October 19, 2026

Student Achievement & Well-Being Standing Committee

Notice of Meeting

The Student Achievement and 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, October 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

Staff Follow Up

Reports

01	Student Suspension/Expulsion Report, May 2026	R. Hume
03	Student Suspension/Expulsion Report, June 2026	R. Hume
05	2025-26 Suspension/Expulsion Annual Report	R. Hume
11	Reported Student Behaviour Incidents Quarterly Data, Q4 – 2025-2026	B. Chatha
20	Student Evacuation Quarterly Data, Q4 – 2025 - 2026	B. Chatha

Board Reports

23	Motion: Outdoor Education Policy Review	Trustee C. Watson

Question Period for Members (10 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

October 19, 2026

Subject: Student Suspension/Expulsion Report May 2026

Recommendation

This report is provided for information.

Status

Comparing the year to date from May 2025 and May 2026, elementary suspensions have decreased by 4 and secondary suspensions have increased by 12.

Comparing the year to date from May 2025 and May 2026, school expulsions have decreased by 9 and board expulsions have increased by 7.

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 2025 = 132, year to date = 987
- Total elementary school suspensions in May 2026 = 135, year to date = 983
- Total secondary school suspensions in May 2025 = 164, year to date = 1169
- Total secondary school suspensions in May 2026 = 140, year to date = 1181

Expulsions

- Total school expulsions in May 2025 = 1, year to date = 9
- Total school expulsions in May 2026 = 0, year to date = 0
- Total board expulsions in May 2025 = 3, year to date = 12
- Total board expulsions in May 2026 = 2, year to date = 19

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 2025 = 14, year to date = 137
- Total elementary/secondary violent incidents in May 2026 = 23, year to date = 117

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

October 19, 2026

Subject: Student Suspension/Expulsion Report June 2026

Recommendation

This report is provided for information.

Status

Comparing the year to date from June 2025 and June 2026, elementary suspensions have decreased by 40 and secondary suspensions have decreased by 8.

Comparing the year to date from June 2025 and June 2026, school expulsions have decreased by 9 and board expulsions have increased by 5.

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 2025 = 114, year to date = 1101
- Total elementary school suspensions in June 2026 = 85, year to date = 1061
- Total secondary school suspensions in June 2025 = 96, year to date = 1265
- Total secondary school suspensions in June 2026 = 76, year to date = 1257

Expulsions

- Total school expulsions in June 2025 = 0, year to date = 9
- Total school expulsions in June 2026 = 0, year to date = 0
- Total board expulsions in June 2025 = 1, year to date = 15
- Total board expulsions in June 2026 = 1, year to date = 20

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 2025 = 10, year to date = 147
- Total elementary/secondary violent incidents in June 2026 = 15, year to date = 132

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

October 19, 2026

Subject: 2025-26 Suspension/Expulsion Annual Report

Recommendation

This report is for the information of the Board.

Status

To provide the Waterloo Region District School Board with an annual report concerning suspension, expulsion and violent incident data for the 2025-26 school year.

This report supports the WRDSB Board Improvement and Equity Plan, ensuring every student will feel engaged in inclusive and affirming learning environments that support and build their awareness of mental health, well-being and belonging. In particular, it addresses the % of grade 4-12 students suspended or expelled from school.

The WRDSB continues to support students in alternative programs that support their success and well-being. Suspension and expulsion data are helpful in supporting schools to identify and adjust their approach to strategic directions and school improvement plans as needed.

Using the previous annual report as a model, staff worked to provide an in-depth analysis of suspension, expulsion and violent incident data.

In Appendix A, suspension/expulsion data are analysed by:

- Percentage of Suspensions by Enrollment
- Number of Students Expelled
- Number of Violent Incidents
- Suspension Analysis by Gender
- Suspension Analysis by Grade
- Suspension Analysis by Length of Suspension
- Suspension/Expulsion Analysis by Category
- Suspension/Expulsion Analysis by Location

Background

On May 26, 2008, the Board requested an analysis of annual suspension/expulsion/violent incident data, including statistics on violent incidents.

Financial implications

No financial implications.

Communications

Upon request, suspension/expulsion data is communicated to the Ministry of Education for statistical purposes.

