

BOARD MEETING

Tuesday, March 28, 2023 | 6:30 pm

Virtual:	In-Person:
Join zoom meeting Meeting ID: 856 3321 7981 Passcode: 769627 Dial in: 1 855 703 8985	North Bay Boardroom NNDSB Head Office 963 Airport Rd., North Bay, ON.

AGENDA

1.0 Call to Order

1.1 Land Acknowledgement

We would like to open this meeting by acknowledging the traditional territories of the Anishinaabe, on which all schools of the NNDSB are situated. The Board Office is specifically located on the traditional territory of the Nipissing First Nation. We value the cultures, histories and relationships with the Indigenous People of Turtle Island. We are grateful to be gathered here today.

2.0 Request for Leaves of Absence

Motion: In accordance with BL-102, be it resolved that Trustee(s) _____ be granted a leave of absence from the March 28, 2023 Board meeting, as confirmation of regrets was provided in advance of the meeting.

3.0 Attendance

- 3.1 Confirmation of Quorum
- 3.2 Declaration of Conflict of Interest

4.0 Approval of the Agenda ✓

Motion: That the agenda for the Board meeting of March 28, 2023 be approved.

5.0 Review of Previous Minutes ✓

Motion: That the minutes of the February 14, 2023 Board meeting be approved.

6.0 Communication to the Board

- 6.1 Information Items
 - 6.1.1 Professional Development Opportunities Calendar ✓
 - 6.1.2 Monthly Tender Report- March 2023 ✓

- 6.2 Director's Update- Director Myles to lead this item.
 - 6.2.1 Board Report ✓
 - 6.2.2 Mid-Year Strategic Plan Progress Review ✓

- 6.3 Chair's Remarks- Chair Lougheed to lead this item.
 - 6.3.1 2022-23 Trustee Professional Development plan ✓

- 6.4 OPSBA Report- Trustee Steer to lead this item.
 - 6.4.1 Board Report ✓
 - 6.4.2 Annual General Meeting motions- For Approval ✓
 - a. Virtual conference attendance option
 - b. Board self-assessment template development

- 6.5 Student Trustees' Update
 - 6.5.1 Student Trustee Report
 - 6.5.2 Indigenous Youth Circle Update

7.0 Items for Decision

- 7.1 Report from Committee of the Whole Public Session

8.0 Committee Reports

- 8.1 Multi-Year Strategic Plan Committee Report
 - 8.1.1 Meeting minutes- March 6, 2023 ✓
 - 8.1.2 Terms of Reference- For Approval ✓
 - 8.1.3 Board report

- 8.2 Committee Meeting Minutes Presented for Information
 - 8.2.1 2023 02 01 First Nations Advisory Council ✓
 - 8.2.2 2023 02 16 Special Education Advisory Committee ✓

9.0 Next meeting Date: April 11, 2023

10.0 Adjournment

- 10.1 Motion: That on March 28, 2023 we do now adjourn at _____ pm.



963 Airport Road North Bay, ON P1B 8H1
Phone: 705.472.8170
Website: www.nearnorthschools.ca

Erika Lougheed, Chair

Craig Myles, Director of Education

The February 14, 2023 **Public Session Board Meeting** of the Near North District School Board was held in person at the Head Office and via a Zoom video and/or teleconference.

Trustees Present:

Erika Lougheed, Chair
Howard Wesley, Vice-Chair ®
Ashley St. Pierre ®
Bill Steer ®
Chantal Phillips
Jeanie Fuscaldo
Julie Bertram ®
Louise Sargent
Shane Hall
Cecilia Darling, Student Trustee ®

Administrative Staff Present:

Craig Myles, Director of Education
Deb Bartlett, Communications Officer ®
Gay Smylie, Superintendent of Education
Krista Messenger, Executive Assistant
Melanie Gray, Superintendent of Teaching and Learning ®
Seija Van Haesendonck, Superintendent of Business
Timothy Graves, Superintendent of Education ®

Other:

Staff, media, union and community partners

Trustees Absent:

Allen Lewis Trodd, Student Trustee

® attended remotely via Zoom video or audio conference

* arrived following roll call. Attendance noted within the minutes

1.0 Call to Order

Chair Lougheed called the meeting to order at 7:25 pm. Thanks were expressed for the flexibility to convene later than expected due to the preceding public Committee of the Whole meeting.

1.1 Land Acknowledgement

Chair Lougheed read the land acknowledgement aloud.

2.0 Requests for Leaves of Absence

Chair Lougheed confirmed there were no notices of regret provided by trustees for the meeting of February 14, 2023.

3.0 Attendance

3.1 Confirmation of Quorum

Attendance indicated that 10 trustees are present for the meeting, including Student Trustee Darling.

3.2 Declaration of Conflict of Interest

The floor was opened for trustees to declare conflicts of interest. Vice-Chair Wesley

indicated a conflict with a recommendation being presented as part of item 8.2- Report from Committee of the Whole Public session regarding the Trustee Initiative Fund application for the Festival of the Sound program.

Chair Lougheed accepted the declaration and thanked the Vice-Chair for his transparency. As per NNDSB BL-119, Vice-Chair Wesley is not permitted to take part in the discussion of this item, vote or attempt to influence the vote regarding this item.

4.0 Approval of the Agenda

Review of the agenda for the meeting of February 14, 2023. The floor was opened for amendments or additions, with none rose.

Motion: 23-02-01, J. Fuscaldo/ C. Phillips

That the agenda for the Board meeting of February 14, 2023 be approved. – CARRIED.

5.0 Review of Previous Minutes

It is noted that the minutes of the regular session held on January 10, 2023 were included in the agenda package. The floor was opened for amendments or additions, with none rose.

Motion: 23-02-02, J. Fuscaldo/ L. Sargent

That the minutes of the January 10, 2023 Board meeting be approved. – CARRIED.

6.0 Business Arising

6.1 Motion Reclassification Update

Chair Lougheed referred trustees to the attachment in the agenda package. It is noted that a resolution was approved at the meeting that did not meet the appropriate approval threshold. Motion 2023-02-05 included a decision to amend NNDSB by-law, which requires a two-thirds majority to carry which was not received. The floor was opened for further discussion or questions of trustees, with none rose.

Motion: 23-02-03, J. Fuscaldo/ S. Hall

WHEREAS the Board of Trustees of Near North District School Board is comprised of nine voting trustees;

AND WHEREAS, on January 10, 2023, the Board discussed a motion involving an amendment to by-law that resulted in a vote of five trustees in favour;

AND WHEREAS this motion was carried as NNDSB 2023-02-05;

AND WHEREAS, a two-thirds majority (described as six trustees on the prevailing side) is required to provide authority to motions involving amendments to by-law;

AND SO THEREFORE, NNDSB 2023-02-05 did not meet the required threshold.

BE IT RESOLVED, that the Board of Trustees of Near North District School Board

hereby recognizes resolution NNDSB 2023-02-05 as null. – CARRIED.

The Chair thanked trustees for their commitment to appropriate processes and governance procedures. Members of the public were referred to the February 2, 2023 meeting minutes of the Committee of the Whole for further information.

7.0 Communication to the Board

7.1 Information Items

- 7.1.1 Professional Development Opportunities Calendar*
- 7.1.2 Monthly Tender Report- February 2023*
- 7.1.3 Administrative Guideline Reports*
- 7.1.4 NNDSB Literacy Supports Report*

Chair Lougheed referred trustees to the board reports submitted for information as part of the agenda package for each item. The floor was opened for questions or comments of trustees:

- Question raised regarding educator professional development regarding the Gender Identity and Expression administrative guideline presented for information. It is recognized that there may be parents who find it difficult to accept their child's gender/identity, and so educators may need training/support to navigate these situations. SO Graves was invited to comment and recognized these situations are being supported these situations individually. Further professional development is planned for staff as part of the implementation of the administrative guideline. The Parent Involvement Committee (PIC) has plans to host information sessions in March.

7.2 Director's Update

Trustees were referred to the report contained in the agenda package. Director Myles spoke to a few highlights which included:

- February is recognized as Black History Month in Canada. Schools around NNDSB will celebrate Black culture and history and to applaud the achievements and significant contributions of Black Canadians. February 22 is also recognized as Pink Shirt Day as a day to stamp out bullying. Students within NNDSB are encouraged to wear pink as a symbol of anti-bullying.
- The continuing education program at LLC has seen tremendous success with the Personal Support Worker Program as a re-engagement opportunity. In our first session, there were 24 graduates. In the second session, we are positioned to see an additional 34 graduates from all regions.
- NNDSB is excited to announce the creation of a custodial training services certificate program due for launch in 2023. Virtual information sessions were scheduled throughout February and the program is expected to begin in March.

The floor was opened for questions or comments regarding the Director's report, with none rose.

7.3 Chair's Remarks

The Chair shared remarks regarding board and community engagement initiatives.

Highlights are noted as:

- Building on the report shared last month, further professional development opportunities are in the works for trustees. Trustees are encouraged to view the resources posted on the OPSBA's website from the Public Education Symposium as well.
- Recognition provided for the many outdoor learning opportunities happening across the NNDSB. Trustees were encouraged to view the opportunities shared on NNDSB social media accounts.

Trustees received the Chair's report with thanks.

7.4 OPSBA Report

7.4.1 Public Education Symposium- Roundtable remarks

Chair Lougheed noted that NNDSB was represented by four trustees at the OPSBA Public Education Symposium (PES), as space opened up for all who expressed interest at the January meeting. Trustees who attended were invited to share their experiences at PES. Highlights noted as:

- Trustee Bertram noted the sessions were very valuable as a new trustee.
- Trustee St. Pierre noted how impactful it was to hear from Chief Cadmus Delorme of Cowess First Nation regarding truth and reconciliation in the education setting.
- Vice-Chair Wesley spoke to the value in being able to connect with veteran trustees. High regard for the Northern caucus meeting and recognition provided for Trustee Steer and Trustee Bertram for taking on roles with the caucus.
- Chair Lougheed concurred with the comments offered by trustees and provided regard for the resources posted on the website for each session.
- Question raised by Trustee Sargent if there was any discussion regarding the opportunity to attend PES virtually next year. Trustee Steer noted he has continued to raise this at the northern caucus meetings. It is noted that Trustee Steer will consider putting forward a Notice of Motion at a subsequent meeting for the NNDSB Board to consider writing a letter to OPSBA to strengthen this request.

7.4.2 Board update

The floor was opened for questions regarding the OPSBA report, with none rose. The Chair thanked Trustee Steer and Trustee Bertram for continuing to represent NNDSB so well at the provincial level.

7.5 Student Trustees' Update

7.5.1 Indigenous Youth Circle (IYC) Update

The Chair invited Principal Spence to provide a report on behalf of Student Trustee Lewis. Highlights are noted as:

- IYC meetings were interrupted by snow days this month.
- At the next meeting, IYC will discuss the election process to select the next Indigenous Student Trustee. IYC is growing, and it is exciting to mentor future leaders.
- IYC is planning a spring leadership gathering at Spirit Point. This event will focus on goals for next year, and how NNDSB leadership can support these goals.

7.5.2 Student Trustee Report

Student Trustee Darling to speak to this item. Student Trustee Darling provided a verbal report that centred on positive student experiences during the first few weeks of second semester. Schools are planning transition information events in preparation for the new students that will arrive in September. Review of the mental health and student support information fair that took place recently. Community partners and NNDSB's mental health teams were thanked for their contributions to the success of the event. Closing comments to thank trustees for their interest in the work of the student body and the Student Trustee.

The Chair thanked the Student Trustees for their reports.

It is noted that the time is approaching 8:00 PM, and so a motion is needed to extend the meeting.

Motion: 23-02-04, J. Fuscaldo/ L. Sargent

That the Board resolves to extend the meeting to 8:30 PM. – CARRIED.

8.0 Items for Decision

8.1 Report from Committee of the Whole Private Session

Motion: 23-02-05, C. Phillips/ H. Wesley

Be it resolved that the Board approves the business conducted during the private session as discussed.- CARRIED.

8.2 Report from Committee of the Whole Public Session

Motion: 23-02-06, L. Sargent/ C. Phillips

Be it resolved, that the Board of Trustees of Near North District School Board approves the allocation from the Trustee Initiative Fund in the amount of \$20,000 in support of the Festival of the Sound's school music education program,

and that the Near North District School Board authorize and direct the Superintendent of Business to do all actions necessary, and execute all required documentation, to give effect to this approval, as accepted during the Committee of the Whole meeting. - CARRIED.

Chair Lougheed noted the next item pertains to a change to NNDSB by-law and so it requires a two-thirds majority in order to be approved. It is noted that interest was expressed at the preceding Committee of the Whole meeting to defer this for further discussion. The Chair canvassed trustees and confirmed agreement for this decision.

Motion: 23-02-07, L. Sargent/ C. Phillips

BE IT RESOLVED, that the Board of Trustees for the Near North District School Board defers the following recommendations for consideration following the receipt of a report from the Director of Education as discussed in the preceding Committee of the Whole meeting:

- a. That the Board of Trustees reinstates the Committee of the Whole Meetings to be held on the second Tuesday of each month from September to June.

- b. That the Board of Trustees reinstates the Regular Board meetings during the fourth week of each month from September to June.
- c. That the Board of Trustees receives the bylaw amendments for consideration and endorses the modifications to update our By-Laws in sections BL 102, BL 104, and BL 107.
- CARRIED.

Motion: 23-02-08, C. Phillips/ H. Wesley

Be it resolved, that the March Board meeting will be held on March 28, 2023 as recommended by the Committee of the Whole. - CARRIED

8.3 2023/2024 School Year Calendar Approval ✓

Motion: 23-02-09, C. Phillips/ H. Wesley

Be it resolved, that the Board approve the 2023-2024 School Year Calendar. – CARRIED.

8.4 CVRIS Tender Project Award- Whitestone Lake Public School ✓

Motion: 23-02-10, S. Hall/ J. Bertram

Be it resolved, that tender NNDSB 2023-012, Ventilation Upgrades, Whitestone Lake Public School be awarded to Venasse Building Group in the amount of \$460,000.00 plus HST. – CARRIED.

