

## PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, February 22, 2023 at 19:57 hours. The Hybrid meeting was held in the Board Room, the H. J. A. Brown Education Centre, 5650 Hurontario Street, Mississauga, Ontario, and by electronic means, under Ontario Regulation 463/97.

### Members present:

David Green, Board Chair	Will Davies
LeeAnn Cole, Board Vice-Chair (electronic)	Satpaul Singh Johal
Lucas Alves	Brad MacDonald
Karla Bailey	Kathy McDonald (electronic)
Stan Cameron	Jill Promoli
Jeffrey Clark	

### Member absent: (apologies received)

Susan Benjamin

### Student Trustees:

Avneet Athwal, Student Trustee North  
Evelyn Lee, Student Trustee South

### Administration:

Rashmi Swarup, Director of Education  
Paul da Silva, Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well Being  
Camille Logan, Associate Director, School Improvement and Equity, Curriculum and Instruction, Student and Community Engagement  
Tania Alatishe-Charles, Controller, Finance Support Services  
Alvin Au, Acting Superintendent of Education  
Dahlia Battick, Acting Superintendent of Education  
Craig Caslick, Superintendent of Education  
Lara Chebaro, Superintendent of Education  
Yonnette Dey, Superintendent of Equity, Community Leadership, Partnership and Engagement  
Wendy Dobson, Acting Controller, Corporate Support Services  
Donna Ford, Superintendent of Education  
Soni Gill, Superintendent of Education  
Tiffany Gooch, Executive Lead, Public Engagement and Communications  
Leslie Grant, Superintendent of Education  
Antoine Haroun, Chief Information Officer, Learning Technology Support Services  
Lisa Hart, Superintendent of Equity, Indigenous Education, Anti-Racism, Anti-Oppression and School Engagement  
Rasulan Hoppie, Superintendent, Curriculum, Instruction and Assessment

Administration: (Continued)

Lisa Leoni, Superintendent, Leadership, Capacity Building and School Partnerships  
Kathryn Lockyer, General Counsel and Governance Officer  
Michael Logue, Superintendent of Education  
Luke Mahoney, Superintendent of Education  
Ozma Masood, Superintendent of Education  
Neerja Punjabi, Superintendent of Education  
Claudine Scuccato, Superintendent of Education  
Bernadette Smith, Superintendent, Innovation and Research  
Michelle Stubbings, Superintendent, Safe and Caring Schools  
Thomas Tsung, Controller, Facilities and Environmental Support Services  
Sabrina Valleau, Governance Coordinator  
Kervin White, Superintendent of Education  
Mary Zammit, Superintendent of Education

Nicole Fernandes, Board Reporter

**1. Call to Order**

Chair David Green called the meeting to order at 19:57 hours.

**2. National Anthem and Acknowledgement of Traditional Lands**

The National Anthem was sung and the land acknowledgement was read.

**3. Approval of Agenda**

Resolution No. 23-48 moved by Jill Promoli  
seconded by Will Davies

Resolved, that the agenda be approved.

..... carried

**4. Conflict of Interest**

There were no declarations of conflict of interest.

**5. Celebrating Board Activities**

**1. Peel Lunchroom Supervisor Appreciation Day**

Chair Green reported that March 3, 2023 is Peel Lunchroom Supervisor Appreciation Day, and he thanked the lunchroom supervisors for their support of students.

Resolution No. 23-49 moved by Stan Cameron  
seconded by Jeffrey Clark

Resolved, that the oral report re Peel Lunchroom Supervisor Appreciation Day, be received.

..... carried

**2. Crossing Guard Appreciation Day**

Noting that Crossing Guard Appreciation Day is on March 20, 2023, Chair Green thanked crossing guards across Peel District School Board for their work in ensuring student safety to and from school.

Resolution No. 23-50 moved by Satpaul Singh Johal  
seconded by Karla Bailey

Resolved, that the oral report re Crossing Guard Appreciation Day, be received.

..... carried

**3. School/Student/Staff Successes**

Trustees viewed videos highlighting momentous celebrations in schools during the month of January, and student achievements from across the Board. Chair Green highlighted the launch of the Black Student Success Strategy, We Rise Together 2.0, a five-year plan created in partnership with the community, which will provide a clear roadmap for the Board to ensure African, Black and Afro-Caribbean students achieve and succeed.

Resolution No. 23-51 moved by Brad MacDonald  
seconded by Lucas Alves

Resolved, that the information on school, student, and staff successes, be received.

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**6. Staff Recognition: Retirements**

Chair Green thanked retiring staff for their years of service and commitment to the Peel DSB.

