

AGENDA: 6:00 pm

1. Call to Order
2. O Canada
3. Approval of the Agenda
4. Declarations of Conflict of Interest
5. [Confirmation of the Minutes – January 20, 2020](#)

Reports from Trustee Special Committees:

6. [Human Resources – January 21, 2020](#)

Reports from Legislated Committees:

7. [Parent Involvement Committee – January 14, 2020](#)

Reports from Community Advisory Committees:

8. [French as a Second Language Advisory Committee – January 22, 2020](#)
9. Resolution Into Committee of the Whole (Private Session) as per the Education Act, Section 207.2
(b) the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian

Meeting Resumes in Public Session

10. Report from Committee of the Whole (private) – February 10, 2020
11. Oral Reports from Liaison Committees:
 - A. City/School Board Liaison Committee
 - B. Hamilton-Wentworth Home & School Association
 - C. Hamilton Foundation for Student Success (HWDSB Foundation)
 - D. Ontario Public School Boards' Association (OPSBA)
12. Adjournment

Meeting times and locations are subject to change. Please refer to our website for the latest information.

<http://www.hwdsb.on.ca/trustees/meetings/>

Trustees: Kathy Archer, Christine Bingham, Becky Buck, Dawn Danko, Penny Deathe, Cam Galindo, Alex Johnstone, Ray Mulholland, Maria Felix Miller, Carole Paikin Miller and Paul Tut. **Student Trustee** Ahona Mehdi.

Regrets were received from Student Trustee Prosic.

1. Call to Order

Alex Johnstone, Chair of the Board, called the meeting to order at 6:05 p.m.

2. Profiling Excellence:

Students:

Eflin Sahin – Mount Albion – Contest Winner – Hamilton Children’s Water Festival Event Logo Contest

Superintendent Stephanian shared that Eflin is an incredible artist who thinks “outside of the box”. She takes the requirements given for an assignment and always exceed expectations. Eflin was chosen to be an ambassador at this year’s Hamilton Water Festival. Her artwork was selected to be used on over 5000 t-shirts and water bottles to be given to students across the city at the festival this spring. She will be meeting the Mayor of the City of Hamilton and will be a VIP at the festival. She is most excited that her classroom teacher and classmates are invited back to the festival again this year!

Anika Gupta – Westdale – Sanofi Biogenius Competition: National Runner-Up

Anika’s purpose of her project was to find a potential treatment for patients with Parkinson’s disease. Her grandfather has been living with Parkinson’s for over five years and she wanted to do something to help him. Parkinson’s disease is a condition where neurons, responsible for controlling movement responses, die. This is why Parkinson’s patients usually have hand tremors. To model the death of neurons, she used model systems including a nematode and human cell lines to investigate the protective effect that a TP5 protein can have on protecting the neurons which die in Parkinson’s patients. Anika found that the TP5 protein kept the dying neurons healthier for a longer period of time.

Anika competed in the Sanofi Biogenius South-Western Competition in April 2019, where she won first place. She then moved on to compete at the National Sanofi Biogenius Competition in May. There were nine competitors representing all regions of Canada. At this competition, she was the National Runner-Up. Anika was featured in the Hamilton Spectator and was invited to talk about her project on Cable 14 City Matters.

Staff:

Randy Gallant – Principal, Ancaster High – Ontario’s Principal Council (OPC) Difference Maker

Randy Gallant has been an Administrator in HWDSB for almost 20 years and is currently the principal at Ancaster High. Randy was honoured on October 25, 2019 as an OPC Difference Maker at their annual Gala held in Toronto.

Throughout his Administrative career with HWDSB, Randy has consistently displayed an incredible ability to create a positive school culture that is inclusive, caring and safe. His focus is always on his students and creating an environment where students feel welcomed, supported and cared for. His passion for athletics and music is always evident and he uses these disciplines to shape programming in the school. Randy also establishes exceptional community relationships and partnerships including the Ancaster Theater Company, Morgan Firestone and Ancaster Food Bank. Randy helped create the first Hall of Fame at Ancaster High that

recognized and honored past Alumni and their contributions to the world. When asked what the Difference Maker award means to him, Randy responded as follows:

“We All want to believe that we have made a difference – that we have positively impacted our colleagues, and the students in our care, in ways that will ripple forward even as we move on”.

Randy Gallant is retiring on January 31, 2020. Randy has left every school he has touched in a better place and motivated those around him to better meet the needs of all students. He has truly made a difference in education at HWDSB.

Manny Figueiredo – Faculty of Education Distinguished Graduate Award

In the span of 24 years, Manny Figueiredo (MEd '01) has made significant contributions to publicly-funded education in Ontario.