9.0 Committee Reports

9.1 Parry Sound Build Committee Report

9.1.1 *Minutes- January 12, 2023* ✓

9.1.2 *Minutes- February 6, 2023 (unofficial)* ✓

9.1.3 *Board report*

Vice-Chair Wesley spoke to this item as the Parry Sound Build Committee Chair.

Highlights of recent meetings included the attendance of the Capital Project Manager to review the site and floor plans with the committee. Note that the committee will be posting the plans to the website and issuing a media release so that members of the community know where to find this information.

9.2 Director's Performance Appraisal Committee Report

9.2.1 *Terms of Reference*

Chair Loughheed spoke to this item as the DPA Committee Chair. It is noted that the DPA Committee met on February 9, 2023. Trustees were referred to the amended Terms of Reference included for Board approval. The floor was opened for questions or comments regarding the amendments:

- Comment from Trustee Sargent to note she is not in favour of the proposed amendments, as it expands the mandate of the committee beyond its intended focus. The hesitation is a matter of in-camera business that is not appropriate to address in public session, so it is requested to refer this item to a private session.
- Chair Loughheed noted the DPA Committee has been tasked with this work, and so it is not aligned with the role of Board committees to refer items to other committees. Clarification from Trustee Sargent to note the DPA Committee is accountable to the Board as a whole, and through this relationship- the Terms of

- Reference need to be reviewed and approved.
- Clarification to note that the Director’s employment contract is a multi-year agreement, and the Director Performance Appraisal process and review of the DPA Committee’s Terms of Reference are annual items.
- Trustees were canvassed regarding their opinions. Consensus was expressed to defer approval regarding this document.

Motion: 23-02-11, L. Sargent/ C. Phillips

Be it resolved that the Board of Trustees moves to defer the adoption of the changes to the DPA Committee’s Terms of Reference. – CARRIED.

It is noted that the DPA Committee will take this direction from the Board and consider next steps as a committee before reporting back to the Board of Trustees.

9.3 Special Education Advisory Committee (SEAC) Report

9.3.1 Minutes- January 19, 2023

9.3.2 Board report

It is noted that a report is included seeking approval to issue a letter to the Minister of Education regarding Special Education funding. The floor was opened for comments or questions:

- Question regarding the opportunity to offer professional development training regarding challenging behaviours and fetal alcohol spectrum disorder (FASD). Trustee Phillips suggested a personal recommendation to engage Jeff Nobel.
 - SO Graves was invited to respond and noted the PIC committee is gathering data regarding session topics meaningful for parents. Note that NNDSB has offered FASD support training sessions in the recent past to educational assistants and early childhood educators as well.

Motion: 23-02-12, L. Sargent/ C. Phillips

That the Board of Trustees approves the submission of the letter regarding Special Education funding to be sent to the Ministry of Education, as recommended by the Special Education Advisory Committee. – CARRIED.

9.4 Committee Meeting Minutes Presented for Information

9.4.1 Parent Involvement Committee (PIC)- January 18, 2023 (unofficial)

Trustees were referred to the meeting minutes contained in the agenda package for information.

10.0 Next Meeting Date

Chair Loughheed confirmed the Board of Trustees will meet next on March 28, 2023.

11.0 Motion to Adjourn

Motion: 23-02 13, C. Phillips/ H. Wesley

That we do now adjourn at 8:21 pm. – CARRIED

Erika Lougheed
Chair

Craig Myles
Director of Education

RESOLUTION SUMMARY

<p>23-02-01 J. Fuscaldo C. Phillips</p>	<p>That the agenda for the Board meeting of February 14, 2023 be approved. – CARRIED</p>
<p>23-02-02 J. Fuscaldo L. Sargent</p>	<p>That the minutes of the January 10, 2023 Board meeting be approved. – CARRIED.</p>
<p>23-02-03 J. Fuscaldo S. Hall</p>	<p>WHEREAS the Board of Trustees of Near North District School Board is comprised of nine voting trustees;</p> <p>AND WHEREAS, on January 10, 2023, the Board discussed a motion involving an amendment to by-law that resulted in a vote of five trustees in favour;</p> <p>AND WHEREAS this motion was carried as NNDSB 2023-02-05;</p> <p>AND WHEREAS, a two-thirds majority (described as six trustees on the prevailing side) is required to provide authority to motions involving amendments to by-law;</p> <p>AND SO THEREFORE, NNDSB 2023-02-05 did not meet the required threshold.</p> <p>BE IT RESOLVED, that the Board of Trustees of Near North District School Board hereby recognizes resolution NNDSB 2023-02-05 as null. – CARRIED.</p>
<p>23-02-04 J. Fuscaldo L. Sargent</p>	<p>That the Board resolves to extend the meeting to 8:30 PM. – CARRIED.</p>
<p>23-02-05 C. Phillips H. Wesley</p>	<p>Be it resolved that the Board approves the business conducted during the private session as discussed.- CARRIED.</p>
<p>23-02-06 L. Sargent C. Phillips</p>	<p>Be it resolved, that the Board of Trustees of Near North District School Board approves the allocation from the Trustee Initiative Fund in the amount of \$20,000 in support of the Festival of the Sound’s school music education program,</p>

Minutes of the Public Session Board Meeting of the Near North District School Board held February 14, 2023

	and that the Near North District School Board authorize and direct the Superintendent of Business to do all actions necessary, and execute all required documentation, to give effect to this approval, as accepted during the Committee of the Whole meeting. -CARRIED.
23-02-07 L. Sargent C. Phillips	Be it resolved, that the Board of Trustees for the Near North District School Board defers the following recommendations for consideration following the receipt of a report from the Director of Education as discussed in the preceding Committee of the Whole meeting: <ul style="list-style-type: none"> a. That the Board of Trustees reinstates the Committee of the Whole Meetings to be held on the second Tuesday of each month from September to June. b. That the Board of Trustees reinstates the Regular Board meetings during the fourth week of each month from September to June. c. That the Board of Trustees receives the bylaw amendments for consideration and endorses the modifications to update our By-Laws in sections BL 102, BL 104, and BL 107. - CARRIED.
23-02-08 C. Phillips H. Wesley	Be it resolved, that the March Board meeting will be held on March 28, 2023 as recommended by the Committee of the Whole. - CARRIED
23-02-09 C. Phillips H. Wesley	Be it resolved, that the Board approve the 2023-2024 School Year Calendar. – CARRIED.
23-02-10 J. Bertram C. Phillips	Be it resolved, that tender NNDSB 2023-012, Ventilation Upgrades, Whitestone Lake Public School be awarded to Venasse Building Group in the amount of \$460,000.00 plus HST. – CARRIED
23-02-11 L. Sargent C. Phillips	Be it resolved that the Board of Trustees moves to defer the adoption of the changes to the DPA Committee’s Terms of Reference. – CARRIED.
23-02-12 L. Sargent C. Phillips	That the Board of Trustees approves the submission of the letter regarding Special Education funding to be sent to the Ministry of Education, as recommended by the Special Education Advisory Committee. – CARRIED.
23-02-13 C. Phillips H. Wesley	That we do now adjourn at 8:21 PM. – CARRIED

PD Opportunities Report

Title:	March 2023 Trustee Professional Development Opportunities Report
Ongoing Opportunities and Resources	<ul style="list-style-type: none"> • Ontario Public School Board Association’s “Trustee Development Program” modules https://modules.ontarioschooltrustees.org/ • Ontario Public School Board Association’s “Guide to Good Governance” https://www.opsba.org/wp-content/uploads/2023/01/EN_Good-Governance-Guide-2022-2026_en_aoda_final.pdf • Ontario Public School Board Association’s 2023 Public Education Symposium- workshop and panel discussion resources: <ul style="list-style-type: none"> ○ Rules of Order presented by L. Lukinuk ○ Communications Workshop – For New Trustees presented by D. Matthews and S. Donaldson ○ Best Practices to Ensure Productive Trustee Meetings presented by S. MacKinnon ○ Find the full list here: https://www.opsba.org/events-and-publications/public-education-symposium/ • Ministry of Education governance resources http://www.edu.gov.on.ca/eng/policyfunding/leadership/govern_resources.html • Canadian School Boards Association (CSBA) School District Governance-Theoretical and Conceptual Foundations https://www.cdnsba.org/governance-resources <ul style="list-style-type: none"> ○ Saskatchewan School Boards Association- Effective public speaking module • Ontario Student Trustees Association- List of publications https://osta-aeco.org/our-work/publications/
Scheduled Opportunities	<p>Osgoode Professional Development will be offering the following scheduled opportunities that may be of interest to trustees:</p> <ul style="list-style-type: none"> • Human Resources Law for Education Professionals May 1, 2023
Registration Support	<p>Trustees may reach out to Krista Messenger via email at krista.messenger@nearnorthschools.ca for registration support if they are unsuccessful in self-registering by following the links above, or to request printed copies of the material to review, where available.</p>

Closing Date	Project	Location	Bidders Submitting Bids	Awarded to	Net Award	Tax	Total	Rationale
February 10, 2023	NNDSB 2023-014 Supply & Delivery of Fuel Oil	Argyle Public School Magnetawan Public School Nobel Public School	McDougall Energy Inc.	McDougall Energy Inc.	\$1.3461	\$0.1750	\$1.5211	Only Bidder, price per litre
February 10, 2023	NNDSB 2023-004 Provision of an Employee Assistance Program	Board	ComPsych Corporation Dialogue Health Technologies Inc. Homewood Health Inc. Inkblot Technologies Inc. Kelly J Morgan					Not yet awarded; Matrix evaluation to be completed by evaluation committee
February 14, 2023	NNDSB 2023-003 Annual Boiler Maintenance, Inspection & Testing	Board	Ainsworth Inc. Bernard Rochefort Limited 1999377 Ontario Ltd. o/a CTRL HVAC	1999377 Ontario Ltd. o/a CTRL HVAC	\$ 38,500.00	\$ 5,005.00	\$ 43,505.00	Low bidder, not yet awarded
February 14, 2023	NNDSB 2023-010 New Universal Washroom & Washroom Upgrades	Evergreen Heights	Helix Construction Inc. Direk Construction Inc. Kenalex Construction Co. Ltd R&G Construction Venasse Building Group Inc. W.S. Morgan Construction Limited	Venasse Building Group	\$ 243,000.00	\$ 31,590.00	\$ 274,590.00	Low bidder, not yet awarded

Title:	Director's Update
Contact:	Craig Myles, Director of Education
Date Submitted:	Board Meeting March 28, 2023
Welcome	As our students settle back in from March Break, it is hard to believe there are only a few months left in the 2022 -2023 school year. I would like to take a moment to thank all members of the Near North school community. You are all vital to the success of students. With spring finally here, I hope that staff and students can reflect, refresh and rejuvenate for the opportunities in the months ahead.
Public Health Reminders	<p>The provincial government has advised that as Ontario continues to live with and manage COVID-19 for the long-term, there are layers of protection to support keeping ourselves and others healthy, such as:</p> <ul style="list-style-type: none"> • washing hands often • covering your mouth when you cough or sneeze • regularly cleaning high touch surfaces <p>The NNDSB follows the direction of the Ontario Government, and the recommendations from our local health units. The School and Child Care Screening Tool is recommended in addition to the continued option for mask-wearing as a personal choice.</p>
Program Updates	<p><u>Multi-Year Strategic Plan- Progress Data of Note:</u> As part of the Multi-Year Strategic Plan Committee's work, the Director's Office is pleased to share the following monthly data of note to further demonstrate the positive direction NNDSB is moving in across the four priority areas: Excellence in Communication; Excellence in Relationships; Excellence in Teaching and Learning; and Excellence in Innovation.</p> <p>This month, Excellence in Teaching and Learning is being presented through a review of the School Effectiveness Framework (SEF) process update.</p> <p>In alignment with the goals and priorities of the 2021-2026 Multi-Year Strategic Plan, NNDSB has implemented key systemic improvement planning efforts, such as the K-12 School Effectiveness Framework (SEF) process. The SEF framework is a dynamic document designed to support school improvement and student success. It identifies evidence-based indicators of successful practice for effective schools. The SEF process acknowledges where schools are in their journey and incorporates their vision and goals for improvement. All staff contribute to the safe, engaging,</p>

and inclusive school environment observed within the SEF visit process. Principals use SEF observations to gain the perspective of colleagues as critical friends who observe the school and the teaching and learning environment. Educators gain insight into positive next steps in student achievement.

The first SEF activity is underway currently, with a focus on school/system leadership conversation and reflection to grow a common understanding of the SEF process and to ensure future SEF activities are responsive and relevant to school and system needs.

2022 CODE Summer Learning Program report

The Council of Directors of Education (CODE) has issued the 2022 Summer Learning Program report. This report represents the thirteenth year of CODE's facilitation, management, and oversight of learning opportunities offered by District School Boards to assist their more vulnerable students. The aim of the Summer Learning Program is to help these young learners keep pace with their peers, acquire new skills, and develop more self-confidence heading into the September school year.


The 2022 report notes that NNDSB was one of 70 participating school boards to offer Summer Learning Programs. Across the province, more than 13,500 students were enrolled and supported by over 1,000 educators in 312 classrooms. A report [found here](#) was shared with the NNDSB Board of Trustees in September regarding the board's unique outcomes and success. A link to CODE's 2022 Summer Learning Program Annual Report can be [found here](#).

Monthly Kudos- January and February Honourees

The monthly kudos honourees are selected to align with members of our team that demonstrate teamwork, cooperation and flexibility in the workplace that embody our strategic commitments- excellence in teaching and learning, excellence in innovation, excellence in relationships, and excellence in communication contained in our MYSP.

