



Office of the Director

Jim McCuaig Education Centre
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REGULAR BOARD MEETING NO. 15

**Tuesday, January 23, 2024
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. Resolve into Committee of the Whole – Closed Session		
5. COMMITTEE OF THE WHOLE – Closed Session – 6:45 p.m. (SEE ATTACHED AGENDA)		
6. Report of Committee of the Whole – Closed Session		
7. Land Acknowledgement		
8. Delegations/Presentations		
9. Approval of Minutes	E. Chambers	1-8
9.1 Annual Board Meeting - December 5, 2023		
9.2 Regular Board Meeting No. 14 - December 19, 2023		
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

<u>Resource Person</u>	<u>Pages</u>
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MATTERS NOT REQUIRING A DECISION:

11.	Information Reports		
	11.1 Ontario Public School Boards' Association (OPSBA) Report	R. Sitch	Verbal
	11.2 Student Trustee – January Report	M. De Franceschi	Handout
	11.3 Indigenous Student Trustee – January Report	E. Drake	Handout
	11.4 Updates from the Chair/Director	E. Chambers/ S. Pharand	Verbal
	11.5 Information Technology - Update (021-24)	K. Alaksa	9-12
	11.6 Lakehead Public Schools International Education Report (019-24)	J. Lower	13-17
	11.7 Demographic Census Report (022-24)	S. Pharand	18-19
	11.8 Special Education Advisory Committee Meeting Minutes - September 13, 2023 - October 18, 2023 - November 15, 2023 - December 7, 2023	M. Probizanski	20-37
	11.9 Miiniwewinan: Indigenous Education Advisory Committee Minutes - September 21, 2023 - November 2, 2023	H. Harris	38-44
	11.10 Parent Involvement Committee Minutes - May 1, 2023 - September 11, 2023	S. Pharand	45-50
12.	First Reports		

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

MATTERS FOR DECISION:

13. Postponed Reports
14. Recommendations from the Board Advisory Committee (020-24) D. LeBlanc 51
- 14.1. Policy Review – 8061 Aboriginal Education Advisory Committee Policy (007-24)
- It is recommended that Lakehead District School Board approve the review of 8061 Aboriginal Education Advisory Committee Policy, as indicated in Report No.007-24 and update any other LDSB policies where Aboriginal Education Advisory Committee is referenced.*
- 14.2 Policy Review –3020 Legal Representation Policy (010-24)
- It is recommended that Lakehead District School Board approve the review of 3020 Legal Representation Policy, as indicated in Report No. 010-24.*
- 14.3 Policy Review – 7030 Human Rights and Workplace Harassment Policy (011-24)
- It is recommended that Lakehead District School Board approve the review of 7030 Human Rights and Harassment Policy, as indicated in Report No. 011-24.*
- 14.4 Policy Review – 3040 Transportation Policy and Procedure (014-24)
- It is recommended that Lakehead District School Board approve the review of 3040 Transportation Policy.*

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

Resource
Person

Pages

15. Ad Hoc and Special Committee Reports
16. New Reports
17. New Business
18. Notices of Motion
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

LAKEHEAD DISTRICT SCHOOL BOARD

MINUTES OF ANNUAL BOARD MEETING

2023 DEC 05
6:00 p.m.

TRUSTEES PRESENT:

Ellen Chambers
Donica LeBlanc
Ron Oikonen
George Saarinen
Leah Vanderwey
Ryan Sitch

Trudy Tuchenhagen
Scottie Wemigwans
Pat Johansen
Morgann De Franceschi (Student Trustee)
Emily Drake (Indigenous Student Trustee)

SENIOR ADMINISTRATION:

Sherry-Lynne Pharand, Director of Education
Kirsti Alaksa, Superintendent of Business
AJ Keene, Superintendent of Education
Michelle Probizanski, Superintendent of Education
Jane Lower, Superintendent of Education
Heather Harris, Superintendent of Education

PUBLIC SESSION:

1. **Call to Order**

Sherry-Lynne Pharand, Secretary of the Board, called the meeting to order.

2. **Introduction of Scrutineers**

AJ Keene, Superintendent of Education, and Heather Harris, Superintendent of Education, were introduced as the scrutineers for the elections.

3. Election of Chair of the Board

Sherrilynne Pharand, Secretary of the Board, announced the pre-nomination of Trustee Chambers by Trustee Saarinen. Trustee Chambers accepted the nomination. Further nominations were called for from the floor. There were no further nominations.

Moved by Trustee Johansen

Seconded by Trustee Vanderwey

“THAT nominations for the Office of Chair of Lakehead District School Board be closed.”

CARRIED

Trustee Chambers was declared chair of the Board by acclamation. Trustee Chambers assumed the chair.

Chair Chambers thanked the Board for the opportunity to continue to serve as chair of the Board.

4. Election of Vice Chair of the Board

Chair Chambers announced the pre-nomination of Trustee LeBlanc by Trustee Saarinen. Trustee LeBlanc accepted the nomination. Further nominations were called for from the floor. There were no further nominations.

Moved by Trustee Tuchenhausen

Seconded by Trustee Saarinen

“THAT nominations for the Office of Vice Chair of Lakehead District School Board be closed.”

CARRIED

Trustee LeBlanc was declared vice chair of the Board by acclamation.

Vice Chair LeBlanc thanked the Board for the opportunity to continue to serve as vice chair of the Board.

5. Election of a Member and Alternate to the Coordinating Committee

Chair Chambers announced the pre-nomination of Trustee Saarinen by Trustee Vanderwey for the position of member of the Coordinating Committee. Trustee Saarinen accepted the nomination. Further nominations were called from the floor. There were no further nominations.

Moved by Trustee Sitch

Seconded by Trustee Oikonen

“THAT nominations for a Member to the Coordinating Committee be closed.”

CARRIED

Trustee Saarinen was declared the member of the Coordinating Committee by acclamation.

Chair Chambers announced the pre-nomination of Trustee Johansen by Trustee Saarinen for the position of alternate of the Coordinating Committee. Trustee Johansen accepted the nomination. Further nominations were called for from the floor. There were no further nominations.

Moved by Trustee LeBlanc

Seconded by Trustee Tuchenhausen

“THAT nominations for an Alternate Member to the Coordinating Committee be closed.”

CARRIED

Trustee Johansen was declared the alternate member of the Coordinating Committee by acclamation.

6. Director’s Annual Report 2022-2023 (001-24)

Sherri-Lynne Pharand, Director of Education, presented a summary of her report. Director Pharand thanked senior administration, and the communications team, Stephanie Rea, Communications Officer and Casey Zywna, Graphics and Information Service Technician, for their work on the Annual Report.

Moved by Trustee LeBlanc

Seconded by Trustee Johansen

“THAT Lakehead District School Board receive the Director’s Annual Report 2022-2023.”

CARRIED

7. Parent Involvement Committee Annual Report (002-24)

Sherri-Lynne Pharand, Director of Education, presented the report. Director Pharand thanked the Board members and parents who are members of this committee. All trustees' questions were addressed.

Moved by Trustee Saarinen

Seconded by Trustee Johansen

"THAT Lakehead District School Board receive the Annual Report of the Parent Involvement Committee."

CARRIED

8. Trustee Appointments to Board Committees – 2024 (003-24)

Sherri-Lynne Pharand, Director of Education, presented the report. Director Pharand thanked the trustees for their time and commitment to Lakehead District School Board.

Moved by Trustee Wemigwans

Seconded by Trustee Sitch

"THAT Lakehead District School Board approve the Trustee Appointments to Board Committees – 2024 as set out in Appendix A to Report No. 003-24."

CARRIED

9. Special Education Advisory Committee Annual Report (004-24)

Michelle Probizanski, Superintendent of Education, introduced vice chair of Special Education Advisory Committee, Alina Cameron, who presented the report. All trustees' questions were addressed.

Moved by Trustee Saarinen

Seconded by Trustee Tuchenhausen

"THAT Lakehead District School Board receive the Annual Report of the Special Education Advisory Committee."

CARRIED

10. Miiniwewinan: Indigenous Education Advisory Committee Annual Report (005-24)

Heather Harris, Superintendent of Education, presented the report. All trustees' questions were addressed.

Moved by Trustee Wemigwans

Seconded by Trustee Johansen

"THAT Lakehead District School Board receive the Annual Report of the Miiniwewinan: Indigenous Education Advisory Committee."

CARRIED

11. Audit Committee Annual Report (006-24)

Trustee Scottie Wemigwans, chair of the Audit Committee presented the report. All trustees' questions were addressed.

Moved by Trustee Johansen

Seconded by Trustee Oikonen

"THAT Lakehead District School Board receive the Annual Report of the Audit Committee."

CARRIED

12. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Tuchenhagen

"THAT we do now adjourn at 7:06 p.m."

