

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 Boardroom, Building 2, 1<sup>st</sup> Floor, 51 Ardel Avenue, Kitchener, Ontario, on **Monday, September 23, 2024, at 7:00 p.m.**

AGENDA

**Call to Order**

**Territorial Acknowledgement and O Canada**

**Approval of Agenda**

**Announcements/Celebrating Board Activities**

**Communications Good News Update**

H. Hughes

**Delegations**

**Consent Agenda\*\***

**Receipt/Approval of Minutes:**

Approve Minutes - Audit Committee Meeting of February 7, 2024

Approve Minutes - Special Education Advisory Committee Meeting of June 19, 2024

Receive Minutes - Board Meeting of June 24, 2024

Approve Minutes - Committee of the Whole Meeting of September 16, 2024

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**Question Period** (10 minutes)

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**Adjournment**



# Report to Board of Trustees

September 23, 2024

**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: Scott Miller, Associate Director, in consultation with Leadership Council.

## Staffing Statistics – Retirements

### Current at September 23, 2024

<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>
Leah	Cronin	Early Literacy Teacher, Cedarbrae PS	August 31, 2024	33
Michele	Johnston	Teacher, Hillcrest PS	July 8, 2024	19
Colleen	Mielen	Teacher, Wilson Avenue PS	July 31, 2024	29
Nicola	Miller	Teacher, Linwood PS	July 31, 2024	23
Karen	Temple	Teacher, Breslau PS	September 2, 2024	32

<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>
Isabel	Sanchez	Teacher, Waterloo CI	October 31, 2024	29

<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>
Robyn	Aikens	Educational Assistant, Sheppard PS	August 31, 2024	14
Abdul	Bahab	Custodial Department Head, Cameron Heights CI	September 27, 2024	36
Catherine	Glover	Educational Assistant, Cameron Heights CI	August 30, 2024	21
Jeff	Klinck	Principal, Huron Heights SS	July 19, 2024	31
Michelle	Kuehl	Records Clerk, FOI Office	December 31, 2024	32
Anne	McHugh	Psychological Services Consultant, Special Education	July 31, 2024	19
Carol	McNeish	Educational Assistant, Elgin Street PS	August 30, 2024	20
Mila	Popovic	Custodian, Mackenzie King PS	May 30, 2025	7
Janice	Robinson-Witmer	Speech Pathologist, Spec Ed	August 30, 2024	19
Linda	Ruttan	Educational Assistant, Waterloo Oxford District SS	August 30, 2024	16
Charlene	Scharlach	Child Youth Worker, Forest Hill PS	September 2, 2024	25

<b>Retirements: Administrative &amp; Support Staff (Cont'd)</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Ginny	Schott	Educational Assistant, John Darling PS	August 19, 2024	21
Brenda	Snyders	Cafeteria Assistant, Waterloo Oxford District SS	August 12, 2024	23
Patricia	Stapleton	Itinerant Educational Assistant, Chicopee Hills PS	October 31, 2024	31
Petra	Zubic	Custodian, Janet Metcalfe PS	December 31, 2024	17

## **Staffing Statistics – Resignations**

### **Current at September 23, 2024**

<b>Permanent Staff Resignations</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Resignation Date</b>
Fran	Barker	Secretary, John Mahood PS	June 18, 2024
Darlene	Bechthold	Secretary, Trillium PS	June 20, 2024
Paul	Bednarek	Child Youth Worker, Cedarbrae PS	August 13, 2024
Ismat	Begum	Educational Assistant, Driftwood Park PS	September 3, 2024
Gina	Belanger	Teacher, Lexington PS	August 9, 2024
Bryn	Bernard	Teacher, Woodland Park PS	August 31, 2024
Hilary	Brisson	Spec Ed Teacher, Chicopee Hills PS	August 12, 2024
Liliana	Castaneda Medina	Educational Assistant, Stewart Avenue PS	July 26, 2024
Mary-Joe	Davidson	Early Childhood Educator, Williamsburg PS	June 23, 2024
Jackie	De Sousa	Secretary, Waterloo CI	August 26, 2024
Qendresa	Dervishi	Educational Assistant, Special Education	August 30, 2024
Scott	Dickie	Vice Principal, Sandhills PS	August 31, 2024
Aaron	Fewkes	Teacher, Country Hills PS	September 20, 2024
Chantal	Fortin-Menchenton	Child Youth Worker, Tait Street PS	August 23, 2024
Katina	Griffin	Educational Assistant, Rockway PS	August 31, 2024
Stephanie	Griffioen	Early Childhood Educator, Janet Metcalfe PS	June 28, 2024
Krista	Harrison	Assistant Office Supervisor, Huron Heights SS	July 5, 2024
Lori	Hodgson	Educational Assistant, Westvale PS	July 24, 2024
Ben	Jaklic	Communications Officer, Communications	July 24, 2024

<b>Permanent Staff Resignations Cont'd</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Resignation Date</b>
Alecia	Jones	Educational Assistant, Centennial PS (W)	August 21, 2024
Adrienne	Kershaw-Gies	Teacher, WT Townshend PS	August 30, 2024
Noella	Leggio	Teacher, Manchester PS	September 2, 2024
Emma	Letizi	Early Childhood Educator, Chicopee Hills PS	June 29, 2024
Rebecca	MacNevin	Educational Assistant, Grand River CI	August 31, 2024
Kathleen	Mak-Fan	Psychological Services Consultant, Special Education	August 30, 2024
Melissa	Marges	Early Childhood Educator, Manchester PS	September 27, 2024
Alyssa	Martin	Early Childhood Educator, Avenue Road PS	August 31, 2024
Laura	McQuillen	Teacher, Woodland Park PS	August 27, 2024
Kristina	Metcalfe	Educational Assistant, Chicopee Hills PS	September 27, 2024
Normadeen	Mulings	Early Childhood Educator, Franklin PS	August 23, 2024
Kristen	Munch	Educational Assistant, Silverheights PS	October 14, 2024
Dania	Puac Galindo	Secretary, Waterloo CI	August 26, 2024
Elisabete	Rebelo	Head Custodian, Stewart Avenue PS	September 16, 2024
Brittany	Rickert	Teacher, Moffat Creek PS	August 30, 2024
Megan	Roadknight	Child Youth Worker, Special Education	September 20, 2024
Rachel	Singh	Educational Assistant, Laurelwood PS	September 10, 2024
Jennifer	Sinker	Teacher, Silverheights PS	September 27, 2024
Nora	Smith	Itinerant Teacher, Special Education	August 27, 2024
Alicia	Snider	Teacher, Laurel Heights SS	August 31, 2024
Caley	Spreitzer	Itinerant Educational Assistant, Chalmers Street PS	August 2, 2024
Jennifer	Spring	Educational Assistant, Westheights PS	August 13, 2024
Trudy	Taylor	Early Childhood Educator, Centennial PS (C)	September 26, 2024
Lindsey	Tranmer	Teacher, Laurelwood PS	August 30, 2024
Keri-Lee	Traverse	Teacher, Lester B Pearson	August 12, 2024
Darlene	Vergis	Educational Assistant, Sheppard PS	September 2, 2024
Jesse	Weber	In School Technician, Eastwood CI	August 30, 2024
Wenqi	Zhou	Manager of Budget Services, Finance	August 16, 2024



