

**BOARD ADVISORY COMMITTEE MEETING**

**Tuesday, January 13, 2026  
 Jim McCuaig Education Centre**

Sherri-Lynne Pharand  
 Director of Education

Donica LeBlanc  
 Chair

**AGENDA**

**PUBLIC SESSION  
7:30 p.m.– Board Room/Microsoft Teams**

		<u>Resource Person</u>	<u>Pages</u>
1.	CALL TO ORDER	D. LeBlanc	Verbal
2.	DISCLOSURE OF CONFLICT OF INTEREST		
3.	APPROVAL OF THE AGENDA	D. LeBlanc	Verbal
4.	RESOLVE INTO BOARD ADVISORY COMMITTEE – CLOSED SESSION		
5.	<b>BOARD ADVISORY COMMITTEE– CLOSED SESSION – 7:15 p.m. (SEE ATTACHED AGENDA)</b>		
6.	LAND ACKNOWLEDGEMENT		Verbal
7.	DELEGATIONS/PRESENTATIONS		
7.1	Trustee Character Award – Keith Ailey, Kailey Long, Anna McPhearson, and Faith Whatley	E. Chambers	Verbal
8.	CONFIRMATION OF MINUTES – PUBLIC SESSION		
8.1	Board Advisory Committee Meeting – November 11, 2025	D. LeBlanc	1-3
9.	REPORTS		
9.1	Director's/Administrative Reports		
9.1.1	Belong		
9.1.2	Succeed		
	9.1.2.1 The Arts Report (010-26)	H. Harris	4-5
9.1.3	Reconcile – N/A		

	<u>Resource Person</u>	<u>Pages</u>
9.1.4 Other		
9.1.4.1 Health and Safety Program – Semi-Annual Report (009-26)	K. Alaksa	6-10
9.2 Standing Committee Reports – N/A		
9.3 Other Reports – N/A		
10. REPORTS OF AD HOC COMMITTEES – N/A		
11. SPECIAL ORDERS – N/A		
12. UNFINISHED BUSINESS AND GENERAL ORDERS – N/A		
13. NOTICES OF MOTION – N/A		
14. ANNOUNCEMENTS	D. LeBlanc	Verbal
15. ADJOURNMENT	D. LeBlanc	Verbal

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**Tuesday, January 13, 2026  
 Jim McCuaig Education Centre**

Sherri-Lynne Pharand  
 Director of Education

Donica LeBlanc  
 Chair

**AGENDA**

**CLOSED SESSION**  
**7:15 p.m. – Sibley Room/Microsoft Teams**

	<u>Resource Person</u>	<u>Pages</u>
5.1 Approval of Board Advisory Committee– Closed session minutes		
5.1.1 Board Advisory Committee Meeting – Closed Session, November 11, 2025	D. LeBlanc	1-2
5.2 Consideration of Reports		
5.2.1 Personnel Matter	M. Probizanski	Verbal
5.3 Information and Inquires		
5.4 Rise and Report Progress	D. LeBlanc	Verbal

LAKEHEAD DISTRICT SCHOOL BOARD

**MINUTES OF BOARD ADVISORY COMMITTEE MEETING**

Board Room/Microsoft Teams  
Jim McCuaig Education Centre

2025 NOV 11  
7:30 p.m.

**TRUSTEES PRESENT:**

Donica LeBlanc (Chair)  
Ellen Chambers  
Pat Johansen  
Ron Oikonen

George Saarinen (virtual)  
Trudy Tuchenhausen  
Leah Vanderwey  
Breanna Bruce (Student Trustee)

**ABSENT WITH REGRETS:**

Eryn Genno (Indigenous Student Trustee)  
Ryan Sitch  
Scottie Wemigwans (Indigenous Trustee)

**SENIOR ADMINISTRATION:**

Sherri-Lynne Pharand, Director of Education  
Heather Harris, Superintendent of Education: Child Care & Elementary Education  
Jane Lower, Superintendent of Education  
Patti-Jo Pesola-Brunton, Superintendent of Education: Math Lead  
Michelle Probizanski, Superintendent of Education  
Kirsti Alaksa, Superintendent of Business

**PUBLIC SESSION:**

1. **Call to Order**

Meeting called to order by Chair LeBlanc at 7:05 p.m.

2. **Disclosure of Conflict of Interest**

3. **Approval of Agenda**

Moved by Trustee Vanderwey

Seconded by Trustee Johansen

*"THAT the Agenda for Board Advisory Committee Meeting, November 11, 2025, be approved."*

**CARRIED**

4. **Resolve into Board Advisory Committee – Closed Session – 7:10 p.m.**

**BOARD ADVISORY COMMITTEE – CLOSED SESSION:**

5. **Board Advisory Committee – Closed Session**

PUBLIC SESSION – 7:30 p.m.:

6. Land Acknowledgement

Trustee Johansen read the Land Acknowledgement.

