

PEEL DISTRICT SCHOOL BOARD

Minutes of a Board Meeting of the Peel District School Board, held on Wednesday, January 29, 2025, at 18:01 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.

Members present:

David Green, Chair	Jeffrey Clark
Satpaul Singh Johal, Vice-Chair	LeeAnn Cole
Lucas Alves	Will Davies
Karla Bailey	Brad MacDonald (electronic)
Susan Benjamin	Kathy McDonald

Members absent (apologies received):

Stan Cameron (on Board business)
Jill Promoli

Student Trustees:

Pradwit Thapa, Student Trustee North
Justin Ko, Student Trustee South
Austin Chrisjohn, Indigenous Student Trustee

Administration:

Rashmi Swarup, Director of Education
Harjit Aujla, Associate Director, School Improvement and Equity
Jaspal Gill, Chief Operating Officer and Associate Director, Operations and Equity of Access
Camille Logan, Associate Director, School Improvement and Equity
Tania Alatishe-Charles, Controller, Finance Support Services
Alvin Au, Superintendent of Education
Craig Caslick, Superintendent of Education
Lara Chebaro, Superintendent, Curriculum and School Improvement
Yonnette Dey, Superintendent of Education
Donna Ford, Superintendent of Education
Soni Gill, Superintendent of Education
Atheia Grant, Superintendent of Equity, Indigenous Education and Community Engagement
Leslie Grant, Superintendent of Education
Lisa Hart, Superintendent of Education
Rasulan Hoppie, Superintendent of Education
Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity
Lisa Leoni, Superintendent, Leadership Development and School Partnerships
Luke Mahoney, Superintendent of Education
Mark Marshall, Acting Chief Information Officer, Learning Technology Support Services
Ozma Masood, Superintendent of Education

Administration: (Continued)

Neerja Punjabi, Superintendent of Education
Claudine Scuccato, Superintendent Special Education, Social Emotional Learning and Well-Being
Bernadette Smith, Superintendent, Innovation and International Programs
Michelle Stubbings, Superintendent, Safe and Caring Schools
Mathew Thomas, Controller, Planning and Accommodation Support Services
Thomas Tsung, Controller, Facilities and Environmental Support Services
Jasmine Vorkapic, Governance Officer
Kervin White, Superintendent of Education
Nicole Fernandes, Board Reporter

1. Call to Order

Chair David Green called the meeting to order at 18:01 hours.

2. Closed Session

Resolution No. 25-49 moved by Will Davies
seconded by Susan Benjamin

Resolved, that the Board move into Closed Session (18:01 hours).

..... carried

The meeting recessed at 18:07 hours and reconvened at 19:17 hours.

3. Acknowledgement of Traditional Lands and National Anthem

A video recital of the Acknowledgement of Traditional Lands and the National Anthem was viewed.

4. Approval of Agenda

Resolution No. 25-50 moved by Kathy McDonald
seconded by Will Davies

Resolved, that the agenda be approved.

..... carried

5. Declaration of Conflict of Interest

There were no declarations of conflict of interest.

6. Staff Recognition: Retirements

Vice-Chair, Satpaul Singh Johal, recognized retiring staff for their hard work and dedication to Peel DSB. He wished them well in their retirement.

Resolution No. 25-51 moved by Jeffrey Clark
seconded by Lucas Alves

Resolved, that the following retirements be received:

Valerie Anderson	Sarah Hastie	Katherine Petrick
Michael Collier	Stafford Lowe	Jorn Schade
Carolyn Crosscombe	Rhondi Lyons	Shabnum Shah
Adele Downard	Doneen McLaren	Kathrine Stecko
Indeera Dundee	Corina Murphy	Catherine Wozny
Heather Esau	Patrick Patten	Jasmina Zdero
Indrani Ghosh	Sandra Pellerin	
Heather Greco	Thomas Peterson	

..... carried

7. Board Chair Announcements

Chair, David Green, thanked Director of Education, Rashmi Swarup, for meeting with him and Ministry staff over the last few months. He also thanked staff for their work in preparing reports for the ministry in meeting the directives. He spoke about the Ontario Public School Boards' Association Public Education Symposium held on January 24-25, 2025, which helped trustees attending to improve their understanding of their duties. Chair Green reported on the graduation ceremony for students of the Learners Early Access Program, a partnership between Peel DSB and Algoma University. He advised that Trustee Jill Promoli has taken a leave of absence to run in the provincial elections. He clarified that, during her leave of absence, issues arising in her Ward will be dealt with by the superintendents of education, and escalated to him, if needed.

