenous Educator Facilitator role-ensuring we are working collaboratively with IEAC to provide the necessary details and requirements to fully encompass a rounded position . The position outlined needs to meet the needs at the Community level and Regional Level not just Federal Level.</p> <p>S. Zappitelli provided the following organizational update: hired 2 full-time employees for Superior- Greenstone; with potential for 3. The organization is also using a new system called Shift Start - it is an automated call out system for shifts. The first trial was on the North Shore and was very successful. It calls out on a seniority basis, the schedule is electronic and captures all details, including mileage and then it is sent to payroll.</p> <p>B. Brake-Weldon agency update stated one employee returned to work and therefore, only 2 short from full workload. Brandy is hopeful to filling 1 (one) intake position this week; which would leave the agency only 1 (one) short. Agency is in a better position regarding staffing.</p>	
<p>5.3</p>	<p>Special Education Needs Assessment</p> <p>Annick reviewed the Special Education Needs Assessment document; highlighting the following:</p> <p><u>Who are the students are that we are serving – (Power Point Presentation)</u> Elementary -135 Secondary - 199</p> <p><u>Who Identify as Indigenous</u> Elementary 60/135 Secondary 98/199</p> <p><u>Exceptionalities listed as well</u> Elementary – 58/135 (not identified) Secondary- 75/199 (not identified)</p> <p>Superintendent Goodman clarified the ‘non identified’ is a lot of different individuals. For example, Kindergarten -2 – this age group is not assessed this young however, they require support, also there may be parents who may not want their child identified. Superintendent Goodman pointed out the numbers are coming down in the LD area with the addition of de-streaming to support this, and there is a greater decline in multi-exceptionalities and Autism has shown a been a growth due to better and quicker diagnosis. It shows that SGDSB supports ALL students.</p> <p>Trustee M. Brunskill asked if there are many students in the non-identified waiting for an assessment?</p>	<p>Annick</p>

	<p>Superintendent Goodman addressed the question and agreed that there would be some waiting however, some are also only a couple years in to school and are not ready for assessment as students are just learning to read and write. The delays may be more because of the age rather than getting into an agency. Superintendent Goodman confirmed it is under a year and approx. 6 months for students to be assessed. Wait times are shorter.</p> <p>B. Brake-Weldon reflected on the difference in numbers in LD from Elementary to Secondary; the numbers are higher at the Secondary level and asked if this is this due to students coming from feeder schools.</p> <p>A.Brewster addressed Brandy’s question and confirmed the higher LD numbers at the Secondary level are due to housing feeder schools and students coming in with a diagnosis. However, sometimes students who come in with a diagnosis, may come in without the paperwork. Currently, trying to decipher who has the multiple exceptionalities at the Secondary Level.</p> <p>Superintendent Goodman wants to be very responsive to the SEAC Committee recognize the Special Education document is large in it’s entirety of 155 pages. The document will be brought to the SEAC Committee in smaller sections at each meeting.</p>	
<p>5.4</p>	<p>Special Education Plan</p> <p>The following areas were highlighted in the Power Point Presentation:</p> <ol style="list-style-type: none"> 1. General Philosophy and Delivery Model 2. Placement Goal 3. Guiding Principles 4. Three Special Education Placements provided by the board: <ol style="list-style-type: none"> a. In classroom with indirect support b. In classroom with resource assistance and or c. In the classroom with withdrawal assistance less than 50% of the time with a Spec Ed Teacher 5. Special Education Programs and Services 6. Programming: Accommodations, Modifications and Alternative Programs 7. Placement 8. Multiple Exceptionalities, Section 23, Provincial and Demonstration Schools <p>Superintendent Goodman added we don’t offer Section 23 Schools, however, what we provide is a fully inclusive class. The floor was then open for discussion.</p> <p>Trustee M. Brunskill asked about the Evaluation process – how is it determined if the programming is working?</p> <p>Key item is the whole assessment model – looking at the assessment model – decipher what accommodations or modifications are needed. Future item.</p>	<p>Annick</p>

<p>5.5</p>	<p>Thought Exchange Mental Health Deana – initiatives and communications around Mental Health – focus for SGDSB.</p> <p>Thought Exchange – insights – (one piece families participated in) 18 parent participants</p> <ul style="list-style-type: none"> - Caring Adults – 6 positive feedback - Safe Space – 6 positive feedback - Bully Free environment – 4 neutral - Caring compassionate and language to teaching – 6 Neutral <p>Observation : students living between mom and dads homes- do not have a lot of students who are seeing a counsellor regarding this although it is a stressor for them.</p> <p>E. Fredrickson thanked Deana for being at the forefront and Supporting Well Being of our students.</p>	<p>Deana</p>
<p>5.6</p>	<p>Early Years Screening-</p> <p>The topic of Early Years’ Screening was introduced by Deana and Brandy.</p> <p>B. Brake-Weldon offered an organizational view indicating the Kindergarten classrooms are presenting a challenge. There are no screenings taking place currently. The trend is we screen if we notice something – there are no red flags prior to a problem. Brandy wants to raise a flag on this issue -</p> <p>B. Brake-Weldon asked the following questions:</p> <ol style="list-style-type: none"> 1. Is there a way to have testing for hearing and vision? 2. Is there a way to bring this into our school system? Now that there is no typical Early Years’ screening. <p><u>Discussion</u></p> <p>Superintendent Goodman recommended for the next SEAC meeting we reach out the Early Years Lead, to learn what resources we can tap into to support our Early Years students. <u>Action item: contact Early Years Lead</u></p> <p>Director Morden Cormier added to the discussion - What past practice can we resurrect? Reflecting that previously there was a past practice that a package was given to parents, and it worked. Director Morden Cormier also recommended we reach out to Colleen Kjellman, Executive Director of Brass Bell Family Resource Center as an agency representative for Early Years screening. <u>Action item: contact Colleen Kjellman</u></p> <p>Trustee M. Brunskill recommended we should reach out to the Nipigon Health Team for a representative to speak about their services and what their mandate is around Early Years screening. <u>Action item: contact Nipigon Health Team</u></p> <p>Mental Health Manager Renaud reflected on past practice with Marian McKnight who facilitated a community event and included outside agencies, mental health, speech therapist, occupational therapist and EY families were invited. Deana recommended we need to start prioritizing how to get disenfranchised parents back into our schools.</p>	<p>Deana/Brandy</p>

6.0	Correspondence:	Host
	Nil.	
7.0	New Business:	Host
	Nil.	
8.0	Information Items:	Host
	Nil.	
9.0	Agenda Items: Next meeting Date/Time/Venue:	
	November 14, 2023 at 3:00 pm via videoconference	
10.0	Adjournment:	
	Moved by: <i>Trustee M. Brunskill</i> <i>Second: A.Stach</i>	
	✓ That , the Superior-Greenstone DSB Special Education Advisory Committee Meeting on Tuesday, October 3, 2023 adjourn at <u>4:05</u> 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:

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)

Tuesday, May 30th, 2023 – 10:00 a.m. to 12:00 p.m.
 SGDSB Learning Centre & Virtual Meeting – Microsoft Teams
 Teleconference Dial-In Information: Conference ID No

Maawaniji'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	EEP Program Liaison - Matawa, Shelby Chng					X
(Biigtigong Nishnabeg) Lisa Michano					X	Randi Ray and/or Mario Beaucage, Wabun Education Partnership Program					X
(Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Yvonne Kowtiash					X	Joshua LeClair, Regional Education Council Coordinator, KEB			X		
(Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Christine Hardy			X			Tim Robbins, Metis Nation of Ontario - Senator					X
(Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Cheryl Checkley					X	Nokiiwin Education Advisor - Loretta Sky			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		
(Marten Falls FN) Susanna Baxter					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					Dan Fairservice	X				
(Netmizaaggamik) Lori Guinchard			X			Julie Michano					X
(Red Rock) Tymara Ruth	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				
(Flying Post First Nation) Angela McLeod					X	Alex Marton, Superintendent of Business			X		
(Bingiwí Neyaashi Anishnaabek) Tylyn Silander			X			Annick Brewster, FSL and Special Education System Principal			X		
(Longlac 58 First Nation)											



2.0 **Opening Prayer**

Mary Blakely opened the meeting by sharing a prayer with the group.

