

**Virtual Meeting Norms:**

- All callers are to place themselves on mute
- Roll call is in place for attendance and for questions

**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 – May 11, 2020](#)

Reports from Trustee Special Committees:

6. [Finance & Facilities – May 14, 2020](#)

Reports from Legislated Committees:

7. [Special Education Advisory Committee – April 22, 2020](#)

Reports from Staff:

8. [Bullying Prevention & Intervention Review Panel -Interim Report](#)

9. Reports from: Committee of the Whole (private) – May 25, 2020

10. Oral Reports from:

- A. Student Trustees' Report – Local Activities & Ontario Student Trustees' Association (OSTA) Report
- B. Director's Report
- C. Chair's Report

11. 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/>

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

**Regrets:** Trustee Penny Deathe and Student Trustee Cameron Prosic.

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**1. Call to Order**

Alex Johnstone, Chair of the Board, called the meeting to order at 6:02 p.m.

**2. Approval of the Agenda:**

**RESOLUTION #20-43:** Trustee Danko, seconded by Trustee Buck, moved: **That the agenda be approved.**

**CARRIED UNANIMOUSLY**

Student Trustee Mehdi voted in favour

**3. Declarations of Conflict of Interest**

None.

**4. Confirmation of the Minutes – April 27, 2020**

The minutes of April 27, 2020 were confirmed.

**5. Correspondence: from Hon. Filomena Tassi, Minister of Labour re: Mental Health Week**

**RESOLUTION #20-44:** Trustee Bingham, seconded by Trustee Archer, moved: **That the Correspondence: from Hon. Filomena Tassi, Minister of Labour re: Mental Health Week be received and filed.**

**CARRIED UNANIMOUSLY**

Student Trustee Mehdi voted in favour

**Reports from Trustee Special Committees:**

**6. Finance & Facilities Committee – April 30, 2020**

**RESOLUTION #20-45:** Trustee Danko, seconded by Trustee Galindo, moved: **That the Finance & Facilities Committee Report – April 30, 2020 be received including the 2020-2021 Budget Development.**

**CARRIED UNANIMOUSLY**

Student Trustee Mehdi voted in favour

**7. Human Resources Committee – May 5, 2020**

**RESOLUTION #20-46:** Trustee Paikin Miller, seconded by Trustee Miller, moved: **That the Human Resources Committee Report – May 5, 2020 be received including the Employee Attendance update.**

**CARRIED UNANIMOUSLY**

Student Trustee Mehdi voted in favour

**8. Committee of the Whole (Private) – May 11, 2020**

**RESOLUTION #20-47:** Trustee Danko, seconded by Trustee Mulholland, moved: **That the report of the Committee of the Whole (private) – May 11, 2020 be approved including:**

- **That the Finance & Facilities Committee report from April 30, 2020 be approved including the Dominic Agostino Riverdale Community Hub Proposal Phase 1 - Community Centre Expansion for a Day Care Nursery Facility, to service the local community, with all Project costs and budget being entirely at the expense of the City of Hamilton.**
- **That the Human Resource Committee report from May 5, 2020 be approved.**

**CARRIED UNANIMOUSLY**  
Student Trustee Mehdi voted in favour

**9. Oral Reports from Liaison Committees:**

**A. City/School Board Liaison Committee** - There was no update at this time.

**B. Hamilton-Wentworth Home & School Association** – The Annual General Meeting, scheduled to be held on May 14, 2020 has been cancelled and will be rescheduled at a later date.

**C. Hamilton Foundation for Student Success**

Covid-19 Relief Fund: Hamilton Foundation for Student Success' COVID-19 Relief Fund has raised \$67,600.00 towards the nutritional and technological needs of students who no longer have access to in-school nutrition programs and technology.

Under normal circumstances, the Foundation supports a variety of educational and daily student needs in schools. School closures, have resulted in a decline in demand for some of these school and student supports. During this time of uncertainty, the Foundation's Board of Directors has approved the reallocation of these funds thereby matching the donations to its COVID-19 Relief Fund.

To date, the Foundation has provided \$135,200.00 to HWDSB to be used to support the most immediate nutritional and technological needs of students.

**D. Ontario Public School Boards' Association (OPSBA)**

Legislative Updates –

This is the 8th week of school closures. Trustees received a letter from the Minister on Friday regarding school closures and access to technologies. More information will be forthcoming from the Minister in the weeks to come. A letter was received regarding cancellation of Graduations and Proms and will be rescheduled in the fall. HWDSB has already gone ahead and done that.

On May 23, 2020 OPSBA will have a meeting and the Minister will be signing in and giving remarks.

The meeting adjourned at 6:25 p.m.