# Report to Board of Trustees

September 23, 2024

## **Subject: Staffing Information – Appointments**

### **Recommendation**

*This report is provided for information of the Board.*

### **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 been advised of the appointments.

Prepared by: Scott Miller, Associate Director, in consultation with Leadership Council.

**Staffing Information – New Appointments**  
**Current at September 23, 2024**

<b>New Appointments: Elementary Teaching Staff</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Khira	Adams	Laurelwood PS	September 1, 2024
Amany	Bahgat	Westheights PS	September 1, 2024
Rebecca	Berwick	Forest Glen PS	September 1, 2024
Meradith	Black	Smithson PS	September 1, 2024
Ashley	Boily	Winston Churchill PS	September 1, 2024
Julie	Boyce	Winston Churchill PS	September 1, 2024
Christine	Browning	Mary Johnston PS	September 1, 2024
Scott	Carere	Lester B Pearson PS	September 1, 2024
Christina	Carl	Janet Metcalfe PS	September 1, 2024
Rosalynn	Crape	Westmount PS	September 1, 2024
Jack	Cui	St Jacobs PS	September 1, 2024
Julia	Enns-Le Doare	JW Gerth PS	September 1, 2024
MacKenzie	Esson	Woodland Park PS	September 1, 2024
Andrew	Fahel	Crestview PS	September 1, 2024
Alicia	Fazzari	Moffat Creek PS	September 1, 2024
Shanyn	Graham	Ayr PS	September 1, 2024
Iliana	Grande Popovic	Empire PS	September 1, 2024
Lindsay	Heilbron	Chicopee Hills PS	September 1, 2024
Christine	Heisler	Empire PS	September 1, 2024
Jessica	Jorge	Moffat Creek PS	September 1, 2024
Jaden	Lagrotteria	MacGregor PS	September 1, 2024
Natalie	Lamont	Tait Street PS	September 1, 2024
Nicole	Logel	Woodland Park PS	September 1, 2024
Nicki	Lovell	Breslau PS	September 1, 2024
Christie	Marx	Mary Johnston PS	September 1, 2024
Michelle	McLeod	Courtland Ave PS	September 1, 2024
Julie	McWhirter	Moffat Creek PS	September 1, 2024
Kent	Moffett	Moffat Creek PS	September 1, 2024
Kerry	Morrison	Meadowlane PS	September 1, 2024
Mariam	Mroue	Wilson Avenue PS	September 1, 2024
Umangi	Nakum	Hillcrest PS	September 1, 2024
Lindsey	Nylander	Lester B Pearson PS	September 1, 2024



<b>New Appointments: Elementary Teaching Staff Cont'd</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Emily	Pepperdine	Keatsway PS	September 1, 2024
victoria	ripley	Jean Steckle PS	September 1, 2024
Delaney	Ryan	Cedarbrae PS	September 1, 2024
Chantal	Savory	WT Townshend PS	September 1, 2024
Brooke	Spearn	Lester B Pearson PS	September 1, 2024
Emily	Staines	Wilson Avenue PS	September 1, 2024
Natasha	Steinburg	Linwood PS	September 1, 2024
James	Toenders	Franklin PS	September 1, 2024
Brittany	Tout	Manchester PS	September 1, 2024
Rose	Vu	William G Davis PS	September 1, 2024
Katie	Wilson	Blair Road PS	September 1, 2024

<b>New Appointments: Secondary Teaching Staff</b>			
<b>First</b>	<b>Last</b>	<b>Location</b>	<b>Effective Date</b>
Pamela	Kautsky	Galt CI	September 1, 2024
Genevieve	Monk	Laurel Heights SS	September 1, 2024
Taylor	Overgaard	Waterloo Oxford District SS	September 1, 2024
Joe	Pocsai	Grand River CI	September 1, 2024
Meghan	Thibodeau	Kitchener CI	September 1, 2024
Jake	Zuzan	Grand River CI	September 1, 2024

<b>New Appointments: Administrative and Support Staff</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Muhammad	Aamir	Custodian, Waterloo Oxford District SS	August 8, 2024
Mugheesa	Abbasi	Early Childhood Educator, King Edward PS	September 1, 2024
Richard	Adeleke	Educational Assistant, Westmount PS	September 1, 2024
Vian	Al-Jaf	Early Childhood Educator, Empire PS	September 1, 2024
Patrick	Allen	Educational Assistant, Williamsburg PS	September 1, 2024
Tatjana	Almazan	Early Childhood Educator, Lexington PS	September 1, 2024
Brea	Arthur-Brown	Educational assistant, Suddaby PS	September 1, 2024
Jessica	Baptie	Early Childhood Educator, Vista Hills PS	September 1, 2024
Krystal	Beg	Early Childhood Educator, St Jacobs PS	September 1, 2024

