

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD



Our Mission: "Inspiring our students to succeed and make a difference"
Our Vision: "We are leaders in providing quality learning experiences in our small school communities"
Our Values: "Caring, Fairness, Empathy, Responsibility, Honesty, Resilience, Respect, Perseverance and Innovation"
Our Motto: "Small schools make a difference"

Videoconference Site Locations

Superior-Greenstone District School Board (SGDSB)12 Hemlo Drive, Marathon, ON
 Manitouwadge High School (MNHS)200 Manitou Road W., Manitouwadge, ON
 Lake Superior High School (LSHS)Hudson Drive, Terrace Bay, ON
 Nipigon-Red Rock District High School (NRHS)20 Frost Street, Red Rock, ON
 Geraldton Composite High School (GCHS)500 Second Street West, Geraldton, ON

Regular Board Meeting 2016/03

A G E N D A

Monday, February 22, 2016 – 6:30 p.m.

Designated Site: Marathon Board Office, 12 Hemlo Drive, Marathon, ON

Board Chair: P. McRae

Director: David Tamblyn

VC Sites: GCHS / LSHS / MNHS / NRHS

Recorder: RM. Joannette

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

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

1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Figliomeni, Kim						McIntyre, Margaret					
Fisher, Matthew						McRae, Pauline (Pinky)					
Groulx, Michael						Pelletier, Allison					
MacGregor, Aaron						Sabourin, Stanley					
Mannisto, Mark						Zeleny, Olivia (Student)					

<u>Board Administrators</u>	Attendance Mode: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)				
	OS	TC	VC	A	R
Tamblyn, David: <i>Director of Education</i>					
Tsubouchi, Cathy: <i>Superintendent of Business</i>					
Morden-Cormier, Nicole: <i>Superintendent of Education</i>					
Eddy, Suzanne: <i>Assistant to the Director</i>					
Williams, Dianne: <i>Manager of Accounting Services</i>					
Chiupka, Wayne: <i>Manager of Plant Services/Transportation</i>					
Paris, Marc: <i>Coordinator of Plant Services</i>					
Vacant: <i>Coordinator of Human Resources Services</i>					
Lucas, Jay: <i>Coordinator of Information Technology Services</i>					
Joannette, Rose-Marie: <i>Administrative Assistant to Director</i>					

2.0 Regular Meeting Call to Order

✓ **That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, February 22, 2016 be called to order at _____ p.m.

3.0 Approval of Agenda

✓ **That**, the agenda for the Superior-Greenstone DSB 2016/03 Regular Board Meeting, February 22, 2016 be accepted and approved.

4.0 Disclosures of Interest re: Open Session

5.0 Minutes: Board Meetings and Board Committee Meetings

5.1 Board Meetings

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

1. Regular Board Meeting 2016/02: January 18, 2016

(Attached)

5.2 Minutes: Board Policy Review Committee: February 2, 2016

(To follow under separate cover)

✓ **That** the Board accepts the recommendations outlined in the Board Policy Review Committee minutes of February 2, 2016 and approves as reviewed:

- P-502 Ontario Student Record
- MG-502 Ontario Student Record
- P-706 Health and Safety
- P 541 Concussions
- MG-541 Concussions
- P-509 Fund Raising

to be posted to the Board website with an implementation date of February 23, 2016, 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 Excellence in Education: Schreiber Public School Student Work Study Teachers (SWST)

Principal: Sara Curtis
(SWST: Leslie Blackwood)

7.2 Update: Student Trustee Olivia Zeleny

8.0 Reports and Matters for Decision

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

- 8.1.1 Board Audit Committee (M. Mannisto)
- 8.1.2 Board Policy Review Committee (D. Tamblyn / M. McIntyre)
- 8.1.3 Native Education Advisory Committee (D. Tamblyn)
- 8.1.4 Occupational Health & Safety Committee (W. Chiupka / M. Paris)
- 8.1.5 Parental Involvement Committee (D. Tamblyn)
- 8.1.6 Special Education Advisory Committee (K. Figliomeni)

9.0 Reports of the Business / Negotiations Committee

Superintendent of Business: C. Tsubouchi
Business /Negotiations Chair: Mark Mannisto

9.1 Report No. 11

2015/2016 Interim Report No. 1

(Attached – C. Tsubouchi)

10.0 Reports of the Director of Education

Director of Education: David Tamblyn

10.1 Report No. 12

Director's Monthly Report- February 2016

(Attached – D. Tamblyn)

10.2 Report No. 13

Proposed School Year Calendar 2016-2017

(Attached – D. Tamblyn)

✓ *That the Superior-Greenstone DSB having received Report No. 13: 2016-2017 School Year Calendar accepts the proposed Calendar, and that, Administration is directed to forward the proposed Calendar to the Ministry of Education for its approval.*

10.2 Information Item: Correspondence-Rainy River DSB

(Attached – D. Tamblyn)

11.0 Reports of the Education Committee

Superintendent of Education: N. Morden-Cormier
Suzanne Eddy: Assistant to Director
Education Chair: Mark Mannisto

11.1 No Reports

12.0 New Business

Board Chair: P. McRae

12.1 Board Chair

12.2 Trustee Associations and Other Boards

- 12.2.1 Report No. 14: Public Education Symposium by: A.MacGregor (Attached)
- 12.2.2 Report No. 15: Public Education Symposium by:
P.McRae, M.Mannisto, K.Figliomeni (Attached)

12.3 Future Board Meeting Agenda Items

13.0 Notice of Motion

13.1 Notice of Amendment to Superior-Greenstone DSB Procedural Bylaw

In accordance with Superior –Greenstone DSB Procedural Bylaws, wherein amendments made to appendices of the Board’s Bylaws must be preceded by notice, notice is given to amend Appendix B, (Page 12) Committee Members as follows:

Committee Members:

Elections: The Chair shall then conduct the election for members of Committees in the order as presented in the bylaws.

Amendment

Delete: “then conduct the election”

Insert: “by way of members’ expression of interest conduct the process of appointment”

14.0 Observer Comments

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

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

(Attached)

15.1 Agenda: Committee of the Whole Board – Closed

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

15.2 Rise and Report from Closed Session

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

16.0 Report of the Committee of the Whole Closed Section B

- 16.1 ✓ ***That***, the Superior-Greenstone DSB Committee of
the Whole, In-Camera Section B (Closed) Reports be adopted
including the confidential minutes from the meeting held as:
1. Regular Board 2016/02: January 18, 2016

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 2016/03 Regular Board Meeting, Monday, February 22, 2016 adjourn at _____, p.m.*

2016 - Board Meetings		
Designate Site: Marathon Board Meeting Room / Time 6:30 p.m.		
Monday, March 21	Monday, June 20	Monday, September 26
Monday, April 18	Monday, July 18	Monday, October 17
Monday, May 16	Monday, August 22	Monday, November 21
Monday, December 5 (1:00 p.m.)		

