

Program Committee

June 5, 2025



Program Committee Highlights

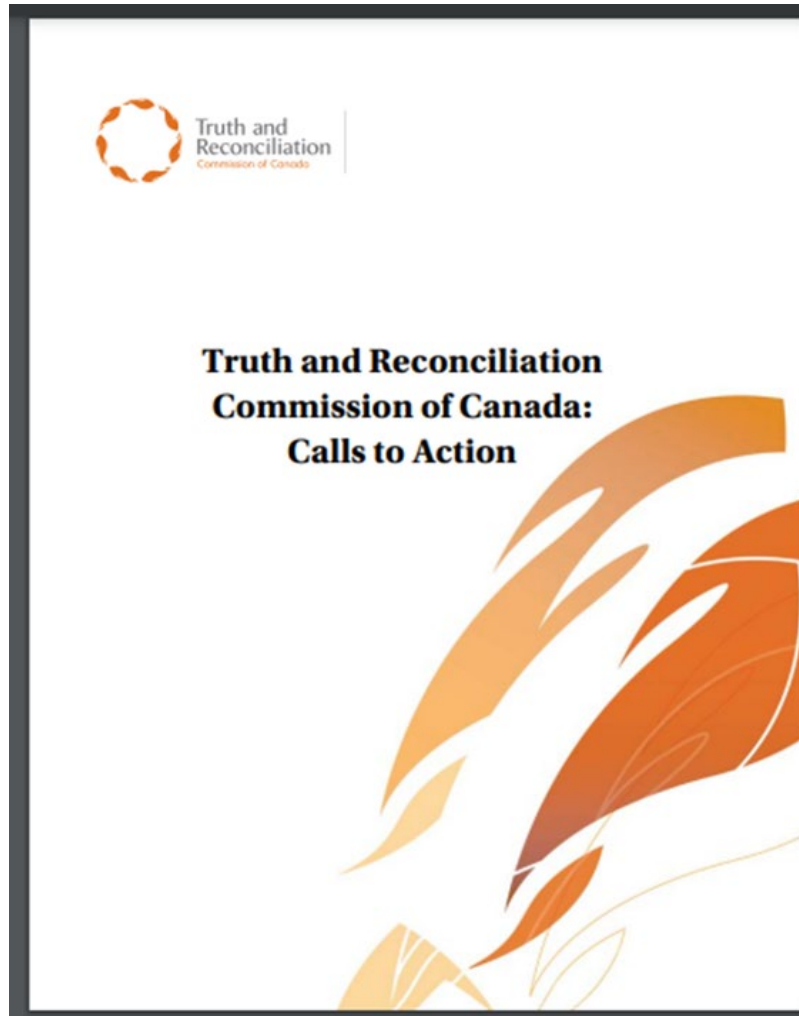
- 6 Committee meetings focused on the implementation of our Multi-Year Strategic Plan and Board Improvement Plan
- Various of monitoring reports where a Culture of Improvement is evident: Multi-Year Strategic Plan, EQAO, Human Rights and Equity Action Plan, Caring and Safe Schools
- Growing our Commitment to Indigenous Educational Wellness and Reconciliation
- Student Nutrition
- Looking Ahead: MYSP Report (October), Program Review (December)

Growing Our Commitment to Indigenous Educational Wellness & Reconciliation

June 5, 2025



Aawin Yaawyin. Nagaachtoon. – Sate'nikonhriyóhston'. Tisateweyén:ton'

