

AGENDA: 6:15 pm

1. Call to Order and Land Acknowledgement
2. O Canada
3. Meeting Roll Call
4. Delegation
 - A. Lyndon George, Executive Director - Hamilton Anti-Racism Resource Centre
Re: Program Cmt Report (Sept. 21) – Elementary Focus Program Review (5 mins)
 - B. Taylor Riopelle and Sophie Vivian
Re: Notice of Motion Student Dress Code (10 mins)
5. Approval of the Agenda
6. Declarations of Conflict of Interest
7. [Confirmation of the Minutes: October 4, 2021](#)

Reports from Trustee Special Committees:

8. [Finance & Facilities – September 16, 2021](#)
9. [Governance – September 22, 2021](#)
10. [Audit – September 23, 2021](#)
11. [Program – September 21, 2021](#)
12. [Human Resources – September 28, 2021](#)

Reports from Legislated Committees:

13. [Special Education Advisory Committee – September 29, 2021](#)

Reports from Community Advisory Committees:

14. [French as a Second Language Advisory Committee – September 29, 2021](#)
15. Report from Committee of the Whole (private) – October 18, 2021
16. [Written Notices of Motion – Student Trustees Abdel Hafeez/Mahmoud re: Student Dress Code](#)
17. 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)

18. 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: Becky Buck, Dawn Danko, Penny Deathe, Cam Galindo, Alex Johnstone, Maria Felix Miller, Carole Paikin Miller and Paul Tut. **Student Trustees** Deema Abdel Hafeez and Aisha Mahmoud.

Regrets were received from Trustees Archer, Bingham, Mulholland and Shakowennakara:tats Tanaya Kagige.

1. Call to Order

Dawn Danko, Chair of the Board, called the meeting to order at 6:00 p.m.

2. Swearing In Ceremony – Student Trustees

Student Trustees Mahmoud and Abdel Hafeez read their Oath and were sworn in as Student Trustees for the 2021-22 term.

3. Profiling Excellence

Superintendent Stephanian welcomed Profiling Excellence recipients – Beth Hughes from Westdale and Jappreet Gill and Naomi Martin from Westmount. Students were recognized for their accomplishments and receipt of the Sharon Enkin Award.

Each year, the Hamilton Jewish Federation and the Enkin family partner with HWDSB to recognize students and staff. The Sharon Enkin Awards were established as a way to pay tribute to a figure who inspired countless young minds.

4. Approval of the Agenda:

RESOLUTION #21-141: Trustees Deathe/Buck moved: **That the agenda be approved.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour

5. Declaration of Conflict of Interest

None were declared.

6. Confirmation of the Minutes

Minutes from June 14, 2021, August 23, 2021 and September 13, 2021 were confirmed.

7. Correspondence Received

A. Correspondence received from Educators for Human Rights

RESOLUTION #21-142: Trustees Johnstone/Miller moved: **That the correspondence from Educators and Human Rights re: Mandatory Vaccination be received and filed.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

B. Correspondence from Parent Involvement Committee (PIC)

RESOLUTION #21-143: Trustees Johnstone/Buck moved: **That the correspondence from Parent Involvement Committee re: Vaccinated Volunteers be received and filed and that the Chair follow up with correspondence to the committee.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

Reports from Trustee Special Committees

8. Policy Committee – September 15, 2021

RESOLUTION #21-144: Trustees Miller/Galindo moved: **That Policy Committee report from September 15, 2021 be approved including the Performance Appraisal and Professional Learning policies.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

Reports from Legislated Committees

9. Parent Involvement Committee – June 8 and September 14, 2021

RESOLUTION #21-145: Trustees Buck/Deathe moved: **That the Parent Involvement Committee reports from June 8 and September 14, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

10. Special Education Advisory Committee – June 16 and 21, 2021

RESOLUTION #21-146: Trustees Johnstone/Deathe moved: **That the Special Education Advisory Committee reports from June 16 and 21, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

Trustee Paikin Miller left the meeting.