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2016/03

Committee of the Whole Board: Closed Session.

Monday, February 22, 2016

Designated Site: Marathon Board Room, 12 Hemlo Drive, Marathon, ON

A G E N D A

Board Chair: P. McRae

Director: David Tamblyn

VC Sites: GCHS / LSHS / MNHS / NRHS

Recorder: RM Joannette

PART II: Committee of Whole Board – Closed

Section (B): In-Camera TBD.

- | | | |
|-----|--|---------------------------|
| 1.0 | <u>Disclosure of Interest: re Closed Session</u> | (P. McRae) |
| 2.0 | <u>Approve Agenda: Committee of the Whole In-Camera (Closed)</u> | (P. McRae) |
| 3.0 | <u>IC Report No. 01-16</u> | (Attached - C. Tsubouchi) |
| 4.0 | <u>In-Camera (closed) Meeting Minutes</u> | |
| | 1. Regular Board Meeting 2016-02: January 18, 2016 | (Attached) |

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD



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 Geraldton Composite High School (GCHS) 500 Second Street West, Geraldton, ON

Regular Board Meeting 2016/02

MINUTES

Monday, January 18, 2016 – 6:30 p.m.

Designated Site: Marathon Board Office, 12 Hemlo Drive, Marathon, ON

Board Chair: P. McRae

Director: David Tamblyn

VC Sites: GCHS / LSHS / MNHS / NRHS

Recorder: RM. Joannette

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

Section (A): – (open to public): 6:36 p.m.
 Section (B) In-Camera : – (closed to public) 7:54 p.m.

1.0 Roll Call

<u>Trustees</u>	Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)										
	OS	TC	VC	A	R		OS	TC	VC	A	R
Figliomeni, Kim		X				McIntyre, Margaret	X				
Fisher, Matthew		X				McRae, Pauline (Pinky)	X				
Groulx, Michael			X			Pelletier, Allison			X		
MacGregor, Aaron		X				Sabourin, Stanley					X
Mannisto, Mark			X			Zeleny, Olivia (Student)			X		

<u>Board Administrators</u>	Attendance Mode: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)					
	OS	TC	VC	A	R	
Tamblyn, David: <i>Director of Education</i>	X					
Tsubouchi, Cathy: <i>Superintendent of Business</i>						X
Morden-Cormier, Nicole: <i>Superintendent of Education</i>						X
Eddy, Suzanne: <i>Assistant to the Director</i>		X				
Williams, Dianne: <i>Manager of Accounting Services</i>	X					
Chiupka, Wayne: <i>Manager of Plant Services/Transportation</i>	X					
Paris, Marc: <i>Coordinator of Plant Services</i>		X				
Vacant: <i>Coordinator of Human Resources Services</i>						
Lucas, Jay: <i>Coordinator of Information Technology Services</i>	X					
Joannette, Rose-Marie: <i>Administrative Assistant to Director</i>	X					

2.0 Trustee Appointment: re Vacancy in the -Ward Red Rock / Dorion**14/16**

Moved by: Trustee K. Figliomeni

Second: Trustee M. McIntyre

✓ **That**, the Superior-Greenstone DSB appoint Michael Groulx as Trustee for the ward of Red Rock / Dorion / Hurkett, and that his appointment be effective for the period of January 18, 2016 through November 30, 2018.

Carried**2.1 Michael Groulx: Declaration & Oath of Office**

Michael Groulx, appointed to fill the Trustee vacancy for the Red Rock/Dorion/Hurkett Ward recited the Declaration of Office and took his seat as a member of the Superior-Greenstone DSB.

3.0 Regular Meeting Call to Order**15/16**

Moved by: Trustee M. Mannisto

Second: Trustee A. MacGregor

✓ **That**, the Superior-Greenstone DSB Regular Board Meeting on Monday, January 18, 2016 be called to order at 6:36 p.m.

Carried**4.0 Approval of Agenda****16/16**

Moved by: Trustee M. McIntyre

Second: Trustee A. Pelletier

✓ **That**, the agenda for the Superior-Greenstone DSB 2016/02 Regular Board Meeting, January 18, 2016 be accepted and approved.

Carried**5.0 Disclosures of Interest re: Open Session**

There were no disclosures of interest offered at this time.

6.0 Minutes: Board Meetings and Board Committee Meetings**6.1 Board Meetings****17/16**

Moved by: Trustee K. Figliomeni

Second: Trustee M. McIntyre

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

1. Organizational and Regular Board Meeting 2016/01: December 7, 2015

Carried**7.0 Business Arising Out of the Minutes****7.1 SEAC Appointment: First Nation Trustee****18/16**

Moved by: Trustee K. Figliomeni

Second: Trustee M. McIntyre

✓ **That**, the Superior-Greenstone DSB, in accordance with the Education Act, SEAC, O. Reg. 464/97 appoints Stanley Sabourin to SEAC to represent the interests of Aboriginal students.

Carried

8.0 Delegations and/or Presentations

- 8.1 Excellence in Education: Manitouwadge Public School: Meeting the Needs of Students
This presentation was moved down on the agenda and heard as Item 11.1 under the Reports of the Director.
- 8.2 Update: Student Trustee Olivia Zeleny
Student Trustee Zeleny also gave an overview of school activities leading up to the Christmas Break as well as Literacy Day and a number of extra-curricular activities.

9.0 Reports and Matters for Decision

- 9.1 Board Committee Reports: (Statutory / Standing / Ad Hoc)
- 9.1.1 Board Audit Committee
The next meeting date has not yet been set.
- 9.1.2 Board Policy Review Committee
The next meeting date is February 2, 2016
- 9.1.3 Native Education Advisory Committee
Next meeting date if February 11, 2016
- 9.1.4 Occupational Health & Safety Committee
A quarterly meeting was held on December 9, 2016. Mark Paris Coordinator of Plant Services provided a brief overview of topics discussed.
- 9.1.5 Parental Involvement Committee)
Next meeting is February 23, 2016
- 9.1.6 Special Education Advisory Committee
The next meeting date is February 16, 2016. SEAC Chair Kim Figliomeni provided a brief overview of the topics discussed.
Board Chair P. McRae spoke briefly in regard to board membership on the various committees, expressly for the purpose of extending an invitation to new Trustee Michael Groulx to consider sitting on a statutory or standing committees of the board.
She advised that in time, should Trustee Groulx put forward his interest, board members could accommodate changes to its board membership on committees; this on his behalf.

