



Office of the Director

Jim McCuaig Education Centre
2135 Sills Street Thunder Bay ON P7E 5T2
Telephone (807) 625-5131 Fax (807) 622-0961

REGULAR BOARD MEETING NO. 5

Tuesday, April 27, 2021

Virtual via Microsoft Teams

Ian MacRae
Director of Education

Ellen Chambers
Chair

AGENDA

PUBLIC SESSION

7:30 p.m. – via Microsoft Teams

	<u>Resource Person</u>	<u>Pages</u>
1. Call to Order		
2. Disclosure of Conflict of Interest		
3. Approval of the Agenda		
4. Resolve into Committee of the Whole – Closed Session		
5. COMMITTEE OF THE WHOLE – Closed Session – 7:05 p.m. (SEE ATTACHED AGENDA)		
6. Report of Committee of the Whole – Closed Session		
7. Land Acknowledgement		
8. Delegations/Presentations		
9. Approval of Minutes		
9.1 Regular Board Meeting No. 4 - March 23, 2021	E. Chambers	1-5
10. Business Arising from the Minutes		

Trustees (Chair and Vice-Chair) and presenters of reports will be available
for comment after the Board Meeting.

LAKEHEAD DISTRICT SCHOOL BOARD

MATTERS NOT REQUIRING A DECISION:

11.	Information Reports		
11.1	Ontario Public School Boards' Association (OPSBA) Report	E. Chambers	Verbal
11.2	Indigenous Student Trustee Report	K. Essex	Handout
11.3	Student Trustee Report	S. Talpade	Handout
11.4	New Teacher Induction Program (035-21)	A. Keene	6-8
11.5	Revised School Year Calendars 2021-2022 (034-21)	M. Probizanski	9-13
11.6	COVID-19 General Update	I. MacRae	Verbal
12.	First Reports		

MATTERS FOR DECISION:

13.	Postponed Reports		
14.	Recommendations from the Standing Committee (036-21)	T. Tuchenhausen	14 + Handout
14.1	Policy Review – 8072 Sexual Orientation and Gender Identity (031-21)		
	<i>It is recommended that Lakehead District School Board approve 8072 Sexual Orientation and Gender Identity Policy, Appendix A to Report No. 031-21.</i>		
14.2	Policy Review – 8061 Aboriginal Education Advisory Committee (024-21)		
	<i>It is recommended that Lakehead District School Board approve 8061 Aboriginal Education Advisory Committee Policy, Appendix A to Report No. 024-21.</i>		
14.3	Multi-Year Strategic Plan 2021-2024 (033-21)		
	<i>It is recommended that Lakehead District School Board approve the 2021-2024 Strategic Plan attached as Appendix A to Report No. 033-21.</i>		

<p>Trustees (Chair and Vice-Chair) and presenters of reports will be available for comment after the Board Meeting.</p>

		<u>Resource Person</u>	<u>Pages</u>
15.	Ad Hoc and Special Committee Reports		
16.	New Reports		
17.	New Business		
18.	Notices of Motion		
18.1	Letter to Stephen Lecce, Minister of Education	R. Sitch	Verbal
	<i>It is recommended that trustees write a letter to the Minister of Education regarding their proposed expansion of virtual learning expressing our serious concern of this proposal.</i>		
19.	Information and Inquiries		
20.	Adjournment		

Trustees (Chair and Vice-Chair) and presenters of reports will be available
for comment after the Board Meeting.

LAKEHEAD DISTRICT SCHOOL BOARD



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Telephone (807) 625-5131 Fax (807) 622-0961

REGULAR BOARD MEETING NO. 5

**Tuesday, April 27, 2021
Virtual via Microsoft Teams**

Ian MacRae
Director of Education

Ellen Chambers
Chair

AGENDA

**COMMITTEE OF THE WHOLE – Closed Session
7:05 p.m. – via Microsoft Teams**

	<u>Resource Person</u>	<u>Pages</u>
5.1 Approval of Committee of the Whole - Closed Session Minutes		
5.1.1 Regular Board Meeting No. 4 - March 23, 2021	E. Chambers	1-2
5.2 Business Arising from the Minutes		
5.3 Consideration of Reports		
5.3.1 Legal Updates	I. MacRae	Verbal
5.4 Information and Inquiries		
5.5 Rise and Report Progress		

Trustees (Chair and Vice-Chair) and presenters of reports will be available
for comment after the Board Meeting.