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

SUSPENSION/EXPULSION ANALYSIS
September 2, 2025 to June 26, 2026

Percentage of Suspensions by Enrollment:

Category	Male	Female	Total
Enrollment	32,936	31,320	64,573
# of suspensions	1,745	567	**2,318**
% of suspensions by enrollment	5.3%	1.8%	3.6%

**There is a discrepancy in the totals due to a small sample not identifying as male or female.*

There were 48 fewer suspensions in the 2025/2026 school year compared to the 2024/2025 school year.

Number of Students Expelled:

Male	Female	Total
17	5	22

There were 2 fewer expulsions in the 2025/2026 school year compared to the 2024/2025 school year.

Number of Violent Incidents: 132

There were 15 fewer violent incidents in the 2025/2026 school year compared to the 2024/2025 school year.

Suspension Analysis by Gender:

- 75% of all suspensions were given to males
- 24% of all suspensions were given to females

Suspension Analysis by Grade:

Grade	Male	Female
JK/SK	0	0
1	0	0
2	1	0

3	2	0
4	72	16
5	99	24
6	94	41
7	236	67
8	320	88
9	238	103
10	244	106
11	268	62
12	171	60
Total	**1,745**	**567**

Suspension Analysis by Length of Suspension:

- 2,096 90.4% of all suspensions were three days in length or less
- 67 2.9% of all suspensions were long-term (six days or longer)

Length of Suspension	Number of Suspensions
1	1,150
2	523
3	423
4	62
5	93
6	12
7	2
8	8
9	1
10	6
11	1
12	2
13	0
14	1
15	8
16	1
17	0
18	1
19	1
20	23
Total	**2,318**

Suspension/Expulsion Analysis by Category: 9

Code	Category Description	Suspensions
B010	Code of Conduct Violation	971
B020	Opposition to Authority	186
B030	Habitual Neglect of Duty	33
B040	Fighting/Violence	531
B050	Profanity/Swearing	87
S01	Uttering a threat to inflict serious bodily harm on another person	77
S03	Being under the influence of alcohol	5
S04	Swearing at a teacher or at another person in a position of authority	63
S05	Committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school	27
S07	Bullying	68
S09	Possessing cannabis unless the pupil is a medical cannabis user	42
S10	Being under the influence of cannabis, unless the pupil is a medical cannabis user	42
S11	Possessing alcohol or illegal drugs (except cannabis)	17
OTH DISC	Any other activity that is an activity for which a principal may suspend a pupil under a policy of the board	40

B - Board & school policy
S - Suspension (*Education Act*, s.306(1))

Code	Category Description	Suspensions Pending Expulsion
E01	Possessing a weapon, including possessing a firearm	24
E02	Using a weapon to cause or to threaten bodily harm to another person	15
E03	Committing physical assault on another person that causes bodily harm requiring treatment by a medical practitioner	49
E04	Committing sexual assault	6
E05	Trafficking in weapons or in illegal drugs	0

E06	Committing robbery	4
E07	Giving alcohol to a minor	0
E09	Bullying, if the pupil has previously been suspended for engaging in bullying and the pupil's continuing presence in the school creates an unacceptable risk to the safety of another person	1
E10	Any activity listed in section 306(1) of the *Education Act* that is motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, gender identity, gender expression, or any other similar factor	34
E11	Giving cannabis to a minor	0
OTH MAND	Any other activity that, under a policy of a board, is an activity for which a principal must suspend a pupil and conduct an investigation to determine whether to recommend to the board that the pupil be expelled	18

E - Expulsion (*Education Act*, s.310(1))

Suspension/Expulsion Analysis by Location:

Bleachers	2
Cafeteria/Lunch	35
Change Room	37
Classroom	502
Gymnasium	62
Hallway	457
Internet	31
Laboratory	1
Library	15
Not Available	0
Off Site	180
Office	76
Other	33
Parking Lot	36
Portable	9
School Bus	38
School Grounds	520
School Trip	3
Sports Events	4
Staircase	18
Swimming Pool	0
Washroom	281

Report to Student Achievement & Well-Being Standing Committee

October 19, 2026

Subject: Reported Student Behaviour Incidents Quarterly Data. Q4 – 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 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) as prescribed under the *Workplace Safety and Insurance Act* (WSIA).

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) as prescribed under the Workplace Safety and Insurance Act (WSIA).