Resolution No. 23-52 moved by LeeAnn Cole  
seconded by Will Davies

Resolved, that the following retirements be received:

Karen Allin	Joe Grdisa	Sonja Oakes
Pam Barwell	Robert Hutchinson	Daniele Roch
Suzanne Bernstein	Eve Lake	John Silva
Rita Betro	Vijaya Lavu	Jean Stordy
Liz Cook	Pierina Lecce	Mariamamma Thomas
Catherine Corrigan	Jennifer McGraw	Marzenna Tomasinska
Jose Costa	Dejene Mogess	Paul Turner
Sarah Frost-Hunter	Jane Miles	Ruth Wedderburn-Shelton

..... carried

**7. Board Chair's Announcements**

**1. Update on Safe and Caring Schools Environments**

Director Swarup shared information on the strategies and actions being taken in PDSB schools in the light of media attention on negative student behaviour. She reported that staff continue to receive training to understand the impact of trauma and the pandemic on student achievement, and academic and social-emotional growth. Training continues on Board policies and procedures to respond to and mitigate incidents, and progressive discipline. Director Swarup advised that all Peel DSB schools are required to operationalize a comprehensive Bullying Prevention and Intervention Plan, and will establish a diverse, Safe and Accepting School Team as part of the School Improvement Equity Plan. She reported that consent education will be embedded into Kindergarten to Grade 12 instruction, and teachers will deliver instruction in secondary school on safe online and offline behavior, digital citizenship, and the need to report unsafe behaviour. She spoke about the creation of a Restorative Justice Team, and highlighted the launch of a Safe Schools Reporting Tool on March 1, 2023, which will allow students, families, and community members to anonymously report unsafe behaviour.

Replying to trustees' questions, Michelle Stubbings, Superintendent, Safe and Caring Schools, reported that the Safe Schools Reporting Tool will be available on the Board's website. Confirming that the tool will help to track incidents and identify trends and patterns, she clarified that there is no historical data or research on trauma on students as a result of the pandemic. With regard to the unsupervised use of social media by students at home, Superintendent Stubbings provided information on in-class and online lesson plans for online behaviour and digital citizenship, as part of a multi-pronged strategy. In response to a request for a report on the data gathered by the tool, it was noted that this can be revisited after the tool has been implemented, and the Research department has had an opportunity to review the data.

**7. Board Chair's Announcements (Continued)**

**1. Update on Safe and Caring Schools Environments (Cont'd)**

Resolution No. 23-53 moved by Satpaul Singh Johal  
seconded by Brad MacDonald

Resolved, that the update report on Safe and Caring School Environments, be received.

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**8. Designation of Signing Officers**

Resolution No. 23-54 moved by Lucas Alves  
seconded by Jeffrey Clark

Resolved that, in accordance with the Education Act, 1990 Section 277.18(1) and the Peel District School Board Procedure By-law, the following positions be delegated signing authority on behalf of the Peel District School Board:

1. Board Chair
2. Board Vice-Chair
3. Director of Education and Secretary of the Board
4. Associate Director, Operations and Equity of Access
5. Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well-being
6. Associate Director, School Improvement and Equity, Curriculum and Instruction, Student and Community Engagement
7. Associate Director, School Improvement and Equity, Leadership, Innovation and Safe Schools

..... carried

**9. Minutes of Board Meetings**

Resolution No. 23-55 moved by Will Davies  
seconded by Karla Bailey

Resolved, that the Minutes of the Board Meeting, held January 25, 2023, be approved.

..... carried

A trustee referred to Item 8 of the Minutes, and asked for a timeline for trustees to receive a report regarding the process and procedure of weeding books from school libraries. Director Swarup confirmed that the report will be brought to the spring meeting of the Curriculum, Equity and Student Well-being Committee.

**10. Committee Minutes**

Resolution No. 23-56 moved by Karla Bailey  
seconded by Lucas Alves

Resolved:

1. That, the Minutes of the Special Education Advisory Committee, held January 17, 2023, be received;
2. That, the Minutes of the Governance and Policy Committee, held January 18, 2023, be received;
3. That, the Minutes of the Physical Planning, Finance and Building Committee, held February 1, 2023, be received.

..... carried

**11. Motions for Consideration: Governance and Policy Committee, January 18, 2023**

**1. Disconnecting from Work Policy**

Resolution No. 23-57 moved by Brad MacDonald  
seconded by Jeffrey Clark

Resolved, that the Disconnecting from Work Policy, be approved. (APPENDIX I, Item 12.2(b) of the Agenda)

..... carried

**2. Trustee Staff Relations Policy**

Chair Green referred to the Governance and Policy Committee motion that the Board approve sending the draft Trustee Staff Relations Policy to the Ontario Public School Boards' Association (OPSBA) for review and response. He explained that OPSBA does not direct individual school boards on specific policies, and it is the role of trustees to work with staff to implement Board policies. The motion was moved but, in the absence of a seconder, the motion failed. Chair Green stated that the information will be taken back to the Governance and Policy Committee.

**12. Directive 22 – Eliminating Racial Disparities in Suspensions, Expulsions and Exclusions**

Superintendent Stubbings reviewed the Final Report on Directive 22 relating to eliminating racial disparities and suspensions, expulsions and exclusions. She highlighted the series of initiatives, which included implementing a bullying prevention and intervention plan in accordance with the Safe and Caring Schools Policy 48, ongoing systemwide training in restorative justice as an alternative to suspension, and the development and implementation of operating procedures to ensure procedural fairness at all steps throughout the student disciplinary process.