LAKEHEAD DISTRICT SCHOOL BOARD

LAKEHEAD DISTRICT SCHOOL BOARD

MINUTES OF REGULAR BOARD MEETING NO. 4

Virtual
Via Microsoft Teams

2021 MAR 23
7:30 p.m.

TRUSTEES PRESENT:

Ellen Chambers (Chair)
Trudy Tuchenhausen (Vice Chair)
Marg Arnone
Sue Doughty-Smith
Ron Oikonen
George Saarinen

Ryan Sitch
Scottie Wemigwans
Keira Essex (Indigenous Student
Trustee)
Simran Talpade (Student Trustee)

TRUSTEE ABSENT, WITH REGRET:

Deborah Massaro

SENIOR ADMINISTRATION:

Ian MacRae, Director of Education
Kirsti Alaksa, Superintendent of Business
AJ Keene, Superintendent of Education
Michelle Probizanski, Superintendent of Education

FEDERATION/UNION REPRESENTATIVES:

Pauline Fontaine, Lakehead Principals/Vice Principals
Lori Ann Badanai, Lakehead Principals/Vice Principals
Helen Valnycki, Managers

PUBLIC SESSION:

1. **Approval of Agenda**

Moved by Trustee Saarinen

Seconded by Trustee Doughty-Smith

"THAT the Agenda for Regular Board Meeting No. 4, March 23, 2021, be approved."

CARRIED

2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Tuchenhagen

Seconded by Trustee Arnone

“THAT we resolve into Committee of the Whole – Closed Session with Trustee Chambers in the chair to consider the following:

- *Confirmation of Committee of the Whole – Closed Session Minutes of:*
 - *Regular Board Meeting No. 3 February 23, 2021*
- *Negotiations Update (027-21)*
- *Property Matter*

and that this meeting shall not be open to the public pursuant to Section 207 (2) of the Education Act as amended.”

CARRIED

COMMITTEE OF THE WHOLE – CLOSED SESSION:

3. Committee of the Whole – Closed Session items were dealt with in their entirety.

PUBLIC SESSION:

4. Report of Committee of the Whole – Closed Session

Moved by Trustee Tuchenhagen

Seconded by Trustee Saarinen

“THAT the Report of the Regular Board – Committee of the Whole – Closed Session be adopted with the following recommendations therein:

‘THAT Lakehead District School Board approve the Committee of the Whole – Closed Session Minutes of Regular Board Meeting No. 3, February 23, 2021.’”

CARRIED

Moved by Trustee Arnone

Seconded by Trustee Doughty-Smith

“THAT the Report of the Regular Board – Committee of the Whole – Closed Session be adopted with the following recommendations therein:

‘THAT the Memorandum of Settlement, Appendix A, as negotiated between the Lakehead District School Board and the Ontario Secondary School Teachers’ Federation – Early Childhood Educators’ Bargaining Unit, effective September 1, 2019 to August 31, 2022, be ratified by the Board, and that the Officers of the Board be authorized to sign the Agreement on behalf of the Board and affix the corporate seal thereto.’”

CARRIED

5. Approval of Minutes

Moved by Trustee Oikonen

Seconded by Trustee Wemigwans

“THAT Lakehead District School Board approve the Minutes of Regular Board Meeting No. 3, February 23, 2021.”

CARRIED

MATTERS NOT REQUIRING A DECISION:

6. Ontario Public School Boards' Association Report

Trustee Saarinen, Ontario Public School Boards' Association (OPSBA) Director and voting delegate, informed the Board that he recently attended the Northern Region meeting and that plans for OPSBA's Annual General Meeting were under way to hold the event virtually in June. He indicated that he had sent out information through the executive secretary to trustees regarding a letter on mental health being sent from OPSBA to the Ministry of Education.

