



Board Meeting
Tuesday, April 24, 2012 7:30 p.m.
Boardroom

Members: **Trustees:**
Cliff Casey (Chair), June Szeman (Vice Chair), Dennis Blake, Dan Dignard, Bonnie McKinnon,
Rick Petrella, Maxine Smitiuch (Student Trustee)

Senior Administration:
Cathy Horgan (Director of Education), Tom Grice (Superintendent of Business & Treasurer),
Bill Chopp, Trish Kings and Chris Roehrig (Superintendents of Education)

1. Opening Business

- 1.1 Opening Prayer – Cliff Casey
- 1.2 Attendance
- 1.3 Approval of the Agenda
- 1.4 Declaration of Interest

2. Presentations

- 2.1 The Board will receive an update on the 2012 “Souper Bowl” fundraiser.

3. Delegations - Nil

4. Consent Agenda

- 4.1 Approval of Board Meeting Minutes – March 27, 2012 Pages 3-7

5. Committee and Staff Reports

- 5.1 Unapproved Minutes and Recommendations from the Committee of the Whole Meeting – April 17, 2012 Pages 8-13
Presenter: June Szeman, Vice Chair of the Board
 - Equity & Inclusive Education 200.23 (pgs. 14-23)

- 5.2 Student Trustee Report Page 24
Presenter: Maxine Smitiuch, Student Trustee

6. Information and Correspondence



7. Notices of Motion

8. Trustee Inquiries

9. Business In-camera

207. (2) Closing of certain committee meetings. A meeting of a committee of a board, including a committee of the whole board, may be closed to the public when the subject-matter under consideration involves,

- a. The security of the property of the board;
- 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;
- c. The acquisition or disposal of a school site;
- d. Decisions in respect of negotiations with employees of the board; or
- e. Litigation affecting the board.

10. Report on the In-Camera Session

11. Future Meetings and Events

Page 25

12. Closing Prayer

Gracious God, as we prepare to conclude this meeting, we once again lift up our hearts to You. We thank you for the gifts that have been present within this act of service to the community, for the gifts of fellowship and understanding, of mutual respect and shared visions. We are grateful for the gifts of perseverance and insight into the common concerns we share. Now bless our departure and journeys homeward, in the name of the Father, Son, and Holy Spirit. Amen

13. Adjournment



Board Meeting
Tuesday, March 27, 2012 7:30 pm
Boardroom

Trustees:

Present: Cliff Casey (Chair), June Szeman (Vice Chair), Dennis Blake, Dan Dignard, Bonnie McKinnon, Rick Petrella, Maxine Smitiuch (Student Trustee)

Absent:

Senior Administration:

Cathy Horgan (Director of Education & Secretary), Trish Kings and Chris Roehrig (Superintendents of Education)

1. Opening Business

1.1 Opening Prayer

The meeting was opened with a prayer led by Cliff Casey.

1.2 Attendance – As noted above.

1.3 Approval of the Agenda

Moved by: Bonnie McKinnon

Seconded by: June Szeman

THAT the Brant Haldimand Norfolk Catholic District School Board approves the Agenda of the March 27, 2012 meeting.

Carried

1.4 Declaration of Interest – Nil

2. Presentations

Chair Cliff Casey welcomed the junior and intermediate first place winners in the family of schools public speaking contests, as well as their families. At the junior competition level, Donatella Pettiti of St. Leo School presented her speech on *Procrastination and Jayden King* of Our Lady of Fatima School presented his speech on *Life with a Teacher*. At the intermediate level, Bridget Kwasnik of St. Bernard School presented her speech on *Competition*, while Jacob McGivern of St. Bernard of Clairvaux School presented his speech on *Stress*, and Kyler Kragten of Notre Dame School, Caledonia presented his speech on *The End of the World*. Notre Dame of Caledonia student Elisa Zammuto, intermediate winner, was unable to attend. Chair Casey commended all presenters on their outstanding speeches and presented them with a memento.

3. Delegations – Nil



4. Consent Agenda

- 4.1** THAT the Brant Haldimand Norfolk Catholic District School Board approves the minutes of the February 28, 2012 meeting.
- 4.2** THAT the Brant Haldimand Norfolk Catholic District School Board approves the minutes of the February 21, 2012 Special Meeting of the Board.
- 4.3** THAT the Brant Haldimand Norfolk Catholic District School Board approves the minutes of the March 21, 2012 Special Meeting of the Board.
- 4.4** That the Brant Haldimand Norfolk Catholic District School Board receives the unapproved minutes of the Student Transportation Services Brant Haldimand Norfolk Board of Directors' Meeting of March 12, 2012.

With respect to Item 4.4, Trustee Blake requested and received clarification on the financial impact resulting from the recently completed Request for Proposal process for bus operators, as well as the option to renew the Agreement on a yearly basis for a maximum of three times.

Moved by: Dan Dignard

Seconded by: Bonnie McKinnon

THAT the Brant Haldimand Norfolk Catholic District School Board receives all reports and approves all motions under the Consent Agenda.

Carried

5. Committee and Staff Reports

5.1 Unapproved Minutes and Recommendations from the Committee of the Whole Meeting of March 20, 2012

Vice Chair Szeman reviewed the business of the Committee of the Whole meeting of March 20, 2012 and brought forward the following recommendations for Board approval:

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board approves the Financial Goals for the 2012-13 Budget.

