

**AUGUST 30, 2021**

**WATERLOO REGION DISTRICT SCHOOL BOARD**

**NOTICE OF MEETING**

The **Special Board Meeting** of the Waterloo Region District School Board will be held via video conference, on **Monday, August 30, 2021, at 7:00 p.m.**

**AGENDA**

**Call to Order**

**Territorial Acknowledgement and O Canada**

**Declarations of Pecuniary Interest**

**Delegations**

**Reports**

01 September School Reopening

j. chanicka / L. Read

**Board Communications**

28 Halton District School Board to Premier of Ontario and Minister of Education

30 Waterloo Region District School Board to Minister of Education

32 Halton District School Board to Prime Minister of Canada and Premier of Ontario

34 Avon Maitland District School Board to Minister of Education

35 Kawartha Pine Ridge District School Board to Minister of Education

37 Thames Valley District School Board to Minister of Education

**Adjournment**



# September School Re-Opening Presentation to Board of Trustees

August 30, 2021

# Agenda for Tonight

- Celebrating the return to school and learning
- Overview of learning models
- Health and safety update
- Operational update



# Current Context

- September Reopening Ad Hoc Committee planning since March 5th
- Ever evolving and changing guidance
- Ongoing and regular meetings with Public Health and the WCDSB
- 85.25% of Waterloo region residents with at least one dose
- 77.9% of Waterloo region residents fully vaccinated
- Concern regarding Delta variant
- 4th wave

*Data as of Friday, August 27, 2021 ROWPH Website*



# Human Rights & Equity at the Forefront



Staff and Student Health and Safety



Staff and Student Well-being



Differentiated supports for our most vulnerable learners and staff



Continuity of high-quality learning and operations



Adaptable and Flexible



Clear, transparent, timely, responsive and consistent communication



Engagement in data and evidence-informed decision making



Financial sustainability

# LET'S CONNECT - June 2021



## Families (K-12+)



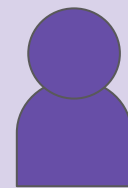
**~ 2000 responses**  
~1500 elementary  
~500 secondary

## Students (4-12+)



**~ 3300 responses**  
~2000 elementary  
~1300 secondary

## Staff



**~ 1200 responses**  
~1100 school based  
~100 Ed Centre



### **Top Responses across all stakeholder groups:**

- Supporting Mental Health & Well-being: Staff and students
- Creating a safe environment to learn and work
- Considering an alternative to the quadmester model
- Welcoming students back with trauma informed approach and ready to address learning gaps
- Clear, consistent communication



# WRDSB Elementary School Reopening

## Elementary

- In-person return to school with conventional timetable
  - Bell times and timetables remain the same with 300 minutes of instruction each day and two 40 minute Nutrition Breaks
  - Specialized Subject Teachers will move between classrooms
- Elementary Remote Learning Schools
  - 2 Virtual Learning Schools; Supporting Students K through Grade 8
  - Full Day Kindergarten Program and French Immersion Program
  - Core French Instruction taught to students in grade 1 to 8.





# Elementary Remote Learning School Enrolment by Grade As of August 26, 2021

	# of students
<b>Kindergarten</b> (Year 1 & Year 2)	<b>406</b>
<b>Grade 1</b>	<b>230</b>
<b>Grade 2</b>	<b>240</b>
<b>Grade 3</b>	<b>238</b>

	# of students
<b>Grade 4</b>	<b>274</b>
<b>Grade 5</b>	<b>280</b>
<b>Grade 6</b>	<b>302</b>
<b>Grade 7</b>	<b>273</b>
<b>Grade 8</b>	<b>272</b>

# Elementary Remote Learning School French Immersion <sup>9</sup>

## Enrolment by Grade

### As of August 26, 2021

	# of students
Grade 1	41
Grade 2	44
Grade 3	57
Grade 4	35

	# of students
Grade 5	44
Grade 6	40
Grade 7	29
Grade 8	18

# WRDSB Secondary School Reopening

## Secondary

- In-person return to school with modified semester timetable
  - Two 150 minute blocks (AM and PM)
  - 40 minute lunch
  - Earlier dismissal (30 minutes) to clean busses between runs
  - Staggered entry first week of school
    - Grade 9/10 attending on Tuesday, September 7
    - Grade 11/12 attending on Wednesday September 8
    - All students attending on Thursday September 9
- Secondary Remote Learning Program
  - HUB model - attached to Southwood Secondary School
  - Students are shared by home school
  - Students will be able to participate in home school activities as well as graduate from homeschool

