

MARCH 27, 2017

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 Ardelet Avenue, Kitchener, on **Monday, March 27, 2017, 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:

- 1** Approve Minutes – Parent Involvement Committee Meeting of January 31, 2017
- 8** Approve Minutes – Special Education Advisory Committee Meeting of February 8, 2017
- 11** Receive Minutes – Board Meeting of February 27, 2017
- 16** Approve Minutes – Committee of the Whole Meeting of March 6, 2017
- 21** Approve Minutes – Committee of the Whole Meeting of March 20, 2017

Receipt/Approval of Monthly Reports:

- 26** Staffing Information – Retirements and Resignations M. Weinert
- 28** Staffing Recommendations – Appointments M. Weinert
- 30** Suspension/Expulsion Report as of February 28, 2017 P. Rubenschuh

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

Communications Department Good News Update

K. Penticost

Delegations

Reports

- 32** OPSBA Policy Resolutions & Constitutional Amendments Chair/K. Woodcock
- 34** Pilot Project Update (Partnership with Plasticity Labs) J. Bryant

Reports from Board Members

**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.

Board Communications

36 Response letter from Ontario Universities' Application Centre (OUAC)

38 Bluewater District School Board re Special Education Funding

Question Period (10 minutes)

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

Adjournment



Report to Board of Trustees

March 27, 2017

**Subject: Staffing Information –
Retirements and Resignations**

Recommendation

This report is provided for information of the Board.

Status

The employees listed in Appendix A of this report have received acknowledgement of their retirement or resignation.

Background

The board's practice is to receive information regarding staff retirements and resignations at regular monthly board meetings.

Financial implications

Expenses are within the existing approved budget.

Communications

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

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services, in consultation with Coordinating Council.

Staffing Information - Retirements & Resignations

Current at March 27, 2017

Retirements: Elementary Teaching Staff

First	Last	Position/Location	Retirement Date	Years of Service
Ann	Depej	Teacher, Baden PS	30-Jun-17	26
Ann	Ford	Teacher, Cedarbrae PS	30-Jun-17	28
Kathryn	Kinzie	Teacher, Baden PS	30-Jun-17	30
Gary	Kauk	Teacher, Centennial PS (Waterloo)	30-Jun-17	28
William	Latyn	Teacher, Queensmount PS	1-Jul-17	27
Deb	McCarter	Teacher, Williamsburg PS (on leave)	1-Sep-17	37
Sandra	Renaud	Teacher, Laurelwood PS	30-Jun-17	27
Mary Lynn	Swagerman	Teacher, Pioneer Park	30-Jun-17	27
Graeme	Swan	Teacher, Centennial PS (Waterloo)	30-Jun-17	28
Susan	Van Horne	Teacher, Crestview PS	31-Aug-17	32
Brian	Whiteside	Teacher, Trillium PS	31-Mar-17	17
Maureen	Wilson	Teacher, Ayr PS	31-Aug-17	36

Retirements: Secondary Teaching Staff

First	Last	Position/Location	Retirement Date	Years of Service
Patricia	Bender	Department Head, Sir John A. Macdonald SS	30-Jun-17	31
Anaheeta	Bharucha	Department Head, Waterloo CI	30-Jun-17	32
Janice	Campbell	Teacher, Grand River CI	30-Jun-17	29
Suzanne	Craig-Whytock	Teacher, Bluevale CI	31-Mar-17	29
Ian	Cotter	Teacher, Elmira District SS	30-Jun-17	26
Diana	Coupal	Teacher, Kitchener-Waterloo CI	30-Jun-17	35
Enso	DeLonghi	Teacher, Preston HS	30-Jun-17	28
Andrew	Flanagan	Teacher, Sir John A. Macdonald SS	30-Jun-17	29
Karen	Fletcher	Teacher, Grand River CI	30-Jun-17	28
Patrick	Hand	Teacher / OSSTF	30-Jun-17	32
Lynda	Hicks	Department Head, Elmira District SS	30-Jun-17	31
Rose	Lomax	Department Head, Preston HS	30-Jun-17	32
Shari	Nicholas	Teacher, Glenview Park SS	30-Jun-17	31
Larry	Roes	Teacher, Bluevale CI	31-Mar-17	27
Gary	Schnaffner	Department Head, Glenview Park SS	30-Jun-17	30
Dave	Tennant	Teacher, Grand River CI	30-Jun-17	24