3.0 **Welcome and Introductions**

Chair Paul Cormier welcomed new members to the meeting and provided a brief background on how the IEAC informs the Board of Trustees with the feedback given. This is essential in the Trustees' decision making. The amount of Indigenous content brought forth at the monthly Trustee meetings has increased and is a result of the work of the IEAC members. Chair Cormier encouraged participation of the IEAC members in the regular board meetings, they are open to the public.

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

*Moved by: Val Auger Second: Mary Blakely
That the minutes for the Superior-Greenstone DSB Indigenous Education
Advisory Committee meeting, April 18th, 2023 be accepted and approved. Carried*

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

5.1 **Celebrations: Engagement Framework OPSOA**

A verbal report was shared with the group by Director Nicole Morden Cormier. The Director and Will Goodman applied to the Ontario Public Supervisory Officers' Association (OPSOA) to present at the recent OPSOA conference. The conference was focused on Equity and what school boards are doing to reduce barriers and ensure that all voices are being heard. They presented to Supervisory Officers from all around the province in Toronto on the Engagement Framework, a collaborative effort between SGDSB and the KEB. They worked all together on this, and it was important that all voices were heard. Two key messages came out of this. First, although the end product is very important, the Framework outlines how we will work with AES Communities in terms of educational self-governance, but the journey is what they wanted to share. The journey comprised of 34 meetings, and a number of individuals including the KEB, AES, S. Bartlett, the Director and W. Goodman. These meetings allowed the organization to grow significantly and to come to a place of understanding. The other key message is that we sit at the table together and make decisions together as equal partners. They are planning to sign the document in September. It will be important moving forward that everyone in SGDSB understands the Engagement Framework.

S. Bartlett acknowledged Christine Hardy and Josh LeClair's work on this project and invited them to speak on this exciting work. S. Bartlett shared that the discussions around the Engagement Framework guided my role and started three years ago. We are the first in province to engage in this work and it's very exciting. C. Hardy shared that it was a long process going through the Engagement Framework and has a lot of questions about the laws included within. They shared gratitude to SGDSB for the changes that are happening and ensuring people are heard.

W. Goodman added that this strengthens the approach of ESAs and working together. The Framework is the best practice, and we must ensure the Board is using the Framework when coming to the table with any of our Indigenous partners.

V. Auger of Pays Plat inquired if a non-AES community member could have a copy of the Engagement Framework document.

J. LeClair shared that they saw this presentation as an opportunity to share the work of the four communities and the school board with the decision makers in the province and put a lot



of work into the presentation. J. LeClair explained that the document cannot be shared as it is a legal document between the school board and the four communities. The headlines could be shared but not the content or processes within the document. They added that the document that is going to be signed in September will be the first of its kind in Ontario which is exciting. J. LeClair will connect with V. Auger to discuss what can be shared. The Director added that they could do some work with the slides and could share that as well. J. LeClair will connect with the Director on this.

S. Bartlett added that Engagement Framework is a good model that can be used with engaging all Communities that SGDSB works with. It is a genuine model that will lead us in a good way.

5.2 Indigenous Student Voice Deferred

5.3 April 18th IEAC Update

A brief update from the last IEAC meeting on April 18th was provided by S. Bartlett. Updates included the hiring of a successful candidate, Katelin Karhunen, for the Indigenous Mental Health worker for the Greenstone area which will start on June 1st. School Powwows dates and locations were shared. An update from the Metis presentation includes ordering of early years kits and sharing out of resources. On June 6th, many of SGDSB managers and the Senior Team will be attending the final training module of Ezhi Kendmaang Anishinaabe Naadziwin (EKAN) at Biinjitiwaabiik Zaaging Anishinabek (Rocky Bay). The Director sends regrets for missing as they are imbedded in this learning on that same day.

Joe Moses shared that Netmizaaggamik is happy to host the Powwow in Marathon and sends a shout out to our staff, Mr. Wilson and his staff for all of the hard work and collaboration on this. S. Bartlett also thanked all the partnership members for hosting and collaborating on the in-school Powwows and invites for in Community celebrations. The Catholic school board has also been invited; everyone is welcome to attend the school Powwows. S. Bartlett included social media posters in the newsletter that was sent out today that can be shared out by IEAC members.

5.4 Community Updates (and FNAC)

V. Auger shared they are preparing for graduation of two high school students from their community. No grade eight graduates this year. They are continuing with ongoing monthly meetings, their last meeting of this school year happened yesterday. Plans were made for next school year start up including a back-to-school BBQ in conjunction with their First Riders program. They will send BBQ info to S. Bartlett to share out.

M. Blakely shared that their community has two graduates from Beardmore Public School, and they will be in attendance to present at the graduation.

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

6.1 Other Discussion Items Nil

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

7.1 Graduation Coach Update

7.1.1 Graduation Coach Update - GCHS

S. Carlson presented their written report included in the agenda package which includes data on students supported by the Grad Coach at GCHS. They have been gathering grade eight student information including which communities these students are from in order to support these students further. The Transition Team



has been busy with many face-to-face meets in preparation of transition to and from the high school and have been utilizing non-traditional meeting places as way to engage with students. S. Bartlett shared that a visit is planned to Marten Falls on the evening of June 12th for staff to meet incoming students and to see where the students are from. The three students, Louise Coaster and staff will return early on the 13th to visit GCHS.

The Student Success Team is supporting students and addressing any issues/concerns in achieving credits and having a successful semester. The Ginoogaming Powwow is approaching on June 21st with coop students helping in preparation. Gratitude was express to Ginoogaming for hosting this Powwow.

Chair Cormier added that the visit to Marten Falls was requested by the Community last year and it's great to see this happen so quickly.

7.1.2 Graduation Coach Update - NRHS

S. Park, Graduation Coach for NRHS presented their written report and included data on students supported by the team. The in-school Powwow was highlighted as an additional opportunity for transitioning students to visit the high school. Powwow preparation is happening and is very busy. Lots of work in the area of job applications for summer employment and OSAP applications. The team is also collecting data to show how we are supporting students and showing what our students need from us.

8.0 **Ginkino-amaagewini-Odaakewigimaa Oshkichigadewinan (Director of Education Updates)**

8.1 Director's Quarterly Report

The Director highlighted two topics from the Director's Quarterly Report attached in the agenda package. The first highlight is in response to a request from members of IEAC around the Director's report. The report stemmed from members requesting to have general information. Each submission we connect to the mandate. The Director was asked, which mandates are we fulfilling more often than others? The data was shared with the group and was included in the written report in response to this ask. The Director will be recommending to their teams to start to review the purpose of the Director's report and to make sure its meeting your desired intention. As well, to make sure that we include all the data analysis processes that are used in the Board into the IEAC report so we can see it in a more concrete way. If you have any ideas and thoughts on this, please send an email to the Director.

The second highlight from the Director's Report were some administrative staffing changes. Amanda Gyori will be assuming the position of Early Years System Principal. The Director shared that we have heard your voice and are looking at refining what land-based learning looks like and sounds like. A. Gyori's focus in addition to reading as mandated by the Ministry, will be land based learning. A. Gyori shared that the work has already started, and they have been doing research around tying land-based learning to reading instruction practice. A. Gyori is looking forward to connecting with Community members on what land-based learning looks like for all Communities.

Feast and Feedback for the Parent Engagement Committee was also discussed. The PEC meetings are virtual and provide an opportunity to have your voice heard by Director and the Senior Team to discuss issues in education. They are always looking for new members to join PEC. The Feast and Feedback sessions are open to anyone with a student/child connected to SGDSB. There are two additional Feast and Feedbacks are planned for the next school year, and they are looking at hosting one in Community due to recognizing that transportation may be a barrier to First Nation's families. They will be reaching out to leaders to gauge interest in this idea. Please feel free to send the Director an email with your feedback on this.



J. LeClair expressed appreciation for the acknowledgement that travel into towns from Community can be a barrier to families attending and welcomes the idea of going into Community. They will bring this idea to the Regional Education Council to get feedback.

Community members in attendance at the Learning Centre gave positive feedback to hosting the Feast and Feedback meetings in Community. Chair Cormier drew attention to the various opportunities to share your feedback and the importance of sharing your voice.

