TRUSTEE CONFERENCE REPORT

Name: Kathi Smith
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Name of Conference: Public Education Symposium 2019
Sponsoring Organization: OPSBA (and ACEPO)
Theme (If any): Stronger Together
Conference Dates: January 24 — 26, 2019
Location: Sheraton Centre Toronto

Workshops/Seminars/Presentations/Keynote Speeches Attended:

1) Educating in a World Where Education is everything….Don Drummond
   - Education is important to social conditions
   - Battle of our lives over fiscal resources
   - This year, our provincial deficit is $12 to $15 billion dollar
   - Can’t reconcile the promises to reality
   - Don’t seem to have a plan to turn things around
   - We will be up to $17 billion in the next 4 years
   - 26% before 2007-2008 and we are now in the 47% arena
   - Ontario has one of the largest debt burdens in the world
   - To balance the budget by 2022, all spending could only increase by 1.2% per year
   - That would be a decline of 1% per year
   - Our sustainable growth is at 1.5% per year
   - .5% growth
   - 18 years is 1% per year
   - Conference board estimates 2% based on 0.6% growth not seen since 1960
   - Sustainable growth
   - Japan wants 2% growth but it is not possible
   - Situation could be worse - spending cannot exceed 2%
   - We are about to increase education growth
   - We are not in a fiscal battle but in an ideological battle
   - Concern about the lack of focus on the real issues
   - Only way to improve results of tests is to teach to the test
   - Results of the tests show that we not moving forward
   - Arizona is going in and cheating to raise math results from 40% to 70%
   - Asking people what results that they used to achieve
   - 65-75% of determinants of health are based on social economics
• Things will be imposed on the system
• Standardized tests can be raised by raising the bottom

2) Managing Polarization in Public Consultation - Eric Bergman
• How to use it for public consultation
• How to use hostile opinions to change opinions in your favour
• Polarization model is his tool
• Bridge gap between truth and transparency
• Secret sauce, answer questions effectively
• How to answer the question
• Skill is least effective in public education
• Higher question is more effective and better
• How to give a shot at working
• Public consultation like a bad day at the bank
• If you lead with emotion, you want to hear what they say
• These models work everywhere, not just in business
• Arises as a result of issues
• Issue a fight looking for a place to happen
• No opinion line does not exist at a problem discussion
• Drag agenda to openly hostile side
• At one end is openly hostile and the other end is openly supportive
• In an argument you stay in the middle
• As you move to the outer sides, you are moving to an emotional argument
• Neutralize the negative so you can form a latent or unformed opinion
• Group that is easiest is the logical
• Allow polarization to fester and you cannot be a success
• Polarization - answer in clear and concise terms
• Bridge truth and transparency
  ■ Lying - you believe to be untrue when you make statements
  ■ Deception - is different than lying, you arrange facts that leave an impression you don’t believe
     ■ Spin - leaves more positive impression
     ■ Transparency - “truth”, available info, “ask me anything”
• Spin - are facts correct, impression credit correct
• Imperative to ask questions and find the answer
• Transparency - I have nothing to hide
• 300 to 600 questions in 90 minutes
• Blind loyalty and least objectionable
• Cannot control the message
• Make sure there is transparency
• Answer questions clearly and correctly
• They want to hear the answer
• 10 words to answer the question
• Yes I do have an answer and it will provide it to you
• No but I will find out
• Yes but I cannot answer at this point
• 10 questions in one minute
• 1.5 hours - 45 minutes are yours and the other 45 are theirs
  o Pause
  o Answer
  o Stop Talking and Stay on message
• Create an issue for an event
• Who speaks on behalf of the Board?
• Secret sauce - answering questions effectively

Openly hostile

3) Lori Lukinuk

• March 26 on Kindle - Roberts Rules of Order - in brief
• (Roberts Rules)
• “Fundamental Principles of Parliamentary Law”
  o Order
  o Equity
  o Justice
  o Minority & absentee rights
  o Majority prevails
• Nothing procedural in by laws
• Roberts’ Rules has a refined new document
• 6 steps to handle motions (seek & receive recognition)