10.0 Reports of the Business / Negotiations Committee

*Superintendent of Business: C. Tsubouchi
Business /Negotiations Chair: Mark Mannisto*

- 10.1 Report No. 07: 2015/2016 Internal Review Proposal
Manager of Accounting Services Dianne Williams reviewed her report and advised that the Internal Review entails an audit of schools' enrolment registers, cash handling and inventory as per Policy 305. This year, the Red Rock and George O'Neill Public Schools and the Nipigon-Red Rock District High School will be audited.

19/16

Moved by: Trustee M. Mannisto

Second: Trustee K. Figliomeni

✓ That, *having received Report No. 07: 2015-2016 Internal Review Proposal, the Superior-Greenstone DSB approves the proposal as presented.*

Carried

10.2 Report No. 08: Board Estimate Process for 2016-2017

Director of Education David Tamblyn addressed this item on behalf of C. Tsubouchi. He pointed out that at least two special meetings have been included in the schedule because of annual staffing proposal timelines dictated in collective agreements and to which must be honoured by administration.

20/16

Moved by: Trustee M. Mannisto

Second: Trustee A. MacGregor

✓ **That** having received Report No. 08: Board Estimate Process for 2016-2017, the Superior-Greenstone DSB accepts the proposal as presented.

Carried

11.0 Reports of the Director of Education

Director of Education: David Tamblyn

11.1 Excellence in Education: Manitouwadge Public School: Meeting the Needs of Students

Manitouwadge Public School Vice Principal Jody Kuczynski along with students Stephanie Rathwell and Jaden Roberts provided a PowerPoint presentation. The presentation illustrated how student needs; academic, social and emotional are being met at the school. The production demonstrated how through meeting these needs, there was a direct correlation with the Boards strategic priorities of in student achievement and wellbeing, responsible stewardship of resources and building relationships focus of meeting student needs was

11.2 Report No. 09: Director's Monthly Report- January 2016

Director David Tamblyn provided a detailed summation of this report. He also invited Student Success Lead Carole Leroux to address the board on the development within the Specialist High Skills Major program. C. Leroux reported the success and popularity of the program within the high schools and noted that the Geraldton Composite and Marathon High Schools have each applied for an additional 2016-2017 credit program (mining and environmental respectively). Although popular, one of the difficulties encountered includes the shortage of employers who can accommodate students in these specialized workplaces. The economy in the small communities does impact placement opportunities.

Director Tamblyn also reported on the Ministry's addition of a seventh professional activity day being added mid-year as a result of provincial settlements with teachers. The extra day has been scheduled on Monday, February 29, 2016. In future all school year calendars will include a total of seven professional activity days.

12.0 Reports of the Education Committee

Superintendent of Education: N. Morden-Cormier

Suzanne Eddy: Assistant to Director

Education Chair: Mark Mannisto

12.1 Report No. 10: Early Years Programs and Services Update

Superintendent of Education Nicole Morden-Cormier provided an overview of her report noting that the goal of Superior-Greenstone DSB is to reach full integration between the school and the early year's programs with whom it shares space, so that the partners are not seen as separate entities, but as one in a location where children and families can go to access a range of programs and services.

13.0 New Business

Board Chair: P. McRae

13.1 Board Chair

13.1.1 Information Items

- a) Correspondence: Waterloo Region DSB: January 6, 2016
- b) Correspondence: Peel DSB-December 18, 2015

P. McRae note that the letters received are being shared for information. The subject matter, expansion of the Aboriginal curriculum has been addressed by this board with a letter written to the minister late last fall.

13.2 Trustee Associations and Other Boards

13.2.1 A. Pelletier: Attendance re OPSBA Director's Meeting, February 19-10/16

Trustee A. Pelletier advised that she wished to attend the OPSBA Board of Director's meeting in February alongside Trustee M. Mannisto. As the Alternate Director/Voting Delegate she reasons that her presence with Trustee Mannisto would provide the opportunity for her to better understand her role and responsibility should she be called up for duty.

21/16

Moved by: Trustee A. Pelletier Second: Trustee M. Mannisto

✓ That, the Superior-Greenstone DSB approve the attendance of Alternate Director/Voting Delegate, Allison Pelletier at the OPSBA Board of Director Meeting on February 19-21, 2016 in Toronto.

Carried

13.3 Future Board Meeting Agenda Items

The following subjects were cited for future agenda items.

- Notice of Motion re Board Procedural Bylaws-Appendix B, Page 12 "Committee Members"
- Funding for Trustee Professional Development
- State of Music Programs in System Schools
- Tell Them from Me Survey Statistics
- Computer Science /Programming in System Schools.

14.0 Notice of Motion

15.0 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) 7:54 p.m.

16.0 Committee of the Whole Board *(In-Camera Closed)*

16.1 Agenda: Committee of the Whole Board – Closed

22/16

Moved by: Trustee M. McIntyre

Second: Trustee K. Figliomeni

✓ That, the Superior-Greenstone DSB go into a Committee of the Whole Board Section B (Closed Session) at 7:54 p.m. and that this portion be closed to the public.

Carried

16.2 Rise and Report from Closed Session

23/16

Moved by: Trustee K. Figliomeni

Second: Trustee A. Pelletier

✓ That, the Superior-Greenstone DSB rise and report from the Committee of the Whole Board Section B (Closed Session) at 8:02 p.m. and that this portion be open to the public.

Carried

17.0 Report of the Committee of the Whole Closed Section B

17.1 **24/16**

Moved by: Trustee M. Mannisto

Second: Trustee M. McIntyre

✓ **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 and Regular Board 2016/01: December 7, 2015

Carried

18.0 Adjournment

25/16

Moved by: Trustee M. McIntyre

Second: Trustee M. Mannisto

✓ **That**, the Superior-Greenstone DSB 2016/02 Regular Board Meeting, Monday, January 18, 2016 adjourn at 8:03 p.m.