# Secondary Remote Learning Program Students by Grade<sup>11</sup>

## As of August 26, 2021

996 Students		307 Sections (including guidance, special education, student success, etc)	
	# of students		# of Courses
Grade 9	205	Grade 9	10 courses
Grade 10	236	Grade 10	13 courses
Grade 11	224	Grade 11	19 courses
Grade 12	331	Grade 12	20 courses

# Supporting Student Well-Being

- Social Emotional Learning Courses
- Trauma Informed Practices and Course Development
- Dedicated Central Teaching Staff
- Psychology and Social Worker Supports
- Summer Supports
- School Mental Health Ontario Resources

# WRDSB Health and Safety Guidance



Ministry of Education



Region of Waterloo

# What's the same?

- Mitigation relies on a layered approach - Daily Screening, Masking, Hand Hygiene & Respiratory Etiquette
- Ontario School Screener - Expecting new guidance for return to school
- Twice daily cleaning of high-touch surfaces
- School access restricted to essential visitors, broader definition for “essential”
- Occupancy limits to shared spaces - encouraging physical distancing
- To start - limited mobility indoors - students stay, teachers move
- Management of symptomatic individuals
- Public reporting requirements for positive cases

# What's new?

- The notion of staggered implementation
- Shared objects
- Use of lockers and cubbies
- In-person music programs with health & safety measures
- Outdoor free play in cohorts - play structures
- Expanded menu of physical activities (curricular) & extra-curricular activities
- Secondary students leaving campus for lunch breaks





# Student Mask Accommodation Protocol

- Guided by the principle that students are supported to wear masks to the greatest extent possible
- Approach has been affirmed by the Ontario Human Rights Commission as a reasonable public health measure
- Other DSBs have adopted the language of accommodation
- Emphasis on care, compassion and dignity
- Trauma-informed
- Resources developed to support administrators through the process

# COVID 19 School/Site Case Management

17

- Transparency and community awareness
- In the event of a positive case - close contacts will be dismissed
- Awaiting guidance from local public health regarding risk assessment
- Public Health working from the doctrine of test, trace, & isolate
- Isolation periods and return to school will be determined by Public Health

# Employee Health and Safety

- Board has developed and put in place COVID-19 training for all employees.
- Training is composed of:
  - Introduction, COVID-19 Symptoms, Transmission, and Risk.
  - Prevention & Control Measures to stop the spread
  - Management of Suspected and Confirmed Cases of COVID-19 at WRDSB
  - Outbreak management, incident reporting, etc.

# Staff Mask Protocol

- Developed based on the direction of the
  - Ministry of Education
  - Ministry of Labour
- In compliance with the Occupational Health and Safety Act
- Personal Protective Equipment (PPE) provided for all staff
- PPE Accommodation Process developed for staff identifying restrictions and limitations that prohibit wearing the prescribed PPE



# Immunization Disclosure

- The Ministry of Education has put in place an immunization disclosure policy for all publicly funded school board
- By September 7, individuals must provide **one** of the following:
  1. Proof of Vaccination, or
  2. Proof of a Medical reason for not being vaccinated, or
  3. Proof of completion of an educational program
- We will align our process to ensure that we meet the regulations and best practices laid out in the Waterloo Region District School Board's [Human Rights Policy](#), and other applicable legislation

# Staff Well-Being Update

- New Employee & Family Assistance Program “LifeWorks”
  - Enhanced counselling services & live chat feature
  - Self-Directed “CareNow” Program
  - Wide selection of toolkits, training, supports & resources for leaders and staff
- Focus on Leaders
  - Training supports will focus on Boundaries & Burnout, How to Lead through COVID-19 and Leading Remotely
  - Release of internal Emotional Crisis Management Guideline for Leaders
- Staff Well-being
  - Supports will focus on Building Resilience in Uncertain times, Working Remotely during COVID-19, continued access to LifeSpeak, the online video platform with over 300 topics on health & wellness, and access to Ed Can Network

# Staffing Update

## Elementary:

- Many enrolments over the summer (+856)
- Impacts to any class size caps have been addressed
- 4 Remote learning classes collapsed to accommodate move to in person learning by students