Previous Year Quarterly Report Comparison:

Quarterly student behaviour data as reported by WRDSB staff for the period of April 16, 2026 – June 30, 2026, compared to the data from the same period April 16, 2025 – June 30, 2025 last school year:

- Total Elementary incidents have increased by 83 (11.5%) incidents from the same period last year.
- Total Secondary incidents have decreased by 20 (-46.5%) incidents from the same period last year.

2025-26 Reporting Information:

Reported Student Behaviour Incidents For the Current School Year (April 16, 2026 – June 30, 2026):

- Total Elementary behaviour incidents from **April 16, 2026 – June 30, 2026 – 802 incidents**
    - Hazard – 563 incidents
        - 70.20% of all elementary incidents
    - First Aid –216 incidents
        - 26.93% of all elementary incidents
    - Health Care – 14 incidents

        - 1.75% of all elementary events
    - Lost Time – 9 incidents
        - 1.12% of all elementary events

- Total Secondary behaviour incidents from **April 16, 2026 – June 30, 2026 - 23 incidents**
    - Hazard –18 incidents
        - 78.26% of all Secondary incidents
    - First Aid – 5 incidents
        - 21.74% of all Secondary incidents
    - Health Care – 0 incidents
        - 0.00% of all Secondary incidents
    - Lost Time – 0 incident
        - 0.00% of all Secondary incidents

- Total behaviour incidents for hazards, first aid, health care, and lost time per employee group from **April 16, 2026 – June 30, 2026**- **825 Incidents**

    - Designated Early Childhood Educators (DECE) -55
        - 6.67% of total incidents
    - Educational Assistant (EA) / Child and Youth Worker (CYW) – 491
        - 59.52% of total incidents
    - Educational Support Staff (ESS) – 1
        - 0.12% of total incidents
    - Elementary Occasional Teachers – 52
        - 6.30% of total incidents
    - Elementary Teacher – 197
        - 23.88% of total incidents
    - Supervision Monitors – 4
        - 0.48% of total incidents
    - Secondary Teacher – 4

        - 0.48% of total incidents
    - Elementary Administrators – 18
        - 2.18 % of total incidents
    - Secondary Administrators – 1
        - 0.12% of total incidents
    - Non-union - 2
        - 0.24% of total incidents

2024-25 Reporting Information:

Reported Student Behaviour Incidents For the Current School Year (April 16, 2025 – June 30, 2025):

- Total Elementary behaviour incidents from **April 16, 2025 – June 30, 2025 – 719 incidents**
    - Hazard – 462 incidents
        - 64.26% of all elementary incidents
    - First Aid –241 incidents
        - 33.52% of all elementary incidents
    - Health Care – 8 incidents
        - 1.11% of all elementary events
    - Lost Time – 8 incidents
        - 1.11% of all elementary events

- Total Secondary behaviour incidents from **April 16, 2025 – June 30, 2025 - 43 incidents**
    - Hazard –30 incidents
        - 69.77% of all Secondary incidents
    - First Aid – 12 incidents
        - 27.91% of all Secondary incidents
    - Health Care – 0 incidents
        - 0.00% of all Secondary incidents
    - Lost Time – 1 incident

        - 2.33% of all Secondary incidents

- Total behaviour incidents for hazards, first aid, health care, and lost time per employee group from **April 16, 2025 – June 30, 2025** - **762 Incidents**
    - Designated Early Childhood Educators (DECE) -50
        - 6.56% of total incidents
    - Educational Assistant (EA) / Child and Youth Worker (CYW) – 455
        - 59.71% of total incidents
    - Educational Support Staff (ESS) – 1
        - 0.13% of total incidents
    - Elementary Occasional Teachers – 48
        - 6.30% of total incidents
    - Elementary Teacher – 185
        - 24.28% of total incidents
    - Supervision Monitors – 1
        - 0.13% of total incidents
    - Secondary Teacher – 7
        - 0.92% of total incidents
    - Elementary Administrators – 12
        - 1.57 % of total incidents
    - Secondary Administrators – 2
        - 0.26% of total incidents
    - Non-union - 1
        - 0.13% of total incidents

Background

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

Financial implications

Expenditures are accounted for within existing budgets.

