



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, February 28, 2023
Jim McCuaig Education Centre

Sherrilynne Pharand
Director of Education

Ellen Chambers
Chair

AGENDA

PUBLIC SESSION
7:30 p.m. – in the Board Room/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. Land Acknowledgement		
5. Delegations/Presentations		
5.1 Introduction of Human Rights and Equity Advisor	S. Pharand	Verbal
5.2 <i>Re-Thinking Traditional Classrooms Post-Pandemic</i> Presentation	S. Pharand/ J. Lower	Verbal
6. Approval of Minutes		
6.1 Regular Board Meeting No. 4 - January 24, 2023	E. Chambers	1-5
7. Business Arising from the Minutes		

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

MATTERS NOT REQUIRING A DECISION:

8.	Information Reports		
8.1	Ontario Public School Boards' Association (OPSBA) Report	L. Vanderwey	Verbal
8.2	Student Trustee Report	M. Mago	Handout
8.3	Indigenous Student Trustee Report	A. Sagutcheway	Handout
8.4	Interim Financial Information – Audit Committee	S. Wemigwans	Verbal
8.5	Ontario Human Rights Commission Right to Read Response Report (041-23)	AJ Keene	6-7
9.	First Reports		

MATTERS FOR DECISION:

10.	Postponed Reports		
11.	Recommendations from the Board Advisory Committee (040-23)	D. LeBlanc	8-18
11.1	School Calendar 2023-2024 (034-23)		

It is recommended that Lakehead District School Board:

1. *Approve the proposed 2023-2024 elementary school year calendar, including the opening and closing dates and professional activity days, as described in Appendix A in Report No. 034-23.*
2. *Approve the proposed 2023-2024 secondary school year calendar, including the opening and closing dates, professional activity days and examination days, as described in Appendix B in Report No. 034-23.*

- 11.2 Policy Review – 6010 Emergency Evacuation and Emergency School Closure (036-23)

It is recommended that Lakehead District School Board approve 6010 Emergency Evacuation and Emergency School Closure Policy as amended, Appendix A to Report No. 036-23.

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

11.3 Policy Development – 7050 Conflict of Interest (037-23)

It is recommended that Lakehead District School Board approve 7050 Conflict of Interest Policy as indicated in Report No. 037-23.

11.4 Policy Review – 7060 Staff Training And Professional Development (038-23)

It is recommended that Lakehead District School Board defer the review of 7060 Staff Training and Professional Development Policy.

11.5 Policy Review – 9015 Facility Partnership (035-23)

It is recommended that Lakehead District School Board approve 9015 Facility Partnership Policy as amended, Appendix A to Report No. 035-23.

12. Ad Hoc and Special Committee Reports

13. New Reports

14. New Business

15. Notices of Motion

16. Information and Inquiries

17. Adjournment

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

LAKEHEAD DISTRICT SCHOOL BOARD

MINUTES OF REGULAR BOARD MEETING NO. 4

Board Room/Microsoft Teams
Jim McCuaig Education Centre

2023 JAN 24
7:30 p.m.

TRUSTEES PRESENT:

Ellen Chambers (Chair)
Donica LeBlanc (Vice Chair)
Pat Johansen
Ron Oikonen (Virtual)
George Saarinen (Virtual)
Trudy Tuchenhagen

Leah Vanderwey
Scottie Wemigwans
Meahar Mago (Student Trustee)
Alexa Sagutcheway (Indigenous
Student Trustee)

SENIOR ADMINISTRATION:

Michelle Probizanski, Acting Director of Education
Sherril-Lynne Pharand, Director of Education (Virtual)
Kirsti Alaksa, Superintendent of Business (Virtual)
AJ Keene, Superintendent of Education
Jane Lower, Superintendent of Education

FEDERATION/UNION REPRESENTATIVES:

Darren Lentz, Lakehead Principals/Vice Principals
Leesa McCarville, Lakehead Principals/Vice Principals
Nancy Nix, ETFO – Elementary Occasional Teachers
Jenny Fenton, Managers

PUBLIC SESSION:

1. Approval of Agenda

Moved by Trustee Vanderwey

Seconded by Trustee Tuchenhagen

“THAT the Agenda for Regular Board Meeting No. 4, January 24, 2023 be approved.”

