

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, November 26, 2018, at 7:00 p.m.**

AGENDA

Call to Order/ Territorial Acknowledgement

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:

Approve Minutes – Parent Involvement Committee Meeting of September 25, 2018

Approve Minutes – Audit Committee Meeting of September 26, 2018

Approve Minutes – Special Education Advisory Committee Meeting of October 10, 2018

Receive Minutes – Board Meeting of October 29, 2018

Approve Minutes – Committee of the Whole Meeting of November 12, 2018

Approve Minutes – Committee of the Whole Meeting of November 19, 2018

Receipt/Approval of Monthly Reports:

36 Staffing Information – Retirements and Resignations

M. Weinert

38 Staffing Recommendations – Appointments

M. Weinert

40 Suspension/Expulsion Report as of October 31, 2018

P. Rubenschuh

Declarations of Pecuniary Interest

Announcements/Celebrating Board Activities

42 Outgoing Trustee Presentation

Communications Department Good News Update

A. Russell

Delegations

Reports

Annual Suspension/Expulsion Report

P. Rubenschuh

Board Reports

Board Communications

Other Business

**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.

Question Period (10 minutes)

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

Adjournment



Report to Board of Trustees

November 26, 2018

**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 Statistics – Retirements & Resignations
Current at November 26, 2018

Retirements: Elementary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Ruth	Boughan	Teacher, Blair Road PS	June 28, 2019	19
Liz	Ellenton	Teacher, Jean Steckle PS	January 31, 2019	20
Paul	Fehderau	Teacher, Margaret Avenue PS	January 31, 2019	33

3 / Subtotal

Retirements: Secondary Teaching Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Angel	Commins	Special Education Teacher, Jacob Hespeler SS	June 28, 2019	20
Brenda	Davis	Teacher, Cameron Heights CI	January 31, 2019	32
Carol	Rankie	Department Head, Galt CI & VS	January 31, 2019	31

3 / Subtotal

Retirements: Administrative & Support Staff				
First	Last	Position/Location	Retirement Date	Years of Service
Keith	Bowen	Head Custodian, Grandview PS (New Hamburg)	January 31, 2019	22
Stephen	Case	Manager, Procurement & Risk Management, Financial Services, EdC	March 31, 2019	12
Geraldine	Hotchkiss	Educational Assistant (EA), Bridgeport PS	February 28, 2019	30
Bonnie	Leonhardt	Educational Assistant (EA), & Child & Youth Worker (CYW), Special Education Services, EdC	January 31, 2019	32
Lora	Lukasik	Elementary Head Secretary, MacGregor PS	December 31, 2018	14
Harry	Niezen	Curriculum Computer Consultant, Information Technology (ITS), EdC	June 28, 2019	28
Bernie	Pahl	Tradesperson, Facility Services, EdC	March 31, 2019	29
Audrey	Stickel	Designated Early Childhood Educator (DECE), Wilson Avenue PS	January 4, 2019	8
Janice	Wiseman	Secretary to Coordinator & Consultants, Learning Services, EdC	November 27, 2018	41

9 / Total = 15

Permanent Staff Resignations:			
First	Last	Position/Location	Effective Date
Stephen	Duffey	Educational Assistant (EA), Westvale PS	December 21, 2018
Kate	Kelly	Elementary Teacher, Lester B. Pearson PS	November 21, 2018
Jaspal	Matharu	Educational Assistant (EA), MacKenzie King PS	October 22, 2018
Heather	Verheye	Educational Assistant, Woodland Park PS	November 9, 2018



Report to Board of Trustees

November 26, 2018

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 November 26, 2018.

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.

Staffing Information – New Appointments

Current at November 26, 2018

New Appointments: Elementary Teaching Staff			
First	Last	School ID / Education Centre	Effective Date
Laurel	Borthwick	Ryerson PS	October 22, 2018
Cassandra	Jetter	Coronation PS	October 22, 2018
Kristina	Todd	Brigadoon PS	October 11, 2018
Jessica	Zsiros	Chicopee Hills PS	October 15, 2018

New Appointments: Secondary Teaching Staff			
First	Last	School ID / Education Centre	Effective Date
Nil Report			

New Appointments: Administrative and Support Staff			
First	Last	School ID / Education Centre	Effective Date
Jason	Gliva	Human Resources Assistant, Human Resource Services, EdC	November 15, 2018
Donna	Harris	Human Resources Assistant, Behaviour Management Systems (BMS) Human Resource Services, EdC	November 9, 2018
Tanya	Hill	Secretary, Hespeler PS	November 12, 2018
David	Lane	Research Strategist, Research & Evidence-based Practice (Equity & Inclusion), EdC	October 31, 2018
Tiffani	Tran	Human Resources Assistant, Health, Safety & Security, Human Resource Services, EdC	November 5, 2018

The above new hires to our Board are due to retirements and resignations and are to replace full or part time vacancies.

*Human Resource Services
November 26, 2018*



Report to Board of Trustees

November 26, 2018

Subject: Student Suspension/Expulsion Report October, 2018

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 October 2017 and October 2018, elementary suspensions have increased by 21 and secondary suspensions have increased by 34.

Comparing year to date from October 2017 and October 2018, school expulsions have remained the same and board expulsions have decreased by 3.