Reports from Community Advisory Committees:

11. Human Rights and Equity Community Advisory Committee – June 10, 2021

RESOLUTION #21-147: Trustees Miller/Galindo moved: **That the Human Rights and Equity Community Advisory Committee report from June 10, 2021 be received.**

CARRIED

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

Reports from Staff:

12. School Re-Opening COVID-19 Update #2

Staff presented the report and the presentation can be found here: <https://www.hwdsb.on.ca/wp-content/uploads/meetings/Board-Appendices-1633093743.pdf>

RESOLUTION #21-148: Trustees Johnstone/Tut moved: **That the Board write a letter to the Ministry of Education to advocate for the following:**

- That rapid antigen testing kits be free and accessible, available to students and staff in the community
- That the ministry have a policy or develop a policy as quickly as possible that includes a program where the tests can be reported for school boards to track the use of the tests and their effectiveness.
- That the test kits would be fully funded by the Ministry of Education or other levels of government.
- That the confirmation of the rest of the COVID funding and that the ministry fund the costs associated with the immunization disclosure.

The motion **CARRIED** on the following division of votes:

In Favour (6): Trustees Danko, Deathe, Galindo, Johnstone, Miller, and Tut

Opposed (1): Trustee Buck

Student Trustees Abdel Hafeez and Mahmoud voted in favour.

13. Oral Reports from:

A. Student Trustees

Student Trustees Mahmoud and Abdel Hafeez noted the following relating to OSTA-AECO

- Student Trustee Mahmoud attended the OSTA-AECO Executive Council Transitional Conference, and will be serving as the Public Board Council Vice-President on OSTA-AECO's Executive Council
- Student Trustee Abdel Hafeez attended the OSTA-AECO Working Group Transitional Conference, and will be serving as a Student Well-Being Working Group Co-Chair, as well as a Regional Representative for the Public Board Council.
- The Executive Council met with members of the Ministry to plan this year's Student Trustee Orientation sessions, which will be occurring in the following weeks
- OPSBA Policy Development Work Team Meeting, OPSBA-OSTA Liaison Committee Meeting, Priority Setting Process Sub-Committee

Student Trustees Mahmoud and Abdel Hafeez noted the following relating to Student Senate

- Student Trustees met with Superintendent Denomme and Mr. Puley to plan elementary and secondary senates
- Plans to create a Student Senator's Handbook, which to clearly outline the roles and responsibilities of student senators, share best practices for collecting and amplifying student voice and creating strong lines of communication, and supporting senators
- We are finalizing the details of Student Trustee and Student Senate social media platforms to further strengthen a clear line of communication with the student body

B. Director's Report

The Director highlighted the following in his report

- Truth and Reconciliation Day (September 30) – thank you to our Indigenous Education Team and our Indigenous Community for creating a video with students from our SHAE program. The video shared stories and impacts of when students don't see themselves represented in the curriculum and challenge us to think about how all mainstream schools and classrooms represent the truth, the truth of history and the and the horrors that the Indigenous people have dealt with and how we heal and move forward together
- Remembering the Second year anniversary of the tragic death of Devan Selvey from Churchill Secondary. Thank you to Mrs. Selvey and our Social Work department who has been working with the Churchill school community to create an outdoor learning space – a reminder of peace and safety. Curriculum is being developed to the traditional teachings led by the Indigenous Education Team, the Indigenous Education Circle and our Indigenous community.
- Finally, a reminder that tomorrow is World Teachers Day, and in addition to honoring all our teachers last week, I want to acknowledge our Caretakers and Maintenance Staff as well. It's just critical to remind everyone how important frontline workers have been in education, and I want to thank everyone.

C. Chair's Report

The Chair highlighted the following in her report

- Appreciate that the Director reminded us about the tragic death of our student Devan Selvey and the work that's being done in the Churchill school community.
- Acknowledge that our first National Day of for Truth and reconciliation, honoring the lost children and survivors of residential schools did happen last week. It was also Orange Shirt Day, and it's such an important time to reflect and to collectively grieve alongside the indigenous community as they work together to heal and to grieve from the trauma of residential schools.

- There is excitement as we end September and begin October, however, there is a lot of work being done behind the scenes to keep our schools safe for students and staff. It's important that we remember to be kind to one another as our focus is on safety and supporting our students through safe protocols

The meeting adjourned at 8:45 p.m.