January 2023: Justin Hawn

J. Hawn is known for his collaborative work style and positive attitude. This was particularly evident over these past few months as Justin worked to support the move to using Edsby for the creation and dispersal of elementary report cards. Justin supported the initiation of this last year with pilot schools, which has involved many hours of troubleshooting and brainstorming with system and school staff alike. Justin models Excellence in Relationships, Innovation and Communication through his collaborative

	<p>approach; Justin values every person's perspective and uses their insights to build a solution that works to support every student and every staff. Thank you, Justin, for all that you do!</p> <p><i>February 2023: Lisa Spencer</i></p> <p>L. Spencer is recognized for the extensive variety of projects she is supporting that truly speak to the value of the coordinator role and how far it can be stretched. With her knack for always finding room on her plate, Lisa continues to keep the PSW program momentum rolling ahead and is now also supporting the implementation of the Custodial Services Training (CST) program. Under the leadership of the Board's Officer of Corporate Affairs, Lisa's work with the CST program will also delve into writing curriculum, while still completing other pathways and secondary program duties. Lisa's work and approach touch each of the board's strategic commitments to excellence in Relationships, Innovation, Teaching and Learning, and Communication in unique ways that contribute greatly to our progress within the MYSP. Well done Lisa!</p>
<p>Event Updates</p>	<p><u>Expansion of the partnership with the North Bay Battalion</u></p>  <p>In follow-up to the information shared last month, NNDSB was pleased to partner with the North Bay Battalion to support anti-bullying initiatives through activities and presentations to Grade 7 and 8 students in support of Pink Shirt Day. As part of the Ontario curriculum, students continue to learn the importance of setting personal boundaries, creating healthy relationships and maintaining personal safety. The Battalion players model inclusivity and respect for all students and encourage them to be active, positive citizens in their community. Learn more about this initiative through this video.</p> <p><u>Specialist High Skills Major (SHSM) Annual Hospitality Dinner</u></p> <p>The 7th Annual Hospitality Dinner was hosted in Parry Sound on March 7, 2023. This annual event is an incredible opportunity where members of the</p>

	<p>hospitality industry are invited to enjoy an evening of networking and dining while observing Parry Sound High School’s Hospitality students preparing and serving a three-course meal.</p> <p>The SHSM program at PSHS allows students to explore careers in the hospitality and tourism industry. There are currently 34 students enrolled in the program, under the guidance of their Hospitality and Tourism Teacher B. Cousins. Along with networking opportunities, the dinner is a chance for SHSM students to practice for the upcoming Skills Canada competition. In previous years, this program has taken home several awards. This year PSHS students are competing in construction, auto mechanics, baking and culinary. Schools across the NNDSB are invited to participate in this annual competition.</p>
<p>Administrative Guidelines for consultation</p>	<p>Currently, there are no AGs on the website for stakeholder input. Please continue to check back regularly.</p> <p>When documents are added for consultation, they are placed here: https://www.nearnorthschools.ca/board/administrative-guidelines/</p>
<p>Event Updates</p>	<p><u>Special Recognition Days</u> This month NNDSB is pleased to acknowledge special recognition days for their educational value, and connection to the Board’s mission, vision, and strategic plan. The following are a few examples noted this month, in addition to those shared as part of other board communications. Meaningful ways individual schools have recognized each day are featured on school websites and included in the monthly Chair/ Director newsletter, Near North Matters.</p> <p><i>March 21 – International Day for the Elimination of Racial Discrimination</i> This day symbolizes the recognition that every individual is born free and equal in dignity and rights. The 2023 theme of the International Day focuses on the urgency of combatting racism and racial discrimination, 75 years after the adoption of the Universal Declaration of Human Rights. NNDSB is taking steps to fight racism in the classroom by providing students with rich educational opportunities, making discussions about race and equity a natural occurrence, and encouraging student voice.</p> <p><i>March 25 – Earth Hour</i> NNDSB encourages our community to take part in this year’s Earth Hour, set for Saturday, March 25th from 8:30 to 9:30 p.m. For one hour, families are invited to turn off their lights, wherever possible, to raise awareness of climate change and the actions we can all take to reduce our environmental footprint.</p>

2022/2023



Mid-Year Strat Plan Progress Review

2022-2023 School Year
Director Craig Myles



Executive Summary

The Director oversees the work of all departments whose plans are aligned with and support the goals of the Board as established on page 16 and 17 of the 2021-2026 Multi-Year Strategic Plan. In this report, the Director presents a mid-year summary in point form of some of the key initiatives and actions that he has approved to be undertaken by the board to demonstrate progress toward the 5-year goals as set under the overarching priorities.

Each MYSP goal set out in collaboration with the Board requires a multi-faceted and multi-year approach to achievement. The following summary review attempts to provide a snapshot of the actions NNDSB is taking in the 2022-23 year of the Multi-Year Strategic Plan.

Excellence in Innovation

Engage in innovative future-oriented learning experiences that promote excellence in student achievement and well-being.

Excellence in Communication

Near North District School Board is committed to promoting public confidence and community support in public education. Effective communication provides opportunities to share accurate and reliable information and clarity of goals as we seek to attain the vision, mission and priorities that build stronger relationships. Excellence in communication practices throughout our organization are vital to the success of achieving our Mission.

Excellence in Relationships

Build positive relationships with all members of our education community to foster an engaged and inclusive board culture. Together, we model our stated values, we practice acknowledgement of others, and we continuously meet student needs. There is a definite relationship between a culture of caring and student achievement and well-being. Creating a culture of caring also involves a celebration of our successes.

Excellence in Teaching and Learning

Deliver a superior educational experience for all students. Providing educational pathways that promote student choice and meet all learner requirements (trades, employability, post-secondary education, and life skills).



The above priorities are expanded in the multi-year strategic plan to include specific directions in a 5 year mission. In the following document you will be provided brief examples of some of the critical actions taken to meet the Director's specific 2022-2023 goals. The Director sets specific, measurable, attainable, actionable, realistic and time bound (SMART) goals for the current year. The current year goals support progress toward the overall 5 year MYSP goals as established in collaboration with the Board of Trustees. The March update provides summary indications as to how the Director has led the implementation and operationalisation of these goals from September 2022 through to March 2023.

It is important to keep in mind that NNDSB embarked upon the first year of significant change in 2021-22. In April of 2022, the executive and their system leads had just been introduced to the complete MYSP 6-week cycle process and were in the beginning stages of exploration to better understand the process. Deep understanding takes time, struggle, and acceptance in a learning by doing mode. NNDSB is currently in year 2 of this change which includes significant capacity building across the system to support this essential method of acting with purpose toward student equity, achievement, and well-being, communicating progression for feedback and determining next steps with the student at the nucleus of efforts.

The Mid Year Strat Plan progress review report is followed by the summary graphic that demonstrates alignment of goals and intentions operationalized within the [MYSP 6-week Cycle](#) process for continuous improvement. The Director and senior team have implemented this comprehensive process in two phases: phase one was introduced in 2021-22 to the executive and system (board) team. Phase two was implemented in schools in 2022-23 to ensure alignment and consistency across all departments and all schools. The process is integral to improvement and progress toward the attainment of MYSP goals and establishing and permeating a shared vision throughout all regions, schools, and departments of the board.

This is the beginning of a deeply embedded strategic process to monitor and support all NNDSB employees in fulfilling the goals and priorities of the Multi-Year Strategic Plan. Day one of the new school year is day one of the MYSP 6-week continuous improvement cycles; a shared process for engaging in shared practice toward growth. As with the Board Improvement Plan for Student Achievement and Well-being (BIPSAWB) and Department Improvement Plans for Student Achievement and Well-being (DIPSAWB), the School Improvement Plans for Student Achievement and Well-being (SIPSAWB) and resulting 6-week cycle processes will require several iterations of learning before a marked systemic change in culture is identified. Progress will be monitored continuously with focused methods, including school visits grounded in the philosophies of the [School Effectiveness Framework](#). Every 6 weeks, data is being reviewed at the system level and reviewed and analyzed for next steps. With the introduction at the school level, the same process will become normative practice.

Below

Change theorists recognize that positive change does not occur quickly. In order for change to occur in a large organization, there must be a continual process of growth guided by a shared vision and shared process.

Michael Fullan, one of the foremost respected educational researchers, suggests that “a large-scale change may take 5–10 years in an educational setting”. The Director is encouraged by the level of comprehension and adoption of the shared vision thus far. Phase two of implementation is ongoing system wide as we enter the 2022-23 year and move into phase 3 of change *the transition to new culture*.

Acceptance of the change process is uniquely experienced by individuals across the system and cultural change will occur incrementally, with focused support and job embedded learning at a pace that is commensurate with social context and readiness to learn.



Step 1	Step 2	Step 3	Step 4
<p>2020-2021 Design, Introduction and Saturation.</p> <p>Design of the MYSP required Director leadership in gathering stakeholder voice in cooperation with external data experts and consultants.</p> <p>To design the MYSP, the Director engaged in an unprecedented level of collaboration with the Board of Trustees staff, students, community, and other stakeholders. This ensured a well thought out and meaningful MYSP.</p> <p>This in-depth consultative approach included Nanos Research surveys, Ministry special advisor reports, Ramsay Partners and Ombudsman consultations and our own internal research.</p> <p>In the 2020-21 year, as part of the intensive process to establish the MYSP priorities, it was important to socialize the new MYSP with all stakeholders. The work following the design of the MYSP began with intensive efforts to introduce and saturate the priorities before any implementation of priorities could take place.</p>	<p>2021-2022 Implementation and cultural transformation begins.</p> <p>Although the 2021-2026 MYSP has been introduced, it will take some time to embed it in the culture of the board. The 2021-2022 year included multiple means to embed the 4 priorities into all aspects of NNDSB.</p> <p>It is also important to point out that "culture" is not a static entity but continues to evolve, change, adapt etc. The Director's role is to ensure it stays current and relevant.</p> <p>Implementation of the MYSP includes alignment of practice with the 4 priorities. Historically this has not been our approach. Therefore, 2021-22 was a critical year in implementing changes that align board actions toward meeting MYSP priorities.</p> <p>Implementation involves a parallel process whereby staff are gaining an understanding of the importance of the MYSP, while at the same time adjusting practice to strive toward the goals of the MYSP.</p>	<p>2022-2025 Represents a recovery period.</p> <p>During this time, we expect to see more growth toward a change in culture and operational processes.</p> <p>A note from another expert educational theorist:</p> <p>“If educational change is to succeed in any setting, it needs to start from where people are. If the ‘gap’ between what affected groups of people currently understand and what the change requires them to understand is great, then the necessary preparation for the change will need to take longer. Ultimately, short cuts do not work and introducing change initiatives that ignore this simple truth amounts, in my opinion, to little more than the symbolic triumphalist action.”</p> <p>(Goodson, 2001)</p>	<p>2026 Growth in Cultural Change / Planning begins.</p> <p>The process of cultural change involves shared goals and commitment. It demands tailored interventions and capacity building to transform culture toward a shared commitment to the MYSP.</p> <p>A new informed MYSP process is based upon the progress data gathered over 5 years.</p> <p>“The more ambitious and demanding the change is, in terms of its scale, and especially in terms of the degree of difference it hopes to bring about in what happens in classrooms, the longer it will take. Exactly how long is difficult to judge. Fullan (2007), using examples of change mostly from North America, suggests that a large-scale change may take 5–10 years to become part of normal classroom life in the majority of schools.”</p> <p>Wedell ,2015, <i>Planning for Educational Change: Putting people and their contexts first.</i></p>

Shared Vision

Building of capacity regarding MYSP priorities and goals

Building upon the foundation established at the August Leadership Conference, the NNDSB Leadership Team continues to provide collaborative opportunities for principals and managers to engage in planning toward the shared vision established in the 2021-2026 Multi Year Strategic Plan (MYSP). Leaders are building a deeper understanding of the MYSP 6-week cycle process in schools and departments. Leaders are collaborating to examine the value of gathering evidence, the measures that matter, and the use of data in evidence informed action toward meeting established goals.

Ongoing professional development (PD) for all staff includes further saturation of MYSP priorities and goals in developing a strong shared vision. PD supports all leaders in determining strategic plans and best next steps in the interest of student achievement, equity, and well-being as a shared vision.

