

# APPROVED

## MINUTES

The Regular Meeting of the Board

Tuesday, February 16, 2016

The Regular Meeting of the Durham District School Board was held this date in the Board Room, Education Centre, 400 Taunton Road East, Whitby.

1. Call to Order:

The Chair called the meeting to order at 7:15 p.m.

Members Present: Trustees Patrice Barnes, Michael Barrett, Chris Braney, Paul Crawford, Donna Edwards, Elinor Hansen, Carolyn Morton, Linda Stone, Christine Winters, Kimberly Zeppieri, Student Trustees Michelina Aguanno, Melanie Manning, Kevin Zheng

Regrets: Trustee Larry Jacula

Officials Present: Director Martyn Beckett, Superintendents Luigia Ayotte, Janet Edwards, Ed Hodgins, Richard Kennelly, Anne Marie Laginski, John Legere, Lisa Millar, Silvia Peterson, Camille Taylor, David Visser, Communications Manager Andrea Pidwerbecki

Recording Secretary: Kim Cox

2. Declarations of Interest

There were no declarations of interest at this time.

3. Moment of Silence

Trustee Patrice Barnes advised that February is Black History month. It was founded in the U.S. in 1926 by an African-American historian Carter G. Woodson. Black History month has exceeded its original concept. It not only highlights the impact of people of African descent on society; it also helps people remember the danger of racial and socio-economic oppression which affect more than just Blacks. This month helps everyone see the importance of human rights for all people. She asked that the moment of silence celebrate the things we have in common while we embrace our differences.

4. O Canada

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5. Frenchman's Bay P.S.

Trustee Chris Braney welcomed the Frenchman's Bay P.S. Grade 5 Choir, directed by Tiina Paluoya, who played two selections entitled "Grandfather's Clock", and "The French Song." Trustee Chris Braney congratulated the group, on behalf of the trustees, for their excellent performance.

6. Adoption of Agenda

2016:34

MOVED by Trustee Christine Winters

SECONDED by Trustee Kimberly Zeppieri

The agenda was amended by moving Item 11. (c) to Item 7. (b).

THAT THE AGENDA BE APPROVED AS AMENDED.

CARRIED

2016:35

MOVED by Trustee Elinor Hanson

SECONDED by Trustee Patrice Barnes

THAT THE FOLLOWING APPROVED MINUTES BE RECEIVED:

REGULAR BOARD MEETING OF DECEMBER 7, 2015; AND

THAT THE FOLLOWING DRAFT MINUTES BE APPROVED:

REGULAR BOARD MEETING OF JANUARY 18, 2016; AND

SPECIAL BOARD MEETING OF FEBRUARY 1, 2016.

CARRIED

7. Presentation

(a) Carruthers Creek Math Coyotes

Camille Taylor Superintendent, Ajax/Parent Engagement/SCC's introduced Vice Principal Kara Trumbley-Novak, Principal Tony Rizzuto, and SCC Member David Nguyen who provided trustees with information regarding the collaborative initiative between the parents, staff and students at Carruthers Creek P.S. to extend learning in Mathematics. A video was played summarizing the activities at the events, as well as the personal experiences of students, parents and teachers. They also answered questions of trustees.

(b) Durham Priority Neighbourhoods

Lisa Millar, Superintendent, Operations/Early Years/Child Care introduced Stacy Lepine, Manager of Early Years, Jessica Ackerman, Manager, Reproductive and Child Health and Mary Anne Pietrusiak, Epidemiologist who provided trustees with an update on the Regional Municipality of Durham's, Durham Region Health Neighbourhoods "Building on Health in Priority Neighbourhoods", and an analysis on Early Years programs provided in schools located within identified priority neighbourhoods. They also answered questions of trustees.

8. Report from the Committee of the Whole in Camera

Trustee Carolyn Morton reported on the actions of the Committee of the Whole in Camera. Trustees dealt with resignations, retirements, appointments, leaves of absence, personnel issues, property matters and employee relations issues. Trustee Michael Barrett made a declaration of interest with respect to the tentative local agreement with ETFO-designated early childhood educators and advised a family member is a member of the bargaining unit.