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board approves the budget procedures as outlined in the 2012-13 Budget Procedures Manual.

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board approves the annual tuition fee of \$11,500 for elementary non-resident in Ontario students, as defined by the Education Act.

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board approves the annual tuition fee of \$12,500 for secondary non-resident in Ontario students, as defined by the Education Act.

THAT the Committee of the Whole recommends the Brant Haldimand Norfolk Catholic District School Board approves a non-refundable Administration/Application Fee of \$250.



THAT the Committee of the Whole recommends the Brant Haldimand Norfolk Catholic District School Board approves that no refund of tuition fees be given to international students who withdraw from the system during the course of their agreement.

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District receives the St. Mary/Holy Cross Integration Sub-Committee Report – Name of School and approves that the name of the school remains “Holy Cross”.

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board approves the Brant Haldimand Norfolk Regional Catholic Parent Involvement Committee by-laws, as presented.

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board approves the request from Assumption College School for an excursion to Italy and Greece from Friday, March 8, 2013 to Sunday, March 17, 2013.

Moved by: Dan Dignard

Seconded by: Dennis Blake

THAT the Brant Haldimand Norfolk Catholic District School receives the unapproved minutes of the March 20, 2012 Committee of the Whole meeting.

Carried

THAT the Brant Haldimand Norfolk Catholic District School approves the recommendations of the March 20, 2012 Committee of the Whole meeting.

Carried

5.2 Architect Selection – St. Gabriel and St. Mary’s, Hagersville Schools

Superintendent of Business Grice reported that after completing a comprehensive four-stage process for the selection of an architect to design the addition of two kindergarten classes at St. Gabriel School in Brantford and one kindergarten class at St. Mary’s School in Hagersville to accommodate the Early Learning Kindergarten Program, G. Douglas Vallee was the successful bidder. An inquiry was raised with respect to the architectural process. This will be reviewed at a future Accommodations Committee meeting.

Moved by: June Szeman

Seconded by: Bonnie McKinnon

THAT the Brant Haldimand Norfolk Catholic District School Board approves G. Douglas Vallee Limited to design the additions to St. Gabriel Catholic Elementary School and St. Mary’s School in Hagersville, pending a fully-executed contract with the Board and G. Douglas Vallee Limited.

Carried

5.3 Student Trustee Report

Student Trustee Smitiuch informed trustees that plans for the spring Catholic Leadership Symposium are progressing well. She also reported on the OSTA-AECO Board Council Conference that she attended in February and reviewed the highlights of the many social and fundraising activities taking place at all three secondary schools. She commended the concert bands in all three schools for qualifying for the MusicFest Nationals to be held in Ottawa in May.



Moved by: Bonnie McKinnon

Seconded by: June Szeman

THAT the Brant Haldimand Norfolk Catholic District School receives the Student Trustee report.

Carried

6. Information and Correspondence

Director Horgan distributed a summary of the Ontario budget highlights and advised trustees of a Ministry webcast regarding the release of 2012-13 Grants for Student Needs (GSN) scheduled for March 29, 2012.

Moved by: Dennis Blake

Seconded by: Dan Dignard

THAT the Brant Haldimand Norfolk Catholic District School receives the information and correspondence items since the last meeting.

Carried

7. Notices of Motion - Nil

8. Trustee Inquiries

Trustee Dignard will refer an inquiry regarding student fees to Superintendent Roehrig for review.

9. Business In-Camera

Moved by: Dan Dignard

Seconded by: Bonnie McKinnon

THAT the Brant Haldimand Norfolk Catholic District School Board moves to an in-camera session.

Carried

10. Report on the In-Camera Session

Moved by: Bonnie McKinnon

Seconded by: Dan Dignard

THAT the Brant Haldimand Norfolk Catholic District School Board approves the business from the in-camera session.

Carried

11. Future Meetings

The list of upcoming year-end meetings and events was reviewed by Trustees.

12. Closing Prayer

A closing prayer was recited in unison.



13. Adjournment

Moved by: June Szeman

Seconded by: Dan Dignard

THAT the Brant Haldimand Norfolk Catholic District School Board adjourns the meeting of March 27, 2012.

Carried

RECOMMENDATIONS FOR THE BOARD FROM THE COMMITTEE OF THE WHOLE

April 17, 2012

AGENDA ITEM	MOTION
5.1	<p>THAT the Committee of the Whole refers the unapproved minutes of the Policy Committee Meeting of April 10, 2012 to the Brant Haldimand Norfolk Catholic District School Board for receipt.</p> <p>THAT the Committee of the Whole refers the recommendation from the Policy Committee Meeting of April 10, 2012 to the Brant Haldimand Norfolk Catholic District School Board for approval.</p> <p>THAT the Policy Committee recommends that the Committee of the Whole refers the Equity and Inclusive Education Policy to the Brant Haldimand Norfolk Catholic District School Board for approval.</p>

RECOMMENDATION:

THAT the Brant Haldimand Norfolk Catholic District School Board receives the unapproved minutes from the Committee of the Whole Meeting of April 17, 2012.

THAT the Brant Haldimand Norfolk Catholic District School Board approves the recommendation from the Committee of the Whole Meeting of April 17, 2012.