## Secondary:

- Contract and LTO postings have been completed (104 of each)
- Interviews occurring this week
- Timetabling completed by Monday, August 30th

# Device Distribution and Support for Educators

- Devices for Grades 7 and 8 as of September will be 1:1
- Devices for all Remote Learning students will be available upon request
- New devices will be available to the following educators:
  - 1,200 Secondary
  - 1,400 Elementary
  - 175 Spec Ed
- Fall 2021 EAs, DECEs and CYWs will be issued devices



# Ventilation Strategy

- Upgrade all HVAC filters to MERV 13 or highest-grade filter possible and change 5 times per year
- Assess and fine tune all Mechanical Ventilation systems Board wide as well as maximize fresh air intake and minimize recirculation air in all HVAC systems
- Execute Mechanical Ventilation upgrade projects in all teaching and non-teaching spaces where required.
- Install HEPA units in all teaching and non-teaching spaces without Mechanical Ventilation plus Install HEPA units in all FDK rooms and ACE classrooms



# Ventilation



## WATERLOO REGION DSB SCHOOL BOARD VENTILATION PROFILE

Select your school here

<b>School Name</b>	Abraham Erb PS
<b>Ventilation System</b>	Mechanical Ventilation

School Ventilation and Filtration Measures*	
Ventilation assessed	✓
Running ventilation systems longer	✓
Higher grade filters installed	✓
Increased frequency of filter changes	✓
Increased fresh air intake (windows and/or mechanical ventilation systems)	✓
Standalone HEPA** filter units deployed in portables***, as needed	Not Applicable
Standalone HEPA filter units in place	5

\*Some measures may not be feasible within the context of a school facility/site and related building systems.

\*\*High-Efficiency Particulate Air (HEPA) \*\*\* All Portables Mechanically Ventilated

# Budget Update

- [COVID-19 Resilience Infrastructure Funding](#)
  - 57 School Projects Approved; totalling \$26.2M
- PPE
  - The Ministry of Government and Consumer Services (MGCS) will continue to provide school boards with PPE (e.g. masks, goggles) and supplies (e.g. sanitizer)
- Additional COVID Resources
  - The Ministry has allocated approximately \$12.4M in additional funding (WRDSB) for 2021-22 to support school reopening.
    - Boards have been directed to budget for 50% of this funding, with a decision on the remaining 50% to be made by the Ministry in the fall of 2021.

# Gratitude





June 18, 2021

The Honourable Doug Ford, Premier of Ontario  
The Honourable Stephen Lecce, Minister of Education

To the Honourable Doug Ford and the Honourable Stephen Lecce,

At the June 16, 2021 Regular Meeting of the Halton District School Board (HDSB), Trustees unanimously approved the following motion:

**Be it resolved that the Chair write a letter to the Premier of Ontario and the Minister of Education imploring the Provincial Government, and more specifically the Ministry of Education, to formally recognize the National Day for Truth and Reconciliation to be held annually on September 30th, and**

**Be it further resolved the letter also implore the Ministry of Education to be accountable to the TRC Calls to Action on Education that were passed in June 2015, by reviewing and revising the Indigenous history curriculum materials, which were developed in 2018 but never released by the current government, so they can be introduced in schools this Fall.**

**This letter is to be copied to Halton MPPs, the Ontario Public School Boards' Association (OPSBA) and the Council of Ontario Directors of Education (CODE).**

The Truth and Reconciliation Report, which was released in 2015, includes 94 Calls to Action. Call to Action #80 is to create a National Day for Truth and Reconciliation. The HDSB Trustees ask the Provincial Government and the Ministry of Education to formally recognize September 30 as this National Day.

On May 27th of this year, through the use of ground-penetrating radar, the remains of 215 Indigenous children were found on the grounds of the Kamloops Indian Residential School in British Columbia. This horrific discovery serves as a grim reminder of all the work that has not yet been done to heed the Calls to Action.