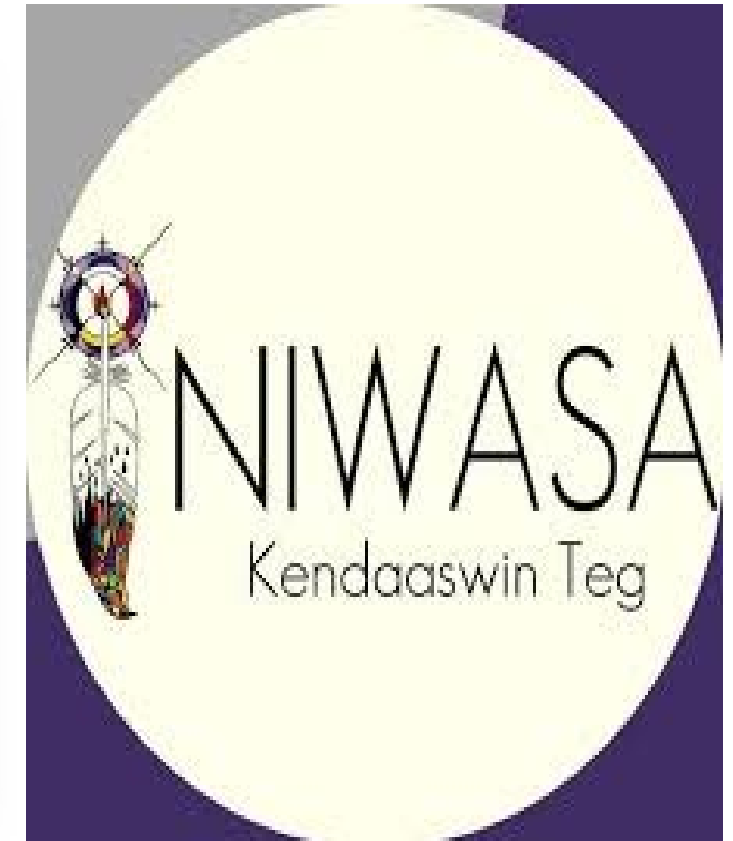
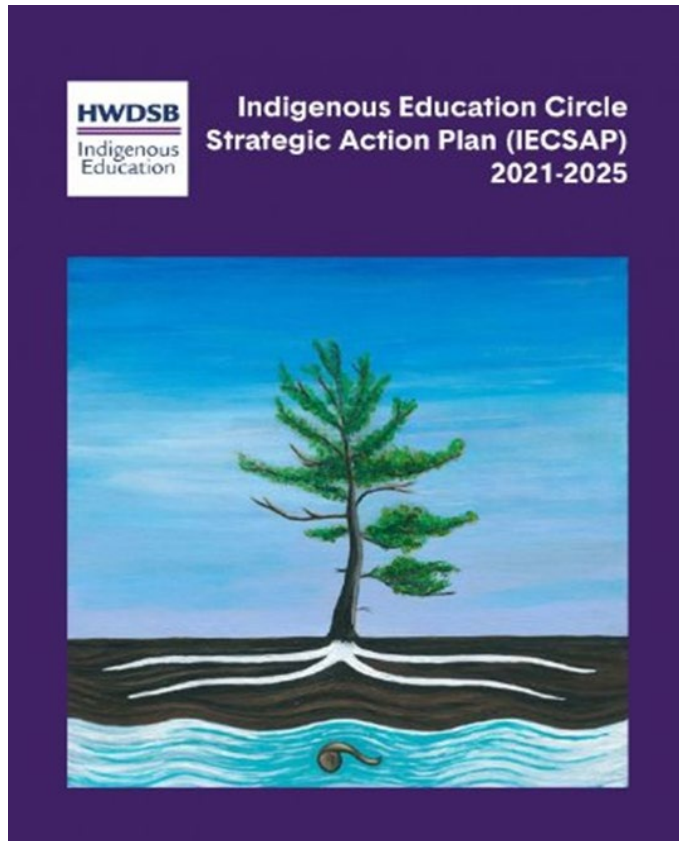


Multi-Year Strategic Plan Reinforcing Indigenous Educational Wellness & Reconciliation:

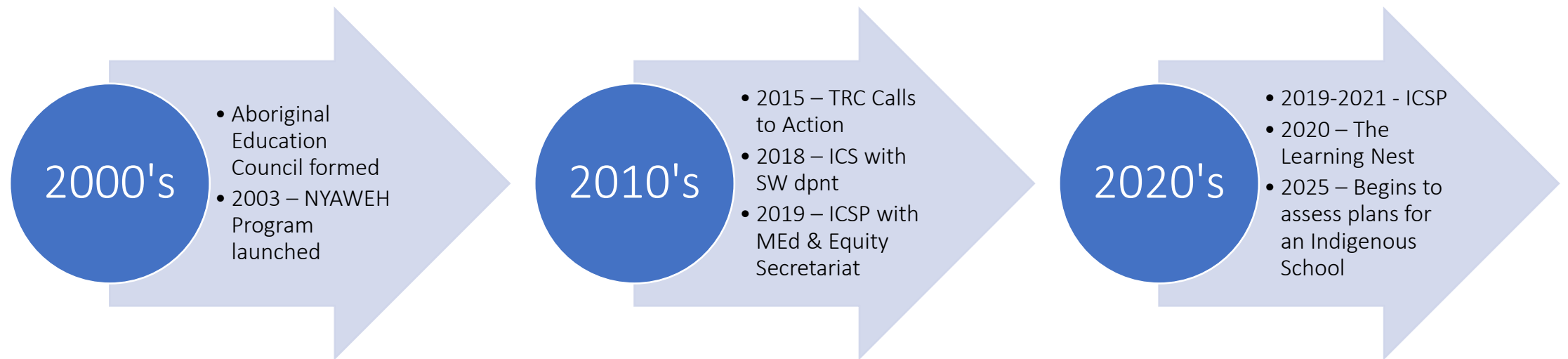
We will honour our commitment to Truth and Reconciliation by nurturing respectful and reciprocal relationships among Indigenous Peoples and Treaty Partners, and by cultivating intergenerational healing and wellness in a restorative education system.

