



January 19, 2026

Student Achievement & Well-Being Standing Committee

Notice of Meeting

The Student Achievement & Well-Being Standing Committee Meeting of the Waterloo Region District School Board will be held in the Boardroom, Building 2, 1st Floor, 51 Ardelt Avenue, Kitchener, Ontario, on Monday, January 19, 2026, at 6:00 p.m.

AGENDA

Call to Order

Territorial Acknowledgement and O Canada

Approval of Agenda

Announcements

Declarations of Pecuniary Interest

Delegations

Sean McCammon - Outdoor Education

Staff Follow Up

Reports

01 Reported Student Behaviour Incidents Quarterly Data Q1
09 Student Suspension/ Expulsion Report - September 2025
11 Student Suspension/ Expulsion Report - October 2025
13 Student Suspension/ Expulsion Report - November 2025

J. Albrecht
A. Gaymes-San Vicente
A. Gaymes-San Vicente
A. Gaymes-San Vicente

Board Reports

15 Motion: Collaboration Sub Committee

Trustee C. Watson

Question Period for Members (5 minutes)

Adjournment

Questions relating to this agenda should be directed to Stephanie Reidel, Manager of Corporate Services
519-570-0003, ext. 4336, or Stephanie.Reidel@wrdsb.ca



Report to Student Achievement & Well-Being Standing Committee

January 1, 2021

Subject: Reported Student Behaviour Incidents Quarterly Data Q1 – 2025-2026

Recommendation

This report is provided for information.

Status

- The Board has revised and enhanced AP2330 - Management Process for Student Behaviours Causing a Risk of Injury.
- The Board continues to deploy a variety of methods to staff schools given the rate of absenteeism within the system, staff are actively pursuing alternative approaches for emergency staffing.
- The Board continues to investigate innovative staffing initiatives to support students with the most complex needs.
- Employee absenteeism and attrition can introduce challenges with supporting complex students when new and/or different staff interact with them.
- Staff recommend caution in using incident reports as a proxy for student behaviour as a single incident could generate multiple reports.
- We continue to be proactive in utilizing our Behaviour Management Systems (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 school;
 - Direct involvement with transition planning to ensure staff feel supported - 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 incident data as reported by WRDSB staff for the period September 1, 2025– November 15, 2025 compared to the data from the same period of September 1, 2024– November 15, 2024 last school year:

- Total Elementary incidents have increased by 191 incidents from the same period last year.
- Total Secondary incidents have decreased by 8 incidents from the same period last year.

2025-2026 Reporting Information:

Reported Student Behaviour Incidents for the Current School Year (September 1, 2025 – November 15, 2025):

- Total Elementary incidents from **September 1, 2025 – November 15, 2025:**
1,342 incidents
 - Hazard – 977 incidents
 - 72.80% of all elementary incidents
 - First Aid – 339 incidents
 - 25.26% of all elementary incidents
 - Health Care – 12 events
 - 0.89% of all elementary events
 - Lost Time – 14 events -
 - 1.04% of all elementary events

- Total Secondary incidents from **September 1, 2025 – November 15, 2025: 49 incidents**
 - Hazard –36 incidents
 - 73.47% of all Secondary incidents
 - First Aid – 13 incidents
 - 26.53% of all Secondary incidents
 - Health Care – 0 incidents
 - 0.00% of all Secondary incidents
 - Lost Time – 0 incidents
 - 0.00% of all Secondary incidents

- Total incidents for hazards, first aid, health care, and lost time per employee group from **September 1, 2025 – November 15, 2025: 1,391 Incidents**
 - Educational Assistant (EA) / Child and Youth Worker (CYW) – 696
 - 50.04% of total incidents
 - Elementary Teacher – 426
 - 30.63% of total incidents
 - Designated Early Childhood Educator (DECE) – 143
 - 10.28% of total incidents
 - Elementary Occasional Teachers – 82
 - 5.90% of total incidents
 - Education Support Staff - 8
 - 0.58% of total incidents
 - Professional Student Services Personnel – 1
 - 0.07% of total incidents
 - Secondary Teachers & Occasional Teachers – 6
 - 0.43% of total incidents
 - Supervision Monitors – 5
 - 0.36% of total incidents
 - Custodians and Maintenance – 0
 - 0.00% of total incidents
 - Other – 6
 - 0.43%
 - Administrators – 18
 - 1.29% of total incidents

2024-2025 Reporting Information:

Reported Student Behaviour Incidents for the Previous School Year (September 1, 2024 – November 15, 2024):