7. Bus Transportation Final Costs for 2020-2021 (029-21)

Kirsti Alaksa, Superintendent of Business, introduced Craig Murphy, Consortium Manager, Student Transportation Services of Thunder Bay, who presented the report. All trustees' questions were addressed.

8. Student Trustee Report

Simran Talpade, Student Trustee, provided a handout as her report. Items addressed included: Menstrual Product Accessibility Project, Ontario Student Trustees' Association (OSTA-AECO) Conference, Parent Involvement Committee meeting, and Starlight Tours Seminar.

9. Indigenous Student Trustee Report

Keira Essex, Indigenous Student Trustee, provided a handout as her report. Items addressed included: interview with CBC regarding move to virtual learning, Menstrual Product Accessibility Project, Parent Involvement Committee meeting, Lakehead District School Board Strategic Plan meeting, and future roundtable meeting regarding approaches to de-streaming.

10. COVID-19 General Update

Ian MacRae, Director of Education, introduced AJ Keene, Superintendent of Education, who provided a verbal update on current COVID-19 related issues affecting Lakehead District School Board. All trustees' questions were addressed.

11. Special Education Advisory Committee Meeting Minutes – January 20, 2021

Michelle Probizanski, Superintendent of Education, presented the January 20, 2021, minutes for information.

12. Special Education Advisory Committee Meeting Minutes – February 17, 2021

Michelle Probizanski, Superintendent of Education, presented the February 17, 2021, minutes for information. All trustees' questions were addressed.

MATTERS FOR DECISION:

13. Recommendations from the Standing Committee (030-21)

Policy Review – 3030 Purchasing (025-21)

Moved by Trustee Tuchenhausen

Seconded by Trustee Arnone

“THAT Lakehead District School Board approve 3030 Purchasing Policy, Appendix A to Report No. 025-21.”

CARRIED

Date Change of Standing Committee (026-21)

Moved by Trustee Tuchenhausen

Seconded by Trustee Sitch

“THAT Lakehead District School Board move the April Standing Committee meeting from April 13, 2021 to April 20, 2021.”

CARRIED

14. Appointment to the Special Education Advisory Committee (028-21)

“THAT Lakehead District School Board approve the appointment of Cynthia Gomez as a replacement member to the Special Education Advisory Committee representing Anishnawbe Mushkiki, for the term ending November 30, 2022.”

CARRIED

15. Information and Inquiries

15.1 Trustee Saarinen reported that he attended the second session of the Human Rights training and that a number of trustees were in attendance from across the province.

15.2 Chair Chambers reported that she and Trustee Tuchenhausen attended a meeting with Alexander Brown, Chair, Toronto District School Board (TDSB), along with the TDSB Vice Chair, Kawartha Pine Ridge District School Board chair and vice chair, to discuss issues facing the boards. Chair Chambers and Trustee Tuchenhausen were grateful for the help of Superintendent Alaksa in gathering information for the meeting. Trustee Tuchenhausen indicated that all of the boards seemed to be facing similar issues.

15.3 Chair Chambers reported on the weekly teleconference with the Minister of Education.

15.4 Chair Chambers reminded trustees, if they were interested, that Diversity Thunder Bay was doing a virtual presentation in place of the annual Diversity Breakfast.

16. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Tuchenhausen

“THAT we do now adjourn at 8:25 p.m.”

CARRIED

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2021 April 27
Report No. 035-21

TO THE CHAIR AND MEMBERS OF
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: NEW TEACHER INDUCTION PROGRAM

1. Background

- 1.1 The New Teacher Induction Program (NTIP) has been designed to support the growth and professional development of new teachers for up to two years. It also provides school boards and administration with the strategies, as well as the funding, required to support new teachers as they develop the requisite skills and knowledge that will enable them to achieve success as experienced teachers in Ontario.
- 1.2 New teachers are defined as all teachers certified by the Ontario College of Teachers who have been hired into permanent positions, full-time or part-time, by a school board to begin teaching for the first time in Ontario. Teachers are considered “new” until they successfully complete the NTIP or when 24 months have passed since the date on which they first began to teach for a board.
- 1.3 All teachers that are new to publicly funded schools in Ontario are required to participate in the NTIP. All publicly funded boards are required to offer three elements of the program to new teachers, which are as follows:
 - orientation for all new teachers to the school and school board;
 - professional learning relevant to the individual needs of new teachers; and
 - mentoring for new teachers by experienced teachers.