<b>New Appointments: Administrative and Support Staff Cont'd</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Danielle	Bower	Payroll Officer, Human Resource Services	September 1, 2024
Colleen	Bradshaw	Educational Assistant, Elizabeth Ziegler PS	September 1, 2024
Natasha	Broeckel	Educational Assistant, Moffat Creek PS	September 1, 2024
Kathryn	Browning	Secretary, MacGregor PS	September 9, 2024
Jaden	Carr	Early Childhood Educator, Millen Woods PS	September 1, 2024
Josh	Clark	Educational Assistant, Hespeler PS	September 1, 2024
Roslyn	Clayfield-Jewett	Early Childhood Educator, John Darling PS	September 1, 2024
Erin	Cronin	Job Evaluation & Pay Equity Officer, Human Resource Services	August 26, 2024
Karen	DelVecchio	Early Childhood Educator, Glencairn PS	September 1, 2024
Avneet	Dhawan	Early Childhood Educator, Prueter PS	September 1, 2024
Jessica	Docken	Early Childhood Educator, Wilson Avenue PS	September 1, 2024
Rachel	Farquhar	Early Childhood Educator, Breslau PS	September 1, 2024
Mitch	Filsinger	Custodian, Waterloo CI	August 7, 2024
Courtney	Frey	Early Childhood Educator, Itinerant	September 1, 2024
Skylar	Frey	Educational Assistant, Blue Heron PS	September 1, 2024
Ashley	Gaulton	Early Childhood Educator, Country Hills PS	September 1, 2024
Carol	Glazema	Educational Assistant, Laurelwood PS	September 1, 2024
Asma	Hamad	Early Childhood Educator, Itinerant	September 1, 2024
Veronica	Hunt	Early Childhood Educator, Chicopee Hills PS	September 1, 2024
Amelia	Ignat	Payroll Analyst, Human Resource Services	September 23, 2024
Greg	Iku	Educational Assistant, St Andrew's PS	September 1, 2024
Zeljka	Ivanisevic	Custodian, Waterloo CI	August 9, 2024
Amandeep	Kaur	Early Childhood Educator, Breslau PS	September 1, 2024

<b>New Appointments: Administrative and Support Staff Cont'd</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Eunjung	Ki	Educational Assistant, Prueter PS	September 1, 2024
Melody	Kneisel	Early Childhood Educator, Forest Glen PS	September 1, 2024
Brandon	Kuss	In School Technician, Waterloo Oxford District SS	September 16, 2024
Addy	Labelle	Custodian, Silverheights PS	August 12, 2024
David	Lane	Executive Manager, Organizational Transformation & Research	July 22, 2024
Sandra	Lecki	Early Childhood Educator, Itinerant	September 1, 2024
Natasha	Loree	Educational Assistant, William G Davis PS	September 1, 2024
Brenda	McLean	Pension & Benefits Specialist, Payroll Services	September 1, 2024
Meaghan	McGloin	Educational Assistant, Millen Woods PS	September 1, 2024
Kristina	Metcalfe	Educational Assistant, Chicopee Hills PS	September 1, 2024
Jovan	Mihajlov	Custodian, Huron Heights SS	August 1, 2024
Lyndsay	Morrice	Early Childhood Educator, Cedar Creek PS	September 1, 2024
Roberto	Moscarella	Custodian, Mary Johnston / Edna Staebler PS	August 13, 2024
Margaret	Muir	Early Childhood Educator, Central PS	September 1, 2024
Sean	Noble	Custodian, Waterloo Oxford District SS	August 6, 2024
Samantha	Nowak	Educational Assistant, Westvale PS	September 1, 2024
Gazmend	Preteni	Custodian, Riverside PS	August 2, 2024
Stephanie	Prince	Custodian, Riverside PS	August 14, 2024
Heather	Purdy	Secretary, Sunnyside PS	August 26, 2024
Stoja	Radic-Lukic	Early Childhood Educator, Winston Churchill PS	September 1, 2024
Jana-Lynn	Ramer	Early Childhood Educator, Westvale PS	September 1, 2024
Karen	Ramirez-Villegas	Early Childhood Educator, Lester B Pearson PS	September 1, 2024
Brittany	Reibeling	Early Childhood Educator, Baden PS	September 1, 2024
Pratima	Repalli	Early Childhood Educator, Cedarbrae PS	September 1, 2024

<b>New Appointments: Administrative and Support Staff Cont'd</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Georgina	Rombough	Early Childhood Educator, Millen Woods PS	September 1, 2024
Stephanie	Scarlett	ABA Transition Leader, Special Education	September 3, 2024
Samenpreet	Sekhon	Early Childhood Educator, Millen Woods PS	September 1, 2024
Jin	Su	Buyer, Financial Services	September 3, 2024
Latha	Tamilselvan Pillai	Early Childhood Educator, Riverside PS	September 1, 2024
Tracy	Tavares	Custodian, Laurel Heights SS	August 14, 2024
Jackie	Valentine	Early Childhood Educator, Chalmers Street PS	September 1, 2024
Heather	Van Den Broek	Secretary, Laurelwood PS	September 9, 2024
Jill	Wilson	Early Childhood Educator, NA MacEachern PS	September 1, 2024
Suzanne	Winter	Library Clerk, Forest Hill PS	September 13, 2024
Mathew	Works	Educational Assistant, Lackner Woods PS	September 1, 2024

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

*Human Resources & Equity Services*



# Report to Board of Trustees

September 23, 2024

## **Subject:      Reported Student Behaviour Quarterly Data                     Q4 – 2023-2024**

### **Recommendation:**

*This report is provided for the Waterloo Region District School Board with information regarding reported incidences of student behaviour for the quarter (**April 16, 2024-June 30, 2024**).*

### **Status:**

- The Board continues to experience significant staffing challenges. The Board continues to endeavour to staff schools given high issues of absenteeism within the system and is actively pursuing alternative approaches for emergency staffing. Unforeseen and unplanned disruption continues to impact the delivery of education for students within our system.
- The Board has recently introduced new and innovative staffing initiatives to help support the needs of our highest needs students.
- We continue to be proactive in utilizing our BMS team to support staff and administration in the following ways:
  - Responding to student specific referrals addressing supports for safety plans, review of critical incidents, and classroom observations and audits;
  - Providing site specific BMS support (i.e., practice a containment, student specific interventions etc.);
  - Supporting growing system needs in BMS by continuing to train new trainers;
  - Assisting in facilitating the transition of students returning to in-school learning;
  - Directly supporting transition planning to ensure staff feel supported and that we are setting both students and staff up for success;
  - Proactively identifying schools and students that may require direct support from BMS;
  - Analyzing and actively investigating special education paraprofessional resources to better support schools;

Student Behaviour 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 behaviour data as reported by WRDSB staff for the period April 16, 2024 – June 30, 2024 compared to the data from the same period April 16, 2023 – June 30, 2023 last school year:

- Total Elementary incidents have increased by 176 incidents from the same period last year.
- Total Secondary incidents have increased by 15 incidents from the same period last year.