HWDSB
BE YOU. BE EXCELLENT.

Indigenous School to bring locally relevant, accurate, authentic and accountable approaches



Background: Looking Back to Look Forward



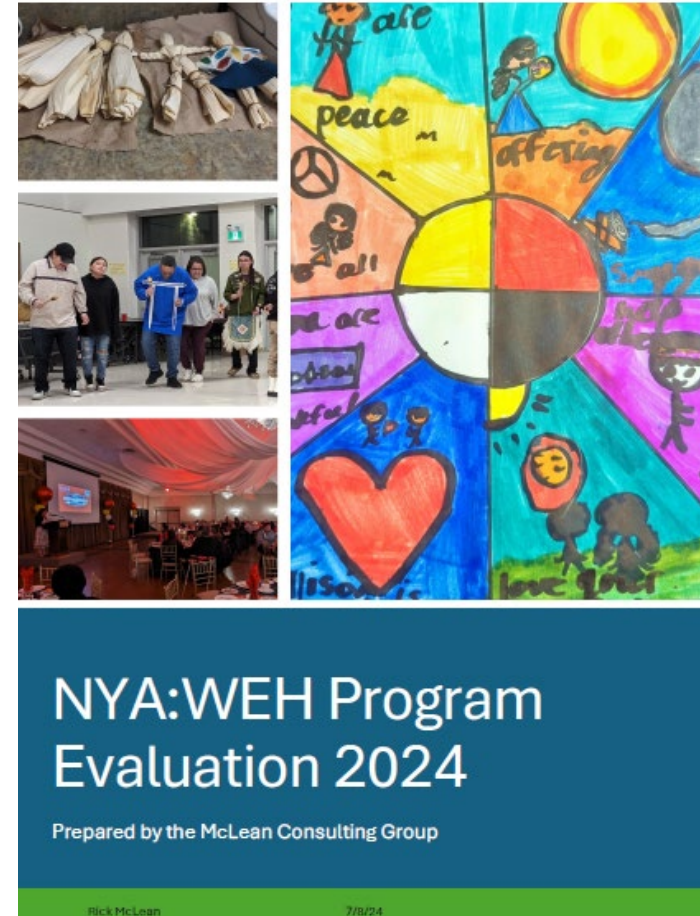
Foundation for the New School: The Learning Nest



- Relational and continuous intake model allows students and families to make informed decisions
- Highlights choice and interest in cultural immersion
- Students receive positive affirmations of their distinct Indigenous identities, holistic health and wellness, and a sense of belonging tied to distinct nationhood status
- Students have access to rich pedagogical approaches and natural connections to language, culture, ceremony, governance and land/territory
- Transforming non-attenders to regular attendees
- Fosters a deep sense of belonging and growth academically, socially, emotionally, and spiritually
- Learning environment is revillagized and restorative, enabling learners to thrive and reach their full potential.

Native Youth Advancement with Education Hamilton (NYA:WEH) and the Vision for an Indigenous School

- 84% of caregivers observed improved attendance, grades, and positive behaviour changes
- 87% say the program helped them stay in school
- 90% report increased pride in their Indigenous identity
- 95% of students feel a strong sense of belonging and community