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

MINUTES OF REGULAR BOARD MEETING NO. 14

Board Room/Microsoft Teams
Jim McCuaig Education Centre

2023 DEC 19
7:30 P.M.

TRUSTEES PRESENT:

Ellen Chambers (Chair)
Donica LeBlanc (Vice Chair)
Pat Johansen (virtual)
Ron Oikonen (virtual)
George Saarinen (virtual)
Ryan Sitch (virtual)

Leah Vanderwey
Emily Drake (Indigenous Student
Trustee) (virtual)
Morgann De Franceschi (Student
Trustee) (virtual)

TRUSTEE ABSENT WITH REGRET:

Scottie Wemigwans
Trudy Tuchenhagen

SENIOR ADMINISTRATION:

Sherri-Lynne Pharand, Director of Education
Kirsti Alaksa, Superintendent of Business
AJ Keene, Superintendent of Education (virtual)
Jane Lower, Superintendent of Education
Michelle Probizanski, Superintendent of Education (virtual- closed session only)
Heather Harris, Superintendent of Education

FEDERATION/UNION REPRESENTATIVES:

Lana Deacon, Lakehead District School Board Principals/ Vice Principals

PUBLIC SESSION:

1. Approval of Agenda

Moved by Trustee Vanderwey

Seconded by Trustee Saarinen

“THAT the Agenda for Regular Board Meeting No.14, December 19, 2023 be approved.”

CARRIED

2. Delegation/ Presentations

3. Approval of Minutes

Moved by Trustee Vanderwey

Seconded by Trustee Saarinen

“THAT Lakehead District School Board approve the Minutes of Regular Board Meeting No.13- November 28, 2023.”

CARRIED

Matters Not Requiring A Decision:

4. Ontario Public School Boards’ Association (OPSBA) Report

Trustee Sitch informed the Board that OPSBA ratified agreements with ETFO today, stating there was a media release regarding this. Director Pharand clarified for the Board that wage and compensation has been referred to arbitration, and that local agreements still have to be settled. Trustee Sitch informed the Board that Advocacy day was a success. Upcoming PES conference reminder if trustees wish to attend, they need to register soon.

5. Updates from the Chair/ Director

Matters For Decision:

6. Recommendations from the Audit Committee (012-24)

Audit Committee Summarized Annual Report- August 31, 2023 (120-23)

Moved by Trustee Vanderwey

Seconded by Trustee Sitch

“THAT Lakehead District School Board:

1. *Approve the Audit Committee Summarized Annual Report as outlined in Appendix A to Report No. 012-24; and*
2. *Forward the report to the Ministry of Education.”*

CARRIED

7. Recommendations from the Audit Committee (012-24)

Moved by Trustee Vanderwey

Seconded by Trustee Johansen

2022-2023 Audited Financial Statements (122-23)

“THAT Lakehead District School Board approve the August 31, 2023 audited financial statements as outlined in Report No. 122-23, 2022-2023 Audited Financial Statements.”

CARRIED

8. Ad Hoc and Special Committee Reports

9. New Reports

10. New Business

11. Notices of Motion

12. Information and Inquiries

13. Adjournment

Moved by Trustee Vanderwey

Seconded by Trustee Saarinen

“THAT we do now adjourn at 7:44 p.m.”

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD
OFFICE OF THE DIRECTOR OF EDUCATION

2024 JAN 23
Report No. 021-24

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

RE: INFORMATION TECHNOLOGY - UPDATE

1. Background

- 1.1 Information and communications technologies are changing the world in which students live and changing teaching and learning in schools. The events of the pandemic have increased our use of technology to an extent far greater than ever before. Our students, parents, and staff all have greater expectations about how we will use technology across our organization.
- 1.2 The expanded use of online tools like Edsby, Seesaw, and Microsoft Teams has increased our ability to communicate with parents and students. These new tools, new online learning requirements, and curriculum changes now demand the increased use of technology by all students. In this environment, providing equity of access to technology for all our students is increasingly important to their success.

2. Situation

- 2.1 In order to continue to develop the use of technology to enhance student learning, the System Information Technology Committee, which consists of senior administration, school administration, teaching staff, managers, and support staff, provide updates to and renews the Information Technology plan.

2.2 Highlights of the implementation of information technology at Lakehead District School Board in the past year include:

- one to one deployment of Winbooks for all high school students;
- deploying additional Winbooks in all Grade 3 to 6 classrooms to provide 15 devices per class instead of 10;
- deploying more laptops at schools for student support professionals (SSP);
- replacing older phone and public address systems at four more elementary schools;
- replacing nearly 50 older smartboards and projectors in elementary classrooms with interactive panels;
- continued training and implementation of strategies, software, and websites for instruction and collaboration with students, as well as communication with parents and the community;
- first full year as a member of the Ontario e-Learning Consortium (OeLC), providing expanded opportunities for our students in e-learning courses across 55 school boards in the province;
- summer school facilitated through OeLC, with similar access to both out of board students in our courses, and out of board courses for our students;
- directed professional development for e-learning teachers, including OeLC led Bringing On-line Teams Together (BOLTT) conferences in the spring and fall, to increase engagement;
- collaboration with Science North and CanCode for primary and intermediate coding supports;
- math supports for new Grade 9 coding expectations and Education Quality and Accountability Office (EQAO) assessment; and
- implementing Lexia in elementary school to assess and monitor student literacy.

2.3 The increased use of technology in school boards has brought on greater threats of disruption through threats like malware, viruses, ransomware, phishing, and social engineering. Many school boards across Ontario have faced these challenges, and our insurer requires us to put new cybersecurity measures in place to help protect our organization. We are also working with the Ministry of Education on a K-12 Cyber Security Initiative to implement their Cyber Security Wellness Architecture.

2.3.1 Over the past year we have implemented:

- multi-factor authentication for all staff;
- KnowBe4 security-awareness and anti-phishing training; and
- Microsoft Defender anti-virus and endpoint detection and response software.

2.3.2 Upcoming additional measures will include:

- advanced vulnerability scanning and patch management software;
- implementing Privileged Identity Management; and
- additional enhancements to disaster recovery plans and procedures.

2.4 Microsoft has approved grants totaling just over \$1,000,000 for the purchase of Windows computers and Microsoft software at our schools between now and 2028. These grants will be used to cover some of the costs of the one-to-one laptop program for high school students, and to refresh laptop computers for staff and students at our schools.

3. Next Steps

The next steps with respect to Information and Communication Technology include the following:

- refreshing our iPad fleet for primary grade students;
- replacing the last remaining older phone systems at our schools;
- investigate the concept of, and resources and supports for e-Sport leagues in our elementary schools;
- utilizing one-to-one laptops across the new Grade 9 curriculum;
- provide supports for de-streamed science and coding expectations in engineering design;
- expanding our partnership with Science North to implement resources from their All Access Pass for science activities in elementary;
- improve existing digital resource repositories to highlight available technologies and supports for educators; and
- investigate and prepare for the challenges and opportunities presented by the emergence of AI tools in education.

4. Conclusion

Student learning at Lakehead District School Board schools is facilitated by skilled staff incorporating sound instructional practice in safe and caring learning environments. To prepare students for the global world, it is vital to develop and support pedagogy that leverages learning technologies to enhance student learning.

Maintaining a philosophy and practice of ensuring current and powerful technology in classrooms, in the hands of students, allows staff to implement the pedagogies needed to develop the skills our students need. The Information Technology Committee will continue to ensure our focus is on developing teacher practice and student competencies through resources, training, and support.

Respectfully submitted,

WILL FREDRICKSON
Chair, Information Technology Committee

JOHN LOOVERE
Supervisor of Computer Services

DAVE COVELLO
Manager, Information Technology and Corporate Planning

HEATHER HARRIS
Superintendent of Education

KIRSTI ALAKSA
Superintendent of Business

SHERRI-LYNNE PHARAND
Director of Education

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2024 JAN 23
Report No. 019-24

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

RE: LAKEHEAD PUBLIC SCHOOLS INTERNATIONAL EDUCATION

1. Background

- 1.1 Lakehead District School Board (LDSB) is committed to enriching the learning experience of all students with access to exceptional, specialized, and innovative programs.
- 1.2 Lakehead District School Board is dedicated to building relationships with community partners and post-secondary institutions to better our education system and community.
- 1.3 Lakehead Public Schools International (LPSI) was established as a corporation following approval by LDSB in June 2015. It has an arms-length governance structure that guides the International Student program. The 2022-2023 school year was the sixth official year the program has been operating since its inaugural launch in September 2016.
- 1.4 A full-time international student coordinator continues to support LPSI and is responsible for student relationships, registration and finances, ongoing development of up-to-date marketing materials, education agent/industry partner liaison, and program recruitment efforts.

A part-time homestay coordinator hired by LPSI partner, MLI Homestay, is the legal custodian to LPSI students and oversees the operation of the local homestay program, which includes reviewing/interviewing host family applications and setting up detailed family profiles in the MLI database. The international student coordinator and homestay coordinator work together to match the students and families.