DRAFT

COMMITTEE REPORT

Presented to: Board

Date of Meeting: October 18, 2021

From: Finance and Facilities Committee

Date of Meeting: September 16, 2021

The committee held a virtual meeting from 5:30 p.m. to 6:01 p.m. on September 16, 2021 with Trustee Cam Galindo presiding as Chair for the meeting.

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

MONITORING ITEMS:**A. Capital Projects Update**

Staff presented the ongoing quarterly report on Capital Projects in progress. Work has been progressing well and to date. The report included a summary of the capital projects underway and their status, categorized by each projects' funding source and project initiative.

B. 2020-21 Average Class Size - Secondary

Reporting Secondary Average Class size is an annual requirement of the Ministry of Education. HWDSB is in compliance with Ministry secondary average class size requirements in 2020-21.

C. 2021-22 Elementary Enrolment

Staff provided a verbal update to Trustees. HWDSB has an increase in elementary enrolment of 467 students.

Respectfully submitted,
 Cam Galindo, Chair of the Committee

COMMITTEE REPORT

Presented to: Board

Date of Meeting: October 18, 2021

From: Governance Committee

Date of Meeting: September 22, 2021

The committee held a meeting from 5:30 p.m. to 6:35 p.m. on September 22, 2021 at 20 Education Court, Hamilton, ON, virtually through MS Teams, with Trustee Paul Tut presiding.

Members present were: Trustees Alex Johnstone, Dawn Danko, Maria Felix Miller, Cam Galindo, and Paul Tut.

MONITORING ITEMS:**A. Governance Review – Update from Third Party Consultants**

Director Figueiredo presented an update from Wentworth Strategy Group who is conducting the Governance Review. The update included the following:

- project is proceeding on schedule and is anticipated to be completed on schedule as the project team has been intensively reviewing the existing handbook
- listening sessions will be held with stakeholder groups through October 2021 to allow for an opportunity for stakeholder groups to provide perspectives, advice, and suggestions to the project team as they undertake their review
- 3 training modules to be held with Trustees in Fall 2021 (to be scheduled) are being proposed and may include:
 - Understanding the Roots of Discrimination, Oppression, and Inequality
 - Indigenous Cultural Competency
 - Equity, Diversity, and Inclusion Literacy and Fluency for Governance
- Key Project dates include the following:

Activity	Completion / Execution Dates
Stakeholder engagement sessions	October – November 2021
Trustee training sessions 1	October – November 2021
Governance review and drafting of proposed amendments and additions	Ongoing – December 2021
Review of committees	January – February 2022
Proposed amendments and additions to handbook completed	February 2022
Refinements and working with board to update policy frameworks	February – June 2022
Trustee training sessions 2	Spring 2022
Project completion and submission of final report	June 2022
Refinements and working with board to update policy frameworks	February – June 2022

Respectfully submitted,
Paul Tut, Chair of the Committee

COMMITTEE REPORT

Presented to: Board

Date of Meeting: October 18, 2021

From: Audit Committee

Date of Meeting: September 23, 2021

The committee held a virtual meeting from 5:31 p.m. to 6:04 p.m. on September 23, 2021 with Trustees Paul Tut and Dawn Danko presiding.

Members participating were: Trustees Dawn Danko and Paul Tut. External members participating were: John Laratta and Divya Iyengar.

Regrets were received from Trustee Christine Bingham.

ACTION ITEMS:**A. Election of the Chair**

On the motion of Trustee Dawn Danko, **the Audit Committee appoints Trustee Paul Tut as Chair of the Audit Committee for 2021-2022.**

CARRIED**B. Annual Reports to the Board of Trustees and Ministry for 2020-21**

Staff presented the two annual reports that are required under Regulation 361/10.

On motion of Trustee Dawn Danko, the Audit Committee **RECOMMENDS** that the **“Annual Report to the Board of Trustees for the year ended August 31, 2021” be forwarded to the Board of Trustees for information.**

CARRIED

On motion of Trustee Dawn Danko, the Audit Committee **RECOMMENDS** that the **“Annual Report to the Board of Trustees and Forwarded to the Ministry of Education for the year ended August 31, 2021” be sent to the Ministry.**

CARRIED**MONITORING ITEMS:****C. Review of Audit Committee Work Plan and Audit Committee Terms of Reference**

Committee members reviewed both items.

