

Education, Policy and Operations Committee Meeting Minutes – October 2, 2024

PUBLIC MEETING

Roll Call:

Trustees:	Staff:
J. Brown (regrets) G. Elliott B. Godkin (Vice-Chair) R. Hutcheon (Chair) T. Lloyd K. Maracle (regrets) K. McGregor J. Morning J. Neill (regrets) S. Ruttan A. Bukhari (Student Trustee) R. Kolosov (Student Trustee) (regrets) S. Kumar (Student Trustee)	K. Burra, Director of Education M. Christopher, IT Programmer J. Douglas, Communications Consultant S. Gillam, Superintendent of Education P. Gollogly, Associate Superintendent A. McDonnell, Superintendent of Education S. McWilliams, Superintendent of Human Resources S. Sartor, Associate Superintendent J. Silver, Superintendent of Education C. Young, Superintendent of Business Services
Guests:	Recorder:
R. McDonald, Elementary Equity Curriculum Consultant A. Barrow, Equity and Inclusion Consultant	S. Mitton, Executive Assistant to the Director and Trustee Liaison

1. CALL TO ORDER

Chair Godkin welcomed everyone to the meeting and provided the Land Acknowledgement: “The Limestone District School Board is situated on the traditional territories of the Anishinaabe and Haudenosaunee. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land.”

2. ADOPTION OF THE AGENDA

MOVED BY: Trustee Lloyd that the agenda be approved. Carried.

3. DECLARATION OF CONFLICT OF INTEREST

There were no conflicts declared.

4. REPORTS FOR INFORMATION

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe and Haudenosaunee.

4.1 Equity Action Plan 2nd Edition., 2020-2024

Superintendent McDonnell introduced Andrea Barrow and Rachel McDonald of the Equity team. She noted that the last school year was the final year of the Equity Action Plan and that the plan was extended in order to align with the cycle of the Strategic Planning process. She began by sharing Human Rights data from the previous school year.

Superintendent McDonnell shared a high-level summary of the data collected through the Student Human Rights complaints tool:

- Total logged reports since inception: 820
- Total reports for 2023-2024 school year: 576
- Verified Human Rights reports: 294
- Open Tickets: 70
- Unsubmitted tickets: 337

Superintendent McDonnell shared some of the trends in complaint data at various times throughout the school year. There were noticeable trends in the months of November, February, and April which coincide with the release of the Human Rights video, Black History month, the lead up to Pride month and the release of the prohibiting the use of the N-word document. Superintendent McDonnell noted that currently the team is working on ensuring that all the tickets are all closed off. She explained that there is a variety of reasons why they are not or why some tickets were considered incomplete.

Superintendent McDonnell shared data on the number of reports by grade with the highest reports in Grades 6, 7 and 8. She also shared the number of reports by human rights grounds with the highest reports on race or race-related grounds, and sexual orientation on verified reports from 2023 to 2024. She concluded by sharing the breakdown of reports based on Race and Creed:

Race:

- Anti-Asian Racism: 20
- Anti-Black Racism: 132
- Anti-Indigenous Racism: 4
- Anti-Semitism: 21

Creed:

- Anti-Indigenous: 2
- Anti-Semitism: 27
- Anti-Sikhism: 1
- Islamophobia: 14

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe and Haudenosaunee.

Superintendent McDonnell invited Rachel McDonald to share information on capacity building with staff at Limestone District School Board. Mrs. McDonald shared that beginning in November 2023, a bi-monthly Human Rights and Equity Learning Series was launched and available to all staff. The goal of these sessions aims to deepen the understanding of particular topics and provide resources and tools to support the next steps and considerations towards building inclusive spaces. Topics were chosen based on timely and responsive needs of the community we serve. Ms. McDonald shared that the Equity Matters web page is live and available to all LDSB staff through the myLDSB intranet site.

Superintendent McDonnell invited Andrea Barrow to share her work with human rights and athletics. Ms. Barrow indicated that this year she is piloting Human Rights in Athletics training to students who participate in Kingston Area Secondary School Athletics (KASSA). As of today, Ms. Barrow has given this presentation seventeen times to over 1000 LDSB students athletes. The purpose of this training is to address the racism and homophobia in sports reported through the Human Rights and Complaints tool. These training sessions will be repeated in the Winter and Spring to ensure that all students are included.

Ms. Barrow acknowledged the hard work and dedication of the students from the L.C.V.I. BIPOC group for their successful Black History Month opening ceremony. The ceremony attracted over 125 LDSB staff, students and community members. Work is currently underway for the upcoming ceremony in February of 2025.

