

**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, December 16, 2019, at 7:00 p.m.**

**AGENDA**

**Call to Order**

**Musical Guests and O Canada**

Huron Heights Secondary School Choir

**Territorial Acknowledgement**

**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 October 29, 2019

Approve Minutes – Special Education Advisory Committee Meeting of November 13, 2019

Receive Minutes – Board Meeting of November 25, 2019

Receive Minutes – Inaugural Board Meeting of December 2, 2019

Approve Minutes – Committee of the Whole Meeting of December 9, 2019

**Receipt/Approval of Monthly Reports:**

26 Staffing Information – Retirements and Resignations

M. Weinert

28 Staffing Recommendations – Appointments

M. Weinert

**Declarations of Pecuniary Interest**

**Announcements/Celebrating Board Activities**

Dr. Bette M. Stephenson Recognition of Achievement - Elmira District Secondary School

**Communications Good News Update**

R. Howey

**Delegations**

**Reports**

30 Suspension/Expulsion Report as of November 30, 2019

B. Lemon

32 Quarterly Student Aggression Report

M. Weinert

\*\*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 Reports**

**Board Communications**

**Other Business**

**Question Period** (10 minutes)

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

**Adjournment**



# Report to Board of Trustees

December 16, 2019

**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.

## Appendix A

**Staffing Statistics – Retirements**  
**Current at December 16, 2019**

<b>Retirements: Elementary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Lori	Archdekin	Teacher, Stewart Avenue PS	January 31, 2020	31
Annette	Bishop	Teacher, John Mahood PS	December 31, 2019	12
Elizabeth	Gill	Teacher, Clemens Mill PS	June 30, 2019	16
Mary	Heydon-Newman	Teacher, Pioneer Park PS	January 31, 2020	18
Annabelle	Ternent	Teacher, Millen Woods PS	June 26, 2020	29

<b>Retirements: Secondary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Ann	Weber	Teacher, Bluevale Collegiate Institute	January 31, 2020	30

<b>Retirements: Administrative &amp; Support Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Lee	Bell	Custodian, Elmira District Secondary School	December 31, 2019	32
Petrona	Chavarria	Custodian, Jean Steckle Public School	August 31, 2020	16
Leslie	McNabb	Principal, Silverheights Public School	January 31, 2020	18
Rose	Noonan	Principal, Williamsburg Public School	January 31, 2020	17

**Staffing Statistics – Resignations**  
**Current at December 16, 2019**

<b>Permanent Staff Resignations:</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Effective Date</b>
Amy	Solomon	Child Youth Worker, Moffat Creek Public School	December 20, 2019



# Report to Board of Trustees

December 16, 2019

## **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 December 16, 2019.*

### **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 December 16, 2019**

<b>New Appointments: Elementary Teachers</b>			
<b>First</b>	<b>Last</b>	<b>School ID / Education Centre</b>	<b>Effective Date</b>
Danielle	Brunet	J.W. Gerth PS	January 6, 2020
Lauren	Veerasammy	Chalmers PS	December 2, 2019

<b>New Appointments: Administrative and Support Staff</b>			
<b>First</b>	<b>Last</b>	<b>School ID / Education Centre</b>	<b>Effective Date</b>
Derek	Drury	First Line Support Specialist, ITS, Education Centre	November 20, 2019
Tabitha	Fehr	Secretary, Woodland Park Public School	November 27, 2019
Lina	Fonseca	Custodian, Eastwood Collegiate Institute	December 17, 2019
Megan	Norcott	Secretary, Cameron Heights Collegiate Institute	December 2, 2019
Laura	Shaver	Secretary, Keatsway Public School	October 21, 2019
Jessica	Sovari	Custodian, Forest Heights Collegiate Institute	December 23, 2019
Lisa	Tarrant	Extended Day Deployment Support, Extended Day Program, Education Centre	November 25, 2019

*New Hires - due to retirements, resignations or leaves and are to replace full or part time vacancies.*

*Human Resource Services*



# Report to Board of Trustees

December 16, 2019

## **Subject: Student Suspension/Expulsion Report November, 2019**

### **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 November 2018 and November 2019, elementary suspensions have increased by 145 and secondary suspensions have remained the same.