2. Situation

- 2.1 The 2022-2023 school year continued to reach exceptional enrollment numbers as Canada is released from any border or COVID-19 restrictions to international students. Lakehead Public Schools International enrolled a head count of 42 students throughout the school year. These 42 students also represented a diverse group, with students from Germany, Spain, France, Iran, Mexico, China, Brazil, Vietnam, and Chile. Of these students, five were eligible for graduation and received their high school diplomas and have moved on to post-secondary opportunities within Canada (three staying in Thunder Bay to attend Lakehead University and Confederation College). The 2022-2023 recruitment efforts continued strengthening ties within the European market; Spain and Germany have become a steady source of enrolment.
- 2.2 The 2022-2023 school year marked LPSI's second year partnered with MLI Homestay. MLI Homestay acted as a third-party homestay partner responsible for recruiting host families, legal custodianship, homestay placements, airport transfers, local support/activities, progress reports, and 24-hour emergency support.
- 2.3 Throughout the entire 2022-2023 school year, we continued with weekly virtual meetings that were held with the Canadian Association of Public Schools International (CAPS-I), which included international programs across Canada, to discuss new policies set forth by Immigration, Refugees and Citizenship Canada (IRCC), industry trends, and any other pertinent issues or questions from school boards.
- 2.4 Lakehead Public Schools International continued with its in-person recruitment efforts to begin the 2022-2023 school year. Planned in-person events that took place included CAPS-I Italy, ALPHE Frankfurt, ICEF San Diego, and ALPE Malaga. Included in those travels were independent meetings with agencies and student fairs which took place throughout Spain and Germany resulting in new agency partnerships and student applications. Virtual recruiting events also took place for CAPS-I Mexico event.

In addition, the international student coordinator conducted virtual training sessions for study abroad agencies. These training sessions educated agents about the special programs LDSB has and information about the city of Thunder Bay.
- 2.5 Lakehead Public Schools International still maintains its membership with CAPS-I and the Ontario Association of School Districts International (OASDI). Ontario Association of School Districts International held its annual general meeting (AGM) virtually while travel advisories were still in effect. Lakehead Public Schools International school coordinator travelled to Halifax, Nova Scotia to attend CAPS-I's conference and AGM in May 2023 to learn more about industry trends and best practices.
- 2.6 The implementation of a new application and student tracking software, True North, has been successfully completed. This advanced software now seamlessly integrates with Study Insured (student health insurance) and Vital English, offering a comprehensive solution for easier assessments in our administrative processes.

- 2.7 Tuition for the 2022-2023 school year remained set at \$13,400. Lakehead Public Schools International remains competitively priced throughout the region and with similar sized programs, continues to monitor competitor prices, and listens to agent feedback regarding fees.
- 2.8 Economic and geo-political factors remain issues in the K-12 international student industry. Economic conditions, both globally and locally, have influenced families' abilities to afford international education. Many students are looking for more affordable options impacting enrollment numbers. With Australia and New Zealand now resuming regular recruitment of international students, numbers have decreased in Canada. Additionally, the post pandemic influx of students leaving their homes to travel and study abroad have decreased leaving some study abroad agencies struggling to maintain the influx of high numbers seen leaving the pandemic.

3. Next Steps

- 3.1 Develop a dynamic and interactive virtual campus tour showcasing facilities and activities to provide prospective students with a firsthand look at the high school experience. Implement targeted online advertising campaigns in identified emerging markets to increase program visibility.
- 3.2 The Latin American market for K-12 international students in Canada has been growing, with an increasing number of students from countries like Brazil and Mexico expressing interest in studying abroad. Lakehead Public Schools International will participate in events in Brazil and Mexico to meet with agencies and schools to increase awareness. Lakehead Public Schools International will also continue with ICEF, ALPHE, and CAPS-I recruitment events in Europe, Brazil, and begin re-engaging with previously strong markets of Vietnam, Taiwan, and Japan.
- 3.3 Create a scholarship fund specifically for students from new emerging markets to make the program more accessible and appealing.
- 3.4 Launch a student ambassador program where current international students act as advocates and assist in recruitment efforts, particularly in their home countries.

- 3.5 Establish partnerships with local influencers or educational consultants in emerging markets to enhance credibility and reach a wider audience. Organize regional information sessions and webinars to address specific concerns and queries from prospective students and their families.
- 3.6 Funding and program opportunities will continue to be researched to provide additional opportunities for staff to learn more about developing a strong international program and support system for current and future international students.
- 3.7 Work with Homestay providers to evaluate current host family recruitment and retention strategies:
- develop a mentorship program for host families, connecting them with experienced hosts to provide guidance and support;
 - implement a loyalty program for host families, offering incentives or recognition for those who consistently participate in multiple program cycles;
 - enhance the program's cultural sensitivity training for host families to ensure a welcoming environment for students from diverse backgrounds;
 - develop a host family recognition program to acknowledge and appreciate their contributions; and
 - explore partnerships with local businesses to offer discounts or incentives to host families as a retention strategy.
- 3.8 To achieve the goal of increasing enrollment in markets where students commit to completing high school for two or more years, the focus will be redirected towards South East Asia. By targeting South East Asia, particularly countries like Vietnam and Taiwan, the aim is to attract students who are committed to a more extended educational journey, fostering deeper cultural integration and long-term program engagement.
- 3.9 The specific target of 40 full-time equivalent (FTE) students with an overarching goal of reaching 50-60 students aligns with the intention to expand and diversify the student body. While Europe remains stable and South America is undergoing development, the emphasis on increasing long-term student enrollments from South East Asia responds to the emerging interest in Canadian K-12 education.

4. Conclusion

Through the International Student program, LDSB will share the excellence of our schools with the world, create global connections and expand career pathways for all students. We will navigate through any global challenges and be prepared for future in-person class disruptions by focusing on providing a high level of education to all students. We are excited to continue to grow and provide students with an enriching learning experience.

Respectfully submitted,

STEVEN JOHNSON
International Student Coordinator

JANE LOWER
Superintendent of Education

SHERRI-LYNNE PHARAND
Director of Education

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2024 JAN 23
Report No. 022-24

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

RE: DEMOGRAPHIC CENSUS REPORT

1. Background

Lakehead District School Board (LDSB) is committed to human rights and equity for the benefit of students, staff, families, and communities. Lakehead District School Board endeavours to identify systemic barriers and discriminatory practices that impede the full participation and success of students and staff. Human rights and equity related planning and initiatives align with Ministry of Education priorities, provincial legislative requirements, the initiatives of the Education Equity Secretariat, and with the Board's mission, values, and strategic planning efforts.

2. Situation

2.1 The *Anti-Racism Act* (2017) requires all Public Sector Organizations (PSO), including school boards, to collect identity-based demographic data and examine systemic barriers that are present. This data collection is also supported by Ontario's *Education Equity Action Plan* and the Ontario Human Rights Commission.

2.2 Beginning in 2021, the Ontario Ministry of Education and the Ontario Education Equity Secretariat provided funding to LDSB to assist in data collection, data analysis, and to operationalize results from demographic data collection.

2.3 Student data collection, the Student Census, was conducted during the 2021-2022 school year. Employee data was subsequently collected during the 2022-2023 school year through the Workforce Census.

2.4 Key information and trends from the census projects is being visually presented alongside this report.

3. Recommendations & Next Steps

3.1 Existing data will be publicly shared in a summary format for awareness purposes.

3.2 Lakehead District School Board will continue to use disparity analysis results to inform inclusion and success plans for both staff and students.

3.3 The Board will establish a routine data collection schedule to continue monitoring student and staff experience and success.

- 3.4 The Board will also endeavour to link demographic data to other data collection efforts, such as mental health and wellness surveys.

CONCLUSION

Lakehead District School Board continues to promote and foster equitable and inclusive learning and working environments through a variety of initiatives, including demographic data collection. This work is ongoing, and we continue to advance equity in the delivery of education for the benefit of students, staff and families.

Respectfully submitted,

ANTHONY JEETHAN
Human Rights And Equity Advisor

SHERRI-LYNNE PHARAND
Director of Education

LAKEHEAD DISTRICT SCHOOL BOARD

SPECIAL EDUCATION ADVISORY COMMITTEE

Jim McCuaig Education Centre

2023 SEP 13
6:00 p.m.

MEMBERS PRESENT:

Suzanne Posthumus, Chair	Liz Tod
Amy Massalin	Sarah Niles
Brandon Robb	Tara Ingram
Michelle Blackburn	Trustee Trudy Tuchenhagen
Miranda Myers	Alina Cameron, Vice Chair (on-line)

OTHERS PRESENT:

Charity Rydholm	Michelle Probizanski
Maggie Fredrickson	

ABSENT WITH REGRETS:

Andrea Stach	Rosemarie MacLean
Carey Murphy	Trustee Leah Vanderwey
Lesley Harding	Trustee Patricia Johansen
Mike Otway	Wendy Carroll
Christine Jones	

1. **Call to Order**

Suzanne Posthumus, Chair, called the meeting to order at 6:01 p.m.

2. **Welcome and Introductions**

Suzanne Posthumus, Chair, welcomed the Special Education Team.

3. **Approval of the Agenda**

Moved by Amy Massalin

Seconded by Miranda Myers

“THAT the agenda for the June 14, 2023, SEAC meeting be approved.”

CARRIED

4. **Declarations of Conflict of Interest**

There were no declarations of conflict of interest.