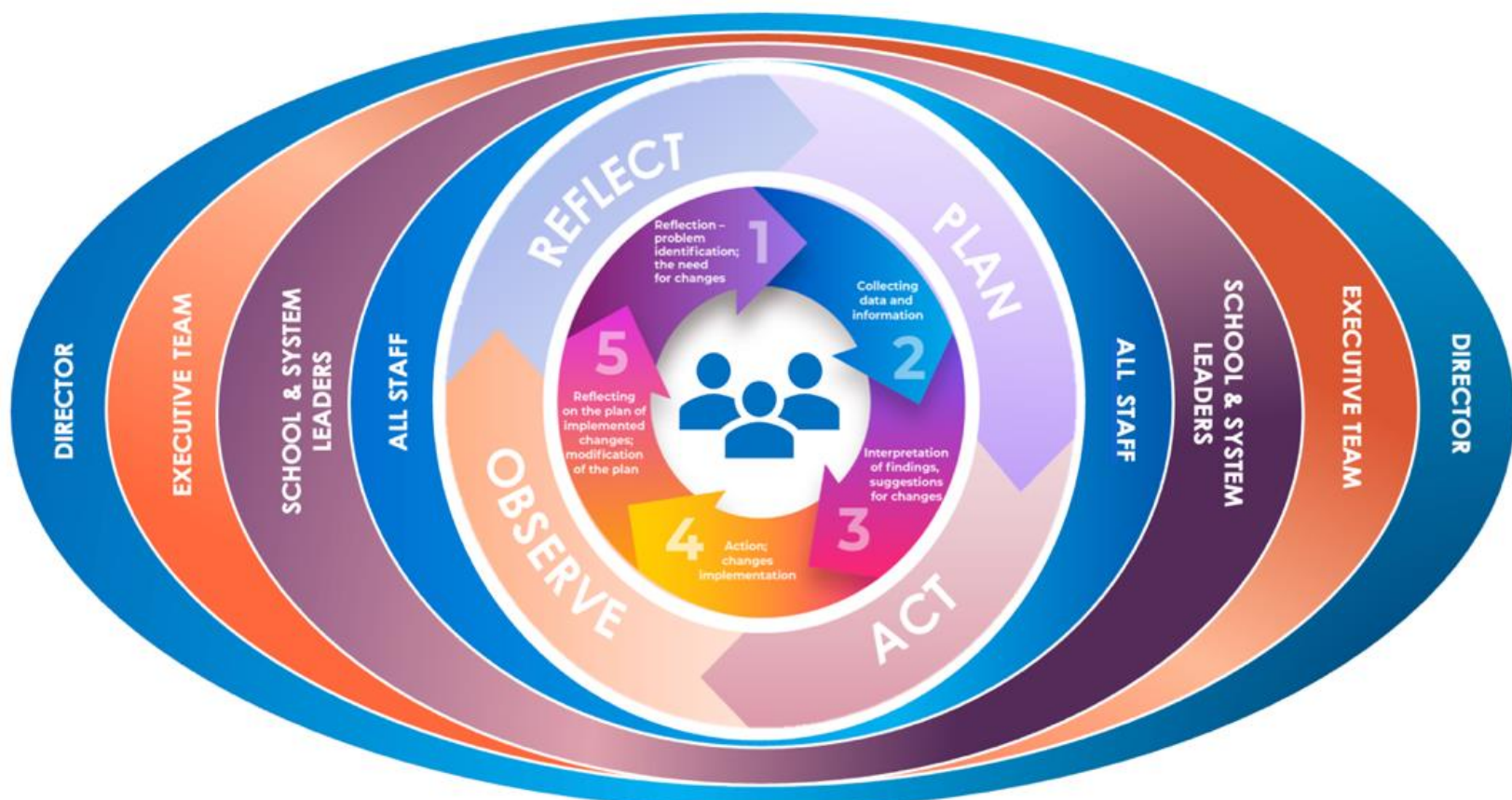
Shared Process

MYSP 6-week cycle process

Common understanding of the 6-week cycle process continues to be built. Furthering understanding in this quarter, included a meeting organized by Human Resources, ETFO Regional and Provincial representatives and the Near North District School Board Leadership Development team. This collaborative meeting helped all stakeholders to come to a common understanding of the 6-week cycle process and the benefits of engaging in a common cycle of inquiry and evidence gathering while honouring teachers' professional judgement to determine the measures that matter for students.

Capacity continues to be built around how the process leads to collective efficacy. The process adopted across the system facilitates a shared vision and common practice in all schools which allows all staff, educational and operational, to transfer schools, classrooms, roles or departments across the system and step in with the same understandings, expectations, and timelines.

6-WEEK ITERATIVE CYCLES OF PLAN, ACT, OBSERVE, REFLECT



Student profiles

In the beginning of the 6-week cycle process, the educator follows their professional judgement regarding identified marker students who will require short term, midterm, or long term supports. The educator is invited to use the Student Profile checklist template to guide their thinking and investigation into how to support their marker students. This checklist helps capture data and evidence to best frame next steps in supporting marker students and indeed all students in the classroom.

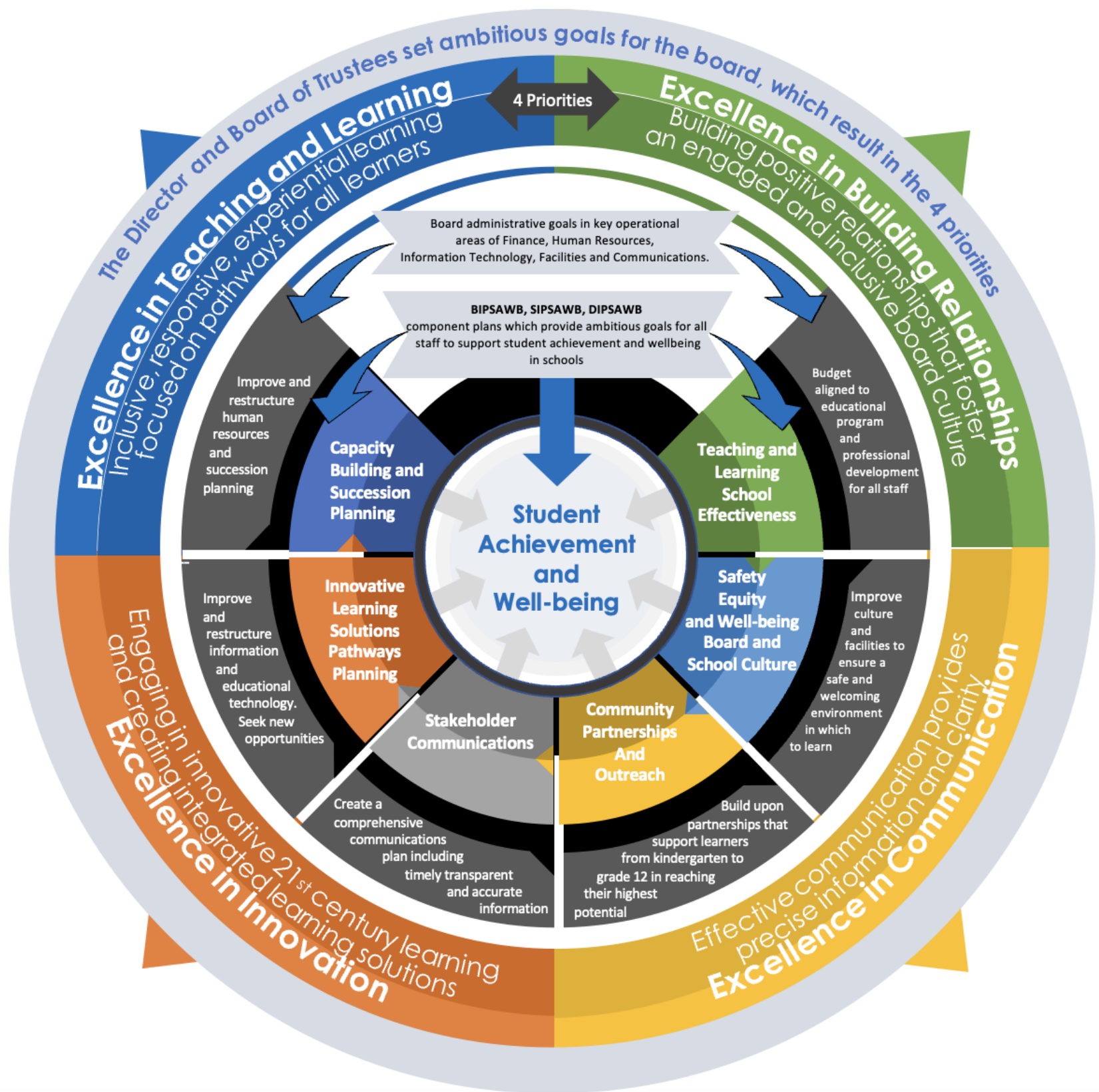
A completed checklist supports educators in planned collaborative conversations with peers throughout every 6-week cycle. Conversations centre on how to best support all students and provide equitable opportunities to access learning. A profile for each marker student helps the teacher plan for appropriate instruction and intervention, monitor progress, and make regular adjustments based on the [plan, act, observe, reflect model](#) of inquiry. A class profile works in the same way, and it is well worth the time to gather this information for all students.

With the introduction of the MYSP 6-week cycle process at the system level, there is a noticeable positive shift to collaborative efforts in exploring and implementing new programs, community partnership exploration and solidification, and strategic debrief of system protocols to determine strength, weakness, opportunities, and targeted next steps.

Shared Leadership

Monthly Leadership meetings

Leadership meetings in this quarter provided support and collaborative time for leaders to engage in school improvement planning. Working together in a shared setting has allowed families of schools to better align their goals to improve student transitions. Collaborative activities foster greater understanding of how departments such as Human Resources, Finance, Facilities, and IT align their goals to program initiatives and ministry expectations for schools. The February meeting created collaborative opportunities for school, department, and union leaders to run through scenarios which helped them to better understand the positions and perspectives of each support resource in engaging staff in meaningful work toward MYSP goals. The March meeting included an opportunity to revisit the value of the student profile, the MYSP 6 week cycle process and the school effectiveness team visits in providing essential staff and student support.



ABOVE

MYSP Planning, Implementation and Monitoring is a dynamic, organic process where all the components - board, department, and school teams set goals and actions that align to the priorities of the plan. Continuous improvement is guided by the operational MYSP 6-week cycle process.

The MYSP 6-week cycle process supports all staff to:

- Continually evolve and assess their results to assure alignment toward the four MYSP priorities.
- Assure every action plan has a trajectory toward student achievement and well-being
- Fulfill the vision, mission, and values of the MYSP

NNDSB ensures that the work of every action plan has a direct line of sight to the highest intentions of the organization, All NNDSB goals should link to the vision, mission, and values of the Multi Year Strategic Plan.

The Circles of Excellence:

The Outer Circle represents the four priorities established by the Board of Trustees, the Director of Education, and the Senior Team: [Excellent in Teaching and Learning](#), [Excellence in Innovation](#), [Excellence in Relationships](#), [Excellence in Communications](#). It emphasizes the priorities of the 2021-26 Multi-Year Strategic Plan. The Director and Trustees set ambitious priorities and entrust the board staff to implement the plans that support and enrich those priorities toward the core purpose of Student Achievement and Wellbeing (at the vortex). Each of these priorities is supported by a comprehensive plan for staff.

The Grey Circle represents board practices which involve structural /business practices that support all staff. The Director and Senior Team set ambitious goals and design metrics for their progress. Goals are established for effective board practice, structure, culture, philosophies, and innovation in key areas of HR, IT, finance, communications, community partnerships, teaching and learning.

The Inner Circle represents relevant staff and their contributions that more directly support student achievement and wellbeing. BIPSAWB, SIPSAWB & DIPSAWB are acronyms denoting Board, School, and Department Improvement Plans for Student Achievement and Well-Being. Senior leadership, principals, vice principals, managers and other staff develop and implement board plans (BIPSAWB), school plans (SIPSAWB) and department plans (DIPSAWB) to engage professional practices that move the board toward set goals in Student Achievement and Wellbeing.



Highlights

Addressing MYSP Goals

Academic

Ensure that NNDSB can reach all students with a full suite or portfolio of programs.

- NNDSB is ensuring a full suite of programs from kindergarten to adult learners across all regions. Learning includes but is not limited to experiential learning K-12, eco schools learning k-12, STEM and coding in mathematics, structured literacy, thriving Specialist High Skills Majors (SHSM), Coop and Ontario Youth Apprenticeship (OYAP) opportunities, PSW and the new Custodial Services program.
- New Hockey skills programs at Parry Sound High School (PSHS) and Humphrey connects to students in need of alternative programming for success and will stress leadership skills. NNDSB is currently applying for new programs at Almaguin Secondary School and Mattawa Secondary School.
- NNDSB is committed to ensuring all students have access and opportunity to meaningful learning experiences through the lens of Indigenous history, culture, and perspectives. This includes program expansion-Indigenous education and Anishnabewan as choice for second language for grade 7,8.
- All NNDSB Grade 11 students are enrolled in NBE3 - English: Understanding Contemporary First Nations, Métis, and Inuit Voices as their mandatory Grade 11 English.
- Successful engagement in Board wide EcoSchools certification represents environmental excellence for all schools K-12 in Canada. Participation in the program allows students, teachers, school administrators, custodians, and parents to get a clear picture of their current environmental practices and take action to reduce their environmental footprint.

Grow capacity in staff to deliver high-quality, evidence-based assessment and instruction.

- NNDSB is working at the forefront to ensure the recommendations of the Ontario Human rights Commission “The Right to Read” are addressed.
- Literacy and mathematics educators are learning to identify critical, evidence-based components of a comprehensive literacy and numeracy programs, have access to resources that align with these components and understand how to embed them into their elementary/secondary teaching and programming including the use of evidence based baseline assessment data.
- In the wake of COVID 19 and in the absence of reliable Ministry data, NNDSB has gathered baseline evidence of student need in Literacy and Mathematics to align resources, and capacity building efforts to support equitable access to learning which includes a trajectory of significant gap closing for students based on identified need, and significant learning recovery for all.

Redesign learning programs to take advantage of technological capabilities and building our capacity for student ownership.

- Implementation of *ChromeBooks* to support equitable access to technology enabled learning to support mathematics.
- Ensure students with a learning disability have access to and can effectively use technology to ensure equitable learning outcomes, while enhancing self-efficacy.
- Use technology and virtual learning resources to provide increased opportunities for access to home instruction.

Communities

Build the reputation and improve the relationships of NNDSB with important stakeholder groups.

- Equity Advisory circle expanded membership to all regions. NNDSB provides continued opportunities to connect and engage with community partners at our Equity Advisory Circle Meetings, enabling us to learn from each through clarification and alignment of each other’s’ work while centering our collective commitment to support equity and inclusion in our schools.
- Alternative Secondary School Program (ASSP) – Partnership with North Bay Indigenous Friendship Centre being delivered addressing the needs of urban Indigenous students by supporting the completion of OSSD requirements and preparing them for next steps.
- Board based Math Facilitator work with Dr. Alex Lawson and Heather Wark from Lakehead University to review and develop fractions professional learning plan and resources will be introduced in 2022-23. This collaboration is enabled through a partnership grant from the University of Windsor.
- Strategic work in Literacy has garnered NNDSB much attention with provincial Literacy organizations.

Develop and maintain strong improved partnerships and collaborative relationships with education providers and community partners. Work together for a common purpose and mutual benefit.

- Consultation process with District Social Service Administration Boards (DSSAB) and Consolidated Municipal Service Managers (CMSM) to support childcare opportunities.
- Consultation with Communities and Community agencies resulting in memorandums of understanding to clearly articulate partnerships.

Design a decision-making process that continues and/or expands opportunities for consultation and conversation with important communities about decisions that affect them.