Comparing year to date from November 2018 and November 2019, school expulsions have remained the same and board expulsions have increased 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 November 2018 - 172, year to date - 394
- Total elementary school suspensions in November 2019 - 187, year to date - 539
- Total secondary school suspensions in November 2018 - 343, year to date - 778
- Total secondary school suspensions in November 2019 - 316, year to date - 778

#### Expulsions

- Total school expulsions in November 2018 - 0, Year to Date 0
- Total school expulsions in November 2019 - 0, Year to Date 0
- Total board expulsions in November 2018 - 6, Year to Date 7
- Total board expulsions in November 2019 - 0, 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 November 2018 - 5, year to date 17
- Total elementary/secondary violent incidents in November 2019 - 5, year to date 14

**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: Bill Lemon, Superintendent, Student Achievement & Well-Being, Joe Bell, System Administrator, Learning Support Services, and in consultation with Coordinating Council





# Report to Board

December 16, 2019

## **Subject:        Reported Student Aggression Quarterly Data                       Q1 – 2019-2020**

### **Recommendation:**

*This report is provided for the Waterloo Region District School Board with information regarding reported incidences of student aggression for the quarter (September 1, 2019-November 15, 2019).*

### **Status:**

Student Aggression incidents are recorded under four (4) categories in order of severity from least severe to most severe:

**Hazard:** The worker is reporting a hazard, the worker sustained no injury during the incident or it was a near miss. The Board and Unions actively encourage employees to report workplace hazards in order to act proactively to prevent more serious incidents.

**First aid:** Applying minor first aid measures like cleaning minor cuts, scrapes or scratches; applying a band aid, cold compress or ice pack. First Aid is provided at the workplace.

**Health care (or medical aid):** Worker sustained an injury requiring medical aid from an external health care practitioner (i.e. a doctor, nurse, chiropractor or physiotherapist); services provided at a hospital and/or health facility and/or require prescription drugs. This is required to be reported to the Workers Safety and Insurance Board (WSIB).

**Lost Time:** The worker sustains injury that requires time away from work after the day of incident and was unable to work. This is required to be reported to the Workers Safety and Insurance Board (WSIB).

### **Previous Year Quarterly Report Comparison:**

Quarterly student aggression data as reported by WRDSB staff for the period of September 1, 2019 – November 15, 2019 compared to the data from the same period of September 1, 2018 – November 1, 2018 last school year:

- Total Elementary incidents have increased by 187 incidents from the same period last year.
- Total Secondary incidents have increased by 26 incidents from the same period last year.

### **2019-20 Reporting Information:**

**Reported Student Aggression Incidents for the Current School Year (September 1, 2019-November 15, 2019):**

- Total Elementary aggression incidents: **(September 1, 2019-November 15, 2019): 713 Incidents**
  - Hazard – 514 incidents
    - 72.09% of all elementary incidents
  - First Aid – 183 incidents

- 25.67% of all elementary incidents
  - Health Care – 11 events
    - 1.54% of all elementary events
  - Lost Time – 5 events -
    - 0.70% of all elementary events
- Total Secondary aggression incidents from **(September 1, 2019-November 15, 2019): 45 incidents**
  - Hazard –32 incidents
    - 71.11% of all Secondary incidents
  - First Aid – 11 incidents
    - 24.44% of all Secondary incidents
  - Health Care – 1 incidents
    - 2.22% of all Secondary incidents
  - Lost Time – 1 incidents
    - 2.22% of all Secondary incidents
- Total aggression incidents for hazards, first aid, health care, and lost time per employee group from **September 1, 2019-November 15, 2019 - 758 Incidents**
  - Educational Assistant (EA) / Child and Youth Worker (CYW) – 495
    - 65.3% of total incidents
  - Early Child Educator (ECE) – 46
    - 6.07% of total incidents
  - Elementary Teacher – 189
    - 24.93% of total incidents
  - Secondary Teacher – 14
    - 1.85% of total incidents
  - Professional Student Services Professionals (PSSP) - 2
    - 0.26% of total incidents
  - Education Support Services (ESS) – 4
    - 0.53% of total incidents
  - Administrators – 7
    - 0.92% of total incidents
  - Other – 1
    - 0.13% of total incidents

## **2018-2019 Reporting Information:**

### **Reported Student Aggression Incidents from Previous School Year for Same Time Period (September 1 – November 15, 2018):**

- Total Elementary aggression incidents from September 1 – November 15, 2018: **526**
  - Hazard – 386
    - 73.38% of all incidents
  - First Aid – 106
    - 20.15% of all incidents

- Health Care – 24
  - 4.56% of all incidents
- Lost Time – 10
  - 1.9% of all incidents
- Total Secondary aggression incidents from September 1 – November 15, 2018: **19 Incidents**
  - Hazard – 11
    - 57.89% of all incidents
  - First Aid – 4
    - 21.05% of all incidents
  - Health Care – 3
    - 15.79% of all incidents
  - Lost Time – 1
    - 5.26% of all incidents
- Total aggression incidents per employee group from **September 1 – November 15, 2018: 545 Incidents.**
  - Educational Assistant (EA) / Child and Youth Worker (CYW) – 378
    - 69.36% of all incidents
  - Early Child Educator (ECE) – 50
    - 9.17% of all incidents
  - Elementary Teacher – 111
    - 20.37% of all incidents
  - Secondary Teacher – 6
    - 1.1% of all incidents

**Background:**

As requested by the Board, student aggression data is to be provided on a quarterly basis.