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 October 2017 - 130, year to date - 200
- Total elementary school suspensions in October 2018 - 155, year to date - 221
- Total secondary school suspensions in October 2017 - 246, year to date - 398
- Total secondary school suspensions in October 2018 - 278, year to date - 432

Expulsions

- Total school expulsions in October 2017 - 0, Year to Date 0
- Total school expulsions in October 2018 - 0, Year to Date 0
- Total board expulsions in October 2017 - 4, Year to Date 4
- Total board expulsions in October 2018 - 0, Year to Date 1

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 October 2017 - 9, year to date 10
- Total elementary/secondary violent incidents in October 2018 - 6, year to date 12

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, James Bond, System Administrator, Learning Services, and in consultation with Coordinating Council.



Report to Board of Trustees

November 26, 2018

Subject: Suspension/Expulsion Annual Report

Recommendation

This report is to provide the Waterloo Region District School Board with an annual report concerning suspension, expulsion and violent incident data for the 2017-2018 school year

Status

Using the previous annual report as a model, staff worked to provide an in-depth analysis of suspension, expulsion and violent incident data.

In Appendix A:

Suspension/expulsion data is analyzed by:

- Percentage of Students Suspended by Enrollment
- Number of Students Expelled
- Violent Incident Reports
- Suspension Analysis by Gender
- Suspension Analysis by Multiple Suspensions
- Suspension Analysis by Grade
- Analysis by Length of Suspension
- Suspension/Expulsion Analysis by Category
- Suspension Analysis by Location

Background

On May 26, 2008, the Board requested an analysis of annual suspension/expulsion/violent incident data, including statistics on violent incidents.

Financial implications

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
James Bond, System Administrator, Learning Services,
and in consultation with Coordinating Council.

Suspension/Expulsion Analysis

September 1, 2017 to June 30, 2018

Percentage of Students Suspended by Enrollment:

Category	Male	Female	Total
Enrollment	34615	32721	67366
# of suspensions	2725	1351	4076
% of suspensions by enrollment	8%	4%	6%
# of students	2093	737	2830
% of students suspended by enrollment	6%	2%	

Number of Students Expelled:

Male	Female	Total
16	7	23

Number of Violent Incident Reports: 34

Suspension Analysis by Gender:

- 67% of all suspensions were given to males.
- 33% of all suspensions were given to females

Suspension Analysis by Multiple Suspensions:

- 70% of all suspensions were multiple offenders (i.e. more than one suspension for one student)
- 30% of all suspension were single offences

Suspension Analysis by Grade:

Grade	Male	Female
JK/SK	119	106
1	63	45
2	127	69
3	157	24
4	140	38
5	139	29
6	158	33
7	212	66
8	360	158
9	403	82
10	359	146
11	426	80
12	334	78

Suspension Analysis by Length of Suspension:

- 3300 89 % of all suspensions were three days in length or less
- 150 4 % of all suspensions were long-term (six days or longer)

Length of Suspension	Number of Suspensions
1	1669
2	735
3	896
4	81
5	182
6	21
7	14
8	7
9	3
10	17
11	1
12	9
13	5
14	1
15	10
16	2
17	0
18	5
19	2
20	53

Suspension/Expulsion Analysis by Category:

Code	Category Description	Suspensions
S1	Uttering a threat to inflict serious bodily harm on another person	132
S2	Possessing alcohol or illegal drugs	128
S3	Being under the influence of alcohol or drugs	179
S4	Swearing at a teacher or at another person in a position of authority	140
S5	Committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school	36
S7	Bullying	108
S8	Medical/Immunization	658
S9	Any other act that is an activity for which a principal may suspend a pupil under a policy of the board.	369
Board	Code of Conduct Violation	1537
Board	Fighting/Violence	570
Board	Habitual Neglect of Duty	131
Board	Opposition to Authority	672
Board	Profanity/Swearing	300

S - Suspension

* The number of suspensions for each reason code will appear higher, as one suspension may have had two or more reason codes and therefore counted multiple times. This chart should be used to review the reasons for a suspension, not a total number of suspensions.

Code	Category Description	Suspensions Pending Expulsion
E1	Possessing a weapon, including possessing a firearm.	22
E2	Using a weapon to cause or to threaten bodily harm to another person.	7
E3	Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner.	16
E4	Committing sexual assault.	1
E5	Trafficking in weapons or in illegal drugs.	6
E6	Committing robbery.	2
E7	Giving alcohol to a minor.	0
E8	Any activity listed under Suspensions that is motivated by bias, prejudice or hate based on race, national or ethnic origin,	9

	language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or any other similar factor.	
E9	Bullying, if, the pupil has previously been suspended for engaging in bullying and the pupil's continuing presence in the school creates an unacceptable risk to the safety of another person.	3
E10	Any other activity that, under a policy of the board, is an activity for which a student may be considered for expulsion.	0

E - Expulsion

* The number of suspensions pending expulsion for each reason code will appear higher, as one suspension may have had two or more reason codes and therefore counted multiple times. This chart should be used to review the reasons for a suspension pending expulsion, not a total number of suspensions.

Suspension Analysis by Location:

Bleachers	0
Cafeteria/Lunch	69
Change Room	42
Classroom	936
Gymnasium	91
Hallway	530
Internet	4
Laboratory	0
Library	19
Not Available	14
Off Site	307
Office	217
Other	614
Parking Lot	78
Portable	23
School Bus	72
School Grounds	715
School Trip	3
Sports Events	3
Staircase	7
Swimming Pool	1
Washroom	95