CARRIED

2. Resolve into Committee of the Whole – Closed Session

Moved by Trustee Wemigwans

Seconded by Trustee LeBlanc

“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*
 - *Regular Board Meeting No. 2*
 - *November 22, 2022*
- *Personnel Matter*
- *Negotiations Update*

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 Johansen

Seconded by Trustee Tuchenhagen

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

‘THAT Lakehead District School Board approve the Committee of the Whole – Closed Session Minutes of Regular Board Meeting No. 2, November 22, 2022.’”

CARRIED

5. Trustee Character Award – Lakehead Public Schools Summer Learning Program Staff

Trustee LeBlanc, on behalf of the Board, presented Lakehead Public Schools Summer Learning Program staff with the Trustee Character Award. The Lakehead Public Schools Summer Learning Program Staff were recognized for their dedication in providing fun, memorable and enriched learning experiences for students during the summer months.

6. Approval of Minutes

Moved by Trustee Vanderwey

Seconded by Trustee Johansen

“THAT Lakehead District School Board approve the Minutes of Regular Board Meeting No. 2, November 22, 2022.”

CARRIED

7. Approval of Minutes

Moved by Trustee Wemigwans

Seconded by Trustee Saarinen

“THAT Lakehead District School Board approve the Minutes of Board Meeting No. 3 (Special), December 13, 2022.”

CARRIED

MATTERS NOT REQUIRING A DECISION:

8. Ontario Public School Boards' Association Report

Trustee Sitch, Ontario Public School Boards' Association (OPSBA) Director and voting delegate, informed the Board that he attended the OPSBA Board of Directors meeting on November 27, 2022 in Toronto and attended Advocacy Day, at Queen's Park, with OPSBA members and members of Provincial Parliament (MPPs) on November 28, 2022.

9. Student Trustee Report

Mehar Mago, Student Trustee, provided a handout as her report. Items addressed included: her meeting with Director Pharand on November 29, 2022, her online meeting with Indigenous Student Trustee Sagutcheway and LDSB Secondary Student Senate members on November 30, 2022, her Student Trustee/Mentor online meeting with Trustee Saarinen on January 6, 2023, her attendance at the Special Education Advisory Committee (SEAC) meeting on January 11, 2023 and her meeting with Indigenous Student Trustee Sagutcheway on January 17, 2023 to discuss upcoming endeavours.

10. Indigenous Student Trustee Report

Alexa Sagutcheway, Indigenous Student Trustee, provided a handout as her report. Items addressed included: her attendance at the Student Trustee/Mentor online meeting with Student Trustee Mago and Trustee Saarinen, and her meeting with Student Trustee Mago on January 18, 2023 to plan the next LDSB Secondary Student Senate meeting and discuss the upcoming Student Trustee/Indigenous Student Trustee interviews and selection.

11. Early Learning (030-23)

AJ Keene, Superintendent of Education, presented the report. All trustees' questions were addressed.

12. Information Technology – Update (029-23)

AJ Keene, Superintendent of Education, introduced John Loovere, Supervisor of Computer Services, and Will Fredrickson, Chair, Information Technology Committee, who presented the report. All trustees' questions were addressed.

13. Parent Involvement Committee Meeting Minutes – September 12, 2022

Sherry-Lynne Pharand, Director of Education (Virtual), presented the September 12, 2022 minutes for information.

14. Parent Involvement Committee Meeting Minutes – November 21, 2022

Sherry-Lynne Pharand, Director of Education (Virtual), presented the November 21, 2022 minutes for information.

15. Special Education Advisory Committee Meeting Minutes – November 16, 2022

Michelle Probizanski, Acting Director of Education, presented the November 16, 2022 minutes for information.

16. Special Education Advisory Committee Meeting Minutes – December 7, 2022

Michelle Probizanski, Acting Director of Education, presented the December 7, 2022 minutes for information.

MATTERS FOR DECISION:

17. Recommendations from the Board Advisory Committee (032-23)

Policy Review – 1011 Access to System Programs (026-23)

Moved by Trustee LeBlanc

Seconded by Trustee Johansen

“THAT Lakehead District School Board approve 1011 Access to System Programs Policy, Appendix A to Report No. 026-23.”

CARRIED

18. Recommendations from the Board Advisory Committee (032-23)

Policy Review – 3070 Allowance for Use of Personal Vehicles (024-23)

Moved by Trustee LeBlanc

Seconded by Trustee Wemigwans

“THAT Lakehead District School Board Approve 3070 Allowance for Use of Personal Vehicle Policy, Appendix A to Report No. 024-23.”

