



December 15, 2025

# Waterloo Region District School Board

## Minutes

The Waterloo Region District School Board held a Board Meeting this evening at 7:00 p.m. in the Education Centre Boardroom, with the following members in attendance: M. Radlein (Chair of the Board), B. Cody, S. Estoesta, C. Johnson, J. Meissner, S. Piatkowski, M. Ramsay, M. Waseem, C. Watson, J. Weston and K. Woodcock.

Student Trustees K. Kaur and K. Trivedi were in attendance.

The following senior administration members were in attendance: S. Miller (Director of Education and Secretary), L. Agar, D. Ahluwalia, J. Albrecht, V. Collis, J. Fedosoff, A. Gaymes-San Vicente, C. Hill, R. Hume, D. Lane, B. Lemon, J. Maliha, K. Pividor and C. Sagar.

Other staff in attendance: M. Mayer and S. Reidel.

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### Call to Order

Chair M. Radlein called the meeting to order at 7:00 p.m.

### Approval of Agenda

1. Moved by J. Meissner, seconded by S. Piatkowski:

**That the agenda of the December 15, 2025, Board Meeting be approved.**

-Carried-

### Announcements/Celebrating Board Activities

Trustee J. Weston attended the Eastwood Collegiate Institute Art Gala.

Trustee C. Johnson and M. Radlein supported the work of the Breakfast Club of Canada and Nutrition for Learning at J F Carmichael Public School.

Chair M. Radlein visited Crestview Public School, W T Townshend Public School and Jacob Hespeler Secondary School.

## Declarations of Pecuniary Interest

Trustee C. Watson declared a conflict for the recommendations from the Business Services Standing Committee on folios 32-34 as she lives within one of the boundary review areas. She will not be voting on the matter.

Trustee S. Piatkowski declared pecuniary interest in the previous in camera meeting.

Trustee M. Ramsay declared pecuniary interest in the previous in camera meeting.

Trustee K. Woodcock declared pecuniary interest in the previous in camera meeting.

## Communications Good News Update

Director S. Miller introduced the Communications Good News Update video sharing highlights from the month and items of traditional media and social media interest.

## Delegations

There were no delegations scheduled.

## Consent Agenda

2. Moved by M. Waseem, seconded by K. Woodcock:

**That the consent agenda of the Board Meeting of December 15, 2025, and the actions contained therein, be approved.**

-Carried-

Abstained: C. Watson

## Motions From In Camera Meeting

The following motions were approved in the In Camera session held earlier this evening.

### Approval of Agenda

A. Moved by J. Meissner, seconded by C. Johnson:

**That the agenda of the December 15, 2025, In Camera Board Meeting be approved and be deemed to meet the legislative requirements for discussion in camera.**

-Carried-

## Consent Agenda

B. Moved by M. Waseem, seconded by J. Meissner:

**That the consent agenda of the In Camera Board Meeting of December 15, 2025, and the actions contained therein, be approved.**

-Carried-

*An additional motion was carried In Camera but must remain confidential at this time.*

## Rise & Report

C. Moved by S. Estoesta, seconded by J. Meissner:

**That the In Camera Board Committee Meeting of December 15, 2025, rise and report in public.**

-Carried-

This concludes the reporting of In Camera motions.

## Recommendations from Standing Committees

### Business Services Standing Committee

3. Moved by J. Weston, seconded by S. Piatkowski:

**That the Waterloo Region District School Board approve the recommendations from the Business Services Standing Committee meeting of December 8, 2025.**

-Carried-

Abstained: C. Watson

## Staff Follow Up

There were no staff follow up items.

## Reports

### **Strategic Plan - Board Improvement & Equity Plan - 2024-2025 Year End**

This report was provided for information.

Trustees received an informational report summarizing the WRDSB's progress on the 2024–2025 Board Improvement and Equity Plan (BIEP), which aligns with the WRDSB Strategic Plan and the Ministry of Education's Student Achievement Plan. The BIEP focuses on four key areas: Achievement; Sovereignty, Human Rights and Equity; Mental Health, Well-Being and Engagement; and Pathways and Transitions.

The report highlighted that 98% of planned actions were implemented, with data showing progress in early literacy, mathematics achievement, graduation rates, and student engagement. It also outlined strategies to support equity, mental health, and transitions to postsecondary pathways. Indicator results and examples of implemented actions were shared, providing evidence to guide future planning.