On June 5th, Bill C-5, an Act to amend the Bills of Exchange Act, the Interpretation Act and the Canada Labour Code (National Day for Truth and Reconciliation) was passed. MP Steven Guilbeault, in bringing

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Mailing Address: J.W. Singleton Education Centre • P.O. Box 5005, Stn. LCD 1, Burlington, Ontario L7R 3Z2

**Phone: 905-335-3663 | 1-877-618-3456 Fax: 905-335-9802**

[www.hdsb.ca](http://www.hdsb.ca)

forward the bill to create this National Day for Truth and Reconciliation, expressed the hope that it would be used 'as a day of reflection but also a day of learning'. He also stated that the commemorations should be Indigenous-led.

Minister Lecce, very little progress has been made by the Province of Ontario with respect to Education for Reconciliation (Calls to Action 62-65). In the absence of provincial direction on these Calls to Action, the HDSB, like many others throughout the province, has worked to embed First Nations, Inuit, and Métis histories, contributions and current realities into programming. This however leaves inconsistencies and gaps in student knowledge and understanding across the province. The Indigenous history curriculum needs to be released immediately across the province to prepare for the Fall.

It is long past time to ensure that we, as settlers and treaty partners, honour and respect the findings of the Truth and Reconciliation Commission and heed the Calls to Action.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andréa Grebenc', with a long horizontal line extending to the right.

Andréa Grebenc  
Chair of the Board of Trustees

cc: The Honourable Ted Arnott, MPP, Wellington-Halton Hills  
Jane McKenna, MPP, Burlington  
Parm Gill, MPP, Milton  
Stephen Crawford, MPP, Oakville  
Effie Triantafilopoulos, MPP, Oakville North-Burlington  
Ontario Public School Boards' Association (OPSBA) Member Board Chairs  
Council of Ontario Directors of Education (CODE)

June 29, 2021

The Honourable Stephen Lecce, Minister of Education  
Ministry of Education  
315 Front Street West, 14th Floor  
Toronto, ON, M7A 0B8

Dear Minister Lecce,

At its meeting on June 14, 2021, the Board of Trustees for the Waterloo Region District School Board (WRDSB) agreed to write to you to reiterate the need for an extension of the COVID-19 Resilience Infrastructure Stream (CVRIS) project completion deadlines and to stress the importance and urgency of this decision.

On February 23, 2021 the Federal Government approved a total of \$26,231,600 in CVRIS funding for the Waterloo Region District School Board. Since that official announcement, staff have worked diligently to tender projects in an effort to complete this large amount of capital work, in addition to planned school renewal and school condition improvement projects.

Due to extremely tight timelines and increasingly challenging market conditions, response to recent tenders has been limited and many bids are significantly over the initial cost estimates. As a result, some projects have been deferred to 2022, pending the extension of funding timelines.

Minister, we all share the mutual goal of improving the infrastructure in our schools. Given the substantial amount of the CVRIS funding, combined with the market conditions, we ask you to extend the project completion deadlines so this funding can be utilized to its fullest extent; thereby improving the conditions within our schools and the well-being of our students.

We are aware of and would like to amplify the calls from the Council of Ontario Directors of Education (CODE) and the Council of Senior Business Officials (COSBO) on behalf of school boards, also advocating for an extension to project completion deadlines and the urgency to make this decision.

As we continue to navigate through the pandemic, it has become clear it is critical to improve the infrastructure in our schools, particularly that which relates to ventilation. We ask you to extend the CVRIS completion deadline, allowing us to complete these projects and greatly improve the health and safety of our students' learning environments.

Sincerely,



Joanne Weston

Chairperson of the Board of Trustees  
Waterloo Region District School Board

CC:

MP Honourable Catherine McKenna

MP Honourable Bardish Chagger

MP Bryan May

MP Raj Saini

MP Marwan Tabbara

MP Tim Louis

MPP Belinda Karahalios

MPP Laura Mae Lindo

MPP Amy Fee

MPP Michael Harris

MPP Catherine Fife

OPSBA

Ontario Public School Boards

Sent by email: [minister.edu@ontario.ca](mailto:minister.edu@ontario.ca)



51 Ardelt Avenue  
Kitchener, ON N2C 2R5  
T: 519-570-0003  
F: 519-742-1364  
[wrdsb.ca](http://wrdsb.ca)







The Right Honourable Justin Trudeau  
Prime Minister of Canada

The Honourable Doug Ford  
Premier of Ontario

June 29, 2021

Dear Prime Minister Trudeau and Premier Ford,

As leaders of a public Board of Education, the Trustees of the Halton District School Board expressed profound anger about the negative and lasting impacts of the residential school system and sadness about the discovery of the horrific loss of life at the Kamloops Residential School for which there must be accountability.