CARRIED

19. Recommendations from the Board Advisory Committee (032-23)

Policy Review – 9020 Library Resource Centre (027-23)

Moved by Trustee LeBlanc

Seconded by Trustee Tuchenhagen

“THAT Lakehead District School Board approve 9020 Library Resource Centre Policy, Appendix A to Report No. 027-23.”

CARRIED

20. Establishment of 2023-2024 Budget Committee (031-23)

Moved by Trustee Sitch

Seconded by Trustee Vanderwey

“THAT:

- 1. *Lakehead District School Board establish the 2023-2024 Budget Committee comprised of all trustees; and*
- 2. *The 2023-2024 Budget Committee reports its recommendation to the Lakehead District School Board no later than the date provided by the Ministry of Education.”*

CARRIED

21. Trustees’ Communication Committee - Terms of Reference – Update (025-23)

Moved by Trustee Sitch

Seconded by Trustee LeBlanc

“THAT Lakehead District School Board approve the Trustees’ Communication Committee’s Terms of Reference as set out in Appendix A to Report No. 025-23.”

CARRIED

22. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Johansen

“THAT we do now adjourn at 9:10 p.m.”

CARRIED

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2023 FEB 28
Report No. 041-23

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

RE: ONTARIO HUMAN RIGHTS COMMISSION RIGHT TO READ RESPONSE

1. Background

- 1.1 In October 2019, building on previous work on accessible education, the Ontario Human Rights Commission (OHRC) launched a public inquiry into human rights issues facing students with reading disabilities in Ontario's public education system. The OHRC worked with two experts in reading development and reading disabilities, Dr. Linda Siegel and Dr. Jamie Metsala, to analyze significant information obtained from a representative sample of eight English-language public school boards, all 13 Ontario English-language public faculties of education, and the Ministry of Education.
- 1.2 On February 28, 2022, the OHRC released the Right to Read Report, outlining the scope and methodology of the inquiry, descriptions of experiences of students and families (including those who identify as First Nations, Métis, and Inuit), and a list of 157 recommendations for the Ministry of Education, school boards, and educators.

2. Situation

- 2.1 While the Ministry of Education has yet to release a revised curriculum and other supporting documents, Lakehead Public Schools has made significant strides towards implementing important recommendations from the report, specifically in the areas of curriculum and programming, and supports for students with learning disabilities.
- 2.2 The progress made to date aligns with both the recommendations of the OHRC report, as well as information and indicators coming from the Ministry of Education.

3. Next Steps

- 3.1 Funds have been allocated for the purchase of student and teacher resources to support a revised, structured literacy program in the primary grades, as well as supports for older students struggling with reading. These purchases will be made in time for implementation in the 2023-2024 school year.

- 3.2 Funds have been allocated for the continued use of the program, Lexia. This is an evidence-based reading program used in all Grade 2 and Grades 2/3 classrooms as a tier 1 intervention. Lexia also continues to be used as a tier 2 intervention through the purchase of additional licenses by the special education department. This will be continued and expanded in the 2023-2024 school year.
- 3.3 For the 2022-2023 school year, Empower™ Reading, a tier 3 reading intervention program, was implemented at every elementary school for those students who need interventions of increased intensity. We continue to explore tier 3 intervention program options at the secondary level for implementation in the 2023-2024 school year.
- 3.4 The program and special education departments are working in collaboration to research and plan for a Multi-Tiered Student Support System (MTSS), which will be completed by June of this year. The MTSS will provide schools with a tiered pyramid of intervention for students that starts at the classroom level and will include increasing levels of intervention strategies.
- 3.5 While we wait on the curriculum and other resources from the Ministry of Education, pilot projects focused on early screening tools and assessments will help determine program screening needs for the fall.
- 3.6 We know that with the implementation of the changes recommended in the Right to Read report, fewer students will need a referral for learning assessments. Until full implementation of the recommendations, we will continue to commit to the approval of early psychoeducational assessments to identify a learning disability.

4 Conclusion

Lakehead Public Schools has responded strongly and positively to the recommendations from the OHRC Right to Read report, focusing on training and resources in the Science of Reading. As more clear direction, resources and supports are provided by the Ministry of Education, we will establish strong programming and intervention strategies to ensure the reading success of every student.