### 2024 Reporting Information:

**Reported Student Behaviour Incidents For the Current School Year (April 16, 2024 – June 30, 2024):**

- Total Elementary behaviour incidents from **April 16, 2024 – June 30, 2024 – 786 incidents**
  - Hazard – 537 incidents
    - 68.32% of all elementary incidents
  - First Aid – 226 incidents
    - 28.75% of all elementary incidents
  - Health Care – 8 incidents
    - 1.02% of all elementary events
  - Lost Time – 15 incidents
    - 1.91% of all elementary events
- Total Secondary behaviour incidents from **(April 16, 2024 – June 30, 2024): 40 incidents**

- Hazard –28 incidents
    - 68.32% of all Secondary incidents
  - First Aid – 9 incidents
    - 22.50% of all Secondary incidents
  - Health Care – 2 incidents
    - 5.00% of all Secondary incidents
  - Lost Time – 1 incident
    - 2.50% of all Secondary incidents
- Total behaviour incidents for hazards, first aid, health care, and lost time per employee group from **April 16, 2024 – June 30, 2024- 826 Incidents**
    - Custodians and Maintenance – 1
      - 0.12% of total incidents
    - Designated Early Childhood Educators (DECE) -87
      - 10.53%
    - Educational Assistant (EA) / Child and Youth Worker (CYW) – 456
      - 55.21% of total incidents
    - Educational Support Staff (ESS) – 2
      - 0.24%
    - Elementary Occasional Teachers – 45
      - 5.45% of total incidents
    - Elementary Teacher – 207
      - 25.06% of total incidents
    - Secondary Teacher – 9
      - 1.09% of total incidents
    - Elementary Administrators – 15
      - 1.82% of total incidents
    - Secondary Administrators – 2
      - 0.24% of total incidents
    - Non-union - 2
      - 0.24% of total incidents

### **2023 Reporting Information:**

#### **Reported Student Behaviour Incidents for the Previous School Year (April 16, 2023 – June 30, 2023):**

- Total Elementary behaviour incidents from **April 16, 2023 – June 30, 2023 – 610 incidents**
  - Hazard – 400 incidents
    - 65.57% of all elementary incidents
  - First Aid – 192 incidents
    - 31.48% of all elementary incidents
  - Health Care – 4 incidents

- 0.66% of all elementary events
  - Lost Time – 14 incidents
    - 2.30% of all elementary events
- Total Secondary behaviour incidents from **(April 16, 2023 – June 30, 2023): 25 incidents**
  - Hazard –15 incidents
    - 60.00% of all Secondary incidents
  - First Aid – 8 incidents
    - 32.00% of all Secondary incidents
  - Health Care – 0 incidents
    - 0.00% of all Secondary incidents
  - Lost Time – 2 incidents
    - 8.00% of all Secondary incidents
- Total behaviour incidents for hazards, first aid, health care, and lost time per employee group from **April 16, 2023 – June 30, 2023- 635 Incidents**
  - Educational Assistant (EA) / Child and Youth Worker (CYW) – 384
    - 60.47% of total incidents
  - Elementary Teacher – 174
    - 27.40% of total incidents
  - Designated Early Childhood Educator (DECE) – 41
    - 6.56% of total incidents
  - Elementary Occasional Teachers – 22
    - 3.46% of total incidents
  - Secondary Teacher – 6
    - 0.94% of total incidents
  - Administrators – 8
    - 1.26% of total incidents

### **Background:**

As requested by the Board, student behaviour 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 behaviour is provided every two weeks to the Board's Joint Health and Safety Committee (JHSC).