D. Update on School Board Sector Issues

Staff provided an overview of the safe reopening of schools. Staff have been working closely with Public Health to ensure a safe transition.

E. Update from Regional Internal Audit Team

Jenny Baker presented the update on the work being done by the Regional Internal Audit Team. She reviewed the continuing professional development being done by the Regional Internal Audit Team which is annual requirement that it is reported to Audit Committees. The Regional Internal Audit Mandate is reviewed annually and anytime there is a change in Chair or committee membership. The Regional Internal Audit team will present this Mandate at the next committee meeting.

Respectfully submitted,
Paul Tut, Chair of the Committee

Annual Report to the Board of Trustees For the year ended August 31, 2021

This report summarizes the audit committee's actions for the year ending August 31, 2021.

Audit Committee Members

The audit committee consisted of 5 members listed below:

- Trustee Dawn Danko- Chair
- Trustee Christine Bingham and Trustee Paul Tut – Trustee representatives
- John Laratta, Carol Calzavara (resigned November 2020), Divya Iyengar (effective March 2021) - External representatives

In addition, regular attendees at the Committee meetings were:

- Jenny Baker – Regional Internal Audit Manager
- David Marks – Partner, Audit, KPMG LLP
- Saman Al-Rawee – Senior Manager, Audit, KPMG LLP
- Manny Figueiredo – Director of Education HWDSB
- Stacey Zucker – Associate Director, Support Services HWDSB
- Denise Dawson – Senior Manager, Business Services HWDSB

Administrative Tasks

At the beginning of the year and in accordance with recommended good practice various administrative tasks were completed. These included:

- Annual review of the Audit Committee's Terms of Reference;
- Developing a work plan;
- Developing a meeting schedule and agenda for the year; and
- Signing off on the Declaration of Conflicts of Interest form

Meetings

It was agreed to hold three meetings throughout the year with a fourth meeting, from December to May, if necessary. All meetings have been held as planned.

The members in attendance at each meeting were as follows:

<i>Member's Name</i>	<i>Sept 24, 2020</i>	<i>Nov 12, 2020</i>	<i>March 25, 2021</i>	<i>May 27, 2021</i>
<i>Dawn Danko</i>	X	X	X	X
<i>Christine Bingham</i>	X	X	X	X
<i>Paul Tut</i>	X		X	X
<i>Carol Calvazara</i>	X	X	n/a	n/a
<i>Divya Iyengar</i>	n/a	n/a	X	X
<i>John Laratta</i>	X	X	X	X

Governance

The audit committee operated throughout the fiscal year ending August 31, 2021. All of the members satisfied the eligibility requirements in accordance with Ontario Regulation 361/10.

External Auditors

The relationship with the external auditors has been satisfactory and private meetings were held during the year. The external auditors *KPMG* presented the scope and extent of their work to the committee, which the committee reviewed and recommended for approval at the September 24, 2020 meeting. The external auditors confirmed their independence in the letter dated November 23, 2020. The audit committee reviewed and recommended the approval of the annual audited financial statements on November 12, 2020. The audit committee recommended the reappointment of the external auditors for the next fiscal year during the meeting held March 25, 2021.

Internal Auditors

The relationship with the internal auditors has been satisfactory and private meetings were held during the year. The Committee reviewed the results of the risk assessment, as well as the annual audit plan for the 2020-21 fiscal year.

