

SEPTEMBER 26, 2016

**WATERLOO REGION DISTRICT SCHOOL BOARD**

**NOTICE OF MEETING**

The regular monthly **Board Meeting** of the Waterloo Region District School Board will be held in the Board Room, Floor 1, Building 2, Education Centre, 51 Ardelt Avenue, Kitchener, on **Monday, September 26, 2016, at 7:00 p.m.**

**AGENDA**

**Call to Order**

**O Canada**

**Invocation** (To be recited by trustees)

"In preparation for this evening's meeting, let us pause for thirty seconds of silent reflection – to commit our hearts and our heads, and help one another to make the careful and thoughtful decisions that will further the education of all our students."

**Approval of Agenda**

**Consent Agenda\*\***

**Receipt/Approval of Minutes:**

- Receive Minutes – Board Meeting of June 27, 2016
- ... Receive Minutes – Special Board Meeting of August 29, 2016
- Approve Minutes – Committee of the Whole Meeting of September 12, 2016
- Approve Minutes – Committee of the Whole Meeting of September 19, 2016
- Approve Minutes – Special Education Advisory Committee Meeting of June 15, 2016

**Receipt/Approval of Monthly Reports:**

- |           |   |               |
|-----------|---|---------------|
| <b>27</b> | Suspension Expulsion Report to June 30, 2016        | P. Rubenschuh |
| <b>29</b> | Staffing Information – Retirements and Resignations | M. Weinert    |
| <b>31</b> | Staffing Recommendations – Appointments             | M. Weinert    |

**Declarations of Pecuniary Interest**

**Announcements/Celebrating Board Activities**

**Delegations**

**Reports**

- |           |                                 |           |
|-----------|---------------------------------|-----------|
| <b>37</b> | Stop Arm Camera Pilot - Results | M. Gerard |
| <b>51</b> | EQAO 2016 Assessment Results    | J. Bryant |
|           | Strategic Plan Update (Verbal)  | J. Bryant |
|           | Newcomers Update (Verbal)       | G. Shantz |

\*\*All matters listed under the Consent Agenda are considered not to require debate by the Board of Trustees and should be approved in one motion in accordance with the recommendation contained in each report.

## **Reports from Board Members**

### **Board Communications**

- 58** Premier of Ontario response to WRDSB letter on Autism services
- 60** Peel Board of Education letter re K-8 Coding as part of the curriculum
- 62** Peel Board of Education letter re EQAO Assessment of Syrian Students
- 64** Peel Board of Education response to EQAO re Assessment of Syrian Students

### **Question Period** (10 minutes)

### **Future Agenda Items** (Notices of motion to be referred to Agenda Development Committee)

### **Adjournment**

## Report to Board September 26, 2016



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT:** Student Suspension/Expulsion Report June 30, 2016

**ORIGINATOR:** This report was prepared by Peter Rubenschuh, Superintendent, Student Achievement and Well-Being; Jim Woolley, System Administrator, Specialty Programs and Supports JK-12, and in consultation with Coordinating Council.

**PURPOSE/STRATEGIC PLAN:**

To provide the Waterloo Region District School Board with information regarding monthly and year-to-date suspension/expulsion data.

This report supports the strategic priority of Our Students are First – Each and Every One. The WRDSB continues to support students in alternative programs that support their success. Suspension and expulsion data is helpful in supporting schools as inclusive and caring communities.

**BACKGROUND:**

As requested by the Board, suspension/expulsion data will be presented at the Board meeting each month.

**STATUS:**

Comparing Year to Date from June 2014-2015 and June 2015-2016, Elementary suspensions have increased by 86 and Secondary suspensions have decreased by 197.

Comparing Year to Date from June 2014-2015 and June 2015-2016, School expulsions have remained the same and Board expulsions have increased by 6.

The most recent month's suspension and expulsion data is included in the chart below. This data is accurate up to, and including, the date of collection.

**A. Suspensions**

	<b>June 2016</b>	<b>YTD</b>	<b>June 2015</b>	<b>YTD</b>
Total Elementary School Suspensions	130	1008	78	922
Total Secondary School Suspensions	70	1384	112	1581

**B. Expulsions**

	<b>June 2016</b>	<b>YTD</b>	<b>June 2015</b>	<b>YTD</b>
Total School Expulsions	0	0	0	0
Total Board Expulsions	1	17	1	11

**C. Violent Incidents**

The term *violent incident* is defined as the occurrence of any one of the following or the occurrence of a combination of any of the following: possessing a weapon, including possessing a firearm, physical assault causing bodily harm requiring medical attention, sexual assault, robbery, using a weapon to cause or to threaten bodily harm to another person, extortion, hate and/or bias-motivated occurrences.

	<b>June 2016</b>	<b>YTD</b>	<b>June 2015</b>	<b>YTD</b>
Total (Elementary/Secondary)	2	30	3	24

**COMMUNICATIONS:**

Upon request, suspension/expulsion data is communicated to the Ministry of Education for statistical purposes.

**FINANCIAL IMPLICATIONS:**

No financial implications.

**RECOMMENDATION:**

No recommendation. For information only.

 **Director of Education**

## Report to Board September 26, 2016



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT:**               **Staffing Information – Retirements & Resignations**

**ORIGINATOR:**       This report was prepared by Michael Weinert, Superintendent, Human Resource Services, in consultation with Coordinating Council.

**PURPOSE/STRATEGIC PLAN:**

This report presents, as information, the names of those staff members who are retiring or resigning from the Waterloo Region District School Board.

The three strategic priorities that are used to guide the work of the Board are:

- Our Students are First – Each and Every One
- Our Staff, Families and Caregivers are Partners in Every Student's Learning Journey
- Our Culture of Innovation Builds Students' Confidence and Success as they Face the Future

**BACKGROUND:**

The Board's practice has been to receive information regarding staff retirements and resignations at regular monthly Board meetings.

**STATUS:**

The employees listed in this Report have received acknowledgment of their retirement or resignation.

**Retirements: Elementary Teaching Staff**

Name	Position / Location	Effective Date	Years of Service
Genevieve Gibson	Teacher, Breslau P.S.	October 30, 2016	26
Donald Gowling	Teacher, Hespeler P.S.	June 30, 2016	32
Lorraine Harbin	Teacher, Sunnyside P.S.	June 30, 2016	21
Laurie Herald	Teacher, Tait Street P.S.	July 31, 2016	26
Stephen Lidbetter	Teacher, Margaret Avenue P.S.	November 30, 2016	29
Deanna Miyata-Morgan	Teacher, Queensmount P.S.	September 30, 2016	31
Tammy Roggie	Teacher, Chalmers Street P.S.	June 30, 2016	17
Kimberly Strickler	Teacher, Preston P.S.	June 30, 2016	27

**Retirements: Secondary Teaching Staff**

**Nil Report**

**Retirements - Administrative and Support Staff**

Name	Position / Location	Effective Date	Years of Service
Cathy Bartley	Office Supervisor, Bluevale C.I.	January 31, 2017	29
Kathleen Bauman	Educational Assistant, John Mahood P.S.	September 5, 2016	28
Cheryl Black	Secretary, Empire P.S.	July 5, 2016	11
Pamela Fraser	Educational Assistant, On Leave	June 30, 2016	25
Joyce Gingrich	Social Worker, Special Education, Education Centre	August 31, 2016	24

Laura Hodgins	Superintendent, Student Achievement & Well-Being, Educational Services, Education Centre	June 30, 2016	7
Martha Kirkland Weir	Early Childhood Educator, Forest Hill P.S.	August 19, 2016	5
Lily Mansour	Educational Assistant, Eastwood C.I.	August 31, 2016	13
Sandra McCreary	Secretary, Jacob Hespeler S.S.	September 26, 2016	15
Susan Montgomery	Office Supervisor, Forest Heights C.I.	August 22, 2016	40
Julie Smith	Accounting Clerk, Financial Services, Education Centre	August 31, 2016	35
Mary Stacey	Secretary, Learning Services, Education Centre	October 31, 2016	29

#### **Resignations – Teaching, Administrative and Support Staff**

<b>Name</b>	<b>Position/Location</b>	<b>Effective Date</b>
Katharine Adams	Speech Language Pathologist, Special Education, Education Centre	August 22, 2016
Wai-Kin Chan	Elementary Teacher, Hespeler P.S.	August 31, 2016
Ana Franolic	Secretary, John Mahood P.S.	August 31, 2016
Eun Bi Gang	Early Childhood Educator, Coronation P.S.	August 31, 2016
Patricia (Naya) Markanastasis	Elementary Principal, Alpine P.S.	August 31, 2016
Breanne McGuire	Elementary Teacher, On Leave	September 8, 2016
Kathleen McLeod	Educational Assistant, Sandhills P.S.	August 23, 2016
Karen Miller	Educational Assistant, Elgin Street P.S.	September 6, 2016
Lynne Osasuyi	Consultant, Special Education, Education Centre	August 31, 2016
Jennifer Reid	Early Childhood Educator, Stewart Avenue P.S.	August 31, 2016
Jo-Anne Rent	Elementary Teacher, Rosemount P.S.	July 31, 2016
Jeanette Ricketts	Custodian, Huron Heights S.S.	June 30, 2016
Donat Sterling	Custodian, Crestview P.S.	August 26, 2016
Vicki Weibe	Child & Youth Worker, Westheights P.S.	August 9, 2016
Teresa Woodburn	Early Childhood Educator, Southridge P.S.	September 2, 2016

#### **COMMUNICATIONS:**

Employees listed in this report have communicated through Human Resource Services.

#### **FINANCIAL IMPLICATIONS:**

Expenses are within the existing approved budget.

#### **RECOMMENDATION:**

No recommendation. For information only.

 **Director of Education**

## Report to Board September 26, 2016



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT:**                   **Staffing Recommendations - Appointments**

**ORIGINATOR:**       This report was prepared by Michael Weinert, Superintendent, Human Resource Services; in consultation with Coordinating Council.

**PURPOSE/STRATEGIC PLAN:**

This report presents, as information, the names of those staff members who are retiring or resigning from the Waterloo Region District School Board.

The three strategic priorities that are used to guide the work of the Board are:

- Our Students are First – Each and Every One
- Our Staff, Families and Caregivers are Partners in Every Student's Learning Journey
- Our Culture of Innovation Builds Students' Confidence and Success as they Face the Future

**BACKGROUND:**

The Board's practice has been to have appointments presented for consideration and approval at regular monthly Board meetings.

**STATUS:**

The following staff appointments are effective the dates indicated:

**Teaching Staff – Elementary:**

<b><u>Name</u></b>	<b><u>Position &amp; Location</u></b>	<b><u>Effective Start Date</u></b>
Dance Agapieva-Vasileska	Teacher, Ryerson P.S.	September 1, 2016
Kelly Alexander	Teacher, Stewart Avenue P.S.	September 1, 2016
Stephanie Amaral	Teacher, Keatsway P.S.	September 1, 2016
Julie Atchison	Teacher, Westvale P.S.	September 1, 2016
Karen Batte	Teacher, Sandowne P.S.	September 1, 2016
Anna-Katharina Becker	Teacher, Stanley Park P.S.	September 1, 2016
Kevin Benevides	Teacher, Rosemount P.S.	September 1, 2016
Ryan Boggs	Teacher, Rosemount P.S.	September 1, 2016
Neil Callaghan	Teacher, Suddaby P.S.	September 1, 2016
Karen Campbell	Teacher, J. W. Gerth P.S.	September 1, 2016
Elizabeth Cassidy	Teacher, Howard Robertson P.S.	September 1, 2016
Elizabeth Chamberlain	Teacher, Centennial P.S. (Cambridge)	September 1, 2016
Rebecca Colwill	Teacher, Clemons Mill P.S.	September 1, 2016
Michael Crossley	Teacher, Pioneer Park P.S.	September 1, 2016
Dominique Crousset	Teacher, Ryerson P.S.	September 1, 2016
Angela Cull	Teacher, W. T. Towhshend P.S.	September 1, 2016
Justin Davis	Teacher, Howard Robertson P.S.	September 1, 2016