## COMMITTEE REPORT

Presented to: Board

Date of Meeting: May 25, 2020

From: Finance and Facilities Committee

Date of Meeting: May 14, 2020

The committee held a virtual meeting from 5:00 p.m. to 6:09 p.m. on April 30, 2020 with Trustee Dawn Danko presiding.

Members participating were: Trustees Becky Buck, Dawn Danko, Cam Galindo, Alex Johnstone and Paul Tut.

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### ACTION ITEMS:

#### A. 2020-2021 Budget Development

Staff provided an overview of preliminary budget for Special Education and also an overview of non-school based staffing. Staff reviewed the six reasons why staffing numbers could change (increase/decrease):

- Investment in System Priorities staffing once collective agreements are ratified
- Uncertainty Regarding Partnership and Priorities Funding (PPF). Some of these grants have positions attached to them and to date the Board has not received information regarding the 2020-21 PPFs. For purposes of developing the 2020-2021 budget, the assumption is that the funding is no longer continued.
- School Closures/Openings
- Changes in Class Size Funding
- Changes in Enrolment (Projected increases in both elementary and secondary panels)
- Other Budget Adjustments

The Ministry of Education is expected to release the funding formula by the middle of May and staff will finalize the 2020-2021 Preliminary Budget Position. Expenditures will continue to be reviewed with Executive Council in order to bring recommendations to the Finance and Facilities Committee regarding possible additions or reductions. There will be positions added from the Support for Student Fund once the various union groups ratify their collective agreements.

On the motion of Becky Buck, the Finance and Facilities Committee **RECOMMENDS that a letter be written to the Minister of Education explaining the significant impacts and challenges that school boards face when funding, particularly the Partnerships and Priority funding, are not confirmed in a timely fashion.**

**CARRIED**

### MONITORING ITEMS:

#### B. Capital Update

Capital construction is back up and running for all capital projects that were in process and no major delays are expected. As a result of the pause in construction due to COVID 19 restrictions, HWDSB is reviewing the September opening date for Nora Frances Henderson Secondary School. Staff are considering various options as there are multiple variables and many unknowns at this time. This information will be shared with the public and more information will be shared as soon as it is available. The RFP process has continued and a tender was awarded for Mount Albion. The results of Collegiate's RFP process will be shared once they are available.

Respectfully submitted,  
Dawn Danko, Chair of the Committee

**Committee Report**

Presented to: Board

Meeting Date: May 25, 2020

From: Special Education Advisory Committee (SEAC)

Meeting date: April 22, 2020

The committee held a meeting on Wednesday, April 22, 2020 from 4:02 pm to 5:15 pm via teleconference with SEAC Chair Judy Colantino presiding

Members present were Cecile Santos-Ayrault, Association for Bright Children of Ontario, Lita Barrie, VOICE for Hearing Impaired Children, Lorraine Sayles, The Children’s Aid Society of Hamilton, Lynn Vanderbrug, Lynwood Charlton Centre Michelle Campbell, Autism Ontario (H-W Chapter), Susi Owen, CNIB Hamilton and Niagara, Tracy Sherriff, Community Living Hamilton, Mark Courtepatte, FASD Parent & Caregiver Support Group/SEAC Vice Chair, Judy Colantino, Down Syndrome Association of Hamilton/SEAC Chair and Becky Buck, Trustee Wards 8 & 14.

Regrets: Alex Johnstone, Chair of the Board, Trustee Wards 11 & 12, Alyson Kowalchuk, P.A.L.S. Parent Advocacy Learning Support Group

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**INFORMATION ITEMS:**

**A. Ministerial Order – COVID-19**

**Peggy Blair, Superintendent of Specialized Services**

Superintendent Blair updated the committee on the supports for families and professional learning opportunities provided to staff, during the closure of schools.

**B. Members’ Update**

**Tracy Sherriff – Community Living Hamilton**

Many programs working remotely supporting community partners and working in collaboration with school intake meetings virtually – client residential homes still operational – school entry from community partners perspective are being supported.

**Mark Courtepatte – FASD Parent & Caregiver Support Group**

We continue to provide regular monthly support groups virtually – getting a much larger turnout.

**C. Superintendent’s Update**

Next year’s budget has not been released yet. Denise Dawson, Senior Manager of Business Services, will be coming to an upcoming SEAC meeting to provide a budget update.