The internal auditors performed the following work during the year:

PLANNED AUDITS:

- Capital Projects Follow-up Audit
- Personalized Transportation Follow-Up (CLOSED)
- Privacy Audit

For all completed audits, the following is a summary of risks and findings made by the internal auditor:

<i>Audit</i>	<i>Risks</i>	<i>Findings</i>
Capital Projects	<ul style="list-style-type: none"> • <i>A control rating of “satisfactory” was assigned to this audit.</i> 	<ul style="list-style-type: none"> • <i>Two remaining open action plan items</i>
Personalized Transportation Follow-Up	<ul style="list-style-type: none"> • <i>Audit has been completed</i> 	<ul style="list-style-type: none"> • <i>Audit has been completed</i>
Privacy Audit	<ul style="list-style-type: none"> • <i>A control rating conclusion of “unsatisfactory” was assigned to the original audit.</i> 	<ul style="list-style-type: none"> • <i>Twenty-Nine recommendations under seven observations</i>

The audit committee endorsed each report, including management’s action plan, and advised the board of trustees to accept it. Presentation of all audit reports were discussed in-camera.

The audit committee received reports from internal audit that assessed the progress toward management’s implementation of action plans developed in response to previous audit findings. This enabled the audit committee to engage management in a discussion regarding findings not satisfactorily actioned, as well as encouraging renewed efforts on overdue action plans.

Summary of the work performed

In addition to the items noted above, the following outlines further work performed by the audit committee in the last 12 months:

- Received a report from the internal auditors on their review of the effectiveness of controls across the school board;
- Confirmed that the external and internal auditors did not encounter any difficulties in the course of their work;
- Undertook a review of the external auditors’ performance;
- Obtained confirmation from the Director of Education that the school board was compliant with all current federal and provincial Acts, Regulations and Statutes.
- Undertook an evaluation of the effectiveness of the internal audit function, including the performance of the regional internal audit manager and her team;
- Queried management on their approach to risk management as well as their strategy to manage such risks; and

By the signature noted below, we attest that we have discharged our duties and responsibilities under Ontario Regulation 361/10.

On behalf of the audit committee,

Audit Committee Chair

**Annual Report to the Board of Trustees and Forwarded
To the Ministry of Education
For the year ended August 31, 2021**

District School Board Name: Hamilton-Wentworth District School Board

Fiscal Year: 2020-21

Re: Annual audit committee report to the Ministry of Education as per Ontario Regulation 361/10

During the 2020-21 fiscal year, the following internal audits or other engagements were started by the regional internal audit team but not completed by August 31st:

- *nil*

In addition to those listed above, the following audits were completed in the 2020-21 fiscal year:

- *Capital Projects Follow-Up Audit*
- *Personalized Transportation Follow-Up*
- *Privacy Audit*

AND

Based on the internal audit plan, we are not expecting any enrolment audits to be performed.

_____	_____	<u>Audit Committee Chair</u>
Date	Signature	Title

COMMITTEE REPORT

Presented to: Board

Date of Meeting: October 18, 2021

From: Program Committee

Date of Meeting: September 21, 2021

The committee held a meeting through MS TEAMS from 5:30 p.m. to 7:15 p.m. on September 21, 2021 with Trustee Becky Buck presiding.

Members virtually present were: Trustee Becky Buck (Chair), Penny Deathe and Maria Felix Miller. Also in attendance were Trustees Dawn Danko and Cam Galindo.

Regrets received from Trustee Kathy Archer.

ACTION ITEMS:**A. Elementary Focus Programs Review**

Superintendent Torrens provided a review of Elementary Focus Programs as part of the implementation of the HWDSB Equity Action Plan, which communicates HWDSB's commitment "to the principles of equity through inclusive programs, curriculum, services and operations with a mission to empower students to learn and grow to their full potential in a diverse world." As well, the Focus Programs are also due for a review under the Elementary Program Strategy.

The review will focus on whether each program's mandate, practices, and procedures align with the outcomes of the Equity Action Plan and continue to meet the guiding principles and viability criteria outlined in the Elementary Program Strategy. It may result in recommendations regarding the future of the programs.

Key considerations for the review may include but are not limited to the following:

- Does the program underserve any population of students, and is it accessible and welcoming to all HWDSB students?
- How do the program's practices reflect and respond to the diversity of students, staff, and the community?
- Does the program maintain its original intent /mandate?
- Does the program have sufficient student enrolment to assign a teacher?
- How is the Ontario Curriculum is embedded in the program's delivery model?
- What is the feasibility of maintaining the program's on-going operating costs, including fees to external organizations?
- Can exemplary program delivery and sustainability be continued?