Respectfully submitted,

AJ KEENE
Superintendent of Education

MICHELLE PROBIZANSKI
Superintendent of Education

SHERRI-LYNNE PHARAND
Director of Education

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2023 FEB 28
Report No. 040-23

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

RE: RECOMMENDATIONS FROM THE BOARD ADVISORY COMMITTEE

Background

The following reports were received at the Board Advisory Committee Meeting of February 14, 2023 and have been referred to the Board for approval. The recommendations are as follows:

SCHOOL CALENDAR 2023-2024 (034-23)

It is recommended that Lakehead District School Board:

1. *Approve the proposed 2023-2024 elementary school year calendar, including the opening and closing dates and professional activity days, as described in Appendix A in Report No. 034-23.*
2. *Approve the proposed 2023-2024 secondary school year calendar, including the opening and closing dates, professional activity days and examination days, as described in Appendix B in Report No. 034-23.*

POLICY REVIEW – 6010 EMERGENCY EVACUATION AND EMERGENCY SCHOOL CLOSURE (036-23)

It is recommended that Lakehead District School Board approve 6010 Emergency Evacuation and Emergency School Closure Policy as amended, Appendix A to Report No. 036-23.

POLICY DEVELOPMENT – 7050 CONFLICT OF INTEREST (037-23)

It is recommended that Lakehead District School Board approve 7050 Conflict of Interest Policy as indicated in Report No. 037-23.

POLICY REVIEW – 7060 STAFF TRAINING AND PROFESSIONAL DEVELOPMENT (038-23)

It is recommended that Lakehead District School Board defer the review of 7060 Staff Training and Professional Development Policy.

POLICY REVIEW – 9015 FACILITY PARTNERSHIP (035-23)

It is recommended that Lakehead District School Board approve 9015 Facility Partnership Policy as amended, Appendix A to Report No. 035-23.

Respectfully submitted,

Donica LeBlanc
Chair
Board Advisory Committee

ELEMENTARY

SEPTEMBER 2023

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JANUARY 2024

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MAY 2024

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OCTOBER 2023

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JUNE 2024

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MARCH 2024

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DECEMBER 2023

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APRIL 2024

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First Day of School for Students
September 6, 2023

Holidays & Breaks *(Schools Closed)*

Labour Day September 4, 2023
Thanksgiving Day October 9, 2023
Family Day February 19, 2024
Good Friday March 29, 2024
Easter Monday April 1, 2024
Victoria Day May 20, 2024

Winter Break
December 25 - January 5

March Break
March 11-15, 2024

Professional Activity Day (PA Day)

(Students do not attend school)

September 5, 2023
October 2, 2023
November 17, 2023
January 26, 2024
March 1, 2024
April 26, 2024
June 14, 2024

Final Day of School for Students
June 28, 2024



2023-2024 SECONDARY

SEPTEMBER 2023

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OCTOBER 2023

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NOVEMBER 2023

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DECEMBER 2023

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JANUARY 2024

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FEBRUARY 2024

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MARCH 2024

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APRIL 2024

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MAY 2024

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JUNE 2024

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First Day of School for Students
September 6, 2023

Holidays & Breaks (Schools Closed)

Labour Day September 4, 2023
Thanksgiving Day October 9, 2023
Family Day February 19, 2024
Good Friday March 29, 2024
Easter Monday April 1, 2024
Victoria Day May 20, 2024

Winter Break
December 25 - January 5

March Break
March 11-15, 2024

First Day of Semester 2
February 5, 2024

Final Day of School for Students
June 28, 2024

Professional Activity Day (PA Day)
(Students do not attend school)
September 5, 2023
October 2, 2023
November 17, 2023
February 1, 2024
February 2, 2024
April 26, 2024
June 28, 2024

Examination Periods
January 25 - January 31, 2024
June 21 - 27, 2024

STUDENT SERVICES	6000
DRAFT – February 14, 2023	
EMERGENCY EVACUATION AND EMERGENCY SCHOOL CLOSURE POLICY	6010

1. Rationale

Lakehead District School Board (LDSB) is committed to providing a safe environment for all members of the school community and is committed to establishing principles and directives for occasions when a school or schools must be evacuated and/or closed due to an unforeseen emergency.

This policy is designed to assist in preparing for an emergency and maximize the efficiency with which schools' Emergency Response Teams and local emergency services can respond.

The nature of a crisis incident or emergency demands that preparations, communication and planning is a priority. Thus, emergency situations require preplanning, preparation, promptness, communication, co-ordination, and understanding in order that appropriate action may be initiated with confidence and that the safety of students and personnel will be of the highest priority with the least amount of disruption to the education program.