J. Moses asked what does engagement look like from non-indigenous communities look like and what feedback/issues are you hearing from those communities? The Director shared various concerns gathered from those Feast and Feedback sessions. This information will be shared formally later. J. Moses added perhaps an educational piece on Feast and Feedback would be helpful for his community and suggested a presentation on what a school board does and the purpose as a topic for that session. Open forums don't always go well but perhaps a guided and focused session around the information you would like to get feedback from the Community would work better.

J. LeClair added that sharing the positives are important; however, we must be mindful that always focusing on the positive does not always allow space for critiques or conversations that may not be so positive. Chair Cormier emphasized that it is important that Board respond to the specifics of what people say and address complaints/concerns to ensure people are feeling listened to. Monthly FNAC meetings are a place where specific concerns can be raised where IEAC covers more of the global initiatives that impact us moving forward. J. Moses expressed that it takes fully engaged partners to come to the table and perhaps their community has not been fully engaged. They are working on this and there is more good work to come and hopes to get the graduation stats up.

V. Auger questioned if they could facilitate gathering parental feedback from community to bring to the IEAC table? They know the parents and perhaps that is a way to get parental engagement and help to support this? The Director explained that a document will be created and shared at this table. Should the PEC agenda be shared with Community leaders to entice engagement? The PEC meetings are open to all parents. J. LeClair added that Indigenous ways of teaching and thinking are good for all kids and all parents not just indigenous children. The PEC would be a good platform to connect Indigenous and non-Indigenous parents and could help with truth and reconciliation.

9.0 Awashime Dazhindamowaad (Additional Agenda Items)

9.1 Special Education Plan 2023/2024

A. Brewster, Special Education Principal, shared the updated Special Education Plan 2023/2024 in the agenda package for review and feedback from the IEAC. The Special Education Plan outlines the Special Education programs and services available within the board. The plan must be updated each year and undergoes review in order to continually improve the Spec Ed programs and services. Please forward any feedback to A. Brewster or W. Goodman. Chair Cormier added as member of SEAC understands that his is a long document but is always open to feedback. SEAC is the place to share information or specific concerns around Spec Ed.

9.2 Summer Learning

W. Goodman provided an update on the Summer Learning opportunities within SGDSB. Stakeholder feedback has been received and reviewed. There is a new system lead that will be supervising the Summer Learning opportunities. All programs will be offered virtually unless there is enough interest in an area to offer in person. K-6 Summer Boost will run July 5th -25th for 2 hours per day. Reach ahead for grade eight students will run July 6th-Aug 2nd for 3 hours/day exploring Family Studies. There is no cost to these opportunities and are open to everyone.



9.3 Nelson Anishinaabemowin Resource

S. Bartlett provided a background to this project. She reached out to Nelson to ask about having this book series, Circle of Life, translated and how they would feel about that. Nelson was on board. In collaboration with Judy Wawia of Red Rock Indian Band, an application was put in. Mona Cormier and Norma Fawcett gave their knowledge and put in lots of work translating these 40 books. As well, Mary Blakely and Gilbert Deschamps helped with translation and editing to help finish the project. S. Bartlett expressed gratitude to all of those involved in bringing this project to completion. Some samples of the book series were shared with the group. This will be added to Native Language Program and sets will be ordered for all schools, Kindergarten to grade 5. RRIB will receive royalties for their work on this. SNCSB is also interested in purchasing series of books for their schools.

M. Blakely shared that they were honored when asked to help with this project. We shared so many special moments together working on this. Very honored and proud to see these books out and can see this bringing change for our language, our people, and our students. This is what we needed years and years ago. S. Bartlett thanked the Elders and RRIB for making this happen and looks forward to roll out in September. S. Bartlett will send the link and interest form to all Communities after the meeting.

10.0 Special Meetings

10.1 Special IEAC Meeting Minutes – Anti Racism Framework

S. Bartlett explained that Anthony Jeethan posed a variety of questions to the Community members during the Special IEAC meeting regarding the Anti Racism Framework. The minutes from this meeting were included in the agenda package. Please take a look at the questions and we welcome any additional feedback to those questions. Call or email S. Bartlett with any questions or to send your feedback to add to the Framework. The Director added that the Framework will be shared at a future Special IEAC meeting so if you could not attend this last meeting, you will have another opportunity to attend. This is a slow and steady process so there will be lot of time to share your feedback.

10.2 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.

S. Bartlett asked the group if they would still like to see the above topics addressed in the next school year? If these are still topics you'd like to engage in or if there are other topics, you would like to address to please reach out.

The Director added they have started some initial engagement around the Multiyear Strategic Plan(MYSP). How do we engage with Community, and structure it so we are able to engage with each community individually around MYSP. Each voice is important to have imbedded in the plan.

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

11.1 Indigenous Education Advisory Committee Meeting Dates

- November 7, 2023



12.0 Adjournment:

*Moved by: Tymara Ruth Second: Joe Moses
That, the IEAC Meeting on May 30th, 2023, adjourn at 11:55*

Carried

M. Blakely closed out the meeting with a prayer.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Board Policy Review Committee

Videoconference/Teleconference Meeting
 Tuesday, November 28, 2023, at 6:30 p.m.

MINUTES

Microsoft Teams Meeting

Or call in (audio only) 1 807-701-5980 Phone Conference ID: 218 776 483#

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

Administration Resource Members	OS	TC	VC	A	R
Nicole Morden Cormier: <i>Director of Education</i>			x		
Alex Marton: <i>Superintendent of Business</i>			x		
Eric Fredrickson: <i>Superintendent of Education</i>			x		
Will Goodman: <i>Superintendent of Education</i>			x		
Carol Leroux: <i>Assistant to the Director</i>					x
Denis Nault: <i>Manager of Human Resources</i>			x		
Brent Harris: <i>Manager of Finance</i>			x		
Gord Muir: <i>Manager of Plant Services</i>			x		
Nick Kitchener: <i>Manager of IT Services</i>			x		
Kyle Thompson: <i>Principal Representative</i>			x		
Shy-Anne Bartlett: <i>Manager of Indigenous Education</i>			x		
Anthony Jeethan: <i>Human Rights and Equity Advisor</i>			x		
GeriLynn Christianson: <i>Executive Assistant & Communications Officer (Recorder)</i>			x		

1.0 Review of Minutes: October 17, 2023

The minutes of the October 17, 2023, Board Policy Review Committee were approved by the Board at the October 23, 2023, Regular Board meeting. The minutes have been attached for information only.

2.0 Business Arising from Minutes: October 17, 2023**Stakeholder Reviews**

The following policies were posted for stakeholder review for the period of October 18, 2023 through to November 18, 2023. There was stakeholder review feedback received for Policy 726.

P - 726 Whistleblower Policy

Superintendent of Business Alex Marton provided a review of the stakeholder feedback that was received for the new Policy 726 Whistleblower. The policy was updated to include explicit guidance regarding retaliation and acting in good faith. Updates also included consistency in the language and in the wording of who this policy applies to. A provision was included for the reporting of wrong doings on behalf of the compliance officers. Enhanced details of whistleblowers, and the option to provide a third party to investigate if required.

- P – 201 Procedural Bylaws
- P – 202 Control & Release of Information
- P – 208 Trustee & Student Trustee Attendance at Conference
- P – 404 Building, Grounds and Equipment Security
- P – 505 Field Trip & Excursions
- P – 509 Fundraising

Action Item:

Submit Policy 726, P-201, P-202, P-208, P-404, P-505, and P-509 for board review/approval at the December 4, 2023, Regular Board meeting.

3.0 Reviews: New/Existing PoliciesP – 516 Safe Arrivals Program

Policy 516 was reviewed by Superintendent of Education Eric Fredrickson. The policy revisions include clean up of the language and an annual review of the program. He advised that our safe arrivals program is now automated, and families receive electronic notifications. The committee discussed the differences between the elementary and secondary school notification processes.

Action Item:

Submit Policy 516 for stakeholder review.