7. Delegations/ Presentations – N/A

8. Confirmation of Minutes

Moved by Trustee Vanderwey

Seconded by Trustee Johansen

*“THAT the Board Advisory Committee approve the minutes of the Board Advisory Committee Meeting, October 14, 2025.”*

CARRIED

9. Reports

9.1 Director’s/Administration Reports

9.1.1.1 Human Rights, Equity and Inclusive Education Student Demographic Data Report (101-25)

Jane Lower, Superintendent of Education, introduced Anthony Jeethan, Human Rights and Equity Advisor, who presented the report. All trustees’ questions were addressed.

9.1.2.1 Math Achievement Action Plan (100-25)

Patti-Jo Pesola Brunton, Superintendent of Education: Math Lead, presented the report. All trustees’ questions were addressed.

9.1.4.1 Legal Representation Annual Report (106-25)

Sherri-Lynne Pharand, Director of Education, presented the report. All trustees’ questions were addressed.

9.2 Standing Committee Reports – N/A

9.3 Other Reports

9.3.1 Policy Review – 3074 Expense and Travel Reimbursement (107-25)

Moved by Trustee Chambers      Seconded by Trustee Tuchenhausen

It is Recommended that the Board Advisory Committee refer the following to the Board for approval:

*“THAT Lakehead District School Board approve the 3074 Expense and Travel Reimbursement Policy, Appendix A to Report No. 107-25.”*

CARRIED

9.3.2 Policy Review – 1011 Access to System Programs (102-25)

Moved by Trustee Oikonen

Seconded by Trustee Vanderwey

It is Recommended that the Board Advisory Committee refer the following to the Board for approval:

*“THAT Lakehead District School Board approve 1011 Access to System Programs Policy, Appendix A to Report No. 102-25.”*

CARRIED

10. Reports of Special (Ad Hoc) Committees – N/A

11. Unfinished Business – N/A

12. Notices of Motion – N/A

13. Announcements

13.1 Chair LeBlanc informed the Board that the following events were attended by trustees:

- October 29, 2025 – Virtual Student Senate;
- November 5, 2025 – OPSBA Education Working Group – Online;
- November 10, 2025 – Minister Patty Hajdu’s visit to a Superior Collegiate and Vocational Institute’s Civics Class; and
- November 11, 2025 – Remembrance Day Ceremonies – Various Locations.

14. Adjournment

Moved by Trustee Saarinen

Seconded by Trustee Johansen

*“THAT we do now adjourn at 8:18 p.m.”*

CARRIED

LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2026 JAN 13  
Report No. 010-26

TO THE CHAIR AND MEMBERS OF THE  
BOARD ADVISORY COMMITTEE – Public Session

RE: THE ARTS

1. Background

- 1.1 As identified in the Strategic Plan, Lakehead District School Board (LDSB) recognizes the potential and needs of all learners by providing them with the supports to succeed. “Experiences in the arts – dance, drama, media arts, music, and the visual arts – play a valuable role in the education of all students. Through participation in the arts, students can develop their creativity, learn about their own identity, and develop self-awareness, self-confidence, and a sense of well-being.” (Ontario Arts Curriculum)
- 1.2 The Lakehead District School Board remains committed to delivering high-quality arts programs and professional learning opportunities that enhance student achievement and support teacher development.

2. Situation

- 2.1 Through strong partnerships with the Thunder Bay Symphony Orchestra, the Thunder Bay Art Gallery, and numerous community organizations, LDSB continues to provide dynamic and creative learning opportunities that benefit both students and teachers in all areas of the arts.
- 2.2 All three LDSB secondary schools continue to deliver a broad spectrum of arts programming.

3. Program Overview

- 3.1 Throughout this school year, elementary schools will engage in arts-based learning supported by partnerships with the Thunder Bay Art Gallery, the Thunder Bay Symphony Orchestra, and community organizations.
- 3.2 Elementary classroom teachers will continue to receive support in integrating drama, dance, and visual arts across the curriculum.
- 3.3 Students transitioning to secondary school will have access to a wide range of opportunities, including band, strings, guitar, vocal music, drama, dance, and visual arts, offered across all three secondary schools.
- 3.4 A full complement of arts programming in each secondary school enables students to personalize their high school experience and strengthen their prospects for success both academically and in life.

## Conclusion

“The arts add enjoyment to the day and make students more alert to other kinds of learning. Classroom teachers become the best advocates for an engaging education, rich in the arts, when they bring the arts to their students.” *Engaging Students Through the Arts*, (What Works? Research into Practice, April 2011) Dr. Rena Upitis.

Lakehead District School Board is dedicated to delivering dynamic and creative arts experiences that inspire students and broaden their educational journey.