Committee of the Whole
Tuesday, April 17, 2012 7:30 pm
Boardroom

Trustees:
Present: Cliff Casey (Chair), June Szeman (Vice Chair), Dan Dignard, Bonnie McKinnon, Rick Petrella, Maxine Smitiuch (Student Trustee)

Joined Meeting: Dennis Blake (Item 5.2)

Absent:

Senior Administration:
Cathy Horgan (Director of Education), Tom Grice (Superintendent of Business & Treasurer), Bill Chopp, Trish Kings and Chris Roehrig (Superintendents of Education)

1. Opening Business

1.1 Opening Prayer

The meeting was opened with a prayer led by Cliff Casey.

1.2 Attendance – As noted above.

1.3 Approval of the Agenda

Moved by: Rick Petrella

Seconded by: June Szeman

THAT the Committee of the Whole of the Brant Haldimand Norfolk Catholic District School Board approves the Agenda of the April 17, 2012 meeting.

Carried

1.4 Declaration of Interest – Nil

2. Presentations – Nil

3. Delegations - Nil

4. Consent Agenda

4.1 THAT the Committee of the Whole of the Brant Haldimand Norfolk Catholic District School Board approves the minutes of the March 20, 2012 meeting.

4.2 THAT the Committee of the Whole refers the 2011-12 Student Transportation Services Brant Haldimand Norfolk Annual Report to the Brant Haldimand Norfolk Catholic District School Board for receipt.



- 4.3** THAT the Committee of the Whole refers the unapproved minutes of the Special Education Advisory Committee Meeting of March 21, 2012 to the Brant Haldimand Norfolk Catholic District School Board for receipt.

Moved by: Bonnie McKinnon

Seconded by: June Szeman

THAT the Committee of the Whole of the Brant Haldimand Norfolk Catholic District School Board receives all reports and approves all motions under the Consent Agenda.

Carried

5. Committee and Staff Reports

5.1 Unapproved Policy Committee Meeting Minutes and Recommendations – April 10, 2012

Vice Chair Szeman, Chair of the Policy Committee, reported that the Committee had reviewed the Equity and Inclusive Education policy at their April 10, 2012 meeting. She commented that the policy adheres to Ministry directives and includes all eight identified areas of focus for the implementation of equity and inclusive education. She presented the following recommendation for approval:

THAT the Policy Committee recommends that the Committee of the Whole refers the Equity and Inclusive Education Policy to the Brant Haldimand Norfolk Catholic District School Board for approval.

Moved by: Bonnie McKinnon

Seconded by: June Szeman

THAT the Committee of the Whole refers the unapproved minutes of the Policy Committee Meeting of April 10, 2012 to the Brant Haldimand Norfolk Catholic District School Board for receipt.

Carried

THAT the Committee of the Whole refers the recommendation from the Policy Committee Meeting of April 10, 2012 to the Brant Haldimand Norfolk Catholic District School Board for approval.

Carried

5.2 Education Funding for 2012-13

Superintendent of Business Grice reviewed the highlights of the Grants for Student Needs (GSN) for 2012-13 and their potential impact on the Board. The impact from the current Provincial Discussion Table (PDT) process, which will establish a framework for negotiating local collective agreements, is still not known. Superintendent Grice also reviewed the impact that various other measures that have been incorporated into the GSN will have on the Board. Several questions of clarification and a general discussion of financial issues followed.



Moved by: Dan Dignard
Seconded by: Rick Petrella

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board receives the report on Education Funding for 2012-13.

Carried

5.3 Financial Report as of February 2012

Superintendent of Business Grice presented the quarterly Board Expenditure Report as of February 29, 2012. He reported that overall, there are few significant variances to report with 49.3% of the total budget spent at the half-way point in the school year.

Moved by: Dan Dignard
Seconded by: Bonnie McKinnon

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board receives the Financial Report as of February 2012 report.

Carried

5.4 Strategic Plan Update: Student Achievement

Superintendent Roehrig reported on the status of some of the newer innovative initiatives related to the student achievement section of the Strategic Plan including the latest phase of the implementation of the 21st Century Learning project in the primary division, the introduction of the Collaborative Inquiry for Mathematics (CIL-M) pilot project, the initiation of the robotic program and technology visits for the intermediate division, and the creation of Student Achievement Teams at the secondary level. Trustees McKinnon and Szeman congratulated staff on the positive results and comments they have received related to the 21st Century Learning and robotics programs.

Moved by: June Szeman
Seconded by: Rick Petrella

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board receives the update of the Strategic Action Plan – Student Achievement.

Carried

5.5 Board Enrolment Update as of March 31, 2012

Superintendent of Business Grice reported March 31 enrolment figures. The Average Daily Enrolment (ADE) numbers are used by the Ministry of Education for grant purposes. Although actual enrolment numbers are very close to the numbers that were projected in June 2011, he pointed out that the Board has experienced a notable decline in 2011-12 enrolment. A general discussion regarding reasons for enrolment decline in various areas of the board, the region and province ensued.

Moved by: Rick Petrella
Seconded by: June Szeman

THAT the Committee of the Whole recommends that the Brant Haldimand Norfolk Catholic District School Board receives the Board Enrolment report.