Retirements: Administrative and Support Staff

First	Last	Position/Location	Retirement Date	Years of Service
David	Bragg	Certified Tradesperson, Facility Services, EdC	18-Apr-17	29
Ronald	Crawford	Head Custodian, Meadowlane PS	30-Sep-17	34
Paul	Desloges	Manager, Information Technology Services (ITS), EdC	30-Jun-17	35
Heidi	Green	Support Analyst, ITS, EdC	30-Jun-17	19
Don	Highmore	Manager, ITS, Education Centre	30-Jun-17	27
Kathleen	Jerome	Educational Assistant, Queen Elizabeth PS	1-Jul-17	16
Helga	Kun	Clerk, Financial Services, Education Centre	31-Mar-17	16
Dale	Melanson	Speech Language Pathologist, Special Education, EdC	31-Jul-17	12
Brian	Morgan	Principal, Wellesley PS	30-Apr-17	31
Marty	Raymond	Principal, N. A. MacEachern PS	30-Jun-17	20
Denise	Reinhart	Educational Assistant, Wilson Avenue PS	31-Aug-17	34
Jean	Scott	Educational Assistant, Huron Heights SS	1-Jul-17	25
Nadine	White	Head Custodian, Grandview PS, Cambridge	31-Aug-17	33

Resignations:

First	Last	Position/Location	Effective Date
Sherry	Ulmer	Secretary, Westmount PS	10-Mar-17
Lori	White	Office Supervisor, Southwood SS	7-Apr-17



Report to Board of Trustees

March 27, 2017

Subject: Staffing Recommendations – Appointments

Recommendation

That the Waterloo Region District School Board approve the appointments to staff as outlined in the report titled "Staffing Recommendations – Appointments, dated March 27, 2017.

Status

The staff appointments as noted on Appendix A of this report are effective the dates indicated.

Background

The board's practice has been to have appointments presented for information at regular monthly board meetings.

Financial implications

Expenses are within the existing approved budget.

Communications

Employees listed in this report have, or will be advised of the appointments.

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services, in consultation with Coordinating Council.

Appendix A

Staffing Information - New Appointments

Current at March 27, 2017

New Appointments: Elementary Teaching Staff				
First	Last	Position	Location	Effective Date
Amanda	Morgan	Teacher	Sheppard PS	20-Mar-17
Robert	Peterson	Teacher	St. Andrew's PS	20-Mar-17
McKenzie	Werger	Teacher	Cedarbrae PS	6-Mar-17

New Appointments: Secondary Teaching Staff				
Nil Report.				

New Appointments: Administrative and Support Staff				
First	Last	Position	Location	Effective Date
Joanna	Bogdanski	Human Resources Assistant	Human Resource Services, Education Centre	2-Mar-17
Aimee	Brodrecht	Human Resources Assistant	Human Resource Services, Education Centre	27-Mar-17
Rosa	Casteneda	Custodian	Laurentian	7-Apr-17
Socorro	Dominguez	Custodian	Courtland PS	30-Mar-17
Ray	Galway	Custodian	Silverhieghts PS	22-Mar-17
Susie	Labao	Custodian	Highland PS	4-Apr-17
Mandalay	McCulloch	Secretary	Stewart Avenue PS	28-Feb-17
Richard	McGarr	Custodian	Jean Steckle PS	28-Mar-17
Ivan	Monsalve	Custodian	John Darling PS	5-Apr-17
Kelly	Price	Custodian	Breslau PS	31-Mar-17
Jeff	Ringwald	Custodian	Huron Heights SS	24-Mar-17
Laura	Smith	Custodian	Crestview PS	21-Mar-17
Beth	Sousa	Human Resources Assistant	Human Resource Services, Education Centre	2-Mar-17
Thomas	Storer	Custodian	Bridgeport PS	27-Mar-17
Niziti	Tzegai	Custodian	Elmira District SS	6-Apr-17
Jelena	Uzelec	Custodian	Waterloo CI	20-Mar-17

** The above hirings are full and part time positions and are replacements due to recent retirements or resignations.



Report to Board of Trustees

February 27, 2017

Subject: Student Suspension/Expulsion Report at January 31, 2017

Recommendation

This report is provided for the Waterloo Region District School Board with information regarding monthly and year-to-date suspension/expulsion data.