Project Scope: Indigenous Teaching and Learning from Global to Local Approaches

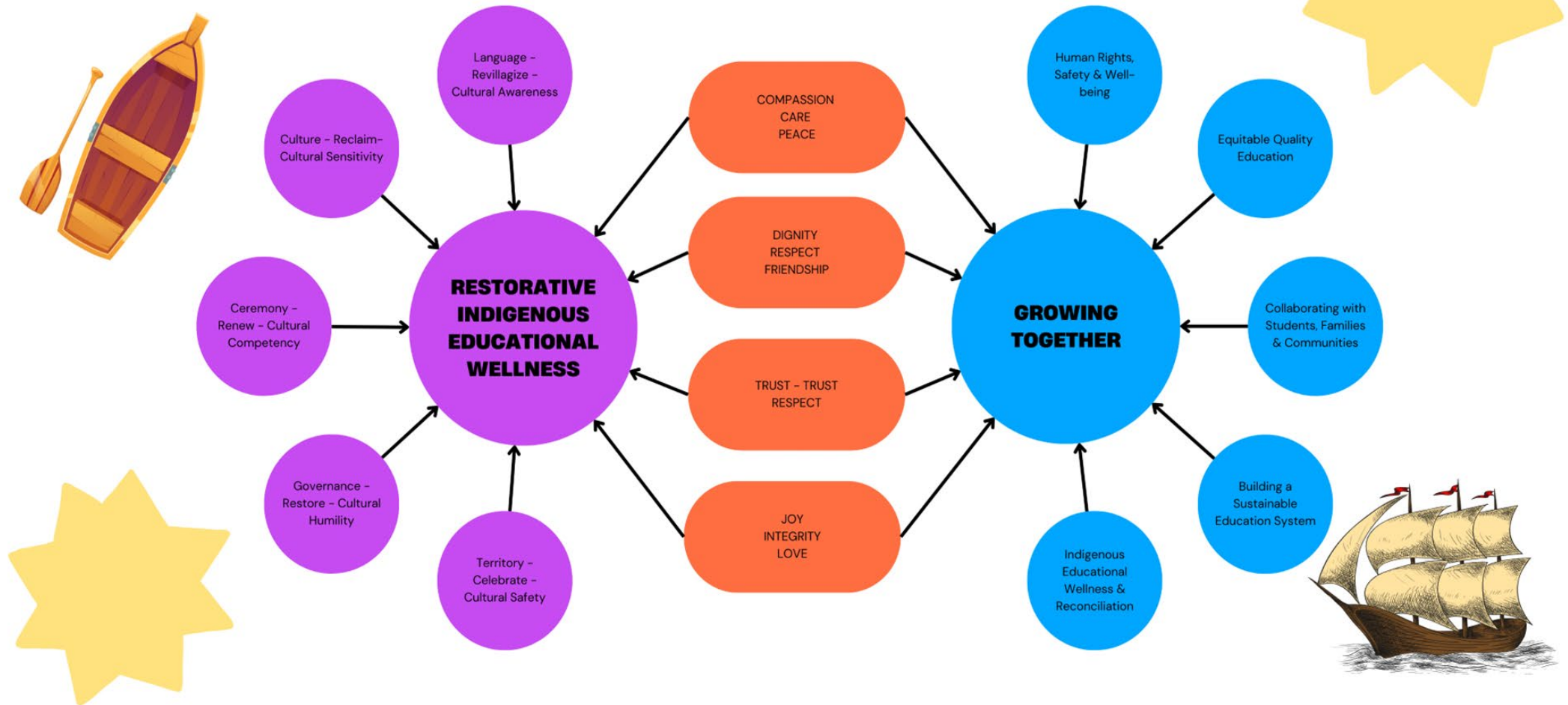


The Framework will draw on:

- Indigenous pedagogies and knowledge systems
- Lessons from successful models like Kaupapa Māori, National Aboriginal Head Start Programs and local approaches
- Community engagement and academic research
- Ontario Ministry-mandated curriculum