A review of the current programs include:

- Hockey Program: Tapleystown (Grades 7-8)
- Mandarin Language Transition Program: Cootes Paradise (JK-5)
- SAGE: Strathcona (JK-5)
- SAGEQuest: Ryerson (builds on the culture developed in SAGE)
- Sports Academy and Basketball Program: R.A. Riddell (separate programs) geared to students in high-performance sports
- Sports Academy: Hillcrest (closed due to low enrolment)

On motion of Trustee Miller, the Program Committee **RECOMMENDS: That a review of Hamilton Wentworth District School Board (HWDSB) Elementary Focus Programs be conducted during the academic year 2021-22.**

CARRIED.

MONITORING ITEMS:**B. Safe Schools Action Plan 2021**

Superintendent Stephanian noted for the Program Committee that the monitoring report presented tonight is providing an update on progress made within the Safe Schools Action Plan (which was developed from the Bullying Prevention and Intervention Review Panel's Report).

It was noted for the committee below that the immediate actions in Phase I include:

Area of Focus	Progress Monitoring
1. Reflect upon findings and recommendations and share widely	Complete – <i>Safe Schools Pop-Up</i> sessions held in the spring. Three sessions – students, parents/guardians/caregivers and community.
2. Create lead staff position	Complete
3. Coordinate efforts – align with other student well-being initiatives and work such as, Equity Action Plan and Mental Health Strategy	Ongoing – Aligning work through Safe Schools Structures and the introduction of Reimagining Wellness and On The Horizon: Moving Towards Safer and More Inclusive Classrooms , during the first six weeks of the school year
4. Make a commitment – develop commitment statement, establish core organizational values, establish timelines and clear, measurable outcomes	Ongoing – work to be completed through Structures. Core organizational values to be determined through the Board Strategic Planning process through the Governance Committee.
5. Ensure specialized supports for students affected by bullying	Ongoing – new role – Positive Culture and Well-Being Support Child and Youth Care Practitioner (5) Youth Facilitator Re-defined focus – Elementary Student Success Teachers and Racialized Equity Consultant Nurturing Safer Schools Pilot
6. Increase supervision outside of the classroom – pursue creative solutions	Phase 2 – Work Group focus area
7. Collect and widely report on school-level data on bullying	Ongoing – Middle Years Development Instrument to be administered in late October. Suspension data collected and will be shared as part of Safe Schools Data Reporting (February)
8. Design and distribute bullying awareness materials	Ongoing – initial material to be shared in November during Bullying Awareness and Prevention Week – November 21 – 27, 2021
9. Form a high-level steering committee with wide representation to oversee implementation	Ongoing – part of engagement structures
10. Form a high-level steering committee with wide representation to oversee implementation	Ongoing – partnership with Hamilton Community Foundation for development based upon research and promising practices

Respectfully submitted,
Becky Buck, Chair of the Committee

COMMITTEE REPORT (Public)

Presented to: Board

Meeting Date: October 18, 2021

From: Human Resource Committee

Meeting Date: September 28, 2021

The committee held a meeting September 28, 2021 - from 5:30 p.m. – 6:06 p.m. via MS Teams, Hamilton, Ontario, with Penny Deathe presiding.

Members present were: Trustees Penny Deathe (Chair), Dawn Danko, Maria Felix Miller and Alex Johnstone.

INFORMATION ITEM(S):

A. Fall Staffing and Recruitment Report

As Human Resource Services prepared for the 2021-2022 school year, the staffing team developed and initiated a recruitment and hiring plan, which focused on four major commitments, in response to needs of our staff demographic, projected growth in student enrolment and additional positions funded through central bargaining.

Human Resource Services is committed to maintaining healthy occasional pools to ensure coverage when an employee is absent. From January 2021 – September 15, 2021, the Board has recruited and onboarded 496 new employees over six employee groups. Given the current staffing needs, Human Resource Services is in the midst of hiring additional occasional Educational Assistants, Office Clerical and Technical staff and CUPE caretakers.

Upon reflection of our work in the past three years, the staff census further indicated that the percentage of respondents who self-identify as racialized and those born outside Canada was highest for those who were employed within the 2018-2019 (just prior to the Census). To further understand the demographics of our employees, staff will survey all employees who have been hired by the Board since our Staff census in April 2019 to ensure we are removing barriers for potential employees who have been historically underserved in the education sector.