Crestina De Sousa	Teacher, Stewart Avenue P.S.	September 1, 2016
Danielle Dechert	Teacher, Sandowne P.S.	September 1, 2016
Ryan Deiter	Teacher, St. Jacobs P.S.	September 1, 2016
Brian Dibben	Teacher, Westmount P.S.	September 1, 2016
Janine Dickey	Teacher, Manchester P.S.	September 1, 2016
Dunja Domic	Teacher, Queensmount P.S.	September 1, 2016
Thomas Drung	Teacher, J. W. Gerth P.S.	September 1, 2016
Angela Duquette	Teacher, Rockway P.S.	September 1, 2016
Sherie Eckhardt	Teacher, Jean Steckle P.S.	September 1, 2016
Stephanie Epp	Teacher, Baden P.S.	September 1, 2016
Aubrey Flowers	Teacher, Mary Johnston P. S.	September 1, 2016
Katherine Fulton	Teacher, Stewart Avenue P.S.	September 1, 2016
Morgan Gaboury-Poirier	Teacher, St. Andrew's P.S.	September 1, 2016
Tammy Gaudun	Teacher, Special Education, Education Centre	September 1, 2016
Joannis Georgiou	Teacher, Avenue Road P.S.	September 1, 2016
Adina Gorcea	Teacher, St. Jacobs P.S.	September 1, 2016
Roberta (Ann) Green	Teacher, Stanley Park P.S.	September 1, 2016
Alicia Grist	Teacher, A. R. Kaufman P.S.	September 1, 2016
Jonathon Grundy	Teacher, Breslau P.S.	September 1, 2016
Jennifer Guest	Teacher, John Mahood P.S.	September 1, 2016
Alanna Harper	Teacher, Wilson Avenue P.S.	September 1, 2016
Jennifer Harrison	Teacher, Stewart Avenue P.S.	September 1, 2016
Sara Hartley	Teacher, N. A. MacEachern P.S.	September 1, 2016
Lindsay Harvey	Teacher, Winston Churchill P.S.	September 1, 2016
Carrie Heathcote	Teacher, Vista Hills P.S.	September 1, 2016
Kristina Hewko	Teacher, Manchester P.S.	September 1, 2016
Melanie Heymans	Teacher, Mary Johnston P.S.	September 1, 2016
Diane Holtby	Teacher, Tait Street P.S.	September 1, 2016
Rosaria (Sandra) Hunter	Teacher, Tait Street P.S.	September 1, 2016
Melissa Iutzi	Teacher, J. F. Carmichael P.S.	September 1, 2016
Lindsey Jacob	Teacher, Northlake Woods P.S.	September 1, 2016
Alice Jakubowski	Teacher, Keatsway P.S.	September 1, 2016
Joseph (Paul) Jasinski	Teacher, Queensmount P.S.	September 1, 2016
Maya Jebodhsingh	Teacher, Manchester P.S.	September 1, 2016
Sharon Jones	Teacher, Avenue Road P.S.	September 1, 2016
Coralee Jyrkama	Teacher, John Mahood P.S.	September 1, 2016
Jonathan Keller	Teacher, Mary Johnston P.S.	September 1, 2016
Sonya Koufis	Teacher, Suddaby P.S.	September 1, 2016
Jennie Kugler	Teacher, Williamsburg P.S.	September 1, 2016
Mary-Evelyn Lather	Teacher, Trillium P.S.	September 1, 2016
Amy Lee	Teacher, Northlake Woods P.S.	September 1, 2016
Katelyn Leger	Teacher, Howard Roberston P.S.	September 1, 2016



Noella Leggio	Teacher, Manchester P.S.	September 1, 2016
Ashley Lock	Teacher, Hespeler P.S.	September 1, 2016
Pamela MacLean	Teacher, Silverheights P.S.	September 1, 2016
Angela MacLellan	Teacher, Clemons Mill P.S.	September 1, 2016
Samuel MacTavish	Teacher, Ryerson P.S.	September 1, 2016
Amy Mairs	Teacher, Grandview P.S. (New Hamburg)	September 1, 2016
Denise Marentette	Teacher, Preston P.S.	September 1, 2016
Kathleen Matthews	Teacher, Rosemount P.S.	September 1, 2016
Alexandra McDonnell	Teacher, Hespeler P.S.	September 1, 2016
Dana McIntosh	Teacher, Country Hills P.S.	September 1, 2016
Jennifer McKay	Teacher, Queensmount P.S.	September 1, 2016
Stephanie Miller	Teacher, Park Manor P.S.	September 1, 2016
Kristen Morrison	Teacher, Rosemount P.S.	September 1, 2016
Amy Moses	Teacher, A. R. Kaufman P.S.	September 1, 2016
Erin Munroe	Teacher, Central P.S.	September 1, 2016
Denisha Naidoo	Teacher, Preston P.S.	September 1, 2016
Chantelle Odobetskiy	Teacher, Chalmers Street P.S.	September 1, 2016
Kaila Parker	Teacher, Queensmount P.S.	September 1, 2016
Victoria Paulozza	Teacher, Doon P.S.	September 1, 2016
Betsy Pawson	Teacher, Rockway P.S.	September 1, 2016
Loredana Petean	Teacher, Driftwood Park P.S.	September 1, 2016
Leanne Presenger	Teacher, Suddaby P.S.	September 1, 2016
Marilyn Promoli	Teacher, Pioneer Park P.S.	September 1, 2016
Edward Pullen	Teacher, A. R. Kaufman P.S.	September 1, 2016
Laura Renwick	Teacher, Howard Robertson P.S.	September 1, 2016
Lara Roberts	Teacher, Avenue Road P.S.	September 1, 2016
Medea Rowland	Teacher, Ryerson P.S.	September 1, 2016
Laura Rye	Teacher, Blair Road P.S.	September 1, 2016
Josef Safar	Teacher, Prueter P.S.	September 1, 2016
Laura Sayer	Teacher, Vista Hills P.S.	September 1, 2016
Laura Schilling	Teacher, Pioneer Park P.S.	September 1, 2016
Hayley Schoales	Teacher, Sheppard P.S.	September 1, 2016
Ainsley Schrader	Teacher, Howard Robertson P.S.	September 1, 2016
Carolyn (Melissa) Schrader	Teacher, Elgin Street P.S.	September 1, 2016
Surekha Sharma	Teacher, Keatsway P.S.	September 1, 2016
Candice Shaw	Teacher, Rosemount P.S.	September 1, 2016
Nadine Sims	Teacher, Westmount P.S.	September 1, 2016
Alicia Singh	Teacher, Ryerson P.S.	September 1, 2016
Melissa Sky	Teacher, William G. Davis P.S.	September 1, 2016
Jessica Smith	Teacher, Stewart Avenue P.S.	September 1, 2016
Victoria Smith	Teacher, Chalmers Street P.S.	September 1, 2016

Jacqueline Stevens	Teacher, Lackner Woods P.S.	September 1, 2016
Laurie Stobo	Teacher, Riverside P.S.	September 1, 2016
Brittany Stoesser	Teacher, Elizabeth Ziegler P.S.	September 1, 2016
Angela Taub	Teacher, Avenue Road P.S.	September 1, 2016
Leah Thomas	Teacher, Sunnyside P.S.	September 1, 2016
Amber Thomson	Teacher, Manchester P.S.	September 1, 2016
Melissa Tusch-Kelterborn	Teacher, Cedarbrae P.S.	September 1, 2016
Christopher Underwood	Teacher, Doon P.S.	September 1, 2016
Christie Van Doormaal	Teacher, Forest Hill P.S.	September 1, 2016
Theresa Vang	Teacher, Manchester P.S.	September 1, 2016
Kelly Verlinden	Teacher, Franklin P.S.	September 1, 2016
Jeffrey Witmer	Teacher, Southridge P.S.	September 1, 2016
Tanya Young	Teacher, Rosemount P.S.	September 1, 2016

**Teaching Staff – Secondary:**

<b><u>Name</u></b>	<b><u>Position &amp; Location</u></b>	<b><u>Effective Start Date</u></b>
Wajiha Bhatti	Teacher, Eastwood C.I.	September 1, 2016
Claire Black	Teacher, Bluevale C.I.	September 1, 2016
Jesse Brennehan	Teacher, Huron Heights S.S.	September 1, 2016
Megan Cairns	Teacher, Glenview Park S.S.	September 1, 2016
Louis-Philippe Comeau	Teacher, Kitchener-Waterloo Collegiate & Vocational School	September 1, 2016
Marcia Connolly	Teacher, Cameron Heights C.I.	September 1, 2016
Christopher DeHaan	Teacher, Sir John A. Macdonald S.S.	September 1, 2016
Cameron Elsdon	Teacher, Glenview Park S.S.	September 1, 2016
Violet Eng	Teacher, Southwood S.S.	September 1, 2016
Noriko Fukumoto	Teacher, Sir John A. Macdonald S.S.	September 1, 2016
Lara Galian	Teacher, Huron Heights S.S.	September 1, 2016
Evelyn Greer	Teacher, Kitchener-Waterloo Collegiate & Vocational School	September 1, 2016
Sarah Hamilton	Teacher, Elmira District S.S.	September 1, 2016
Jacquelyn Hiscott	Teacher, Galt C.I. & Vocational School	September 1, 2016
Jeffrey Huff	Teacher, Bluevale C.I.	September 1, 2016
Kristen Kelleher	Teacher, Southwood S.S.	September 1, 2016
Tyler Kirkby	Teacher, Glenview Park S.S.	September 1, 2016
Holly Linkert	Teacher, Eastwood C.I.	September 1, 2016
James Mathers	Teacher, Huron Heights S.S.	September 1, 2016
Lauren McConnell	Teacher, Forest Heights C.I.	September 1, 2016
Robert Millar	Teacher, Kitchener-Waterloo Collegiate & Vocational School	September 1, 2016
Vicki Page	Teacher, Glenview Park S.S.	September 1, 2016
Phillip Parsons	Teacher, Kitchener-Waterloo Collegiate & Vocational School	September 1, 2016

Rebecca Playford	Teacher, Eastwood C.I.	September 1, 2016
Carolyn Smith	Teacher, Cameron Heights C.I.	September 1, 2016
Sarah Smith	Teacher, Sir John A. Macdonald S.S.	September 1, 2016
John (Matthew) Thibaudeau	Teacher, Sir John A. Macdonald S.S.	September 1, 2016
Joseph Vander Kolk	Teacher, Kitchener-Waterloo Collegiate & Vocational School	September 1, 2016
Erin Wideman	Teacher, Waterloo C.I.	September 1, 2016

**Administrative and Support Staff:**

<u>Name</u>	<u>Position &amp; Location</u>	<u>Effective Start Date</u>
Nicola Adams	Secretary, Elgin Street P.S.	August 29, 2016
Jason Barbosa	Custodian, Forest Heights C.I.	July 20, 2016
Stephanie Batista	Custodian, Breslau P.S.	July 26, 2016
Lisa Blundon	Secretary, Waterloo C.I.	August 29, 2016
Gayle Botelho	Custodian, Sir John A. Macdonald S.S.	August 25, 2016
Debbie Byington	Educational Assistant, Special Education, Education Centre	September 1, 2016
Jeremy de Belleval	Employee Wellness Officer, Education Centre	September 1, 2016
Patti Brandow	Custodian, Sir John A. Macdonald S.S.	September 12, 2016
Phillip Cave	Educational Assistant, Vista Hills P.S.	September 1, 2016
Cindy Colbeck	Educational Assistant, A.R. Kaufman P.S.	September 1, 2016
Christine Dietrich-Scheifley	Educational Assistant, N.A. MacEachern P.S.	September 1, 2016
Sherry Dimitroff	Secretary, Eastwood C.I.	August 31, 2016
Adam Driedger	Educational Assistant, Howard Robertson P.S.	September 1, 2016
Amy Dunbar	Educational Assistant, Queen Elizabeth P.S.	September 1, 2016
Valerie Flood	Educational Assistant, Westmount P.S.	September 1, 2016
Stephanie Guse	Secretary, Sheppard P.S.	August 29, 2016
Tara Hancock	Educational Assistant, Edna Staebler P.S.	September 1, 2016
Jessica Haskins	Educational Assistant, Moffat Creek P.S.	September 1, 2016
Justin Hill	Educational Assistant, Rosemount P.S.	September 1, 2016
Lowell Howlett	Custodian, King Edward P.S.	September 12, 2016
Andrew Karley	Custodian, Sir John A. Macdonald S.S.	July 22, 2016
Stefanie Kotur	Educational Assistant, Northlake Woods P.S.	September 1, 2016
Amber Lipke	Educational Assistant, W.T. Townshend P.S.	September 1, 2016
Linda Lucic	Secretary, Elmira District S.S.	August 29, 2016
Leiry Fuentes Martinez	Custodian, Lincoln Heights P.S.	July 4, 2016
Catherine Kleine	Secretary, Howard Robertson P.S.	August 29, 2016
Cveta Konjokrad	Custodian, Sir John A. Macdonald S.S.	August 29, 2016
Elizabeth Krete	Custodian, Sir John A. Macdonald S.S.	September 12, 2016
Craig Ferrari	Custodian, Grandview P.S. (New Hamburg)	July 4, 2016
Sheryl (Sherry) Mahon	Secretary, Franklin P.S.	September 9, 2016

Nicholas Manning	Chief Communications Officer, Education Centre	August 22, 2016
Yvonne Martens	Secretary, Hespeler P.S.	August 29, 2016
Amber Martz	Custodian, Sir John A. Macdonald S.S.	September 7, 2016
J'aime McLeod	Educational Assistant, Saginaw P.S.	September 1, 2016
Kyle Michalek	Educational Assistant, Lincoln Heights P.S.	September 1, 2016
Patricia Offinga	Educational Assistant, Centennial P.S. (Cambridge)	September 1, 2016
Krista O'Hara	Educational Assistant, Coronation P.S.	September 1, 2016
Sylvia Pietras-Gorczewski	Secretary, Jean Steckle P.S.	September 9, 2016
Michael Praught	Educational Assistant, Rosemount P.S.	September 1, 2016
Susan Randall	Custodian, Sir John A. Macdonald S.S.	July 21, 2016
Dawn Richmond	Educational Assistant, Rockway P.S.	September 1, 2016
Milijana Ristic	Custodian, Cameron Heights C.I.	July 19, 2016
Michael Rotermann	Custodian, Eastwood C.I.	September 6, 2016
Drazen Saric	Custodian, Forest Heights C.I.	September 7, 2016
Jeremy Schwartzentruber	Educational Assistant, Alpine P.S.	September 1, 2016
Hayley Spencer	Educational Assistant, Trillium P.S.	September 1, 2016
Jennifer Starr	Secretary, Grand River C.I.	August 29, 2016
Dwayne Standfast	Educational Assistant, A.R. Kaufman P.S.	September 1, 2016
Angela Tait	Educational Assistant, Howard Robertson P.S.	September 1, 2016
Melissa Talarico	Educational Assistant, Coronation P.S.	September 1, 2016
Seda Unsal-Aranton	Educational Assistant, Hespeler P.S.	September 1, 2016
Vera Viveen	Secretary, Laurentian P.S.	September 9, 2016
Jill Webber	Educational Assistant, Southridge P.S.	September 1, 2016
Leanne Wolf	Educational Assistant, Lester B. Pearson P.S.	September 1, 2016

**COMMUNICATIONS:**

The employees listed in this report have/will be advised of the appointments.