**Financial implications:**

The financial impacts are covered within existing Board approved budget lines.

**Communications:**

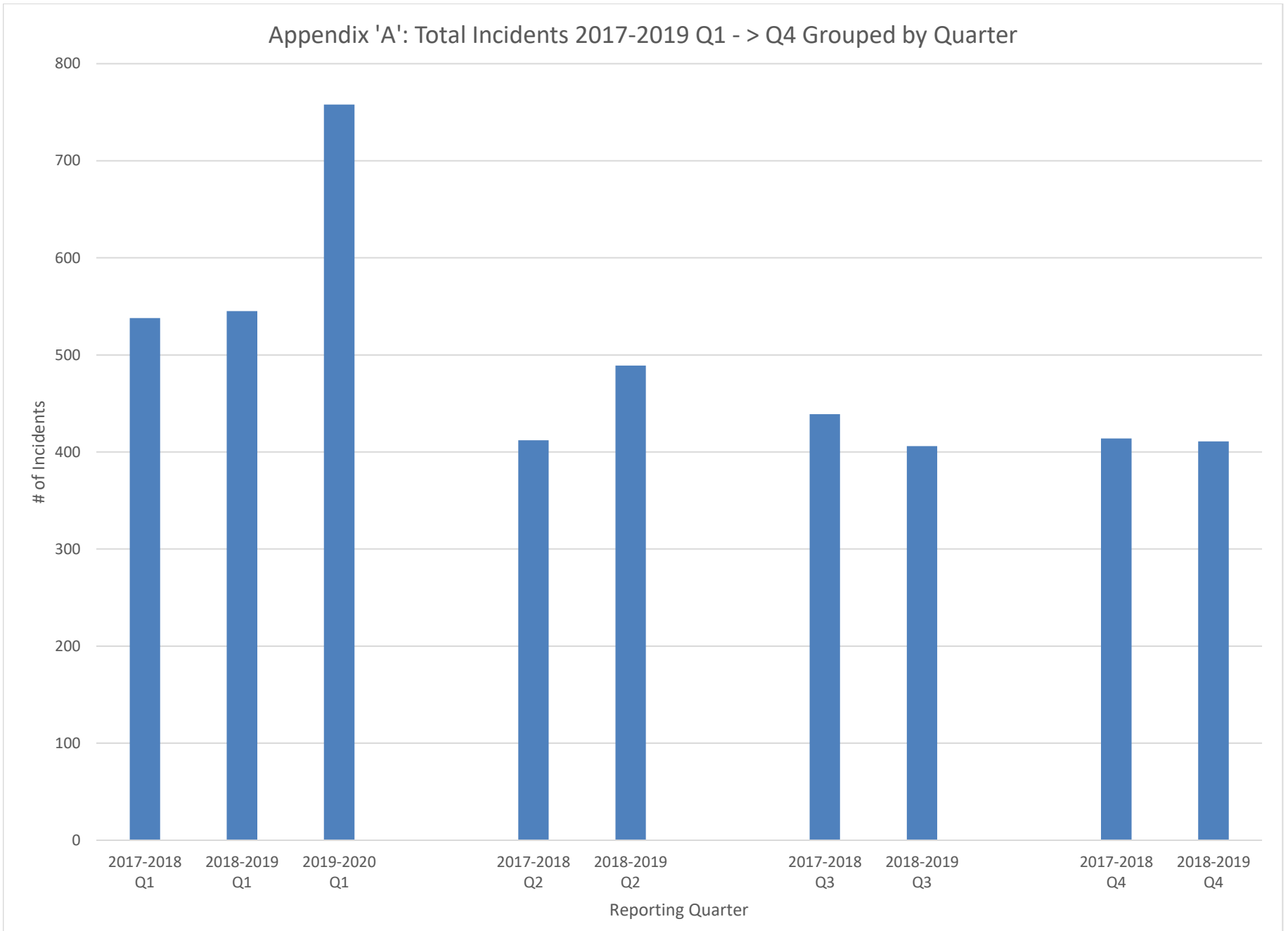
A report of all workplace incidences, including student aggression is provided every two weeks to the Board's Joint Health and Safety Committee (JHSC).

**Appendices:**

*Appendix 'A' – Total Incidents: 2017-2019-20 Q1*

*Appendix 'B' – Types of Incidents by Quarter: 2017-2019-20 Q1*

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services,  
Justin Brown, Senior Manager, Human Resources Services,  
Shannon-Melissa Dunlop, Manager, Health, Safety & Security and in  
consultation with Coordinating Council,



Appendix 'B': Types of Incidents by Quarter  
2017 -> 2019-20 Q1 Grouped by Quarter