9. (a) Public Question Period

(i) Akilah Haneef-Jabari, Whitby stated that on February 10, 2016, the Whitby This Week published an article entitled "Parents Can Provide Support for Children in Times of Tragedy" by Kristen Callis. Allison Potts, Mental Health Leader was quoted saying "No matter how old your kids are, threatening or upsetting news can affect them emotionally and those anxious feelings can last after the event itself is over." She asked what strategies the "allies" suggest for racially attacked, beaten and suspended students to cope at Ajax HS.

Camille Taylor, Superintendent, Ajax/Parent Engagement/SCC's stated that students are reminded that they are part of a community. When students and parents report that something has occurred that frightened them, including online behaviours, there are multiple ways to take action. A full investigation takes place, including consultation with police, other students, staff and parents and the issue is responded to accordingly. Issues are complex and require various methods of discipline that can include re-entry plans, transitional conversations with parents, and the activation of supports through long term suspension. Social work support is available, as well as the Return Ticket Program. Parents can support their children if they feel unsafe, unwell, or unwelcomed by reporting issues to staff so that they are aware and understand the Code of Conduct for themselves and the investigative process. Support is provided to students as required.

9. (a) Public Question Period (Continued)

Akilah Haneef-Jabari, Whitby asked what the process is when students are racially attacked, beaten, suspended and then marginalized by administrators.

Camille Taylor advised that if students feel that the process was not appropriately followed, they can follow up with the superintendent. Part of what superintendents do is review the process that was followed and respond. If there is a need for the process to be adjusted, it can be done if it was not properly activated.

- (ii) Ali Haneef-Jabari, Whitby asked how the Board suggests that parents explain that safety measures are in place and adults will protect black youth if their parents hands are tied and administrators suspend them for being attacked.

Camille Taylor, Superintendent, Ajax/Parent Engagement/SCC's indicated that parents can continue to work with their children and remind them that the expectations for their student's code of conduct is their responsibility while in school. If the code of conduct is not being followed by fellow students it should be reported to inform administration. Reporting an incident will activate a process of investigation, documentation and response to whatever is found and yielded. Resources are available and the report may activate a discipline or other supports ie. mentorship, collaboration with police, social work and psychology.

Ali Haneef-Jabari asked why the discipline process can be different from one circumstance to another and dealt with in a different way

Camille Taylor advised that discipline processes can be varied as a result of the investigation. Every student is different, the context different, the circumstance different. Administration is bound by a level of confidentiality therefore it cannot be revealed why there is a different outcome. The Board has a responsibility to the confidentiality of the process.

- (iii) Ingrid Bridgett, Ajax advised that Ontario schools' code of conduct states that staff, students and parents have a right to be safe and feel safe in the school community. Given the recent escalation of racially motivated violence at Ajax H.S., she asked what, if anything, is being put in place to educate and support teachers and students from the effects of these carefully planted seeds of racial intolerance.

Camille Taylor stated that there is an expectation that staff will not tolerate any violence in school; emotional or physical. Staff meeting discussions include a variety of training components. Schools work with the Programs and Equity & Inclusion departments for programing, as well as the Safe Schools department. Beyond school, there are multiple central structures to work with staff and students that identify with various oppressions and not only racism. The Employee Relations team works with staff for a bias free process. Training pieces are

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9. (a) Public Question Period (Continued)

mandatory with follow up on how people are implementing the training. The system is not 100% flawless. If it is determined that staff need additional support or direction in changing actions around a particular direction or behaviour, additional programming is engaged. On the whole, staff is availing themselves to opportunities and tracking mandatory requirements.

- (iv) Chair Michael Barrett read the question from Coleen McDonald, Ajax who asked why the blood of the third black victim was still on the pavement outside of Ajax H.S. on Friday afternoon, 48 hours after he was attacked.

Camille Taylor, Superintendent, Ajax/Parent Engagement/SCC's stated that the temperature was very low last week. The incident occurred inside the school and the student refused medical help leading to blood drippings inside and outside the school. Staff deployed the caretaker immediately and the blood inside the school was addressed first. The caretaker attempted to remove the blood that could be found outside the school but the water applied froze. The effort was made but was not 100% successful.

- (v) Jamaica Brown, Ajax asked if the Board is going to work on supporting the endeavours of students who are working to help educate and support staff and students in regards to issues like violence, racism, homophobia, misogyny, etc, and if so, how.