**14. School Year Calendars 2023-2024**

Paul da Silva, Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well Being, reviewed the proposed calendars for all elementary, secondary, and balanced calendar schools, as well as for Roy McMurtry School, for the academic year 2023-2024. He explained that the calendars have been developed in consultation with neighbouring school boards, employee groups, associations, union groups and department leads who represent a variety of stakeholders. He advised that every effort was made to ensure alignment with the coterminous board in order to realize transportation cost savings. Associate Director da Silva advised that the approved calendars are required to be submitted to the Ministry by March 1<sup>st</sup>. In response to a trustee’s question about expanding the balanced calendar school model, Chair Green outlined the process to reorganize a school to this model, which includes consultation and acceptance by the community. A trustee shared information regarding the balanced calendar school model, and suggested that the Planning department can help provide clarity on the process to change the school model.

Resolution No. 23-60 moved by Jeffrey Clark  
seconded by Stan Cameron

Resolved, that the school year calendars for all elementary, secondary, balanced calendar schools (Roberta Bondar Public School, Ray Lawson Public School, Tony Pontes Public School) and PAS Central (Roy McMurtry School) for 2023-2024 academic year, be approved. (APPENDIX IV, Item 13.2 of the Agenda).

..... carried

**15. Discipline Committee Vacancy and Membership**

General Counsel and Governance Officer, Kathryn Lockyer, reviewed the legislative requirements regarding the appointment of a committee to exercise and perform legislative powers and duties related to suspensions and expulsions, and the timelines within which student discipline hearings must be held. She indicated that the Peel DSB Governance Directives set out the composition of the Board’s Discipline Committee. Kathryn Lockyer advised that Discipline Committee meetings are scheduled every Monday throughout the school year due to the number of hearings and the requirement for such hearings to be held within legislated timelines. She stated that there has been difficulty in achieving and maintaining quorum for Discipline Committee meetings and that, due to the resignation of Trustee Jeffrey Clark, there is a current vacancy on the committee. She explained that, given this background, the administration is recommending that the composition of the committee be updated such that there are three members appointed to the Discipline Committee as well as two alternates. If a member or alternate is unable to attend a committee meeting, the member may designate any other Board member to attend the committee meeting. Kathryn Lockyer reported that if approved, the Governance Directive will be amended accordingly. Advising that the frequency and timings of meetings require a greater onus and commitment on members of the committee, she indicated that the administration is also recommending that members who attend a Discipline Committee meeting be eligible to receive a per meeting attendance allowance. She noted that the Trustee Expense Policy will be updated, if the recommendation is approved.



**15. Discipline Committee Vacancy and Membership (Continued)**

Resolution No. 23-61 moved by Jeffrey Clark  
seconded by Susan Benjamin

Resolved:

That the resignation from the Board Discipline Committee by Trustee Jeffrey Clark, be received;

And further, that the Board appoint a Member to the Board Discipline Committee for a term ending November 15, 2023 or until a successor is appointed to fill the vacancy;

And further, that if a member of the Discipline Committee or an alternate member of the Discipline Committee is unable to attend a Discipline Committee meeting, the member may designate another Board Member to attend such Discipline Committee meeting and the Member so designated shall be deemed to be a member of the Discipline Committee for the designated meeting and may vote at the meeting;

And further, that the Governance Directives for the Board Discipline Committee be updated accordingly;

And further that the Members who attend a Discipline Committee meeting be eligible for a meeting attendance allowance of \$50 per half day or less of hearings;

And further that the Trustee Expense Policy be updated to reflect the meeting attendance allowance eligibility for attendance at Discipline Committee meetings.  
(APPENDIX V, Item 13.3 of the Agenda)

..... carried

Trustee Will Davies nominated himself to the vacancy on the Discipline Committee, and Board Members approved the appointment.

**16. Multi-Year Strategic Plan of Peel District School Board Trustees – Initial Report**

Chair Green stated that Section 169-1 of the Education Act requires every board to develop a Multi-Year Strategic Plan. The previous Multi-Year Strategic Plan of the Peel DSB expired in 2021 while the Board has been under supervision, and the ministry directives have guided the work of the Board. Chair Green advised that, at this time, a process is required to develop the Multi-Year Strategic Plan, and explained the rationale for recommending that the Multi-Year Strategic Plan be developed having a 10 year horizon. Term of office priorities will be determined for each 4-year term of office, and will set goals and expected outcomes to advance the 10 year plan. He remarked that the proposed process will provide continuity in progressing on fundamental strategic goals. Chair Green indicated that there will be regular review of the Plan, which will not be static documents but will change to adapt to new circumstances. He noted that the development of the Plan will include meetings with trustees for their input, and broad consultations within the system and community groups. A facilitator/consultant is proposed to work with trustees to facilitate sharing of input and ideas, and the Plan, when finalized, will be presented to the Board for approval.