P – 540 Pediculosis (Head Lice)

Superintendent of Education E. Fredrickson provided a review of the updates made to Policy 540 that include the addition of guardians in the language used and the reference to the guidance from the Health Unit and Canadian Pediatric Society as this policy is not mandated by the Ministry of Education. The Senior Admin team will review the Management Guideline to look at broadening the notification audience so that no one is singled out or identified within our small schools.

Action Item:

Submit Policy 540 for stakeholder review.

P – 720 Workplace Violence

Equity and Human Rights Advisor Anthony Jeethan provided a review of the policy updates that included the addition of the reference to the Whistle-blower Policy 726. The Management Guideline received updates regarding what incidents are considered as workplace violence. The committee discussed the reporting process to the Board. The Director advised that it is not current practice, however it could be looked at. Currently the data is reviewed during the Multi-Year Strategic Plan process as staff are annually surveyed for their feedback regarding workplace violence.

Action Item:

Submit Policy 720 for stakeholder review.

P – 717 Workplace Harassment and Human Rights

The Equity and Human Right advisor provided a review of the revisions made to policy 717. The updates included direction to Policy 726 Whistleblower and language added to forgo a complaint if it is abandoned or offer alternate dispute resolution. Additional language was also added to include Indigenous processes to be included in resolution. The Committee discussed the process that would be followed if a complaint was filed directly with the Ministry of Labour and how their processes would supersede ours in those incidents.

Action Item:

Submit Policy 717 for stakeholder review.

P – 714 Criminal Background Checks

The Superintendent of Business reviewed the changes which included the removal of outdated terms and the inclusion of the cost of the Criminal Background Check now being covered by the Board so that this is not a barrier to employment. Revisions also included clarification regarding responsibility for ensuring volunteers have submitted criminal background checks and removed language from the policy that was found to be redundant. It was noted that the tracked changes formatting was preferred for the display of the policy revisions.

Action Item:

Submit Policy 714 for stakeholder review.

P – 527 Voluntary Indigenous Student Self-Identification

Manager of Indigenous Education Shy-Anne Bartlett provided a review of the changes. The revisions include how the information will be shared as well as edits to the language within the policy. The Committee discussed the process of self-identification and the definitions included in the document. A recommendation was received to edit the parent letter to ensure the information

can be comprehended for different reading levels. The Indigenous Education Manager will review the letter and make changes.

Action Item:

Submit Policy 527 for stakeholder review.

P – 306 Corporate Credit Cards

The Superintendent of Business shared the policy document on the screen to present the changes to the committee members who were unable to see the changes in the document provided. The policy has been updated to note that the person reviewing the statements is the person who is responsible for the accuracy of the information and language to set expectations for access to these cards.

Action Item:

Submit Policy 306 for stakeholder review.

P – 305 Internal Reviews

The Superintendent of Business reviewed the changes that include clarified language and enhanced additions of internal controls. The committee discussed the differences between the internal reviews and the internal audits that are completed. The Superintendent advised that the internal reviews allow for an additional opportunity to assess accuracy and policy compliance in more detail internally with staff.

Action Item:

Submit Policy 305 for stakeholder review.

P – 406 Snow Removal and Ice Control

A review of the revisions was provided by the Superintendent of Business. The changes include updates to the staffing titles that we use and changed the provisions for students to include staff. The policy also includes reference to the Records Retention policy.

Action Item:

Submit Policy 406 for stakeholder review.

P – 706 Health and Safety

The Superintendent of Business reviewed the policy updates that included gender terms, spelling, staff titles and streamlining of language used throughout the policy. The Committee discussed the number of people who receive CPR training for each site. The Superintendent advised that AED is included under first aid. It is not currently listed explicitly, but it is something that can be reviewed.

Action Item:

Submit Policy 706 for stakeholder review.

P – 541 Concussion

Superintendent of Education Will Goodman advised that there are no changes required for Policy 541. He noted that Concussion safety and education is a strong focus, particularly during Rowan's Law Day which is held annually in September.

Action Item:

Submit Policy 541 for stakeholder review.

P – 508 Administration of Medication

Superintendent Goodman reported that there were no changes made to the policy document, but the Management Guideline was updated. The policy refers to regularly prescribed medications and not emergency medications, as those are covered under the anaphylaxis policy.

Action Item:

Submit Policy 508 for stakeholder review.

4.0 List All Policies to Referred for Stakeholder Review as of November 29, 2023

P – 516 Safe Arrivals Program

P – 540 Pediculosis (Head Lice)

P – 720 Workplace Violence

P – 717 Workplace Harassment and Human Rights

P – 714 Criminal Background Checks

P – 527 Voluntary Indigenous Student Self-Identification

- P – 306 Corporate Credit Cards
- P – 305 Internal Reviews
- P – 406 Snow Removal and Ice Control
- P – 706 Health and Safety
- P – 541 Concussion
- P – 508 Administration of Medication

Action Item:

Submit Policy 516, P-540, P-720, P-717, P-714, P-527, P-306, P-305, P-406, P-706, P-541, P-508 for stakeholder review as of November 29, 2023. The policies will be posted on the school board website, shared with staff and the union groups.

5.0 List All Policies to Refer to Board for Approval on December 4, 2023

- P - New Whistleblower Policy
- P – 201 Procedural Bylaws
- P – 202 Control & Release of Information
- P – 208 Trustee & Student Trustee Attendance at Conference
- P – 404 Building, Grounds and Equipment Security
- P – 505 Field Trip & Excursions
- P – 509 Fundraising

Action Item:

Policy 726, P-201, P-202, P-208, P-404, P-505 and P-509

6.0 2024 Meeting Schedule

- February 6, 2024, at 6:30 p.m.
- April 16, 2024
- June 11, 2024
- October 1, 2024
- November 26, 2024

7.0 Adjournment

Moved: J. Nesbitt

Second: K. Pristanski

That, the Board Policy Review Committee Meeting of November 28, 2023, adjourn at 7:20 p.m.

Carried

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section PERSONNEL

Policy Name WHISTLEBLOWER POLICY

726

Board Approved:

Review Prior To: October 2028

POLICY

Superior-Greenstone District School Board Employee Code of Conduct requires directors, officers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees and representatives of the Superior-Greenstone District School Board must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

It is the responsibility of all directors, officers and employees to comply with the Code and to report violations or suspected violations in accordance with this Whistleblower Policy.

RATIONALE

There are occasions when employees and other stakeholders may need to disclose Code violations against senior or managerial staff without fear of reprisal. The Superior-Greenstone District School Board is committed to safeguarding the public interest and trust in public education. This policy encourages and protects individuals who want to report unethical, illegal, or improper conduct within the organization, relating to matters of wrongdoing, which may include financial misconduct, misuse of resources, violation of policies, misrepresentation or deception, conflict of interest, and/or ethical violations.

SCOPE

This policy encourages the reporting of suspicions of wrongdoing and applies to Superior-Greenstone District School Board employees, parents, students, trustees, and volunteers. It also applies to external organizations and the public.

DEFINITIONS

“Code” means the Employee Code of Conduct (Policy 707) adopted by the Superior-Greenstone District School Board.

“Wrongdoing” is used to refer collectively to illegal or inappropriate conduct. Wrongdoing includes but is not limited to:

- i. Fraud as defined in the Criminal Code of Canada (s. 380 (1)).
- ii. Misappropriation of funds, supplies, resources, or other assets.
- iii. Any computer related activity involving the alteration, destruction, forgery, manipulation of data or unauthorized access for wrongdoing purposes, in violation of Policy – 602.2, Employee Acceptable Use of Technology, Policy – 608 Computer Network Security, and Policy – 612 IT Information Privacy.

- iv. Irregular and/or improper accounting, internal controls, or auditing practices or conduct.
- v. Conflicts of interest (personal or otherwise) influencing the objectives and decision making of one's duties.
- vi. Conduct or practices that create a danger to life, the physical and/or mental health and well-being, safety of students, staff or other parties where applicable, or to the learning or working environment.
- vii. Time theft (i.e., an act where an employee collects pay for time not actually worked).
- viii. An actual or suspected violation or contravention of any federal or provincial law, regulation, SGDSB policies or administrative procedures as it relates to the SGDSB.
- ix. Unprofessional conduct or conduct that contravenes Policy 707 – Employee Code of Conduct.
- x. Knowingly directing or counselling a person to commit a wrongdoing of illegal or inappropriate conduct.