Manny’s leadership and achievements were acknowledged during Brock University’s Homecoming by receiving the Faculty of Education Distinguished Graduate Award at the September 21, 2019 Alumni Recognition Reception. Manny has been steadfast in his dedication to improving student outcomes, whether it’s spearheading efforts to improve literacy rates, coaching a girl’s basketball team to two championship victories or piloting a large board through complex change.

Manny started his career as a teacher for the Waterloo Region District School Board (WRDSB) before moving to the Waterloo Catholic District School Board (WCDSB).

During his first year of teaching, Manny was encouraged by a mentor to pursue leadership opportunities and a graduate degree. He completed a Bachelor of Physical Education at McMaster University and a Bachelor of Education at York University before starting his Master of Education at Brock in 1997. He chose Brock because of the option to focus his studies on leadership and the flexibility it offered him as a full-time teacher working outside of the Niagara region.

Manny studied part-time while getting married, buying his first home and celebrating the birth of his first child. His second child was born just days after he graduated from the program in 2001. He joined the HWDSB in 2002, taking on the role of Vice-Principal at Cardinal Heights Middle School before becoming Principal at Guy B. Brown Elementary School, Memorial Elementary School and Sir John A. Macdonald Secondary School.

Manny then spent a total of six years as a Superintendent, both with the HWDSB and the WCDSB, before moving into his current role in 2015. He says the lessons he learned at Brock continue to shape his work today.

Michael Owen, Dean of the Faculty of Education, says that Manny’s ability to make an impact can be attributed to his focus on student learning. He promotes ways to improve academic, social-emotion, physical and civic learning outcomes for students, and we are proud to have been a part of his growth as an educator and administrator.

3. Approval of the Agenda:

RESOLUTION #20-01: Trustee Galindo, seconded by Trustee Tut, moved: **That the agenda be approved.**

CARRIED UNANIMOUSLY
Student Trustee Mehdi voted in favour

4. Declarations of Conflict of Interest

None.

5. Confirmation of the Minutes – December 16, 2019

The minutes of December 16, 2019 were confirmed.

Reports from Trustee Special Committees:

6. Program Committee – December 9, 2019

RESOLUTION #20-02: Trustee Buck, seconded by Trustee Deathe, moved: **That the Program Committee Report – December 9, 2019 be received including Partnership Update and 21st Century Learning Update.**

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

7. Finance and Facilities Committee – December 12, 2019

RESOLUTION #20-03: Trustee Danko, seconded by Trustee Buck, moved: **That the Finance & Facilities Committee Report – December 12, 2019 be received including:**

- Capital Projects Construction Update
- Enrolment Summary October 31, 2019
- Development of Budget Priorities to Guide the 2020-21 Budget Development

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

Reports from Staff

8. School Year Calendar 2020-2021 – for consultation

RESOLUTION #20-04: Trustee Paikin Miller, seconded by Trustee Galindo, moved: **That the draft 2020-21 School Year Calendars be approved for public consultation.**

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

9. Central Mountain Secondary Boundary Review

RESOLUTION #20-05: Trustee Danko, seconded by Trustee Buck, moved: **That the boundary for Sherwood Secondary School be amended as follows:**

- a) The entire elementary boundary of Franklin Road (defined by, south of Fennell Avenue East, north of Mohawk Road East, west of Upper Gage Avenue and, east of Upper Wellington Street), to align with the Sherwood Secondary boundary.
- b) The entire elementary boundary of GL Armstrong (defined by, north of Fennell Avenue East, south of the Sherman Access, west of Upper Sherman Avenue and, east of Upper Wellington Street), to align with the Sherwood Secondary boundary.

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

RESOLUTION #20-06: Trustee Bingham, seconded by Trustee Archer, moved: **That the boundary for Nora Frances Henderson Secondary School be amended as follows:**

- a) The entire elementary boundary of Pauline Johnson (defined by south of Mohawk Road East, north of Stone Church Road East, west of Upper Wentworth Street and east of Upper Wellington Street), to align with the Nora Frances Henderson Secondary Boundary.