Camille Taylor confirmed that the Board is committed to, and values, student voice. Superintendents all spend time in schools and speak with students. Funds are allocated and release time supported for proposals to support student voice. Education takes place around social justice issues and more. There is much evidence in Ajax and beyond where student voice has been on display, and in the work they share. Students have challenged the attention of principals and principals have activated their voices. If students are not happy with Black History month in their school, a committee is activated and they are the voice of what they want Black History month to look like. Students will be supported in this manner.

Jamaica Brown asked how the Board will encourage staff and students to support students.

Camille Taylor advised that work has been completed with the equity team including training in the classroom that has been recognized by the Ministry of Education. Schools can apply for the Speak Up grant which is student driven. The grant is promoted and many schools have received the grant.

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9. (a) Public Question Period (Continued)

(vi) Asiyah Jabari's question was disallowed due to the confidential nature of the question.

(vii) Alex Broadbell, Ajax asked what preventative measures, if any, are being put in place to end racially motivated violence in schools.

Camille Taylor stated that the safety of our students is important to all of us. Supervision is key and staff work vigilantly on the school premises and online. Education of staff is referenced regarding harassment of any kind. There are a number of opportunities and expectations regarding training, education and monitoring and multiple departments are involved including Employee Relations, Equity and Safe Schools. Preventative measures include opportunities for students to report incidents and educate staff.

(viii) Daniella Archer, Ajax asked why racism is not addressed in schools. She indicated that black kids are the ones that suffer the consequences while the white kids are let off free.

Camille Taylor stated that to suggest that the Board is not addressing racism is inaccurate.

(vix) Laura Brown, Richmond Hill asked when, and where, will black students in the Durham District School Board be able to be safe at school.

Camille Taylor indicated that it is expected that all students should be safe at school. Students all over the district have felt unsafe at times and the issues have been addressed when it happens. Success may sometimes be slower, but the priority is that every single student experiences a safe environment.

(x) Ali Hasib, Richmond Hill asked how the Board will protect black students and their allies from the promise of more attacks.

Camille Taylor reiterated that the safety of students is a priority. When a possible breach is known, appropriate supervision is provided where there is a vulnerability. Preventative measures include monitoring, awareness, and giving students an opportunity to speak up. This is how we find out where we need to be and heighten awareness to support staff and students.

Ali Hasib indicated that minorities need to be treated justly and respectfully. If the Board does not look after minorities, the house will crumble.

Camille Taylor stated that minoritized individuals are people who continue to struggle. This includes racial, poverty, and mental health minorities. We know some examples are not experiencing ideal experiences in the system, but we have

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9. (a) Public Question Period (Continued)

improved. The Board has used research and learned about ways to educate staff to serve marginalized and minoritized individuals. It is not perfect yet, but the work continues.

- (xi) Chair Michael Barrett read a question on behalf of Andrea Sinclair, Ajax. She asks what action the Board is taking to address the ongoing issue of disproportionate suspensions and expulsions of black males.

Camille Taylor confirmed that the Board does not collect data on race. Research indicates that there is disproportionate representation in some groups ie. aboriginal, black, male, poverty, mental health students. Research also indicates that groups are disproportionately represented regarding discipline. We are aware of how our system works and how to support students. Many Ontario jurisdictions are using mentorships, community collaboration, higher opportunities, and social work at the secondary and elementary levels to improve data. Improved programming and programming that reflects the students that we serve is key.

- (xii) Cairo Brown, Ajax asked what the Board will do to ensure staff, students and parents that school will be a safe environment once suspended parties are reinstated.

Camille Taylor confirmed that when students are reinstated, a re-entry plan is activated in order to set a transition and monitoring plan to ensure success at school.

(b) Director's News from the System

Director Martyn Beckett highlighted the 'Technology for Learning and Life Expo,' scheduled to be held on Saturday, February 27, 2016 at the DDSB's Education Centre starting at 1 pm. The Expo will bring parents and guardians up to speed with the tools of technology students and youth are immersed in today. Parents/guardians and students are invited to attend. For participants of all ages, the Expo will make school and the world easier to understand to help to build better digital literacy skills. The Expo will feature keynote speaker Dr. Todd Cunningham a clinical and school psychologist on faculty at the University of Toronto. Please visit the website at [www.ddsb.ca](http://www.ddsb.ca) for registration information and conference details.