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:

Appendix 'A' – Total Incidents: 2017-2026 Q4

Appendix 'B' – Types of Incidents by Quarter: 2017-2026 Q4

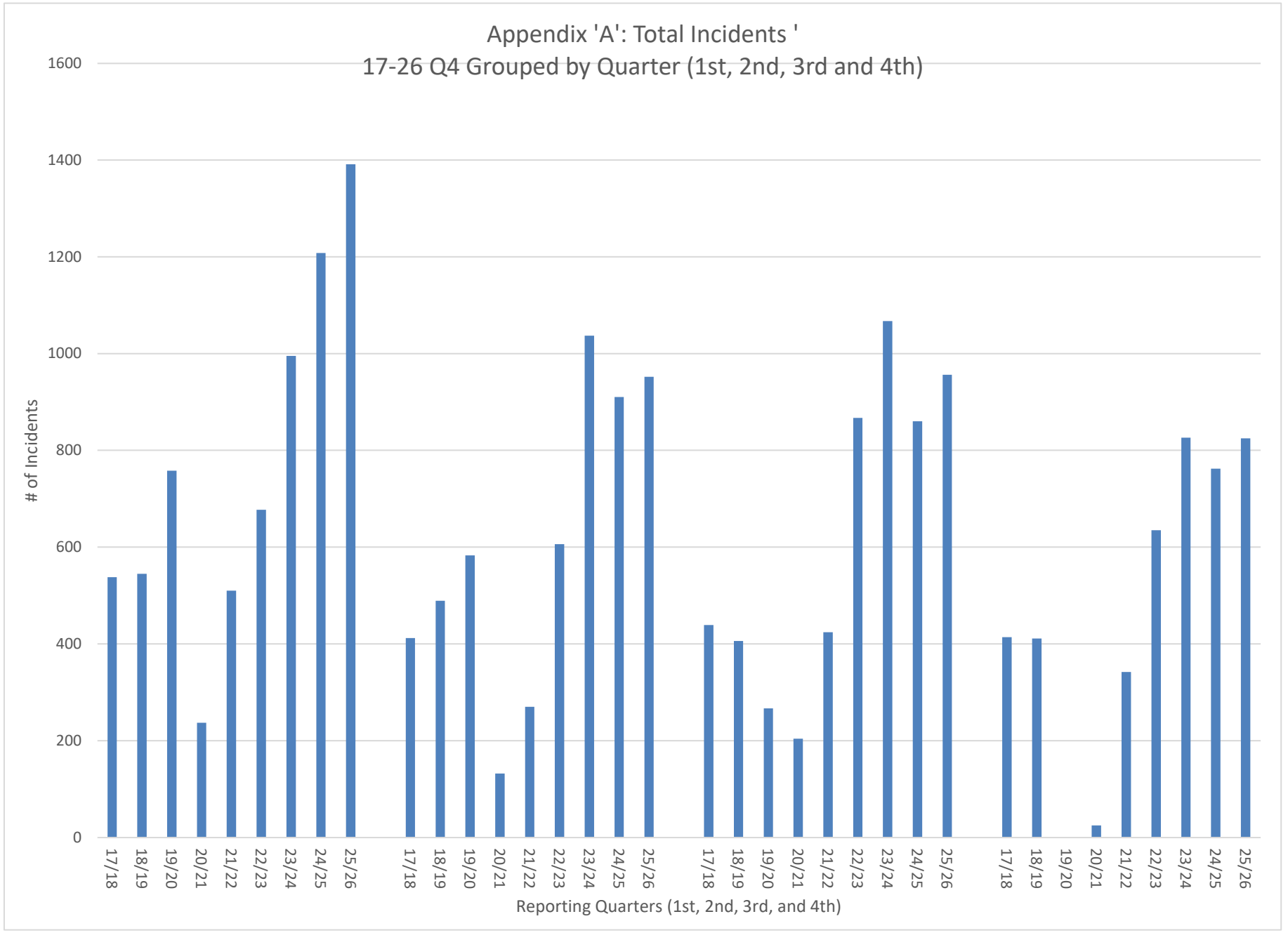
Prepared by: Bill Lemon, Chief Operating Officer
Justin Brown, Senior Manager, Human Resources Services
Bobbie Chatha, Superintendent Student Achievement & Well-Being
Shannon-Melissa Dunlop, Manager, Health, Safety & Security and in consultation with Leadership Council