Principals are also required to complete two performance appraisals for new teachers in the twelve months after they begin teaching.
- 1.4 In September 2010, an amendment was made to the definition of new teachers for the purposes of NTIP. Boards now include beginning long-term occasional (LTO) teachers in the induction elements of NTIP. A beginning LTO teacher is defined as a certified occasional teacher who is in their first long term assignment, with that assignment being ninety-seven or more consecutive school days as a substitute for the same teacher.
- 1.5 In September 2018, a further amendment was made to include beginning occasional teachers, short- and long-term occasional teachers, continuing education teachers, permanent hires past year one and mentors supporting any beginning teacher.

- 1.6 Upon successful completion of NTIP, the Ontario College of Teachers places a notation on the teacher’s Certificate of Qualification and Registration. This

provides public assurance that the teacher has demonstrated successful teaching in an Ontario publicly-funded school board.

2. Situation

- 2.1 Professional development in areas such as literacy and numeracy, effective assessment practices, special education, Indigenous education, classroom management, communication with parents, strategies for effective teaching in itinerant subjects, technology in the classroom and other activities aligned with current board and ministry initiatives are key priorities.
- 2.2 Presently, at Lakehead District School Board, there are five new elementary teachers hired in 2020-2021. There are an additional seventy-four elementary teachers who meet the parameters for beginning LTO teachers and have been included in NTIP.

3. Key Actions

3.1 New Teacher Orientation

Orientation procedures for new teachers have been prepared for both the school and system levels.

- School level orientation includes the use of an individual NTIP Strategy form which has been developed for principals/vice principals. Staff meetings and Professional Learning Community meetings provide additional orientation for the new teacher about the strengths, needs and priorities that are specific to the school community.
- System level orientation delivered by NTIP facilitators includes an introduction to Board organization, operation and priorities, professional development as well as to NTIP itself.

3.2 Mentoring

3.2.1 An experienced teacher provides on-going support to enable the new teacher to improve their skills and confidence through participation in an effective professional, confidential relationship. The mentor acts as a role model, coach and advisor to the new teacher, sharing his/her experience and knowledge about effective teaching practices to promote student success on an ongoing basis.

3.2.2 Mentors are school-based and release time is provided for new teachers and their mentors to meet during the school year. Currently, mentors meet with their new teacher through Microsoft Teams.

3.3 Professional Development and Training

The NTIP has been designed to support the growth and professional development of teachers. As such, professional development is provided that meets the specific needs of the new teacher.

- The NTIP team recognizes the need to differentiate professional development opportunities for new teachers, considering the teacher's previous experience, current teaching assignment and individual needs.
- Professional development opportunities include literacy and numeracy strategies, assessment and evaluation, positive behavior management, Special Education, and strategies for teaching itinerant subjects (i.e. music).
- All new teachers are part of a Microsoft Team (NTIP 2020-2021) which provides an excellent forum for professional discussions as it pertains to teaching/ learning for both students and teachers.
- New teachers are invited to participate in system-level professional development workshops that are offered throughout the year.

3.4 Teacher Performance Appraisal (TPA)

While the teacher is in their first year of the NTIP, two teacher performance appraisals are required. If, during the first year, a principal determines the teacher needs development, that teacher would continue in the NTIP for another 12 month period. Once teachers have completed the NTIP successfully, the Ontario College of Teachers is notified so that this information may be recorded on the teaching certificate.

3.5 Sustainability

A long range plan for the yearly implementation of the NTIP has been developed, and will be reviewed to measure the success of the program as well as to inform next steps for the coming year.

