PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, January 25, 2023 at 19:00 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 LeeAnn Cole, Board Vice-Chair (electronic) Lucas Alves Karla Bailey (electronic) Susan Benjamin (electronic) Stan Cameron Jeffrey Clark (electronic)
Will Davies
Satpaul Singh Johal (electronic)
Brad MacDonald (electronic)
Kathy McDonald (electronic)
Jill Promoli

Student Trustees:

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

Administration:

Rashmi Swarup, Director of Education

Harjit Aujla, Acting Associate Director, School Improvement and Equity, Leadership, Innovation and Safe Schools

Paul da Silva, Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well Being

Jaspal Gill, Associate Director, Operations and Equity of Access

Camille Logan, Associate Director, School Improvement and Equity, Curriculum and Instruction, Student and Community Engagement

Tania Alatishe-Charles, Controller, Finance Support Services

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

Jasmine Dunn, Acting Executive Lead, Human Rights

Donna Ford, Superintendent of Education

Soni Gill, Superintendent of Education

Tiffanv 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

Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity

Lisa Leoni, Superintendent, Leadership, Capacity Building and School Partnerships

January 25, 2023 Board Meeting:nf

Administration: (Continued)

Kathryn Lockyer, General Counsel and Governance Officer

Michael Logue, Superintendent of Education

Luke Mahoney, Superintendent of Education

Ozma Masood, Superintendent of Education

Jennifer Newby, Superintendent, Special Education and Social Emotional Learning and Well-Being

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

Randy Wright, Controller, Planning and Accommodation Support Services

Mary Zammit, Superintendent of Education

Nicole Fernandes, Board Reporter

1. Call to Order

Chair David Green called the meeting to order at 19:05 hours.

2. National Anthem and Acknowledgement of Traditional Lands

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

3. Approval of Agenda

Chair Green advised that Ministry supervision has been lifted, and he thanked the Minister of Education for returning governance of the Peel DSB to the elected trustees. He expressed appreciation for Supervisor Bruce Rodrigues' work at the PDSB. Indicating that the Board has made progress on the Ministry directives, he thanked senior administration and staff who have worked diligently on implementing the directives to help with positive student outcomes and dismantling anti-Black racism, anti-Indigenous racism, and any injustices in the system.

Chair Green noted that, with supervision lifted, trustees will be governing in accordance with the Procedure By-law, and he outlined the process followed in hybrid meetings with regard to voting.

Resolution No. 23-29 moved by Lucas Alves seconded by Stan Cameron

Resolved, that the agenda be approved.

4. Conflict of Interest

There were no declarations of conflict of interest.

5. Celebrating Board Activities

1. Black History Month – February

Chair Green noted that Black History Month in February offers the opportunity for Peel DSB students, their families, and staff to celebrate and educate future generations about the achievements and contributions of Blacks within and beyond Canada. In celebration of Black History Month, the Board will continue to center students' lived experiences as well as amplify the community's definition of Black flourishing.

Resolution No. 23-30 moved by Jill Promoli seconded by Will Davies

Resolved, that the report re Black History Month – February, be received.

						carried

2. School/Student/Staff Successes

Videos highlighting the celebrations of the 100th anniversary of McHugh Public School, and the achievements of Renee Steenge, speed skater representing Canada in the international arena and an alumna of David Suzuki Secondary School, were presented.

Resolution No. 23-31 moved by Jeffrey Clark seconded by LeeAnn Coles

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

..... carried

6. Staff Recognition: Retirements

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

Resolution No. 23-32 moved by Karla Bailey

seconded by Kathy McDonald

Resolved, that the following retirements be received:

Catherine Armes Cathy Langley Pierre Raymond
Dawn Bogseth Dorita Machado Dominic Rotolo
Linda Cannon Carm Maiatico Mike Shikongo

6. Staff Recognition: Retirements (Continued)

Michelle Cooper	Viola Maveneka	Kim Spratt
Sandra Fryer	Louisa Mazzucco	Carol Theriault
Helen Gallantry	Tina Morrison	Doug Tutty
Joe Grdisa	Julie Morton	Maryann West
Monica Hollmann	Daniella Perrott	Kim Wilson
N.A. (4) 1.Z.		

Matthew Kerr carried

7. Reports from Trustees

1. Peel Safe and Active Routes to Schools (PSARTS)

Trustee McDonald reported that the Winter Walk Month will be held in February. The kick-off is on February 1, 2023 throughout the Region, and further details are available on the Region of Peel website. She spoke of the importance of continuing to encourage students, families and staff to be active, and the benefits of physical activity on the mental health of students, and on the environment.