Carried

2016 - Board Meetings			
Designate Site: Marathon Board Meeting Room / Time 6:30 p.m.			
Monday, February 22	Monday, May 16	Monday, August 22	Monday, November 21
Monday, March 21	Monday, June 20	Monday, September 26	Monday, December 5 (1:00 p.m.)
Monday, April 18	Monday, July 18	Monday, October 17	

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Regular Board Meeting 2016/02

Committee of the Whole Board: Closed Session.

Monday, January 18, 2016

Designated Site: Marathon Board Room, 12 Hemlo Drive, Marathon, ON

T O P I C S

Board Chair: P. McRae

Director: David Tamblyn

VC Sites: GCHS / LSHS / MNHS / NRHS

Recorder: RM Joannette

PART II: Committee of Whole Board – Closed

Section (B): In-Camera 7:54 p.m.

- 1.0 Disclosure of Interest: re Closed Session
- 2.0 Approve Agenda: Committee of the Whole In-Camera (Closed)
- 3.0 Update: Negotiations
- 4.0 In-Camera (closed) Meeting Minutes
 - 1. Organizational & Regular Board Meeting 2016-01: December 7, 2015

Regular Board Meeting 2016-02

Monday, Monday, January 18, 2016

M I N U T E S

APPROVED THIS _____ DAY OF _____, 2016

SECRETARY

CHAIR

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No: 11

Date: February 22, 2016

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

FROM: Cathy Tsubouchi, Superintendent of Business

SUBJECT: 2015/2016 Interim Report No. 1

STRATEGIC PRIORITY: Responsible Stewardship of Resources

Background

As outlined in a Report to the Board in September 2015, the purpose of the interim financial reports is to provide management and the Board of Trustees with a clear understanding of the status of the current year's budget versus actual expenditures to date, and an outlook for the remainder of the year.

Current Situation

The attached report covers the period from September 1 to November 30, 2015 and is the first report for the 2015/2016 school year.

Administrative Summary

The report entitled, 2015/2016 Interim Report No. 1 is presented to the board for information.

Respectfully submitted,

Cathy Tsubouchi
Superintendent of Business

SUPERIOR-GREENSTONE DSB
2015-16 Interim Financial Report

For the Month Ending November 30, 2015

Summary of Financial Results

	Estimates	Forecast	In-Year Change	
			\$	%
Revenue				
Operating Grants	27,733,130	27,572,525	(160,605)	(0.6%)
Capital Grants	4,625,033	4,694,358	69,325	1.5%
Other	6,151,634	6,309,985	158,351	2.5%
Total Revenue	38,509,797	38,576,868	67,071	0.2%
Expenditures				
Classroom	25,402,294	25,550,995	148,701	0.6%
Other Operating	2,565,212	2,743,369	178,157	6.5%
Transportation	1,768,321	1,769,380	1,059	0.1%
Pupil Accomodation	8,092,884	8,104,274	11,390	0.1%
Other	470,014	470,014	-	0.0%
PSAB Adjustments	113,247	113,908	661	0.6%
Total Expenditures	38,411,972	38,751,940	339,968	0.88%
In-Year Surplus (Deficit)	97,825	(175,072)	(272,897)	155.9%
Prior Year Accumulated Surplus (Deficit)	2,990,510	4,288,993		
Accumulated Surplus (Deficit) for Compliance	3,088,335	4,113,921	(272,897)	(6.6%)

Note: Forecast based on year-to-date actuals up to November 30, 2015.

Changes in Revenue

- Operating Grant decrease is due to reduced enrolment for first semester.
- Capital Grant increase.
- Other revenue increase is due to recovery of salaries not included in Estimates.

Change in Expenditures

- Other operating increased largely due to increased costs from secondment for which there are offsetting revenues.

Change in Surplus/Deficit

- For compliance purposes, we are projecting a deficit of \$175,072. Central Table negotiated terms of Collective Agreements have been incorporated into costs in this report; however, the grants do not reflect items for which we are anticipating increased funding.

Risks & Recommendations

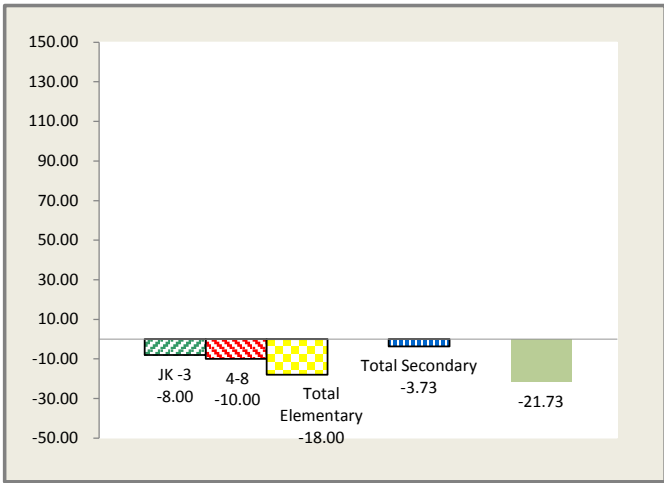
- Retirement payments are being funded from our current grants.

Summary of Enrolment

ADE	Estimates	Forecast	In-Year Change	
			#	%
Elementary				
JK -3	404.00	396.00	- 8.00	-2.0%
4-8	379.00	369.00	- 10.00	-2.6%
Total Elementary	783.00	765.00	- 18.00	-2.3%
Secondary <21				
Pupils of the Board	616.00	616.39	0.39	0.1%
Other Pupils	130.00	125.88	- 4.12	-3.2%
Total Secondary	746.00	742.27	- 3.73	-0.5%
Total	1,529.00	1,507.27	- 21.73	-1.4%

Note: Forecast will be based on October 31st count date

Changes in Enrolment: Budget v. Forecast



Highlights of Changes in Enrolment:

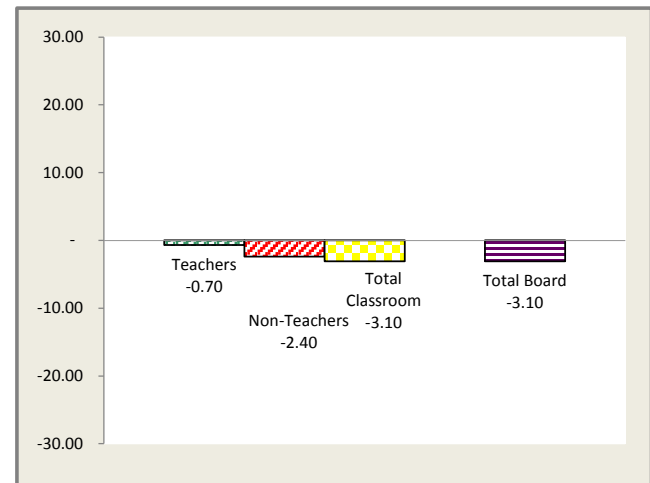
- Total board enrolment is down 21.73 ADE.