**FINANCIAL IMPLICATIONS:**

Expenses are within the existing approved budget.

**RECOMMENDATION:**

It is recommended:

**That the Waterloo Region District School Board approve the appointments to staff as outlined in the report titled "Staffing Recommendations – Appointments", dated September 26, 2016.**

 **Director of Education**

## Report to Board September 26, 2016



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT:** Stop Arm Camera Pilot - Results

**ORIGINATOR:** This report was prepared by Matthew Gerard, Superintendent, Business Services & Treasurer of the Board; Benoit Bourgault, General Manager, Student Transportation Services of Waterloo Region, Inc.; Nick Landry, Business Services Manager in consultation with Coordinating Council.

**PURPOSE/STRATEGIC PLAN:**

A stop arm camera pilot was carried out at the end of the 2015-2016 school year. This report will provide the results of the pilot and next steps.

The three strategic priorities that are used to guide the work of the Board are: our students are first – each and every one; our staff, families and caregivers are partners in every student's learning journey and our culture of innovation builds students' confidence and success as they face the future.

**BACKGROUND:**

It is the view of Student Transportation Services of Waterloo Region (STSWR) and local bus operators that stop arm cameras have the potential to reduce the number of vehicles that drive past buses that are stopped to pick up students. While it is widely known that passing a bus with activated flashing lights and an extended stop arm is illegal, enforcement of violations is difficult given the availability of police enforcement and number of buses operating each morning and afternoon. Initial data provided by STSWR approximated violations in the Region to be 500 to 700 per week. The intention of the stop arm camera pilot was to validate these approximations and to provide evidence to decision-makers that stop arm cameras would provide footage which could be used to process tickets. No tickets were issued during the pilot.

**STATUS:**

The stop arm camera pilot period was from May 24<sup>th</sup>, 2016 to June 30<sup>th</sup>, 2016 representing 23 days of usage. Stop arm cameras were installed on a total of 6 buses in the Waterloo Region. These buses transported students attending both Waterloo Region District School Board and Waterloo Catholic District School Board students.

In total, 97 vehicles passed a bus while the stop arm was extended. Extrapolating these numbers to STSWR's fleet, approximately 700 vehicles would have driven past stopped buses during the pilot period.

The Information and Privacy Commissioner (IPC) provided feedback on their preferred methodologies for notifying the public in advance of the pilot. This feedback was followed as requested. More recently, the IPC sent a letter to the Board outlining concerns with the installation of video cameras inside buses. Clarification was given to the IPC that video cameras were not being installed inside buses.

Stop arm cameras are being used successfully in other parts of the Province, across Canada, and in the United States. The pilot was successful in demonstrating that there is a real problem that needs to be addressed in consideration of student safety.

The vendor that assisted in conducting the pilot has met with the Ministries of Transportation, Corrections, and Attorney General to request changes to extend the existing red light camera legislation to include stop arm cameras. This will allow the video evidence to stand alone in court without the need to have the driver or issuing officer as witnesses. It appears there will be a related bill introduced into legislature in next few months. This bill is not required to use the stop arm cameras, it only makes the process more efficient.

As issuing tickets is a regional responsibility, the Region of Waterloo will make the final decision on the implementation of stop arm cameras on yellow buses. School boards may need to take on an advocacy role in the future.

**COMMUNICATIONS:**

The General Manager of STSWR recently made a presentation at the Region of Waterloo's headquarters which included the Manager of Licensing and Enforcement, Supervisor of Provincial Offences Court, and Police Services. The Region's staff plan to prepare a report to Regional Council to get direction to further explore the initiative.

Future reports will be brought forward as new information becomes available.

**FINANCIAL IMPLICATIONS:**

No financial implications for the Waterloo Region District School Board.

**RECOMMENDATION:**

**That the Board of Trustees issue a letter to the Region of Waterloo in support of the installation of stop arm cameras on school buses used by the Student Transportation Services of Waterloo Region.**

 **Director of Education**



**FORCE MULTIPLIER**  
SOLUTIONS

## School Bus Safety Program

Pilot Program  
Canada

From May 24, 2016  
To June 30, 2016

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## Letter of Introduction

Stakeholders  
Canada



Dear Stakeholders,

Thank you for the opportunity to participate in the School Bus Safety Program pilot. Force Multiplier Solutions (FXS) is honored to partake, and is looking forward to helping you better protect your students. As you now know, Force Multiplier Solutions (FXS) has launched BusGuard, a fully integrated security and transit management system that is scalable and upgradable, featuring live real-time video and audio, with additional options and special features based on the needs of each school district. Over the past 9 years, FXS has equipped more than 3,000 buses in 16 school districts in two large cities with the BusGuard system to protect students, drivers, and other riders. Our commitment to student safety is unfailing, our technical solution is the most comprehensive available, and our community outreach ensures compliance.

While creating a system for the Dallas County Schools with a fleet of about 1,700 buses, we developed a camera system, an interior monitoring system, helped write a city ordinance, created a procedure for citations, and expanded our program to cover aspects of school bus safety that go far beyond those of our competitors: all at no cost to our customer. FXS operates systems on more than 3,000 buses throughout Texas and Louisiana. No other competitor operates as many systems, nor do their systems offer the scalability of our BusGuard solution.

BusGuard protects students from theft, drug dealers, sexual assault, fights, weapons, other crimes and inappropriate behavior, and also helps protect school bus drivers from abuse or trouble caused by students. While some districts request systems capable of recording activity related to motorists who illegally pass stopped school buses, our offer also includes interior cameras and two-way Voice-Over-IP (VOIP) communication, as well as a silent alarm for the bus driver to quickly signal an emergency. With BusGuard, school officials are given live audio and visual links inside the bus to assess activity in the event of an emergency, or to investigate a report of inappropriate or illegal behavior.

FXS believes in protecting all students and drivers on 100% of buses for each school district. Our competitors typically offer to install only exterior cameras on 20% of the bus fleet. Our solution protects 100% of students riding buses: not 2 out of 10. Led by people with experience in law enforcement and in identifying and mitigating threats, FXS is on a mission to protect students while changing motorists' behavior. The goal of our program is to improve the safety of our students as they enter and exit your buses on their way to and from school. We have seen a 20% reduction in stop arm violations in the districts that have implemented our program.

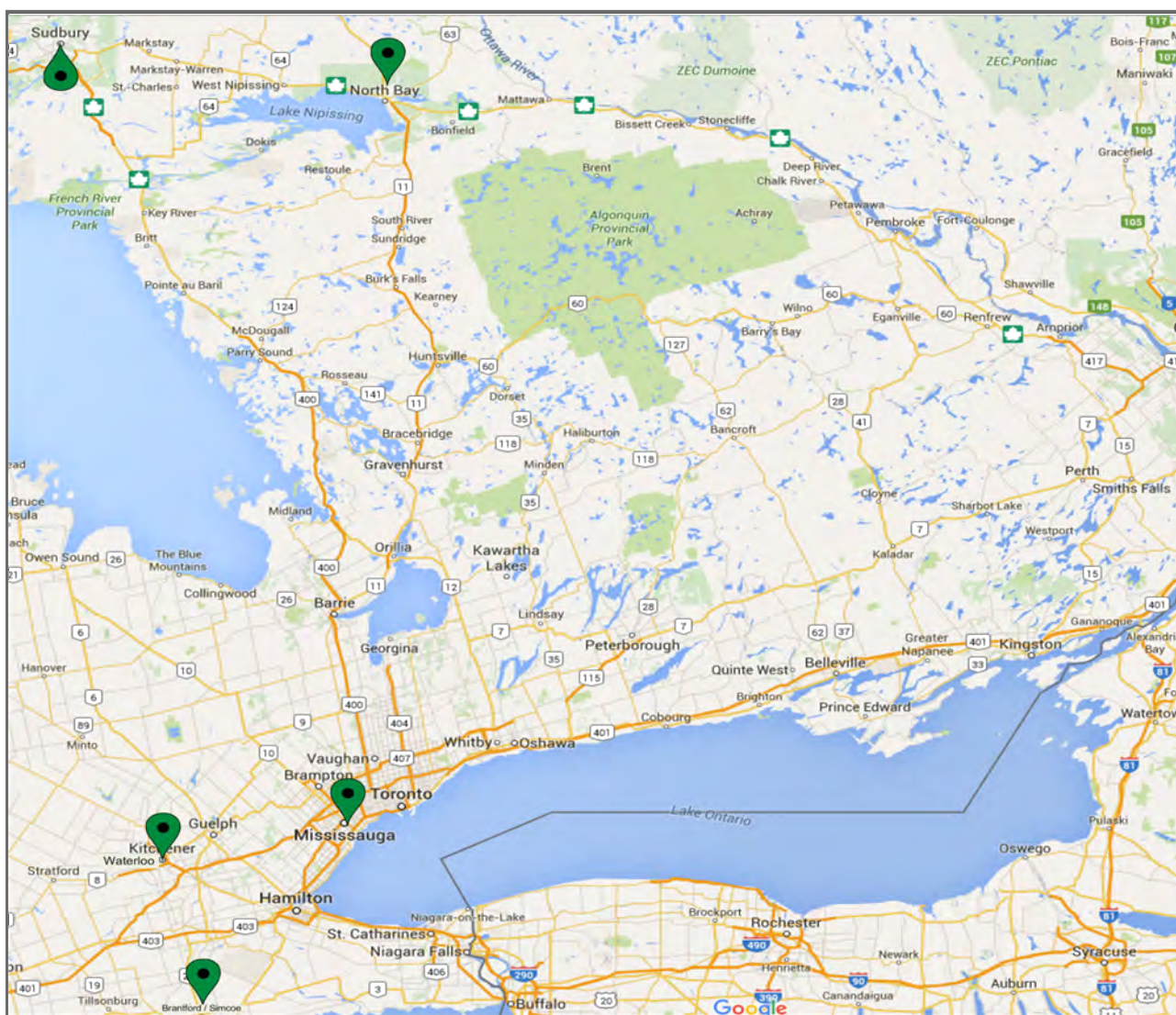
We began the pilot by installing a complete system on 12 buses. Two of the buses experienced cellular connectivity issues during the pilots, thus data is therefore only compiled over 10 buses. We have created a comprehensive report summarizing the details of the pilot. In this report you will find a compilation of data, maps, graphs and charts that represents the complete performance of the pilot from May 24, 2016 until June 30, 2016

Jean Soulière  
FxS Canada President,  
399 ch. Grande-Côte suite 208,  
Rosemère Qc, Canada,  
J7E 4A3  
514.983.1255

## Overview of Location and General Statistics

The below map indicates the locations where the pilots project recorded violations, occurring from 5/24/16 to 6/30/16.