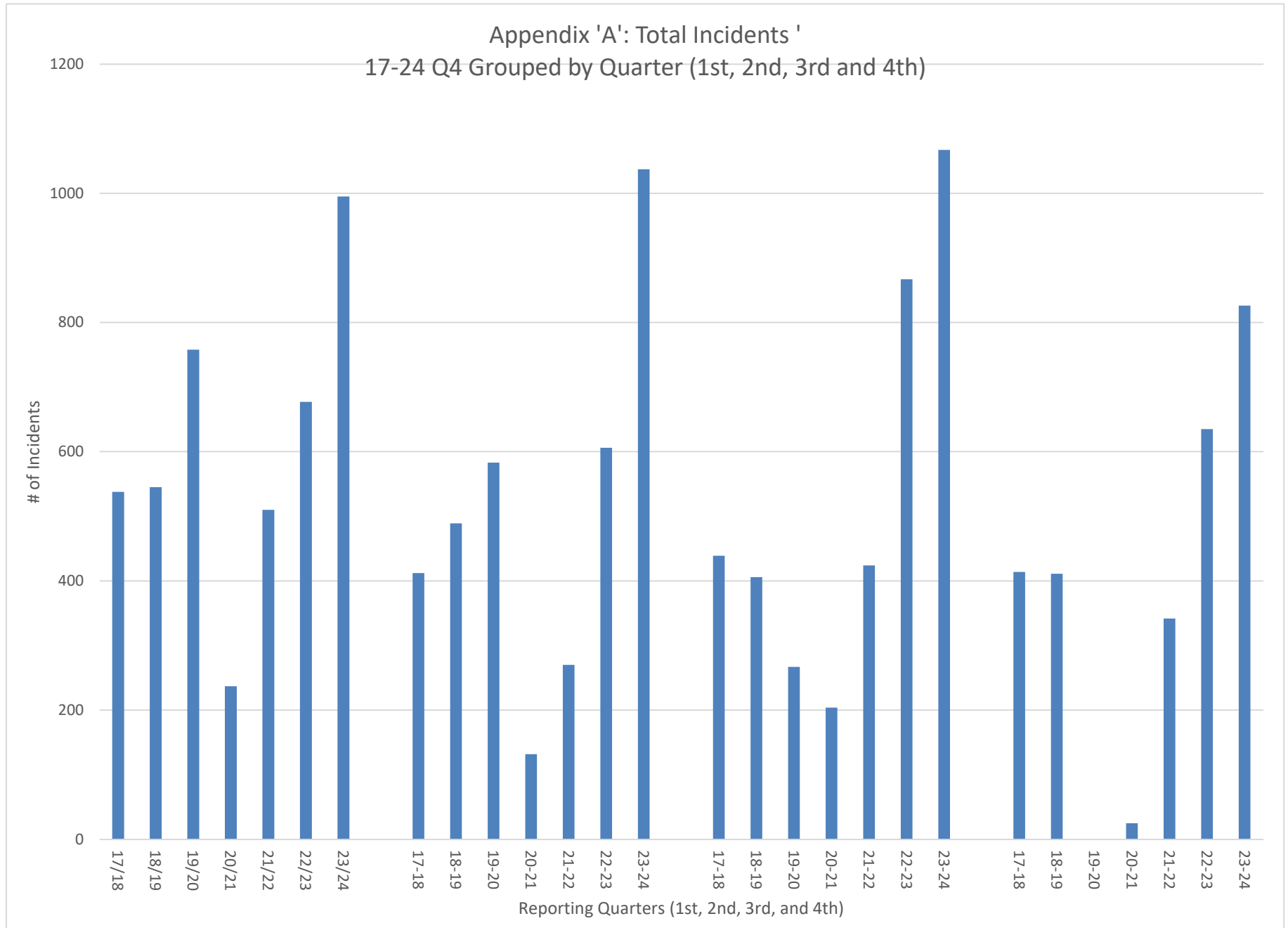


**Appendices:**

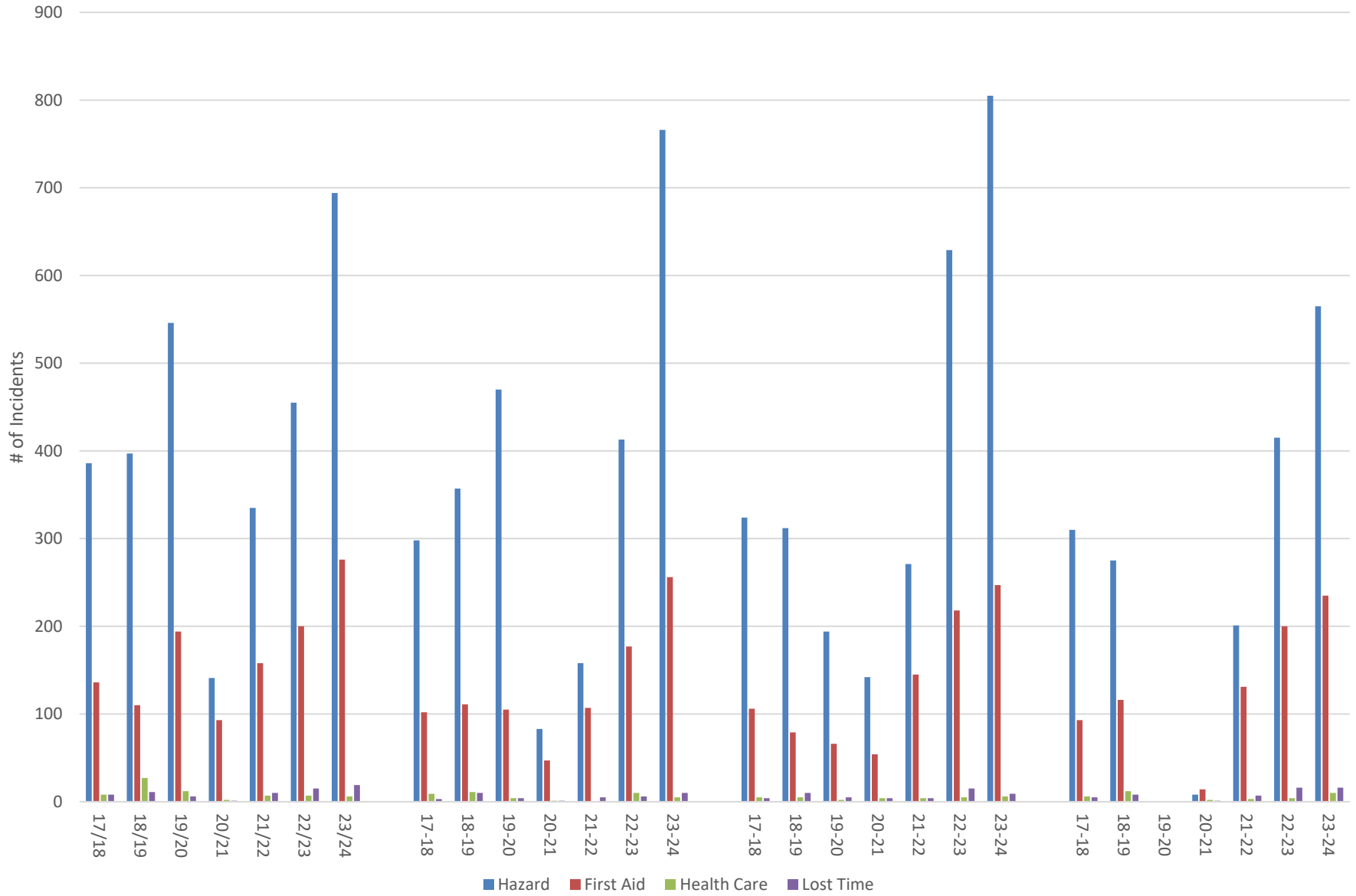
*2024 Q4 Quarterly Report Data Appendix A*

*2024 Q4 Quarterly Report Data Appendix B*

Prepared by: Scott Miller, Associate Director  
Justin Brown, Senior Manager, Human Resources Services  
Shannon-Melissa Dunlop, Manager, Health, Safety & Security



Appendix 'B': Types of Incidents by Quarter  
'17-24 Q4 Grouped by Quarter (1st, 2nd, 3rd and 4th)





# Report to Board of Trustees

September 23, 2024

## **Subject: Student Suspension/Expulsion Report May, 2024**

### **Recommendation**

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

### **Status**

Please note, as a result of changes to the incident reporting module, adjustments have been made to the Violent Incident Monthly and Year-to-Date to appropriately capture violent incidents as defined by the Ministry of Education.

Comparing year to date from May 2023 and May 2024, elementary suspensions have increased by 49 and secondary suspensions have decreased by 238.

Comparing year to date from May 2023 and May 2024, school expulsions have increased by 1 and board expulsions have increased by 2.