Resolution No. 23-33 moved by Will Davies seconded by Jill Promoli

Resolved, that the Trustee Report re Peel Safe and Active Routes to Schools (oral), be received.

..... carried

8. Minutes of Board Meetings

Resolution No. 23-34 moved by Lucas Alves seconded by Stan Cameron

Resolved, that the Minutes of the Board Meeting, held December 14, 2022, be approved.

..... carried

Arising from the Minutes, and referring to Directive 18, Comprehensive Diversity Equity Audit Tools Report, a trustee asked about the matrix and metrics for defining the tool as it relates to removal of books from school libraries. He commented on the need to ensure consistent application of criteria. Associate Director, School Improvement and Equity, Special Education, Social Emotional Learning and Well Being, Paul da Silva, explained that specific training is provided to teacher librarians on weeding books from school libraries. Chair Green indicated that he will raise this topic in his discussions with Director Swarup, and it was noted that staff will bring back a report regarding the process and procedure of weeding of books from school libraries.

9. Committee Minutes

Resolution No. 23-35 moved by Brad MacDonald seconded by Jeffrey Clark

Resolved:

- 1. That, the Minutes of the Special Education Advisory Committee, held November 9, 2022, be received;
- 2. That, the Minutes of the Parent Involvement Committee, held November 17, 2022, be received;
- 3. That, the Minutes of the Curriculum, Equity and Student Well-Being Committee, held December 8, 2022, be received;
- 4. That, the Minutes of the Special Education Advisory Committee, held December 13, 2022, be received.

 ca	ırrıec

10. Ministry Directive 5 – Final Report

General Counsel and Governance Officer, Kathryn Lockyer, reviewed the administrative recommendation to approve the Final Report on Directive 5 for submission to the Ministry to demonstrate the completion of the directive. Providing background information, she highlighted the work done by the external parliamentarian/governance expert, Lori Barnes, to establish procedures and practices for effective governance. Lori Barnes had provided a list of recommendations relating to Multi-Year Strategic Plan, policy development and review, effective committee meeting structure, board by-laws and governance directives, and trustee access to information. Kathryn Lockyer outlined the actions taken to address the recommendations to create a good governance foundation for Peel DSB and the framework for continuous improvement.

Thanking the administration for the report, a trustee commented on the commitment to fulfill the directives, and he queried as to whether the status of the directives is posted on the website. Director Swarup explained that while some directives were completed quickly, many directives are multi-layered requiring several actions and integration into current work. She expressed the commitment that, by June 2023, all directives are expected to be submitted to the Ministry. Confirming that the status on the directives can be provided to trustees, she drew attention to the letter from Supervisor Rodrigues to the Minister posted on the website.

Resolution No. 23-36 moved by Lucas Alves seconded by Will Davies

Resolved, that the Final Report be approved for submission to the Ministry of Education in satisfaction and completion of Ministry Directive 5. (APPENDIX I, Item 14.1(a) of the Agenda)

	carried

11. Ministry Directive 8 – Director's Performance Appraisal

Reviewing the report, Chair Green noted that Directive 8 requires the Board to retain an external expert to assist Board members to conduct a robust and transparent appraisal of the performance of the Director of Education. He indicated that during 2020-2021, an external expert was retained to conduct a 360 degree assessment of the Director, and the Supervisor met with the Director to monitor progress and performance. The successful completion of the assessment was reported at the September 2022 Board Meeting. The Supervisor will continue with the performance evaluation of the Director for 2022-2023 school year.

Chair Green noted that the Director of Education is responsible for supporting the development of the Board's Multi-Year Strategic Plan and its implementation, as well as responsible for implementing policies and managing all facets of the operations of the Board. He remarked that, given the key role, the success of the Director reflects the success of the organization, and their performance should be evaluated based on a variety of criteria, using a variety of tools. As such, the recommendation is to engage an external expert to perform the appraisal of the Director for the 2023-2024 school year. For subsequent years, the independence and specialist evaluation skill of an external expert will support Board members to effectively conduct an appraisal.