Respectfully submitted,

FRED VAN ELBURG  
Elementary Coordinator

HEATHER HARRIS  
Superintendent of Education

SHERRI-LYNNE PHARAND  
Director of Education



LAKEHEAD PUBLIC SCHOOLS  
OFFICE OF THE DIRECTOR OF EDUCATION

2026 JAN 13  
Report No. 009-26

TO THE CHAIR AND MEMBERS OF THE  
BOARD ADVISORY COMMITTEE – Public Session

LAKEHEAD DISTRICT SCHOOL BOARD - Public Session

RE: HEALTH AND SAFETY PROGRAM – SEMI-ANNUAL REPORT

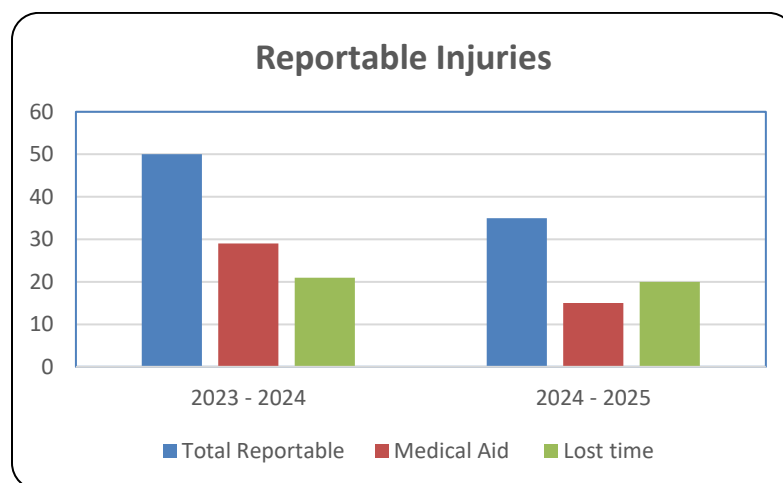
1. Background

This semi-annual report is to inform trustees of the current status of Lakehead District School Board's (LDSB) Health and Safety program and significant related activities. The Occupational Health and Safety Act requires directors and officers of corporations to take all reasonable care to ensure that the corporation complies with the Act and its regulations.

2. Situation

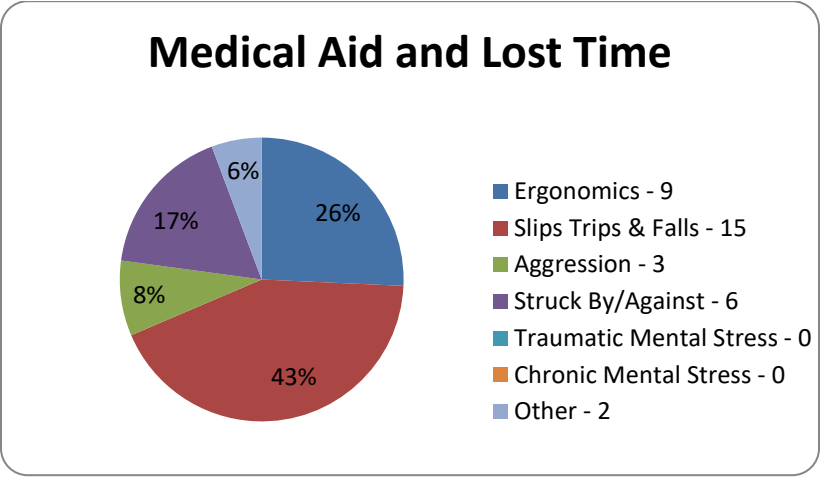
2.1 Accident Statistics

- 2.1.1 Over the 2024-2025 school year, employees recorded a total of 35 reportable injuries. Reportable injuries are defined as incidents that required medical aid or resulted in lost time. This was down from 50 reported the previous year. The number of incidents requiring medical care was 15, which is down from 29 in the previous year. The number of lost time incidents was 20, down from 21 the previous year.



Slips/trips/falls, struck by/against and ergonomics were the highest reportable categories of types of injury.

2.1.2 The graph below displays the cause of the injury, the total incidents per category and percent distribution of reportable injuries.