Status

Comparing year to date from January 2015-2016 and January 2016-2017, elementary suspensions have increased by 12 and secondary suspensions have decreased by 49.

Comparing year to date from January 2015-2016 and January 2016-2017, school expulsions have increased by 2 and board expulsions have increased by 5.

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

Suspensions

- Total elementary school suspensions in January 2016 - 75, year to date - 441
- Total elementary school suspensions in January 2017 - 72, year to date - 453
- Total secondary school suspensions in January 2016 - 95, year to date - 724
- Total secondary school suspensions in January 2017 - 76, year to date - 675

Expulsions

- Total school expulsions in January 2016 - 0, Year to Date - 0
- Total school expulsions in January 2017 - 0, Year to Date - 2
- Total board expulsions in January 2016 - 1, Year to Date - 5
- Total board expulsions in January 2017 - 3, Year to Date - 10

Violent Incidents

The term violent incident is defined as the occurrence of any 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.

- Total elementary/secondary violent incidents in January 2016 - 4, year to date - 14
- Total elementary/secondary violent incidents in January 2017 - 6, year to date - 18

Background

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

Financial implications

There are no financial implications.

Communications

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

Prepared by: Peter Rubenschuh, Superintendent, Student Achievement & Well-being, Jim Woolley, System Administrator, Specialty Programs and Supports JK-12, in consultation with Coordinating Council.

**FORMAT FOR SUBMISSION OF A
PROPOSED POLICY RESOLUTION**

By Member Boards for Consideration at the 2017 OPSBA AGM

- In order to have policy resolutions reviewed by Executive Council (Policy Resolution Review Committee), submissions must be received at the OPSBA office by Monday, April 3, 2017.
- Resolutions submitted after April 3, but before May 1, 2017 can be included in the AGM Handbook, but will not have an opportunity to be vetted by Executive Council.
- Resolutions received after May 1 will not be published in the AGM Handbook and will need to be presented by the submitting board as a 'Late Resolutions' from the floor of the AGM in accordance with Section 16.03 of the OPSBA Constitution and By-Laws. For further details, please refer to #8 in the Guidelines for Submitting Policy Resolutions at the AGM.

ORIGINATING MEMBER BOARD: Waterloo Region District School Board

Date: March 27, 2017 Submitted By: Cindy Watson Title: Trustee

(A) RATIONALE/BACKGROUND INFORMATION:

(In addition to the background/rationale, please be sure to include any proposed action to be taken by OPSBA. You may also attach additional information which may be helpful.)

Whereas children across Ontario have been accessing pornographic, racist and inappropriate material on the internet at school on school devices,

(B) RESOLUTION:

Be it resolved, that OPSBA

lobby the Minister of Education, Mitzie Hunter to conduct a thorough review concerning students accessing pornography and inappropriate material intentionally and unintentionally at school, on school computers in Ontario, as well as possible solutions including standardized graduated filtering, appropriate funding and resources that will ensure that children are safe from pornographic, racist and inappropriate material at Ontario schools on school devices.

Please send to Jane Hayes, Executive Coordinator by fax (416) 340-7571 or e-mail jhayes@opsba.org

FORMAT FOR SUBMISSION OF A PROPOSED POLICY RESOLUTION

By Member Boards for Consideration at the 2017 OPSBA AGM

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ORIGINATING MEMBER BOARD: Waterloo Region DSB

Date: March 27, 2017 Submitted By: Cindy Watson Title: Trustee

(A) RATIONALE/BACKGROUND INFORMATION:

(In addition to the background/rationale, please be sure to include any proposed action to be taken by OPSBA. You may also attach additional information which may be helpful.)

Whereas, "The Ontario Human Rights Code, which supersedes provincial accessibility legislation, guarantees the right to equal treatment for service including education" Canadian Press

(B) RESOLUTION:

Be it resolved, that OPSBA

lobby the Minister of Education, Mitzie Hunter to consult with parents of autistic children and other parents of children who need a service dog, and that through the consultation process the Ministry of Education develop a standardized provincial policy that would allow all children who need a service dog the right to bring their service dog to school.