February marks Black History Month and it offers the DDSB to participate in Black History Month classroom activities and events that honour the legacy of black Canadians, past and present. Director Beckett shared that the DDSB continues to mark the importance of discussing race, equity and privilege and the Equity and Inclusive Education Department, in partnership with the Durham Black Educators' Network, recently premiered a workshop entitled 'Race and Privilege.' The

(b) Director's News from the System (Continued)

workshop explores the concepts of race and privilege and how these manifest in our classrooms and schools. Participants reflect on their bias and deepen their understanding of how it can impact teaching and learning. In addition, Director Beckett added that the first Equity Book Club of the Year has started and features, 'Teaching Community – A Pedagogy of Hope,' by Bell Hooks. Her book combines critical thinking about education with autobiographical narratives. She invites readers to extend the discourse of race, gender, class and nationality beyond the classroom into everyday situations of learning. Director Beckett thanked the organizers and participants. The Book Club has enjoyed a great turnout for this series and has a waiting list for a future opportunity. During Black History Month, DDSB schools are participating in a number of events, activities and learning during February and beyond.

Recently the DDSB hosted the annual Library Conference. This full day conference brought together all of our Teacher Librarians to receive professional development in all areas of school libraries. Director Beckett commented that it is a day where our Teacher Librarians reflect upon the great things happening in each of our school library Learning Commons. Teacher Librarians attended a variety of workshop sessions that included: library advocacy, integrating educational technology into the library, inquiry based learning, numeracy, First Nation, Metis and Inuit curriculum connections, Growth Mindset, and more. The highlight of the DDSB Library Conference was the keynote presentation by Neil Pasricha. Neil is the author of The New York Times best seller "The Book of Awesome." His keynote presentation focused on his journey from being a DDSB student to his success today. Throughout his presentation he touched on literacy, schooling and the "Awesome" things in life. The Director thanked Neil Pasricha for returning to the DDSB to share his journey and his enthusiasm with DDSB staff and also thanked conference organizers for providing an excellent professional development opportunity for DDSB staff.

10. Recommended Actions

(a) Report: Standing Committee Meeting of February 1, 2016

Trustee Carolyn Morton presented the report of the Standing Committee meeting of February 1, 2016.

2016:36

MOVED by Trustee Carolyn Morton

SECONDED by Trustee Patrice Barnes

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(a) Report: Standing Committee Meeting of February 1, 2016 (Continued)

THAT THE REPORT OF THE STANDING COMMITTEE MEETING OF  
FEBRUARY 1, 2016 BE RECEIVED.

CARRIED

(b) Report: SEAC Meeting of December 10, 2015

Trustee Linda Stone presented the report of the SEAC meeting of December 10, 2015.

2016:37

MOVED by Trustee Linda Stone

SECONDED by Trustee Donna Edwards

THAT THE REPORT OF THE SEAC MEETING OF DECEMBER 10, 2015 BE  
RECEIVED.

CARRIED

(c) 2016-2017 School Year Calendar

Lisa Millar, Superintendent, Operations/Early Years/Child Care introduced Mike St. John, Operations Officer who provided trustees with information about the 2016-2017 School Year Calendars.

2016:38

MOVED by Trustee Kimberly Zeppieri

SECONDED by Trustee Chris Braney

THAT THE FOLLOWING BE APPROVED:

- (i) THE PROPOSED SCHOOL YEAR CALENDAR FOR ELEMENTARY SCHOOLS;
- (ii) THE PROPOSED SCHOOL YEAR CALENDAR FOR SECONDARY SCHOOLS;
- (iii) THE PROPOSED MODIFIED SCHOOL YEAR CALENDAR FOR C.E. BROUGHTON P.S. AND WINCHESTER P.S.;
- (iv) THE PROPOSED MODIFIED SCHOOL YEAR CALENDAR FOR BROCK H.S., HENRY STREET H.S. AND MAXWELL HEIGHTS S.S.; AND
- (v) THIS INFORMATION BE FORWARDED TO THE MINISTRY OF EDUCATION BY MARCH 1, 2016 FOR THE MODIFIED CALENDARS AND MAY 1, 2016 FOR REGULAR CALENDARS, SO THAT THE DURHAM DISTRICT SCHOOL BOARD WILL BE COMPLIANT WITH THE RESPECTIVE DEADLINES AS OUTLINED IN REGULATION 304.

CARRIED

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(d) Revised Procedure #7113 – Pupil Accommodation Review

David Visser, Associate Director introduced Carey Trombino, Accommodation Coordinator and Senior Planner who provided trustees with revised Procedure #7113: Pupil Accommodation Review for their consideration.