Strategic Directions

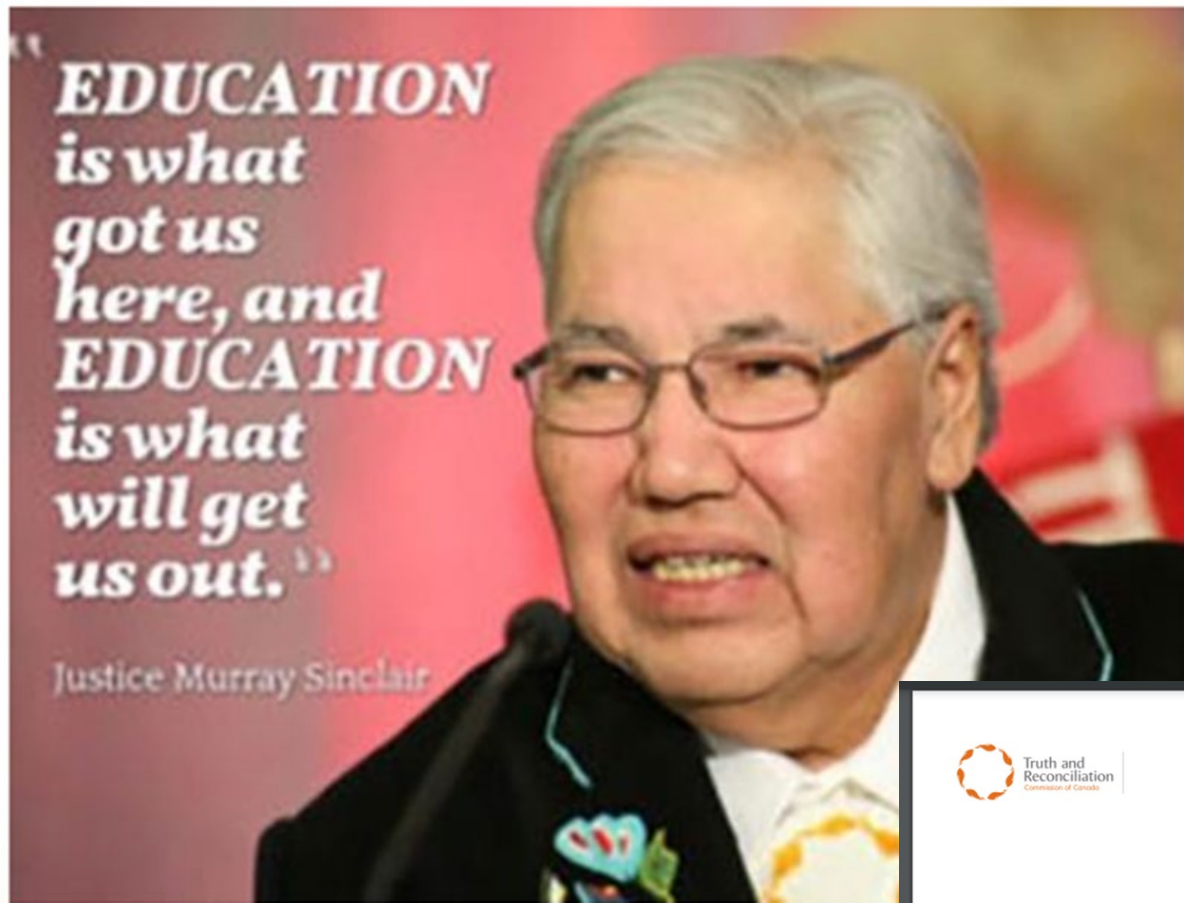
LIVING INTO OUR VALUES, ETHICAL STANDARDS & TWO ROW WAMPUM AGREEMENTS



Recommendation

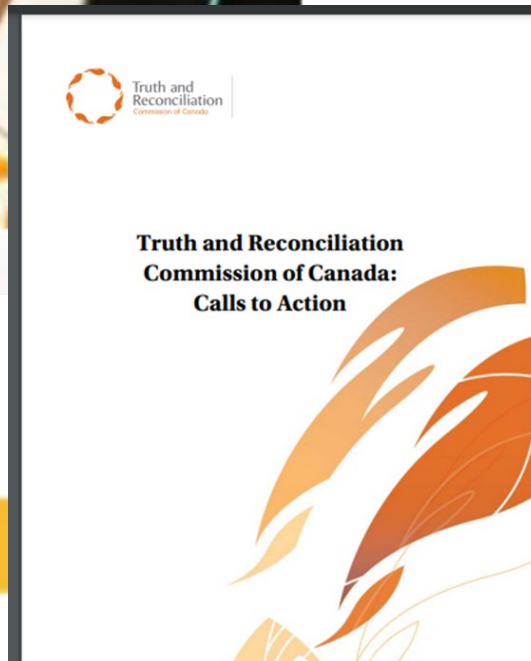
That the “Growing Our Commitment to Indigenous Educational Wellness & Reconciliation” report be received and accepted for information, and that a Working Group be formed and co-led by the Indigenous Education Lead, to develop the programming and launch a new K-12 Indigenous School in HWDSB, driven by and alongside the local Indigenous community.





Multi-Year Strategic Plan Reinforcing Indigenous Educational Wellness & Reconciliation:

We will honour our commitment to Truth and Reconciliation by nurturing respectful and reciprocal relationships among Indigenous Peoples and Treaty Partners, and by cultivating intergenerational healing and wellness in a restorative education system.



HWDSB
BE YOU. BE EXCELLENT.