The above list is not exhaustive but is intended to provide guidance to individuals as to the kind of conduct, which constitutes wrongdoing under this policy. Employees who are in doubt as to whether a concern is an improper activity should contact the Board Compliance Officer or the Director of Education prior to reporting any wrongdoing. Should the wrongdoing involve the Board Compliance Officer or Director of Education, employees should contact the Chair of the Board of Trustees.

PROCEDURE

1.0 Retaliation & Acting in Good Faith

Any individual involved in a complaint or investigation concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. This includes individuals who may have:

- reported suspected incidents of wrongdoing;
- sought advice about making a disclosure;
- cooperated in an investigation;
- acted as a witness to any investigation; or
- acted in compliance with this Policy.

Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be treated as a serious disciplinary offense.

No director, officer or employee who in good faith reports a violation of the Code shall suffer harassment, retaliation, or adverse employment consequence (in accordance with Policy 717 Workplace Harassment and Human Rights and the Occupational Health and Safety Act). An employee who retaliates against someone who has reported a violation, or participated in the reporting/investigative process, in good faith is subject to discipline up to and including termination of employment.

This Whistleblower Policy is intended to encourage and enable employees and other stakeholders to raise serious concerns within the Superior-Greenstone District School Board prior to seeking resolution outside the organization.

2.0 Reporting Violations

Employees and other stakeholders are expected to share their questions, concerns, suggestions, or complaints with someone who can address them properly, in accordance with the Policy 207 – Lines of Communication Regarding Complaints.

In most cases, an employee's supervisor is in the best position to address an area of concern. However, if someone is not comfortable speaking with their supervisor or they are not satisfied with their supervisor's response, they may speak with someone in the Human Resources Department or anyone in management whom they are comfortable in approaching.

Supervisors and managers are required to report suspected violations of the Code to a Superior-Greenstone District School Board Compliance Officer, who has specific and exclusive responsibility to investigate all reported violations.

Individuals should contact a Compliance Officer directly when:

- Wrongdoing is suspected.
- Someone is not satisfied or is uncomfortable with approaching a manager or supervisor.

Should an individual have a report of wrongdoing against a Trustee, they may notify the Director of Education.

Should an individual have a report of wrongdoing against a Compliance Officer, they may instead report directly to the Chair of the Board.

3.0 Compliance Officer

The Superior-Greenstone District School Board's Compliance Officers are responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code and, at their discretion, shall advise the Director of Education and/or the audit committee. The Compliance Officers have direct access to the audit committee and are required to report to the audit committee on compliance activity.

The Compliance Officer role is shared between the following individuals:

- The Director of Education for matters related to finance, business, or Trustee wrongdoing.
- The Superintendent of Business for all other matters.

If a Compliance Officer is suspected of wrongdoing, The Chair of the Board will assume the responsibility for investigation and reporting. The Chair of the Board, at their discretion, may choose to form an ad-hoc committee of Trustees to oversee a complaint or investigation against a Compliance Officer.

4.0 Accounting and Auditing

The Audit Committee of the Superior-Greenstone District School Board addresses all reported concerns or complaints regarding accounting practices, internal controls or auditing. The Compliance Officers will notify the audit committee of any such complaint.

5.0 Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. As such, absolute confidentiality cannot be guaranteed.

Individuals involved in the investigation of a complaint are expected to adhere to the confidentiality guidelines set forth herein and under Policy 707 – Code of Conduct and Policy 717 – Human Rights and Harassment. Violations of these guidelines may result in disciplinary action, up to and including termination.

The SGDSB cannot be held responsible for the actions of the complainant(s) or respondent(s) in relation to any outside agency and violations of confidentiality.

6.0 Handling of Reported Violations

The Compliance Officer will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. The Compliance Officer may designate another supervisory official of the board to oversee an investigation of a complaint. While all reports will be reviewed, the Compliance Officers (or designate) may not proceed with an investigation in circumstances where there is not sufficient information provided to warrant an investigation. If an investigation is possible, it will be promptly undertaken and appropriate corrective action will be taken if warranted by the investigation, in line with existing policy.

This policy does not supersede existing SGDSB policies, and as such, a Compliance Officer may refer a complaint to a more appropriate reporting stream if it does not fall within the definitions of wrongdoing in this policy.

Compliance Officers may involve external investigators or resources as appropriate. Employees are expected to fully cooperate with any designated individual responsible for investigating wrongdoing under this policy. No individual shall willfully obstruct a Compliance Officer (or designate) in an investigation of wrongdoing. Obstruction may include, and is not limited to, altering, falsifying, concealing, or destroying documents relevant to an investigation, and/or counseling any individual to do so. Obstruction or counselling interference with any investigation is subject to disciplinary measures, up to and including termination.

If wrongdoing is confirmed by an investigation, appropriate disciplinary action will be taken. Disciplinary action may include reporting to professional regulatory bodies. In the event of wrongdoing of a criminal nature, the police shall be notified.

Should the reported violation be against a Compliance Officer, the Chair of the Board will assume the aforementioned responsibilities for handling reported violations.

REFERENCES

Occupational Health and Safety Act of Ontario

Superior-Greenstone DSB Polices and Management Guidelines

- P-207 Lines of Communication Regarding Complaints
- P-602.2 Employee Acceptable Use of Technology

- P-608 Computer Network Security
- P-612 IT Information Privacy
- P-707 Employee Code of Conduct
- P-717 Workplace Harassment and Human Rights
- P-723 Conflict of Interest

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section BOARD AND ADMINISTRATION

Policy Name PROCEDURAL BY LAWS 201

<p><i>Board Approved:</i> March 26, 2019 June 23, 2014 March 22, 2011 March 21, 2006 March 12, 1999</p>	<p><i>Reviewed:</i> January 8, 2019 April 2014 February 28, 2011 January 27, 2006</p>	<p><i>Review By:</i> December 2023</p>
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SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

PROCEDURAL BYLAWS

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(Credit: National Association of Parliamentarians NAP)

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section BOARD AND ADMINISTRATION

Policy Name CONTROL & RELEASE OF INFORMATION 202

Board Approved: November 19, 2019
October 27, 2015
October 18, 2010
April 18, 2005
March 12, 1999

Reviewed: November 5, 2019
October 5, 2015
September 23, 2010
April 18, 2005

Review By: December 2028
~~December 2024~~

POLICY

The Superior-Greenstone District School Board recognizes its responsibility to provide, in a timely fashion, full and complete information to the public it serves **in accordance with relevant legislation and policy.**

PROCEDURE

To ensure that proper information is released to the public through the various news media, information is to be released only upon **with** the prior knowledge and approval of the Director of Education and/or the Board Chair.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

<i>Section</i>	BOARD AND ADMINISTRATION	
<i>Policy Name</i>	TRUSTEE/STUDENT TRUSTEE ATTENDANCE AT CONFERENCES	208
<i>Board Approved:</i>	<i>Reviewed:</i>	
March 26, 2019	January 8, 2018	
June 17, 2013	June 4, 2013	
March 26, 2013	March 7, 2013	Review By: December 2028
September 18, 2012	February 5, 2013	December 2024
May 20, 2009	September 4, 2012	
December 4, 2007	April 27, 2009	
March 21, 2006	September 4, 2007	
March 12, 1999	January 27, 2006	

RATIONALE

As advocates for publicly funded education, Trustees engage in ongoing professional learning that encourages knowledge development of the school system and governance. A key source of professional development occurs through the conferences and symposia that the provincial associations offer.

POLICY

It is the policy of the Superior-Greenstone District School Board to encourage all Trustees and Student Trustees to engage in professional development and in-service activities related to their role as school trustees, subject to budget restraints. **Trustee attendance at conference will be guided by the principle of equal opportunity, where required.**

PROCEDURES**1.0 Trustees/Student Trustees**

- 1.1 In each budget year, each Trustee/Student Trustee is encouraged to attend at least one Ontario Public School Boards' Association (OPSBA) sponsored conference upon Board approval.
- 1.2 In each budget year, each Student Trustee is encouraged to attend the Ontario Student Trustee Association (OSTA) sponsored conferences, upon Board approval.
- 1.3 Attendance at and expenses for Trustees/Student Trustees at any conference or workshop which is not related to an OPSBA/OSTA sponsored event shall require Board approval. Board approval will be considered upon the submission of a [Trustee Conference/Workshop Application \(Appendix A\)](#) Form.
- 1.4 A [Trustee Conference/Workshop Application \(Appendix A\)](#) Form must be submitted to the Board for approval one (1) week prior to the Regular Board meeting and will be included on the Board agenda for consideration. The Trustee/Student Trustees' primary interest for attending and a list of the keynote speakers is required for review.