Respectfully submitted,  
Judy Colantino  
Chair



## EXECUTIVE REPORT TO BOARD

**TO: BOARD**

**FROM: Manny Figueiredo, Director of Education**

**DATE: May 25, 2020**

**PREPARED BY: Heather Miller, Officer of Trustee Services**

**RE: HWDSB Safe Schools: Bullying Prevention & Intervention Review – timeline update**

**Action X**

**Monitoring**

That the following motion from December 16, 2019

*RESOLUTION #19-165: Trustee Danko, seconded by Trustee Buck, moved: That the date of May 31, 2020 be changed to September 30, 2020 for the Bullying Prevention & Intervention Review Panel to present their final report in order to allow them the appropriate amount of time to complete a well recorded report.*

- a) **Be reconsidered and;**
- b) **If passed for reconsidered that the following motion be approved:**

***That the final report from the Bullying Prevention & Intervention Review Panel be submitted to the Director of Education and shared with the Board of Trustees no later than December 16, 2020.***

**Background:**

Prior to the Ministerial Order on March 13, 2020 to close schools due to the COVID-19 pandemic, the review panel had met with some groups as part of their consultation plan. The panel is committed to meeting with 20 identified stakeholder groups, however, the following groups still have not been met with due to the closure of schools:

- Racialized Community (March 24, 2020)
- General Session (March 25, 2020)
- Panel Only sessions involving students, staff, union leaders and advisory committee chairs

Given there are still several outstanding consultation sessions, the themes provided are preliminary based on the sessions the Panel were able to complete prior to COVID-19. Further sessions are to take place to gather student and staff voice and an online survey is being developed for students, parents and staff to complete in the fall. There may be themes that arise as a result of these further consultation/surveys, which will be considered when Panel makes recommendations.

The recommendations in the final report will be informed by community feedback from all consultations and surveys, expert advice and evidence - informed practice as identified in research.

# Safe Schools: Bullying Prevention and Intervention Review Panel Interim Report

As submitted by: The Kojo Institute

Presented by: Safe School Review Panel

May 25<sup>th</sup>, 2020

# Interim Report – Feedback from Consultations

## Table of Contents:

Title	Slide #
Background	3
Safe Schools Review: Personnel and Deliverables	4
Bullying: Definition, Types and Statistics	6
Community Consultations: Sessions, Support and Methodology	13
Community Consultations: Summaries of Themes	18
Next Steps	24



# Background

- Increased concern regarding bullying after the tragic death of Devan Bracci-Selvey on Monday, October 7<sup>th</sup>, 2019 at Sir Winston Churchill Secondary School propelled a deeper look into the broader concern of bullying in the Hamilton-Wentworth District School Board (HWDSB) and our Hamilton community.
- The *Safe Schools: Bullying Prevention and Intervention Review Panel (est. November 2019)* is one way of several ways HWDSB will recommit our efforts on bullying prevention and intervention practices within our Positive Culture and Well-Being priority.
- In Scope:
  - The Review Panel's role is to coordinate, facilitate, and gather input and feedback from stakeholders about the broader concern of bullying in HWDSB and our community.
  - Bullying (prevention, intervention, reporting, and responding) as defined in HWDSB Bullying Prevention & Intervention Policy (No. 5.2).
  - The Review Panel will provide critical analysis of consultation information and data to inform recommendations in final report.
- Out of Scope:
  - Investigating the specific incident at Sir Winston Churchill Secondary School or any other specific incidents of bullying
  - HWDSB staff continues to collaborate with the ongoing criminal investigation by Hamilton Police Services.

# Safe Schools Review: Personnel

- Review Panel Members:
  - Dr. Jean Clinton
  - Brenda Flaherty
  - Dr. Gary Warner
- The Review Panel will have access to the following four advisors/experts :
  - Barry Finlay
  - Dr. Debra J. Pepler
  - Dr. Kathy Short
  - Dr. Tracy Vaillancourt
- Project Management and Community Engagement Support: (Kojo Institute)
  - Kike Ojo-Thompson
  - Evelyn Myrie

# Safe Schools Review: Deliverables

Project plan (Complete)

Interim report (Complete)

Consultation with stakeholders (In Progress)

Surveys (In Progress)

Final report (In Progress)