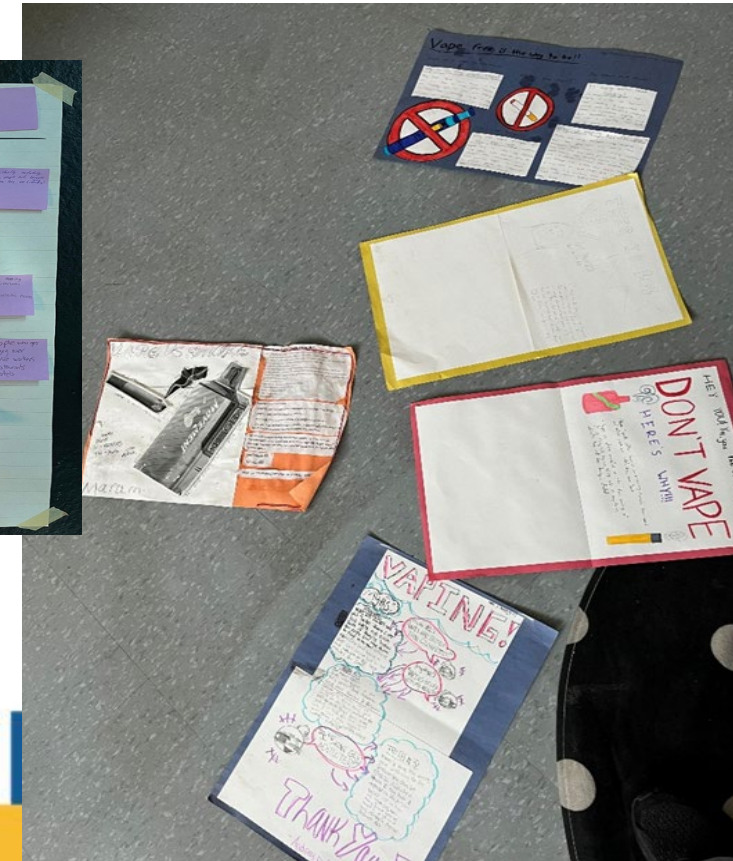
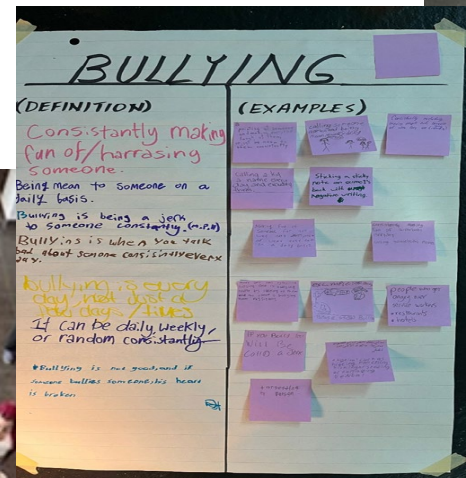
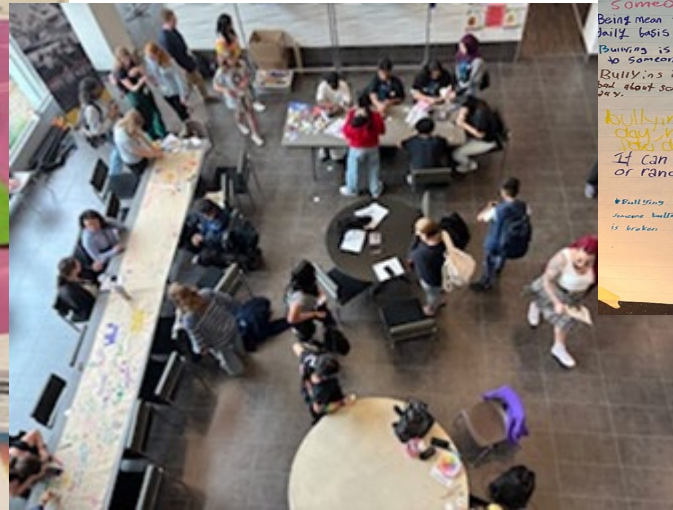
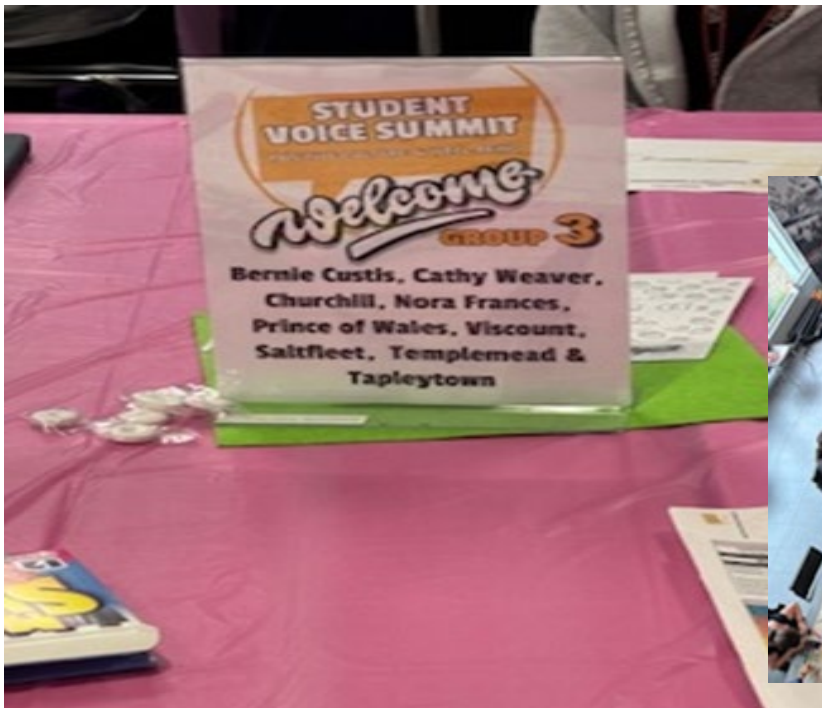
MYSP: Student Well-Being, Student Engagement