Resolution No. 25-52 moved by Satpaul Singh Johal
seconded by Lucas Alves

Resolved, that Trustee Jill Promoli be granted a leave of absence effective immediately, until March 7, 2025.

..... carried

8. Minutes of the Board Meeting, December 18, 2024

Resolution No. 25-53 moved by Kathy McDonald
seconded by Susan Benjamin

Resolved, that the Minutes of the Board Meeting, held December 18, 2024, be approved.

..... carried

9. Minutes of the Parent Involvement Committee, October 17, 2024

Resolution No. 25-54

moved by Susan Benjamin
seconded by Lucas Alves

Resolved, that the Minutes of the Parent Involvement Committee, held October 17, 2024, be received.

..... carried

10. Minutes of the Special Education Advisory Committee Meeting, December 17, 2024

Resolution No. 25-55

moved by Kathy McDonald
seconded by Jeffrey Clark

Resolved, that the Minutes of the Special Education Advisory Committee Meeting, held December 17, 2024, be received.

..... carried

11. Motions for Consideration: Special Education Advisory Committee Meeting, December 17, 2024

Resolution No. 25-56

moved by Susan Benjamin
seconded by Lucas Alves

Resolved that the following recommendation arising from a meeting of the Special Education Advisory Committee Meeting, held December 17, 2024, be approved:

1. **Delegation of Jamie Peddle regarding Special Education Support**

That, an information report from staff with regard to the delegation, be presented at a subsequent SEAC meeting.

..... carried

12. Minutes of the Curriculum, Equity and Well-Being Committee Meeting, December 10, 2024

Resolution No. 25-57

moved by Karla Bailey
seconded by Susan Benjamin

Resolved, that the Minutes of the Curriculum, Equity and Well-Being Committee Meeting, held December 10, 2024, be received.

..... carried

13. Minutes of the Governance and Policy Committee Meeting, January 15, 2025

Resolution No. 25-58 moved by Will Davies
seconded by Brad MacDonald

Resolved, that the Minutes of the Governance and Policy Committee Meeting, held January 15, 2025, be received.

..... carried

14. Motions for Consideration: Governance and Policy Committee, January 15, 2025

Resolution No. 25-59 moved by Brad MacDonald
seconded by Lucas Alves

Resolved that the following recommendations arising from a meeting of the Governance and Policy Committee, held January 15, 2025, be approved:

1. Hiring Practices Policy

That, the Hiring Practices Policy, attached as Appendix 1 to the report, be approved. (Appendix I, as attached to the Minutes)

2. Peel DSB Communications Policy

That, the Peel DSB Communications Policy, attached as Appendix 1 to the report, be approved. (Appendix II, as attached to the Minutes)

3. Peel District School Board Procedure By-law

That, the following amendments to the Peel District School Board Procedure Bylaw, be approved.

Section 5.1.2

~~The scheduling of all Board and Committee meetings that fall on a Statutory Holiday or on a Red Dot Day or Open Red Dot Day identified in the PDSB Faith and Creed Calendar Day of Significance will be held at another time. The scheduling of Board and Committee meetings will not be subject to the identification of Red Dot Days or Open Red Dot Days indicated in the PDSB Faith and Creed Calendar.~~

Section 8.3 –Delegation Process

Request to Delegate Delegates must submit a Delegation Request Form, as follows. Requests must be received a minimum of 48 hours prior to the commencement of a Standing or Statutory Committee meeting. For example, Board Standing and Statutory Committee meeting agendas are generally posted on the Board's public website by 4:30 p.m. the Friday prior to a meeting to be held the following Wednesday. In this case, Delegation Request Forms will be received up until 4:30 p.m. on the Monday prior to the meeting. Alternative timelines may be considered or required, with the