Trustees asked questions regarding the pause in Guarding Minds at Work surveying, timing discrepancy between this report and Ministry of Education data, middle years mathematics, hiring individuals with disabilities and response rates for the Safe, Caring and Inclusive Schools survey. Trustees continued to request clarification regarding attendance rates, data from Ontario colleges and universities, and destreaming.

### **2024-2025 EQAO Results**

This report was provided for information.

Trustees received a presentation on the 2024–2025 Education Quality and Accountability Office (EQAO) assessment results. The report provided provincial and WRDSB performance data for Grade 3 and Grade 6 reading, writing, and mathematics, Grade 9 mathematics, and the Ontario Secondary School Literacy Test (OSSLT).

Highlights included improvements in WRDSB Grade 3 reading and math scores (+4%) and Grade 9 mathematics (+10%), while literacy results remained stable. The presentation emphasized the importance of using multiple data sources to inform evidence-based decision-making and noted curriculum changes and the transition to online assessments in 2021–2022.

Trustees asked questions regarding supports for junior mathematics and the future of EQAO.

## **Strategic Plan - Board Improvement & Equity Plan/Student Achievement Plan 2025-2026**

This report was provided for information.

Trustees received an informational report outlining the 2025–2026 Board Improvement and Equity Plan (BIEP) and Student Achievement Plan, which align with the WRDSB Strategic Plan and Ontario’s Better Schools and Student Outcomes Act (Bill 98). The plan focuses on four key areas: Achievement; Mental Health, Well-Being and Engagement; Pathways and Transitions; and Services and Operations.

The report highlighted strategies and actions designed to improve literacy and mathematics achievement, support student mental health and engagement, strengthen pathways to postsecondary success, and enhance operational accountability. Sovereignty, equity, and human rights principles are embedded throughout the plan. Progress will be monitored using key indicators, and updates will be shared with Trustees throughout the year, with a final report scheduled for fall 2026.

Trustees asked questions regarding the connection to the current Strategic Plan, transitions, and extended day spaces.

Trustee S. Estoesta called a Point of Order in response to a comment made by Trustee C. Watson inferring staff intentions regarding the strategic plan consultation. Chairperson M. Radlein asked Director S. Miller to repeat the comment where he indicated that all feedback will be reviewed.

## **WRDSB Annual Report**

This report was provided for information.

Trustees received a presentation summarizing the WRDSB’s 2024–2025 Annual Report. The report highlighted progress in four key areas aligned with the Strategic Plan: Achievement, Pathways and Transitions, Sovereignty, Human Rights and Equity, and Mental Health, Well-Being and Engagement.

Key initiatives included the Structured Literacy Multi-Year Plan to strengthen early reading skills, expanded experiential learning opportunities such as Specialist High Skills Major programs, and identity-affirming practices to promote equity and belonging. The report also emphasized mental health supports, student engagement strategies, and partnerships to enhance well-being.

## Board Reports

There were no Board reports.

## Board Communications

The Waterloo Region District School Board received the following communications:

- Minister of Education to Waterloo Region District School Board
- Simcoe County District School Board to Minister of Education

Trustees discussed the letter received from the Ministry of Education noting that it is in response to a letter sent by WRDSB in July.

## Other Business

There was no other business.

## Question Period

Trustee C. Watson expressed a concern about snow days, asking why we do not close schools and implement online learning when buses are cancelled. Director S. Miller shared that all opportunities for students to be in schools create valuable experiences including socialization. Staff recognize that not all families are in a position to stay home with their children. He noted that it is difficult to move to virtual learning for a single day on short notice as not all students have devices at home. Staff received feedback following the pandemic that closing schools for snow days was negatively impacting families. It was noted that the WRDSB continues to have the WRDSB@Home online activities available for families who wish to access those resources. Student Trustee K. Kaur shared that a number of students struggle with online learning and that the ability to be in school is the best option from a student perspective.

Trustee J. Weston recognized the numerous accomplishments in 2025 and acknowledged the amount of staff work that was required. She asked what strategies are in place to ensure staff have a well-deserved winter break. Associate Director B. Lemon thanked her for the acknowledgement, noting that there is still work to be done. Staff are encouraged to take time off to spend time with family and friends and reflect on the work accomplished so that they are ready to continue the work for the remainder of the school year.

## Future Agenda Items

There were no future agenda items.

## Adjournment

4. Moved by K. Woodcock, seconded by M. Waseem:

**That the Board Meeting of December 15, 2025, be adjourned.**

-Carried-

The meeting adjourned at 8:54 p.m.