- Addressing Community need through the creation of innovative programs such as the adult PSW and Custodial Services programs was accomplished through involvement of expertise across departments.
- Collaboration with the City of North Bay is leading to increased demand for NNDSB spaces and lucrative leasing opportunities of mutual benefit to NNDSB and the community resulting in increased community development.

To represent and serve all our communities equitably. NNDSB is to become a place to thrive no matter who or where you are.

- The process was used to launch the New Hockey skills programs in Parry Sound at PSHS. The introduction to grade 7,8 students at Humphrey and Wasauksing First Nation and pilot program in Mattawa connects to students in need of alternative programming for success and stress leadership skills. Application to expand the Hockey Skills program prepared for application April 1, 2023, for Almaguin Secondary School and Mattawa intermediate and Secondary students.
- Year two PSW in North Bay and Parry Sound with expansion to Mattawa and planning for West Nipissing
- Increased Before and After Childcare programs in rural areas in collaboration with local DSSABs and CMSMs in response to childcare viability survey results.

Processes

Build business (payroll, facilities, HR, IT, teaching, and learning) processes that are efficient, effective, and supportive of key objectives.

- Phase 2 of the MYSP 6-week cycle process implementation marks a key step in change management whereby board department and school staff work together in a system of continuous improvement in the interest of student achievement, equity, and well-being.
- School Effectiveness Framework assessment and feedback process begins in all schools provides an ongoing improvement model for schools.

Invest in technology to achieve efficiencies in operations, streamline tasks, remove redundancies in operations that create obstacles inefficiencies.

- Difficult Migration to Powerschool Student Information System from Trillium is nearing completion. This necessary migration involved the alignment of many staff and training across all regions for all frontline support staff in schools.
- Adoption of EMHware in Mental Health programs
- Expansion of Lexia Power Up Programming
- Increased use of Acadience K-7 and assessments to screen all students for deficits in their reading skills.
- Partnership with InspireTech Learning in virtual robotics, cyber security, and Sector Partner Experiential events.

Improve staff understanding of the role, function and values of all functions, processes, and system-wide coordinating processes/mechanisms.

- Monitoring of Organizational review and realignment has shown that holding off on specific suggested hires was smart as we have been able to realign duties and may not require the roles i.e., SAWB analyst.
- HR work will continue over several years - HR will work with all departments to review role descriptions and realign for balance in scope and responsibility creating efficiencies.

Build efficient and effective budget planning/monitoring driven by student achievement and well-being goals.

- Finance department provision of training modules for all staff to deepen understanding of the Finance software, creating efficiencies in communication between schools and the Finance department. This learning has resulted in a decrease in emergent support calls.
- Finance implementing credit card Option for School Cash-on-line.
- Finance goal to explore more options i.e., online invoices to reduce paper consumption in all areas.

Organization

Build an effective and efficient organizational structure.

- Collaborative structure allowed Innovative programs like Hockey Skills, Personal Support Worker and Custodial Services program have demanded a high degree of collaboration between departments in the interest of student achievement and well-being. These programs are raising the positive profile of the Near North District School Board while answering the needs of NNDSB communities.

Build a performance organization culture characterized by accountability collaboration, teamwork, and knowledge sharing.

- Leadership development meetings include principals, and managers in essential professional development and create connections with key organizations for essential learning and union representatives for collaboration and insight.

Build organizational capacity across the system to execute the MYSP teaching and learning objectives. Eliminate key person dependencies and exposure of the organization to unexpected departures through cross-training and comprehensive and intuitive succession planning.

- Mentor/coaching learning modules developed to build upon the succession planning and leadership learning modules created for the purpose of leadership development.

Become a data-driven, strategically managed organization.

- Online training allowed IT staff to effectively reach all essential staff in a timely and effective manner to familiarise them with the new Student Information System before migration deadline.
- Due to successful application and use of EEAF funding from 2018-2020 allocation of EEAF funding was automatically provided to NNDSB in 2021-22. Funding was used to support becoming a data driven board and to improve efficiencies in facilities staffing and role responsibilities. In 2023 the gathering of evidence has greatly increased, and decisions are data driven.

Financial

Ensure that the NNDSB is managed efficiently and is financially sustainable year over year and for the long term. Make decisions that are sustainable.

- Facilities collaborations, grant applications, leasing opportunities and application for Educational Effectiveness and Accountability Funding and specialized HVAC and connectivity funding have allowed NNDSB to ensure efficient processes and functionality that is sustainable for the foreseeable future.
- A move to training webinars has allowed the Finance department the opportunity to provide training to principals, central and support staff in the new K212 software. This essential training has allowed school staff to be more confident and has significantly reduced calls for support to busy Finance staff.

Ensure that NNDSB spending, and resources are aligned to the MYSP. Align revenue, spending, and resource allocation to MYSP priorities and directions and ultimately student achievement.

- Finance involved the senior team in budget discussions and obtained direction/consulted on spending new funding (example of COVID recovery dollars, and each Superintendent working with their program teams to determine how best to direct the funds).
- Priorities and Partnership Funding is managed and aligned as a group collaborative effort with update every 6 weeks.

Ensure that NNDSB meets Ministry expectations / requirements for financial stewardship and accountability. Increase budget holder accountability for spending and variance.

- Becoming more familiar with the MYSP 6-week cycle process allowed the finance team to become familiar with the benefits of planning and alignment. In preparation for the 2022-23 budget, more time was dedicated to reviewing the enveloped areas of funding (Indigenous education, multi-disciplinary team funding, mental health funding) to ensure that the funding is spent on expenditures that meet the Ministry funding parameters, but also match with the MYSP priorities. This included multiple discussions with the SOs and their program teams to determine the vision for the positions. Some changes to positions were made to realign with the departments' new directions/goals.

Manage surplus accounts strategically. (Learn to use our surplus and reserve dollars wisely.) Plan ahead for change based on future trends. Accumulate or spend according to plan.

- Capital Facilities proposals to Ministry of Education for efficient use and disposal of properties. Plan looks forward to outlying areas as well to reduce costs of maintaining underpopulated buildings with declining enrollment.
- Investigation of unpaid leases and antiquated agreements.
- Investigation of NNDSB neglected charity has been started to reinstate in an efficient way that supports the NNDSB communities.

Generate growth revenue from ancillary (non-traditional) sources.

Increase the visibility of financial performance to communities/stakeholders through transparent, accurate and timely communication.

- Collaboration with the City of North Bay is leading to increased demand for NNDSB spaces and lucrative leasing opportunities of mutual benefit to NNDSB and the community resulting in increased community development.
- Addressing Community need through the creation of innovative programs such as the adult PSW and Custodial Services programs was accomplished through involvement of expertise across departments. The PSW program has begun to turn a profit and the Custodial Services program is bringing much needed employees to the board.





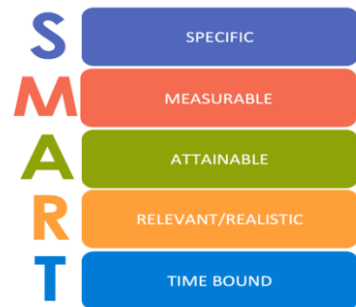
EXCELLENCE IN TEACHING AND LEARNING: Deliver a superior educational experience for all students. Providing educational pathways that promote student choice and meet all learner requirements (trades, employability, post-secondary education, and life skills).

EXCELLENCE IN INNOVATION: We engage in innovative future-oriented learning experiences that promote excellence in student achievement and well-being.

EXCELLENCE IN RELATIONSHIPS: We build positive relationships with all members of our education community to foster an engaged and inclusive board culture. Together, we model our stated values, we practice acknowledgment of others, and we continuously meet student needs.

EXCELLENCE IN COMMUNICATION: The Near North District School Board is committed to promoting public confidence and community support in public education. Effective communication provides opportunities to share accurate and reliable information and clarity of goals as we seek to attain the vision, mission and priorities that build stronger relationships.

SIPSAWB/DIPSAWB/BIPSAWB



The school improvement plan for student achievement and well-being (SIPSAWB) and department improvement plan for student achievement and well-being (DIPSAWB) inform the board improvement plan for student achievement and well-being (BIPSAWB)

The MYP 6-week cycle alignment plan provides structures for increased teacher involvement in SIP goals based on the needs of the learner.

SCHOOL EFFECTIVENESS



The School Effectiveness Framework (SEF) provides indicators which serve as objectives for effective classrooms.

In alignment with the MYP 6-week cycle process, we observe for effective assessment and feedback practice and setting the conditions for excellence in a positive and culturally responsive learning environment.

6-WEEK CYCLE PROCESS



The Multi Year Strategic Plan (MYP) 6-week cycle process ensures consistency of practice across the system for all staff.

This calls for a focus on knowing the learner through the collection of varied data. It encourages responsive teacher practice grounded in assessment FOR, AS and OF learning, and timely intervention aligns to the SEF and the school and board vision.

System supports include but are not limited to:

School Effectiveness Framework (SEF) including SEF visits and feedback, ongoing PD, 6-week cycle structure, Share point site and roadmap resources.

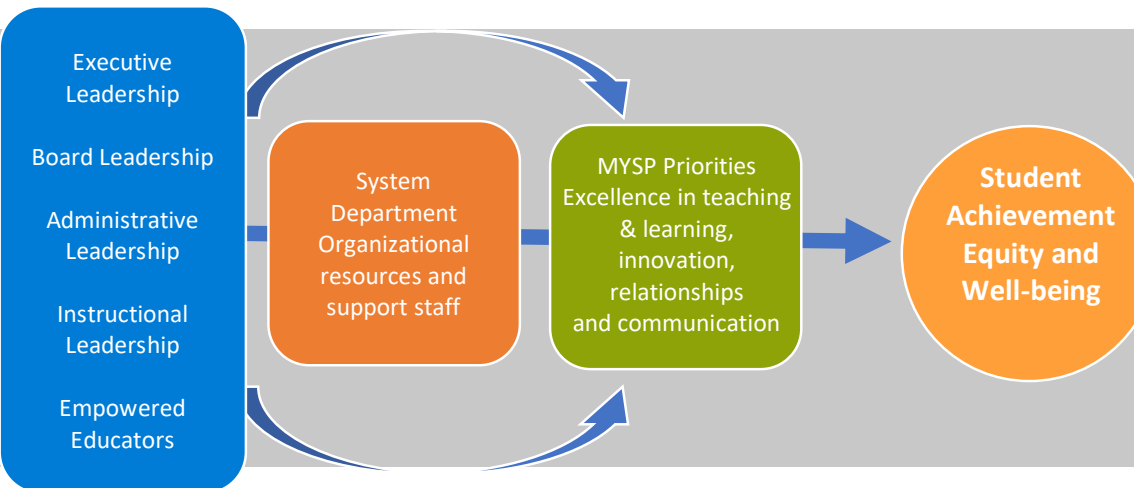
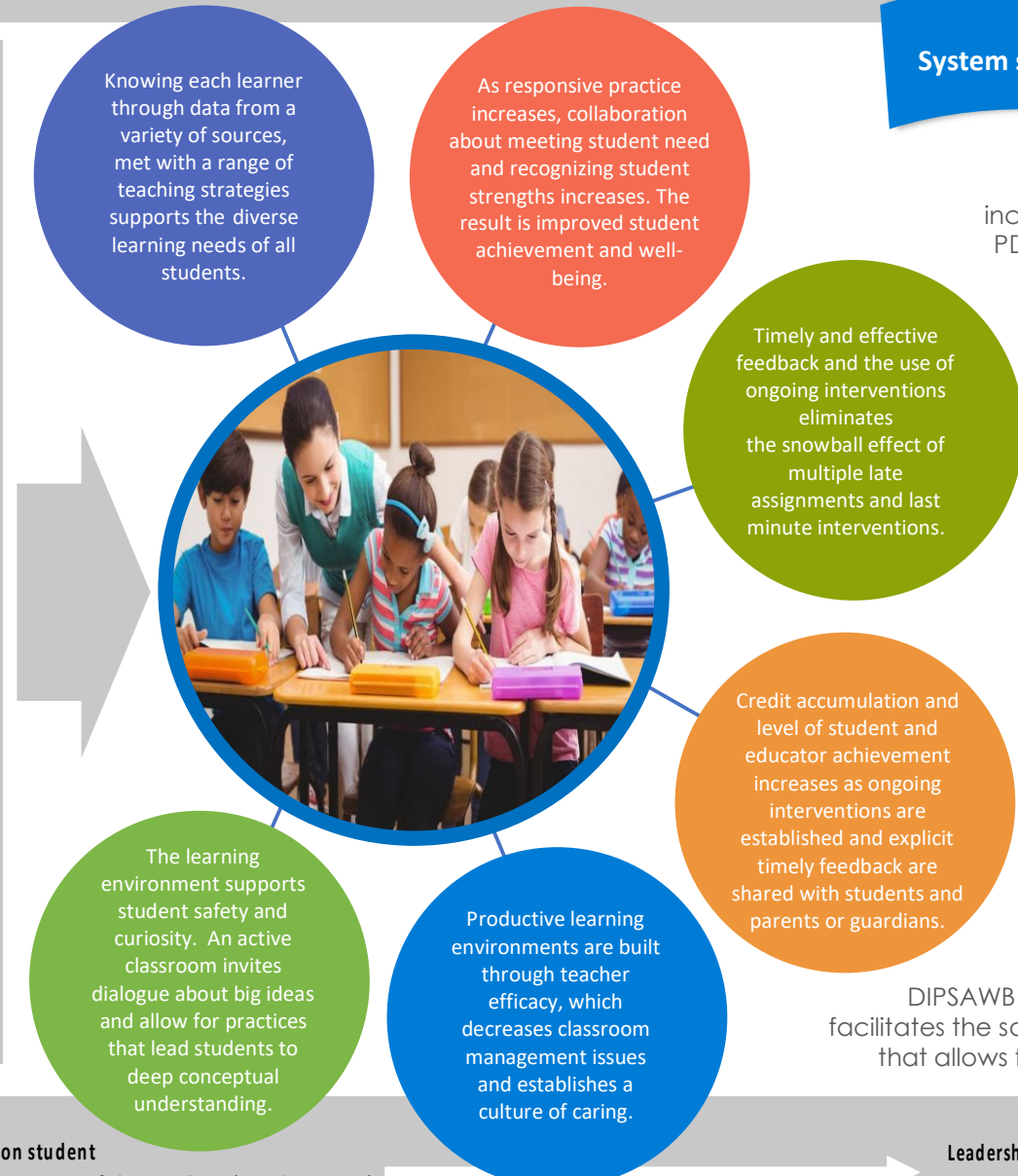
6-week cycle structure which promotes joint work in the interest of marker students

6 week cycle road map, which guides responsive teacher practice and increased communication with student, parent or guardian and peers, timely interventions, and reflective gathering of triangulated evidence.