Summary of Staffing

FTE	Estimates	Forecast	In-Year Change	
			#	%
Classroom				
Teachers	137	136	- 0.70	-0.5%
Non-Teachers	126	124	- 2.40	-1.9%
Total Classroom	263	260	- 3.10	-1.2%
Non-Classroom	65	65	-	0.0%
Total	328	325	- 3.10	-0.9%

Note: Actual as of October 31, 2015.

Changes in Staffing: Budget v. Forecast



Highlights of Changes in Staffing:

- Classroom teachers down due to OYAP Lead being removed from teachers.
- Non-teachers are down due to the following changes: ECEs are down 0.5 FTE; EAs are down 1.0FTE and Coordinators are down 0.9FTE.

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

"Inspiring our students to succeed and make a difference"

Report No: 12

Date: February 22, 2016

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

FROM: David Tamblyn, Director of Education

SUBJECT: Director's Monthly Report – February 22, 2016

STRATEGIC

PRIORITY: Student Achievement, Building Relationships, Stewardship of Resources

1. *Pearson Efficacy Review*

Pearson Canada was contracted to conduct research on the Board Strategic Plan. The focus of the research involves meetings with Senior Administration and other Instructional leaders and stakeholders from across the board.

To assist in the research process, Pearson Canada enlisted Dr. Timothy Tatsui, Dr. Doug Paetzell who worked alongside Dr. Tania Sterling, and Dr. Sharon Lee from the Pearson Canada Research and Efficacy team. The Research Team brings extensive qualifications and expertise in change management, assessment, and applied research to the project.

The purpose of the review is to assess and analyse the current state and efficacy of the Superior-Greenstone Strategic Plan. The Efficacy Framework Review process involved (i) workshops and (ii) interviews with staff and key external stakeholders surrounding four key areas of inquiry: clarity of intended outcomes; strengths of evidence base; quality of planning and implementation; and capacity to deliver.

During the week of February 1st, 2016, the Pearson Efficacy Research team conducted a self-assessment workshop with a team of 8-10 educators and leaders from different roles across the system. Following the Self-assessment workshop the Pearson Efficacy Review team broke into two teams to travel to Red Rock, Nipigon, Geraldton, Longlac, Terrace Bay and Marathon to meet face-to-face or via telephone with a wide range different stakeholder groups including students, teachers, parents, System Leaders, school vice-principals and principals, and trustees.

With all of the qualitative interview data coded, analysed and interpreted alongside the findings from the self-assessment workshop on day one of the review, the SGDSB Efficacy Review team met with Pearson on February 19th to participate in a read out lasting approximately 1.5 hours via WebEx of a report which summarizes all of the findings and makes recommendations for short, medium, and long term activities

2. *Prometheus Executive Recruitment*

Marilyn Gouthro has been retained to conduct a search for a Superintendent of Education. Marilyn is an Associate with Prometheus, an Executive Search Consultant firm based in Toronto. Marilyn is very familiar with Superior-Greenstone District School Board having delivered a number of workshops for trustees over the last several years. Prometheus has significant experience conducting senior leadership searches across the broad spectrum of the Education, Health Care, Municipal, Public, Private and the Not-for-Profit sectors.

3. Global Dialogue

On February 11th a group of educators comprised of senior administration, principals, and teachers took part in a very unique event. SGDSB was one of only 15 school boards across the province of Ontario invited to take part in a Global Dialogue. The event was in the form of a live webcast and included school clusters from the UK, Australia, New Zealand, Canada, and the United States. Key to the event was the opportunity for discussion within hubs and asking questions to the speakers.

Author Michael Fullan and Santiago Rincón-Gallardo partnered with the School Partnership Programme in the UK to organize the Global Dialogue that brought together leading education thinkers Steve Munby, Tony McKay, John Hattie, Phil Brown, Michael Fullan and Viviane Robinson. These international experts discussed three key themes on school networks/clusters:

- outcomes-focused collaboration
- trust based and intelligent accountability
- Improvement through school clusters/networks.

Prior to the event participants were given an article to read entitled “*Inside Out and Downside Up*”, *How leading from the middle has the power to transform education systems* by Michael Fullan and Steve Munby. A follow-up session is planned for the fall.

4. Syrian Refugee Program

On February 10th Federal Minister Patty Hajdu was in Marathon to meet with local municipal leaders and to host an information forum on the Syrian Refugee program. A group of SGDSB staff members are involved in a committee that is working to bring a family of Syrian refugees to Marathon. The committee has completed a thorough self-assessment tool that helps the Federal Department of Immigration match refugees with the appropriate host community. In addition, the group has accessed many federal and provincial tools designed to support potential sponsors.

The local sponsors are raising funds to completely support a family in Marathon for one year. The refugees will not need to access any other form of assistance (for example, the food bank). The focus of the year will be to help the refugees to acclimatize to Canadian life and to learn English.

SGDSB has indicated that the board will be able to offer English Language Learning assistance to local refugee children.

5. BMS Training

On February 8th a group of educators from SGDSB took part in a Behaviour Management Systems (BMS) training session. Lead by Positive Behaviour Support Lead, Melissa Bianco the training is part of an Integrated Framework to Support Safe, Caring and Inclusive Schools. The BMS initiative was launched in June with certification training for thirteen of our staff throughout our board. Three more will be certified in April bringing our total number to sixteen. At this time, this group consists of an equal division of secondary teachers and support staff with the exception of two elementary Special Education Teacher. This collective group will help us to co-create our work and therefore enhance practices within schools that are increasingly responsive to our students, our staff and the legislation we must adhere to.

Administrative Recommendation:

The report entitled, Director’s Monthly Report – February 22nd, 2016 is presented to the board for information.

Respectfully submitted:

David Tamblyn
Director of Education

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No.: 13
February 22, 2016

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

FROM: David Tamblyn, Director of Education

SUBJECT: Proposed School Year Calendar 2016-2017

[Go to OSYC 2016-2017 \(Draft\)](#)

STRATEGIC PRIORITY: Student Achievement and Well-Being

Background:

The Board Administration in consultation with its constituent stakeholders including parents, School Councils, Parent Involvement Committee, local branch affiliates of teachers' federations, unions, ratepayers, other members of the community and coterminous and neighbouring boards have developed its 2016-2017 School Year Calendar.