Requests not included on the Regular Board agenda will be considered at the following meeting.

- 1.5 Provisions shall be made in each annual budget for Trustee/Student Trustee expenses related to these activities.

- 1.6 The Superintendent of Business shall track Trustee/Student Trustees expenses to provide a quick reference and understanding of travel and professional development expenditures incurred to-date.
- 1.7 Approved expenses shall be in accordance with Policy No. 307 Travel, Meals and Hospitality Expenses.
- 1.8 Participation of Trustees/Student Trustees in any out-of province activity shall require prior Board approval.
- 1.9 Upon return from a conference, any Trustee/Student Trustee in attendance will provide a verbal or written report at the next Regular Board meeting.

2.0 Student Trustees

- 2.1 A Parental Consent Form (Appendix B) must be submitted by Student Trustees under the age of 18 (eighteen) on each occasion that they travel to conferences as Student Trustees of the Board.
- 2.2 Travel to conferences shall be contingent upon the availability of supervision by the Student Trustee Mentor, a staff member or parent/guardian as per Student Trustee Policy 210 Management Guideline.
- 2.3 The guidelines for the supervision of the Student Trustee will follow Board policy.

3.0 Responsibility of Student Trustees at Conferences

- 3.1 As ambassador of the Superior-Greenstone District School Board, a Student Trustee shall exhibit exemplary behavior toward their fellow Trustees and the public. The Student Trustee shall conduct him/herself themselves in a manner that brings respect to his/her position when representing the Board, in compliance with the SGDSB Trustee Code of Conduct.

REFERENCES
Policy 307 - Travel, Meals and Hospitality Expenditures Policy 210 Management Guideline - Student Trustee



Superior-Greenstone District School Board

**PARENT/GUARDIAN CONSENT FOR STUDENT TRUSTEE
OUT-OF-DISTRICT AND/OR OVERNIGHT EVENTS
(For students under the age of 18)**

During their term as Student Trustee your son/daughter may be invited to attend out-of-town meetings and conferences organized by associations such as, but not limited to, the Ontario Student Trustee Association (OSTA) and the Ontario Public School Boards Association (OPSBA).

Out-of-town meetings and conferences are normally convened in hotels and supervision of your child during their attendance, as well as travel to and from the event, is not always possible.

ACKNOWLEDGEMENT

We have read the above. We understand that by participating in any out-of-district and/or overnight events, we are assuming any risks associated with doing so. We also acknowledge that Student Trustees are expected to behave as ambassadors of the Board and demonstrate appropriate decorum and responsibility during all events attended.

Signature of Student: _____ Date: _____
 Signature of Parent/Guardian: _____ Date: _____

PERMISSION

This will confirm that I consent to _____ attending the following
 Name of Student

Activity taking place outside the jurisdiction of the Superior-Greenstone District School Board and to the travel plan in her/his role as student trustee.

Activity	Location
----------	----------

On _____
 Date(s)

Signature of Parent/Guardian	Date
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SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

<i>Section</i>	FACILITIES & GROUNDS		
<i>Policy Name</i>	BUILDING, GROUNDS and EQUIPMENT SECURITY	404	
<i>Board Approved:</i>	-----	<i>Reviewed:</i>	-----
	January 31, 2017	November 1, 2016	Review Prior To: December 2028
	February 17, 2010	November 23, 2009	December 2024
	March 12, 1999	November 16, 2004	
		May 16, 2005	

POLICY

It is the policy of The Superior-Greenstone District School Board that all property, buildings and contents be protected and made secure from theft, break-in, disappearance, fire and vandalism.

PROCEDURES

1.0 Building Security: Schools

The security for each school building and its contents is the responsibility of the Principal.

2.0 Building Security: Other

The security for each building and its contents that is not under the administration of a Principal, is the responsibility of the Manager of Plant Services.

3.0 Intrusion Alarms

Intrusion alarms, and/or other protective systems, will be installed, when appropriate, to reduce the opportunity for break-in, theft and vandalism.

4.0 Perpetual Inventory

The Manager of Plant, and each Principal shall be responsible to ~~maintain~~ for maintaining a perpetual inventory of all moveable items within the buildings under their responsibility.

5.0 Loaning Equipment

A log system for controlling the loan of moveable items to staff, students or the community will be maintained.

6.0 Provident Numbers

All moveable equipment valued above \$45,000 shall be identified by the use of an assigned Operation Provident Number in accordance with OPP recommended procedures, or through another method of identification as approved by the Manager of Plant Services.

7.0 Handling Money

Monies shall be secured nightly or deposited daily in a bank account.

8.0 Securing Records

Filing cabinets containing personal/confidential information, including OSR records, shall be locked when not supervised. Desks in unsecured spaces shall be cleared of such sensitive information nightly. In addition, computers will be locked when staff are away from their desks.

9.0 Reporting Incidents

Robberies, break-ins, fires and major damage through vandalism or otherwise shall be reported to the appropriate Board Official and to local police.

The designated Board Official will proceed to provide notification to the Board's insurer, when appropriate.

10.0 Persons Apprehended

Persons apprehended as a result of activities as outlined above will at the very least be expected to make restitution. The Police will determine if charges are to be laid.

11.0 Non-Board-Owned Items

The Board is not responsible for the loss of or damage to personal property of staff or students while on Board-owned property.

12.0 Warning Notices

All Board facilities will prominently display the warning that all equipment is marked and traceable.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD**SCHOOLS AND STUDENTS**

<i>Policy Name</i>	FIELD TRIPS AND EXCURSIONS <i>Management Guideline Applies</i>	505
<i>Board Approved:</i>	<i>Reviewed:</i>	<i>Review By:</i>
January 22, 2019	November 6, 2018	December 2028
October 27, 2015	October 5, 2015	December 2022
December 5, 2011	September 26, 2011	
March 12, 1999	October 17, 2006	

POLICY STATEMENT

The Superior-Greenstone District School Board recognizes that well-organized, well planned field trip enhance learning for students by providing authentic experiences beyond the classroom that makes connections between curriculum and the world.

POLICY

- 1.0 The Superior-Greenstone District School Board supports in principle the inclusion of curriculum-related learning experiences resulting from field trips, excursions, educational tours, and student exchanges as part of the schools' academic curricula.
 - 1.1 For the purpose of this Policy, Field Trips and excursions shall include the following:
 - Classroom Extension
 - Field Trip
 - Extended Field Trip
 - Co-curricular Activities
 - Extra-curricular activities
 - High Risk Activities
 - Student Exchanges
 - Out-of-Country Excursions
 - 1.2 All out-of-school learning (field trips/excursions, educational tours, student exchanges) must provide equity equitable access without discrimination based on protected grounds of access, and strive to mitigate anticipated risks to ensure the safety and security of all participants.
 - 1.3 Approval for field trips and excursions shall be obtained as outlined in the following management guidelines.
 - 1.4 There will be no cost for mandatory trips linked to curriculum. Field trips that are non-mandatory enhancements to curriculum are conducted on a cost recovery basis, minimizing costs wherever possible.
 - 1.5 SGDSB shall provide, to the point of Undue Hardship, reasonable Accommodations, including financial subsidies and specialized transportation to allow all students to participate fully and equitably in field trips.

2.0 Procedure

- 2.1 All policies of the Board, including Employee Code of Conduct Policy 707, Workplace Harassment and Human Rights Policy 717 and Accessibility Policy

719 those related to the use of alcohol, drugs, and other prohibited substances shall apply to all trips.