- Total Elementary incidents: **(September 1, 2024-November 15, 2024): 1,151 Incidents**
 - Hazard – 827 incidents
 - 71.85% of all elementary incidents
 - First Aid – 289 incidents
 - 25.11% of all elementary incidents
 - Health Care – 14 events
 - 1.22% of all elementary events
 - Lost Time – 21 events -
 - 1.82% of all elementary events

- Total Secondary incidents from **(September 1, 2024-November 15, 2024): 57 incidents**
 - Hazard – 40 incidents
 - 70.18% of all Secondary incidents
 - First Aid – 15 incidents
 - 26.32% of all Secondary incidents
 - Health Care – 0 incidents
 - 0.00% of all Secondary incidents
 - Lost Time – 2 incidents
 - 3.51% of all Secondary incidents

- Total incidents for hazards, first aid, health care, and lost time per employee group from **September 1, 2024 - November 15, 2024 – 1,208 Incidents**
 - Educational Assistant (EA) / Child and Youth Worker (CYW) – 638
 - 52.81% of total incidents
 - Designated Early Child Educator (DECE) – 111
 - 9.19% of total incidents
 - Elementary Teachers – 344
 - 28.48% of total incidents
 - Elementary Occasional Teachers – 62
 - 5.13% of total incidents
 - Secondary Teachers and Occasional Teachers – 14
 - 1.16% of total incidents
 - Custodian and Maintenance Association (CAMA) – 1
 - 0.08% of total incidents
 - Education Support Services (ESS) – 3
 - 0.25% of total incidents
 - Professional Student Services Personnel (PSSP) – 1
 - 0.08% of total incidents
 - Supervision Monitors and Cafeteria Assistants (SMACA) – 6

- 0.50% of total incidents
- Non-Unionized employees – 6
 - 0.50% of total incidents
- Administrators – 22
 - 1.82% of all incidents

Background

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

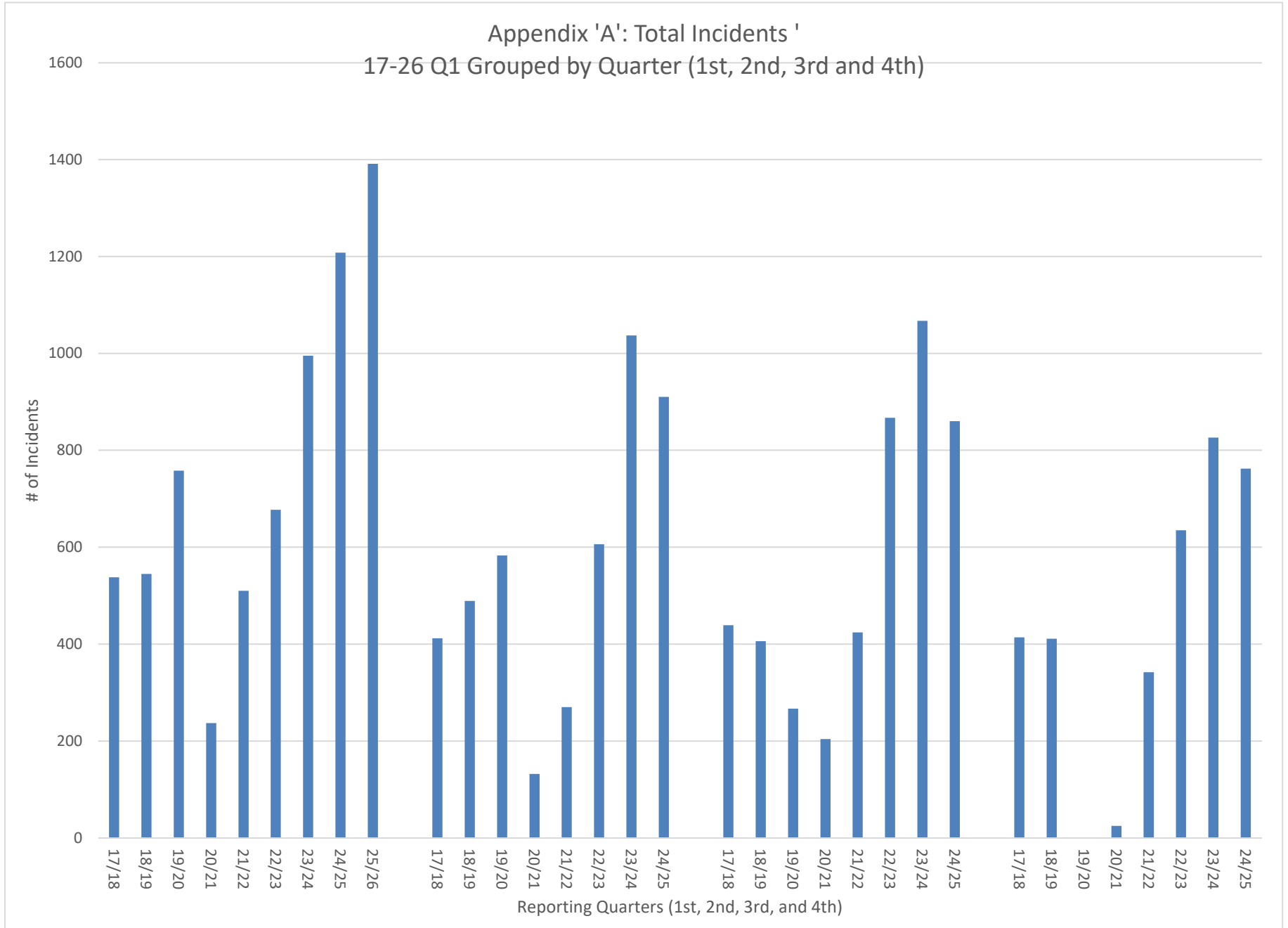
Prepared by: Jodi Albrecht, Superintendent,
Justin Brown, Senior Manager, Human Resources Services
Shannon-Melissa Dunlop, Manager, Health, Safety & Security
and in consultation with Leadership Council