Regulation 304, School Year Calendar, Professional Activity Days sets the requirements for preparation and submission of school year calendars to the ministry. With the recent amendment of *Regulation 304*, school boards are now required to designate three PA days per school year. The authority for boards to designate up to an additional four PA days per school year remains unchanged. The requirement for every school year to include a minimum of 194 school days also remains unchanged. As a result, the minimum number of instructional days per school year is 187 and the total maximum number of possible PA days per school year is seven.

With the recent amendment of *Regulation 304*, one half of the additional PA day must be used for occupational health and safety training for members of the Elementary Teachers Federation Ontario (ETFO), while the other half of this PA day is to be aligned with ministry priorities, specifically mathematics. For members of the Ontario Secondary School Teachers Federation (OSSTF) the topic of the additional PA day is to be aligned with ministry priorities such as mathematics and/or equity. The remaining two PA days are to be used for assessment and completion of report cards at the elementary level. The PA dates are to be determined by each board. The remaining school days shall be instructional days. Under PPM 151 Boards must ensure the two mandatory PA days are devoted to provincial education priorities. One PA day must be devoted to the provincial priority of numeracy and the second mandatory PA day will be devoted to teachers' professional learning to any one of the following topics; Student Achievement/Student Success, Teacher Development, Safe and Inclusive schools, Literacy, French Language Education, Aboriginal Education, or Special Education. A board may designate up to ten instructional days as examination days.

Current Situation:

The 2016-17 school year presents a situation which has required additional consideration. The Ministry of Education has designated December 19 – 30, 2016 as a board designated holiday however this could require staff to travel on New Year's Day in order to report to work on January 2, 2017. After reviewing this option with the various stakeholders it was determined that the preferred option would be to set December 21, 2016 as the start date of the board designated holiday and classes would recommence on January 4, 2017. Because this option entails an alteration to the ministry template the school year calendar is classified as "modified". As per the requirements of O. Reg 304, the deadline for submission of a modified school calendars is March 1, 2016.

In January 2016, after initial consultation with representatives for school administrators, local branch affiliates of teachers' federations, unions and our coterminous board, a proposed school year calendar

was made available on the board website to solicit feedback from members of the school communities, including teachers and staff, parents, School Councils and Parent Involvement Committee members.

The attached draft calendar also takes into consideration the need to coordinate dates that accommodate the following:

- Shared busing with coterminous boards
- A balanced number of days in each semester
- A consistent school year calendar with coterminous boards
- Scheduling of co-curricular activities
- Increased opportunities for professional learning
- Supporting negotiated items in the collective agreement

Administrative Recommendations

That the Superior-Greenstone DSB having received Report No. 13: 2016-2017 School Year Calendar accepts the proposed Calendar, and That, Administration is directed to forward the proposed Calendar to the Ministry of Education for its approval.

Respectfully submitted by:

David Tamblyn
Director of Education

[Go to OSYC 2016-2017 \(Draft\)](#)



Ministry of Education
Ministère de l'Éducation

Board Name
Superior-Greenstone DSB (B28070)

Calendar Title
(2016-230915) Draft

Panel
Elementary

Calendar Type
Modified

Date Created
06-Feb-16

Start of School Year

End of School Year

First Day Students

Last Day Students

06-Sep-16

Jun 30, 2017

07-Sep-16

Jun 30, 2017

Status

Description

Draft

Elementary and Secondary

Month	1st Week					2nd Week					3rd Week					4th Week					5th Week					PA days	Instr days	Exam days					
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F								
August	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
September				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
October	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
November		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
December				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
January	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
February			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
March			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
April	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
May	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
June				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
July	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
Total																											7	177	10				
Total																											194						

PA Professional Activity Days:

E

Examination Days

B

Board designated Holiday

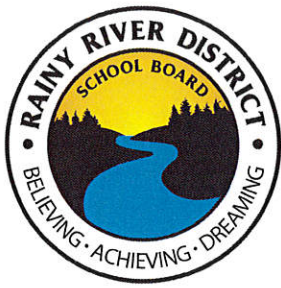
H

Statutory Days

/ Half Day:

P*

*Professional Activity Day Devoted to Provincial Education Priorities:



Rainy River

DISTRICT SCHOOL BOARD

February 8, 2016

EDUCATION CENTRE

522 Second St. E.
Fort Frances, ON
P9A 1N4
Phone: 807 274 9855
Fax: 807 274 5078
Toll Free: 1 800 214 1753

The Honourable Liz Sandals,
Minister of Education
22nd Floor, Mowat Block
900 Bay Street,
Toronto, ON, M7A 1L2

Dear Minister Sandals,

On behalf of the First Nation, Métis, and Inuit Education Advisory Committee of the Rainy River District School Board, I am writing to respectfully request that the Ministry, in consultation with Indigenous communities, expand the process of developing Early Years to Grade 12 curriculum and learning resources on Indigenous peoples in Canadian history, and the history and legacy of residential schools, as per Calls to Action 62 i) and 63 i) of the Truth and Reconciliation Report.

WEB SITE:

www.rrdsb.com

The Committee appreciates work of the Ministry of Education to incorporate Indigenous histories, cultures, and perspectives across the curriculum. However, a deeper understanding and awareness of the legacy of residential schools is needed for all staff and students. Our students must see themselves and their history. Therefore, in addition to providing further resources to embed Indigenous history, culture, and perspectives within the Ontario curriculum, we also request the development of a high school course on Indigenous peoples and the history and legacy of residential schools that is a requirement for graduation, in order to ensure that an awareness and understanding of treaty education, the history and legacy of residential schools, and the impact of the Indian Act is cultivated in *all* students.

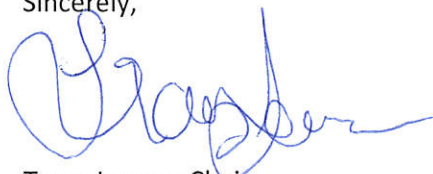
DIRECTOR

Heather Campbell

Nindishpenimaan anishinaabe ezhitwaawinan gaye anishinaabemowinan, ginoonde-gikinoo'amaagemin geyaabi. Language is central to culture, and both language and culture are important to education. In the Truth and Reconciliation Report, Call to Action 14 speaks to the revitalization of Indigenous languages. The Rainy River District School Board has begun this work, but it is large undertaking that requires not only human, but financial support. Currently, Ojibwe language instruction is not funded at the same level as French as a Second Language. With further provincial funding and support, an eLearning course could be developed to allow Métis students to learn Michif. To truly provide students with a curriculum that reflects their culture, it is imperative to provide instruction in these languages.