14. Motions for Consideration: Governance and Policy Committee, January 15, 2025
(Continued)

approval of the Committee Chair or Board Chair, for the purpose of recognizing Statutory Holidays or ~~Red Dot or Open Red Dot Days identified in the PDSB Faith and Creed Calendar, or Days of Significance~~ (Appendix III, as attached to the Minutes)

..... carried

15. Suspension, Expulsions and Safe Schools Data – Semi-Annual Update Report

Camille Logan, Associate Director of School Improvement and Equity, stated that this semi-annual update report is the first for the 2024-2025 school year, and reflects the ongoing work to monitor and reduce student suspensions and expulsions, and reduce staff workplace violence incidents in schools. Michelle Stubbings, Superintendent of Safe and Caring Schools, noted that the data is for August-December 2024, with comparisons to the same time frame for previous years. Highlighting the reduction of suspensions by 14.3% over the previous year, she explained that Peel DSB's suspension data is significantly lower, at 0.83% of its student population, compared to the province which is at 3.32%. The Principal's Analysis of Incident Report (PAIR) provides administrators with a consistent tool to ensure decisions are procedurally fair, appropriate, and just. Michelle Stubbings indicated that expulsions have increased, and noted that disproportionalities are also included in the report. Data shows a 7% reduction from 2022-2023 to 2024-2025 in the proportion of suspensions for African, Black, and Afro-Caribbean students. Superintendent Stubbings advised that the number of Safe School Incidents Reports have increased, and she described the factors that can contribute to this increase. Employee Workplace Violence Reports are required under the Occupational Health and Safety Act. She shared the criteria for preparing these reports, and advised that mitigating factors are not taken into consideration. Training for administrators, teachers and Educational Assistants has increased this year and has helped staff to recognize early signs of escalated behaviors and intervene immediately.

Superintendent Stubbings responded to trustees' questions of clarification, including: staff work hard to keep students safe, prevent trauma and, if additional help is required, site specific support is provided; the PAIR requires principals to provide a detailed explanation of incidents which is then reviewed by the superintendents of education; principals will document calls to families, and the nature of discussions regarding the incident; the PAIR requires principals to provide an account of the mitigating and other factors considered. In reply to a comment, Chair Green clarified that trustees are voted by their peers on the Discipline Committee, and that there is no requirement for specific trustees to be on the Committee. He added that Discipline Committee members are required to ensure that decision-making is unbiased and impartial. Trustee training on suspensions and expulsions is provided each year.

Resolution No. 25-60

moved by Lucas Alves

seconded by Satpaul Singh Johal

Resolved, that the semi-annual update report on Suspension, Expulsions and Safe Schools Data, be received.

..... carried

16. Directive 26 – Fairness and Equity in Employment Strategy

Jaspal Gill, Chief Operating Officer and Associate Director, Operations and Equity of Access, stated that the report highlights the progress on Peel DSB's Fairness and Equity Employment Strategy, which is informed by the Employment Services Review (ESR) and Regulation 274/12, Hiring Practices, collective bargaining practices, and data from the workplace census. Masuma Khangura, Executive Officer, Human Resources, Partnerships and Equity, indicated that ministry Directive 26 mandates the development of a robust Fairness and Equity Employment Strategy. She stated that the overview of the Strategy was approved by the Board on August 24, 2023, and that this progress report provides information on the key areas of responsibilities, as identified by the ESR recommendations, internal consultations, and best practices in employment equity strategies.

Aryanne De Silva, Manager, Workplace Equity and Inclusion, remarked that the Strategy reaffirms the Board's commitment to fostering a fair, equitable, and inclusive workplace, by establishing employment systems free of barriers, and actively addressing and correcting systemic disadvantages in employment. She noted that the work plan for completing the five-year Strategy, as outlined in the report, includes a breakdown of the three phases of implementation and the timelines. Aryanne De Silva stated that a key component has been stakeholder engagement, and input from 2,050 employees and nearly 23,000 Grades 6-12 students was collected through a brief survey. Responses will be analyzed by May 2025 to further refine the Strategy's goals and direction. She indicated that an action plan is anticipated to be finalized by September 2025 and will include a communications strategy, specific goals, deliverables, and timelines. Existing ESR committees will be expanded to monitor Strategy implementation, and progress reports will be brought to Trustees. The administration responded to questions of clarification, including: 33 recommendations of the ESR have been addressed, with a plan to address 55 by end of this academic year; the Board is on track to address all recommendations in accordance with timelines of the ESR; consistent and continuing efforts to prioritize hiring of Black and Indigenous staff.