Please send to Jane Hayes, Executive Coordinator by fax (416) 340-7571 or e-mail jhayes@opsba.org

HERO Generation

Improvements In Happiness



JK & SK



Grades 1-7

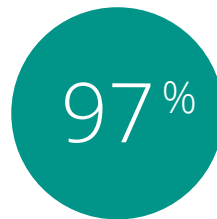
Students who experienced an improvement in happiness also felt greater:

- ✓ Efficacy
- ✓ Optimism
- ✓ Resilience
- ✓ School gratitude
- ✓ School belonging
- ✓ School engagement
- ✓ Social connection with peers
- ✓ Connection to school
- ✓ School well-being
- ✓ Love of school
- ✓ Love of learning

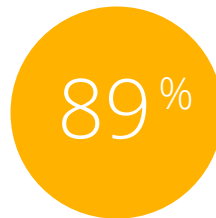
Teachers' View On The Program

HERO GEM IS A GREAT INITIATIVE, AND I FEEL THAT IT INSPIRES STUDENTS TO RESPECT OTHERS, BE HAPPY, WORK HARD, AND HAVE FUN!

- Grade 7 Student



of teachers / staff felt the program was **benefitting students**



of teachers / staff felt the program was **having a positive impact on them**



of teachers / staff felt the students were **receptive to the program**

It has helped me
be more mindful
about someone's
feelings.

- Grade 7 Student

It help to make me
happy. it is nice

- Grade 1 Student



I look at things differently
now that I have learned
what a HERO and GEM is.

Like, if im in a bad situation,
im not sad for the rest of
the day because i look on
the bright side of things

- Grade 6 Student

I've learned to ask for
help when I need help.

- Grade 2 Student

I feel Resilient when iam at school



(I feel resilient when I
am at school)
- Grade 1 Student

Happy!!



being a hero makes me feel
really Happy!

- Grade 2 Student

I love that we have character traits at the school it teaches me and
other people how to be a better people. Everyone is very kind at
school. I have learned to be kind, mindful, respectful and open up to
other people more then i ever had. If everyone does this the school
and the world will be a better place. This is a awesome school

- Grade 4 Student



March 16, 2017

Scott McMillan
Chairperson of the Board
Waterloo Region District School Board
51 Ardelt Avenue
Kitchener ON N2C 2R5

Dear Mr. McMillan,

Thank you for your letter to the Ontario Universities' Application Centre (OUAC). Mr. Wallace left the OUAC on January 16, 2017, and I have temporarily stepped in as Acting Executive Director. I am pleased to respond.

I appreciate the Waterloo Region District School Board's candor in representing the interests of your students and their families. We share your concerns about the burdens students face when making decisions for their postsecondary endeavours. Our goal is to connect students to opportunity, and we strive to do so by providing a comprehensive application service that takes the guesswork out of applying to several different institutions.

Recently, we modernized the application process to be more student-friendly. The benefit to students is that they receive more real-time acknowledgement of their application, which in itself can reduce the anxiety of waiting for a response. It also allows university staff to begin processing applications sooner – a process that is less effective when a student changes their selection, sometimes more than once.

With the evolution of online systems and daily information transfer to the universities, applicants were changing choices frequently with unintended consequences. Withdrawing and adding choices creates confusion for both applicants and university administrators.

Everyone benefits when students do their research and make thoughtful and wise choices. Students may withdraw a choice at any time with no charge; but if they want to add an additional program at a different university, there is a fee charged. As in the past, there is no fee to change programs within the same university.

This change to our fee structure creates fairness - for the universities processing applications and for all high school students who apply through the OUAC. Without this system in place, the cost of processing applications for students who make multiple changes to their selections increases, and the time spent by university staff to process these applications becomes less efficient. These are resources we cannot afford to waste. If we allow students to continue changing their selections at no cost, it will negatively affect the students who make an informed decision and don't change their minds after submitting their application.

This change came about through consultations with guidance counsellors, principals and university registrars across the province in 2011. We made the collective decision to no longer waive the fee for dropping and adding university choices as of the 2016-17 application cycle. Since then, we provided

information about the modified fee structure to educators, students and parents through our publications, websites and on social media.