# Bullying: Definition

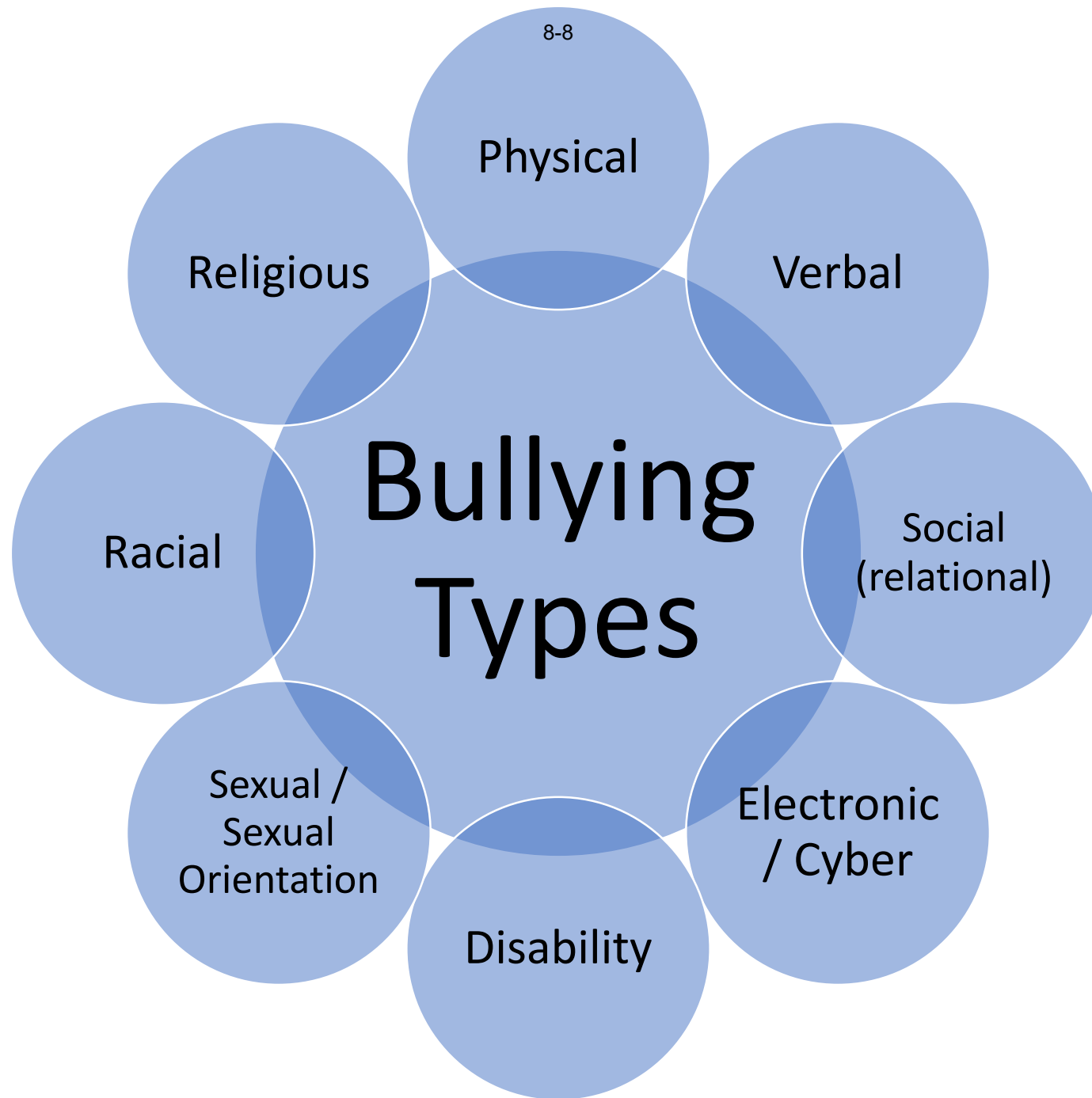
Bullying is aggressive and typically repeated behaviour where the behaviour is intended to have the effect of, or the bully ought to know the behaviour would likely have the effect of:

- Causing harm, fear or distress to another individual
- Social or academic harm, harm to the individual's reputation, harm to the individual's property, or
- Creating a negative environment at a school for another individual

Bullying can also occur in a context of power imbalance based on factors such as size, age, intelligence, peer group, socio-economic status, religion, ethnic origin, sexual orientation, gender, gender identity and expression, race, disability or the receipt of special education.

- Bullying, like any relationship, can exist at the personal and systemic level.
- Conflict is a disagreement where both sides express their views, while bullying is negative behaviour where someone uses power and aggression to control and hurt others.

*While students are the focus of this review, we recognize they are not the only individuals using or impacted by bullying in the HWDSB.*



# Bullying: Ontario Incidence Statistics

**58%** of students are victims of bullying

**30%** of students bully others

Peers are present in **90%** of bullying incidents

*Source: Ontario College of Teachers and Prevnet (2016)*

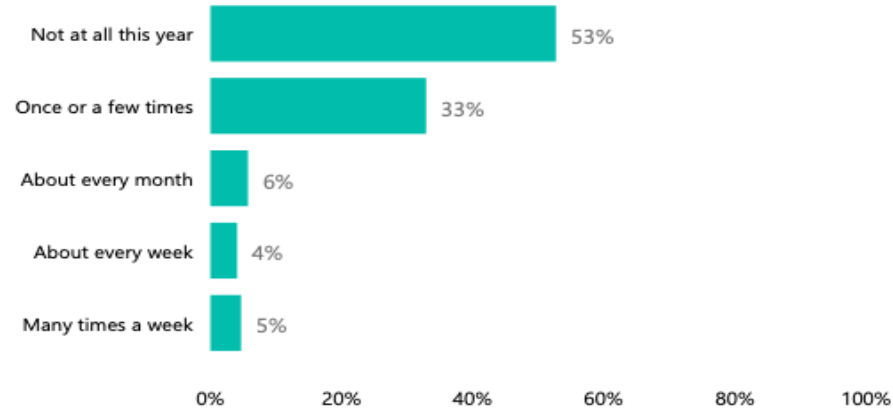
More than **55%** of Canadians report they have been bullied or know co-workers who have experienced bullying on the job.