5. Presentations

5.1 Maggie Fredrickson, System Principal, Special Education, introduced the following Special Education Team members;

- Ruth Ann Fay, Special Education Resource Teacher;
- Kim Pineau, ABA/ASD Learning Support Resource Teacher;
- Carly Hubbard, Special Education Secretary;
- Kim Hoogsteen, SEA Learning Support SSP;
- David Farrish, Learning Support Resource SSP;
- Vanessa Brescacin, Behaviour Resource Teacher;
- Marie Fontaine, Learning Supports Resource Teacher;
- Ariana Price, Early Years Supports Resource Teacher;
- Jennifer Muir, Learning Supports Early Childhood Educator; and
- Megan Major, Special Education Math Support Resource Teacher.

5.2 Michelle Probizanski, Superintendent of Education, presented the 2022-2023 Lakehead District School Board's (LDSB) Operational Plan. Christine Jones, Executive Assistant, will email the plan once it is fully complete. All members' questions were addressed.

5.3 Maggie Fredrickson, System Principal, Special Education, presented highlights of LDSB 2023 Summer Camp. All members' questions were addressed.

6. Approval of the Minutes

Moved by Sarah Niles

Seconded by Trustee Tuchenhagen

"THAT the minutes of the June 14, 2023, SEAC meeting be approved."

CARRIED

7. Business Arising from the Minutes

7.1 Michelle Probizanski, Superintendent of Education, discussed the scholarship for students with special education needs.

Moved by Trustee Tuchenhagen

Seconded by Miranda Myers

"THAT SEAC committee create an award for each secondary school in the amount of \$200, for students with special education needs."

CARRIED

7.2 Suzanne Posthumus, Chair, updated the committee regarding the parent evening taking place at Superior Collegiate and Vocational Institute on October 11, 2023. Dr. Mushquash will provide a presentation, subject to be confirmed.

- 7.3 Michelle Probizanski, Superintendent of Education, presented the 2023-2024 SEAC workplan for members' input. C D. Howe School and Thunder Bay Regional Health Science Centre are two possible sites to visit. Additionally, explore the possibilities of having the Connections Program and College Links provide presentations to SEAC. Will re-visit the 2023-2024 SEAC Workplan at next meeting.

8. Correspondence

Suzanne Posthumus, Chair, reviewed the following correspondence sent to all SEAC members:

- SEAC Scholarship thank you; LDSB; and
- Exclusion article and survey, OAC.

9. New Business

- 9.1 Maggie Fredrickson, System Principal, Special Education, provided the following Special Education update:

- received many new student registrations with special education needs;
- Student Support Professional (SSP) interviews continue in order to decrease the shortage; and
- the program department will be providing targeted training to various special education needs staff.

All members' questions were addressed.

- 9.2 Tara Ingram provided the following update on the Parent Involvement Committee meeting:

- PIC Bylaw renewal;
- recruiting new members;
- Aboriginal Equity Advisory Committee changed their name to Miiniwewinan Indigenous Education Advisory Committee;
- upcoming policy reviews;
- funding for SEAC: and
- the Annual Golf Tournament, raised approximately \$30,000.

- 9.3 Amy Massalin, Children's Centre Thunder Bay, confirmed the next Equity and Inclusion Advisory Committee doesn't have their first meeting until October 5, 2023. Amy asked members if any members would be available to attend on her behalf as she leaves for maternity leave to contact Christine Jones, Executive Assistant.

10. Information/Inquiries & Association Reports

- 10.1 Suzanne Posthumus, Chair, congratulated Amy Massalin, Children's Centre Thunder Bay on behalf of the committee.
- 10.2 Alina Cameron, OAC, provided a Ontario Autism Coalition update.

- 10.3 Michelle Probizanski, Superintendent of Education, shared that LDSB policy and procedures that are up for review can be found listed on the board's website and to email Christine Jones, Executive Assistant with any policies that they would like the committee to have presented.
- 10.4 Michelle Probizanski, Superintendent of Education, shared that she attended and spoke at the recent FASD Awareness Day on behalf of LDSB.
- 10.5 Michelle Blackburn, George Jeffrey Children's Centre, shared the Cerebral Palsy Net day (CP-NET) is scheduled for October 6, 2023, it is free, virtual and will share more details by email.

11. SEAC Budget Update

Michelle Probizanski, Superintendent of Education, reported the SEAC budget is currently at \$9428.93

12. Board Update

Will be provided at next meeting.

13. Adjournment

Moved by Tara Ingram

Second by Michelle Blackburn

"THAT we do now adjourn at 7:23 p.m."

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

SPECIAL EDUCATION ADVISORY COMMITTEE

Jim McCuaig Education Centre

2023 OCT 18
6:00 p.m.

MEMBERS PRESENT:

Suzanne Posthumus, Chair	Trustee Patricia Johansen (virtual)
Carey Murphy (virtual)	Sarah Niles
Trustee Leah Vanderwey	Tara Ingram
Miranda Myers	Trustee Trudy Tuchenhagen
Michelle Blackburn	Wendy Carroll (virtual)

OTHERS PRESENT:

Christine Jones	Michelle Probizanski
Maggie Fredrickson	AJ Keene
Megan Semeniuk	Theresa McMillan
Jennifer Johnston	Sara Sibeya
Erin Murphy	Amy Rubino-Start
Brittany Eisenbach	Kyla Francis

ABSENT WITH REGRETS:

Andrea Stach	Liz Tod
Alina Cameron, Vice Chair	Mike Otway
Brandon Robb	Rosemarie MacLean
Lesley Harding	Amy Massalin

1. **Call to Order**

Suzanne Posthumus, Chair, called the meeting to order at 6:00 p.m.

2. **Welcome and Introductions**

Suzanne Posthumus, Chair, welcomed the following guests:

- AJ Keene, Superintendent of Education; and
- Megan Semeniuk, Mental Health Lead.

3. **Approval of the Agenda**

Moved by Trustee Tuchenhagen

Seconded by Tara Ingram

“THAT the agenda for the October 18, 2023, SEAC meeting be approved.”

CARRIED

4. Declarations of Conflict of Interest

There were no declarations of conflict of interest.

5. Presentations

5.1 Megan Semeniuk, Mental Health Lead, introduced the following Mental Health team members:

- Carmen Kijanen, School Social Worker;
- Sara Simbeya, School Social Worker;
- Erin Murphy, School Social Worker;
- Amy Rubino-Start, School Social Worker;
- Brittany Eisenbach, School Social Worker;
- Kyla Francis, School Social Worker;
- Jennifer Johnston, Attendance Counsellor Secondary Schools; and
- Theresa McMillan, Attendance Counsellor Elementary Schools.

Suzanne Posthumus, Chair, thanked all members for attending and their work with LDSB students.

5.2 Maggie Fredrickson, System Principal, Special Education, presented Lakehead District School Board's (LDSB) Special Education Class Placement Committee Procedure. All members' questions were addressed.

5.3 AJ Keene, Superintendent of Education, presented LDSB Math Achievement Action Plan. All members' questions were addressed.

6. Approval of the Minutes

Moved by Michelle Blackburn

Seconded by Miranda Myers

"THAT the minutes of the September 13, 2023, SEAC meeting be approved."

CARRIED

7. Business Arising from the Minutes

7.1 Michelle Probizanski, Superintendent of Education, reviewed the 2023-2024 SEAC Workplan for member's input. Christine Jones, Executive Assistant, will update members suggestions.

8. Correspondence

Suzanne Posthumus, Chair, reviewed the following correspondence sent to all SEAC members:

- Birth Mothers Support Group, FASD;
- October Advocacy, Ontario Autism;
- Abiinojiishiik aminoyawook October 2023, Dilico;
- CP Net Day, reschedule to November 24, 2023, GJCC.

9. New Business

9.1 Maggie Fredrickson, System Principal, Special Education, provided the following Special Education update:

- the Ministry provides funding for Additional Qualifications for Autism and Additional Special Education Qualifications are currently funded through NOEL; and
- Michelle Probizanski, Superintendent of Education, thanked Maggie Fredrickson for her on-going support in obtaining additional Student Support Professionals.

All members' questions were addressed.

9.2 Tara Ingram, Easter Seals, shared that the next Parent Involvement Committee is on November 20, 2023.

10. Information/Inquiries & Association Reports

10.1 Suzanne Posthumus, Chair, reminder members that we are still looking for a SEAC member to represent on the Equity and Inclusive Committee to contact Christine Jones, Executive Assistant.

10.2 Michelle Probizanski, Superintendent of Education, shared that we have not received any requests to date for the presentations of 2023-2024 policies for review. Michelle reviewed once more the policies that are scheduled for review and the following policy presentations were requested:

- 3072 Advocacy Policy;
- 7040 Violence in the Workplace Policy; and
- 9030 Playground Structures Policy.

Christine Jones, Executive Assistant, will update the workplan. Other policies have already past the deadline for input.

10.3 Suzanne Posthumus, Chair, asked members for input on the MACSE - Collaboration Template Nov 2023. All members' input was documented.

10.4 Suzanne Posthumus, Chair, shared the presentation provided by Dr. Chris Mushquash on managing use of screen time for parents and caregivers was a success.

11. SEAC Budget Update

Michelle Probizanski, Superintendent of Education, reported the SEAC budget is currently at \$11,265.