Carried



5.6 Children's Aid Society Protocol

Superintendent Chopp reported that the previous Children's Aid Society (CAS) Protocol struck approximately ten years ago required updating to reflect current needs. The addition of a partnership agreement between the CAS and the Brant Haldimand Norfolk Catholic District School Board as Appendix F-2 to the Protocol provides a framework for establishing a positive approach to having CAS worker in our schools and focuses on student wellness.

Moved by: Bonnie McKinnon

Seconded by: Dan Dignard

THAT the Committee of the Whole refers the Children's Aid Society Protocol report to the Brant Haldimand Norfolk Catholic District School Board for receipt.

Carried

5.7 Catholic Education Week 2012

Superintendent Kings reported that the theme for this year's Catholic Education Week, which takes place from May 6-12, 2012, is "Catholic Education: Walking in the Light of Christ". A school resource kit, developed by the Ontario Catholic School Trustees' Association, will be used by schools to assist in planning activities and prayer celebrations, many of which will involve parents and community members. New this year is an elementary Student Conference being held at Laurier University providing Grades 5-6 students with strategies to promote safe school climates at their schools.

Moved by: Dan Dignard

Seconded by: Bonnie McKinnon

THAT the Committee of the Whole refers the Catholic Education Week 2012 report to the Brant Haldimand Norfolk Catholic District School Board for receipt.

Carried

6. Information and Correspondence

Chair Casey commented that the Ontario Catholic School Trustees; Association Annual General Meeting will be held in Kingston from April 26-28, 2012. Trustee McKinnon congratulated Superintendent Chopp on a very-well organized and informative Parent Engagement Symposium held last month. Director Horgan reported that at last week's Strategic Planning Committee meeting, plans were finalized for a public consultation process to help gather input towards developing the Board's 2012-2015 multi-year Strategic Plan.

Moved by: Dan Dignard

Seconded by: June Szeman

THAT the Committee of the Whole of the Brant Haldimand Norfolk Catholic District School Board receives the information and correspondence items since the last meeting.

Carried

7. Notices of Motion - Nil

8. Trustee Inquiries

In response to an inquiry by Trustee Blake, Director Horgan confirmed that Minister of Education Broten is visiting St. Basil/Walter Gretzky schools the morning of Friday, May 11, 2012.



9. Business In-Camera

Moved by: Bonnie McKinnon

Seconded by: Dan Dignard

THAT the Brant Haldimand Norfolk Catholic District School Board moves to an in-camera session.

Carried

10. Report on the In-Camera Session

Moved by: Rick Petrella

Seconded by: Bonnie McKinnon

THAT the Brant Haldimand Norfolk Catholic District School Board approves the business from the in-camera session.

Carried

11. Future Meetings

Upcoming meetings and events were reviewed.

12. Closing Prayer

A closing prayer was recited in unison.

13. Adjournment

Moved by: June Szeman

Seconded by: Rick Petrella

THAT the Brant Haldimand Norfolk Catholic District School Board adjourns the meeting of April 17, 2012.

Carried

**REPORT TO THE BRANT HALDIMAND NORFOLK CATHOLIC
DISTRICT SCHOOL BOARD POLICY COMMITTEE**

Prepared by: Trish Kings, Superintendent of Education
Presented to: Policy Committee
Submitted on: April 10, 2012
Submitted by: Cathy Horgan, Director of Education & Secretary

EQUITY AND INCLUSIVE EDUCATION 200.23

Public Session

BACKGROUND INFORMATION:

In the spring of 2009, the Ministry of Education introduced the Ontario Equity and Inclusive Education Strategy and required Boards to develop appropriate policies and procedures based on eight focus areas. Several Catholic Boards across the province formed a consortium and provided a common template for the use of all Catholic Boards.

A committee comprised of Board staff and members of the community was formed and provided input into the development of the policy and procedures. In addition the draft policy and procedures were shared with the Board's Faith Advisory Committee for feedback.

An interim policy was developed, presented to the Policy Committee, approved by the Committee of the Whole and subsequently approved by the Board in November 2010.

DEVELOPMENTS:

In the fall of 2011, the interim policy was vetted with principals/vice-principals, the Regional Catholic Parent Involvement Committee, Special Education Advisory Committee, OECTA, OSSTF, non-unionized staff, managers and supervisors. Although a limited response was received, the suggested modifications were incorporated into the final revisions to the policy.

RECOMMENDATION:

THAT the Policy Committee recommends that the Committee of the Whole refers the Equity and Inclusive Education Policy to the Brant Haldimand Norfolk Catholic District School Board for approval.



Policy: Equity and Inclusive Education

		Policy Number:	200.23
Adopted:	23/11/2010	Former Policy Number:	
Revised:		Policy Category:	Students
Subsequent Review Dates:	TBD	Pages:	3

Belief Statement:

The Brant Haldimand Norfolk Catholic District School Board (the “Board”) recognizes that all people are created equal, in the image of God, each with unique characteristics deserving of dignity (Genesis: 1:27). In accordance with the Church’s teachings, it is the policy of the Board to provide in all its operations an educational environment which supports and enables diversity within our inclusive Catholic community.

The Board recognizes that any form of social or cultural discrimination is incompatible with the Catholic faith’s moral principles and is in violation of the Ontario Human Rights Code (“the Code”). The Board recognizes that the school system gives primacy to the teachings of the Catholic faith, congruent with the protection afforded in the Ontario Human Rights Code, the Constitution Act, 1982 and confirmed in the Canadian Charter of Rights and Freedoms.