*Source: Forum Research (2018)*

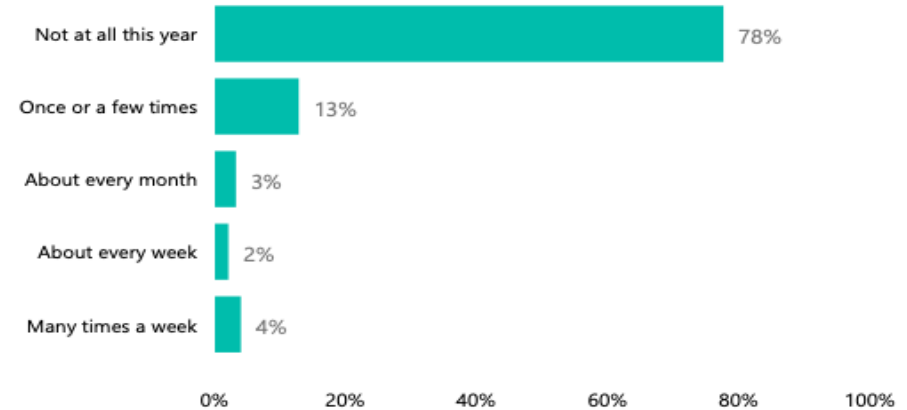
# Bullying: HWDSB Statistics (Grade 4-6<sup>8-10</sup>)

During this school year, how often have you been bullied by other students in the following ways?