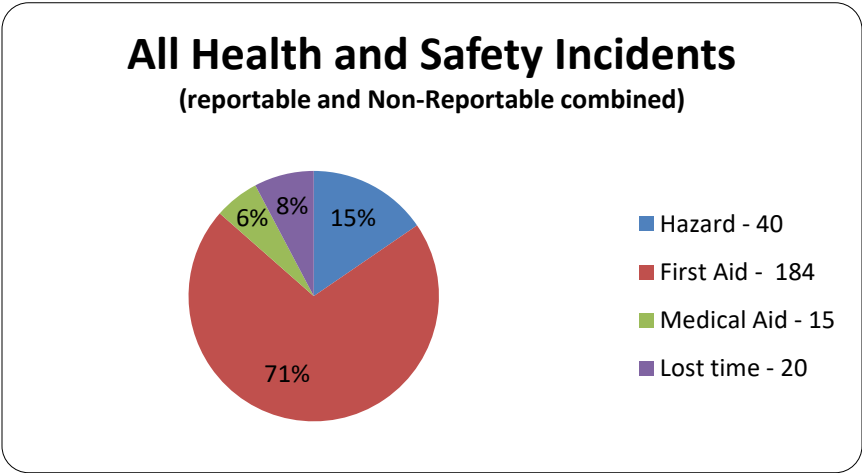


Note: Ergonomics – includes overexertion and repetitive motion strain  
 Chronic Mental Stress (CMS) policy new in 2018 was retroactive to April 2014.  
 Other –Covid cases, MVA, heart attack, stroke, epileptic seizure, fainting (loss of consciousness), asthma attack, fire/explosion, exposure to hazardous material, contaminants and noise.

2.1.3 The total reportable injury frequency reflects the combined medical aid and lost time claim frequency compared to the educational peer group across the province and is based on claims per 100 staff. Lakehead District School Board’s frequency rate is 4.09 compared to the provincial average rating of 4.93.

2.1.4 The total number of non-reportable incidents for the 2024-2025 school year was 224. Non-reportable injuries are defined as first aids and near misses (hazards). The number of incidents requiring first aid was 184 as opposed to 185 from the previous year. There were also 40 near miss (hazard) incidents reported in this period.

2.1.5 The graph below displays the cause of the injury, the total incidents per category and percent distribution of all health and safety incidents (includes all reportable and non-reportable injuries).



### 3. Health and Safety Initiatives

It was important to also decrease the Board's injury rate still. To do so, focus has been placed on employee training (in-person and online), equipment testing and online reporting.

#### 3.1 Employee Training

The health and safety department continues to provide a number of important training sessions throughout the year. The cost for training, including supply staff coverage, is covered by the health and safety department budget.

##### 3.1.1 Classroom Based Learning

###### First Aid Training

Standard First Aid, CPR/AED training certificates are only valid for three years at which time re-certification is required. Five First Aid courses were held, and 91 employees completed training in the 2024-2025 school year. The sessions were one and two-day certification courses. Each school is well staffed with individuals certified in First Aid.

###### Joint Health and Safety Committee Certification Training

Each site is required to have a Joint Health and Safety Committee comprised of management and worker members as per the Occupational Health and Safety Act (OHSA). At least one management and one worker member must be certified. To become certified, staff must complete a four-day course divided into two parts covering a variety of topics. This past year, five staff successfully completed the certification course.

##### 3.1.2 Online Training

Since the Fall of 2015, the Board has been using an online training platform. For the period of September 1, 2024 to August 31, 2025, there were 21,112 online course completions.

2024-2025 requirements:

- Ryan's Law;
- Sabrina's Law;
- LPS Concussion Training; and
- Workplace Violence: Awareness and Prevention.

### 3.1.3 New Hire Online Training

All new LDSB employees receive the following mandatory training as part of the onboarding process:

- Workplace Violence and Harassment;
- Workplace Hazardous Material Information System (WHMIS 2015) training;
- Occupational Health and Safety Awareness training;
- Accessibility for Ontarians with Disabilities Act;
- LPS Concussion training (New 2020);
- Student Concussion Management Policy;
- Cybersecurity (New 2020);
- Online Health and Safety Reporting Instructions (New 2020);
- Ontario School Board Anti-Sex Trafficking Protocol Part 1 (New 2022);
- Ryan's Law; and
- Sabrina's Law.

Annually, all staff are required to complete training on Ryan's Law, Sabrina's Law and LPS specific concussion training.

### 3.2 Equipment Testing

To ensure compliance with the Occupational Health and Safety Act, the health and safety officer coordinates the annual testing and certification of the following:

- forty-four overhead cranes, hoists and floor jacks as well as three aerial lift platforms;
- nine mechanical lifts and related equipment used in special needs/multi needs classrooms;
- stage and drama room rigging and lighting in each secondary school;
- chemical fume hoods in the science areas; and
- dust collection and spark detection systems located in all technology classes.

## Conclusion

Lakehead District School Board continues to promote a safe learning and working environments for all students and staff. A continuing commitment to education, training, and health and safety promotion, will ensure LDSB remains compliant with all acts and regulations and, in turn, reduce operating costs. This commitment to safety will also make our schools and facilities the best place for students and staff to work and learn.

Respectfully submitted,

KYLE ULVANG  
Health and Safety Officer

DON PORTER  
Manager of Property Services

KIRSTI ALAKSA  
Superintendent of Business

SHERRI-LYNNE PHARAND  
Director of Education