2. Policy

It is the policy of LDSB:

- (a) to have comprehensive system plans that outline actions to be taken in emergency situations; and
- (b) that each school must have in place a comprehensive emergency plan appropriate for the school's particular situation and be prepared to act accordingly. The school plan should be formulated to allow for the school's uniqueness but also meet the need for the school to act in concert with the system.

3. Application and Scope

This policy applies to all students and employees of LDSB.

The policy also covers, parents/guardians, school council members, visitors, third party service providers, volunteers, permit holders, customers of LDSB and other members of organizations while partaking in any activities that occur at LDSB premises or while engaging in LDSB related functions.

Schools and school-related activities, such as extra-curricular activities and excursions comprise the learning and working environment, fall within the scope of this policy, as do LDSB offices and facilities.

STUDENT SERVICES	6000
DRAFT – February 14, 2023	
EMERGENCY EVACUATION AND EMERGENCY SCHOOL CLOSURE POLICY	6010

4. Guiding Principles

4.1 System Emergency Response Plans (ERP):

The plans should provide for prompt action and understanding by all concerned. They should be made known through the school to staff, students, and parents/guardians. Adherence to the procedures is essential to avoid confusion or misunderstanding.

4.2 School Emergency Response Plans (ERP):

Each school is required to develop a plan to meet emergency situations. This plan should incorporate awareness of alternative accommodation, communication with parents, safety of students and staff, and security of premises. This plan should be clear and communicated to staff, students, and parents/guardians, within the first three weeks of the school year, and available for implementation when necessary.

4.3 Specialized accommodation plans will be created at the beginning of each year for students and staff identified as needing extra support in emergency situations.

4.4 The development of a high level of consciousness concerning security and safety by all staff members is important.

4.5 The principal, as appropriate will, in consultation with a supervisory officer and an appropriate agency or department, make the decision whether to evacuate the school.

4.6 The director of education or designate will make the decision to close schools.

5. Review

This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
	December, 1977	
6010 Emergency Evacuation and Emergency School Closure Procedures	<u>Date Revised</u> June 24, 2008 June 23, 2015 May 26, 2020	Provincial Model for a local Police/School Board Protocol 2015 issued by Ministry of Education 2015
8070 Safe Schools - System Expectations Procedures		Policy/ Program Memorandum No.161 Supporting Children and Students with Prevalent Medical Conditions in Schools

PERSONNEL AND EMPLOYEE RELATIONS	7000
DRAFT – February 14, 2023	
CONFLICT OF INTEREST POLICY	7050

1.0 Rationale

The Lakehead District School Board (LDSB) is committed to fostering public trust in education and endeavours to maintain the highest business and ethical standards. The policy is intended to facilitate the protection of the integrity of employees in the course of fulfilling their responsibilities to LDSB.

2.0 Policy

- 2.1 This policy defines and addresses potential, apparent and actual conflicts of interest that may arise for employees or volunteers at LDSB. It provides guidance to employees and volunteers so that conflicts of interest are recognized and either avoided or resolved expeditiously through the procedures for disclosure and management.
- 2.2 Employees shall support and advance the interests of LDSB and to avoid placing themselves in situations where their personal interests actually, or potentially, conflict with the interests of LDSB or may affect their ability to exercise skill and good judgment on behalf of LDSB in the performance of their duties.
- 2.3 The fundamental principle underlying this policy is that employees, volunteers and trustees must not permit relationships with others or external business activities to conflict, or appear to conflict, with the interests of LDSB.
- 2.4 Employees and volunteers are required to disclose a potential, apparent or actual conflict of interest as soon as they become aware of it, in writing, to their school's principal or manager.

3.0 Application and Scope

This policy applies to all employees and volunteers at LDSB and provides for procedures to address conflicts of interest. The LDSB Trustee Code of Conduct applies to trustees.

The 7022 Conflict of Interest, Teacher Hiring Policy, applies to employees who are involved with teacher hiring and those individuals who are invited by LDSB, in extenuating circumstances, to assist with hiring teachers.