- b) **The elementary boundary of Ridgemount (defined by south of the Lincoln Alexander Parkway, north of Rymal Road, west of Upper Wellington Street and east of Upper James Street), to align with the Nora Frances Henderson Secondary boundary.**

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

RESOLUTION #20-07: Trustee Buck, seconded by Trustee Archer, moved: **That the boundary for Sir Allan MacNab Secondary School be amended as follows:**

- a) **The elementary boundary of Ridgemount (defined by, north of the Lincoln Alexander Parkway, south of Mohawk Road, west of Upper Wellington Street and east of Upper James Street), to align with the Sir Allan MacNab Secondary boundary. (See Appendix)**

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

10. Resolution Into Committee of the Whole (Private Session)

RESOLUTION #20-08: Trustee Tut, seconded by Trustee Deathe, moved: **That the Board move into Committee of the Whole (Private), this being done at 7:10 p.m.**

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

The open session resumed at 8:45 p.m.

11. Committee of the Whole (Private) – January 20, 2020

RESOLUTION #20-09: Trustee Danko, seconded by Trustee Tut, moved: **That the report of the Committee of the Whole (private) – January 20, 2020 be approved including that the Finance and Facilities Committee report from December 12, 2019 be received.**

CARRIED UNANIMOUSLY

Student Trustee Mehdi voted in favour

12. Oral Reports from Liaison Committees:

A. City/School Board Liaison Committee - There was nothing to report at this time.

B. Hamilton-Wentworth Home & School Association

- The latest meeting was held on January 9, 2020.
- OFHSA is hosting a Paint Night on February 6, 2020 at 7:00 pm at Stonewalls Restaurant in Hamilton. Tickets are purchased online via their website. Everyone is welcome and the deadline to purchase is January 20, 2020.
- The conference and annual general meeting will be held on April 6, 2020 at the Brantford Hotel and is being hosted by the OFHSA.

C. Hamilton Foundation for Student Success

- The annual general meeting will be held on February 5, 2020.

D. Ontario Public School Boards' Association (OPSBA)

- The 2020 pre-budget consultations are currently underway.
- The Ministry of Education is conducting their consultations on funding (GSN's). Submissions are due by January 31, 2020.

- Ontario Public School Boards' Association (OPSBA) – Public Education Symposium will take place on January 23 -25, 2020.

E. Student Trustees' Report

Student Trustee Mehdi shared the following highlights:

- There is one more Senate meeting prior to the 2020 "Take the Lead" Conference being held on February 13, 2020.
- Ontario Student Trustees' Association (OSTA) Report –
 - Conducting research to collect for student equity. Follow social media channels for information on labour updates and other OSTA information.
 - OSTA conference will take place on February 20-23, 2020

F. Director's Report

The Director shared some highlights including the following:

- The new Eastdale School opened the first day back in January.
- Rockton Elementary School, Greensville, and Nora Francis are well on their way to welcome students.
- Rogers Hometown Hockey was in Ancaster during January 17-19.
- Over 15 HWDSB students are being recognized for the John C. Holland Awards on February 1.

G. Chair's Report

The Chair shared:

- The many holiday concerts and celebrations that she as well as her fellow Trustees attended in December.
- She spoke of the uncertainty moving into the New Year with respect to Labour updates and timely communication when there is information to share.
- She is looking forward to the bell time study report that will be forthcoming.

The meeting adjourned at 8:49 p.m.

COMMITTEE REPORT

Presented to: Board

Meeting Date: February 10, 2020

From: Human Resource Committee

Meeting Date: January 21, 2020

The committee held a meeting January 21, 2020 - from 5:30-7:30 p.m. at 20 Education Court, Hamilton, Ontario, with Penny Deathe presiding.

Members present were: Trustees Penny Deathe (Chair), Alex Johnstone, and Carole Paikin Miller.

MONITORING ITEM(S):

A. Violence in the Workplace – Employee Incident and Reporting Statistics

Jamie Nunn, Superintendent of Human Resource Services, and Matthew Kwan, Manager of Occupational Health and Safety, provided the committee with data on Violent Incident Reporting Statistics from September 2019 through December 2019. The data is reported in four major categories: First Aid, Health Care, Lost Time and No Injury. The committee was provided with a chart outlining the number of incidents by employee group and by grade. In HWDSB, we have also chosen to share information with our Central Joint Health and Safety Committee on reports of workplace violence that do not result in health care, lost time or critical injury. The Board continues to transition from Non-Violent Crisis Intervention training toward Behaviour Management Systems (BMS).

B. Employee Recruitment Update

Jamie Nunn, Superintendent of Human Resource Services, provided the Committee with an update on current efforts to strengthen the board's equitable, inclusive, accessible hiring and promotion practices. The Board is working with Turner Consulting to conduct an Employment Equity Audit, from which recommendations will come to strengthen the boards hiring practices. We have also recruited a significant number of occasional employees to increase our daily occasional pools. At local job fairs this fall, we have recently hired 112 Elementary Occasional Teachers, 56 Casual Educational Assistants, 45 Casual Caretakers/Maintenance Workers, and 38 Casual Office and Clerical Workers. The Board is continuing to look for opportunities to host Job Fairs in community agencies like the Hamilton Immigrant Working Centre.