SEF visits and debrief reports, and celebration of best practice observed during SEF visits.

BIPSAWB aligned to SIPSAWB, 6-week cycle which facilitates regular and ongoing communication and collaboration with the success of marker students at the heart.

DIPSAWB aligned to SIPSAWB, 6-week cycle which facilitates the safe and productive learning environment that allows for student achievement and well-being.



The single greatest effect on student achievement is the effectiveness of the teacher. (Sanders 2000)

Leadership is second only to teaching in its impact on student outcomes. (OLF 2013)

Personalization, puts the student at the centre, providing assessment and instruction that are tailored to students' particular learning needs. Precision links assessment "For" and "As" learning to evidence-based instruction that responds to the learning needs of each student. Focused, ongoing, job-embedded professional learning supports the seamless weaving together of instruction and assessment. As a system, we strive for teacher collaboration and the collective belief that we can make a difference for our students by providing fulsome, rich, and mindful educational experiences that meet their diverse needs and lead them to maximum success as a lifelong learner.

The nucleus of the vision is student achievement, equity and well-being. We work to continually improve student achievement and to provide a culture of caring. The four pillars of the BIPSAWB, SIPSAWB, DIPSAWB are supported through the system structures which promote our growth toward collective efficacy.

Title:	NNDSB Board of Trustees Professional Development Plan
Contact:	Board Chair Erika Lougheed
Date Submitted:	March 28, 2023
Mandate:	Alignment with the 2021-2026 MYSP goal to “ensure trustees are supported with progressive professional development programs” as noted within the strategic commitment to Excellence in Teaching and Learning.
Background:	<p>NNDSB trustees have been provided with a range of opportunities to further their professional development and learning. In addition to the orientation sessions, and opportunities referenced in the monthly opportunities calendar reviewed each month, focused opportunities have been scheduled based on areas to broaden the trustee lens. These sessions have included:</p> <p>February 2023: “Indigenous Education training”: “Four Seasons of Reconciliation” Self-paced online course offered to trustees that will set the stage for the more in-depth training planned with a facilitator in May 2023.</p> <p>March 2023: “Trustee Roles and responsibilities” session hosted by B. Rodriguez on March 9, 2023. This session focused on deeper learning regarding the roles of individual trustees, the Board, and the Chair, and effective meeting practices.</p>
Update:	<p>It is noted that further scheduled opportunities are planned in the months ahead. As the date approaches, more information will be shared with trustees if needed.</p> <p>April 2023: “Governance vs. operations”</p> <ul style="list-style-type: none"> • Tentatively scheduled for Thursday, April 13, 2023 • Session will be hosted virtually and facilitated by Hicks Morley (L. Reesor and M. Hines). <p>May 2023: “Indigenous Education training” (part two)</p> <ul style="list-style-type: none"> • Tentatively scheduled for May 9, 2023 10- 4 PM as an in-person session (location to be determined). • The foundation setting course will be facilitated by Kellie Brownbill <p>June 2023: Communications Protocol</p> <ul style="list-style-type: none"> • Tentatively scheduled for June 15, 2023

	<ul style="list-style-type: none">• Presenter to be determined.
Recommendation:	That trustees accept the 2022-23 Professional Development plan as presented.

OPSBA Report

March 28, 2023

Trustee Steer

These are the questions I asked at the February 24/24 OPSBA Meeting. See the agenda regarding numbering in relation to the questions.

#1. **4.0 Updates on Special Projects by J.Nyman 4.1 The Ontario Coalition for Children and Youth Mental Health**

Through the Chair to Judith...as noted in the OPSBA package regarding the mental health coalition.

"One of the areas of focus for the Coalition is to advocate for increased funding for community supports and services specifically for tier 3 and 4 (see Figure 1) children and youth to ensure a safety net and continuum of service that is beyond the scope of what schools can provide."

Judiith is it premature, or what can OPSBA do or individual boards to further this needed initiative along?

The answer is that any time any Board can follow up with their complementary agencies regarding this important and (continued-timely) issue in society, it is appreciated.

#2 Bill Steer - NNDSB...**Within 9.4 Financials** as presented. The quarterly financial report.

Through the Chair to the presenter...

Explanation of: two items... Advocacy & Government Relations 50,000 89,630 179.3...year to date and then Board of directors 150,000 80,648 53.8 - is this for meetings and we have spent more than half to date? We have discussed or identified we need to reduce some of these costs and rely a little more on virtual meetings? (There was mention of one day BOD meetings, yes?)

Answer: The increase was attributed to Advocacy Day and the second was the cost of meetings. (There is talk of reducing the two-day meeting to one

And a supplemental I said, "a solution is to create a right hand column for anecdotal notes to explain line items or as in the audited statements a page of notes. Can we have this practice started?" This was accepted.

#3 Bill Steer - NNDSB

OPSBA Priorities Section - Supporting Trustees as Leaders in Public Education Date: February 24-25, 2023 SUBJECT: Corporate Affairs Update

Through the Chair...either the Chair or Exec. Director may comment...Under the Environmental Scan...the following,

"Top Five Common/Consolidated Themes: 1) Capacity Building (Elected Officials): leadership, school board governance (9)..."At present board self assessment, a way to increase transparency, is seldom undertaken (there are examples from York and the TDSB.) We evaluate our Directors of Education through a number of ways including the MYSP...

We have a learning module, number 21 of 21, Board Self Assessment: Governance Performance

Will Board self assessment be any part of building capacity? It is one of the few items not legislated as a role/responsibility of the education act. Also it may be included within the Strategic Planning Project Plan?

Answer. OESC Director Ted Doherty explained there has been little done in this area. (Since the meeting and through our Chair I have contacted Ted and information is forthcoming through special advisor Wayne Jourdie. There is no cost for this.

Important April 1 meeting of the Northern caucus. As Vice Chair we are beginning to plan our fall face-to-face meeting in the "Soo." An agenda is set.

(If the NNDSB passes the self-assessment resolution of March 28 then this will be an information item for the April 1 meeting; along with the resolution regarding increased P.E.S. coverage.)



ONTARIO PUBLIC
SCHOOL BOARDS'
ASSOCIATION

Leading Education's Advocates

BOARD OF DIRECTORS MEETING

Friday, February 24, 2023 at 7:00 p.m.

Saturday, February 25, 2023 at 9:00 a.m.

Sheraton Centre Toronto Hotel, Willow Ballroom

123 Queen St. W. Toronto ON M5H 2M9

A G E N D A

Timed Item (Friday):

7:30 p.m. Agenda Item 3.1, Presentation from the Centre for Black Student Achievement

8:00 p.m. Agenda Item 3.2, Recent School Board Equity and Human Rights-related Issues, Misinformation and Controversy

Timed Items (Saturday):

9:10 a.m. Agenda Item #6.1, Labour Relations Update (Private Session)

9:30 a.m. Agenda Item #8.1, Education Finance Update

10:00 a.m. Agenda Item #9.1, Ontario Education Services Corporation (OESC) Update ~ *Ted Doherty*

1. CALL TO ORDER – Cathy Abraham, President

1.1 Traditional Territory Acknowledgement

2. APPROVAL OF THE AGENDA

2.1 Introduction of Other Business*

2.2 Approval of the Agenda

2.3 Declarations of Conflict of Interest

* *Agreed upon other business will be considered under Section #13, unless otherwise determined.*

3. PRESENTATION

3.1 Presentation from the Centre for Black Student Achievement

3.2 Recent School Board Equity and Human Rights-related Issues, Misinformation and Controversy

4. APPROVAL OF MINUTES

4.1 Board of Directors, November 27, 2022 (Draft)

4.2 Board of Directors, January 10, 2023 (Draft)

5. MINUTES AND/OR UPDATES FROM EXECUTIVE COUNCIL, REGIONAL COUNCILS AND ENROLMENT REPRESENTATIVES (*Brief Verbal Updates ~ Maximum 15 Minutes Total*)

5.1 Executive Council, November 26, 2022 (Draft)

5.2 Executive Council, January 10, 2023 (Draft)

- 5.3 Executive Council, January 17, 2023 (Draft)
- 5.4 Canadian Union of Public Employees Ratification Vote, December 7, 2022
- 5.5 Ontario Council of Education Workers Ratification Vote, January 17, 2023
- 5.6 Central East ~ *Jaine Klassen Jeninga, Regional Chair*
 - a) Regional Council Meeting Minutes (Draft), January 28, 2023
- 5.7 Central West ~ *Donna Danielli, Regional Chair*
 - a) Regional Council Meeting Minutes (Draft), January 28, 2023
- 5.8 East ~ *Susan Humphries, Regional Chair*
 - a) Regional Council Meeting Minutes (Draft), January 28, 2023
- 5.9 North ~ *George Saarinen, Regional Chair*
 - a) Regional Council Meeting Minutes (Draft), January 28, 2023
- 5.10 Peel District School Board ~ *David Green, Enrolment Representatives*
- 5.11 Toronto District School Board ~ *Michelle Aarts, Enrolment Representatives*
- 5.12 West ~ *Arlene Morell, Regional Chair*
 - a) Regional Council Meeting Minutes (Draft), January 28, 2023

6. COMMITTEE OF THE WHOLE (PRIVATE SESSION)

- 6.1 Labour Update (*Timed Item*)

7. EXECUTIVE OFFICERS' REPORTS

- 7.1 President's Report
- 7.2 First Vice-President's Report
- 7.3 Second Vice-President's Report
- 7.4 Executive Director's Report

8. UPDATES AND OPERATIONAL MATTERS

- 8.1 Education Finance Update (*Timed Item*)
- 8.2 Legislative Update
 - a) Advocacy Day Report
- 8.3 Government Relations, Public Affairs and Communications Update
- 8.4 Program Policy Update
- 8.5 Equity, Diversity and Inclusion Update
- 8.6 Corporate Affairs Update
 - a) Strategic Planning Update
 - b) 2023-2024 Meetings and Events Planning
- 8.7 OPSBA-OSTA Liaison Committee Update ~ *Verbal*

9. NEW BUSINESS

- 9.1 Ontario Education Services Corporation Update (*Timed Item*) ~ *Ted Doherty*
- 9.2 Interim Progress Report on 2022-2023 OPSBA Priorities
 - Stephanie Donaldson, Lisa Reinhardt, T.J. Goertz

- 9.3 Audited Financial Statements
- 9.4 First Quarter Financial Update – *To be distributed*

10. UPDATES AND MINUTES FROM COUNCILS AND WORK TEAMS

- 10.1 Indigenous Trustees' Council Update ~ *Verbal*
- 10.2 Education Program Work Group
 - a) Joint Education Program and Policy Development Work Group Meeting Minutes (Draft), February 15, 2023 – *To be distributed*
- 10.3 Policy Development Work Group
 - a) Joint Education Program and Policy Development Work Group Meeting Minutes (Draft), February 15, 2023 – *To be distributed*

11. REPORTS FROM EXTERNAL ORGANIZATIONS

- 11.1 Canadian School Boards' Association (CSBA) Update

12. CORRESPONDENCE

NIL

13. OTHER BUSINESS

** As introduced in agenda item 2.1*

14. UPCOMING MEETINGS AND EVENTS

Upcoming Board of Directors Meetings

- April 28-29, 2023
- June 8, 2023

Other Upcoming Meetings and Events ~ March and April 2023

- April 28 ~ Executive Council Meeting
- Labour Relations and Human Resources Symposium ~ April 27-28

15. ADJOURNMENT

Cathy Abraham,
President

Stephanie Donaldson,
Executive Director

Lisa Reinhardt,
Director of Corporate Affairs



OPSBA POLICY RESOLUTION SUBMISSION FORM

Virtual Conference Attendance Options

Rationale

Whereas, the OPSBA has advertised the Public Education Symposium as, “the premier professional learning event of the year for school board trustees and offers outstanding keynote speakers who are experts in their field, dynamic, stimulating and interactive sessions, opportunities to discuss the future of education and time to network with colleagues across the province”.

Whereas, the 2022 Public Education Symposium was conducted virtually;

Whereas, the 2023 Public Education Symposium was a sold-out event with 300 trustees, student trustees and school board leaders in attendance;

Whereas, there are over 400 public school board trustees alone across the province representing Ontario’s English public school boards with hundreds of school board leaders”

Whereas, the OPSBA recognizes environmental stewardship and collaboration as guiding principles:

Resolution

“BE IT RESOLVED, that the OPSBA move to increase its coverage of the annual Public Education Symposium with more videotaping of sessions and live virtual sessions for distribution to trustees and other audiences, as recommended by the Board of Trustees of Near North District School Board

Respectfully submitted,

Date of Submission: March 28, 2023

Name of Member Board Representative: Bill Steer

Title of Member Board Representative: Trustee and OPSBA Representative

Name of Member Board: Near North District School Board



OPSBA POLICY RESOLUTION SUBMISSION FORM

Self-Assessment Template Development

Rationale

Whereas, the office of the trustee is one of the highest elected positions with direct oversight of education;

Whereas, boards of trustees have a responsibility to take accountability as individual trustees and how they function as a group;

Whereas, research has shown that self-assessments are reliable assessment techniques;

Whereas, a consistent tool would be beneficial across all boards of trustees,

Whereas, the OPSBA recognizes accountability and integrity as guiding principles:

Resolution

“BE IT RESOLVED, that the OPSBA work to support member boards by developing a Board Self-Assessment tool suitable for trustees, staff and the public to increase public confidence, transparency and understanding, as recommended by the Board of Trustees of Near North District School Board.