- 2.2 Completed parental/guardian consent forms shall be held by the school prior to the departure of a student who is under 18 years of age on a field trip, excursion, educational tour, or student exchange.
- 2.3 Field trips or excursions of any kind shall have curricular relevance followed by assessments, therefore each trip/excursion shall be preceded by adequate classroom preparation appropriate to the understanding of the students. The importance of timing the experience with relation to the classroom program should be given high priority, so as to maximize the educational value.
- 2.4 Upon request, principals shall make available in writing the educational objectives for each trip.
- 2.5 Field trips or excursions of any kind must make provision for appropriate levels of supervision by qualified and competent adults. (Ontario Physical and Health Education Association) OPHEA Safety guidelines must be followed for all trips.
- 2.6 Teachers have the primary responsibility for the supervision of students on field trips. They shall demonstrate an acceptable standard of care, and consider their significant responsibility for safety and risk management when planning, preparing and supervising these programs in order to ensure every activity is conducted in accordance with the Education Act and related regulations.

3.0 Basic Requirements

Certain basic management requirements shall apply as follows:

- 3.1 Approval by Principal
All field trips or excursions of any kind must have the prior approval of the Principal.
- 3.2 Approval by Supervisory Officer
Various types of activities field trips or excursions also require approval from a Supervisory Officer*.
- 3.2 Prior Approval
No organizing, fundraising or discussion should precede approval.
- 3.3 Financing
Financing of any activity field trips or excursions must be clearly outlined AND APPROVED as per board policy.
- 3.4 Participation Level
Every student of a group must have the opportunity to participate regardless of economic circumstances or protected grounds.
- 3.5 Parental Involvement
The parent must be informed and provide permission for involvement of their child.

4.0 Out-of-Country Activities Field Trips or Excursions

Out-of-Country Activities ~~Field Trips or Excursions~~ require a great deal of planning to ensure appropriate safety measures are in place for students and staff ~~and adequate time for fundraising.~~ All field trips and excursions that take place out of country must be coordinated and accompanied by a reputable student tour and educational travel agency. Prior to any planning, discussions or fundraising, verbal approval must be obtained from the Director of Education and meet the appropriate approval timelines set out in the management guidelines. ~~All proposed out-of-country activities must have the approval of the Director and meet the appropriate approval timelines.~~

5.0 Management Guideline

Reference should be made to the Board's Management Guidelines for all out-of-school activities ~~field-trips and excursions~~ before initiating any plans.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD		
<i>Section:</i>	SCHOOLS AND STUDENTS	
<i>Policy Name:</i>	FUNDRAISING <i>Management Guideline Applies</i>	509
<i>Board Approved: January 22, 2019 February 20, 2013 March 12, 1999</i>	<i>Reviewed: October 2, 2018 February 5, 2013 April 25, 2006</i>	<i>Review by: December 2024</i>

RATIONALE

The Superior-Greenstone District School Board recognizes that involvement in fundraising projects by students and the community supports school spirit and promotes student growth and learning. Underlying these efforts is the belief that it is not the responsibility of parents or school communities to raise funds for basic educational requirements but rather that school communities may raise funds to enhance programs and support school initiatives.

POLICY

It is the policy of the Superior-Greenstone District School Board to permit and to encourage schools to enter into fundraising activities which enhance school programs and support school initiatives, subject to the guiding **principles** set forth under this policy.

Organizations such as School Councils and Student Councils which are related to the operating of the Board and its schools may engage in fundraising activities provided that the activities have been approved by the School Principal and the activities abide by other appropriate policies of the Board. All fundraising activities will: respect:

- **Respect and reinforce** the voluntary nature of fundraising activities and avoid any undue pressure being brought to bear on any ~~pupil~~ **student** or family to participate in activities which involve **involving** expenses which are to be covered or partially offset by **fundraising**;
- **Not disrupt** the normal conduct of classes or the usual routine of the school;
- **Involve** age-appropriate activities;
- **Consider** supervision of students and safety precautions;
- **Follow** accounting policies and procedures for fundraising as set out in the management guideline for ~~the~~ this policy;
- **Follow** All appropriate legislation, including but not limited to the Education Act, the Income Tax Act, the Municipal Act, and Canada's Anti-Spam Legislation which requires permission to be sought when sending electronic messages that are commercial in nature/encourage participation in a commercial activity (when they have to do with the purchase of goods/services such as fundraising, yearbook sales, information about purchasing team uniforms, school newsletters that contain information about purchasing, etc.); and
- **Ensure that** all fundraising activities that occur on school premises ~~must~~ adhere to the nutritional standards established by Policy Program Memorandum 150 "School Food and Beverage Policy".

In addition to the above, it is the policy of the Superior-Greenstone District School Board that:

- Door-to-door canvassing ~~should be discouraged~~ **is prohibited**;
- Direct solicitation of funds from local businesses/organizations is not permitted. Voluntary donations from such organizations **is are** permitted with the approval of the Superintendent of Business;
- **Sale of goods and/or** soliciting **of** funds by political or commercial agencies is not permitted ~~on the~~ of Superior-Greenstone District School Board properties;
- When an event, trip or purchase is cancelled, the proceeds from fundraising cannot be specifically targeted to a student, cause, or event, but must be used **toward the general** benefit the school;
- Schools are limited to raising funds for:
 - Day field trips
 - Extended field trips
 - Special co-curricular projects, such as graduation etc.
 - ~~Charities~~ **Charitable donations**
 - Community projects
 - Special school/class projects
 - Cost of travel to sports competitions
 - Cost of travel to co-curricular competitions **or events**
 - Other activities as approved by the Superintendent of Business

Fundraising for the purchase of specific classroom resources is not permitted. However, fundraising for purchases which complement items funded by provincial grants and enhance the overall learning environment of the school is permitted.

All equipment purchased from funds derived from fundraising shall become the property of Superior-Greenstone District School Board and shall be included in the school's equipment inventory list. Such equipment must meet system standards.

Fundraising activities will not result in a person with decision-making responsibilities (including, but not limited to Board staff or volunteers), benefitting materially or financially from the activities. This would not apply in the case of a volunteer or Board staff winning a lottery.



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

Report No.: 04
Date: December 4, 2023

To: Chair and Trustees of the
 Superior-Greenstone District School Board

FROM: Alex Marton, Superintendent of Business

SUBJECT: Legal Representation 2022-2023

**STRATEGIC
 PRIORITY:** Stewardship

Background

Superior-Greenstone DSB Policy 713, Legal Representation requires that an annual report on the use of legal firms is shared with the Board.

Current Situation

For the period of September 1, 2022 to August 31, 2023, the total expenditures for professional legal services were as follows:

Firm	Amount
Hicks Morley LLP	\$65,502
Fogler, Rubinoff LLP	\$74,702
Total	\$140,204

Management deems the services performed during the year to be satisfactory. Services include but are not limited to:

- Correspondence regarding specific legal matters
- Legal advice for negotiations, grievance & arbitration, freedom of information requests, and policy development and application
- Professional development on legal matters for leadership
- Legal representation for litigation and internal investigations

Administrative Recommendations/Summary

That the Superior-Greenstone DSB receive Report No. 04, Legal Representation 2022-2023 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.: 05

Date: December 4, 2023

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

FROM: Alex Marton, Superintendent of Business

SUBJECT: Release of Surplus Funds 2023-2024

STRATEGIC

PRIORITY: Learning, Well-being, Relationships, Stewardship

Background

Superior-Greenstone DSB has accrued surplus in recent years due to uncertainty associated with COVID-19, enrolment, and staffing. These funds are remitted to the Ministry of Education and permission must be granted to access these funds through the Financial Analysis and Accountability Branch.

Surplus funds are typically used to ensure the Board is solvent in the event of significant, one-time, unexpected costs. Examples include uninsured damages due to negligence or misuse and legal expenses. In other cases, reserves can be used to supplement the cost of new capital builds.

Current Situation

As of August 31, 2022, our accumulated surplus is \$13,250,879. The Senior Team has consulted with school Principals and the Plant Department to identify one-time costs which will enhance student learning, access, and well-being.

'LU' Interactive Playground Project

Lu Playgrounds are state of the art audio visual systems that include a projector, movement detection camera and a light a sound module to create immersive spaces where students learn and play.