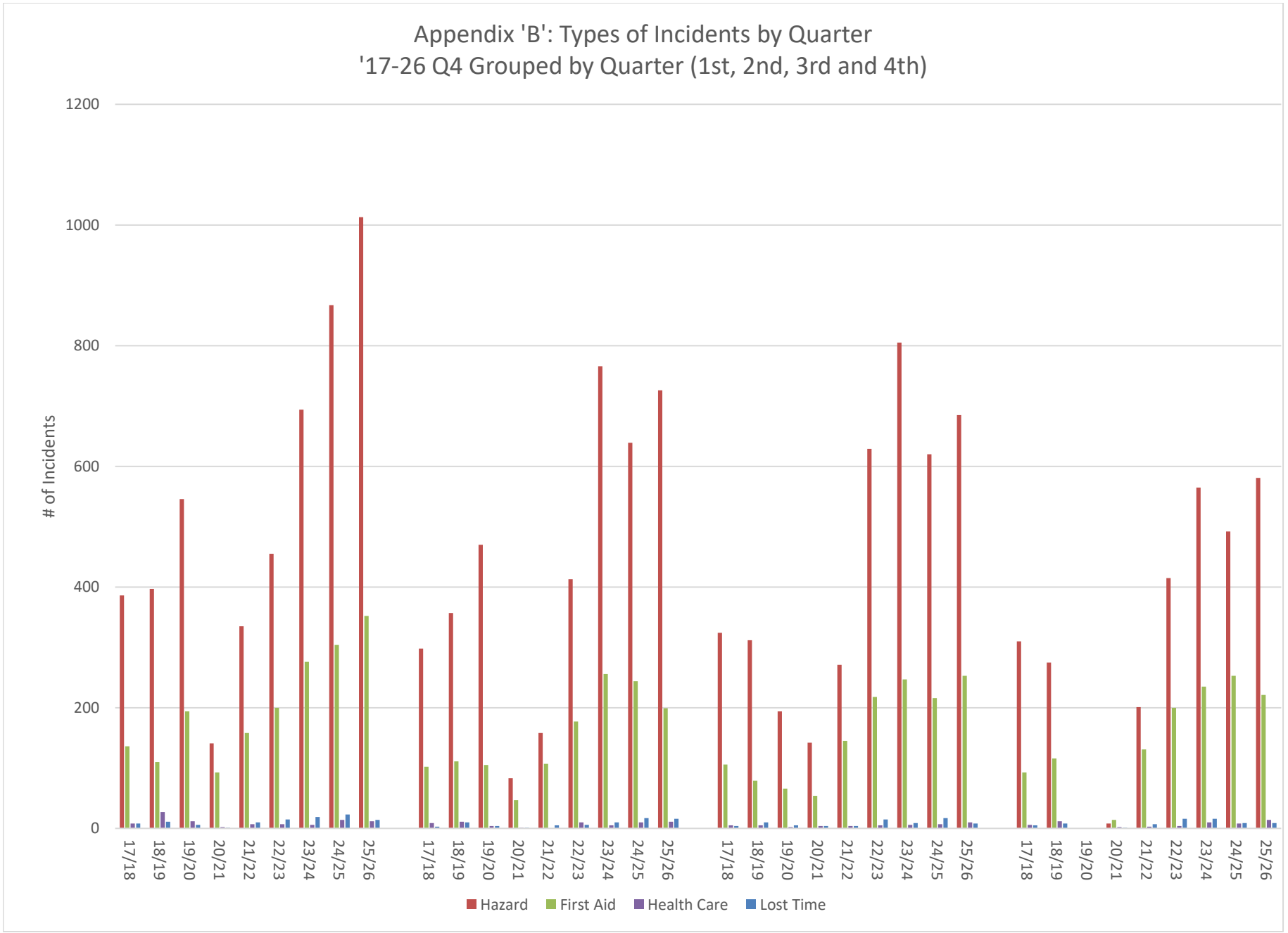
Appendix A

Appendix Title

Appendix ‘A’ – Total Incidents: 2017-2026 Q4

Appendix ‘B’ – Types of Incidents by Quarter: 2017-2026 Q4


Appendix 'A': Total Incidents '
17-26 Q4 Grouped by Quarter (1st, 2nd, 3rd and 4th)
# of Incidents
1600
1400
1200
1000
800
600
400
200
0
17/18
18/19
19/20
20/21
21/22
22/23
23/24
24/25
25/26
Reporting Quarters (1st, 2nd, 3rd, and 4th)


Appendix 'B': Types of Incidents by Quarter
'17-26 Q4 Grouped by Quarter (1st, 2nd, 3rd and 4th)
# of Incidents
1200
1000
800
600
400
200
0
17/18
18/19
19/20
20/21
21/22
22/23
23/24
24/25
25/26
Hazard
First Aid
Health Care
Lost Time

Report to Student Achievement & Well-Being Standing Committee

October 19, 2026

Subject: Student Evacuation Quarterly Data Q4 – 2025 - 2026

Recommendation

This report is provided for information.