12. Board Update

Trustee Leah Vanderwey provided the following update:

- Trustee visit to Kingfisher Education Centre and Armstrong Public School;
- various meetings held with the local government, OASBA; and

- presentations from Grade 4 and Grade 5 from four schools.

13. Adjournment

Moved by Trustee Leah Vanderwey

Second by Miranda Myers

“THAT we do now adjourn at 7:45 p.m.”

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

SPECIAL EDUCATION ADVISORY COMMITTEE

Jim McCuaig Education Centre

2023 NOV 15
6:00 p.m.

MEMBERS PRESENT:

Suzanne Posthumus, Chair	Student Trustee, Morgann De Franceschi
Alina Cameron, Vice Chair (virtual)	Tara Ingram
Liz Tod	Trustee Trudy Tuchenhagen
Mike Otway (virtual)	Trustee Leah Vanderwey
Scott McBean	Trustee Patricia Johansen (virtual)
Alina Cameron, Vice Chair (virtual)	Wendy Carroll (virtual)

OTHERS PRESENT:

Christine Jones	Michelle Probizanski (virtual)
Meghan Smelow	Fred Van Elburg

ABSENT WITH REGRETS:

Andrea Stach	Miranda Myers
Brandon Robb	Michelle Blackburn
Carey Murphy	Rosemarie MacLean
Lesley Harding	Sarah Niles
Maggie Fredrickson	

1. **Call to Order**

Suzanne Posthumus, Chair, called the meeting to order at 5:31p.m.

2. **Welcome and Introductions**

Suzanne Posthumus, Chair, welcomed the following new members and guests:

- Scott McBean, Children's Centre Thunder Bay;
- Fred Van Elburg, Elementary Coordinator;
- Meghan Smelow, Student Success Lead; and
- Morgann De Franceschi, Student Trustee.

3. **Approval of the Agenda**

Moved by Trustee Vanderwey

Seconded by Trustee Tuchenhagen

"THAT the agenda for the November 15, 2023, SEAC meeting be approved."

CARRIED

4. **Declarations of Conflict of Interest**

There were no declarations of conflict of interest.

5. Presentations

- Fred Van Elburg, Elementary Coordinator, and Meghan Smelow, Student Success Lead, presented the 2023 Student Achievement Data. All members' questions were addressed.

6. Approval of the Minutes

Moved by Trustee Vanderwey

Seconded by Trustee Tuchenhagen

"THAT the minutes of the October 18, 2023, SEAC meeting be approved."

CARRIED

7. Correspondence

Suzanne Posthumus, Chair, reviewed the following correspondence sent to all SEAC members:

- FASD Conference, GJCC;
- SEAC Scholarship thank you letter, LDSB;
- ECE and Caregiver Training opportunities: FASD; and
- Annual Report of the Special Education Advisory Committee for Annual Board Meeting December 5, 2023; LDSB.

Alina Cameron, Vice Chair, will present the 2022-2023 Annual Report of the Special Education Advisory Committee at the December 5, 2023, Annual Board Meeting in Suzanne Posthumus absence.

8. New Business

8.1 Michelle Probizanski, Superintendent of Education provided the following Special Education update:

- three staff members of the Special Education team travelled to Armstrong Public School; Ariana Price, Early Years Supports Resource Teacher, Ruth Ann Fay, Special Education Resource Teacher, and Kim Hoogsteen, SEA Learning Support SSP;
- funding approval was received from the ministry for Special Education Coop; and
- Piloting Empower at two secondary schools will begin next semester.

All members' questions were addressed.

8.2 Tara Ingram, Easter Seals, confirmed the next Parent Involvement Committee is scheduled for November 20, 2023, and will provide an update at next SEAC meeting.

8.3 Tara Ingram, Easter Seals, shared that the SEAC advocacy group was recently contacted and assisted a family in need of support.

9. Information/Inquiries & Association Reports

9.1 Liz Tod, Learning Disabilities Association of Ontario, shared that Learning Disabilities Association of Ontario is providing a free webinar on November 28, 2023, the topic is SORing After Primary - Morphing into Meaning. Christine Jones, Executive Assistant will forward further information.

9.2 Alina Cameron, Vice Chair, shared that the Ontario Autism Coalition (OAC) visit to Queens Park on October 16 & 17, 2023, was a success and the OAC now has an open dialog for communication. Therefore, any families that have funding issues can contact the OAC Facebook page, any OAC board of Directors, or the OAC webpage.

10. SEAC Budget Update

Michelle Probizanski, Superintendent of Education, reported no change to the SEAC budget.

11. Board Update

Trustee Trudy Tuchenhausen provided the following board meeting highlights:

- Directors Action Plan was presented at the October 24, 2023; and
- 6020 Extended Field Trip Policy and 6021 Day Field Trip Policy was presented at the November 14, 2023 meeting.

12. Adjournment

Moved by Liz Tod

Second by Trustee Leah Vanderwey

“THAT we do now adjourn at 6:50 p.m.”

CARRIED

LAKEHEAD DISTRICT SCHOOL BOARD

SPECIAL EDUCATION ADVISORY COMMITTEE

Jim McCuaig Education Centre
Boardroom

2022 DEC 7

MEMBERS PRESENT:

Amy Massalin
Anne Antenucci, Vice Chair
Suzanne Posthumus, Chair
Trustee Leah Vanderwey
Trustee Pat Johansen
Lesley Harding – Teams
Rosemarie MacLean – Teams

Alina Cameron
Carey Murphy – Teams
Michelle Blackburn
Mike Otway – Teams
Student Trustee Alexa Sagutcheway
Tara Ingram – Teams
Trustee Trudy Tuchenhagen

OTHERS PRESENT:

Michelle Probizanski
Christine Jones

Maggie Fredrickson

ABSENT WITH REGRETS:

Andrea Stach
Liz Tod
Miranda Myers
Sarah Niles

Wendy Carroll
Brandon Robb
Trustee Donica LeBlanc

1. **Call to Order**

Michelle Probizanski, Superintendent of Education, called the meeting to order at 6:00 p.m.

2. **Welcome and Introductions**

Michelle Probizanski, Superintendent of Education, welcomed the new committee members:

- Brandon Robb, Anishnawbe Mushkiki;
- Amy Massalin, Children’s Centre Thunder Bay;
- Alina Cameron, Community Member;
- Tara Ingram, Easter Seals;
- Andrea Stach, George Jeffrey Children’s Centre; and
- Rosemarie MacLean, OPTIONS Northwest.

Michelle Probizanski, Superintendent of Education, presented the new 2022-2026 SEAC Binders to the committee members.

3. Elections

3.1 Election of Chair

Michelle Probizanski, Superintendent of Education explained the process for electing a Chair and Vice Chair of SEAC. Ms. Probizanski noted there were no pre-nominations for the position of Chair of SEAC. Trustee Tuchenhagen nominated Suzanne Posthumus; Ms. Posthumus accepted the nomination. Superintendent Probizanski called for nominations from the floor three times. There were no further nominations.

Motion to Close Nominations for Election of Chair

Moved by Trustee Tuchenhagen Seconded by Anne Antenucci

“THAT nominations for the position of Chair be closed.”

CARRIED

Suzanne Posthumus was acclaimed as Chair of SEAC and assumed the Chair for the remainder of the meeting.

3.2 Election of Vice Chair

Suzanne Posthumus, Chair of SEAC, announced there were no pre-nominations. Trustee Tuchenhagen nominated Anne Antenucci; Ms. Antenucci accepted the nomination. Suzanne Posthumus, called for nominations from the floor three times. There were no further nominations.

Motion to Close Nominations for Election of Vice Chair

Moved by Trustee Tuchenhagen Seconded by Alina Cameron

“THAT nominations for the position of Vice Chair be closed.”

CARRIED

Anne Antenucci was acclaimed as Vice Chair of SEAC.

4. Approval of the Agenda

Moved by Anne Antenucci Seconded by Michelle Blackburn

“THAT the agenda for the December 7, 2022 SEAC meeting be approved.”

CARRIED

5. Declarations of Conflict of Interest

There were no declarations of conflict of interest.

6. Presentations

- 6.1 Michelle Probizanski, Superintendent of Education, presented the 7060 Staff Training policy and procedure. Members are asked to forward their feedback or input to Christine Jones, Executive Secretary. All members' questions were addressed.
- 6.2 Michelle Probizanski, Superintendent of Education, presented the 6010 Emergency Evacuation and School Closure policy and procedure. A special mention of specialized accommodation point 3.5 of the policy; "special arrangement may be needed for special needs students" needs to be revised to read "special arrangement will be needed for special needs students". Each special education student has a fire safety plan, case by case and individually to them. Suggested that additional specialized accommodations be included in the policy. Students in wheelchairs should have special considerations in lockdowns. Members are asked to forward the feedback or input to Christine Jones, Executive Secretary. All members' questions were addressed.
- 6.3 Maggie Fredrickson, System Principal, Special Education, provided a presentation on the Demonstration School for students who have severe learning disabilities, in Milton, Ontario, that a few Lakehead District School Board (LDSB) employees recently visited. All members' questions were addressed.
- 6.4 Maggie Fredrickson, System Principal, Special Education, presented EQAO for Special Education. Members were provided with a handout. Gender differences stood out and Ms. Fredrickson will reach out for further data.