Resolution No. 23-37 moved by Stan Cameron seconded by Jill Promoli

Resolved, that an external expert be retained to conduct the appraisal of the performance of the Director of Education on an annual basis starting with the 2023-2024 year. (APPENDIX II, Item 14.1(b) of the Agenda)

..... carried

12. Ministry Directive 10 – Equity Office – Community Outreach Design Plan

Lisa Hart, Superintendent of Equity, Indigenous Education, Anti-Racism, Anti-Oppression and School Engagement, reported that the Community Outreach Plan Design will leverage the narratives, voices and experiences of Peel DSB's diverse communities, with the purpose of centering all school communities, including students, families and staff as a necessary component of system transformation. The design of the community outreach plan will include: community consultations to identify priorities; preferred modes of consultation to ensure the process is accessible to a diverse community; assessing the ongoing effectiveness of community engagement. Superintendent Hart indicated that the consultation questions will be co-constructed with support from the Innovation and Research departments to ensure they capture the necessary feedback for the outreach plan development.

Resolution No. 23-38 moved by Susan Benjamin seconded by LeeAnn Cole

Resolved, that the report re Ministry Directive 10 – Equity Office – Community Outreach Design Plan, be received.

13. Ministry Directive 14 – Affirming Muslim Identities and Dismantling Islamophobia Strategy

Camille Logan, Associate Director, School Improvement and Equity, Curriculum and Instruction, Student and Community Engagement, noted the recommendation to approve the finalized Affirming Muslim Identities and Dismantling Islamophobia Strategy. She stated that the approval of Resolution No. 21-146, at the September 30, 2021 of the Board Meeting, confirmed the Board's commitment to developing a strategy aimed at addressing Islamophobia in Peel DSB's schools and workplaces. Referring to the demographics indicated in the student census, she noted that the Equity Accountability Report Card exploring the equity gap by faith highlighted some of the experiences and realities of the the Board's self identifying Muslim students, which the strategy is designed to improve. Superinendent of Education, Donna Ford, indicated that the Strategy is community-led and Peel DSB staff facilitated. She provided an overview of the Strategy, including the historical roots of Islamophobia, and definitions of Islamophobia and the five guiding principles to clarify its manifestation. She stated that this is the first strategy of its kind in Ontario, and is an opportunity for the Board to engage in its stated commitments to the principles of anti-racism and anti-oppression.

Resolution No. 23-39 moved by Jeffrey Clark seconded by Susan Benjamin

Resolved, that the Affirming Muslim Student Identities and Dismantling Islamophobia Strategy, be approved. (APPENDIX III, Item 14.1(c) of the Agenda)

..... carried

14. Ministry Directive 17 – Reform of the Guidance Program/System – Update #3

Rasulan Hoppie, Superintendent, Curriculum, Instruction and Assessment, indicated that the report provides an update on the progress of reforming the guidance program/system. He highlighted the hiring of a Black Excellence, Guidance Resource Teacher, completion of course selection workshops for guidance counsellors, and the completion of Board-wide presentations on the Regional Learning Choices Programs (RLCP), including specific presentation to Black families. Superintendent Hoppie noted: assignment of Black counsellors to the guidance role will continue to be monitored; developing communication to families on scholarship and bursary opportunities; list of networks of Black Student Associations (BSAs) and Black Parent Associations (BPAs) will be available by the end of the 2022-2023 school year; staff are reviewing the recommendations of the third party review of the RLCP; changes to locally developed and Special Education programs have been initiated. In response to a trustee's question regarding a report on the current vacancies for guidance counsellors, Chair Green confirmed that he will raise the matter with the Director and share the response with trustees. Trustees were advised to speak with Superintendent Hoppie about including community organizations to receive information on scholarship and bursary opportunities.

Resolution No. 23-40 moved by Karla Bailey seconded by LeeAnn Cole

Resolved, that the report re Ministry Directive 17 – Reform of the Guidance Program/System – Update #3, be received.

15. Ministry Directive 25 – Establishment of a Centralized Applicant Tracking and File Management System – Final Report

Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity, noted that this is the final project update report on the implementation of a tracking and file management system in accordance with Directive 25, for submission to the Ministry of Education. She stated that the intent is to create a system that will allow for preservation of all documents related to hiring, promotion and temporary appointments, and provide an audit trail to demonstrate a fair and objective process. She advised that SabaTalent Link was selected by the Steering Committee to provide a central repository and platform for all job postings, applicant tracking and storage of job competition files. Masuma Khangura described the status of the project, and indicated that the various employee groups will be transitioned in phases, commencing in February 2023 and ending in May 2023. A significant highlight of the project implementation team is to directly establish a partnership with the Ontario College of Teachers (OCT), and Peel DSB will be the first school board to integrate data directly with the OCT.

Resolution No. 23-41 moved by Stan Cameron seconded by Brad MacDonald

Resolved, that the Final Report re Ministry Directive 25 – Establishment of a Centralized Applicant Tracking and File Management System, be received.