Pilots General Statistics	
Total Stop Arm Event (SAE) Recorded	4156
Total amount of SAE with violation(s)	106
Total potential SAE citations(s)	172
Total of buses connected and reporting data	10



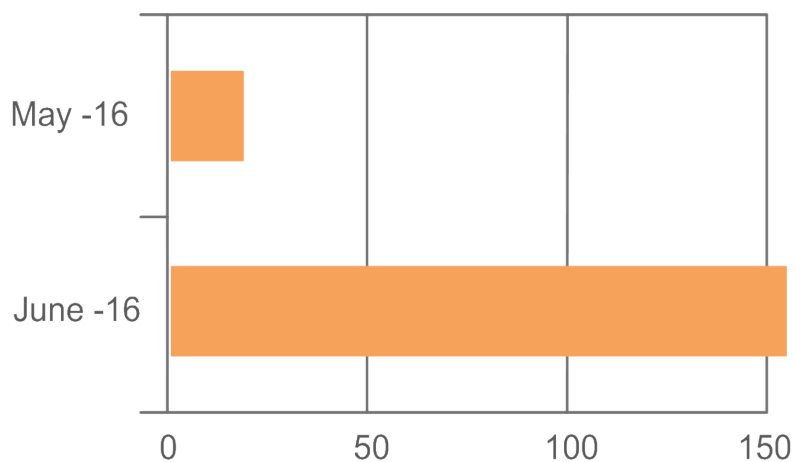
## Participating Municipalities / Bus operators

Location	Participating bus operator	Qty	Bus IDs
Kitchener/Waterloo	Elliott, Sharp Bus, Stock	6	Elliott – 08045,08047,13272 Sharp – 1399, 903 Stock - 21160
Mississauga	Switzer-Carty	2	215029, 215025
Brantford/Simcoe	Sharp Bus Line	2	1127, 1147
Sudbury	Leuschen Transportation	1	16051
North Bay	Alouette Transportation	1	522

## Overview of Violations by Dates and Times

The charts below indicate the total number of violations based on the month, day of the week, and hour of the day, occurring from 5/24/16 to 6/30/16.

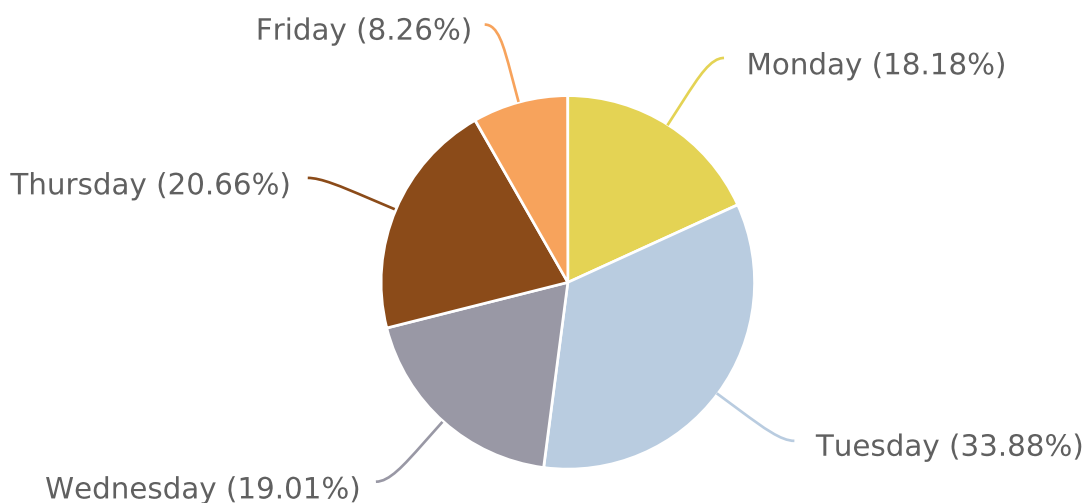
Total violation by month



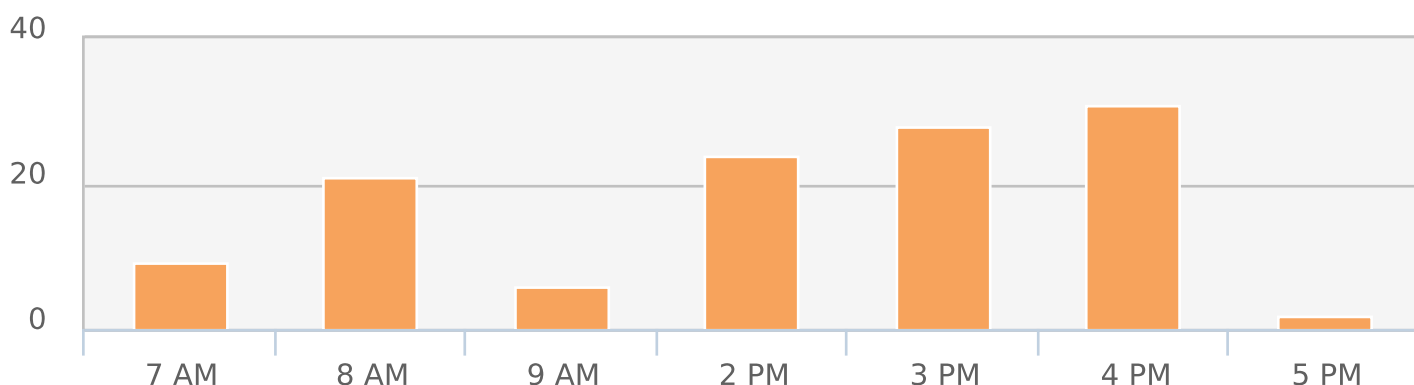
Total Violations by Month

Month	Total Violations
May 2016	16
June 2016	156

Total Violations by Weekday



Total Violations by Hour

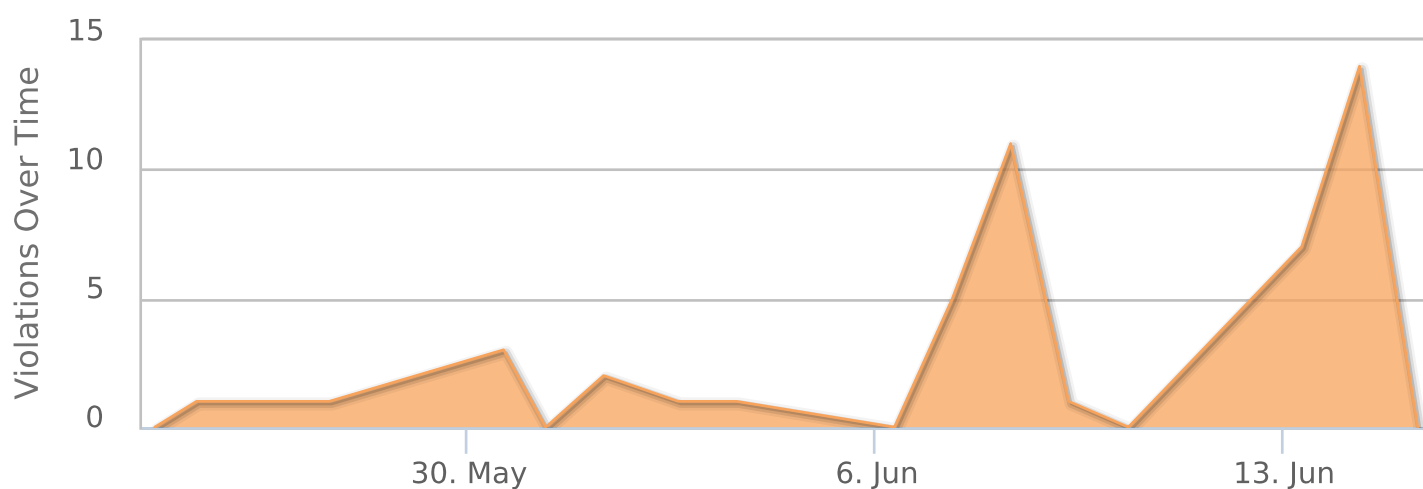


## Details for Bus SHARP - 903

The bus SHARP - 903 had a total of 499 recorded Stop Arm deployment. Amongst those, 24 events with violation(s) totaling 61 potential citations.



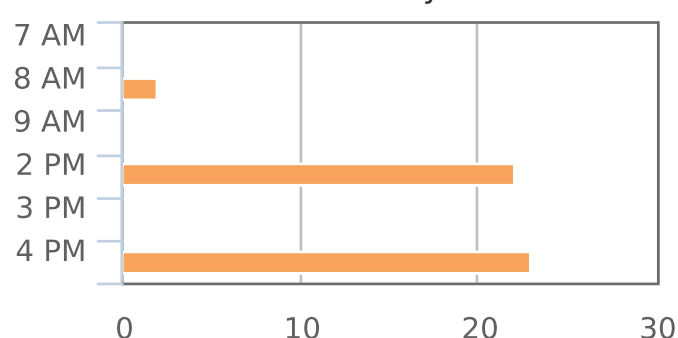
The above map shows 8 unique locations where violations occurred for bus SHARP - 903.



### Top 5 Locations for Bus SHARP - 903

Violations	Location
23	300 block of Waterloo Regional Rd 8
7	200 block of Waterloo Regional Rd 24
6	1900 block of Coronation Blvd
6	200 block of Water St N
2	2000 block of Waterloo Regional Rd 8

### Total Violations by Hour



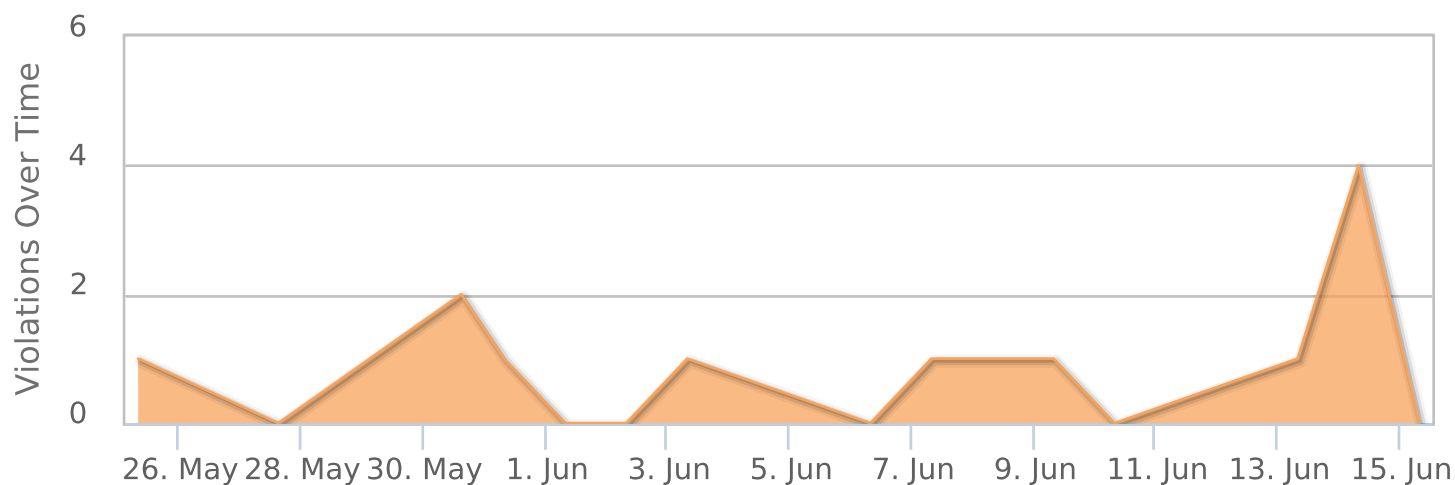


## Details for Bus SHARP - 1399

The bus SHARP - 1399 had a total of 807 recorded Stop Arm deployment. Amongst those, 12 events with violation(s) totaling 13 potential citations.



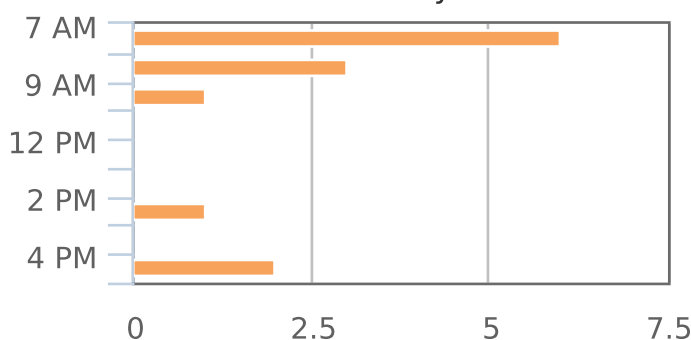
The above map shows 7 unique locations where violations occurred for bus SHARP - 1399.