7. Approval of the Minutes

Moved by Anne Antenucci

Seconded by Michelle Blackburn

"THAT the minutes of the November 16, 2022, SEAC meeting be approved."

CARRIED

8. Business Arising from the Minutes

- 8.1 Maggie Fredrickson, System Principal, Special Education, is waiting on quotes on promotional items. Transition to High School for students with Individual Education Plans (IEP) pamphlet to be sent out to SEAC for feedback.
- 8.2 Maggie Fredrickson, System Principal, Special Education, confirmed the dates of the secondary open houses to be as follows:
- February 8, 2023 – Superior Collegiate Vocational Institution;
 - February 15, 2023 – Hammarskjold High School; and
 - February 16, 2023 – Westgate Collegiate Vocational Institution.

Members are asked to email Christine Jones if they are able to assist with representing SEAC. Christine Jones, Executive Secretary, will send the dates to SEAC members.

- 8.3 Michelle Probizanski, Superintendent of Education, confirmed the Kindergarten open house is scheduled to be in person on January 30, 2023 at Ecole Elsie MacGill Public School from 6:00pm to 8:00pm. Members are asked if they can volunteer that evening to let Christine Jones, Executive Secretary, know.
- 8.4 Michelle Probizanski, Superintendent of Education, advised that there is a Trustee inquiry on “the number of students on modified programs going into destreamed classes” and at this time it was not possible to answer due to ONSIS data capturing. Ms. Probizanski, will provide data on how many are students are enrolled in destreamed or locally developed classes. Members were asked to email if further data is wanted.
- 8.5 Suzanne Posthumus, Chair of SEAC, asked members for their suggestions on future speakers for the upcoming SEAC parent evening. No input was received and members are asked to email Christine Jones, Executive Secretary.

9. Correspondence

Suzanne Posthumus, Chair of SEAC, reviewed the following correspondence sent to all SEAC members:

- Special Incident Portion (SIP) Claim, Durham DSB;
- Parent Involvement Committee (PIC), LDSB; and
- Role of SEAC.

Alina Cameron, Community Member, requested a letter similar to Special Incident Portion (SIP) Claim Funding, Durham DSB, be sent on behalf of SEAC to the Ministry of Education.

Moved by Alina Cameron

Seconded by Anne Antenucci

“That SEAC draft a letter on behalf of LDSB, on Special Incidence Portion Claim Funding similar to Durham DSB *be approved.*”

CARRIED

10. New Business

- 10.1 Michelle Probizanski, Superintendent of Education, provided the following special education update;
- the board continues to struggle with shortages but getting better;
 - the board just completed a successful job fair for Student Support Professionals, and currently onboarded 12 SSPs;
 - Pediatric clinic continues to run well;
 - Multi-disciplinary staff continue to visit schools in 6-8week blocks;
 - tutor funding continues to be used until March 2023;
 - funding for student transportation and stability support received for children in care;

- Regional Special Education Committee (RSEC), recently completed a meeting with Special Education Minister Claudine Munroe, and listened to Shelley Moore, who advocates for inclusion. Further information can be found at fivemooreminutes.com;
- Northern Ontario Education Leaders (NOEL), supports Northern Adjustment Funds which, considers the needs of the North. Every year there is an allocation of funds to eight boards;
- Pediatric Clinic received a grant for research on strength based approaches. There will be a presentation on this at our February 2023 meeting;
- the first planning meeting was held for the upcoming SSP learning conference, April 28, 2023; and
- the multi-disciplinary team continues to help with our most at risk students.

All members' questions were addressed.

- 9.1 Maggie Fredrickson, System Principal, Special Education, provided an update on the Special Education Review;
- data projection collection in progress;
 - invitations for focus groups in progress and rolling out in January 2023;
 - review of individual education plans (IEP) in progress;
 - review of transitions to school program/process;
 - review of transition from elementary to secondary; and
 - recommendations to be completed for May 2023.

All members' questions were addressed.

- 9.2 Anne Antenucci, Vice Chair, provided the following update from Parent Involvement Committee (PIC);
- funds from PIC were provided to SEAC and AEAC, to go towards planning additional events;
 - AEAC is looking at using funds on branding and an event;
 - How the strike affected the special needs students;
 - the recent meeting with Minister Lecce, the parents would like to be involved, especially SEAC; and
 - the mental health of the students coming out of the pandemic and caregivers mental health evening.

Amy Massalin, CCTB, asked about PLEO, and what is available in the public. Ms.Massalin will bring more information to the next SEAC meeting.

All members' questions were addressed.

10. Information/Inquires & Association Reports

- 10.1 Michelle Probizanski, Superintendent of Education, needs to have the January 18, 2023, SEAC meeting moved to January 11, 2023.

- 10.2 Committees of the board need to be in person, for at least three meetings a year. If all cannot be in person, there are no exceptions for Chair, Superintendent and one additional member.
- 10.3 The advocacy tab in the SEAC binder, will discussed at the January 2023 meeting and then pamphlets will be updated.
- 10.4 Trustee Pat Johansen, shared a pamphlet from the Military Family Resource Centre (MFRC), with a list of places we could access for counselling.
- 10.5 Anne Antenucci, Autism Ontario Northern Region, shared the following:
- Thunder Bay parade of lights is back and this year it includes a sensory safe area; and
 - Autism Ontario Northern Region, is working on putting a package together for families of students with Autism to provide to school boards.
- 10.6 Alina Cameron, Community Member, provided a brief introduction. Her seven-year old child attends Westmount Public School in the special needs program which has been very successful. Currently works in Epidemiology with Thunder Bay Health Unit, and advocate for Ontario Autism Coalition as the Vice President of Research.
- 10.7 Maggie Fredrickson, System Principal, Special Education, provided an update on the significant need to provide the correct paperwork to access adult services for students with special education needs. Ms. Fredrickson is working with Children's Centre Thunder Bay (CCTB) to provide these assessments at a cost of three thousand dollars. Disability Services Ontario (DSO) has been connected.

11. SEAC Budget Update

Michelle Probizanski, Superintendent of Education, reported the budget currently sits at \$13,815. It was suggested possibly spending some funds on the purchase of updated swag for the upcoming events.

12. Board Update

Trustee Tuchenhagen provided the following Board update:

At the November 22, 2022, Regular Board meeting, the following reports were presented:

- Ontario Public School Boards' Association Report;
- Student Trustee Report;
- Indigenous Student Trustee Report;
- Lakehead Public Schools International Education;
- 2021-2022 Education Quality and Accountability Office Report;
- Human Rights, Equity and Inclusive Education;
- 2022-2023 Directors Action Plan;
- Approval of Appointments to SEAC; and

- 3096 Information/Communications Technology Use and Electronic Monitoring policy update.

13. Adjournment

Moved by Suzanne Posthumus

Second by Anne Antenucci

“THAT we do now adjourn at 8:18 p.m.”

CARRIED



INDIGENOUS EDUCATION ADVISORY COMMITTEE MINUTES

DATE: Thursday, September 21, 2023 – 9:00 am – 12:00pm – Boardroom/Virtual Meeting via Microsoft Teams

CO-CHAIR: Anika Guthrie
Heather Harris

MEMBERS PRESENT: Shelby Ch’ng, Emily Drake, Indigenous Student Trustee, Sharon Kanutski, Cheryl King-Zewiec, Elder Gerry Martin, Angelina Tassone, Morning Star Tom, Leland Waboose, Neil Workman

ALTERNATES: Trustee Ellen Chambers, Sheila DeCorte

RESOURCES: Jackie Corbett, Jane Lower, Tanya Moses, Sherri-Lynne Pharand, Director of Education, Jasmine Sgambelluri, Meghan Smelow

GUESTS: Miranda Lesperance, Patti Pella, Education Officer, Indigenous Education Office, Ministry of Education, Fred Van Elburg

ABSENT WITH REGRETS: Myra Bannon, Kathy Beardy, Elliott Cromarty, Anthony Jeethan, Trustee Pat Johansen, Dinah Jung, Anna Fern Kakegamic, Dave Paddington, Brett Parres, Trustee Ryan Sitch (Alternate), Elder/Knowledge Keeper Renee Tookenay, Yolanda Wanakamik, Indigenous Trustee Scottie Wemigwans

AGENDA ITEM	DISCUSSION	ACTION
1. Opening	Elder Gerry called the meeting to order.	Elder Gerry
2. 2.1 Land Acknowledgement	Co-chair Anika Guthrie acknowledged the lands and traditional territory.	Anika Guthrie
2.2 Welcome and Introductions	Co-Chair Anika Guthrie welcomed everyone to the meeting and had all members introduce themselves.	Anika Guthrie