As a response, the Trustees of the Halton District School Board adopted the following recommendation unanimously at the June 2, 2021 Regular Meeting of the Board:

Be it resolved that the Chair be directed to write a letter on behalf of the Board of Trustees to Prime Minister Trudeau and the Premier of Ontario Ford urging that the Federal and Provincial Governments listen and take action to honour the requests of the Tk'emlúps te Secwépemc First Nations and all Indigenous peoples to fulfil its obligations under the Truth and Reconciliation Commission's Calls to Action. Specifically, the letter should include:

- That funding be made available by the Government of Canada to undertake and fulfill the Calls to Action regarding Missing Children and Burial Information (#71 - #76).
- That ground penetrating radar technology be made available to search the grounds of all Residential Schools so that all children can go home.
- That Indigenous peoples from the communities closest to Residential Schools are actively involved in all stages of the processes at every site.
- That the voices of the Indigenous community members are centred and lead the process at all sites.

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Prime Minister, in support of Tk'emlúps te Secwépemc First Nations, all survivors of Residential Schools, their families and all Indigenous peoples in what is now known as Canada, we call upon you to listen to Indigenous voices and fulfil your obligations under the Truth and Reconciliation Commission Calls to Action. We also call on you to utilize your position to advocate for actions and apologies from the churches involved.

As leaders in an educational system, we believe that these actions are crucial, so that there is accountability and a contribution to healing for families whose children were lost at many Residential Schools. The magnitude of this tragedy is becoming more known with each passing week. We also know that publicly-funded education holds a critical role, in ensuring all staff and students are fully aware, through curriculum and Indigenous voices, of this terrible truth and the resulting trauma that exists to this day. These actions are necessary for a just future.

Sincerely,



Andréa Grebenc  
Chair of the Board of Trustees  
Halton District School Board

Cc: Nancy Rowe and Chief Stacey LaForme, Mississaugas of the Credit First Nation  
The Honourable Stephen Lecce, Minister of Education  
The Honourable Anita Anand, MP, Oakville  
The Honourable Karina Gould, MP, Burlington  
Michael Chong, MP, Wellington-Halton Hills  
Pam Damoff, MP, Oakville North-Burlington  
Adam van Koeverden, MP, Milton  
The Honourable Ted Arnott, MPP, Wellington-Halton Hills  
Jane McKenna, MPP, Burlington  
Parm Gill, MPP, Milton  
Stephen Crawford, MPP, Oakville  
Effie Triantafilopoulos, MPP, Oakville North-Burlington  
Ontario Public School Boards' Association (OPSBA) Member Board Chairs



July 5, 2021

The Honourable Stephen Lecce  
Minister of Education  
315 Front Street West, 14th Floor  
Toronto, Ontario M7A 0B8  
Sent by email: [stephen.lecce@pc.ola.org](mailto:stephen.lecce@pc.ola.org)

Dear Minister Lecce:

In the Avon Maitland District School Board, on an initiative by our Student Trustees and Senators, 'It's About Equity.Period', we are currently working to provide menstrual products in female and gender-neutral school washrooms. Easy access to free high-quality products is fundamentally a human rights issue and crucial to student health, well-being, and success by increasing confidence, respecting dignity, reducing potential financial burden, and mitigating student absences. Menstrual hygiene is not a luxury. Period Poverty is real.

On behalf of the Board of Trustees of AMDSB, we are reaching out to express support for the important work being done by the Toronto Youth Cabinet to address period poverty in Ontario schools. We share their concerns and request for the provincial government to fully fund menstrual products and necessary fixtures in schools across Ontario.

We strongly believe that ongoing provincial funding for this initiative is required to ensure sustainability, promote equity and eliminate barriers.