Like you, we are committed to supporting students in their quest for postsecondary education, and we strive to provide many resources, which are funded by the application fee, to help students make their most informed decision.

For example, we, along with the universities, host the Ontario Universities' Fair (OUF), where representatives from every Ontario university are on hand to talk about programs and the student experience unique to their institution. We are able to provide this event free of charge to the 130,000 students and parents who attend each year, using part of the application fee.

In addition, university representatives visit communities across Ontario through the University Information Program (UIP) to provide up-to-date information to high school students – a service that is also provided through the application fee.

Other resources covered by the fee are the online Application Guides for high school students, the eINFO website and a series of how-to videos available on the OUAC website.

We encourage students and their families to take full advantage of these resources before and during the application process.

Thanks again for your interest, and we will consider your suggestion, as I hope you will consider our response as well.

We look forward to continuing to work together to support high school students and give them every opportunity to be successful as they make decisions about their future in postsecondary education.

Sincerely,



B. George Granger
Acting Executive Director



Bluewater District School Board

351 1st Avenue North – PO Box 190
 Chesley ON N0G 1L0
 Telephone: (519) 363-2014 Fax: (519) 370-2909
 www.bwdsb.on.ca

February 27, 2017

Sent by email: Minister.EDU@ontario.ca

Honourable Mitzie Hunter
 Minister of Education
 Ministry of Education
 22nd Floor, Mowat Block
 900 Bay Street
 Toronto, Ontario M7A 1L2

Dear Minister Hunter:

On February 21, 2017, Bluewater District School Board passed a motion to write to the Minister of Education requesting that the scope for the Special Education Funding Working Group be expanded to include a more robust and comprehensive review of both the current special education model as well as the funding of special education in Ontario as a whole. The board recommends that further consultation should include the following groups:

- Minister's Advisory Council On Special Education;
- Provincial Parent Advisory Association Committee On Special Education Advisory Committees;
- Special Education Advisory Committees;
- Provincial organizations that represent each of the areas of exceptionality;
- Ontario Teachers Federation;
- School Boards;
- Trustees;
- Parents of students with special education exceptionalities; and
- Students with special education exceptionalities.

The basis for the board's recommendation included the following considerations:

- Bluewater District School Board currently provides special education services and programs to almost one in four of our students;
- Bluewater District School Board is one of the small number of school boards who is experiencing a significant reduction in their Special Education Needs Amount for specialized support for students with intensive and complex special education needs;
- Bluewater District School Board is experiencing a growing number of students with intensive and complex special education needs at the same time as it is experiencing a steady decline in the overall student enrolment;
- Bluewater District School Board has written previously to the Minister of Education expressing concern about the mental health and well-being of students with special education needs and their lack of access to a repository or portal of mental health resources that would benefit them and their families;
- The growth model of support for students with Autism in Ontario should be applied to all areas of exceptionality;

- Bill 82 was established in 1980 and required the publicly funded school system in Ontario to be responsible for the education of all Ontario students including those with special education needs in their language of instruction (page 8 of George Zegarac's, Assistant Deputy Minister, 2008 address¹);
- The \$20 million infusion in 2006 to the partnership of the Ontario Psychological Association (OPA) and school boards (page 21 of George Zegarac's, Assistant Deputy Minister, 2008 address²) has helped with the backlog of psychoeducational assessments, but there are still significant "wait times" for student assessments;
- Funding from the Special Education Per Pupil Amount and the Special Education Needs Amount (formerly High Needs Amount) are not allocated to specific students nor used on a strict student-by-student basis and represent approximately 93% of the Special Education Grant, (page 25 of George Zegarac's, Assistant Deputy Minister, 2008 address³).
- The current funding structure generates the potential for unequitable distribution of programs and resources to students within all areas of exceptionality and across school boards, despite the fact that Special education funding has been increasing, while overall provincial enrolment has been declining. (page 29 of George Zegarac's, Assistant Deputy Minister, 2008 address⁴);
- There are no updated guidelines or updated definitions for Intellectual (Developmental Disability, Mild Intellectual Disability, Giftedness) or Behavioural Guidelines. (page 18 Ministry of Education Special Education Update June 2015⁵) and only draft Guidelines for Programs and Services for Students Who Are Blind or have Low Vision (K-12). (page 4 Ministry of Education Special Education Update June 2015⁶);
- There is an issue of recruitment and retention of members on Special Education Advisory Committees in various boards across Ontario. (page 3 of the Executive Summary of the PAAC ON SEAC Survey 2014⁷);
- The ministry is currently reviewing Provincial and Demonstration Schools within the framework of Special Education (2015-16)⁸ which has raised concerns about access to very specialized programs that schools boards are not currently able to provide;
- Formal identification and placement decisions through the Identification, Placement and Review Process (IPRC) is on a significant decline and students with special education needs receive supports or accommodations more often through recommendations set out in an Individual Education Plan (IEP) (page 9 A People Report on Special Education 2014⁹); and
- The ministry plans to reconvene the Special Education Funding Working Group to continue to support the transformation of special education funding and other key special education initiatives going forward (Ministry of Education Special Education Update February 2016¹⁰).