Top 5 Locations for Bus SHARP - 1399

Violations	Location
5	3200 block of King St E
2	3100 block of Waterloo Regional Rd 8
2	3200 block of Waterloo Regional Rd 8
1	100 block of Jackson Ave
1	200 block of Morgan Ave

Total Violations by Hour

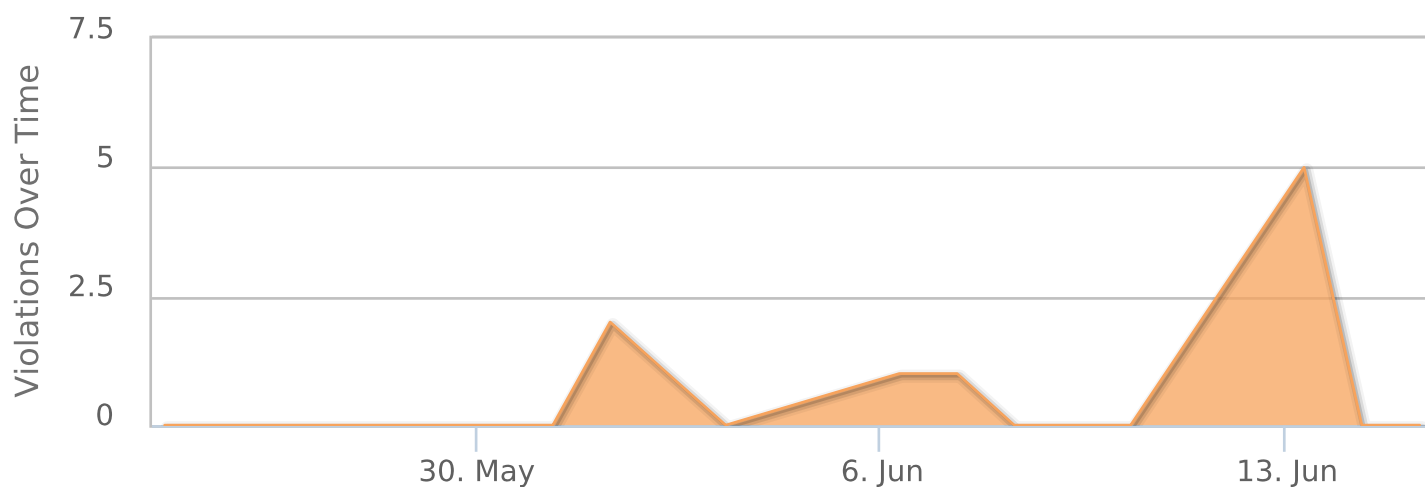


## Details for Bus ELLIOTT - 08047

The bus ELLIOTT - 08047 had a total of 860 recorded Stop Arm deployment. Amongst those, 8 events with violation(s) totaling 12 potential citations.



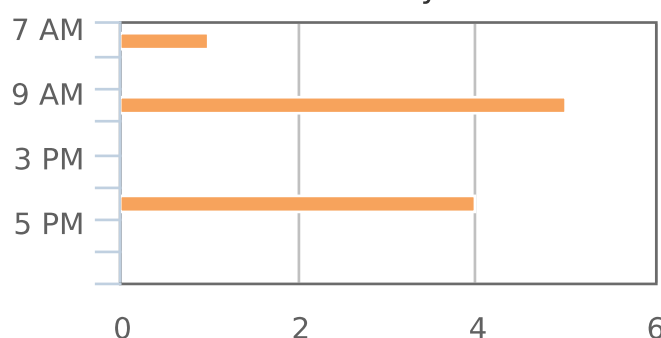
The above map shows 4 unique locations where violations occurred for bus ELLIOTT - 08047.



Top 4 Locations for Bus ELLIOTT - 08047

Violations	Location
4	500 block of Bridgeport Rd E
3	500 block of Lancaster St W
2	10 block of General Dr
1	86 block of Milford Ave

Total Violations by Hour

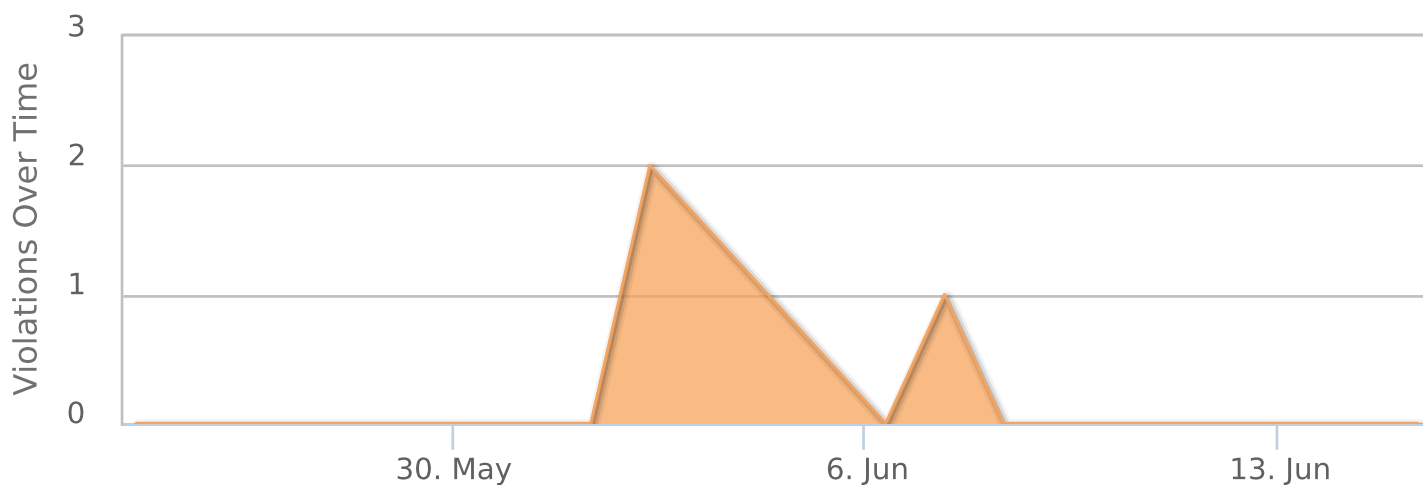


## Details for Bus ELLIOTT - 08045

The bus ELLIOTT - 08045 had a total of 536 recorded Stop Arm deployment. Amongst those, 5 events with violation(s) totaling 5 potential citations.



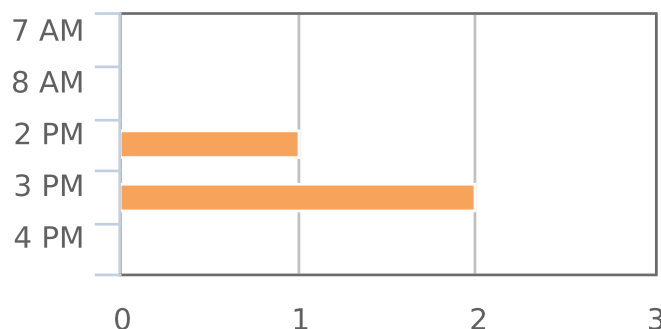
The above map shows 3 unique locations where violations occurred for bus ELLIOTT - 08045.



Top 3 Locations for Bus ELLIOTT - 08045

Violations	Location
1	1700 block of Waterloo Regional Rd 4
1	Unknown Location
1	700 block of Waterloo 50

Total Violations by Hour



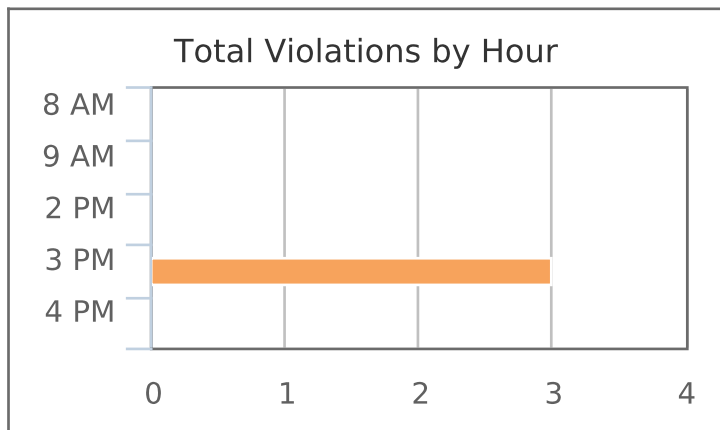
The bus STOCK - 21160 had a total of 163 recorded Stop Arm deployment. Amongst those, 4 events with violation(s) totaling 4 potential citations.



The chart displays the number of violations over a period of time. The y-axis is labeled 'Violations Over Time' and ranges from 0 to 1.5. The x-axis shows dates from June 7 to June 15. The data is represented by an orange-filled area with a black outline. The violations start at 0 on June 7, rise to 1 by June 8, stay at 1 until June 10, drop to 0 on June 11, stay at 0 until June 13, rise to 1 by June 14, and drop to 0 on June 15.

Date	Violations
7. Jun	0
8. Jun	1
9. Jun	1
10. Jun	0
11. Jun	0
12. Jun	0
13. Jun	0
14. Jun	1
15. Jun	0

Top 1 Locations for Bus STOCK - 21160	
Violations	Location
3	400 block of Pioneer Dr



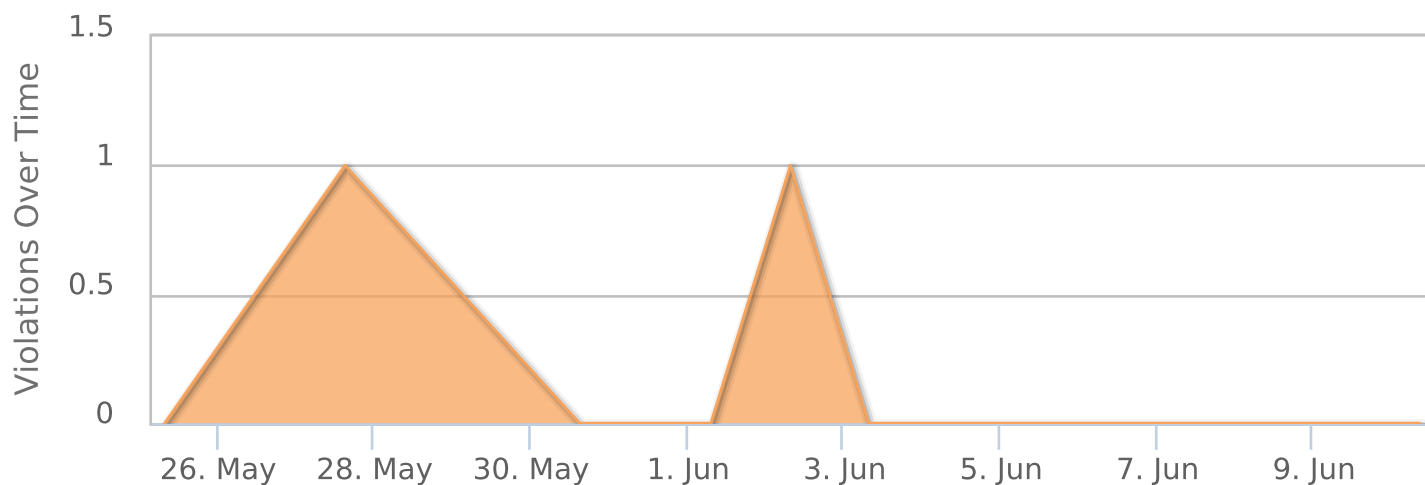


## Details for Bus ELLIOTT -13272

The bus ELLIOTT -13272 had a total of 430 recorded Stop Arm deployment. Amongst those, 2 events with violation(s) totaling 2 potential citations.



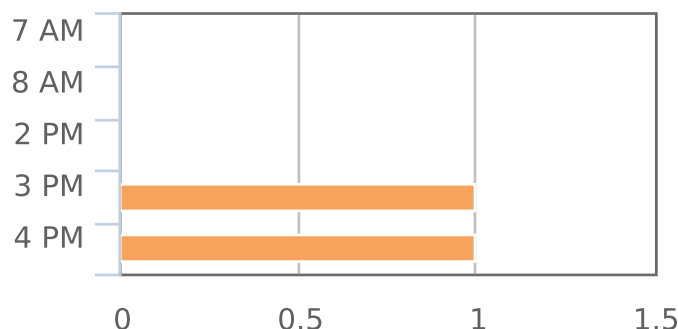
The above map shows 2 unique locations where violations occurred for bus ELLIOTT -13272.