2016:39

MOVED by Trustee Donna Edwards  
SECONDED by Trustee Christine Winters

THAT THE BOARD APPROVE SECTION 8.2 OF REVISED PROCEDURE #7113 AS PROVIDED IN APPENDIX A TO THE REPORT.

CARRIED

(e) Short Term Borrowing Resolution

Ed Hodgins, Superintendent, Business & Financial Services presented trustees with the resolution for short-term borrowing for the 2015-2016 school year.

2016:40

MOVED by Trustee Patrice Barnes  
SECONDED by Trustee Carolyn Morton

THAT THE BORROWING RESOLUTION FOR THE 2015-2016 SCHOOL YEAR BE APPROVED.

CARRIED

(f) Capital Borrowing by-Law 14-2016

Ed Hodgins, Superintendent, Business & Financial Services provided trustees with information to approve By-Law 14-2016 authorizing the load agreement in the amount of \$25,580,732 to fund construction of the schools and additions listed on Schedule A-1 to the report.

2016:41

MOVED by Trustee Kimberly Zeppieri  
SECONDED by Trustee Elinor Hansen

THAT THE BOARD AUTHORIZE THE LOAN AGREEMENT IN THE AMOUNT OF \$25,580,732 WITH ONTARIO FINANCING AUTHORITY TO BE AMORTIZED OVER 25 YEARS AND APPROVE THE CAPITAL BORROWING BY-LAW 14, 2016, WHICH PROVIDES THE TERMS AND CONDITIONS OF THE LOAD AGREEMENT.

CARRIED

11. Information Items

(c) Mid-Year Operational Plan Update

Director Martyn Beckett provided trustees with an overview of the mid-year update regarding the Annual Operating Plan.

(d) De-Streaming and Non-Semestered Pilot Projects DDSB

Luigia Ayotte, Superintendent, Programs provided trustees with information as it relates to de-streaming and non-semestered pilot projects that have been undertaken by some Durham District School Board secondary schools. She also answered questions of trustees.

(e) Special Education Adhoc Committee Meeting of January 11, 2016

Trustee Donna Edwards advised trustees that the Special Education Adhoc Committee met on January 11, 2016. The group discussed the revised campaign and talked about next steps. Information will be brought forward at the Board meeting scheduled to be held on March 21, 2016.

(f) MCSS – ARC Industries

Trustee Donna Edwards advised trustees that in the spring of 2015 the Toronto Star published articles on sheltered workshops. Sheltered workshops provide a variety of learning opportunities to assist individuals with developmental delays to obtain employment and work experience in the community. The article indicates that individuals are working for pennies in these workshops. The Ministry of Community and Social Services indicated there will be an end to the social workshops. Real employment and legitimate wages are missed with menial labour and negligible job training. The articles didn't talk about the reality of intellectual disabilities. ARC Industries in Ajax employs 75 people and provides employee and life skills training, co-operative and high school placements, and transition to the work force. The workshops provide assessments for those unsuccessful in the real work force and provides training to go back into the real workforce environment. They provide a social environment, and minimum salary positions in the service industry where most work part time to get medical and dental benefits over and above ODSB. The social functions are important at ARC Industries. If individuals work in a real work environment, they don't have social connections and they often return to ARC Industries for the social connections. The Ministry will move forward but does not indicate who will be consulted. The youth unemployment rate for intellectual disabilities is very high. Trustee Donna Edwards asked the Board to write a letter encouraging the Ministry to include a broader consultation, including education, for the transition from the sheltered workshops.

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12. Correspondence

(a) Action Requested:

There was no correspondence at this time

(b) Other

13. Other Business

Chair Michael Barrett advised that Student Trustee Melanie Manning has requested a leave of absence from her student trustee duties in order to pursue night school. The timing of night school conflicts with the schedule for Board meetings.

2016:42

MOVED by Trustee Paul Crawford

SECONDED by Trustee Kimberly Zeppieri

THAT STUDENT TRUSTEE MELANIE MANNING BE GRANTED A  
TEMPORARY LEAVE OF ABSENCE FROM THE BOARD.

CARRIED

14. Adjournment

2016:42

MOVED by Trustee Elinor Hansen

SECONDED by Trustee Christine Winters

THAT THE MEETING DOES NOW ADJOURN.

CARRIED

The meeting adjourned at approximately 9:30 p.m.

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Chair

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Secretary