Status

- Classroom evacuations are one tool utilized by staff to keep students and themselves safe.
- The Board has revised and enhanced AP2330 - Management Process for Student Behaviours Causing a Risk of Injury.
- Much of the commentary associated with the Student Behaviour Incident Report applies to the data included in this report.

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Classroom evacuations are categorized under three (3) broad categories:

- **Risk of Imminent Harm to Self or Others** – Based on the educator's judgement, students in the class must relocate to allow staff to support a dysregulated student
- **Reduce Stimuli or Triggers for Student** – Based on the educator's judgement and understanding of a student's needs, students in the class must relocate to reduce environmental stimuli
- **Student Medical** – Based on direction in a student plan of care or exigent medical circumstances, students are removed from class to support the duty of care or maintain student dignity

Evacuations by Panel

Elementary	Secondary
275	5

Evacuations by Grade or Program

Grade	Number
Kindergarten	46
1	72
2	29
3	50
4	22
5/6*	3
7/8*	0
Alternative Continuum of Education (ACE)	41
Elementary Behaviour Program (EBP)	11
Extended day	1
Secondary	5
Grand Total	280

Evacuations by Cause

Risk of Harm	Reduce Stimuli & Student Medical*
250	30

** Some categories or classifications were combined to protect student privacy*

Context:

The following information is provided to contextualize these data.

- Classroom evacuations can occur in a variety of ways. Staff make every effort to restore the learning environment as quickly as possible
- In the Elementary Panel:
    - The quarter consisted of 48 instructional days for 1930 classes
    - Within these data 79 classes experienced exactly one (1) evacuation

    - Evacuation rate: 0.3%
- In the Secondary Panel:
    - The quarter consisted of 48 instructional days with 3100 instructional periods
    - Evacuation rate: 0.003%

Background

As requested by the Board, student evacuation data is to be provided on a quarterly basis. These data reflect the quarterly data for the period April 15, 2026 to June 25, 2026 inclusive.

Financial implications

Expenditures are accounted for within existing budgets.

Communications

These reports are shared with the Trustees for information. These data are for internal use.

Prepared by: Bill Lemon, Chief Operating Officer
Bobbie Chatha, Superintendent, Student Achievement & Well-Being
Justin Brown, Senior Manager, Human Resource Services
and in consultation with Leadership Council.

Report to Student Achievement & Well-Being Standing Committee

October 19, 2026

Subject: Motion - Outdoor Education Policy Review

Recommendation

That the Student Achievement & Well-Being Standing Committee recommend approval to instruct the WRDSB Policy & Governance Standing Committee review and align WRDSB policies 2000 Environmental Values and 6004 Outdoor / Off Campus Education with "Acting Today, Shaping Tomorrow ", ministry framework; and

That the Policy & Governance Standing Committee explore the output indicator on pg 24 of the framework, " Board-wide committee established to coordinate implementation within the board", as well as the outcome indicator, "Implementation plan in place that is renewed, revised, and communicated annually."

Status

This Notice of Motion was served by Trustee C. Watson with support from Trustee M. Ramsay at the May 25, 2026, Board 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 the WRDSB environmental policies must reflect the "Acting Today, Shaping Tomorrow", framework,

Whereas outdoor education staff have decreased from 12 to 4 over the last 40 years,

Whereas outdoor education programs have been scaled back,

Whereas there are concerns about the future role of the WRDSB at the Laurel Creek Outdoor Education Centre

Whereas transportation is limited between 9:30 am to 1:30pm which interferes with student learning,

Financial implications

Financial implications are not known at this time.

Communications

If approved by the Board, Agenda Development Committee would schedule the request at an upcoming Policy & Governance Standing Committee meeting

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