..... carried

16. Graduation Rates and Non-Graduates 2023

Lynne Hollingshead, Research Manager, and Sumble Kaukab, Coordinating Principal, Curriculum, Instruction and Assessment, presented information on the 2023 Peel District School Board Graduate Rates and Non-Graduates report, which covers students who enter Grade 9 in 2016-17 and in 2017-18. Graduation requirements and modifications made to the requirements due to the pandemic, were described. Explaining that the report on graduation rates provides important data for measuring Board initiatives that respond to the 2020 Ministry directives, the presenters confirmed that graduation rates at the Peel DSB continue to be high, with 91% of students graduating in four years for both cohorts. Disaggregated outcomes for the Non-Graduate Leavers was reviewed. The concern was noted that graduation rate for English Language Learners has reduced by 8% after the pandemic, and the non-graduate leavers is disproportionately high for the cohort of students supported in the English Literacy Development program. A highlight of the report relates to a notable decrease in disproportionate outcomes as leavers for African, Black, and Afro-Caribbean students for the 2017-18 cohort, and future reports will help determine if this is due to system change or because of the individuals in the cohort. Next steps as outlined in the report were described. Trustees' questions of clarification were responded to regarding: work done by schools to assist students to complete community hours; breakdown of graduation rates by school; Ministry has reintroduced 40 hours of community service in this school year. Chair Green requested that, arising from the Ministry directives, the next Graduation Rates report include changes in graduation rates for Black and Indigenous students.

16. Graduation Rates and Non-Graduates 2023 (Continued)

17. First Quarter Financial Reports as at November 30, 2022

Jaspal Gill, Associate Director, Operations and Equity of Access, noted that the report presents the Board's actual expenditures as at November 30, 2022. The overall expenditure rate aligns with previous years, at approximately 23%, which is below the benchmark of 25%. He advised about variability in spending due to slow start of some programs and timing of expenditure, and confirmed that the normal operating expenditure is expected to be within budget for the remainder of the year. He indicated that the report includes information on expenditures, Grants for Student Needs (GSN), ministry grant allocations outside the GSN, and funding for federal and other third party programs.

Resolution No. 23-43 moved by Will Davies seconded by LeeAnn Cole

Resolved, that the report re First Quarter Financial Reports as at November 30, 2022, be received.

..... carried

18. Director's Annual Report

Director of Education, Rashmi Swarup, stated that the 2021-2022 Director's Annual Report celebrates the accomplishments of students and staff in Peel. It provides important progress updates on the work being done to enable all students reach their full potential in an inclusive and equitable environment, including to ensure the implementation of the Ministry Directives and eradicate all forms of systemic racism and oppression. She explained that accountability, relationships, student learning/well-being, and leadership and capacity-building have been the foundation and focus to ensure a clear alignment with school and Board equity improvement planning. Remarking that the Ministry directives are baseline actions toward sustainable and transformative change, she thanked everyone for their commitment and service of students, and she acknowledged the significant advocacy and collaboration of families and communities.

Resolution No. 23-44 moved by Will Davies seconded by Jill Promoli

Resolved, that the Director's Annual Report 2021-2022 (oral), be received.

19. Notice of Motion re Indigenous Student Trustee

Resolution No. 23-45 moved by Stan Cameron seconded by Jeffrey Clark

Whereas, the Education Act through Ontario Regulation 7/07 'Student Trustees' specifies that a board shall have two but not more than three student trustees;

And whereas, the Education Act through Ontario Regulation 462/97 'First Nations Representation on Boards' supports and provides for the appointment of Indigenous representation in its Board membership;

And whereas, the Peel District School Board is dedicated to Indigenous Educational Sovereignty and reconciliation, and recognizes the importance of representation;

Therefore be it resolved, that the Peel District School Board Student Trustees Policy be amended to update the number of student trustees from two to three to include one self-identifying Indigenous student to be elected by students who voluntarily self-identify as First Nations, Metis or Inuit;

And further, that staff, in consultation with Indigenous communities, draft an update to the Peel District School Board Student Trustee Policy and Procedure to establish a process by which an Indigenous student trustee may be elected to the Board, to be presented by way of report to a future meeting of the Governance and Policy Committee;

And further, that upon recommendation for approval by the Governance and Policy Committee, the updated Student Trustee Policy and Procedure be presented to the Peel District School Board of Trustees at a future Board Meeting for approval;

And further, that an approved Peel District School Board Student Trustee Policy and Procedure be in place prior to the 2024 Student Trustee Elections to allow for the inclusion of an Indigenous Student Trustee commencing with the 2024-2025 school year.