The Board and its staff are committed to the elimination of discrimination as outlined in Ontario’s Equity and Inclusive Education Strategy and the Ontario Ministry of Education (the “Ministry”) Policy/Program Memorandum No. 119, in a manner which is consistent with the exercise of the Board’s denominational rights under section 93 of the Constitution Act, 1982 and as recognized in section 19 of the Ontario Human Rights Code.

Policy Statement:

The Brant Haldimand Norfolk Catholic District School Board is committed to serving the staff, students and families in its diverse Catholic community by incorporating the principles of equity and inclusive education into all aspects of its policies, programs, procedures and practices that are consistent with Catholic denominational rights.

Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation, Ontario’s Equity and Inclusive Education Strategy and Policy/Program Memorandum No.119 (2009) “Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools” identify eight areas of focus for implementing equity and inclusive education.

In accordance with the above documents, as well as applicable legislation that outlines the denominational rights of the Catholic school system, and with adherence to the Guiding Principles of the Equity and Inclusive Education Strategy, consistent with the Code, and in the context of each area of focus, the Brant Haldimand Norfolk Catholic District School Board shall:

1.0 Board Policies, Programs, Procedures and Practices:

- Ensure that principles of equity and inclusive education permeate and are explicitly stated in all Board policies, programs, guidelines, operations, practices, and Board Improvement Plans.
- Ensure all persons with disabilities are accommodated appropriately and in a manner consistent with the Code.
- Provide opportunities for the diverse Catholic school community, including students, staff, parents, trustees and community members, to provide active input into Board policies and improvement plans on an ongoing basis.
- Ensure that staff will investigate in a thorough and timely manner any claims of discrimination and/or racism and take appropriate action consistent with the principles of the Code.
- Develop and implement strategies to actively engage students, parents, families and the wider community in the review, development, and implementation of initiatives to support and promote equity and inclusive education.



Brant Haldimand Norfolk Catholic District School Board

2.0 Shared and Committed Leadership:

- Establish and maintain partnerships with all members of our diverse Catholic community so that the perspectives and experiences of all students are recognized and their needs are met.
- Ensure that members of communities that are underserved and/or marginalized are included in the shared leadership.
- Establish a collaborative culture where the collective capabilities and voices of stakeholders are used to develop and implement equity and inclusive education goals.
- Promote equity minded student leadership related to issues of social justice in the tradition of the Catholic Church.

3.0 School-Community Relationships:

- Collaborate with students, parents, staff and other Catholic community partners to create and sustain a positive school climate reflective of Catholic values that supports student achievement.
- Examine and remove any barriers that exist that are part of systemic discrimination under the Code and that prevent full participatory school-community relations.
- Establish and maintain partnerships with all members of our diverse Catholic community so that the perspectives and experiences of all students, families, and employees are recognized.
- Establish processes to identify and address systemic barriers that limit or prevent all sectors of the school community from benefiting from enhanced opportunities for Board representation and greater access to Board initiatives.
- Identify under-represented communities and facilitate their participation and involvement in Board activities.

4.0 Inclusive Curriculum and Assessment Practices:

- Ensure that staff will review student assessment and evaluation policies and practices to identify and address systemic bias that may exist in the way students' work is assessed and evaluated in order to reduce the achievement gap. The principles of such a review will be consistent with the Code.
- Support the schools' review of classroom strategies that promote school-wide equity and inclusive education policies and practices specifically addressing areas of discrimination (e.g., race, gender, disability).

5.0 Religious Accommodation:

- Support freedom of religion and an individual's right to manifest his/her religious beliefs and observances. The right to freedom of religion, however, is not absolute and religious accommodation in the Board is carried out in the larger context of the Catholic education system and denominational rights of Catholic schools.
- Seek to accommodate an individual's right to freedom of religion in a manner that not only respects the individual's beliefs, but the principles of the Catholic Church.
- Ensure that an appropriate space or classroom, other than the chapel, is available for religious celebrations celebrated by other Christian denominations or other faith traditions.
- Consult with their respective local Ordinary on such accommodations.

6.0 School Climate and the Prevention of Discrimination and Harassment:

- Create a climate in which excellence is continually strived for and respect for all permeates the environment.
- Ensure that codes of conduct are revised to address all forms of racism, discrimination, and harassment.
- Ensure the use of progressive discipline.

7.0 Professional Learning:

- Support the school's review of classroom strategies that promote school-wide equity and inclusive education policies and practices.
- Allocate adequate resources to provide ongoing opportunities for students, administrators, teachers, support staff and trustees to participate in equity and inclusive education training and leadership initiatives.
- Provide anti-racism and anti-discrimination training that examines power and privilege, including training and prevention and early intervention strategies. This training should include information on cross-cultural differences and promote a deeper understanding of exceptionalities and of how to mitigate discipline in light of its effect on students with disabilities.



Brant Haldimand Norfolk Catholic District School Board

- Identify a board equity and inclusive education contact to liaise with the Ministry of Education and other boards in order to share challenges, promising practices and resources.