June 5, 2025

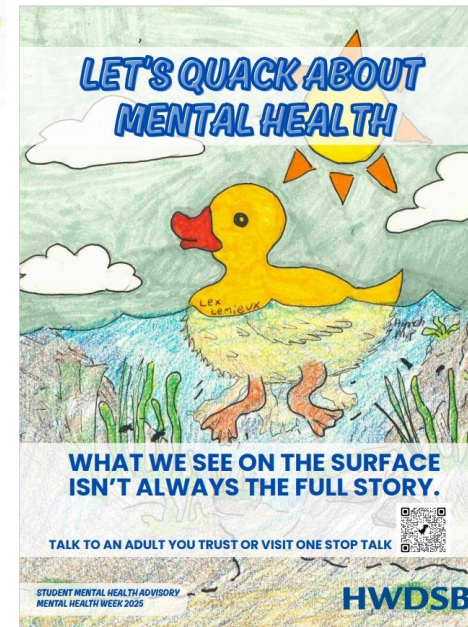


Improved Student Well-Being

- Student Leadership
- Creating Conditions for Learning, Identity Affirming Curriculum and Practices and Responding to Student Need (C.I.R.)



- Mental Health Promotion and Support Pathway
- Identity Affirming MH Support



HWDSB
BE YOU. BE EXCELLENT.

Improved Student Engagement

Student Voice Summit: Student Designed / Student Led

- Student learned about monitoring their own mental health
- Presentations from Health Action Teams from different high schools

Student Connecting with Students

- Packed house at the Rainbow Prom celebrating the HWDSB Two Spirit LGBTQIA+ student community
- Continued growth with school-based affinity groups as well as the establishment of a new Jewish student Association in HWDSB

Caring and Safe Schools Action Plan

June 5, 2025
Program Committee



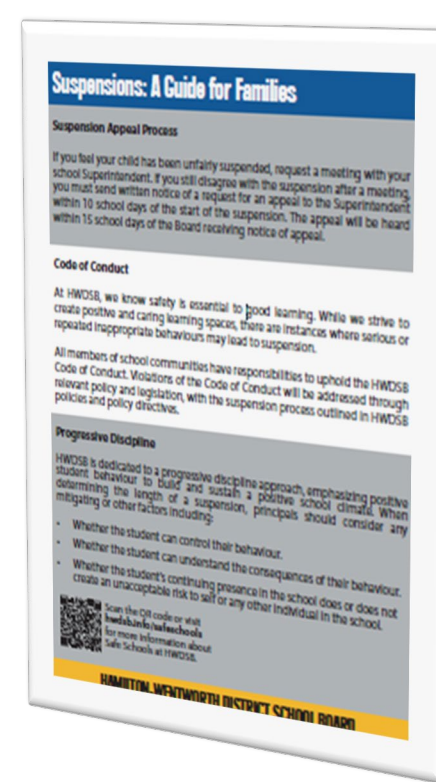
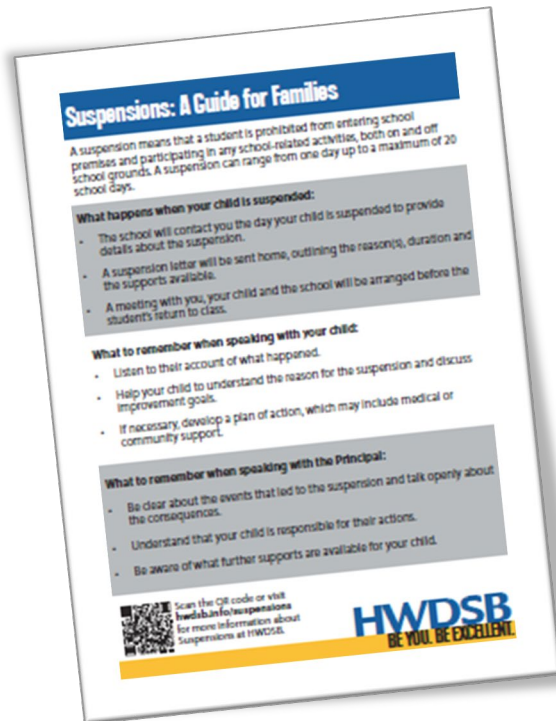
Caring and Safe Schools Action Plan: Priorities

Rooted in HWDSB values: Dignity, Trust, Joy, Compassion

- Creating the Conditions for Learning
- Identity Affirming Curriculum and Environments
- Responding to Student Need
- Secure Schools Awareness and Response
- Accountability and Transparency

Motion #23-119: Translated Suspension and Expulsion Cards

- Available in top 10 non-English languages
- QR Codes connect to additional online resources



HWDSB
BE YOU. BE EXCELLENT.