Respectfully submitted,

Date of Submission: March 28, 2023

Name of Member Board Representative: Bill Steer

Title of Member Board Representative: Trustee and OPSBA Representative

Name of Member Board: Near North District School Board

Erika Lougheed, Chair

Craig Myles, Director of Education

Multi-Year Strategic Plan Committee

Monday, March 6, 2023

Virtual meeting conducted over Zoom
Videoconference

Committee Members Present

Bill Steer, Committee Chair
Chantal Phillips, Trustee
Craig Myles, Director of Education
Julie Bertram, Trustee
Liana Blaskievich, Officer of Corporate Affairs

Staff Present

Krista Messenger, Executive Assistant

1.0 Call to Order

Committee Chair Steer called the meeting to order at 1:32 PM. Attendance was called to note the meeting has quorum.

1.1 Adoption of the Agenda

Review of the agenda contained in the meeting package. Committee Chair Steer requested an addition as item 4.4- *Board Self-Assessment update*.

*Moved by Trustee Bertram and seconded by Trustee Phillips that the agenda for the Multi-Year Strategic Plan Committee is approved as amended. - **CARRIED***

2.0 Approval of Minutes

2.1 MYSP Committee minutes- December 1, 2022

Review of the minutes contained in the agenda package. The floor opened for comments or amendments, with none rose.

*Moved by Trustee Phillips and seconded by Trustee Bertram that the Committee approves the Multi-Year Strategic Plan Committee minutes as presented for the meeting held on December 1, 2022. - **CARRIED***

3.0 Business Arising

3.1 Terms of Reference- updated version for approval

Committee Chair Steer referred trustees to the draft Terms of Reference document included in the agenda package for review, based upon the revisions suggested by the committee at the previous meeting. The floor was opened for comments or questions regarding the proposed amendments, with none rose.

*Moved L. Blaskievich and seconded by Trustee Phillips that the Committee approves the Terms of Reference to be presented to the Board of Trustees for approval. - **CARRIED***

3.2 MYSP quarterly report- concise formatting options.

It is noted that a suggestion arose at the previous meeting to consider presenting data over a longer range more concisely to allow for a better evaluation of progress. This suggestion was accepted by the Director at the meeting in December, and so the item was added to the agenda for a report back. Highlights are noted as:

- Director Myles noted this suggestion was carefully considered in the development of the updated Quarterly report included in the agenda package for the meeting today.
- Officer of Corporate Affairs Blaskievich confirmed the quarterly report presented today includes information presented from the previous quarter so that it presents progress over a longer period.

L. Blaskievich stated she would be pleased to speak to this as part of the next item so that it can be illustrated with context. This suggestion was accepted by the committee, and so discussion moved to the next agenda item.

4.0 New Business

4.1 MYSP Quarterly Update

Introductory comments to point out how the previous quarterly information has been incorporated, as per the suggestion noted in item 3.2. The committee was led through a thorough review of the report included in the agenda package. The floor was opened for questions and comments. Highlights noted as:

- Committee Chair Steer suggested the award and destreaming processes be considered as topics of presentation to the Board of Trustees. It is recognized that these are operational items, but it would be so welcome for the full Board to receive this information.
- Comments from the Director to note how the 2021-2026 MYSP was developed after significant data collection and evaluation by several industry experts including Michael Ramsey and Nik Nanos. This was precipitated by the gaps and strengths identified by the Ministry's Special Advisors. The culmination of this work lead to the creation of the current MYSP, and the quarterly reports provide a review of the progress achieved across the metrics developed by the MYSP committee.

Thanks were expressed by the committee and the report was accepted as presented.

4.2 Introduction of the annual MYSP survey

4.2.1 Review of questions

4.2.2 Media release discussion

Committee Chair Steer noted that an annual survey was developed by the previous MYSP committee to collect qualitative data to complement the metrics within the quarterly report. It is noted that the list of previous survey questions and the media release from last year were included in the agenda package for the committee's review. The floor was opened for questions and comments. Highlights noted as:

- Suggestion to issue a media release again for the 2023 survey. Note that this worked well to bring attention to the survey on the website.
- Suggestion to add a question regarding "how easy it is for you to ask questions and get responses from the Near North District School Board"? Confirmation that this can be included, and any further suggestions can be provided to the Executive Assistant.

4.3 Review of Board communication

4.3.1 Directives from the Board of Trustees

Committee Chair Steer noted this item is added to the agenda to review any directions/instructions received by the MYSP Committee from the Board of Trustees. It is noted this is a nil report for this meeting.

4.3.2 Questions from trustees/community

Committee members were referred to the report contained in the agenda package in support of this item. Review of the specific questions and discussion highlights around the responses are noted as:

- Question 1: Suggestion raised by a community member to place "draft/example" across pages 22-23 in the MYSP document. This would be helpful to illustrate this template is included as a reference for how information is gathered internally from an operational perspective to inform the strategic progress.
 - Suggested response: Following the approval of the 2021-2026 Multi-Year Strategic Plan, the Board of Trustees has maintained the belief that it is an organic living document. This suggestion is well-noted, and after careful consideration- the MYSP Committee is pleased to be bringing it forward to the Board for approval. Thank you for taking time to provide this valuable feedback.
 - Confirmation that the suggested response is supported by the committee.
- Question received from Trustee Phillips to receive completed versions of the Department Planning and Alignment template (MYSP pages 22-23) for review by the MYSP Committee.
 - Recommendation: operational item.
 - Trustee Phillips clarified the inquiry was related to having a mechanism to evaluate progress and determining the "goal posts along the way" so that the final evaluation of the MYSP can be assessed from a data-informed perspective. Committee Chair Steer noted that the quarterly reports are not the only way the MYSP is evaluated, as other documents illustrate progress data as well.

- L. Blaskievich referred the committee members to the other reports that contain this data across a different lens. Specifically, the Board Improvement Plan for Student Achievement and Well-Being (BIPSAWB) is a living document that is updated as needed, as well as the semi-annual reports from the MYSP committee that are presented in January and June, and the Director's Annual Report that is presented to trustees each year in December. Closing comments on this item to note the significant amount of data that is tabulated and presented.
- Question received from Trustee Fuscaldo regarding the board's ability to move forward with digitizing forms.
 - Recommendation: operational item.
 - Confirmation that the suggested response is supported by the committee. Director Myles noted he would be pleased to discuss this item further with the Chair so a response can be provided.
- Suggestion raised by Trustee Steer regarding amendments to the communication tab of the NNDSB website, including the addition of a resource to orient trustees and parents with where to direct queries.
 - Recommendation: operational item
 - Trustee Bertram noted the suggested resource would be a very valuable tool. A recommendation was offered to add a comment on the website that states specifically "NNDSB values public input". It is noted that communication is a two-way street, and public confidence grows when community members feel heard and listened to.
 - Confirmation that the suggested response is supported by the committee, and the Officer of Corporate Affairs would be pleased to take this back for further consideration. Director Myles noted he will bring this forward to the Board Chair for further action as well from a governance perspective.
- Question from Trustee Bertram on how to make a delegation/presentation to the Board of Trustees
 - Recommended response: The Director's Office is pleased to support this request, as outlined in the Board's by-law.
 - Confirmation that the suggested response is supported by the committee.
- Question from Trustee Bertram on how to have correspondence received by the Board of Trustees/ Board Chair
 - Recommended response: The Director's Office is pleased to support this request, as outlined in the Board's by-law.
 - Confirmation that the suggested response is supported by the committee.

4.3.3 Communication to Board of Trustees

Discussion to determine consensus on what the MYSP committee will present to the Board of Trustees. Highlights noted as:

- Terms of Reference as amended for the Board's review and approval
- Next steps with the survey, with comments to be provided by the Officer of Corporate Affairs as needed.
- Summary highlights of the quarterly report as part of a verbal report presented by the Committee Chair.

Question about film and theatre partnerships. It is noted that the MYSP committee is not prepared to speak to an item of pending Board business. Clarification to note the inquiry related to the possibility of presentations/ future work. Confirmation that this item is not able to be discussed at this time.

4.4 Board Self-Assessment

Verbal update provided by Committee Chair Steer to note he intends to bring forward a request to the Board of Trustees to begin exploring a self-assessment tool, as a way for the Board of Trustees to evaluate themselves. It is recognized that ministry requirements stand as proof that there are mechanisms in place to ensure trustees are holding themselves accountable, but self-reflection is another consideration to the true test of accountability.

5.0 Next Meeting Date

It is noted that the MYSP committee will meet next on Wednesday, May 31, 2023 at 1:00 PM.

6.0 Adjournment

There being no further business to discuss, on March 6, 2023, the Multi-Year Strategic Plan Committee stands adjourned at 2:27 PM, moved by Trustee Bertram, and seconded by Trustee Phillips.

Minutes: WS/km.



Multi-Year Plan Committee Terms of Reference

1.0 Purpose

The Committee is established to assist the Board in its responsibility ~~for developing, setting the strategic direction and assessment framework~~ to monitor, update and report on the progress of the 2021-2026 Multi-Year Plan.

2.0 Membership

The following shall be full members of the Committee with all voting rights:

- ~~One Trustee appointed as Chair~~
- ~~One Trustee as general member~~
- A minimum of two trustee representatives
- The Director of Education or designate
- The Officer of Corporate Affairs

The Chair of the Board of Trustees is an Ex-Officio member. The Board's Vice-Chair may attend as the Board Chair's Ex Officio designate. The Board Chair or their designate will carry voting rights, when in attendance.

The Committee may invite other parties to attend in an information or resource capacity. Such parties shall not have voting rights.

3.0 Quorum

A quorum shall be a majority of committee members.

4.0 Reporting & Accounting

The Multi-Year Plan Committee does not exercise any power over decision-making within the Board.

The recommendations of the Committee will be given full consideration by the Board, and the Board will confirm its response to any advice or recommendations provided to it by the Committee by way of motion. Further, the Director of Education will provide feedback to staff and senior administration regarding how their ideas have been used by the Director and the Board of Trustees.

The Committee Chair shall be responsible for ensuring that agendas and minutes are prepared in accordance with the Near North District School Board By-law. Minutes for the committee will be approved at the following committee meeting. Once approved they will be

added to the next Board of Trustees agenda for information purposes. Unofficial minutes may be shared with the Board of Trustees for information purposes at the discretion of the Committee Chair.

5.0 Responsibilities/Duties

The Multi-Year Committee shall be responsible for:

- ~~Developing an assessment understanding and framework for current and new Multi-Year Plans~~
- ~~Developing a Multi-Year Planning process~~
- ~~Establishing a timeline (benchmarks) throughout the 2018-2019 and 2019-2020 school years to evaluate the current plan and assist in planning new strategic direction~~
- ~~Providing recommendations to the Board of Trustees with respect to facilitator options and their costs.~~
- ~~Developing the 2021-2026 Near North District School Board Multi-Year Plan~~
- Discussing/coordinating with the Director of Education regarding the need for and use of staff resources.
- Oversee the ~~development and~~ monitoring of appropriate quantitative and qualitative metrics.
- Acting as a resource to other committees of the Board to discuss MYSP implications/ feedback
- Developing a plan to engage stakeholders for input on an annual basis
- Ensuring community engagement opportunities occur to gather feedback on MYSP goals and priorities;
- Gathering data and information from other sources, as required to initiate the development of future multi-year plans;
- Reviewing feedback and make recommendations to adjust MYSP goals and priorities, as required;
- Support presentations relating to the MYSP to the Board
- Support the Board of Trustees in other areas as directed.

6.0 Meetings

The Multi-Year Plan Committee will meet ~~quarterly as required~~ and provide regular reports to the Board. Meetings of the MYSP Committee shall be open to the public to attend, unless the Committee enters a private session as defined within *The Education Act*.

7.0 ~~Timelines~~

~~The work of the Committee shall continue in accordance with the development of the ongoing implementation and monitoring of the Multi-Year Strategic Plan.~~

8.0 Approval

The Terms of Reference and recommendations of the committee shall be approved by the

Board of Trustees through motion.

Approved March 16, 2021
Motion No. 2021-03-06
Revised: February 15, 2022
Revised: March 28, 2023

DRAFT

**MINUTES OF THE MEETING OF THE FIRST NATIONS ADVISORY
COMMITTEE HELD ON FEBRUARY 1st, 2023
ZOOM online meeting**

Melanie Gray, Superintendent, Teaching and Learning
Lois Lambert, Dokis First Nation
Louise Sargent, Trustee
Julie Bertram, Trustee
Mike Kalfus, Wasauksing First Nation
Genevieve Solomon-Dubois, Henvey Inlet First Nation
Sherrill Judge, Shawanaga First Nation
Daniel Stevens, Nipissing First Nation
Lynn Mongrain, Temagami First Nation
Caroline Labrecque, Nipissing First Nation
Carol Stevens, Magnetawan First Nation
Dave McDougall, Wasauksing First Nation
Ashley St. Pierre, Moose Deer Point First Nation
Sarah Spence, Principal of Student Achievement and Wellbeing
Amanda Mathias-Mizzi, Coordinator Indigenous Education Lead
Tracy Hendrick, Coordinator Indigenous Education Lead
Melanie Allard, Executive Assistant

Land Acknowledgement by Principal Spence

1.0 WELCOME

2.0 APPROVAL OF THE AGENDA

Approved by: Louise Sargent
Seconded by: Julie Bertram

3.0 APPROVAL OF THE MINUTES OF THE OCTOBER 25TH, 2022 MEETING

Approved by: Lois Lambert
Seconded by: Ashley St. Pierre

4.0 Indigenous Education Portfolio Program Updates

Supporting Professional Learning: EKAN, Trustees, 4 Seasons, Support Staff, Ongoing FNMI/Language support

The BAP sway and all corresponding links will be made available to the committee. The presentation is one layer from a system lens as many other activities are taking place at the school level with communities and Indigenous partners.