8.0 Accountability and Transparency:

- Embed the principles of equity and inclusive education into all Board policies, programs, guidelines and practices.
- Communicate the equity and inclusive education policy to students, teachers, parents, staff, Catholic Parent Involvement Committees, community partners, and volunteers and post it on the Board's website.
- Engage Board and school teams in school improvement planning.
- Establish processes to monitor progress and assess effectiveness of policies, programs and procedures.
- Report on the progress of implementation of the policy and its impact on student achievement using specific criteria.

Glossary of Key Policy Terms:

Equity

A condition or state of fair, inclusive and respectful treatment of all people. Equity does not mean treating all people the same without regard for individual differences.

Inclusive Education

Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment in which diversity is honoured and all individuals are respected.

Ontario Human Rights Code ("the Code")

A provincial law that gives everyone equal rights and opportunities, without discrimination, in specific areas such as education, jobs, housing, and services. The goal of the Code is to address and ultimately prevent discrimination and harassment (available at www.ohrc.on.ca).

Religious Accommodation

An obligation under the Ontario Human Rights Code to provide reasonable accommodation for students and employees who wish to observe the tenets or practices of their faith, as well as for those who wish not to participate in any form of religious observance.

References

Statutory/Regulatory

Canadian Charter of Rights and Freedoms: <http://laws.justice.gc.ca/en/charter/>

Constitution Act, 1982: http://www.solon.org/Constitutions/Canada/English/ca_1982.html

Ontario Human Rights Code: http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90h19_e.htm

Ontario's Equity and Inclusive Education Strategy

Policy/Program Memorandum No. 119 (2009) - Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools

Policy/Program Memorandum No. 108 - Opening or Closing Exercises in Public Elementary and Secondary Schools

Related Board Policy

Opening and Closing Exercises 200.11

Safe Schools 200.25

Student Discipline 200.26

Bullying Prevention and Intervention 200.27



Equity and Inclusive Education AP 200.23

Procedure for:	Superintendents, Principals/Vice Principals	Adopted:	Month, dd, yyyy
Submitted by:	Trish Kings, Superintendent of Education	Revised:	N/A
Category:	Students		

Purpose

To provide direction for the Superintendent of Education and Principals/Vice-Principals regarding the Ontario Equity and Inclusive Education Strategy.

Responsibilities

The Superintendent of Education will oversee the implementation of the Ontario Equity and Inclusive Education Strategy from a system perspective. The Principals/Vice-Principals will be responsible for implementing the Ontario Equity and Inclusive Education Strategy at the school level.

Information

School boards in Ontario are required to implement and monitor the Ontario Equity and Inclusive Education Strategies adhering to the eight areas of focus, which include:

- Board Policies, Programs, Procedures and Practice
- Shared and Committed Leadership
- School-Community Relationships
- Inclusive Curriculum and Assessment Practices
- Religious Accommodation
- School Climate and the Prevention of Discrimination and Harassment
- Professional Learning
- Accountability and Transparency

Procedures

1.0 Board Policies, Program, Procedures and Practice

1.1 The Superintendent of Education will:

- Provide direction for the implementation of the Board equity and inclusive education policies, programs and school improvement plans consistent with the Code and that reflect the needs of their diverse Catholic school community.
- Review existing school policies/practices (i.e., codes of conduct) to determine that they reflect the principles of equity and inclusive education.
- Provide training for school and system leaders to facilitate equitable recruitment and hiring to reflect Ontario's diverse society.
- Collect information needed to monitor the effects of the Board's Equity and Inclusive Education Policy.

1.2 The Principal/Vice-Principal will:

- Ensure that the principles of equity and inclusion permeate the programs, practices and operations of the school environment.
- Implement strategies to actively engage students, parents and the wider community to promote equity and inclusive education.



2.0 Shared and Committed Leadership

2.1 The Superintendent of Education will:

- Provide ongoing training for staff that reflects comprehensive attention to the principles of human rights and the staff's fundamental role in an equitable and inclusive environment.
- Provide ongoing education and training for staff, students and trustees in implementing equity and inclusive education and leadership initiatives.
- Include in the leadership selection criteria demonstrated commitment, knowledge and skills related to equity and inclusive education.

2.2 The Principal/Vice-Principal will:

- Demonstrate leadership in setting the tone for the positive and proactive implementation of equity and inclusion.
- Establish a collaborative culture within the school where all voices are heard in the development and implementation of equity and inclusive education goals.
- Provide staff and student leadership opportunities related to social justice issues.

3.0 School-Community Relationships

3.1 The Superintendent of Education will:

- Ensure that existing board-wide committees represent the diversity of the wider community.
- Review and deepen existing community partnerships to ensure that they reflect the principles of equity and inclusive education.
- Expand community efforts to foster new partnerships that engage a cross-section of diverse students, parents, staff, and community organizations to ensure inclusion.
- Gather and use the knowledge, skills and experience of Board community partners to enrich the total educational and career experiences of staff, students and volunteers.
- Develop a database of information that establishes the diversity of communities based on self-identification.

3.2 The Principal/Vice-Principal will:

- Invite, include and support representation on school committees, including school improvement planning.
- Collaborate with and actively engage students, parents, staff and other Catholic community partners to create and sustain a positive school climate reflective of Catholic values that supports student achievement.