Last year, SGDSB installed 3 systems in our elementary schools as a pilot project:

- George O'Neil PS
- Manitouwadge PS
- Schreiber PS

Students and staff have fully embraced these systems which enhance our gymnasium spaces and provide more options for students during winter months or inclement weather. To ensure

SGDSB remains at the forefront of educational experiences in our region and to extend these benefits to more students, the continuation of the project is proposed for 5 additional schools.

- Beardmore PS
- Margaret Twomey PS
- Terrace Bay PS
- Dorion PS
- Marjorie Mills PS

The estimated cost for 5 systems is \$300,000. This work will go to tender and if approved, is expected to be installed this school year.

Administrative Recommendation

That, the Superior-Greenstone DSB approve for release \$300,000 in accumulated surplus funds for use in capital projects for the 2023-2024 fiscal year.

Respectfully submitted by:

Alex Marton
Superintendent of Business



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

Report No.: 06

Date: December 4, 2023

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

FROM: Alex Marton, Superintendent of Business

SUBJECT: 2023-2024 Estimates Update

STRATEGIC

PRIORITY: Learning, Well-being, Stewardship, Relationships

Background

The Estimates for the 2023-24 school year was presented and approved at the June 26th Regular Meeting of the Board. Additional spending must be approved by the Board.

Current Situation

Geraldton Composite High School

We are seeking additional temporary administrative support at GCHS. While we have full confidence with our current leadership, student and staff needs are currently exceeding our management capacity.

Specifically, we propose a temporary Vice-Principal position through to the end of the school year. This position has historically been in place and was reduced due to shortages in the region. This addition will meet urgent needs and directly support staff and students.

The cost for the proposed addition is \$46,000.

Special Education

We are proposing additional spending aimed to enhance our educational services within the Special Education Department by hiring two Positive Behaviour Systems Support Interventionists (Interventionists) and allocating supplementary funding for the remainder of the 2023-24 fiscal year.

Interventionists are non-union, school-based staff who specialize in promoting positive behaviour and implementing programs for students with Autism Spectrum Disorder. Interventionists travel between schools and offer direct support to students and capacity building for staff. Behaviour issues in our classrooms lead to challenges for both staff and students. This investment will have an immediate, positive impact on our schools.

The recruitment of Interventionists is imperative to provide targeted assistance to students with diverse behavioural needs, while fostering an inclusive learning environment. The proposed

additional funding will empower the department through professional development, onboarding, resources, and technology to support classrooms. The expansion of the Behavioural team underscores SGDSB's commitment to delivering high-quality services tailored to individual student needs.

The cost for the proposed additions is 90,000.

Administrative Recommendations

That the Superior-Greenstone DSB, having received report No. 06, approves the addition of \$136,000 in expenses for the 2023-2024 Estimates.

Respectfully submitted by:

Alex Marton, Superintendent of Business



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

Report No.: 07

Date: December 4, 2023

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

FROM: Alex Marton, Superintendent of Business

SUBJECT: ESS Pay Adjustment

STRATEGIC

PRIORITY: Stewardship, Relationships

Background

OSSTF-ESS staff at SGDSB fall in to two categories with respect to their working year. 10-month employees and 12-month employees. 12-month employees are those staff who work through the summer months and include:

- School secretaries
- Librarians
- IT Technicians
- IT Technologists
- Clerks and central secretaries.

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

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

Current Situation

SGDSB has uncovered that this practice was last completed in 2009. During the interim period, 11 adjustments that should have been made were not. As a result, OSSTF-ESS 12-month employees were not paid correctly.

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

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

The cost of the adjustment will be between \$41,000 and \$62,000. The first amount accounts for employees currently with the board. The second amount accounts for employees no longer with the board. The board will contact those former employees and attempt to issue reimbursement. The estimated high-end cost will be accrued for in the 2022-23 fiscal year, in accordance with accounting principles.

The agreement between OSSTF-ESS and SGDSB for reimbursement is contingent on Board approval of the budgetary impact of this adjustment. Approval today will ensure current employees will be reimbursed before the holiday break.

Administrative Recommendations

That the Superior-Greenstone DSB, having received report No. 07, approves the addition of \$62,000 in expenses for the 2022-23 Estimates.

Respectfully submitted by:

Alex Marton, Superintendent of Business



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

Report No.: 08

Date: December 4, 2023

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

FROM: Shy-Anne Bartlett, Manager of Indigenous Education

SUBJECT: Indigenous Education: Days of Significance

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

Background

Building the knowledge of all students and educators in Indigenous histories, cultures, perspectives, and contributions is part of 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. It is also our commitment to ensure appropriate and vetted learning, events, and opportunities on Days of Significance.

Current Situation

SGDSB ensures that Days of significance are listed on calendars and shared through a digital calendar in Exchange that links teachers directly to vetted resources for each day, and the Manager of Indigenous Education shares all resources with educators and stores all resources in Exchange for all educators to access.

This report will highlight some of the learning opportunities for staff and students, and how SGDSB will acknowledge Days of Significance throughout the year. These learning opportunities and engagements will also continue to be highlighted in the Indigenous Newsletter.

Powley Day, September 19 and Louis Riel Day, November 16, 2023

The Métis Nation of Ontario provides specific learning resources that are shared with all schools and teaching staff for all Days of Significance that relate to Métis peoples such as Powley Day and Louis Riel Day. These days are recognized Days of Significance as it honors the historical contributions of Métis peoples and their work in having their rights recognized. The Métis Nation of Ontario also provided a rich bank of resources for Treaty Week.

National Day for Truth and Reconciliation, honored on September 29, 2023 (TRC):

SGDSB creates time and space for learning and honoring National Day for Truth and Reconciliation by ensuring that all staff are respectful in planning meetings and events outside of this week. All staff are also to engage in relevant and appropriate learning and/or attending events honoring Truth and Reconciliation at a school, First Nation Community, or a recognized event respectfully honoring Truth and Reconciliation.

The Métis Nation of Ontario, the Ministry of Education and the Manager of Indigenous Education provided a variety of resources available for learning. In addition to this, schools with Education Service Agreements have been working with communities they serve to provide meaningful learning opportunities for students and staff. This approach is important, as we recognize that each First Nation community is unique and has different lived experiences. As we serve students from these communities, it is important to ensure we bring the learning that communities feel is important, and plan with communities as they are

able, for the week and day of Truth and Reconciliation. There were many different learning opportunities and below are a few selections to highlights:

- MRHS, GCHS and MMPS were invited to attend various planned TRC events in the First Nation community they serve.
- BEPS and BAPS had the KAIROS Blanket Exercise (<https://www.kairosblanketexercise.org/>)
- NAPS had calendar teachings, and smudging teachings, while reading various books throughout the week among other learning they did throughout the week.
- NRHS had members of Red Rock Indian Band and the community Drum Group come to the high school for a ceremony.
- LSHS, SCPS, TBPS and the coterminous board in that area worked with Pays Plat First Nation to plan a Powwow
- MNPS created a Call to Action Quilt as part of their learning.
- GOPS, DOPS, the Nipigon Township, Dorion Township and the Nipigon hospital, supported by the Métis Nation of Ontario Thunder Bay and Region Council, and Red Rock Indian Band all came together for a ceremony outside at the Nipigon Arena, followed by in school activities.

Other Days of Significance in the Indigenous Portfolio that have happened in the 2023-2024 school year are Indigenous Veteran's Day, Rock Your Mocs Week, National Inuit Day, and Treaty Week.

Next Steps

SGDSB will continue to bring learning opportunities around TRC, Calls to Action and other Indigenous culture, traditions and learning throughout the year by not only acknowledging Days of Significance, but also through embedded practice and teaching in schools. These opportunities will align with the curriculum where possible and new resources will be created. Also, vetted resources will be introduced as they are available to assist this learning. We recognize that learning on Days of Significance such as National Day of Truth and Reconciliation is not centered on a single day or week of acknowledgement. More emphasis and learning will continue throughout the year while ensuring vetted and appropriate learning resources and approaches for all Days of Significance as they relate to the Indigenous Portfolio.

Administrative Summary

That the Superior-Greenstone DSB receive Report No. 08, Indigenous Education Days of Significance, for information.

Respectfully submitted by:

Shy-Anne Bartlett
Manager of Indigenous Education

Nicole Morden Cormier
Director of Education