C. Employee Attendance

Jamie Nunn, Superintendent of Human Resource Services, and Lori Steacy, Manager of Employee Support and Wellness, provided the committee with an update on employee attendance. Staff implemented the Employee Support and Attendance Management Procedure in support of the Attendance Management Policy 4.2 on September 1, 2019. Within the program, all employees are supported and individual circumstances are reviewed on a case-by-case basis. An early intervention model was developed to support staff who are absent from work five or more consecutive days. The average Board employee was absent 4.53 days from September – December 2019 compared to 4.77 days from September – December 2018 (a reduction of a quarter of a day).

Respectfully Submitted,
Penny Deathe, Chair of the Committee

Committee Report

Presented to: Board

Meeting date: February 10, 2020

From: Parent Involvement Committee

Meeting date: January 14, 2020

The committee held a meeting on January 14, 2020 from 6:30 pm. to 8:55 p.m. at the Education Centre, 20 Education Court, Hamilton, Ontario, with Vice-Chair Mike Palma presiding.

Members present were: Gint Murphy, Celine Légrét, Heidi Oglesby, Nicole Volc, Tracey Siddons, Lianne Broughton, Heather Lambert-Hillen, Mike Palma, Joanne Thompson, Corrie Ledgerwood, Shelley Stacey, Stephanie Lostanaw Lavin, Trustees Penny Deathe and Becky Buck.

INFORMATION ITEMS:

A. Parent Voice Survey Input

Copies of the draft survey were provided to the committee with an opportunity to provide input.

B. Bullying Review Panel Process Update

Superintendent Sharon Stephanian provided an update on the process. She advised committee members that the focus of the February meeting would be providing input for the panel.

C. PRO Grant Update

Superintendent Sharon Stephanian advised the committee of the Ministry process for this school year. Discussion around the approach for HWDSB took place.

D. Standing Items

Updates were provided for the following Standing items:

- Home and School
- Trustee Update
- Labour Update

Respectfully submitted,
Mike Palma, Vice-Chair

Committee Report

Presented to: Board

Meeting date: February 10, 2020

From: French as a Second Language Advisory Committee

Meeting date: January 22, 2020

The committee held a meeting on Wednesday, January 22, 2020, at the HWDSB Education Centre, from 6:30 to 8:30 pm, co-chaired by Kelly Lees and Kimberly Norgate.

Members present were: Kelly Lees, Kimberly Norgate, Lyvia Yanover, Catherine Roberts, Jeremy Galea, Leah Abbey, Mina Foroutan, and Rita Guiletti

Regrets: Joanne Thompson, Trustees Alex Johnstone and Paul Tut.

MONITORING ITEMS:

A. Advice on Core French Programming

Staff provided a brief overview on Core French programming including “Enduring Ideas” from elementary and secondary Ontario Curriculum documents, secondary course enrollment, student achievement, and Diplôme d'études en langue française (DELF) participation and success rates. The committee held an extensive conversation that generated the following advice for staff regarding have more students participate and have success in Core French after grade 9:

- Purpose: Create a strategy to communicate why learning French is important (e.g. for employment, cultural reasons, etc.) to students and their parents/caregivers;
- Transitions: Support students in the transition from grade 8 to grade 9 by having more consistent programming (use similar approaches, resources, etc.);
- Experiential Learning: Create additional and enhanced experiential learning opportunities (excursions, guest speakers, learning partners, etc.) to support students in using French for authentic purposes;
- Embrace Culture: Emphasize francophone culture (e.g. movies, media, music, literature, art, etc.) to engage students and to demonstrate authentic uses of the language;

Staff committed to take the advice away and use it to shape future professional learning and French as a Second Language initiatives.

B. Community Announcements

Canadian Parents for French (CPF) announced that their next meeting will be Tuesday, February 18th from 7:00 to 9:00 pm at the Hamilton Public Library's Terryberry Branch.

C. Staff Update

Staff provided an update and took questions on the Grade One French Immersion Registration process. There were three key updates:

- The application deadline was extended to January 27th to address a temporary shut down of the on-line application;
- Staff is predicting approx. 680 applications for spaces;
- It is likely that a random selection process will be used in the placement process because it appears some schools will reach capacity.

The next meeting is Wednesday, March 25th, 6:30

Respectfully submitted,
Kelly Lees and Kimberly Norgate, Co-Chairs