4.0 Inclusive Curriculum and Assessment Practices

- 4.1 The Superintendent of Education will:
- Ensure that the Administrative Procedures for Assessment and Evaluation support the principles of equity and inclusion and are free of systemic bias and discrimination.
 - Make certain that resources and instructional strategies:
 - are in accordance with Catholic teachings and values;
 - are in compliance with the provision of the Code with respect to the prohibitive grounds of discrimination;
 - show people of different races, genders and ages in non-stereotypical settings, occupations and activities;
 - explore the roles and contributions of all peoples in Canada and the factors that shaped these roles; and,
 - encourage open discussion of the prohibited grounds of discrimination under the Code in society, the community and the school.
- 4.2 The Principal/Vice-Principal will:
- Review, along with staff, assessment and evaluation practices to identify and address systemic bias.
 - Ensure that classroom instructional strategies support the principles of equity and inclusion in accordance with Catholic teaching and values.
 - Make certain that resources used in the classroom/libraries:
 - are in accordance with Catholic teachings and values;
 - are in compliance with the provisions of the Code with respect to the prohibited grounds of discrimination;
 - portray people of different races, genders and ages in non-stereotypical settings, occupations and activities;
 - explore the roles and contributions of all peoples in Canada and the factors that shaped these roles; and
 - encourage open discussion of the prohibited grounds of discrimination under the Code in society, the community and the school.

5.0 Religious Accommodation

- 5.1 The Superintendent of Education will:
- Develop an administrative procedure for Religious Accommodation in keeping with the Code.
- 5.2 The Principal/Vice-Principal will:
- Implement religious accommodation practices adhering to the Board's Religious Accommodation Administrative Procedure.

6.0 School Climate and the Prevention of Discrimination and Harassment

- 6.1 The Superintendent of Education will:
- Implement strategies to identify and remove discriminatory barriers that limit engagement by students, parents and the community so that diverse groups and the broader community have better Board-level representation and greater access to Board initiatives.



- Put procedures in place that will enable students and staff to report incidents of discrimination and harassment safely and that will also enable staff/the Board to respond in a timely manner.
- Communicate that administrators are expected to use progressive discipline and professional discretion, and to understand the duty to accommodate students with disabilities.

6.2 The Principal/Vice-Principal will:

- Welcome, respect and validate the contributions of all students, parents and other members of the school community.
- Ensure that every student is supported and is inspired to succeed in a culture of high expectations for learning.
- Ensure that school codes of conduct reflect the needs of the diverse Catholic community served by the school and are developed with the active consultation and involvement of students, staff, parents and community members.
- Ensure that the established Board procedure will enable students and staff to report incidents of harassment and discrimination safely and to have confidence that they will receive a timely and appropriate response.
- Ensure that all information about the new or revised procedures involving equity and inclusive education is communicated to all students, staff, families, and others in the school community.

7.0 Professional Learning

7.1 The Superintendent of Education will:

- Ensure that connections are made related to equity and inclusion, Catholic social teachings and the Ontario Catholic School Graduate Expectations.
- Support the schools' review of classroom strategies that promote school-wide equity and inclusive education policies and practices.
- Allocate adequate resources to provide ongoing opportunities for students, administrators, teachers, support staff and trustees to participate in equity and inclusive education training and leadership initiatives.
- Provide antiracism and antidiscrimination training that examines power and privilege, including training in prevention and early intervention strategies.
- Ensure that training includes information on cross-cultural differences and promotes a deeper understanding of exceptionalities and of how to mitigate discipline in light of its effect on students with disabilities.

7.2 The Principal/Vice-Principal will:

- Review classroom strategies and revise them as needed to help ensure that they are aligned with and reflect school-wide equity and inclusive education policies.
- Promote collaborative teams that learn together, implement their learning and reflect together on best practices.
- Build staff capacity through ongoing needs-based professional learning determined through data analysis and based on results.



- Build staff capacity in understanding the connection between Catholic social teaching and equity and inclusion.
- Encourage and support students in their efforts to promote social justice, equity, antiracism, and antidiscrimination in schools and classrooms.
- Develop equity initiatives and provide timely and specific feedback that will further school-wide equitable practices.

8.0 Accountability and Transparency

8.1 The Superintendent of Education will:

- Embed the principles of equity and inclusive education into all Board policies, programs, guidelines and practices.
- Communicate the equity and inclusive education policy to students, teachers, parents, staff, school councils, community partners and volunteers and post it on the Board's website.
- Seek and use feedback to improve the Equity and Inclusive Education Policy, in the spirit of continuous improvement.
- Engage Board and school teams in school improvement planning with emphasis on using data to identify and remove barriers to student achievement, to raise awareness about discriminatory practices, and to encourage conversations and collaborative actions about racism and other equity issues.
- Establish processes to monitor progress and assess effectiveness of policies, programs and procedures.
- Report on the progress of implementation of the strategy and its impact on student achievement using specific criteria.
- Ensure that the transparency of the Identification, Placement and Review Committee (IPRC) process informs and supports parents through this process.

Glossary of Key Policy Terms:

Equity

A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

Inclusive Education

Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment in which diversity is honoured and all individuals are respected.

Ontario Human Rights Code ("the Code")

A provincial law that gives everyone equal rights and opportunities, without discrimination, in specific areas such as education, jobs, housing, and services. The goal of the Code is to address and ultimately prevent discrimination and harassment (available at www.ohrc.on.ca).