Appendix A

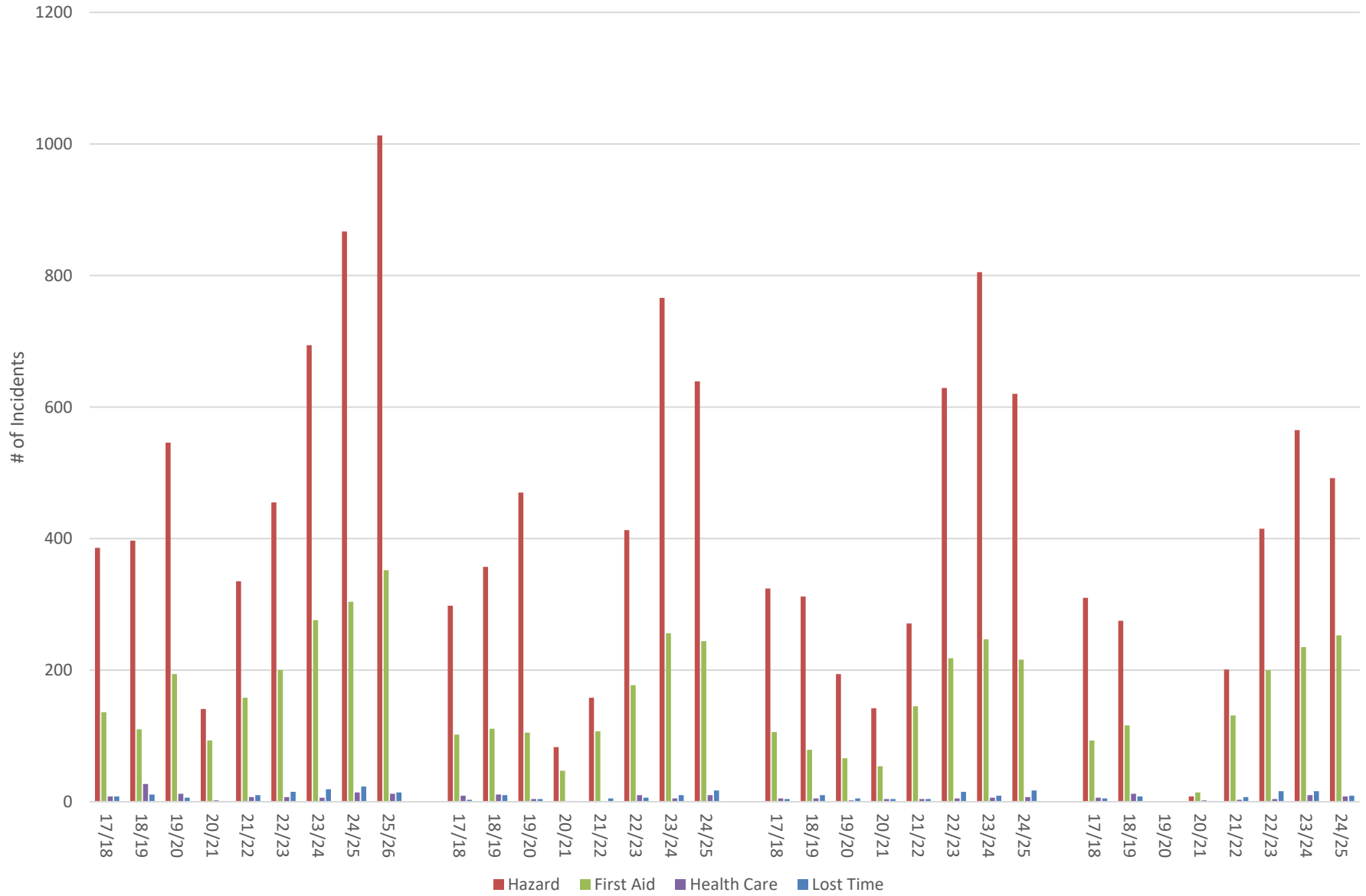
Appendices

Appendix 'A' – Total Incidents 2017-2026 Q1 Grouped by Quarter

Appendix 'B' – Types of Incidents by Quarter '17-26 Q1 Grouped by Quarter



Appendix 'B': Types of Incidents by Quarter
'17-26 Q1 Grouped by Quarter (1st, 2nd, 3rd and 4th)





Report to Student Achievement & Well-Being Standing Committee

January 19, 2026

Subject: Student Suspension/Expulsion Report September 2025

Recommendation

This report is provided for information.

Status

Comparing the year to date from Sept. 2024 and Sept. 2025, elementary suspensions have decreased by 4 and secondary suspensions have increased by 5.

Comparing the year to date from Sept. 2024 and Sept. 2025, school expulsions have remained the same at 0 and board expulsions have increased by 1.

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 September 2024 = 54, year to date = 54
- Total elementary school suspensions in September 2025 = 51, year to date = 50
- Total secondary school suspensions in September 2024 = 93, year to date = 93
- Total secondary school suspensions in September 2025 = 98, year to date = 98

Expulsions

- Total school expulsions in September 2024 = 0, year to date = 0
- Total school expulsions in September 2025 = 0, year to date = 0
- Total board expulsions in September 2024 = 0, year to date = 0
- Total board expulsions in September 2025 = 1, year to date = 1

Violent Incidents

The term violent incident is defined as the occurrence of any of the following or the occurrence of a combination of any of the following; possessing a weapon, including possessing a firearm, physical assault causing bodily harm requiring medical attention,

sexual assault, robbery, using a weapon to cause or to threaten bodily harm to another person, extortion, hate and/or bias-motivated occurrences.

- Total elementary/secondary violent incidents in Sept. 2024 = 9, year to date = 9
- Total elementary/secondary violent incidents in Sept. 2025 = 6, year to date = 5

Background

As requested by the Board, suspension/expulsion data will be presented at the Student Achievement & Well-Being Standing Committee (SAWBSC) meeting in October, January, February, and June of each year.