Thank you,

Robert Hunking  
Chair, AMDSB

cc: OPSBA / Ontario School Boards  
Stephen Mensah, Executive Director, Toronto Youth Cabinet ([stephen@thetyc.ca](mailto:stephen@thetyc.ca))  
Lisa Thompson, MPP Huron-Bruce  
Randy Pettapiece, MPP Perth-Wellington



July 7, 2021

The Honourable Stephen Lecce  
Minister of Education  
438 University Ave, 5th Floor  
Toronto, Ontario  
M7A 1N3

**Trustees:**

*Diane Lloyd  
(Chairperson)*

*Angela Lloyd  
(Vice-chairperson)*

*Cathy Abraham  
Sarah Bobka  
Terry Brown  
Cyndi Dickson  
Kailee Dupuis  
Rose Kitney  
Jaine Klassen Jeninga  
Emilio Ojeda  
Steve Russell*

*Roan Haggerty-Goede  
Justine MacKay  
(Student Trustees)*

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*Rita Russo  
Director of Education*

**EDUCATION CENTRE**

*1994 Fisher Drive  
Peterborough, Ontario  
K9J 6X6*

*(705) 742-9773  
1 (877) 741-4577  
Fax: (705) 742-7801*

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*Website: [www.kprschools.ca](http://www.kprschools.ca)*

Dear Minister Lecce:

At the Kawartha Pine Ridge District School Board, we believe students who are comfortable and feel a sense of belonging at school are more likely to stay in school and succeed in their education.

Championed by student trustees Justine Mackay and Roan Haggerty-Goede (2020-2021), the Menstrual Equity Project (“ME Project”) is an effort to ensure that schools are more welcoming and inclusive to individuals who menstruate, including those who identify as trans, gender non-binary, or genderfluid. In addition, it endeavours to ensure that all individuals are able to fully participate within the school environment regardless of their socio-economic status.

We believe in ensuring that students who menstruate do not face barriers to accessing school, and that menstruation should not carry social stigma.

To that end, the ME Project is another step towards the goal of ensuring KPR schools are welcoming for all by providing free and accessible menstrual products in washrooms to students, as well as ensuring disposal units are placed in washrooms.

The ME Project seeks to alleviate the increased levels of stress students experience around the time of menstruation cycles, and embarrassment when having to ask for hygiene products. This distress can result in:

- an increase in disrupted learning and classes missed by students due to menstrual cycles
- inconvenience and inaccessibility for transgender and non-binary students who do not have products at their disposal
- missed school due to period poverty and the inability to afford menstrual products at home.

Our Board’s ME Project will provide lasting benefit to our students, and is a fitting legacy to the exceptional work of Justine and Roan in their role as Student Trustees.

As we move forward with this initiative, we know that students across our province are facing similar stress and anxiety resulting from barriers to free and accessible menstruation products.

We are writing today to ask that your Ministry address these significant needs by providing free menstrual products to all students in the province of Ontario. We believe these measures would make a real and tangible difference in the lives of our students, and we would be pleased to partner with you in this valuable work.



Diane Lloyd  
Chairperson of the Board

C: Ontario Public School Boards' Association (OPSBA)



Mark Fisher, Director of Education and Secretary

2021 July 19

The Honourable Stephen Lecce  
 Minister of Education  
 Ontario Ministry of Education  
 438 University Avenue, 5th Floor  
 Toronto, Ontario M5G 2K8

**RE: UNFUNDED EMPLOYMENT INSURANCE AND CANADA PENSION PLAN EXPENSES**

Dear Minister Lecce:

On behalf of the Thames Valley District School Board of Trustees, I am writing to you to urge the Ministry of Education to address the significant impact on our budget of recent increases in Employment Insurance (EI) and Canada Pension Plan (CPP) benefit expenses.

At the Board's June 22, 2021 Regular Meeting, the following motion was unanimously carried:

*That the Chair of the Board of TVDSB write a letter to the Minister of Education requesting that the cost be covered by the Government and not by School Boards, thus allowing the \$5M to be used for student achievement and well-being.*

Thames Valley projects approximately \$5 million in additional EI and CPP statutory benefit expenses in 2021-22 because of increases in maximum earnings amounts and rate changes. Additional increases are projected in the coming years.

Since the Government has not provided a corresponding increase in benefits funding benchmarks within Grants for Student Needs (GSN), the Board is required to meet these costs by utilizing funds that could have been directed towards student achievement and well-being initiatives.

We firmly believe that these expenses should be addressed in the GSN and we trust the Ministry will carefully consider this important issue.

Sincerely,

A handwritten signature in blue ink that reads "L. Pizzolato".

Lori-Ann Pizzolato  
 Chair

cc. Chairs of all Boards in Ontario