PERSONNEL AND EMPLOYEE RELATIONS	7000
DRAFT – February 14, 2023	
CONFLICT OF INTEREST POLICY	7050

4.0 Specific Conflicts

Without restricting the generality of this policy, the following circumstances may give rise to Conflicts of Interest:

- 4.1. Participating in, or influencing the outcome of the appointment, hiring, promotion, supervision or evaluation of a person with whom the employee has, or has had, a relationship;
- 4.2. Acceptance by an employee of a gift from any of the following persons or entities if a reasonable person might conclude that the gift could influence the employee when performing job duties with LDSB:
 - person, group or entity that has dealings with LDSB;
 - a person, group or entity to whom the employee provides services in the course of their job duties at LDSB; and
 - a person, group or entity that seeks to do business with LDSB.
- 4.3. An employee who is offered a gift in the circumstances described in 4.2 above shall consult with their school’s principal or their manager.

5.0 Duty to Disclose

Employees and volunteers at LDSB must disclose potential, apparent or actual conflicts of interest that may arise in the context of their job duties or volunteer work at LDSB as set out in the procedures.

A potential, apparent or actual conflict of interest involving an employee or volunteer may also be reported by any other LDSB community member to their school principal or manager.

6.0 Procedures

Lakehead District School Board will establish procedures for the disclosure and management of conflict of interest by employees and volunteers, in accordance with this policy.

7.0 Definitions

Conflict of Interest - a potential, apparent, or actual conflict where an employee or volunteer’s financial or other personal interest, whether direct or indirect, conflicts or appears to conflict with the employee's or volunteer’s responsibility to LDSB.

External Activity - any activity of an employee outside the scope of their employment with LDSB undertaken as part of a commercial or volunteer enterprise.

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Employee - full-time, part-time or casual employees of LDSB.

Relationship - any relationship of the employee or volunteer to persons of their immediate family whether related by blood, adoption, marriage, or common-law relationship, and any relationship of an intimate and/or financial nature during the preceding five years, any student-supervisor relationship, or any other past or present relationship that may give rise to a reasonable apprehension of bias.

Manager/Supervisor - the person to whom a student, volunteer or an employee reports.

Volunteer - refers to invited community members working with LDSB, for example, to support LDSB school-based activities or events.

8.0 Contraventions of this Policy

Adherence to this policy, in letter and in spirit, is crucial to the relationships of trust that exist between LDSB, its employees, and the public. Contraventions of this policy undermine these relationships and may lead to disciplinary action. Disciplinary sanctions for breach of this policy may take a range of forms appropriate to the nature of the contravention up to and including termination from employment.

9.0 Review

The superintendent responsible for human resources has final responsibility for this policy. This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
7022 Conflict of Interest – Teacher Hiring Procedures	February 14, 2023	Education Act Ontario Human Rights Code MFIPPA
	<u>Date Revised</u>	Policy/Program Memorandum No. 165 School Board Teacher Hiring Practices

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1. Rationale

Lakehead District School Board’s (LDSB) primary responsibility is to support the achievement, well-being and safety of our students. Lakehead District School Board recognizes that cooperative and collaborative relationships between school boards and community organizations are part of the foundation of a strong, vibrant and sustainable publicly funded education system. Offering space in schools to partners can strengthen the role of schools in communities, provide a place for programs and facilitate the coordination of, and improve access to, services for students, and the wider community.

2. Policy

It is the policy of LDSB to share information and work with community partners to the benefit of LDSB, students and the community, and to optimize the use of public assets owned by LDSB. Lakehead District School Board will seek opportunities to share facilities with community partners when building new schools and undertaking significant renovations, and when considering the use of unoccupied space in schools. Lakehead District School Board will commit to making decisions regarding facility partnerships in a way that is transparent, well-informed, well-coordinated, sustainable and supportive of student achievement, well-being and safety.

3. Applicability

- 3.1 Where unused space is declared surplus, LDSB will follow the circulation process outlined in Ontario Regulation 444/98.
- 3.2 Where the unused space in open and operating schools is not surplus, but is available for partnership, or where the partnership opportunity involves new construction, the information will be provided to potential partners through the notification process outlined in the 9015 Facility Partnership Procedures.

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FACILITY PARTNERSHIP POLICY

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4. Review

This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
3060 Leasing of Space Policy	September 28, 2010	O. Reg 444/98 Ministry of Education Community Planning & Partnership Guide 2015
8011 Use of School Buildings, Facilities and Ground Policy	<u>Date Revised</u> October 27, 2015	
8070 Safe Schools – System Expectations Policy		
9010 Pupil Accommodation Review Policy		

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