Religious Accommodation

An obligation under the Ontario Human Rights Code to provide reasonable accommodation for students and employees who wish to observe the tenets or practices of their faith, as well as for those who wish not to participate in any form of religious observance.

References

Statutory/Regulatory References

Canadian Charter of Rights and Freedoms: <http://laws.justice.gc.ca/en/charter/>

Constitution Act, 1982: http://www.solon.org/Constitutions/Canada/English/ca_1982.html

Ontario Human Rights Code: http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_90h_19_e.htm

Ontario's Equity and Inclusive Education Strategy

Policy/Program Memorandum No. 119 (2009) – Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools

Policy/Program Memorandum No. 108 – Opening or Closing Exercises in Public Elementary and Secondary Schools

Related Board Policy

Opening and Closing Exercises 200.11

Safe Schools 200.25

Student Discipline 200.26

Bullying Prevention and Intervention 200.27

REPORT TO THE BRANT HALDIMAND NORFOLK CATHOLIC DISTRICT SCHOOL BOARD

Prepared by: Maxine Smitiuch, Student Trustee
Presented to: Board of Trustees
Submitted on: April 24, 2012
Submitted by: Cathy Horgan, Director of Education & Secretary

STUDENT TRUSTEE REPORT

Public Session

BACKGROUND INFORMATION:

The Student Senate held its most recent meeting on Tuesday, March 20, 2012.

DEVELOPMENTS:

Discussions at the Student Senate meeting focused on the many opportunities that our secondary schools can take on through the Development and Peace organization including THINKfast, Social Justice Clubs, Youth Days and Retreats. We also discussed an exciting opportunity to hold a Summer Retreat, where Student Councils from all three secondary schools could meet in order to further discuss and create an action plan for the coming school year.

SCHOOL NEWS:

Assumption College School took part in their annual THINKfast, which is an opportunity for students to get together for a night of fun while showing their support for Development and Peace. As well, the drama department has been very busy gearing up for their Spring Musical, "Fame". The cast and crew have been preparing for this production the entire school year and are prepared to showcase their talent with ten shows starting in mid-April.

Holy Trinity also held their THINKfast program, along with their "So You Think You Can Dance Norfolk" event. Furthermore, they held a successful "Hoops for Heart", a 3-on-3 basketball tournament that students participate in annually to raise money for the Heart and Stroke Foundation. Lastly, the Student Council has started re-planting their peace garden as well as planting more trees around the school in honour of Earth Day.

St. John's College Student Council was hard at work preparing for their Spring Dance and pep-rally planned for the month of April. Over March Break, many students had the unique opportunity to participate in international trips which included the Languages trip to France and Italy, the Arts trip to London, Paris and Amsterdam, while the Senior Boys' rugby team competed in England and Wales. All trips were very worthwhile and successful and everyone returned back home safely.

Reconciliation was offered at all three secondary schools and students also spent considerable time during March preparing for Easter activities and festivities.

RECOMMENDATION:

THAT the Brant Haldimand Norfolk Catholic District School Board receives the Student Trustee Report.



2011-12 Trustee Meetings and Events

Date	Time	Meeting/Event	New / Revised
April 24, 2012	5:00 pm 7:30 pm	Trustee Media Training Session Board Meeting	
April 26 - 28, 2012		OCSTA AGM	
May 1, 2012	12:00 pm	Presentation on Governance by Calgary Catholic District	
May 2 – 4, 2012		Board Art Show	
May 3, 2012	5:15 pm	Catholic Student Leadership Awards; with Bishop Fabbro	
<i>May 6 – 11, 2012</i>		<i>Catholic Education Week</i>	
May 8, 2012	2:00 pm	Executive Council Mtg.	
May 8, 2012	6:00 pm 6:30 pm	Celebration of the Arts – art viewing Celebration of the Arts - performances	
May 11, 2012	Morning	Minister Broten’s visit to St. Basil/Walter Gretzky Schools	
May 15, 2012	7:30 pm	Committee of the Whole	
May 16, 2012	7:00 pm	SEAC Meeting	
May 17, 2012	6:30 pm	St. Pius X School Closing Open House	
May 22, 2012	7:30 pm	Board Meeting	
May 23, 2012	1:00 pm	Catholicity Committee Mtg.	
May 29, 2012	1:30 pm	Faith Advisory Committee Mtg.	
May 29, 2012	4:00 pm	Strategic Plan Public Consultation (Assumption College)	New
May 30, 2012	4:00 pm	Strategic Plan Public Consultation (Holy Trinity)	New
June 7-9, 2012		CCSTA Convention	
June 13, 2012	3:30 pm	Executive Council Mtg.	
June 13, 2012	7:00 pm	SEAC Meeting	
June 14, 2012	7:00 pm	Official School Closing Ceremony – St. Mary School (B)	
June 19, 2012	7:30 pm	Committee of the Whole	
June 20, 2012	7:00 pm	St. John’s College – Chapel & Addition Blessing	
June 25, 2012	4:45 pm	Assumption College Graduation	
June 26, 2012	7:30 pm	Board Meeting	
June 28, 2012	7:00 pm	St. John’s College Graduation	
June 28, 2012	7:00 pm	Holy Trinity Graduation	