Resolution No. 25-61

moved by Lucas Alves
seconded by Susan Benjamin

Resolved, that the report re Directive 26 – Fairness and Equity in Employment Strategy, be received.

..... carried

17. First Quarter Financial Reports as at November 30, 2024

Associate Director Gill reviewed the report, noting that the Operating Expenditure Statements outline actual expenditures up to November 30, 2024. He indicated that, at the end of the first quarter, the overall operating expenditures are slightly higher than the previous year at just over 25%, but in line with the quarterly benchmark. Variability in spending is due to slow starts in certain programs and timing of expenditures. He advised that there are currently no concerns about normal operating expenditures being within budget for the remainder of the year. Associate Director Gill noted that the Other School Board Grants and Expenses report as at November 30, 2024, details the Ministry Grant allocations outside of the Core Education Grants, as well as funding for federal and other third party programs.

17. First Quarter Financial Reports as at November 30, 2024 (Continued)

Resolution No. 25-62

moved by Will Davies
seconded by Kathy McDonald

Resolved, that the First Quarter Financial Reports as at November 30, 2024, be received.

..... carried

18. Multi-Year Strategic Plan Progress Report 5.1: S.P.A.R.K.s Student-Centred, Progressive, Augmented, Relevant, Knowledge-Building Initiatives

Harjit Aujla, Associate Director of School Improvement and Equity, noted that the report presents the work developed through the Innovation and International Programs department. The SPARK, student-centered, progressive, augmented, relevant, knowledge-building, initiative supports staff and student engagement by integrating technologies and methodologies into classroom and professional learning. Bernadette Smith, Superintendent of Innovation and International Programs, reported that SPARK initiatives drive transformational change and are aligned with the Multi-Year Strategic Plan for 2024-2028. With over 500 projects, SPARK integrates cutting edge technologies and methodologies to foster equity, inclusion, and well-being, while improving student achievement and engagement. Superintendent Smith provided examples, including artificial intelligence enhanced tools, robotic competitions, app development through engineering design process, and ECO initiatives. SPARK initiatives, with future-focused projects, provide elevated learning opportunities for students at over 150 schools. The workshops and connections with industry leaders provide practical, hands-on, real-world experiences and strengthen pathways to career readiness. Educators are engaged in over 50 diverse technology-focused and interdisciplinary models of professional learning opportunities. Trustees viewed a video highlighting the Aeronautics Student Engagement event held in December 2024, which was attended by over 160 Peel DSB students from.

Resolution No. 25-63

moved by LeeAnn Cole
seconded by Will Davies

Resolved, that the report re Multi-Year Strategic Plan Progress Report 5.1: S.P.A.R.K.s Student-Centred, Progressive, Augmented, Relevant, Knowledge-Building Initiatives, be received.

..... carried

19. Multi-Year Strategic Plan In Action

Associate Director Aujla stated that staff in schools consistently demonstrate transformative ways of engaging learning environments, programs, and other initiatives that allow students to thrive. Superintendent of Education, Donna Ford, presented information on the Creating Champions for Every Student: The Teacher Mentor Program at Roberta Bonder Public School, and the Peer Mediation Program at Brampton Centennial Secondary School: Building Restorative School Communities.

19. Multi-Year Strategic Plan In Action (Continued)

Donna Ford reported that, as part of the Teacher Mentor Program, students meet informally with a teacher they've chosen during a monthly lunch break, and sessions are customized to the unique needs of each student, providing a safe space to discuss experiences, challenges, and aspirations. The Program exemplifies the power of connection, advocacy, and trust, ensuring every learner has an adult champion supporting them, and aligns with the MYSP by promoting student engagement, well-being, and equity. Superintendent Ford spoke about the Peer Mediation Program, which promotes restorative conflict resolution and mediation skills, and fosters an environment where disputes can be addressed constructively, collaboratively, and respectfully. Student mediators are trained through a structured two day workshop, with referrals made by school administrators, guidance counselors, and contact teachers as part of the progressive discipline pathways. Superintendent Ford highlighted the benefits of the program, noting the 100% success rate in preventing repeat conflicts or escalations among participants. Resources and training sessions are provided to help implement the program in other schools. Since November 2024 the Peer Mediation Program has expanded to elementary schools.