4. Next Steps:

Continue to offer professional development opportunities via Teams:

- Literacy and Numeracy;
- SeeSaw, Teams and MathUP platforms; and
- system and school level initiatives.

5. Conclusion

Lakehead District School Board is committed to providing support for new teachers. NTIP is an excellent process for teachers to receive effective instructional and classroom practices that promote student success.

Respectfully submitted,

ELAINE OADES
Principal of New Teacher Induction Program

FRED VAN ELBURG
Elementary Coordinator

AJ Keene
Superintendent of Education

IAN MACRAE
Director of Education

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2021 APR 27
Report No. 034-21

TO THE CHAIR AND MEMBERS OF
LAKEHEAD DISTRICT SCHOOL BOARD - Public Session

RE: REVISED SCHOOL YEAR CALENDARS 2021-2022

1. Background

- 1.1 The 2021-2022 School Year Calendars were originally presented at the February 9, 2021 Standing Committee as Report No. 017-21 and approved at the February 23, 2021 Regular Board meeting.
- 1.2 Ministry of Education Regulation 304 requires that district school boards prepare, adopt and submit a proposed school year calendar to the Minister for the 2021-2022 school year by May 1, 2021.
- 1.3 If a proposed school year calendar is considered “modified” (that is, it consists of days outside of September 1, 2021 – June 30, 2022, or if the winter break or spring break differs from those proposed by the Ministry) the request for approval of a proposed modified calendar must be made to the Minister by March 1, 2021.
- 1.4 Regulation 304 indicates that the school year shall consist of a minimum of 194 school days, of which at least three days must be designated as professional activity (PA) days. In addition, the Board may designate up to four extra days as professional activity days. Criteria and topics for professional activity days are set out in PPM 151.
- 1.5 Professional activity days for elementary schools are referred to in the collective agreement. Two days are to be designated for the purpose of assessment and completion of report cards, one day each, prior to the first and second report card dates.
- 1.6 Regulation 304 allows up to ten exam days for secondary schools. Five exam days are traditionally allocated in each semester.

2. Situation

- 2.1 The School Year Calendar Committee is comprised of the following individuals who provided input on behalf of their constituent groups:

Mike Judge	LETO;
Nancy Nix	Lakehead Elementary Occasional Teachers;
Rich Seeley	OSSTF Teachers;
Kari Simpson	OSSTF Student Support Persons;
Shelley Crupi	OSSTF Early Childhood Educators;
Jennifer Godden	COPE;
Rod McGee	CUPE;
Robin Cawlishaw	Parent Involvement Committee;
Christy Radbourne	OPC (Elementary);
Donna Flaszka	OPC (Secondary); and
Ellen Chambers	Trustee.

- 2.2 The committee met on January 14, 2021, with the responsibility to provide input on a school year that best serves the educational needs of our students and is least disruptive to the community of Thunder Bay.

Discussion focused on the dates for school opening and closing, professional activity days, and the need to balance the instructional days between the two secondary school semesters and the elementary school terms. In addition, there was discussion regarding coordination of professional activity days and examination days between the three member boards of the Transportation Consortium (Thunder Bay Catholic District School Board, Lakehead Public Schools, Conseil Scolaire des Aurores boréales).

- 2.3 The School Year Calendar Committee intends to make all members of our school community and community-at-large aware of the proposed school year calendar through various modes of communication once approval is received from the Board of Trustees.
- 2.4 Each year, as is our practice, we consulted with the Thunder Bay Catholic District School Board and the Conseil Scolaire des Aurores boréales regarding their school year calendar.
- 2.5 Professional activity days devoted to provincial education priorities were revised to accommodate the Ministry of Education's request of providing three professional activity dates at the beginning of the 2021-2022 school year. Elementary and secondary Professional Activity dates will now be as follows:

Elementary Professional Activity Days
1. September 1, 2021
2. September 2, 2021
3. September 3, 2021
4. October 22, 2021
5. January 28, 2022
6. March 4, 2022
7. June 10, 2022