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 May 2023 - 207, year to date - 1026
- Total elementary school suspensions in May 2024 - 152, year to date - 1075
- Total secondary school suspensions in May 2023 - 212, year to date - 1463
- Total secondary school suspensions in May 2024 - 155, year to date - 1225

### Expulsions

- Total school expulsions in May 2023 - 0, Year to Date: 1
- Total school expulsions in May 2024 - 0, Year to Date: 2
- Total board expulsions in May 2023 - 1, Year to Date: 20
- Total board expulsions in May 2024 - 1, Year to Date: 22

### 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 May 2023 - 4, Year to Date: 59

- Total elementary/secondary violent incidents in May 2024 - 5, Year to Date: 76

### **Background**

As requested by the Board, suspension/expulsion data will be presented at the Board meeting in October, November, January, March, and May of each year.

### **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, (Acting) Associate Director of Education  
Brenda Cathcart, System Administrator, Learning Support Services,  
and in consultation with Leadership Council



# Report to Board of Trustees

September 23, 2024

## **Subject: Student Suspension/Expulsion Report June, 2024**

### **Recommendation**

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

### **Status**

Please note, as a result of changes to the incident reporting module, adjustments have been made to the Violent Incident Monthly and Year-to-Date to appropriately capture violent incidents as defined by the Ministry of Education.

Comparing the year to date from June 2023 and June 2024, elementary suspensions have increased by 45 and secondary suspensions have decreased by 237.

Comparing the year to date from June 2023 and June 2024, school expulsions have increased by 4 and board expulsions have increased by 4.

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 June 2023 - 113, year to date - 1139
- Total elementary school suspensions in June 2024 - 99, year to date - 1184
- Total secondary school suspensions in June 2023 - 115, year to date - 1577
- Total secondary school suspensions in June 2024 - 100, year to date - 1340

### Expulsions

- Total school expulsions in June 2023 - 0, Year to Date 1
- Total school expulsions in June 2024- 3, Year to Date 5
- Total board expulsions in June 2023 - 1, Year to Date 21
- Total board expulsions in June 2024 - 3, Year to Date 25

### 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 June 2023 - 3, Year to Date 62

- Total elementary/secondary violent incidents in June 2024 - 5, Year to Date 81

### **Background**

As requested by the Board, suspension/expulsion data will be presented at the Board meeting in October, November, January, March, and May of each year.

### **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, (Acting) Associate Director of Education  
Brenda Cathcart, System Administrator, Learning Support Services,  
and in consultation with Leadership Council



200 Wellington Street, P.O. Box 2019, Sarnia Ontario N7T 7L2

Phone: 519-336-1500 or 1-800-754-7125  
Fax: 519-336-0992

June 19, 2024

Dear Minister Smith,

We, the Lambton Kent District School Board, are writing to you today regarding an important matter concerning the terminology used in the recently released 2024-25 Core Education Funding Technical Guide for School Boards. We recognize the terminology has been used historically, however the deep dive into the new funding formula triggered members of our community and surfaced these concerns.

As noted in the guide, the terms "Day School" and "Day School Students" are used throughout, particularly in reference to the funding allocations. However, we must recognize that these terms carry significant historical and cultural implications, especially for Indigenous communities across Canada.

Historically, "Day Schools" were institutions that played a role in the assimilation of Indigenous children, aimed at eradicating Indigenous languages and cultures. The use of this term in a contemporary educational funding context could inadvertently perpetuate associations with past injustices and ongoing challenges faced by Indigenous peoples today.

LKDSB is committed to Truth and Reconciliation, and we believe that this commitment necessitates a careful review of terminology that may hold different meanings or implications for Indigenous partners. Therefore, we respectfully request that the Ministry consider revising the term "Day School Renewal" and any related terminology in future publications and educational frameworks.

Furthermore, we encourage the Ministry to acknowledge and recognize that tuition-paying pupils within our school boards should be treated equally as pupils of the board, irrespective of their status or background. This inclusive approach not only aligns with principles of equity and fairness but also demonstrates a sincere commitment to advancing Truth and Reconciliation efforts within our educational system. The current funding formula uses the term "Other Pupils of the Board" for all tuition paying students. Tuition paying students include Indigenous students residing within First Nation communities and international education students. The use of the term "Other Pupils" excludes Indigenous students from feeling part of their school board and their schools and is contrary to the Truth and Reconciliation efforts of school boards.

In conclusion, we urge the Ministry of Education to take proactive steps in addressing these concerns, ensuring that our educational policies and practices are sensitive to the diverse histories and cultural perspectives of all communities we serve.

Thank you for considering our request. We look forward to your response and continued collaboration in fostering an inclusive and respectful educational environment for all.

Randy Campbell  
Board Chair  
Lambton Kent District School Board

John Howitt  
Director of Education  
Lambton Kent District School Board





Le 21 juin 2024

L'Honorable Todd Smith,  
Ministère de l'Éducation

Les budgets consacrés à l'éducation spécialisée dans de nombreux conseils scolaires de la province sont dépassés année après année, et pourtant, les besoins des élèves ne sont pas toujours pleinement satisfaits.

De nombreux élèves ayant des besoins particuliers ne peuvent pas accéder à un autobus scolaire de la même manière que la plupart des enfants. Depuis quelques années, on remarque une augmentation du nombre de demandes pour du transport spécialisé. Cela pourrait être dû à des problèmes d'autorégulation, à de l'anxiété, à des handicaps physiques, etc. Le transport spécialisé peut être assuré par un autobus adapté, un taxi, une fourgonnette ou avec l'accompagnement d'un moniteur. Cette mesure vise à garantir l'équité. Ces élèves méritent le même accès au transport que les élèves qui peuvent prendre un autobus scolaire régulier.

Pour les conseils scolaires ayant une zone géographique étendue et des composantes rurales, comme le nôtre, ces autobus spécialisés, ces taxis ou ces moniteurs sont indisponibles créant alors, de grands défis pour ces élèves et leurs familles.

Par exemple, si un changement au transport survient au courant de l'année scolaire, il n'y a pas de financement pour l'ajout d'une demande de taxi pour un élève qui a des problèmes aigus de comportement ou de santé mentale. De plus, les moniteurs d'autobus ne sont pas financés spécifiquement; les frais associés à un tel appui sont financés du Fonds pour l'éducation de l'enfance en difficulté et non du transport, réduisant alors le montant pour les programmes et autres services destinés à l'éducation de l'enfance en difficulté.