The dates have been confirmed for the EKAN pilot project. Wasauksing First Nation will host on March 1 & 2, 2023. The team is looking to invite elementary schools with education service agreements with them. The invite will go out asking for two teachers per school, however supply staffing has been a challenge. This is a pilot project just being rolled out so the team will see how the modules and delivery work. Feedback will be gathered and brought back to AES in the hopes the program can be shared more widely moving forward. Once the Board invites have been confirmed it will then be open to participating First Nation schools and communities. The committee was encouraged to review the EKAN link on the sway that gives details around the modules. This could help guide the choice in participants but isn't meant to be shared widely yet as it still a pilot program.

The team is working with Kelly Brownbill to come in and do some initial sessions with Trustees with the potential of also bringing in leadership. Positive feedback was received from educators from the full day session organized in November. The sessions will be on the foundations of cultural competency training and building your competency. Further details will follow.

The 4 seasons of reconciliation is ongoing online training. The subscription has been extended to March 26, 2023. This training is available to all staff and takes about three hours to complete. This training will now also be offered specific to secondary which includes a five-day unit plan, resources, and teacher guides to support FNMI studies teaching. This will be rolled out to secondary educators shortly. There are over 42 FNMI studies courses offered over six secondary schools. Additional support for educators includes NBE sway, Edsby PLC's, Facebook group resources, TEAMS meeting, release time and guests. Ojibwe is offered at eleven schools. Supports for this are offered in books, materials, guests, release time, conferences, and technology.

IYC, Student Trustee and Student Voice

Student representatives from six secondary schools meet once a month. Indigenous student trustee Allen Lewis Trodd attends the monthly Board meetings and shares the IYC updates. The spring gathering is scheduled for May 4&5, 2023. The IYC meetings can now meet face to face and allows students the opportunity to share their voices for a more system wide approach. Each time the group meets, their discussions/feedback and plans get added to the sway. The most important themes from the last January 10th meeting were culture is essential, dismantling racism and improving mental health. This all ties into the Board action plan to help prioritize actions and allocate funds. These meetings are youth directed and youth led. The last meeting students discussed consolidating term one and planning for term 2. Springtime is an important time with special events such as pow wows, socials, Indigenous Peoples Day, solstice etc. The spring gathering for students will allow for recruitment for next year and working with leadership. There will also be time for adult/educator groups to further discuss the best supports within this portfolio. Discussion on the process for the new Indigenous student trustee will also take place.

Semester 2 Special Initiatives: North & West Pow Wow, Learning Lodge rebuild, Spring Celebrations, Cultural grants, Sounding Thunder

The learning lodge is ongoing, and the team is working with PSHS for the return of the lodge this spring. Johna at PSHS with connections to youth and community has taken a leadership role in support of this lodge. This is a culturally safe space to learn and grow for students. Further updates to come with semester two planning and special events.

Prior to COVID there was a yearly Pow Wow at PSHS which was very exciting, but all the work was contracted out. This year the leadership, planning and work comes from PSHS students.

All family of schools have their own grandfather drum to bring with PSHS having a drum, drum circle and lead student dancers. Students from across the Board are invited to attend. The planning has just started so further details will be circulated out when confirmed. New this year will be a North Pow Wow, tentatively scheduled for June 9th. This will be a similar format to PSHS, and the team will work with urban Indigenous agencies and a variety of youth groups. This will be more of a community led event alongside the five high schools. Many schools will be holding smaller celebrations and a list will be circulated to the committee. Each confirmed event will also be included in the Sway.

The cultural grants received have been so beneficial in supporting our youth. Artists and events have all been planned for semester 2 making full use of the funding. All activities are student led and student driven. Presentations will be created on these and shared out with the committee at the end of the year.

Sounding Thunder is a production festival of sound and through special funding the Board can bring this production to our students. The Board is pleased to partner with the festival of sound that has a summer chamber music festival in Parry Sound. It was decided back in 2018 the necessity of creating this production. This will be brought to students in the West but also at the West Ferris auditorium. There is opportunity to invite community as well, so committee members were asked to keep an eye out for this information as the planning unfolds. This will take place the week after March break. If anyone is interested in viewing the full piece, it is available online for the month of February.

Supporting Indigenous Education – Staffing

The need for Indigenous representation in staffing is a high priority however recognizing often, the high demand for Indigenous employees in many sectors. We are competing for limited resources in terms of human resources. There are current postings now with others to follow. The team is seeking feedback and collaboration around recruitment to help ensure students are seeing themselves in staff. The group discussed having qualified Indigenous people involved in decision making to bring in those different cultural views. It was questioned as to why Indigenous people are not being promoted into leadership roles or given growth opportunities. It was noted that the custodial adult education training program is a great example of how to deliver education and a pathway to employment.

The committee discussed how difficult it can be to find Indigenous applicants as many do not apply, but it was questioned as to why they might not want to apply. Superintendent Gray relayed that the Board strives for Indigenous representation across all employee groups but must also work alongside local and provincial unions. Together further discussions are needed to come to an understanding of what these roles mean. The Board does partner with Nipissing University in ways that students can work in our school buildings while obtaining their qualifications. Having these teachers work alongside our staff allow for experience in report card writing, class management and planning. It was asked if a model could be adopted like the custodial program, however this all depends on the employee group; and qualifications needed. Further conversations will take place with unions and exec council as we are moving into spring staffing. It was agreed that this is an ongoing conversation as was noted that there is only one Indigenous Trustee for the entire Board to speak on behalf of many First Nations that are all unique.

FNAC Terms of Reference

The committee has been tasked to redevelop/revitalize the terms of reference. The TOR version was circulated out to the group but noted that this is very out of date. The TOR outlines ways in which a group work together to accomplish common goals. It is a shared set of expectations, builds accountability and explains supporting roles. It was suggested to develop a preamble that connects to the Board's mission, strategic goals, and diversity within communities. All voices should be heard in this preamble. Categories to be included are the purpose, structure, operating rules, and accountabilities. It was suggested communication could be added. The working draft will be sent out for suggestions and feedback on what might be missing or what should not be included. There is no due date, but it was asked if this could be completed by the end of the school year. A follow up meeting will be scheduled shortly.

First Nation Updates

Shawanaga First Nation

Their school is looking further into curriculum and the benefits for Indigenous students. There have been some great conversations for further learning and knowledge. They are looking forward to the next semester and supporting PSHS. The committee was invited to a blanket exercise this Friday through KAIROS. An email with further details will be circulated to the committee after the meeting.

Dokis First Nation

Students are completing their exams. As Lois has been successful in obtaining bus driver qualifications, they can now reach out to the community to enroll their JK-4 in swimming lessons.

Wasauksing First Nation

They are managing the Nigaan Gdizhaami Fund with Rodney. They are also wanting to do a deep dive into the curriculum around what has worked and what hasn't. Tutoring has been available for struggling students and there has been a positive working relationship with the teacher at PSHS. There has been a high number of snow days this year.

Nipissing First Nation

Applications are due soon for the Nigaan Gdizhaami fund, which allows for more partnership opportunities. Bussing continues to be challenging with late arrivals, but schools have been very accommodating. They would like to work with Finance on tuition payments and timing. This request will be forwarded to SBO Van Haesendonck. It was noted with the discussion around curriculum that the interpretation can be just as important.

Moose Deer Point First Nation

Students are working through exams and the amount of snow days has made it challenging. There were intentions to provide study nights, but this got set aside because of sickness. The school does have the cafeteria open and available for students to study. It was noted the lack of communication with MacTier which the team will further investigate with Trustee St. Pierre.

5.0 NNDSB Updates – Trustee Representatives

Trustee St. Pierre was excited about all the great initiatives taking place and the NBE grade 11 English course. The team does a great job updating the committee. She attended the recent public symposium which gave the opportunity to meet and speak with other Trustees. Chief Delorme spoke on Truth and Reconciliation and what it looks like in the education system. It was very

insightful and provided ideas for us moving forward. Trustee Bertram agreed that it was a very powerful presentation that created a new way of leadership and understanding.

Superintendent Gray relayed to the group that the Board is moving forward with a naming committee for the new North Bay elementary school. The Board is looking for Indigenous representation from the community or North Bay area. The committee discussed the voice of this individual and what that would look like. Further discussions are needed. Superintendent Smylie is chairing the naming/rebranding committee for Chippewa.

A pole will be put out to the group for virtual or in person meeting options and will include all the links and documents discussed today. A meeting invitation for TOR will also be circulated. Also, if the committee is interested there are working groups around the administrative guidelines being developed.

Next Dates

To be determined.

UNOFFICIAL

Special Education Advisory Minutes (SEAC)

Thursday, February 16, 2023, | 1:00 p.m.
Zoom Online Meeting & North Bay Board Office

Present:

Tim Graves, Superintendent of Education
Krista Holmes, Executive Assistant
Kim Pauli, NNDSB staff
Candy St. Onge
Albina Lavictoire
Louise Sargent, Trustee
Jeanine Fuscaldo, Trustee
Chantal Phillips, Trustee
Lisa Paradis, NNDSB staff
Kimberly Gignac, NNDSB staff
Laura Hansman
Caroline Labrecque
Michelle Irvine, FASD Program Coordinator (guest)

Regrets:

Ashley St. Pierre

Chris Guillemette
Carol Couillard

Land Acknowledgement

Call to Order @ 1:04pm

Agenda Approval

Motioned by Chantal Phillips, Seconded by Candy St. Onge. Carried.

Approval of the Minutes of the January, 19, 2023 meeting.

Motioned by Louise Sargent. Seconded by Jeanie Fuscaldo. Carried.

Business Arriving from the Minutes

Fetal Alcohol Spectrum Disorder (FASD) Presentation by Michelle Irvine, FASD Program Coordinator for Anishnabek Nation

- A Power Point presentation was delivered by Michelle.
- This presentation is only a snapshot of what Michelle can provide. There will be handouts in the follow up package.
- It is all about training, and the research is always changing. It is important for us to be proactive, rather than reactive.
- The closest FASD Clinic for assessment is in Sudbury. There is a new clinic specifically for Indigenous students, also in Sudbury opening soon.

Update regarding May meeting: Face to Face Meeting and School Tour (North Bay Area) is planned. More information to follow.

- Principal Pauli, Kim and Lisa are working on plans for the school tour. More info shared when it is available.

Closed Captioning:

- The NNDSB does not currently have the necessary Zoom license for closed captioning, as we are a Microsoft Office organization. MS Teams does have this capability and we are already paying the full suite of services through Microsoft. The Spec Ed department will have further conversations with IT, as this is an issue that may extend beyond SEAC. SEAC could make a recommendation to the board regarding this.
- ReachDeck Accessibility Tool bar – recommendation by Trustee Fuscaldo. When using this application, the user can essentially just press play and the program reads the content of webpages/screens.
- Accessibility issues need to be taken very seriously but we want to follow the protocol for following these accessibility accommodations.

- Trustee Sargent wants SEAC to have the discussion and ensure that when we have all of the information ahead of time. That will ensure that if we are in the situation where someone requires accessible options, we are able to address it in a timely manner.
- SEAC members agree that we will do some research and bring this item back up next month.

Standing Items

Community Partner updates

- Candy St. Onge: We will have more updates soon as we are soon coming up on our 50th year of service with Almaguin Highlands Community Living.
- Kim Pauli shared information from Chris Guillemette about Community Living's Spread the Word Inclusion Campaign. The community toolkit will be provided to members. On March 1st there is a "Soup Event" being hosted at the Home Style Café. All members are encouraged to click on the link to the pledge (inside the toolkit) to support inclusive and welcoming communities.
- Trustee Fuscaldo shared that IDA Ontario is hosting a webinar on March 8th from 7:30-9 called The Truth as Lived by our Students.

Correspondence received

- Nothing received.

SIP Letter

- Our letter was signed by our NNDSB Board Chair Lougheed, and then the updated letter was signed by our SEAC chair. Krista Holmes will be providing this to the other SEAC committees.

Ministry updates –SO Graves

- Ministry updates as shared in your SEAC package.
- Trustee Fuscaldo shared that there are several vacancies in the Minister's Advisory Council on Special Education (MACSE). Trustee Fuscaldo encouraged members to consider applying.
 - Special Education Plan – no updates
 - Special Education Budget – no updates

Reports

Board report (oral) – (Board Trustee)

- Trustee Sargent – lots of work happening.
- Trustee Fuscaldo – lots going on, but nothing specific to share.
- Trustee Phillips – nothing to report at this time.

Special Education Report – Kim Pauli

- Feb 3rd PD Day was very well-received. Topics included FASD, Personal Wellness, Behaviour Management Systems (BMS) and more.
- Our SEAC Chair and 2 other SEAC members attended the NNDSB Equity Circle on February 8th. Presenters from a variety of outside agencies shared their key projects and initiatives. The Equity Team is working to update their Equity Action Plan and we were invited to give our feedback.
- Our department is currently planning our Spring Resource Teacher meeting.
- There were 82 coaching sessions in the month of January by LearnStyle, and a total of 602 coaching sessions have been provided in NNDSB schools so far this year to support students in using their SEA technology.
- March presentation at our SEAC meeting will focus on Mental Health, and our Mental Health Lead Lana St. Louis will be in attendance.

SEAC chair

- Our Chair attended Equity Circle meeting this past month and is grateful for all of the agencies who support our schools and the work being done to support our students.
- The Chair appreciates all of Principal Pauli's work, especially with getting quality guest speakers to come and present at our meetings.

New Business

- Trustee Phillips expressed her interests and concerns with the Collaborative Problem Solving (CPS). Suggestions included more training, especially in CPS training and maybe the use of smart goals over a period of 4 years (to see if it might be viable).
- Time was provided for members to discuss items not on the agenda.
- The Chair noted that she will consider next steps and will get back to the committee to better support this conversation.

Next meeting

March 23, 2023 @ 1pm

Adjournment Motioned by Trustee Jeanie Fuscaldo seconded by Trustee Chantal Phillips. Carried.

DRAFT