Top 2 Locations for Bus ELLIOTT -13272

Violations	Location
1	100 block of Cambridge St
1	1700 block of Waterloo Regional Rd 97

Total Violations by Hour

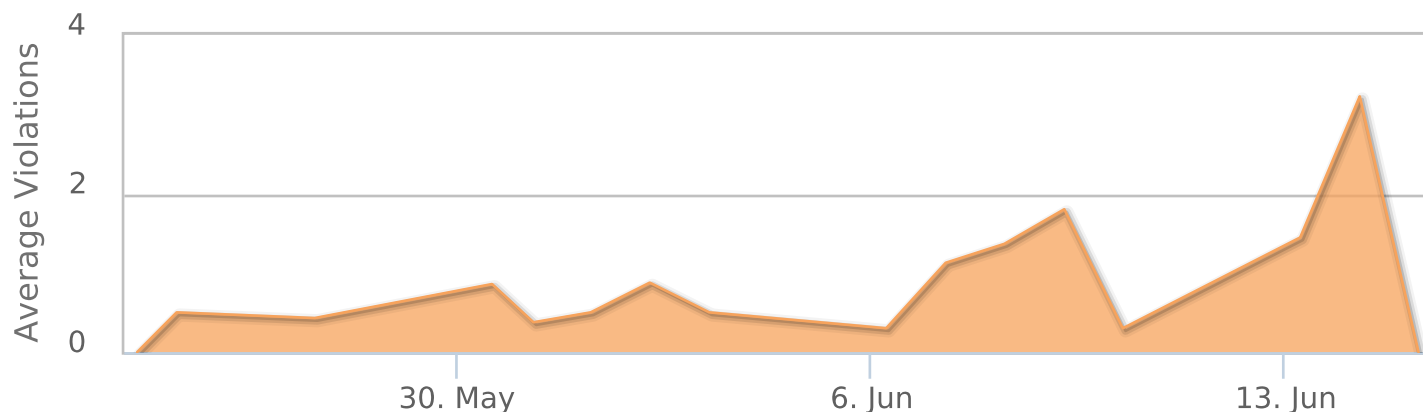


## Appendix: Overview of Ontario Pilot Statistics

Below are details per week from 5/24/16 to 6/30/16.

Following are the combined pilot project statistics summary and a details breakdown summary of statistics per participating buses / region.

Average Violations Per Bus Over Time



The above chart shows the average number of violations for buses running per day.

2016 Ontario Pilot: Combined Statistics Summary	
Total Pilot Reviewable Stop Arm Events (SAE)	4156
total amount of SAE with violation(s)	106
total amount potential SAE citations	172
SAE violation ratio	2,55%
SAE potential citation ratio	4,14%
Average Reviewable SAE / Bus / Day	18,8
Average of Bus reporting SAE / day	9,39
Average of potential citations / day	7,48
Average of potential Citations / Bus / day	0,796

BUS	Region	Total SAE	Citations	Violation	Violation / bus	Actual days	Violation / bus / day
SHARP - 1127	Brantford	488	3	2	7,0	21	0,33
SHARP - 1147	Brantford	632	11	11			
ELLIOTT - 08045	Kitchener/Waterloo	536	5	5	16,2	23	0,70
ELLIOTT - 08047	Kitchener/Waterloo	860	12	8			
ELLIOTT - 13272	Kitchener/Waterloo	430	2	2			
SHARP - 1399	Kitchener/Waterloo	807	13	12			
SHARP - 903	Kitchener/Waterloo	499	61	24			
STOCK - 21160	Kitchener/Waterloo	163	4	4			
Switzer - 215029	Mississauga	382	43	23	43,0	17	2,53
LEUSCHEN - 16051	Sudbury	814	18	15	18,0	19	0,95

## Report to Committee of the Whole September 26, 2016



**Waterloo Region  
District School Board**

*Inspired Learners – Tomorrow's Leaders*

**SUBJECT:** EQAO 2016 Assessment Results

**ORIGINATOR:** This report was prepared by the Student Achievement and Well-Being Team in consultation with Coordinating Council.

**PURPOSE/STRATEGIC PLAN:**

The purpose of this report is to share the Education Quality and Accountability Office (EQAO) results of the Primary and Junior Division Provincial Assessments conducted in May and June of this year, as well as the results from the grade 9 Mathematics Assessment and the Ontario Secondary School Literacy Test (OSSLT) completed during the 2015-2106 school year.

The three strategic priorities that are used to guide the work of the Waterloo Region District School Board are:

- Our Students are First – Each and Every One
- Our Staff, Families and Caregivers are Partners in Every Student's Learning Journey
- Our Culture of Innovation Builds Students' Confidence and Success as they Face the Future.

The Primary and Junior Provincial Assessment, Grade 9 Mathematics Assessment and the Grade 10 Ontario Literacy Test results provide an opportunity for the Board to reflect on current instructional practices, and to work collaboratively to determine and implement system-wide action plans in an effort to improve achievement and well-being for all students in the Board.

**BACKGROUND:**

EQAO is an arm's-length agency of the Ministry of Education. The mandate of EQAO is to conduct large-scale assessments, aligned with the Ontario Curriculum, to report findings in an objective way and to recommend strategies at the provincial level that can lead to improved student achievement.

In May and June 2016, over 254 000 Grade 3 and 6 students participated in the provincial EQAO Assessments of Reading, Writing, and Mathematics. In the Board, there were 4280 Grade 3 students and 3988 Grade 6 students who participated in EQAO. Over the last five years our participation rate has steadily been between 94% to 96%.

During the 2015-2016 school year, in the Board, approximately 4240 Grade 9 Mathematics students participated in the province-wide Grade 9 Mathematics Assessment. In the Grade 9 Mathematics Assessment 98% of students enrolled in Academic Mathematics participated and 95% of students enrolled in Applied Mathematics participated. Due to differences in the curriculum, the test for students in Academic Mathematics is different from the test for students in Applied Mathematics. In the Board, approximately 75% of Grade 9 Mathematics students were enrolled in Academic Mathematics.

The total number of Waterloo Region District School Board students who participated in the OSSLT assessment on March 31, 2016 was 4306. The assessment is developed provincially by EQAO and is based on the reading and writing skills found across all subject areas at the end of Grade 9. Participation rates of first-time eligible students on the OSSLT have ranged from 92.5% to 94.9% over the last 5 years, with participation rates for 2016 at 92.8%.

Individual Student Reports (ISRs) for the Grade 3, 6, and 9 assessments will be sent out by EQAO during the week of September 26, 2016, and shared with students and parents. The ISRs indicates a student's

performance based on the four levels of achievement that are identified in the Ontario Curriculum. ISRs also have summaries of the school, board and provincial results.

**STATUS:**

EQAO publicly released provincial, board and school-level results on September 21, 2016.

**Student Achievement**

Results of the 2016 Primary and Junior EQAO Assessments for the Board showed one to two percent increases in both Primary and Junior Reading and Writing. In Primary Mathematics, results for the board showed a six percent decrease. Consistent with the 2014 provincial results, gains were not achieved in the Junior Mathematics. Results for the Junior EQAO Assessment in Mathematics showed a decline of 3 percent in the Board.

Students in the Board continue to demonstrate high levels of achievement in the Grade 9 Academic Assessment of Mathematics with 81% of students in Grade 9 Academic Mathematics courses meeting or exceeding the provincial standard.

The number of Waterloo District School Board Students meeting or exceeding the provincial standard in the Grade 9 Applied Mathematics Assessment for 2015-2016 decreased by one percentage point to 39%.

The result for first-time eligible students who participated and were successful in the March 2016 OSSLT was 81%, down 1% from 2015 but still matching the provincial success rate of 81%. There was a 1% decrease in the success rate for students who were previously eligible to write the assessment. The success rate for this group is still 4% higher than in 2012.

Of concern is that the Board results, in all areas of the Primary and Junior Assessments and the Grade 9 Mathematics Assessment lag behind the provincial results.

Each school has received a copy of its overall results. Administrators and teaching staff are currently interpreting and analyzing school results and will be sharing these results with school communities.

Graphs representing all results are below.

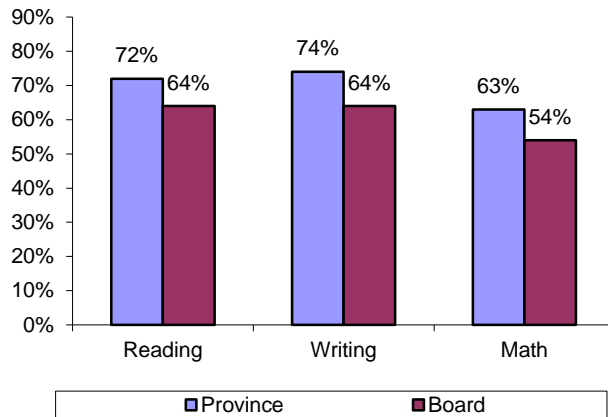
**Student Achievement**

The chart below summarizes the meaning of the levels used to describe student achievement.

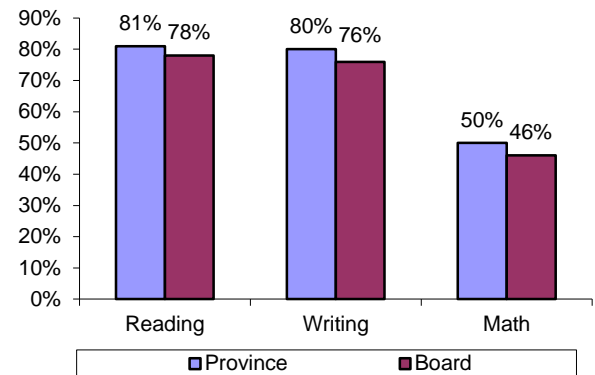
Level 4	The student has demonstrated all or almost all of the required knowledge and skills, and the student's achievement exceeds the provincial standard.
Level 3	The student has demonstrated most of the required knowledge and skills, and the student's achievement meets the provincial standard.
Level 2	The student has demonstrated some of the required knowledge and skills, and the student's achievement approaches the provincial standard.
Level 1	The student has demonstrated a passing level of performance.

### Graphic Results for the Grade 3 and 6 Provincial Assessments:

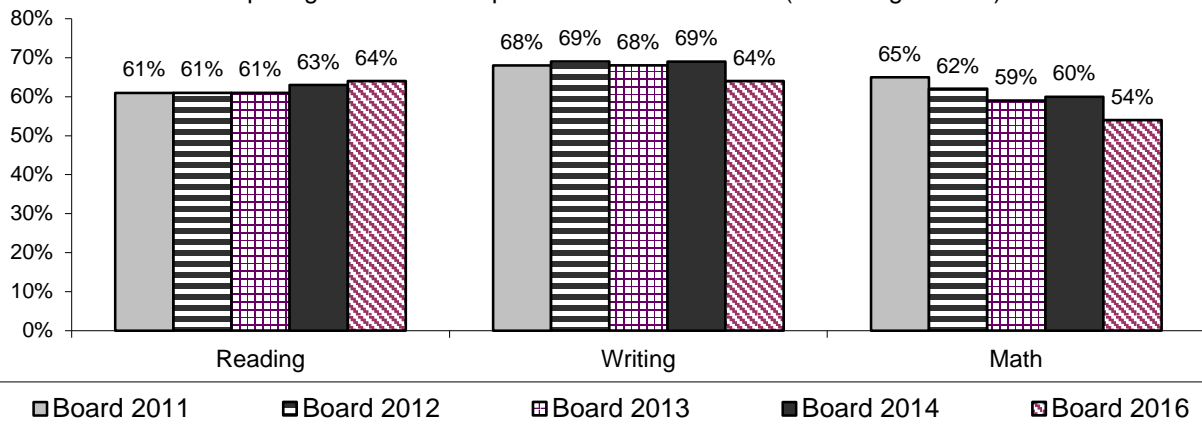
**PERCENTAGE OF GRADE 3 STUDENTS  
ACHIEVING AT LEVEL 3 OR 4**



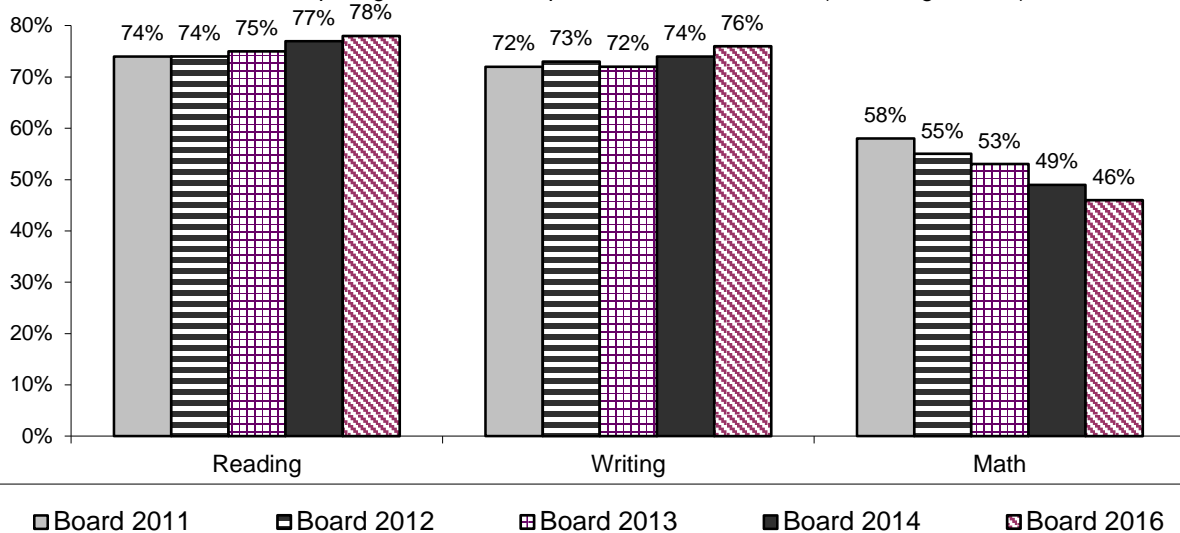
**PERCENTAGE OF GRADE 6 STUDENTS  
ACHIEVING AT LEVEL 3 OR 4**