  1) Member makes a motion
  2) Another member seconds
  3) Chair states motion
  4) Body debates the motion
  5) Chair puts the question
  6) Chair announces the results
• Chair abstains and can become reflected as a vote
• 6 against 5 for 1 abstention

4) Trust with Respectful Oversight

Sheila MacKinnon  Michael Barrett  Louise Sirisko

• 169-171
• Creature of statute
• Board bylaws can be seen as rules of engagement
• Board policy to carry out board activity
• Ministry of Education says we are a strategic Board
• How you operate as a Board
• Policy & procedures must reflect governance
• Role of Director is to take policies and reflect them in the procedures
• Board sets policy - they should be very short
• Director translates into action to help reach goal
• Oversite that trustees understand
• Multiyear plan one of the most important roles of trustees
• How to move forward with multiyear plan
• Director and staff establish planning with support
• #1 job of trustees - hire, fire, monitor, support Director
• Trustees support one employee only - their job
• Trustee job to support one employee only
• Trustees job is to act in favour of all elected officials, all areas, all issue
• Trustee has no right as a single member
• Must represent the whole
• Have no power
• Individuals are powerless
• Role of trustee is to listen, be empathetic and keep a record
• Trust until you don’t
• entrust management by staff through the Director
• Difference between being Directional - you should stay out of school operations
• Lead through questions
• Municipal conflict of interest act
• Staff need to know what each trustee is interested in for support
• No surprises from staff nor from trustees
• Critique your relationship
• Be open to hearing that there is work to be done
• Chair reflects the will of the Board
• Look forward but not back
• Understand the role
• Speak to those who overstep that are on the Board
• Chair needs to know all of the trustees
• Listen and refer to the Director
• “Lead in a different way”
• Focus on the goals
• Need to know that you can make a difference
• Strong leadership skills and how to work in the Board room
  • Effective
Leadership
Fair
Work well with others (Director)
Focus on Board Mission & Vision

6) Pin Ball Clemens spoke on Friday about his experiences. Great stories and ideas.

7) Student Trustee Panel
- Students want to
  o Realize - Publicize - Legitimize - Democratize - Utilize
- Thames Valley has one Indigenous student trustee who is elected by the community
- There is a free tampon program in TVDSB
- They are placed in the non-binary washrooms - they now are in female and non-binary washroom
- Superintendent of Facility Services has as part of the operations budget
- OSTA supports to assist students to attend school
- Member boards offer up to $700 per student per conference so that more student trustees may attend conference
- Offer flexible registration
- Bring in new contacts, not an A+ student to encourage more variety in student trustees
- No mark requirement
- Travel, free pizza

8) Collective Agreement Expiring - What’s Next
- Background to collective bargaining
- Penny talked about recent history
- SK & JK - cap of 29 student
- Grades 1 - 3 no average - look at 20 students
- Secondary, an average of 22 - senior academic grades with no equipment have much larger classes

9) Relationships in School Board
- Important to understand trustee relations, how to communicate to the whole board
- Chair & Director roles must be respectful of each other and of all trustees
- Need to work together and must be respectful
- Ability to run meetings is important for the chair to be able to manage
- Be able to cut people off in a polite manner
- Important within the team to have good working relations
- Need to know all of your trustees well if you are the Chair
- Need to have the chair direct the staff with respect to what the Board needs
- The chair must try to keep all trustees in the tent as long as possible
• “Everyone needs a win” on the Board
• Work on the effectiveness of the Chair
• Chair will direct the staff with respect to what the Board needs
• Chair must try to keep all trustees in the tent as long as possible
• Director needs to understand all of the dynamics
• Chair needs to share their understanding of where trustees start
• What causes a Board to divide?
   o Lack of clarity around roles & responsibilities
   o Meeting process and explanation
   o Information that is shared or not shared (skilled chair knows when not happening and deals with it)
• Chair & Director should have excellent communication with one another
• Chair should be obsessed with the agenda
• Board Chair should not have an opinion
• “Staff really wants to serve you well”
• Advise in advance your questions, comments and staff can be ready to react at the Board