.......

The mover of the motion stated that the Regulations cited in the Education Act provide the basis for his motion. Trustee Cameron noted that Peel DSB is the second largest school board in Canada and approval of the motion is an important step to support Indigenous students and community partners. He explained that the motion calls for the Student Trustee Policy to be amended and a Procedure developed, in consultation with Indigenous communities. Trustee Cameron stated that there are approximately 700 students who have self-identified as Indigenous, and there are likely more students who do not self-identify for a variety of reasons. Referring to the 94 Calls to Action recommended by the Truth and Reconciliation Commission of Canada, he noted that Number 63 states: "We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal educational issues, including, Part 3, Building Student Capacity For Intercultural Understanding, Empathy And Mutual Respect." He expressed the hope that trustees will support his motion.

19. Notice of Motion re Indigenous Student Trustee (Continued)

Trustees speaking supported the motion. Comments from Board members and student trustees included: the motion offers an opportunity to understand the similarities and differences between the governance methodologies of the Indigenous people and the global standard; addition of an Indigenous student trustee will support inclusion of Indigenous perspectives and needs, as well as Indigenous education, representation, and reconciliation; an Indigenous student trustee will serve as a role model and an inspiration, which will establish a sense of belonging among Indigenous students; importance of acknowledging the loss of culture and tradition as a result of the residential school system; public schools are fundamental in properly educating communities and students on crucial aspects of Canada's past and the disproportionately negative impacts on Indigenous populations. Trustees unanimously supported the motion.

	Resolution No. 23-45				carried				
20.	0. Adoption of the Closed Session Report								
	Resolution No. 23-46		atpaul Singh Johal y Kathy McDonald						
Resolved, that the report of the Closed Session re: Minutes of the Organizational Meeting the Board (Closed), held November 30, 2022; Principals/Vice-Principals Assignments at Senior Team Appointment; CUPE Local 1628 (Clerical, Secretarial, Library Technicians Tentative Local Agreement, be received, and the recommendations contained therein be approved.									
					carried				
21.	Adjournment								
	Resolution No. 23-47		itan Cameron y Will Davies						
	Resolved, that the meeting adjourn (20:55 hours).								
					carried				
		Chair			Secretary				

RESOLUTIONS APPROVED IN CLOSED SESSION, JANUARY 25, 2023

Members present:

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

Member absent:

Satpaul Singh Johal

1. Approval of Agenda

That the agenda, as amended, be approved.

2. Minutes of the Organizational Meeting of the Board (Closed)

That, the Minutes of the Organizational Meeting of the Board (Closed), held November 30, 2022, be approved.

3. Principals/Vice-Principals Assignments and Senior Team Appointment

That, the following list of secondary principals/vice-principals assignments, and senior team appointment, be received:

The following secondary principal assignments are transfers, effective January 9, 2023:

Susan MacLellan, Principal, Mayfield Secondary School, to Principal, Mississauga Secondary School

Pradeep Rajah, Principal, Mississauga Secondary School, to Principal, Brampton Centennial Secondary School

The following secondary principal assignment is a transfer, effective February 3, 2023:

Paul Freier, Principal, Brampton Centennial Secondary School, to Principal, Mayfield Secondary School

The following secondary vice-principal assignments are transfers, effective February 3, 2023:

Christine Hill, Vice-Principal, Harold M. Brathwaite Secondary School, to Vice-Principal, Applewood Heights Secondary School.

3. Principals/Vice-Principals Assignments and Senior Team Appointment (Continued)

Shakti Patel, Vice-Principal, Castlebrooke Secondary School, to Vice-Principal, Harold M. Brathwaite Secondary Schoolp

Jeffrey Hall, Vice-Principal, Rick Hansen Secondary School, to Coordinating Vice-Principal, ECPP

The following Secondary Vice-Principal assignment is a promotion, effective February 3, 2023:

Jason Uttamsingh, Acting Vice-Principal, Castlebrooke Secondary School, to Vice-Principal, Castlebrooke Secondary School

The following Superintendent of Education assignment is a transfer, effective January 9, 2023:

Michael Logue, Superintendent of Education, Humberview and Mayfield Families of Schools, to Superintendent of Education, Special Projects

4. CUPE Local 1628 (Clerical, Secretarial, Library Technicians) Tentative Local Agreement

That, the tentative local agreement with CUPE Local 1628 (Clerical, Secretarial, Library Technicians) be ratified upon ratification by the CUPE Local 1628. (Appendix I)