Ms. Barrow highlighted that throughout the school year, the affinity group for Black and racialized students holds regular meetings. These meetings provide opportunity to share their voices, experiences and to connect with other students from other schools. Black students noted a lack of Canadian Black history lessons for Grade 10 history during Black History Month. As a result of this feedback, a writing team was formed consisting of six teachers to create a series of Black Canadian history lessons. This is an opportunity for educators to engage in work to give the students the representation they are looking for which in turn enhances their sense of belonging and increases engagement. These lessons will assist with the Ministry of Education mandate for inclusion of Black Canadian history as part of the mandatory curriculum for Grades 7, 8 and 10 in September of 2025.

Chair Godkin thanked Superintendent McDonnell and the Equity team and called upon Trustees for questions.

4.2 Summer Programming

Associate Superintendent Sartor began by introducing the report and referencing the five strategic goals. She stated that the work completed through summer programming supports all of these goals.

Associate Superintendent Sartor shared information about the Camp Read-A-Lot Program:

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe and Haudenosaunee.

- Three-week program for over 300 students, at four different sites across the district for students entering Grades 1 through 6.
- The team consists of 60 teachers and early childhood educators across the district.
- This is a great professional learning experience and mentoring experience for staff.
- Student voice and caregiver data is collected before and after the program.
- Family, educator and SAP data is gathered ahead of time.
- Reading fluency, phonics and reading and writing fluency.

Superintendent Silver shared information on the Summer Session, Travel for Credit Program, e-Learning and Co-op:

- New Travel for Credit program in Civics and Careers in North America.
- Two sections CHV/GLC20 English and French immersion offered.
- Created a travel opportunity for students.
- Sample excursions:
 - Canadian War Museum
 - Mock trial at Supreme Court of Canada
 - Ellis Island Immigration Museum
 - 911 Memorial
- Courses took place over the month of July and included a reflection component.
- The feedback was positive from students and caregivers.

Superintendent Silver shared some data on Summer Session e-learning and co-op:

- 718 students completed session 708 achieved credit for e-learning
- 114 students earned over 200 credits

Associate Superintendent Gollogly shared information about the Focus on Youth Program which is a supported by the Eastern Ontario YMCA and BCG Southeast:

- 90 youth leaders and recreational assistants hired for various camps.
- Training for youth staff took place in early July with a focus on policies and procedures, healthy child development, WHIMIS, AODA, workplace health and safety, violence and harassment prevention, program planning, behavior management, and child protection.
- Many students were impacted by the program which includes 100 children with disabilities and almost 500 participants.

Superintendent Gillam shared information about the Summer Learning Supports:

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe and Haudenosaunee.

- Back to School Transitions – August 26-30, 2024, over 700 students engaged at over 45 schools. This program is very successful in bringing students with special education needs or school anxiety to engage with staff and get familiar with the school.
- Literacy Camp Support – 12 Educational Assistants were hired to support this program.
- Summer School – Adolescent Care Worker (ACW) and Learning Program Support (LPS)
- Sundance Youth Facility SLC – support for credit and non-credit courses.

Superintendent Gillam shared the Mental Health Supports available for students over the summer:

- Summer Social Work Support
- Art Camp for racialized and newcomer youth (Elementary and Secondary)
- Psychiatry Pilot – Kingston Health Sciences Centre continued partnership
- Intensive Y-Training – additional training for 38 new Educational Assistants
- Behaviour Management Training (BMS) for 75 Educational Assistants
- MH Lit – Mental Health in Action – School Mental Health Ontario (SMHO) was completed by 90 teachers and 20 principals.

Superintendent McWilliams shared some photos and objectives about the Gould Lake Programs this summer:

- Ensuring the Health and Safety and wellbeing of program staff and students.
- Creating fun, exciting, positive and rewarding experiences for participants.
- Modelling and encouraging cooperation teamwork and collaboration.
- Promoting personal growth for every participant.
- Cultivating awareness and respect for the natural environment.
- Engaging students in the Ontario curriculum in a unique learning experience.

Chair Godkin thanked Superintendents Gillam, McWilliams, and Silver and Associate Superintendents Gollogly and Sartor and called upon Trustees for questions.

5. REPORTS FOR ACTION

None at this time.

6. UNFINISHED BUSINESS

None at this time.

7. NEW BUSINESS

None at this time.

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe and Haudenosaunee.



8. CORRESPONDENCE

None at this time.

9. FUTURE BOARD MEETING SCHEDULE

December 4, 2024

10. ADJOURNMENT

Moved by Trustee Lloyd that the meeting adjourn. Carried.

The Meeting Adjourned at 6:52 p.m.

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe and Haudenosaunee.

[See Yourself in Limestone](#)