B. Employee Attendance Monitoring Report Update

The Superintendent provided the Committee with an update regarding employee attendance. In the 2020 – 2021 school year, the average HWDSB employee was absent a total of 13.72 days, which includes both personal illness days and COVID-19 related absences. This number was slightly below our goal for the 2020 – 2021 school year.

The Employee Support and Wellness team continues to provide supportive assistance for all employees while addressing barriers preventing employees from attending work regularly. As further support, the team will promote monthly wellness initiatives to support all HWDSB staff focusing on self-care and proactive communications.

Respectfully Submitted,
Penny Deathe, Chair of the Committee

Presented to: Board

Meeting Date: October 18, 2021

From: Special Education Advisory Committee (SEAC)

Meeting date: September 29, 2021

The Committee held a meeting on Wednesday, September 29, 2021 beginning at 5:36 pm ending at 7:09 pm, with Chair Judy Colantino presiding.

Members present were Alex Johnstone, Trustee Wards 11 & 12, Cecile Santos, Ayrault, Association of Bright Children of Ontario, Julie Armstrong, Learning Disabilities Association of Halton-Hamilton, Judy Colantino, Down Syndrome Association of Hamilton, SEAC Chair, Lindsay Bray, McMaster Children's Hospital Developmental Pediatrics and Rehabilitation Portfolio, Lita Barrie, VOICE for Hearing Impaired Children, Lorraine Sayles, Children's Aid Society of Hamilton, Lynn Vanderbrug, Lynwood Charlton Centre, Mark Courtepatte, FASD Parent & Caregiver Support Group, SEAC Vice-Chair, Susi Owen, CNIB Hamilton and Niagara, Tracy Sherriff, Community Living Hamilton

Regrets: Penny Deathe, Trustee Ward 15, Maureen Pangan, Learning Disabilities Association of Halton-Hamilton – Alternate
Jessica Malcew, VOICE for Hearing Impaired Children – Alternate

INFORMATION ITEMS:

A. Planning for Success: Universal Design for Learning

Jen Hart, Library Learning Commons Teacher, Meredith Strongman, Specialized Services K-12 Learning Consultant, presented an overview of the self-directed professional learning Hub course for teachers

B. MEMBERS' UPDATE

a) Trustees

Alex Johnstone, Trustee Wards 11 & 12

- We had over 100 cases of COVID-19 cases between staff and students since September 4th
- Results from the bell time changes had a positive impact
- Number of new staff have been hired
- Number of initiatives taking place with respect to our equity work

b) Local Association Representatives

Julie Armstrong, Learning Disabilities of Halton-Hamilton

- October is Learning Disabilities Awareness month – there are various workshops and programs offered – see website for details

<https://www.ldahh.ca/get-involved/events/>

Mark Courtepatte, FASD Parent & Caregiver Support Group

- Hamilton FASD Collaborative created a video for FASD Day

<https://www.youtube.com/watch?v=UeV0KihbhpM>

Michelle Campbell, Autism Ontario (Central West Chapter)

- There are many events online from Autism Ontario for both parents and children

<https://www.autismontario.com/events>

C. SUPERINTENDENT'S UPDATE

Peggy Blair, Superintendent of Specialized Services

- Ontario Disability Employment Network (ODEN) has a number of sessions available for families
<https://www.odenetwork.com/news/calendar-of-events/>
- Currently there is a nursing shortage throughout the province. Local Health Integration Network (LHIN) is actively recruiting nurses for children that require nursing supports in schools
- Staffing: Dianne Parr, Manager of Speech & Language Services is retiring at the end of October. Michele Moore, System Principal of Special Education Services will be going to a school at the end of October

Respectfully submitted by Judy Colantino,
Chair of SEAC

Committee Report

Presented to: Board

Meeting date: September 29th, 2021

From: French as a Second Language Advisory Committee

Meeting date: October 18th, 2021

The committee held a meeting on Wednesday, September 29th via TEAMS from 6:30 to 8:30 pm, co-chaired by Kimberly Norgate and Jeremy Galea

Members present were: Olufisayo Bolarinwa, Jeremy Galea, Kate Kim, Matthew Minardi, and Kimberly Norgate
 Rachelle Chaisson, Leila Haddad, Amy Lewis, and Shade Okafo. Regrets: Mackensey Bacon.