Le comité consultatif catholique sur l'éducation spécialisée du CSC Nouvelon encourage le ministère de l'Éducation à permettre un financement plus flexible de transport pour prendre en considération les besoins des élèves qui arrivent pendant l'année (ou qui ont de nouveaux besoins). Les fonds pour les priorités locales sont utilisés pleinement à diverses fins et ne peuvent absorber les dépenses supplémentaires requises pour les enfants ayant des besoins particuliers.

Veuillez agréer l'expression de mes sentiments les plus distingués.

*André J. Crépeau*  
André Crépeau, Président du CCED

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**157-2024-4391- Ministry response to Joanne Weston**

1 message

**Safe and Healthy Schools Branch (EDU)** <SafeandHealthySchoolsBranch@ontario.ca>Wed, Jul 10, 2024 at  
10:18 AM

To: "joanne\_weston@wrdsb.ca" &lt;joanne\_weston@wrdsb.ca&gt;

Cc: "stephanie\_reidel@wrdsb.ca" &lt;stephanie\_reidel@wrdsb.ca&gt;, jeewan\_chanicka &lt;jeewan\_chanicka@wrdsb.ca&gt;

Joanne Weston,

Chairperson of the Board of Trustees,

[joanne\\_weston@wrdsb.ca](mailto:joanne_weston@wrdsb.ca)

cc:

[stephanie\\_reidel@wrdsb.ca](mailto:stephanie_reidel@wrdsb.ca)[jeewan\\_chanicka@wrdsb.ca](mailto:jeewan_chanicka@wrdsb.ca)

Dear Joanne Weston,

Thank you for your letter highlighting the need for menstrual products in schools.

The Ministry of Education is committed to ensuring that every student has access to the resources they need to succeed in school. Supporting the well-being of students as well as fostering environments that promote equity, are priorities for our ministry.

You have raised important points regarding the challenges faced by your school board, and we thank the Waterloo Region District School Board for recognizing the impact of the Menstrual Equity Initiative in your board.

The ministry is exploring options for the continued support of this initiative beyond the 2023-2024 school year. Further information will be communicated once available.

Thank you for taking the time to write and for your efforts in raising this issue on behalf of the students in Ontario. <sup>44</sup>

Sincerely,

Patrick Byam

Director

Safe and Healthy Schools Branch

Indigenous Education and Well-Being Division

**Ministry of Education**

Minister

315 Front Street West  
Toronto ON M7A 0B8**Ministère de l'Éducation**

Ministre

315, rue Front Ouest  
Toronto ON M7A 0B8

July 12, 2024

Ms. Joanne Weston  
Chairperson  
Waterloo Region District School Board  
joanne\_weston@wrdsb.ca

Dear Ms. Weston,

Thank you for your kind words of congratulations on my appointment as Minister of Education. I am honoured to take on this incredible responsibility.

Over the past year, our government delivered on providing stability in Ontario classrooms by successfully reaching agreements with all of the province's teachers' unions to avoid strikes in schools. Keeping kids in class was critically important in allowing us to deliver our back-to-basics plan.

In the Fall, you can look forward to seeing many key changes including a classroom cell phone ban, restrictions on social media and stricter enforcement on vaping. There will also be a renewed focus on fundamental subjects, such as reading, writing and math, and improvements to our curriculum that will teach students financial literacy and other practical life skills they will need after graduation.

Together with the support of teachers, principals, parents and other key partners, I look forward to building on our successes so far and taking additional actions to prepare our province's students for the jobs of tomorrow.

Thank you again for writing and have a wonderful summer.

Sincerely,

Hon. Todd Smith  
Minister of Education

**Ministry of Education**

Capital Policy Branch

315 Front Street West  
15<sup>th</sup> Floor  
Toronto ON M7A 0B8**Ministère de l'Éducation**Direction de la politique  
d'immobilisations315, rue Front Ouest  
15<sup>e</sup> étage  
Toronto (Ontario) M7A 0B8

157-2024-4808

August 6, 2024

Joanne Weston  
Chairperson of the Board of Trustees  
Waterloo Region District School Board  
[joanne\\_weston@wrdsb.ca](mailto:joanne_weston@wrdsb.ca)

To Joanne Weston,

Thank you for your email dated June 21, 2024, to the Honourable Todd Smith, Minister of Education. Your email has been forwarded to me and I appreciate the opportunity to respond.

As you are aware, the Ministry of Education (ministry) provided updated guidance regarding ventilation last September. School boards are expected to:

- continue building on established practices to optimize air quality to support healthy and safe learning environments for students and staff; and
- continue plans for and/or make upgrades to improve ventilation infrastructure in schools across the province.

Projects should be prioritized to meet appropriate minimum ventilation guidelines as outlined by the Ontario Building Code and the American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE).

The ministry continues to provide approximately \$1.4 billion to school boards each year to renew and improve school facilities, including to support improved ventilation in schools.

The ministry had worked with school boards, the Office of the Chief Medical Officer of Health and the Ministry of Labour, Immigration, Training and Skills Development to support optimized ventilation and air quality in schools.

.../2

Thank you for your feedback.

Sincerely,

Didem Proulx  
Assistant Deputy Minister

Capital and Business Support Division

**Ministry of Education****Ministère de l'Éducation**

Capital and Business Support  
Division

Division du soutien aux  
immobilisations et aux affaires

315 Front Street West  
15<sup>th</sup> Floor  
Toronto ON M7A 0B8

315, rue Front Ouest  
15<sup>e</sup> étage  
Toronto (Ontario) M7A 0B8

157-2024-1265

August 20, 2024

Joanne Weston  
Chairperson  
Board of Trustees  
Waterloo Region District School Board  
51 Ardelt Avenue  
Kitchener, ON N2C 2R5

Dear Joanne Weston,

Thank you for your letter to the Honourable Stephen Lecce, Minister of Education, regarding the Ministry of Education's (ministry) timelines on the Capital Priorities Program, the Grants for Student Needs (now called Core Education Funding) and curriculum changes. Your letter has been forwarded to me and I appreciate the opportunity to respond.

With respect to timelines for the Capital Priorities Program, ministry staff are committed to working collaboratively with school boards to provide guidance and respond to questions as boards consider the development of future capital plans throughout the year. The ministry encourages school boards to continue to develop its top priority projects to improve their build readiness for future rounds of Capital Priorities.