**PERCENTAGE OF GRADE 3 STUDENTS ACHIEVING AT LEVELS 3,4**  
Comparing Student Participation from 2010 to 2016 (no testing in 2015)



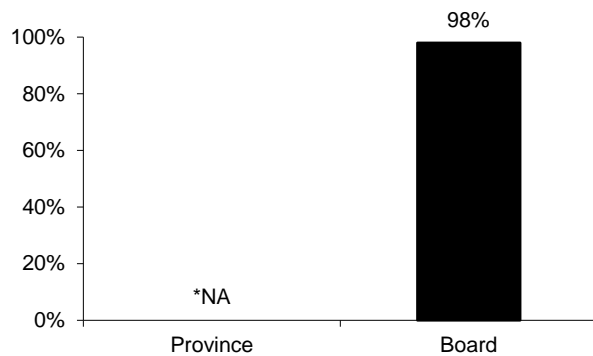
**PERCENTAGE OF GRADE 6 STUDENTS ACHIEVING AT LEVELS 3,4**  
Comparing Student Participation from 2010 to 2016 (no testing in 2015)



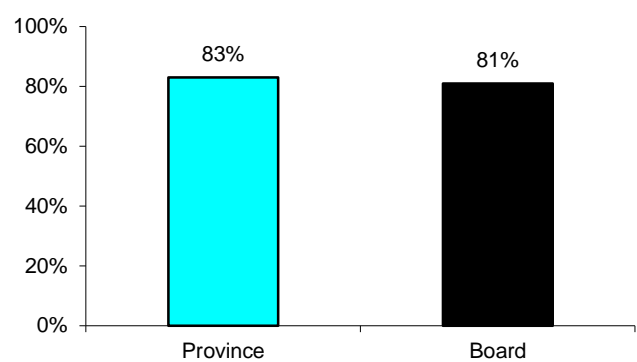
## Graphic Results for Grade 9 Mathematics Assessment:

### Results for Students in Grade 9 Academic Mathematics

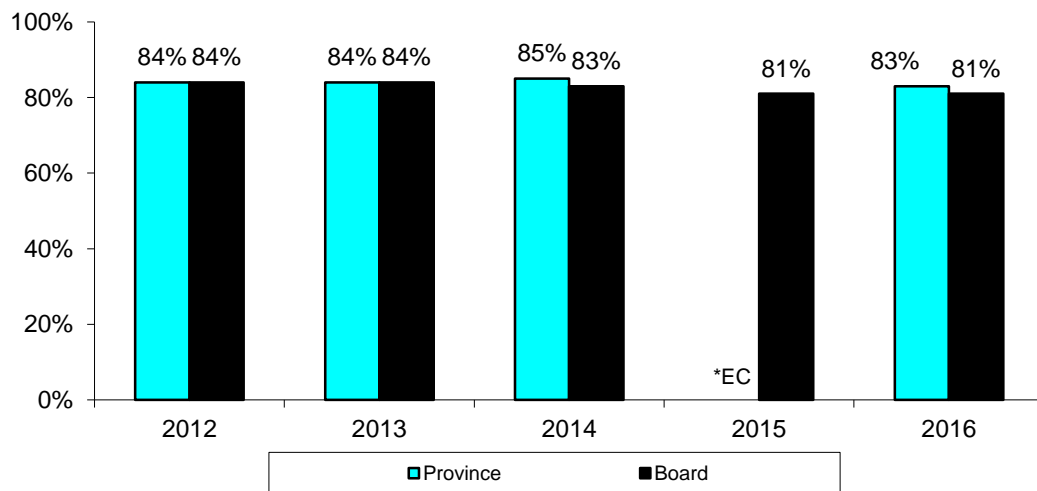
*Percentage of Gr. 9 Academic Math Students Achieving a Pass (Levels 1, 2, 3, 4)*



*Percentage of Gr. 9 Academic Math Students Achieving at High Levels (3, 4)*

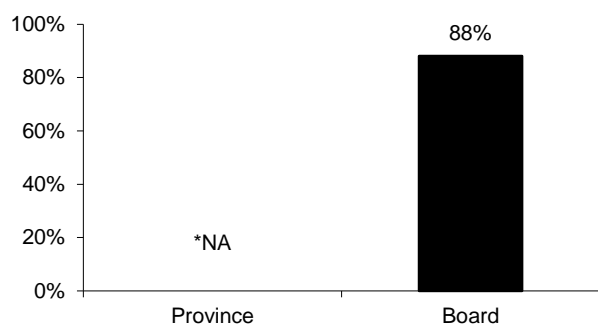


### Percentage of Gr. 9 Academic Math Students Achieving at Levels 3 and 4 Change in Achievement: 2012 - 2016

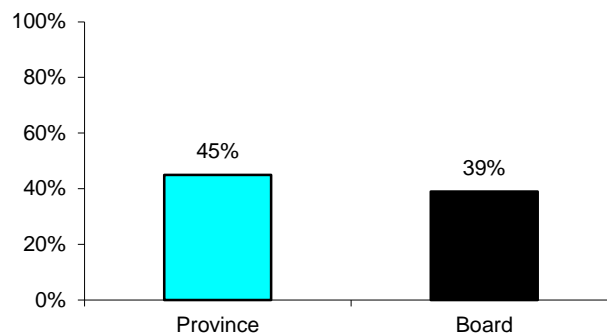


### Results for Students in Grade 9 Applied Mathematics

*Percentage of Gr. 9 Applied Math Students Achieving a Pass (Levels 1, 2, 3, 4)*

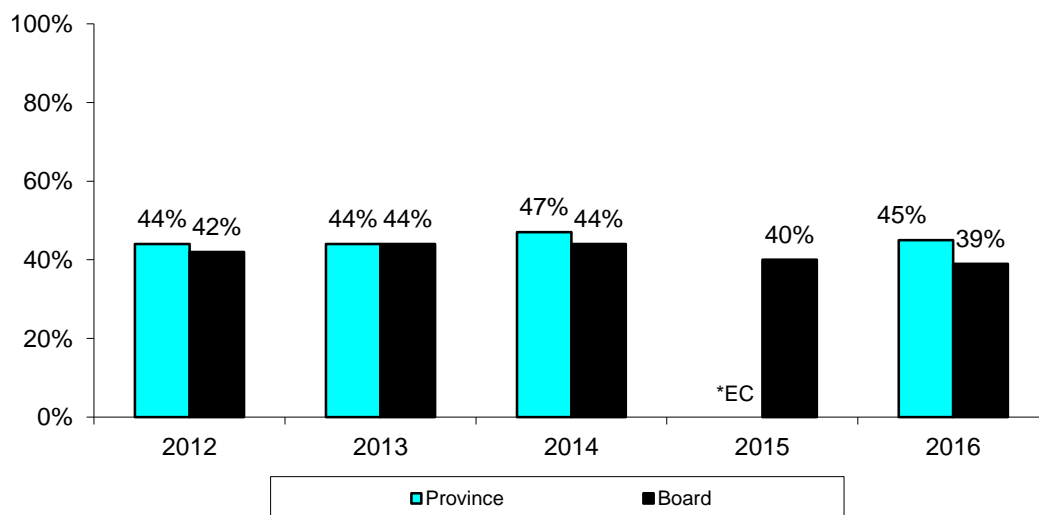


*Percentage of Gr. 9 Applied Math Students Achieving at High Levels (3, 4)*



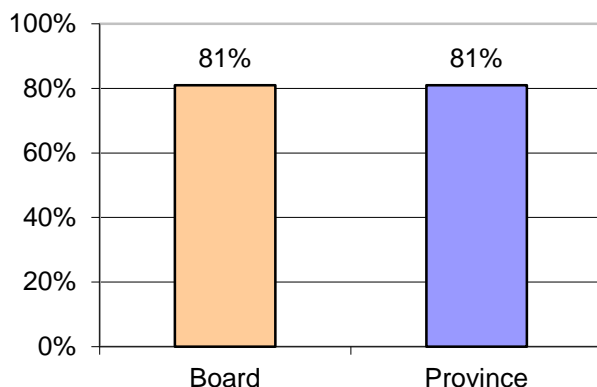
\*NA – Not Available Until September 21, 2016

**Percentage of Gr. 9 Applied Math Students Achieving at Levels 3 and 4  
Change in Achievement: 2011-2016**

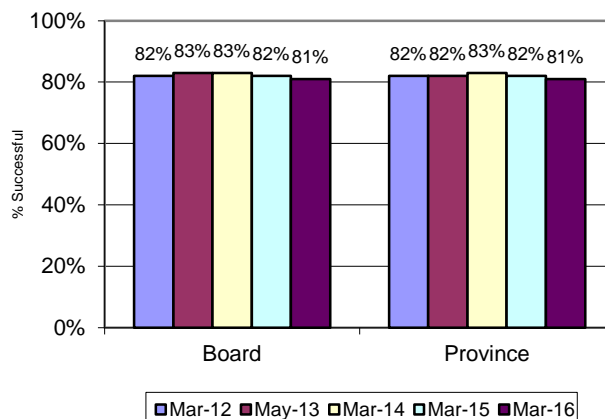


### Graphic Results for the Grade 10 Ontario Literacy Test (OSSLT):

*Percentage of First Time Eligible Students Who Successfully Completed the OSSLT BOARD and Province*

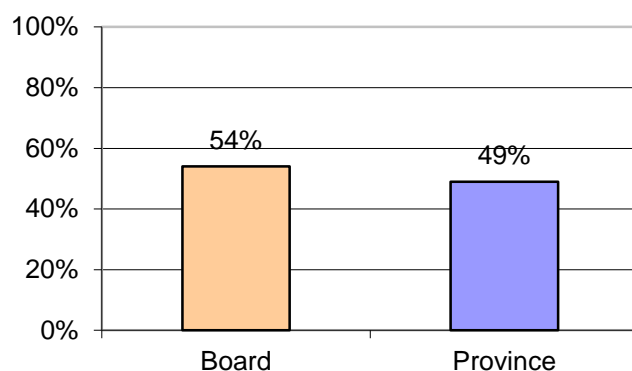


*Percentage of First Time Eligible Students Who Successfully Completed the OSSLT BOARD and Province Over Time*

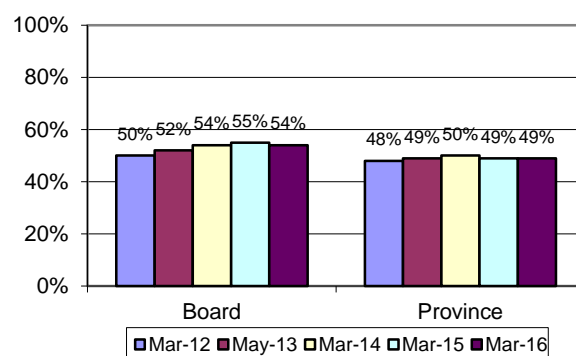


The graphs below summarize the overall results for Previously Eligible students who participated in the OSSLT in March 2016, and results over time.

*Percentage of Previously Eligible Students Who Successfully Completed the OSSLT BOARD and Province*



*Percentage of Previously Eligible Students Who Successfully Completed the OSSLT BOARD and Province Over Time*



### Results for First Time Eligible Students by Program of Study

	<b>*Successfully Completed</b>		<b>Participation</b>		<b>Absence Rate</b>		<b>Deferral Rate</b>	
	<i>BOARD</i>	<i>Province</i>	<b>BOARD</b>	<i>Province</i>	<b>BOARD</b>	<i>Province</i>	<b>BOARD</b>	<i>Province</i>
Academic Program <sup>1</sup> (#=3092)	<b>92%</b>	92%	<b>98%</b>	98%	<b>2%</b>	1%	<b>&lt;1%</b>	1%
Applied Program <sup>2</sup> (#=867)	<b>48%</b>	47%	<b>93%</b>	90%	<b>4%</b>	3%	<b>3%</b>	7%
Locally Developed Program <sup>3</sup> (#=124)	<b>14%</b>	11%	<b>71%</b>	53%	<b>6%</b>	5%	<b>23%</b>	42%

### COMMUNICATIONS:

<sup>1</sup> “Academic Program” refers to students enrolled in academic level English

<sup>2</sup> “Applied Program” refers to students enrolled in applied level English

<sup>3</sup> “Locally Developed Program” refers to students enrolled in the locally developed level English



**Action Plan:**

The Waterloo Region District School Board remains committed to high expectations for student achievement and well-being, recognizing that well-being is both necessary for and a result of successful achievement. A careful examination of our EQAO results has led us to determine that we need to change our approach to the implementation and monitoring of successful teaching practices in the Board. Although we are disappointed with our results over the last five years, we are now spurred to take a different and more comprehensive approach to school and board improvement planning, implementation, and monitoring. Improving outcomes for our students will take more than simply developing targets to see the desired outcomes. The entire school community in Waterloo Region needs to use this data to inform our decision-making and collectively focus on the consistent implementation of proven strategies for education.