Resolution No. 25-64

moved by Brad MacDonald
seconded by LeeAnn Cole

Resolved, that the oral report re Multi-Year Strategic Plan in Action, be received.

..... carried

20. Adoption of the Closed Session Report

Resolution No. 25-65

moved by Karla Bailey
seconded by Susan Benjamin

Resolved, that the report of the Closed Session re: Minutes of the Board Meeting (Closed), December 18, 2024, and Principals/Vice-Principals Appointments and Assignments, be received.

..... carried

21. Peel DSB Success Stories

School, staff, and student successes were highlighted, aligned with the Board's Multi-Year Strategic Plan. Information was shared regarding the Special Education Lending Library, which was created by the PDSB Speech-Language Pathology department and provides a range of resources for all educators, including diverse toys and practical strategies. Cawthra Park Secondary School held its 12th Annual Fair December, which is a celebration of creativity, community and giving back. This year featured a new student area for student artists to display and sell their creations. Hazel McCallion Senior Public School's Junior-Intermediate Choir was awarded the 2024 CBC Canadian Music Class Challenge in the category of best rendition of Shawnee Kish (Indigenous Language Prize), and Allan A. Martin Senior Public School student, Alexis Cameron, won the Toronto Raptors' Canadian Black Heroes Essay Writing Contest which highlights the contributions of Black Canadians.

21. Peel DSB Success Stories (Continued)

Resolution No. 25-66

moved by Satpaul Singh Johal
seconded by Karla Bailey

Resolved, that the report on Peel DSB Success Stories, be received.

..... carried

22. Adjournment

Resolution No. 25-67

moved by Will Davies
seconded by Lucas Alves

Resolved, that the meeting adjourned (20:33 hours).

..... carried

..... Chair Secretary

RESOLUTIONS APPROVED IN CLOSED SESSION, JANUARY 29, 2025

Members present:

David Green, Chair	Jeffrey Clark
Satpaul Singh Johal, Vice-Chair	LeeAnn Cole
Lucas Alves	Will Davies
Karla Bailey	Kathy McDonald
Susan Benjamin	

Members absent (apologies received):

Stan Cameron (on Board business)
Brad MacDonald
Jill Promoli

1. Approval of Agenda

That, the agenda be approved.

2. Minutes of the Board Meeting (Closed), December 18, 2024

That, the Minutes of the Board Meeting (Closed), held December 18, 2024, be approved.

3. Principals/Vice-Principals Appointments and Assignments

That, the following principal and vice-principal appointments and assignments, be received:

The following secondary principal assignment is a promotion, effective January 31, 2025:

Barbara Gordon, Vice-Principal, Cawthra Park Secondary School to Principal, The Woodlands School.

The following secondary vice-principal assignments are promotions, effective January 31, 2025:

Sarah Burke, Acting Vice-Principal, Lorne Park Secondary School to Vice-Principal, Lorne Park Secondary School.

Michelle Hollingsworth, Acting Vice-Principal, Streetsville Secondary School to Vice-Principal, Streetsville Secondary School.

The following secondary vice-principal assignments are transfers, effective January 31, 2025:

Julianne Greenwood, Vice-Principal, Thomas L. Kennedy Secondary School to Vice-Principal, Chinguacousy Secondary School.

3. Principals/Vice-Principals Appointments and Assignments (Continued)

Skye Bowen, Vice-Principal, Chinguacousy Secondary School to Vice-Principal, Thomas L. Kennedy Secondary School.

Samir Chawla, Coordinating Vice-Principal, Peel School for International Students to Vice-Principal, David Suzuki Secondary School.

The following coordinating vice-principal assignment is a transfer, effective January 31, 2025:

Jaskiran Sidhu, Vice-Principal, Streetsville Secondary School to Coordinating Vice-Principal, Fresh Start, Safety and Well-being.