MONITORING ITEMS:

A. Review of Mandate and Terms of Reference for Advisory Committees

Staff provided an overview of the committee's mandate and its terms of reference within the Trustee's Handbook.

B. Committee Membership and Selection of Chair(s)

Staff outlined the random selection process used to select 5 new members of the committee prior to the meeting. The new members for 2021-22, on two-year terms, are: Rachelle Chaisson, Leila Haddad, Amy Lewis, Brian Liberty, and Shade Okafo. These appointments are pending Board approval in November. Jeremy Galea and Kim Norgate were acclaimed as co-chairs for 2021-22.

C. Work Plan Development

The committee developed a tentative work plan for the remaining 5 meetings that included sessions where the committee could learn more about and provide advice on the following topics:

- The HWDSB's current 3-year French as a Second Language (FSL) Plan and FSL Program model;
- FSL Teacher Recruitment and Retention
- FSL Student achievement and French Immersion retention;
- DELF

The November meeting will focus on the 3-Year FSL Plan and the HWDSB Program Model. Staff will provide an update regarding DELF as well.

D. Updates

Canadian Parents for French provided an update on its after-school programming.

Staff provided an update on COVID-19 measures within schools, DELF, and Grade One French Review of Mandate and Terms of Reference for Advisory Committees Immersion enrollment (640 students).

Trustee Buck provided an update on the Focus Programs Review, Safe Schools Action Plan, and Reimagining Wellness.

Respectfully submitted,
 Jeremy Galea and Kimberly Norgate, Co-Chairs

Notice of Motion: Student Dress Code

Submitted by Student Trustees Deema Abdel Hafeez and Aisha Mahmoud

Sponsored by Trustee Maria Felix Miller

October 18, 2021 Board Meeting

Whereas: recent events have demonstrated that *rape culture* is pervasive across educational institutions, and we have a responsibility as public servants to ensure that our policies do not further perpetuate sexist and harmful notions that stigmatize one set of students over any other and;

Whereas: we have a responsibility to ensure that our policies do not place blame or undue responsibility on victims of sexual harassment and/or sexual assault and;

Whereas: we know that victims of sexual harassment and sexual assault often underreport these incidents due to an existing culture that places blame on the victim, and/or a fear of inaction or judgement after reporting an already traumatic experience(s) and;

Whereas: we recognize that our current Appropriate Dress is outdated and does not reflect our dedication to equity, inclusion, and supporting all of our students in their creativity, self-expression, and personal autonomy and;

Whereas: our current policy singles out traditionally “feminine” clothing, creates a double standard for one group, has the potential to be weaponized disproportionately, upholds sexist notions of modesty, and wastes staff resources in its implementation and enforcement and;

Whereas: “Historically, school dress codes have been written and enforced in ways that disproportionately and negatively impact: female-identified students, racialized students, gender diverse, transgender and non-binary students, students with disabilities, socioeconomically marginalized students and Indigenous, First Nation, Métis, and Inuit students. Focused, explicit, persistent and determined action is required to challenge and overcome this history.” (Toronto District School Board, Student Dress Policy, revised 2019) and;

Whereas: the purpose of a student dress code is to ensure a safe school environment, free of systems of oppression, and not to police a student’s individual expression or personal choice.

Be It Resolved: that the Board of Trustees direct staff to revise the current Appropriate Dress, removing sexist and outdated standards, and develop new guidelines that supports a safe school environment based on the principles of an anti-oppressive, non-discriminatory, equitable and inclusive education.

Be It Further Resolved: that similarly to the current student dress code at the Toronto District School Board, the HWDSB revised dress code is “developed to provide students with learning environments that are safe, equitable, welcoming and inclusive and recognizes that decisions about dress reflect individual expression of identity, socio-cultural norms, and economic factors and are personal and important factors to a person’s health and well-being.”