1 http://www.edu.gov.on.ca/eng/research/specEd_AERA_CSSE.pdf

2 http://www.edu.gov.on.ca/eng/research/specEd_AERA_CSSE.pdf

3 http://www.edu.gov.on.ca/eng/research/specEd_AERA_CSSE.pdf

4 http://www.edu.gov.on.ca/eng/research/specEd_AERA_CSSE.pdf

5 <http://education.easterseals.org/wp-content/uploads/2015/09/Ministry-of-Education-Special-Education-Update-June-2015.pdf>

6 <http://education.easterseals.org/wp-content/uploads/2015/09/Ministry-of-Education-Special-Education-Update-June-2015.pdf>

7 <http://www.paac-seac.ca/wp-content/uploads/PAAC-on-SEAC-Survey-Executive-Summary-2014.pdf>

8 http://www.edu.gov.on.ca/eng/general/elemsec/speced/special_ed_update.html

9 <http://www.peopleforeducation.ca/wp-content/uploads/2014/04/special-education-2014-WEB.pdf>

10 http://www.edu.gov.on.ca/eng/general/elemsec/speced/special_ed_update.html#_Toc445455883

The Bluewater District School Board also recommends to the Ministry of Education that a comprehensive review should include:

- a gap analysis of our current provincial model for special education and any research on current and future models for special education around the world;
- a forensic analysis for each individual area of exceptionality to determine what portion of each special education dollar reaches students and what portion of each dollar goes to administration, communication, the IPRC process, and other paperwork;
- a narrative that links the "special education model" to the *Education For All* and *Learning For All* ministry documents;
- an analysis of the meta data that has been collected by the ministry since the inception of Bill 82 to discover patterns and insights that would be applicable to the development of a new or modified model for special education and appropriate funding for that model; and
- current directions in neuroscience in the review of the current model and development of any future special education model.

Bluewater District School Board looks forward to your response and would be pleased to speak further with you about these issues.

Sincerely,



Ron Motz, Board Chair



Paul Eichhorn, Chair of SEAC

c.c. OPSBA President
 Ontario School Board Chairs
 Ontario School Boards Directors of Education
 SEAC Chairs
 MACSE Chair
 Association des Enseignants Franco-Ontariens
 Ontario English Catholic Teachers' Association
 Elementary Teachers' Federation of Ontario
 Ontario Secondary School Teachers' Federation
 Non-Profit Advocacy Organizations (listed on EDU website)
 Association for Bright Children
 Association francophone de parents d'enfants dyslexiques ou ayant tout autre trouble d'apprentissage (AFPED)
 Learning Disabilities Association of Ontario (LDAO)
 Canadian Association of Community Living
 VOICE for Hearing Impaired Children
 Integration Action for Inclusion in Education and Community
 Ontario Association for Families of Children with Communication Disorders (OAFCCD)
 Parents for Children's Mental Health
 The Canadian Hearing Society (CHS)
 Spina Bifida and Hydrocephalus Association of Ontario
 Tourette Syndrome Foundation of Canada
 Silent Voice Canada
 Bob Rumball Foundation for the Deaf
 Ontario Cultural Society of the Deaf
 Ontario Association for the Deaf