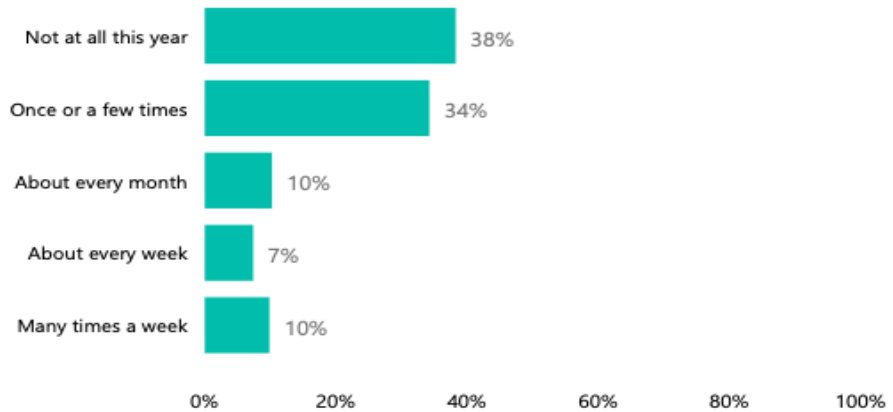
## Physical Bullying



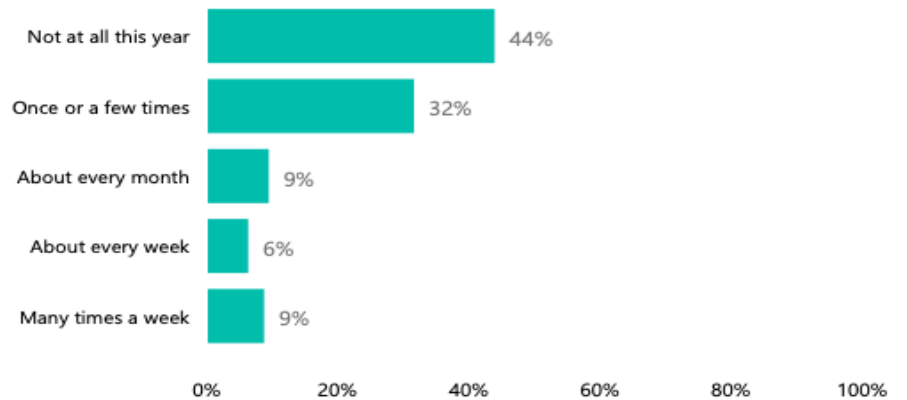
## Cyber Bullying



## Verbal Bullying



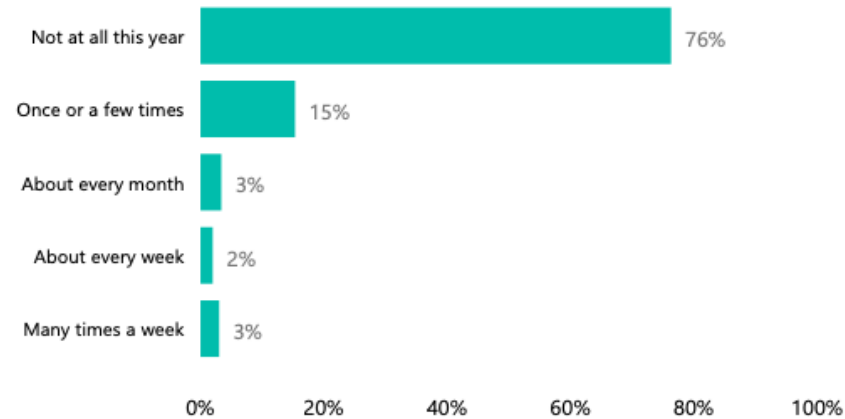
## Social Bullying



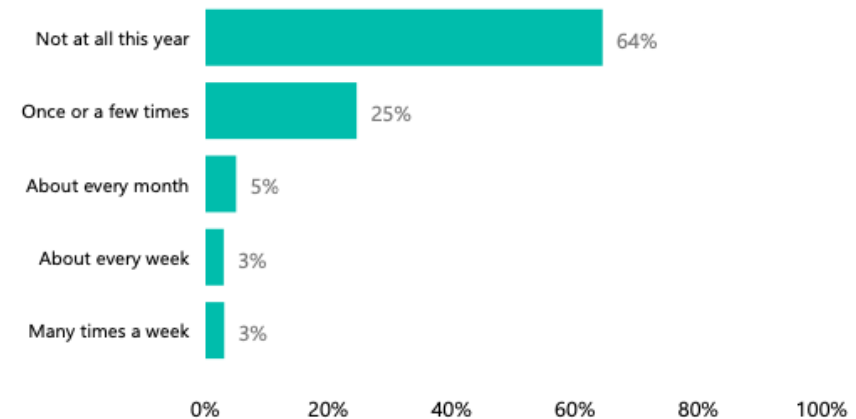
# Bullying: HWDSB Statistics (Grade 7-8)

During this school year, how often have you been bullied by other students in the following ways?