As you may be aware, the ministry recently launched the 2024-25 Capital Priorities Program. Waterloo Region District School Board is now able to submit their priority projects for ministry funding consideration until September 16, 2024. The ministry looks forward to reviewing submissions received by the board.

Regarding timelines on Core Education Funding, since receiving your letter, the ministry released the Core Education Funding or "Core Ed" for the 2024-25 school year. As you are likely aware, Core Ed is increasing to more than \$28.6 billion for the upcoming school year.

.../2

Joanne Weston

-2-

The average Core Education funding per student is also projected to increase to \$13,852. Together with funding in Responsive Education Programs, funding is projected to total \$29 billion. The Ministry appreciates your feedback on Core Education Funding timing and will take that into consideration for future releases.

With respect to curriculum timelines, the ministry aims to issue curriculum as early as possible in advance of the implementation date to ensure teachers can be made aware of updates and prepare accordingly. The ministry will also provide resources and training opportunities for educators to support the implementation of all curriculum, including key changes documents, implementation webinars, and parent guides. Further supports may be determined over the course of the curriculum revision process. The updated curriculum will be added to the [Curriculum and Resources website](#) as it becomes available.

Thank you again for taking the time to write.

Sincerely,

Didem Proulx  
Assistant Deputy Minister  
Capital and Business Support Division





## Office of the Chair

Wednesday, September 11, 2024

Linda Lacroix  
 Registrar and CEO  
 Ontario College of Teachers  
 101 Bloor St. West,  
 Toronto, ON. M5S 0A1

Dear Ms. Lacroix,

As we begin the 2024-25 school year, we are writing on behalf of the Toronto District School Board (TDSB) to request an urgent review and update of the Ontario College of Teachers' Professional Advisories pertaining to Mental Health, Bullying, and the Use of Electronic and Social Media. The TDSB is similar to many other school boards across Ontario in the diversity of students, communities and stakeholders it serves. We proudly welcome over 236, 000 students and over 231, 000 members of the Ontario College of Teachers. This diversity underscores the need for additional resources to create learning and working environments that respect their identities and contribute to their sense of belonging and safety. Recent developments have highlighted the pressing need for these updates:

- **Support for Anti-Hate Strategies:** On [November 30, 2023](#), Chair Chernos Lin wrote to the Ministry of Education expressing the Toronto District School Board's full support for the Ontario Human Rights Commission's call for a comprehensive, well-resourced province-wide anti-hate strategy. This initiative is essential to counteract the alarming rise in hate incidents impacting schools and communities across Toronto and Ontario.
- **Provincial Reporting Standards:** On [April 5, 2024](#), Chair Chernos Lin addressed a letter to the Minister of Education highlighting a Board motion advocating for provincial reporting standards or guidance and the development of a tool for collecting data on incidents of hate and racism. This data is crucial for our ability to respond effectively to these incidents.
- **Geopolitical Tensions:** Our schools have been increasingly affected by geopolitical issues, which impact both students and staff. In this context, Trustees have requested that the Ministry develop a working definition of hate activity, engage various stakeholders in developing a comprehensive Policy/Program Memorandum (PPM), and initiate training and resources to help navigate these tensions.



## Office of the Chair

Given the seriousness of these issues and the need for a sound approach to managing them, it is vital that the Professional Advisories of the Ontario College of Teachers be reviewed and updated to reflect these contemporary challenges. Specifically, we seek enhancements in the following areas:

- **Mental Health:** Guidance should address the intersection of mental health and the current socio-political climate, providing educators with tools to support students grappling with stress and anxiety related to geopolitical conflicts.
- **Bullying:** Advisories should be updated to address emerging forms of bullying, including those amplified by digital platforms, ensuring that schools have clear strategies to prevent and respond to bullying in all its forms. The College should also consider providing guidance on preventing and responding to hate to its members.
- **Use of Electronic and Social Media:** The rapid evolution of social media requires updated advisories that guide educators on managing online interactions and addressing the spread of misinformation or harmful content.

These updates are critical to ensure that educators are equipped with the knowledge and resources necessary to create safe, supportive, and inclusive learning environments for all students. The role of the Ontario College of Teachers in maintaining these standards is crucial to our collective efforts to uphold the values of democracy, human rights, and respect for diversity in education.

We appreciate your attention to this urgent matter and look forward to your response.

Sincerely,

Neethan Shan  
Acting Chair, Toronto District School Board

Colleen Russell-Rawlins  
Director of Education

Cc: OCT, OPSBA, OSSTF, OSSTF/PSSP, ETT, CUPE, OSSTF – Occasional Secondary Teachers' Association  
OTBU, ETFO – Elementary Teachers of Ontario – Toronto Occasional Teachers and MCSTC



*Office of the Chair of the Board*

September 11, 2024

**SENT BY EMAIL**

Dear Chairs,

The importance of local democracy in education has been a cornerstone of the many successes achieved at Ontario's publicly funded schools. Local advocacy through the work of school board trustees in partnership with the families they represent is essential.

The recent memorandum from the Ministry of Education includes changes to the core operations of school board governance, as follows:

- Ontario Regulation 312/24: Trustee Code of Conduct Directives
- Ontario Regulation 306/24: Integrity Commissioners and Process for Alleged Breaches of the Code of Conduct
- Ontario Regulation 311/24: Honoraria for Board Members
- Ontario Regulation 313/24: Electronic Meetings and Meeting Attendance

At a recent Toronto Catholic Board Meeting, the Board of Trustees passed a motion requesting that a communication be sent to all Ontario School Boards to consider asking their Trustee Association's to challenge Bill 98.

I look forward to your consideration of this request. It is only through collective action that we can better serve our local school communities. For this reason, it is important that your Board and respective Trustee Associations review all options to challenge some of the regulations outlined in the Better Schools and Student Outcomes Act, including but not limited to Boards bearing the financial cost of the required Integrity Commissioner.

As always, I am available to discuss this matter with you.

Sincerely,

Nancy Crawford

Chair of the Board of Trustees, Toronto Catholic District School Board (TCDSB)

CC: TCDSB Trustees  
 Ontario Catholic School Trustees' Association (OCSTA)  
 Ontario Public School Boards' Association (OPSBA)  
 Association des conseils scolaires des écoles publiques de l'Ontario (ACÉPO)  
 Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)