Financial implications

There are no known financial implications.

Communications

Upon request, suspension/expulsion data is communicated to the Ministry of Education for statistical purposes. ITS runs reports monthly and annually that are shared with the System Administrator of Safe Schools for analysis and report development. Reports are developed, then shared for approval by the Superintendent of Safe Schools, then SAWB and Leadership Council to be presented to SAWBSC.

Prepared by: Ryan Hume, Superintendent, Student Achievement & Well-Being,
Brenda Cathcart, System Administrator, Learning Support Services,
in consultation with Leadership Council.



Report to Student Achievement & Well-Being Standing Committee

January 19, 2026

Subject: Student Suspension/Expulsion Report October 2025

Recommendation

This report is provided for information.

Status

Comparing the year to date from Oct. 2024 and Oct. 2025, elementary suspensions have increased by 6 and secondary suspensions have increased by 2.

Comparing the year to date from Oct. 2024 and Oct. 2025, school expulsions have remained the same at 0 and board expulsions have remained the same at 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 October 2024 = 108, year to date = 162
- Total elementary school suspensions in October 2025 = 118, year to date = 168
- Total secondary school suspensions in October 2024 = 165, year to date = 258
- Total secondary school suspensions in October 2025 = 162, year to date = 260

Expulsions

- Total school expulsions in October 2024 = 0, year to date = 0
- Total school expulsions in October 2025 = 0, year to date = 0
- Total board expulsions in October 2024 = 2, year to date = 2
- Total board expulsions in October 2025 = 1, year to date = 2

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 Oct. 2024 = 25, year to date = 34
- Total elementary/secondary violent incidents in Oct. 2025 = 12, year to date = 17

Background

As requested by the Board, suspension/expulsion data will be presented at the Student Achievement & Well-Being Standing Committee (SAWBSC) meeting in October, January, February, and June of each year.