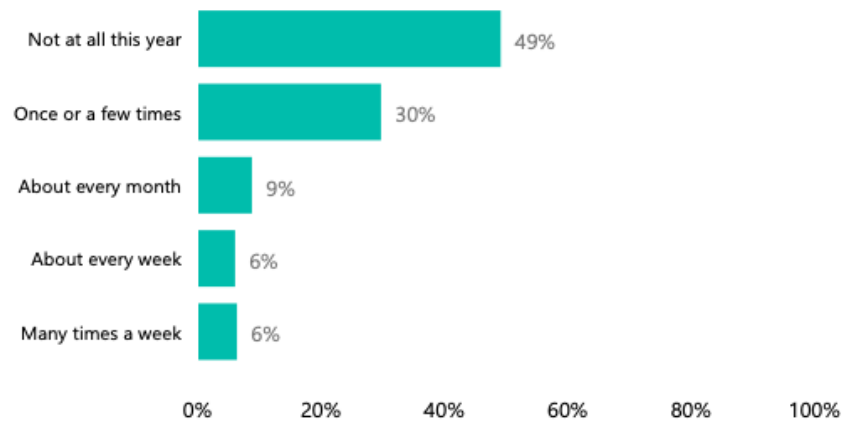
## Cyber Bullying



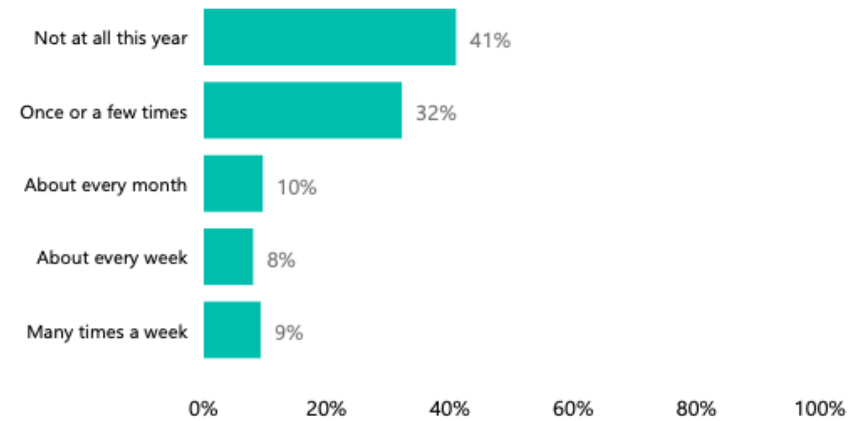
## Physical Bullying



## Social Bullying

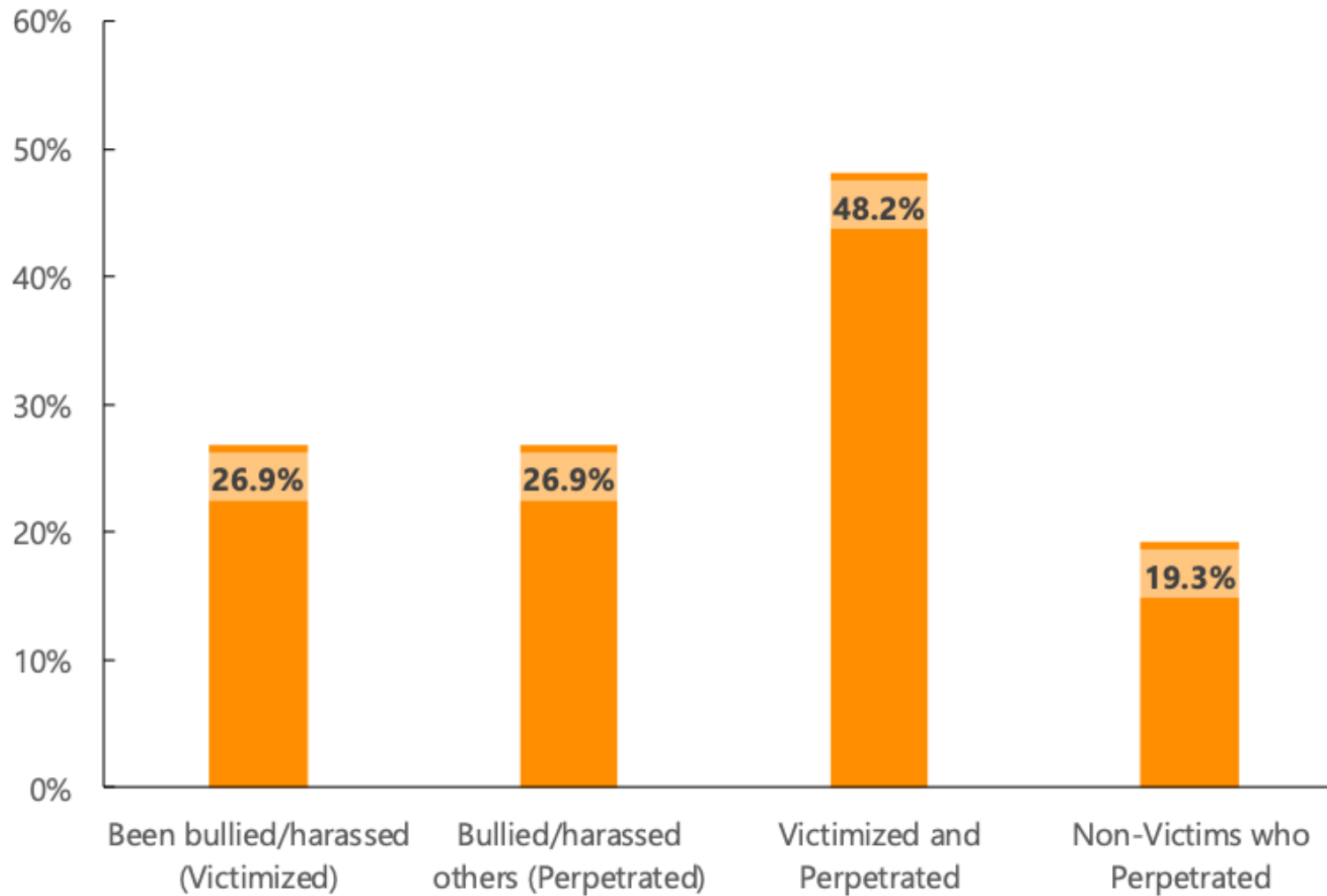


## Verbal Bullying





# Bullying: HWDSB Statistics<sup>8-12</sup>



**% of students bullied/harassed or bullied/harassed others**

*Victims of bullying / harassment in secondary schools were more likely to be perpetrators as well.*

# Bullying: HWDSB Secondary<sup>8-13</sup> School Statistics



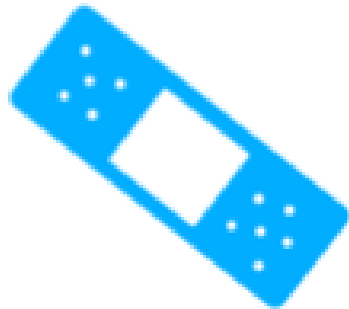
83.2%

Verbal



64.1%

Social



32.3%

Physical



43.7%

Electronic

*If you have been bullied / harassed in the past year, which form(s) have you experienced?*

# Community Consultations

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**What** A process of facilitated discussions with community groups

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**When** February to April 2020 (amended due to COVID-19)

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**Where** A minimum of 20 consultations and community engagement activities including online survey to be held across the City of Hamilton.