The strategies we have been working to implement over the last 5 years for improvement in reading, writing and mathematics are current and research-based. However, we recognize that a more concerted and comprehensive effort in implementation and monitoring is required, which we believe will lead to an improvement in student achievement and well-being.

The following are highlights of the changes we will be implementing beginning in the 2016-17 school year:

- This year we will be operationalizing our Board's new Strategic Plan, consisting of three priority areas, each with associated outcomes to guide our work: mathematics, graduation rates, and the well-being of our students and staff.
- A renewed focus on the importance of EQAO data in developing strategies that will help to improve student learning in mathematics, as well as increase our graduation rates as we strive for each and every student to experience success.
- The implementation of a comprehensive math strategy, which clearly outlines expectations for best practice in mathematical instruction, will provide all schools with support and resources for student success in mathematics.
- The addition of two new system positions to help us ensure that our decisions at the board and school level will be based in data and driven by evidence: System Administrator, Assessment and Evidence-based Practices and Manager of Research and Evidence-based Practice.
- The implementation of principal coaches at the elementary and secondary level will support principals in providing effective and focussed instructional leadership.
- A commitment by all levels of the organization towards active and supportive engagement in instructional leadership that is based in evidence and best practice.

**FINANCIAL IMPLICATIONS:**

All activities related to this initiative can be applied to the existing budgets of Learning Services.

**RECOMMENDATION:**

No recommendation. For information only.

 **Director of Education**

The Premier of Ontario

Legislative Building, Queen's Park  
Toronto, Ontario M7A 1A1



La première ministre de l'Ontario

Édifice de l'Assemblée législative, Queen's Park  
Toronto (Ontario) M7A 1A1

July 19, 2016

Ms. Kathleen Woodcock  
Chairperson  
Waterloo Region District School Board  
51 Ardelt Avenue  
Kitchener, Ontario  
N2C 2R5

Dear Ms. Woodcock:

Thank you for your letter informing me of Waterloo Region District School Board's motion regarding our government's new investment in autism services. I appreciate your keeping me updated on the board's activities.

As you know, we are investing in expanded children's autism services over the next five years so that more children receive critical interventions earlier, and services are better matched to their needs. This now includes an accelerated implementation of the new Ontario Autism Program.

The new program will provide all children, regardless of age, with more flexible services at a level of intensity that meets each child's individual needs, significantly reduce wait times for service, and increase the number of treatment spaces available to serve more children and accommodate the rising prevalence in autism diagnoses.

Our government has listened closely to experts, stakeholders, service providers and families since our announcement and consulted widely on the development of the new program. We have heard from parents and advocates alike that we needed to do better for their kids, and we understand that parents want the best for their children. That is why we are putting in place additional supports for children with autism and their families, including four important aspects.

First is to provide a choice between direct funding or immediate and continuous access to Applied Behaviour Analysis (ABA) services and supports for children five and over who were previously on the Intensive Behavioural Intervention (IBI) waitlist. This funding will provide access to continuous service until the child is able to enter the new Ontario Autism Program next year.

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Second is strengthened in-school autism supports to help children transition to and continue in full-time school. Third is increased access to diagnostic assessments to allow for earlier diagnosis and treatment. Fourth is greater access to information and direct supports for families to help them navigate the transition to the new program.

Implementation of the new Ontario Autism Program was originally to begin in 2018, and will now begin in June 2017, effectively reducing the transition period by half. The 2016 Ontario Budget committed \$333 million over five years for Ontario's new autism program. This is in addition to the \$190 million that Ontario already invests in autism services for children and youth annually. These enhancements will invest an additional \$200 million over the next four years to better support children and youth with autism and their families.

An advisory committee of parents, stakeholders, advocates, service providers and experts will begin meeting this summer to provide advice to our government on the design of the new program. Families affected by these changes, or who have questions about the new Ontario Autism Program, can call 1-888-284-8340 for information, or contact their regional office or service provider.

While the fundamental principles of the new Ontario Autism Program remain intact, we are pleased to announce a smoother and faster transition to the new program for kids with autism in Ontario. We are confident that, once fully implemented, the new Ontario Autism Program will deliver the critical services that kids need, when they need them, regardless of their age.

I note that you have sent a copy of your correspondence to my colleague the Honourable Michael Coteau, Minister of Children and Youth Services. I trust that the minister will also take board's views into consideration.

Once again, thank you for the information.

Sincerely,



Kathleen Wynne  
Premier

c: The Honourable Michael Coteau



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June 22, 2016

The Honourable Mitzie Hunter  
Ministry of Education  
22<sup>nd</sup> Floor, Mowat Block  
900 Bay Street  
Toronto, ON M7A 1L2

Dear Minister Hunter:

On behalf of the Board of Trustees of the Peel District School Board, I am writing this letter to bring to your attention the following motion that was passed at our Regular Meeting of the Board of Trustees on June 15, 2016:

*Resolved, that the Board send a letter to the Ministry of Education requesting that they update the Kindergarten to Grade 8 curriculum to embed the skill of coding into instructional programs.*

This motion was motivated by the May 24, 2016 letter to the former Minister of Education Liz Sandals from the Thames Valley District School Board which outlined a recommendation to include coding as part of the Kindergarten – Grade 8 curriculum.

Coding is an important skill in the context of 21<sup>st</sup> Century learning, especially for elementary students. Like our colleagues in Thames Valley, Trustees in the Peel District School Board believe that coding is an essential skill that prepares students for citizenship and employment in a global society. Increasingly, classrooms throughout the Peel District School Board, as well as in many other jurisdictions in Ontario, nationally and internationally, include the teaching of coding as one in a series of important skills taught to students, not only in the specific context of "computer science" but more broadly throughout the various curricular areas.

Peel teachers, in embedding coding as part of the teaching and learning process, capture the interests of students and integrate this engagement into learning goals and significant skill development. *Embedding* coding as part of the larger skill of computational thinking in the curriculum is one significant way to achieve this. The key in teaching coding/programming is *integration* of this computational thinking throughout curricular areas. We believe that coding as a stand-alone unit or skill does not achieve this desired integration of skill development. Coding must be seen as supporting other interests and goals.

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Trustees

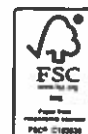
Janet McDougald, Chair  
Suzanne Nurse, Vice-Chair  
Carrie Andrews  
Stan Cameron  
Robert Crocker  
Nokha Dakroub

David Green  
Sue Lawton  
Brad MacDonald  
Kathy McDonald  
Harkirat Singh  
Rick Williams

Director of Education and Secretary  
Tony Pontes

Associate Director,  
Instructional Support Services  
Scott Moreash

Associate Director,  
Operational Support Services  
Jaspal Gill



– 2 –

As such, the Peel District School Board recommends that the Ontario Ministry of Education update curricular documents to include recommendations regarding the skill of coding in the introductory, overview sections of each of the documents. For example, curricular documents now contain "Considerations for Program Planning", and we would recommend that coding be embedded as one of these considerations.

Student success and well-being remain the unwavering commitment of everyone in the Peel learning community, and it is our hope that this motion and recommendation, once implemented, ensures even greater student achievement and preparation for our global society.

Sincerely,

A handwritten signature in black ink, appearing to read 'Janet McDougald', with a stylized flourish at the end.

Janet McDougald  
Chair of the Board

- c. OPSBA  
Ontario School Board Chairs



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June 22, 2016

Bruce Rodrigues, CEO  
Education Quality & Accountability Office (EQAO)  
2 Carlton Street  
Toronto, ON M5B 2M9

Dear Mr. Rodrigues:

On behalf of the Board of Trustees of the Peel District School Board, I am writing this letter to bring to your attention the following motion that was passed at our Regular Meeting of the Board on June 15, 2016:

*Resolved, that the Board write a letter to the EQAO office advocating that they reconsider their response to the Peel District School Board request to refrain from assigning a "zero" mark to exempted Syrian refugee children's EQAO testing results as this would be unfair to students and schools.*

As the Chair of the second largest school board in Ontario, a board where student achievement and well-being remain an unwavering focus for all members of our learning community from Mississauga to Brampton to Caledon, I am very disappointed in the decision of EQAO regarding the writing of the current assessments by our refugee students, both from Syria and from other countries around the world.

The Peel District School Board has welcomed over 500 refugee students from Syria and beyond since December 2015. As you are aware, some of these students arrive in our region with little or no English language skills, sometimes so traumatized by war and other atrocities that they are unable to speak their native language. Many have never attended formal schooling and are coping with a new country, a new language, a new culture, a new school system – an entirely new life. Of course, under these circumstances, Peel District School Board schools are, in many cases, exempting these students from writing the current assessments, but further to your telephone conversations with our Director of Education Tony Pontes, I understand that it is the decision of EQAO that these students will nonetheless receive marks of "zero" on the assessments, thus affecting the overall scores of the school that they attend.

While we appreciate your offer to Director Pontes to ensure that there is a special notation for schools where refugee students attend in high numbers, I submit that this could potentially have unintended negative implications for our refugee population who could mistakenly be "blamed" for the lowering of scores in a particular school.

.../2

Trustees

Janet McDougald, Chair  
Suzanne Nurse, Vice-Chair  
Carrie Andrews  
Stan Cameron  
Robert Crocker  
Nokha Dakroub

David Green  
Sue Lawton  
Brad MacDonald  
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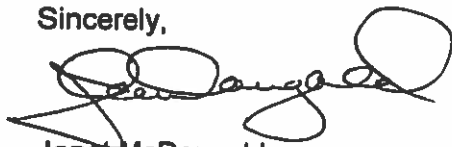


- 2 -

Refugee students from Syria and beyond have become an integral part of the student population at schools like Thornwood Public School, Brian W. Fleming Public School, Dixie Public School and T. L. Kennedy Secondary School. Staff in these settings, and indeed in all Peel schools, are working tirelessly to ensure they feel safe, welcome and successful as they begin to rebuild their lives in our region. We strongly recommend that EQAO reconsider and join us in supporting the achievement and well-being of these new Canadians. Rather than assigning marks of "zero" to them, we respectfully request that their exemption not be included in the calculation of the overall results for the school.

In Peel, members of the Board join our staff in living our mission statement of inspiring success, confidence and hope in all students, and on behalf of the Board, I urge you to reconsider your decision and support our refugee population by not assigning marks of zero for their exemption on EQAO assessments.

Sincerely,

A handwritten signature in black ink, appearing to read 'Janet McDougald', with a large, stylized loop at the end.

Janet McDougald  
Chair of the Board

c: OPSBA  
Ontario School Board Chairs  
Peel MPP's

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September 13, 2016

Bruce Rodrigues, CEO  
Education Quality & Accountability Office (EQAO)  
2 Carlton Street  
Toronto, ON M5B 2M9

Dear Mr. Rodrigues,

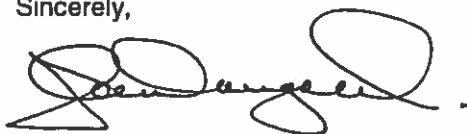
On behalf of the Board of Trustees of the Peel District School Board, I am writing in response to your letter of July 15, 2016 regarding the impact of EQAO testing on Syrian newcomer students in the spring of 2016.

You indicate in your letter that the board misunderstands how EQAO records the exemption of these students – that they are identified as “no data or exempt categories” and do not receive a “mark of zero.” You further indicate that the second method of reporting provides balanced reporting.

The board is disappointed that you have missed the essential messages in our letter, specifically that these students should not be expected to write the assessment given their unique circumstances and that the exemption still has a negative impact on the school results under the fully participating method. While the second method is a more accurate reflection of student performance, it is clear that this method is not publically displayed – not by EQAO or the media. This can have a demoralizing impact on the staff, students and parents of a school community, and negatively affect student achievement and school perception.

We understand from Director of Education Tony Pontes that you have spoken with him and clarified that EQAO does not have the authority to exclude students from the assessment or from method 1 reporting, and that this is the authority of the government. Because of this, we are forwarding our objections to the Minister of Education in the hopes that our concerns can be considered and addressed.

Sincerely,



Janet McDougald  
Chair, Peel District School Board

c. OPSBA  
Ontario School Board Chairs  
Peel MPP's  
Mitzie Hunter, Minister of Education

**Trustees**  
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