Financial implications

There are no known financial implications.

Communications

Upon request, suspension/expulsion data is communicated to the Ministry of Education for statistical purposes. ITS runs reports monthly and annually that are shared with the System Administrator of Safe Schools for analysis and report development. Reports are developed, then shared for approval by the Superintendent of Safe Schools, then SAWB and Leadership Council to be presented to SAWBSC.

Prepared by: Ryan Hume, Superintendent, Student Achievement & Well-Being,
Brenda Cathcart, System Administrator, Learning Support Services,
in consultation with Leadership Council.



Report to Student Achievement & Well-Being Standing Committee

January 19, 2026

Subject: Student Suspension/Expulsion Report November 2025

Recommendation

This report is provided for information.

Status

Comparing the year to date from Nov. 2024 and Nov. 2025, elementary suspensions have decreased by 6 and secondary suspensions have decreased by 10.

Comparing the year to date from Nov. 2024 and Nov. 2025, school expulsions have decreased by 4 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 November 2024 = 122, year to date = 284
- Total elementary school suspensions in November 2025 = 110, year to date = 278
- Total secondary school suspensions in November 2024 = 169, year to date = 425
- Total secondary school suspensions in November 2025 = 155, year to date = 415

Expulsions

- Total school expulsions in November 2024 = 4, year to date = 4
- Total school expulsions in November 2025 = 0, year to date = 0
- Total board expulsions in November 2024 = 1, year to date = 3
- Total board expulsions in November 2025 = 3, year to date = 5

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 Nov. 2024 = 20, year to date = 54
- Total elementary/secondary violent incidents in Nov. 2025 = 14, year to date = 31

Background

As requested by the Board, suspension/expulsion data will be presented at the Student Achievement & Well-Being Standing Committee (SAWBSC) meeting in October, January, February, and June of each year.

Financial implications

There are no known financial implications.

Communications

Upon request, suspension/expulsion data is communicated to the Ministry of Education for statistical purposes. ITS runs reports monthly and annually that are shared with the System Administrator of Safe Schools for analysis and report development. Reports are developed, then shared for approval by the Superintendent of Safe Schools, then SAWB and Leadership Council to be presented to SAWBSC.

Prepared by: Ryan Hume, Superintendent, Student Achievement & Well-Being,
Brenda Cathcart, System Administrator, Learning Support Services,
in consultation with Leadership Council.



Report to Student Achievement & Well-Being Standing Committee

January 19, 2026

Subject: Motion - Collaboration Sub Committee

Recommendation

That the Student Achievement & Well-Being Standing Committee recommend approval to establish a “Collaboration” Sub Committee to review research, statistical information, trends, best practices within our board and abroad, including relevant legislation, funding information, budget timelines and constraints, information about the role and responsibilities of ECEs, EAs, and CYWs and any other information related to the increase of violent incidences and lack of funding for educational supports within the learning environments within WRDSB schools.

And that this Collaboration Sub Committee have at a minimum, 1 Student Trustee, 2 Parents, 1 Special Education Advisory Committee member, 1 Early Childhood Educator , 1 Educational Assistant , 1 Child and Youth Worker , 1 Elementary Teacher , 1 Secondary Teacher, 1 Vice Principal (Elementary), 1 Principal (Elementary/Secondary,) 1 Superintendent, 2 Trustees chosen by the Chair and any other staff member and/or board staff as designated by the Director.

And that the Sub Committee structure remains flexible to include designates for each member and that experts and guest speakers be included as needed.

And that this new Collaboration Sub Committee makes recommendations to the Board of Trustees that would help address violent incidents, the lack of funding for educational support, and any other related challenges within the learning environments in WRDSB schools.

Status

This Notice of Motion was served by Trustee C. Watson with support from Trustee M. Ramsay at the May 14, 2025, Committee for the Whole meeting.

Background

“Whereas” statements are based on the reasoning and judgement of facts of the mover of this motion. The following recitals were included as background:

Whereas violent incidents continue to increase within WRDSB schools,

Whereas ongoing collaboration with students, parents, staff and community members provides opportunities to share information, build understanding and provide well informed recommendations to the board of trustees.

Financial implications

Financial implications are not known at this time.

Communications

If approved, a communication plan would be developed.

Prepared by: Stephanie Reidel, Manager of Corporate Services, for Trustee Cindy Watson.