Secondary Professional Activity Days
1. September 1, 2021
2. September 2, 2021
3. September 3, 2021
4. October 22, 2021
5. February 3, 2022
6. February 4, 2022
7. June 29, 2022

- 2.6 Revised school year calendars for the 2021-2022 school year are attached.
- Elementary School Year Calendar - Appendix A
 - Secondary School Year Calendar - Appendix B

Respectfully submitted,

MICHELLE PROBIZANSKI
Superintendent of Education

IAN MACRAE
Director of Education

2021-2022 ELEMENTARY

SEPTEMBER 2021

SUN	MON	TUE	WED	THU	FRI	SAT
		31	1	2	3	4
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JANUARY 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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MAY 2022

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OCTOBER 2021

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FEBRUARY 2022

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JUNE 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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NOVEMBER 2021

SUN	MON	TUE	WED	THU	FRI	SAT
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MARCH 2022

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DECEMBER 2021

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APRIL 2022

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First Day of School for Students
Tuesday, September 7, 2021

Holidays & Breaks *(Schools Closed)*

Labour Day September 6, 2021
Thanksgiving Day October 11, 2021
Family Day February 21, 2022
Good Friday April 15, 2022
Easter Monday April 18, 2022
Victoria Day May 23, 2022

Winter Break
December 20, 2021 - December 31, 2021

Spring Break
March 14 - 18, 2022

Professional Activity Day (PA Day)

(Students do not attend school)

September 1, 2021
 September 2, 2021
 September 3, 2021
 October 22, 2021
 January 28, 2022
 March 4, 2022
 June 10, 2022

Final Day of School for Students
June 28, 2022



2021-2022 SECONDARY

SEPTEMBER 2021

SUN	MON	TUE	WED	THU	FRI	SAT
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OCTOBER 2021

SUN	MON	TUE	WED	THU	FRI	SAT
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NOVEMBER 2021

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DECEMBER 2021

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JANUARY 2022

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FEBRUARY 2022

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MARCH 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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APRIL 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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MAY 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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JUNE 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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26	27	28	29	30		

First Day of School for Students
September 7, 2021

Holidays & Breaks (Schools Closed)

Labour Day September 6, 2021
Thanksgiving Day October 11, 2021
Family Day February 21, 2022
Good Friday April 15, 2022
Easter Monday April 18, 2022
Victoria Day May 23, 2022

Winter Break
December 20, 2021 - December 31, 2021

Spring Break
March 14 - 18, 2022

First Day of Semester 2
February 7, 2022

Professional Activity Day (PA Day)
(Students do not attend school)
September 1, 2021
September 2, 2021
September 3, 2021
October 22, 2021
February 3, 2022
February 4, 2022
June 28, 2022

Examination Periods
January 27, 28 & 31, 2022
February 1 & 2, 2022
June 21, 22, 23, 24, 27, 2022

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2021 APR 27
Report No. 036-21

TO THE CHAIR AND MEMBERS OF
LAKEHEAD DISTRICT SCHOOL BOARD – Public Session

RE: RECOMMENDATIONS FROM THE STANDING COMMITTEE

1. Background

The following reports were received at the Standing Committee Meeting of April 20, 2021 and have been referred to the Board for approval. The recommendations are as follows:

POLICY REVIEW – 8072 SEXUAL ORIENTATION AND GENDER IDENTITY (031-21)

It is recommended that Lakehead District School Board approve 8072 Sexual Orientation and Gender Identity Policy, Appendix A to Report No. 031-21.

POLICY REVIEW – 8061 ABORIGINAL EDUCATION ADVISORY COMMITTEE (024-21)

It is recommended that Lakehead District School Board approve 8061 Aboriginal Education Advisory Committee Policy, Appendix A to Report No. 024-21.

MULTI-YEAR STRATEGIC PLAN 2021-2024 (033-21)

It is recommended that Lakehead District School Board approve the 2021-2024 Strategic Plan attached as Appendix A to Report No. 033-21.

Respectfully submitted,

TRUDY TUCHENHAGEN
Chair
Standing Committee