We thank you for your consideration of these important matters for our students, their families, and our communities.

Sincerely,



Tracy Jensen, Chair,
Rainy River District School Board First Nation, Métis, and Inuit Education Advisory
Committee

cc. The Honourable Kathleen Wynne, Premier of Ontario – kwynne.mpp@liberal.ola.org
Michael Barrett, President of OPSBA – Mbarrett@opsba.org
George Zegarac, Deputy Minister, Ministry of Education – george.zegarac@ontario.ca
The Honourable David Zimmer, Minister of Aboriginal Affairs –
dzimmer.mpp@liberal.ola.org
Janine Griffore, Assistant Deputy Minister, French-Language, Aboriginal
Learning and Research Division – janine.griffore@ontario.ca
National Chief Perry Bellegarde, Assembly of First Nations – pbellegarde@afn.ca
Chief Isadore Day, Ontario Regional Chief - c/o sylvia.lesage@coo.org
Chief Warren White, Grand Chief, Grand Council Treaty #3 – grand.chief@treaty3.ca
All School Boards in Ontario – *Via Email to Directors*
Rainy River District School Board Trustees

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Report No: 14

Date: February 22, 2016

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

FROM: Aaron MacGregor

SUBJECT: OPSBA Public Education Symposium 2016

STRATEGIC

PRIORITY: Student Achievement, Building Relationships, Stewardship of Resources

From January 28th to 30th, I had the privilege of attending the annual OPSBA Public Education Symposium (PES) alongside Trustees McRae, Pelletier, Sabourin, Figliomeni, and Mannisto, as well as Director Tamblyn during the pre-symposium. The event had many great sessions, some geared toward trustees and others geared toward staff.

Pre-Symposium – Labour Relations and Director of Education Selection Process

The first of two trustee oriented sessions during the pre-symposium was a discussion around the new School Boards Collective Bargaining Act led by Penny Mustin of OPSBA and Debra McFadden of Halton District School Board. Trustees were able to ask questions and provide feedback on this year's processes around central negotiations.

The second pre-symposium session was a discussion around best practices and procedures in selection of a director of education, one of the most important duties of a board of trustees.

The New Role of the Ombudsman of Ontario

Barbara Finlay, acting Ombudsman of Ontario, provided a presentation on the expanded role of the Ombudsman of Ontario, which now includes jurisdiction over school boards. The case investigation and resolution process was explored, and some data and common examples of concerns were presented.

Overview of Internal Audits and Audit Committees

Dave Johnston of the Toronto Area regional internal audit team as well as Cheri Hayward of the Ministry of Education provided an excellent presentation on the role of audit committees and internal audits. I enjoyed the information provided and am excited to carry what I've learned forward in my role on the audit committee. Trustees also took this workshop as an opportunity to provide feedback to the Ministry of Education regarding professional development for audit committees, and there was a good discussion around what kind of training would be beneficial.

The Governance Structure Established by the Education Act

Mike Hines of Hicks Morley LLP gave an excellent presentation on governance structure of school boards based on Education Act legislation. As a trustee on a board which has in place excellent practices around governance, many of the points were not new information. However, learning and understanding how our structure fits with the legislation will help us as trustees make appropriate decisions around defining our roles as trustees, our director's role, and the role of our staff. Throughout the presentation, it was clear that our board is very strong in our governance structure.

The report entitled OPSBA Public Education Symposium 2016 is presented to the board for information.

Respectfully submitted,

Aaron MacGregor
Trustee – Manitouwadge Ward

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

"Inspiring our students to succeed and make a difference"

Report No: 15
Date: February 22, 2016

TO: Members of the Superior-Greenstone District School Board

FROM: Kim Figliomeni, Mark Mannisto, Pinky McRae

SUBJECT: Public Education Symposium 2016-January 28-30

STRATEGIC

PRIORITY: Student Achievement and Well Being

Thursday January 28

Liz Sandals, Minister of Education

Minister Sandals emphasized the need to refocus from collective bargaining to educating students, and to refocus on achievement and well-being. At this time, we need to increase confidence in public education through the development of collaborative relationships.

Minister Sandals legally defined roll at the provincial bargaining table, only province that has legal association participation. Further to this the minister talked about increasing confidence in public education especially following rounds of bargaining which always disrupts the perceived stability of public education.

Over 6000 teachers have received further training in math based instruction, increasing their qualifications to help reduce the decreased performance of provincial math results within EQAO.

She discussed the impact of the truth and reconciliation study and how the curriculum needs to reflect our true Canadian history which includes the residential schools experience. Curriculum branch has been reviewing what needs to be mandatory, including residential schools and treaties. This includes instruction and resources to the teachers who would be providing this education to our students.

We will continue to have a need to continue with financial sustainability with no projected new dollars for cast, so consolidation of schools is still being pushed forward. \$750 million fund to assist with consolidation efforts: Additions, renovations and such. PARG guidelines have recently been revised, building vs. program delivery. Need to be involved with discussion with municipality to understand stakeholder needs.

Moving Forward: Shared Vision for the Early Years in Ontario

**Nancy Matthews, Assistant Deputy
Minister of the Early Years Division**

Approximately $\frac{3}{4}$ of a million children in Ontario have had a transformative and positive FDK experience. The province continues to remain focused on the integration of childcare with education, all while keeping children and families at the centre of everything they do. There will also be a strong need for school boards to engage in courageous conversations with their local municipalities regarding before and after-school programming for children age 6-12. What will this integration look like in each community?

We need to focus on First Nation, Metis and Inuit. Moving into phase two and will focus on four key areas:

- 1) Service system management and funding
- 2) Licensing standards
- 3) Licensing clarity
- 4) Enforcement.

**Carol Campbell, Associate Professor of Leadership and Educational Change,
OISE/University of Toronto; and Education Advisor to the Premier and Minister of Education**

Leadership Of and For Learning: Developing Evidence-Informed Educational Improvement

How can trustees combine their experience and expertise with evidence from research to enhance their leadership of educational improvement?