3.	Agenda and Minutes		
3.1	Approval of Agenda - September 21, 2023	<p>Moved by Sharon Kanutski and seconded by Elder Gerry Martin, that the agenda for the September 21, 2023 Miiniwewinan meeting be approved with the following amendment:</p> <p>That 5.2 Fall Harvest be replaced with Truth and Reconciliation Week.</p> <p>Carried</p>	Anika Guthrie
3.2	Approval of Minutes – June 15, 2023	<p>Moved by Trustee Ellen Chambers and seconded by Sharron Kanutski, that the minutes for the June 15, 2023 Miiniwewinan meeting be approved as written.</p> <p>Carried</p>	Anika Guthrie
4.	Business Arising from the Minutes		
4.1	Miiniwewinan Membership	<p>Co-chair Anika Guthrie shared an outline of the current committee membership requirements and made suggestions of possible changes to update the document.</p> <p>All members' questions were addressed.</p>	Anika Guthrie
4.2	PIC Alternate	<p>Co-chair Anika Guthrie asked for a volunteer to become the alternate member on the Parent Involvement Committee. There were no volunteers at this time.</p> <p>All members' questions were addressed.</p>	Anika Guthrie
4.3	Year at a Glance	<p>All members' questions were addressed.</p> <p>Jasmine Sgambelluri, FNMI Resource Teacher, shared a resource highlighting Indigenous Education Celebrations and Commemorations for teachers to use to help plan their school year teachings. Feedback was requested from the committee.</p> <p>All members' questions were addressed.</p>	Jasmine Sgambelluri
5.	New Business		
5.1	First Nations, Métis, and Inuit Education Learning	<p>Co-chair Anika Guthrie shared the FNMI Education Continuum that helps ensure students are exposed to Indigenous knowledge at almost every grade level.</p> <p>All members' questions were addressed.</p>	Anika Guthrie

5.2 Truth and Reconciliation Week	Jackie Corbett, FNMI, Student Success Resource Teacher and Jasmine Sgambelluri, FNMI Resource Teacher, shared a revised document that is distributed throughout the board to assist educators with their planning during Truth and Reconciliation Week.	Jackie Corbett Jasmine Sgambelluri
5.3 Language Revitalization Strategy	All members' questions were addressed. Anika Guthrie, Co-chair shared that funding has been received for a three-year language revitalization strategy to be implemented at Lakehead Public Schools. All members' questions were addressed.	Anika Guthrie
6.	Presentations	
6.1 Summer Learning Programs - Elementary	Fred Van Elburg, Program Coordinator, shared a presentation about the elementary summer learning programs that took place at five Lakehead Public Schools. All members' questions were addressed.	Fred Van Elburg
6.2 Mino Bimaadiziwin 2023, Indigenous Youth Leadership Program	The Mino Bimaadiziwin presentation was deferred to the November 2, 2023 meeting. All members' questions were addressed.	Anika Guthrie
6.3 Four Directions Reach Ahead Program	The Four Directions Reach Ahead Program presentation was deferred to the November 2, 2023 meeting.	Anika Guthrie
7.	Ongoing Business	
7.1 Indigenous Student Trustee Update	Emily Drake, Indigenous Student Trustee, shared an update on activities she has been involved with so far this year which included the Four Directions Reach Ahead Program, the Nishnawbe Aski Nation student orientation, and the Ontario Indigenous Student Trustee meeting she attended.	Emily Drake
7.2 Community Updates	Tanya Moses, FNMI Partnership Coordinator shared an update on activities she has been involved with so far this year and shared that the Fall Harvest celebration has been postponed until next year.	Tanya Moses

8.	Information and Inquiries	<p>Shelby Ch'ing shared information about funding received at Matawa that will be used to offer workshops to students living in community who are about to attend school in Thunder Bay or Geraldton. There may be opportunities for committee members to travel with Matawa to assist with the workshops. More information will be shared at a later date.</p> <p>Co-chair Anika Guthrie shared that she will be stepping down as co-chair of Mniinewininan as she has accepted a new role within the Board. Heather Harris, Superintendent of Education, will be the new co-chair.</p>
9.	Closing	Elder Gerry closed the meeting.
10.	Next Meeting	Thursday, November 7, 2023
11.	Adjournment	The meeting was adjourned at 12:13 p.m.



INDIGENOUS EDUCATION ADVISORY COMMITTEE MINUTES

DATE: Thursday, November 2, 2023 – 9:00 am – 12:00pm – Boardroom/Virtual Meeting via Microsoft Teams

CO-CHAIR: Serena Essex
Heather Harris

MEMBERS PRESENT: Kristy Boucher, Shelby Ch’ng, Elliott Cromarty, Trustee Pat Johansen, Anna Fern Kakegamic, Michelle Kakegamic, Sharon Kanutski, Leanna Marshall, Elder Gerry Martin, Angelina Tassone, Morning Star Tom, Indigenous Trustee Scottie Wemigwans

ALTERNATES: Dinah Jung, Joyce Spence

RESOURCES: Jackie Corbett, Anika Guthrie, Jane Lower, Tanya Moses, Sherri-Lynne Pharand, Director of Education, Jasmine Sgambelluri

GUESTS: AJ Keene, Fred Van Elburg

ABSENT WITH REGRETS: Myra Bannon, Kathy Beardy, Trustee Ellen Chambers (Alternate), Sheila DeCorte, Emily Drake, Indigenous Student Trustee, Anthony Jeethan, Cheryl King-Zewiec, Dave Paddington, Brett Parres, Trustee Ryan Sitch (Alternate), Meghan Smelow, Elder/Knowledge Keeper Renee Tookenay, Leland Waboose, Yolanda Wanakamik, Neil Workman

AGENDA ITEM	DISCUSSION	ACTION
1. Opening	Elder Gerry called the meeting to order.	Elder Gerry
2. 2.1 Land Acknowledgement	Co-chair Serena Essex acknowledged the lands and traditional territory.	Serena Essex
2.2 Welcome and Introductions	Co-Chair Heather Harris welcomed everyone to the meeting and had all members introduce themselves.	Heather Harris

3.	Agenda and Minutes	3.1 Approval of Agenda - September 21, 2023	Serena Essex
	3.1 Approval of Agenda - September 21, 2023	<p>Moved by Trustee Pat Johansen and seconded by Indigenous Trustee Scottie Wemigwans, that the agenda for the November 2, 2023 Miiniwewinan meeting be approved with the following amendments:</p> <ul style="list-style-type: none"> 5. Business Arising 5.1 Year at a Glance 5.2 Membership <p>Carried</p>	Serena Essex
	3.2 Approval of Minutes – June 15, 2023	<p>Moved by Shelby Chung and seconded by Trustee Pat Johansen, that the minutes for the September 21, 2023 Miiniwewinan meeting be approved as written.</p> <p>Carried</p>	Serena Essex
4.	Presentations		
	4.1 Mino Bimaadiziwin 2023 Indigenous Youth Leadership Program	<p>Anika Guthrie shared a presentation outlining the Mino Bimaadiziwin Indigenous Youth Leadership program that was held at Fort William Historical Park in August 2023.</p> <p>All members' questions were addressed.</p>	Anika Guthrie
	4.2 Four Directions Reach Ahead Program	<p>Anika Guthrie shared a presentation outlining the Four Directions Reach Ahead Credit Program.</p> <p>All members' questions were addressed.</p>	Anika Guthrie
	4.3 Student Achievement Report & Math Achievement Action Plan	<p>Fred Van Elburg, Program Coordinator, shared a report outlining an overview of student achievement data at Lakehead Public Schools.</p> <p>AJ Keene, Superintendent of Education, shared a presentation outlining the Mathematics Achievement Action Plan for 2023-2024.</p> <p>All members' questions were addressed.</p>	Fred Van Elburg AJ Keene

5.	Business Arising from the Minutes			Jasmine Sgambelluri
	5.1 Year at a Glance	Jasmine Sgambelluri, FNMI Resource Teacher, shared an update outlining the progress of the resource that is being created highlighting Indigenous Education Celebrations and Commemorations for teachers to use when planning their school year teachings. Feedback was requested from the committee. All members' questions were addressed.		
	5.2 Membership	Anika Guthrie continued a discussion about making changes to the committee's membership to allow room for First Nations partners who have service agreements with LDSB to be involved. A suggestion of a second advisory circle was given that would include First Nations communities that have students attending our schools. Feedback was requested from the committee. All members' questions were addressed.		Anika Guthrie
6.	New Business			
	6.1 Treaties Recognition Week	Jasmine Sgambelluri, FNMI Resource Teacher, and Jackie Corbett, FNMI Student Success Resource Teacher, shared a resource that was created for teachers K-12 to help plan their lessons during Treaties Recognition Week, November 5-11, 2023. All members' questions were addressed.		Jasmine Sgambelluri Jackie Corbett
	6.2 Board Action Plan (BAP) Funding	This item was deferred.		
	6.3 Rideau Hall Grant	Co-Chair Heather Harris shared information and asked for feedback about an initiative to apply for funding that would increase the number of FNMI teachers throughout the country and how the grant funding would affect Lakehead Public Schools. All members' questions were addressed.		Heather Harris
7.	Ongoing Business			
	7.1 Indigenous Student Trustee Update	There was no Indigenous Student Trustee update at this time.		
	7.2 Community Updates	Tanya Moses, FNMI Partnership Coordinator, shared an update on activities she has been involved with.		Tanya Moses
8.	Information and Inquiries	Co-chair Heather Harris announced that the new Principal of Indigenous Education and Program is Kali Bernst.		
9.	Closing	Co-chair Essex closed the meeting.		
10.	Next Meeting	Thursday, December 14, 2023		
11.	Adjournment	The meeting was adjourned at 12:09 p.m.		