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# Community Consultations: Completed Sessions

## Public Sessions

- Two General Sessions
- Students with neuro-diverse disabilities
- Black Communities
- Westdale / West Hamilton / Dundas Large Community Meeting
- Jewish Communities
- Student Senate
- LGBTQI2S+ Community
- Muslim Community
- Lower City / Downtown - Large Community Meeting
- Alternative Education Communities
- Indigenous Community
- School Board Partners: John Howard / HPS / Mental Health
- Newcomer Communities

## Panel Member Only Sessions

- Executive Council
- Trustees

*At least **900** community members have attended the community consultations thus far.*

# Community Consultations: Sessions To Be Completed

## Public Sessions

- Racialized Community
- Waterdown Large Community Meeting

## Panel Member Only Sessions

- Committee Chairs
- Principals and Vice Principals
- All Staff
- Union Leaders
- Student senate

# Community Consultations: Support



Onsite and public counselling / support resources provided for those distressed by discussions



Child care, food and drinks provided



All venues were accessible



Information concerning consent and voluntary participation provided



Anonymity in session notes was guaranteed

# Community Consultations: Methodology

- Facilitators explored school safety through focus areas of:
  - **Bullying Prevention, Intervention, Responding and Reporting**
- Participants were asked what they would “Stop, Start and Continue” in each category
- Table facilitators supported safe and insightful table conversations, and captured notes and key narratives
- Notes were analyzed by Kojo Institute
- Slides 18 through 22 are a summary of themes from the community consultations.
  - We have made every effort to remain true to the voices of the participants while summarizing the common ideas in what we heard.

Create a supportive positive culture based on trust, equity and accountability.

Provide mental health supports, social and emotional learning, role models and safe spaces for students.

Make better use of diverse community partnership opportunities.

Listen to the voices of students and engage them in problem solving and peer support.

## Community Consultations: Summary of Themes - Prevention

Update policies and procedures and review regularly, including for oppressive practices.

Provide staff with anti-oppression and bullying prevention training.

Distribute resources fairly across schools and evaluate school climates.

Evaluate how students are supervised in schools and online.



# Community Consultations: Summary of Themes - Intervention

Train staff and students in intervention techniques.

Ensure policies do not punish students who stand up to bullies.

Offer mental health and support services to victims.

Continue the public consultation process underway and take bullying seriously.

Invest in teachers, train them in restorative justice and hold them accountable.

Develop effective, anti-oppressive policies using a consultative process.

## Community Consultations: Summary of Themes - Responding

Review consequences for bullies and victims after an incident and re-examine the suspension / expulsion process using an equity lens.

Parents should be involved in the resolution process after bullying incidents, held responsible for their own behaviour and offered culturally appropriate supports.

Have open and respectful communication that balances with privacy requirements.

# Community Consultations: Summary of Themes - Reporting

Create a culture of accountability that supports reporting and train all staff on reporting policies.

Explore independent reporting mechanisms and ensure safe processes that account for the experiences of marginalized communities.

Honour the voice of parents, respond meaningfully to reports and follow up in a timely and thorough manner.

Build trust with racialized communities.

Collect and track disaggregated data more effectively and report in a transparent manner, subject to privacy regulations.

# Community Consultations: Summary of Themes - General

Update curriculum to include mental wellbeing, equity and anti-bullying supports.

Increased funding to school mental health resources and community supports.

Transparently evaluate schools and have independent reporting mechanisms.

# Community Consultations: Ongoing Work

- Given there are still several outstanding consultation sessions, themes provided are preliminary based on the sessions the Panel were able to complete prior to COVID-19.
- Further sessions are to take place to gather student and staff voice.
- Online surveys for students, parents and staff to complete are being developed and will take place in the fall
- There may be themes that arise as a result of these further consultation/surveys, which will be considered when Panel makes recommendations.
- Future panel themes will be captured in the final report.
- Recommendations in the final report will be informed by community feedback from all consultations and surveys, expert advice and evidence - informed practice as identified in research.

# Next Steps

- In response to COVID-19 Pandemic the remaining public consultation sessions were postponed:
  - Racialized Community (March 24, 2020)
  - General Session (March 25, 2020)
  - Panel Only sessions involving students, staff, union leaders and advisory committee chairs
- After schools re-open the panel will:
  - Finish public consultation sessions (TBD)
  - Complete the panel-only sessions
  - Release a Public Online Survey for students, staff and parents
- Complete a final report (Targeting December 2020)

Let's talk  
about **bullying!**

# Thank You

For questions, comments and feedback, please contact:  
[safeschoolsreview@outlook.com](mailto:safeschoolsreview@outlook.com)