The 5 P's of Leadership

Persuasion

Precision: Be flexible about goals

Professionalism: Collaborative professionalism

Partnerships: Who do you need

Perseverance-: Support ourselves and each other

Areas to focus:

Dream big

- Engage all
- Be focused and strategic
- Be proactive and practical
- Embody and enable professionalism
- Nurture relationships
- 'Be the leaders and learners you seek to develop

<http://www.knaer-recrae.ca/index.php>

Labour Relations

**Penny Mustin, Director Labour Relations, OPSBA; Debra McFadden,
Executive Officer, Human Resources Halton District School Board**

A reminder that Board Administration will be responsible for local bargaining and OPSBA will represent for central bargaining.

We participated in a table exercise around how successful the consultation regarding the School Board Collective Bargaining Act (SBCBA) was. A copy of this document will be distributed for review and further discussion.

**Marilyn Gouthro – Education Consultant / Jim Grieve – Director of Education (retired)
Jennifer Salo – Chair, Algoma District DSB / Jeff McMillan, Chair, Upper Canada DSB**

The Board's Leadership Role in Director of Education Selection Process

This presentation was extremely insightful and provided us with many things to consider when the Board needs to hire a new Director of Education.

- What are some of the questions we might have of our current director?
- Do we have a succession plan in place?

- Do we have a policy to move forward?
- Will we hire a consultant firm to impart guidance?
- What are we looking for in a director?
- Do we have a Candidate Profile prepared?
- Are we attractive?
- Do we have a prepared Job Description?

We were reminded to take time when hiring, and get it RIGHT. The RIGHT person needs to get along and fit with the whole system. We need to promote our Board as a lifestyle and remember that good leadership is based on positive relationships. Trustees need to remain focused on the best interest of the Board and shelve their personal thoughts and passions. Most importantly the process needs to remain CONFIDENTIAL.

Change: Learn to Love it, Learn to Lead

Richard Gerver – Inspiration Leader

From infants to adults, Richard explained the nature of our personal and professional responses to risk, change, creativity and development. With his trademark humour and insight, Richard shared his experience of cultural transformation, human development and management with us. Richard argues that his work is focused on three words; communication, empowerment and impact.

Friday January 29

Why We Explore

Natalie Panek – Rocket Scientist and Explorer

Natalie shared extraordinary experiences that have shaped her dreams of becoming an astronaut; whether learning to fly, driving a solar-powered car across North America, or building space robotics. Natalie was recently named one of Canada's Top 100 Most Powerful Women by the Women's Executive Network, a Forbes 30 under 30 2015, and "a vocal advocate for women in technology" by The Financial Post. Dare to achieve the impossible! <http://thepanekroom.com/>

Natalie reminded us that "Failure is NOT an Option", but rather a foundation for success. She had the crowd reflect on identifying times in our lives when we have been challenged and noted that this isn't always when things are going well. We must persevere and embrace failure.

Daniel Ansari – Professor and Canada Research Chair in Development Cognitive Neuroscience
Department of Psychology, Brain and Mind Institute, The University of Western

Mind, Brain and Education *Ontario and President of the International Brain, Mind and Education Society.*

Daniel's presentation was a review on recent evidence on how the brain changes as a function of learning and how brain functions differ between cultures.

The New Role of the Ombudsman

Barbara Finley, Acting Ombudsman of Ontario

As of September 1, 2015 the Ombudsman's jurisdiction was expanded to include public complaints about school boards. The Ombudsman is a public protector who represents as an official to investigate complaints against public organizations. The Ombudsman is impartial investigators who only make recommendations. They are considered as a last resource and will only take on cases that have effectively followed the complaint process and are still in need of their services. The four pillars in which the Ombudsman work by are Independence, Impartiality, Confidentiality, and Credible Investigation Process.

We were reminded of the need to invest in children early, research community based solutions, come up with innovative solutions, and look for ethno cultural mentors. High Quality Early Learning Programs= Success and therefore we must encourage all families to utilize their local OEYC and Best Start Centres. Parenting programs need to become normalized so that all families can benefit from them and the stigma of attending such programs can be eliminated. All family members should be encouraged to attend as these hubs are a great place for people to socialize and interact with friends. Food security was also addressed and the need for communities to have Food Security Hubs not just food banks.

From Typewriter to Twitter:

Sean Mallen, Communications Consultant

How the News Media are Utterly Changed, and Exactly the Same

Sean shared with us some very valuable communication tips.

- Identify a Specific Spokesperson
- Have a Crisis Communication Plan
- Always State your Values
- Intend to be Transparent
- Use Plain Clear English
- Don't Speculate, Speak to what you Know

Michael Barrett, OPSBA President and Chair, Durham

Sylvia Peterson, Superintendent of Education, Durham DSB

Lisa Millar, Superintendent of Education, Operations

Leadership Development and Early Years, Durham DSB: A Blueprint
For Addressing Poverty in Ontario Schools

A Durham District School Board Make a Difference Initiative – Kim will share resource with administration

Dave Johnston, Senior Manager for the Regional Internal Audit Team – Toronto and Area Region;

Cheri Hayward, Director, School Business Support Branch, Ministry of Education

Overview of Internal Audits and Audit Committees

This session was well attended and the majority of the trustees across the province are extremely frustrated with the lack of professional development, lack of support from the Ministry and overall dissatisfaction with the entire process. These concerns will be taken back to the ministry and further communication is expected in the near future. Boards are encouraged to follow up with letter outlining their concerns.

Crossing Borders – Waterloo DSB

Student Entertainment-Waterloo District School Board

The amazing story of refugees and immigrants told through music, spoken work and storytelling.

Saturday January 30

OPSBA Regional Meeting

Trustees provided updates for their board. We were provided with the outline for the OPSBA Preliminary Discussion of 2016-17 Priorities, they re-affirmed the following multi-year priorities:

- 1) Student Well-Being and the Whole Child
- 2) New Generation Education
- 3) Trustees – Building Leadership Capacity
- 4) Labour Relations
- 5) Education Funding

The Governance Structure Established By the Education Act

Mike Hines – Partner, Hicks Morley LLP

This session focused on governance regulations as noted in the Ed Act.

Managing Change with Humour

Bill Carr – Speaker

Mr Carr shared stories of his own life lessons. His inspirational message reminded us to focus on what our priorities should be, how to take control of the energies in and around us and be who we want to be in any given moment in our life stages.

Summary

That the report Entitled Public Education Symposium 2016-January 28-30 is presented as information.

Respectfully submitted by:

Pinky McRae, Kim Figliomeni and Mark Mannisto