PHOENIX Program: Re-Engaging and Supporting Students

- September 2024 to May 2025: 163 students have accessed the Phoenix program
- Semester 1: 45 credits earned by expelled students
- 9 students fully re-integrated into schools or alternative programs
- Phoenix continues to develop ways to support students progressing between classes, schools, programs and community supports

Sustaining our Commitment: Caring and Safe Schools

- Ensuring translated cards are accessible and in use across HWDSB schools
- Continued support and tracking for Phoenix students
- Transparent reporting and inclusive feedback
- Building inclusive and identity-safe responses to discipline

Elementary Program Strategy, Secondary Program Strategy & Elementary French Immersion Location Strategy and Application Process

June 5, 2025

Program Committee



Background

2012: Secondary
Program Strategy
Launch

2016: Elementary
Program Strategy
Launch

2016: French
Immersion Location
Strategy & Application
Process Finalized and
Implemented

2016, 2023: Piecemeal
reviews of Westmount
& IB Programs

Background

On June 10, 2024, the Board of Trustees passed the following Motion:

The Elementary Program Strategy, including the French Immersion Location Strategy and Application Process, and the Secondary Program Strategy be reviewed over the next year to ensure alignment with the Multi-Year Strategic Plan (MYSP), that both strategies meet the needs of HWDSB students and ensure balance, fair and equitable distribution of resources delivered in a fiscally responsible manner.

Background



- In October 2024, **R. A. Malatest & Associates** was selected after a competitive bidding process to lead the review of HWDSB's Elementary Program Strategy, including the French Immersion Location Strategy and Application Process, and the Secondary Program Strategy.
- This review must be completed through an anti-racism, anti-oppression and anti-colonial framework and include community consultations at various stages of the process.

Program Strategy Review Phases

- 4-phase approach
- Variety of primary data collection methods (surveys, focus groups, etc.)

| Phase | Focus | Timeline | Status |
|---------|--|---------------------------|-------------|
| Phase 1 | Project Planning and Scoping | November 2024– April 2025 | Complete |
| Phase 2 | Primary Data Collection | May 2025 – October 2025 | In Progress |
| Phase 3 | Analysis | June 2025 – October 2025 | |
| Phase 4 | Report of Findings and Recommendations | November 2025 | |

Phase 2 – Primary Data Collection

May – June 2025

| Date: | Action: | Audience: |
|------------------|---|--|
| Week of Apr 8 | Information sharing: Notification and awareness of Program Strategy Review, cascading by HWDSB employee group | HWDSB Staff |
| April 14 | Information sharing: Email message about the Program Strategy Review | Families |
| May – early June | 1:1 Interviews and Focus Group meetings with Malatest | e.g. Members of HWDSB Executive Council, Senior Managers, Elem PVP, Sec PVP, Parents, Community members. |
| Week of May 5 | Soft Launch Staff Survey (to test survey platform) | Selected staff |
| May 12 - June 6 | Survey Launched (all languages) | Staff and Community |
| May 15 | 30 minutes at Staff Meeting for Survey Completion | HWDSB School Staff |

Phase 3 & 4 – Analysis, Report of Findings & Recommendations

June – November 2025

| Date: | Action: | Audience: |
|-----------------|--|---|
| June - August | Malatest data review and analysis | N/a |
| Early September | Schedule and conduct additional focus groups | Sample derived from survey participants |
| Mid-September | Conduct a validation session to present findings | Community |
| Early-October | Parent engagement feedback (HWDSB Engage) | Community |
| November | Findings Presentations & Reports | Program Committee, Board |

Feedback gathering tools - continued

| Feedback tool | Why | When | Who |
|----------------------------|--|------------------|--|
| Focus groups | To facilitate qualitative data collection from small-groups representing a variety of key interested parties | May September | e.g. Elementary PVP, Secondary PVP, Parents/Guardians, Education Staff, Union Presidents, Community Partners, Student groups |
| Key participant interviews | To gather in-depth information | May June | Director, Senior Managers, etc. |



2025 PROGRAM STRATEGY REVIEW

HWDSB

Communication

Contact PSR team

buildingfutures@hwdsb.on.ca

Contact Malatest

HWDSBreview@malatest.com

1-855-360-0420

Webpage

<https://www.hwdsb.on.ca/secondary/programs/2025-program-strategy-review/>

HWDSB



BE YOU. BE EXCELLENT.