LAKEHEAD DISTRICT SCHOOL BOARD

MINUTES OF PARENT INVOLVEMENT COMMITTEE

Board Room
Jim McCuaig Education Centre

2023 MAY 1
6:30 p.m.

MEMBERS PRESENT:

Robin Cawlishaw	George Saarinen (virtual)
Ellen Chambers	Jena Samakese
Tara Ingram	Fred Van Elburg
Shannon Jessiman (virtual)	
Sherri-Lynne Pharand	
Laura Prodanyk	
MorningStar Tom	

RESOURCE:

Judy Hill, Executive Assistant
Stephanie Rea, Communications Officer

MEMBERS ABSENT, WITH REGRET:

Chitra Jacob
Rae-Ann Rees

GUESTS:

Anne Marie McMahon Dupuis, System Principal
Collin Graham

1. **Call to Order, Welcome and Introductions**

Director Pharand called the meeting to order and welcomed Anne Marie McMahon Dupuis, System Principal, Collin Graham and MorningStar Tom, the new AEAC representative on the Parent Involvement Committee.

2. **Land Acknowledgement**

Director Pharand acknowledged the lands and traditional territory.

3. **Disclosures of Conflict of Interest**

There were no disclosures of conflict of interest.

4. **Approval of the Agenda**

The agenda was approved by consensus.

5. Confirmation of Minutes – March 6, 2023

The minutes were approved by consensus.

6. Business Arising from the Minutes

There was no business arising from the minutes.

7. Local Perspective – Human Trafficking

Anne Marie McMahon-Dupuis, System Principal, introduced Collin Graham who provided a power point presentation on human trafficking. Those at risk include youth, (girls as young as 10 and 11 years of age), marginalized individuals, Indigenous peoples, and newcomers. Human trafficking is organized, or gang facilitated, substance dependency driven and economically driven. Human trafficking is a culture. Journey to Safer Spaces is a program offered by The Ontario Native Women's Association. Information is available at onwa.ca. Questions from the group were addressed. Director Pharand thanked Mr. Graham for his very informative presentation and his gift of story.

8. Parent Involvement Committee By-Law Renewal

Robin Cawlishaw and MorningStar Tom volunteered to be on the committee to renew the By-Laws. Judy will set up the meeting.

9. Parent Involvement Committee Wellness Symposium

Fred Van Elburg provided an overview of the PIC Wellness Symposium that was held on April 19, 2023 in the Westgate cafeteria.

10. Aboriginal Education Advisory Committee (AEAC) Report

MorningStar Tom, AEAC representative, reported that AEAC are planning a celebration on June 6, 2023, and AEAC is working on a name change for the committee.

11. Special Education Advisory Committee (SEAC) Report

Deferred to next meeting.

12. Director's Report

Director Pharand reported on the following:

Reports to the Board included:

- Semi-Annual Student Achievement;
- Special Education – Empower Presentation;
- New Teacher Induction Program;
- Student Success;
- The Arts; and
- Policy Review – Safe Schools System Expectation.

Director Pharand shared information on the following upcoming events:

- Mental Health Week;
- Hearing Awareness Month;
- Occupational Health & Safety Week;
- Child & Youth Worker Week;
- Science Fair;
- Wrestling Tournament; and
- SSP Trustee Character Award.

Director Pharand thanked the group for their commitment and time to the committee.

13. Other Business

There was no other business.

14. Next Meeting Date

Monday, September 11, 2023.

15. Adjournment

The meeting adjourned at 8:15 p.m.

LAKEHEAD DISTRICT SCHOOL BOARD

MINUTES OF PARENT INVOLVEMENT COMMITTEE

Board Room
Jim McCuaig Education Centre

2023 SEP 11
6:30 p.m.

MEMBERS PRESENT:

Ellen Chambers
Tara Ingram
Shannon Jessiman (virtual)
Sherry-Lynne Pharand
Laura Prodanyk

George Saarinen (virtual)
Jena Samakese
Fred Van Elburg

RESOURCE:

Judy Hill, Executive Assistant
Stephanie Rea, Communications Officer

MEMBERS ABSENT, WITH REGRET:

Robin Cawlishaw
Rae-Ann Rees
Morning Star Tom

1. **Call to Order, Welcome and Introductions**

Director Pharand called the meeting to order and introductions were made around the table.

2. **Land Acknowledgement**

Director Pharand acknowledged the lands and traditional territory.

3. **Disclosures of Conflict of Interest**

There were no disclosures of conflict of interest.

4. **Approval of the Agenda**

There were no additions to the agenda.

5. **Confirmation of Minutes – May 1, 2023**

Deferred to next meeting due to lack of quorum.

6. **Business Arising from the Minutes**

There was no business arising.

7. Parent Engagement Meeting Summary

Director Pharand referred to the Ministry of Education's meeting summary included in the agenda.

8. Parent Involvement Committee By-Law Renewal

Deferred to next meeting due to lack of quorum.

9. PIC Recruitment

Director Pharand reminded members that if their term is up, they need to reapply by Monday, September 25, 2023.

10. Miiniwewinan: Indigenous Education Advisory Committee Funding Report

The Miiniwewinan Indigenous Education Advisory Committee hosted an evening for families to come and celebrate Indigenous students' success in our schools. There was a feast and a round dance. Student artwork was displayed and students showcased what they have learned on the big drum by singing an opening and closing song. The event was captured by Patrick Chondon Photography. Video can be viewed at:

<https://www.dropbox.com/s/r9slelqfalotbu7/Indigenous%20Education%20Evening%20Celebration%20-%20HD%201080p.mov?dl=0>

11. Special Education Advisory Committee Funding Report

The Special Education Advisory Committee requested to bring funds forward to this year. The group agreed by consensus.

12. Miiniwewinan: Indigenous Education Advisor Committee Report

Deferred to next meeting.

13. Special Education Advisory Committee (SEAC) Report

Tara Ingram, SEAC representative, reported on the following from the last SEAC meeting:

- meeting was held at Algonquin Public School;
- 2022-2023 Work Plan review;
- 2023-2024 meeting schedule;
- Spec. Ed. Plan review completed and sent out; and
- need for more SSPs in schools.

14. Director's Report

Director Pharand reported on the following:

Policy Reviews on:

- Student Concussion Management;
- Voluntary Indigenous Student Self Identification;
- Privacy and Information Management; and
- Information/Communication Technology.

Regular reports to the Board included:

- Ratification of COPE Agreement;
- Mental Health;
- Special Education Review;
- Indigenous Education;
- Renaming of AEAC;
- Leadership Strategy;
- French as a Second Language Campaign;
- 2023-2024 Budget;
- Equity and Inclusive Education;
- English Language Learners; and
- 2021-2024 Strategic Plan.

Director Pharand shared information on the Board's annual golf tournament hosted at Whitewater Golf Course. The tournament has been renamed the Bruce Nugent Memorial Golf Tournament. One hundred and fifty-six golfers participated and over \$30,000 was raised to benefit students. Director Pharand thanked the committee headed by Dave Pineau for all their work.

The last week of September is Rowan's Law Day.

Mental Health Webinar – Fred Van Elburg will share results with Laura Prodanyk.

15. Other Business

Trustee Saarinen commended staff who were responsible for posting activities that staff participated in on the PA Day mandated by Bill 98.

Discussion ensued on hosting a PIC event in the spring. This would be a virtual session. Suggest having Karl Subban as the keynote speaker. Further update will be provided at the next meeting.

The October 2, 2023 meeting will be cancelled.

16. Next Meeting Date

Monday, November 20, 2023.

17. Adjournment

The meeting adjourned at 7:40 p.m.

LAKEHEAD PUBLIC SCHOOLS
OFFICE OF THE DIRECTOR OF EDUCATION

2024 JAN 23
Report No. 020-24

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 January 9, 2024, and have been referred to the Board for approval. The recommendations are as follows:

**POLICY REVIEW – 8061 ABORIGINAL EDUCATION ADVISORY COMMITTEE
POLICY (007-24)**

It is recommended that Lakehead District School Board approve the review of 8061 Aboriginal Education Advisory Committee Policy, as indicated in Report No.007-24 and update any other LDSB policies where Aboriginal Education Advisory Committee is referenced.

POLICY REVIEW –3020 LEGAL REPRESENTATION POLICY (010-24)

It is recommended that Lakehead District School Board approve the review of 3020 Legal Representation Policy, as indicated in Report No. 010-24.

**POLICY REVIEW – 7030 HUMAN RIGHTS AND WORKPLACE HARASSMENT
POLICY (011-24)**

It is recommended that Lakehead District School Board approve the review of 7030 Human Rights and Harassment Policy, as indicated in Report No. 011-24.

POLICY REVIEW – 3040 TRANSPORTATION POLICY AND PROCEDURE (014-24)

It is recommended that Lakehead District School Board approve the review of 3040 Transportation Policy.

Respectfully submitted,

Donica LeBlanc
Chair
Board Advisory Committee