

SPECIAL EDUCATION ADVISORY COMMITTEE REGULAR MEETING

AGENDA January 20, 2021

George Wedge, Chair
Easter Seals

Melanie Battaglia, Vice Chair
Autism Ontario

Geoffrey Feldman
Ontario Disability Coalition

Lori Mastrogiuseppe
Fetal Alcohol Spectrum Disorder (FASD)

Tyler Munro
Integration Action for Inclusion
Representative

Lisa McMahon
Community Representative

Deborah Nightingale
Association for Bright Children

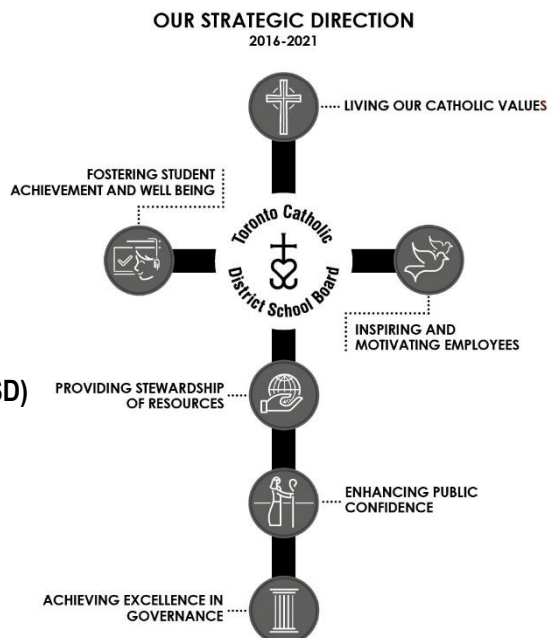
Mary Pugh
VOICE for Hearing Impaired

Glenn Webster
Ontario Assoc. of
Families of Children
with Communication
Disorders

Wendy Layton
Community Representative

TRUSTEE MEMBERS

Angela Kennedy
Daniel Di Giorgio
Nancy Crawford



MISSION

*The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.
We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.*

VISION

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Recording Secretary: Sophia Harris, 416-222-8282 Ext. 2293
Assistant Recording Secretary: Skeeter Hinds-Barnett, 416-222-8282 Ext. 2298
Assistant Recording Secretary: Sarah Pellegrini, 416-222-8282 Ext. 2207

Dr. Brendan Browne
Director of Education

Joseph Martino
Chair of the Board

Terms of Reference for the Special Education Advisory Committee (SEAC)

The Special Education Advisory Committee (SEAC) shall have responsibility for advising on matters pertaining to the following:

- (a) Annual SEAC planning calendar;**
- (b) Annual SEAC goals and committee evaluation;**
- (c) Development and delivery of TCDSB Special Education programs and services;**
- (d) TCDSB Special Education Plan;**
- (e) Board Learning and Improvement Plan (BLIP) as it relates to Special Education programs, Services, and student achievement;**
- (f) TCDSB budget process as it relates to Special Education; and**
- (g) Public access and consultation regarding matters related to Special Education programs and services.**

SEAC shall also make recommendations to Board pertaining to these matters, in order to improve the lives of students with Special Education Needs and their families.

Land Acknowledgement

Out of our deep respect for Indigenous peoples in Canada, we acknowledge that all Toronto Catholic District School Board properties are situated upon traditional territories of the Anishinabek (a-ni-shna-bek), the Haudenosaunee (hoh-Dee-noh-Shoh-nee) Confederacy, and the Wendat peoples. We also acknowledge the land covered by Treaty 13 is held by the Mississaugas of the Credit First Nation and Toronto is subject to The Dish with One Spoon covenant. We also recognize the contributions and enduring presence of all First Nations, Métis, and Inuit people in Ontario and the rest of Canada.

La Reconnaissance du Territoire

Nous témoignons du plus grand respect pour les Peuples autochtones au Canada et nous avons à cœur de souligner que tous les immeubles du Toronto Catholic District School Board sont situés sur les terres traditionnelles de la Nation Anishinabek, de la Confédération de Haudenosaunees et des Wendats. Il est également important de noter que le territoire visé par le Traité 13 est celui des Mississaugas de la Première Nation Credit et que celui de Toronto est protégé par l'accord d'« un plat à une cuillère ». Nous tenons également à rappeler la présence pérenne et l'importance des contributions des Premières Nations, des Metis et des Inuits en Ontario, et dans tout le Canada.

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AGENDA THE REGULAR MEETING OF THE SPECIAL EDUCATION ADVISORY COMMITTEE

PUBLIC SESSION

Nancy Crawford, Chair

George Wedge, Vice Chair

Wednesday, January 20, 2021

7:00 P.M.

	Pages
1. Opening Prayer	
2. Land Acknowledgement	
3. Roll Call & Apologies	
4. Approval of the Agenda	
5. Notices of Motion	
6. Declarations of Interest	
7. Approval & Signing of the Minutes of the Meeting held December 2, 2020 for Public Session	1 - 8
8. Delegations	
9. Annual Calendar Items	
9.a. Special Education Advisory Committee (SEAC) Annual Calendar (Draft) as of January 20, 2021	9 - 11
9.b. Special Education Plan Review - Input from SEAC Informal Working Group	

- a. Special Education Staff
- b. Specialized Equipment
- c. Transportation for Students with Special Education Needs
- d. Transition Planning

9.c. Priority Budget Setting Discussion

10. Presentations

- 10.a. Student Trustees Voices that Challenge - Student Trustees Kathy Nguyen and Keith Baybayon and Michael Consul, Catholic Student Leadership Resource Teacher (Refer to Item 12b)
- 10.b. Safe Schools Annual Report - Michael Caccamo, Superintendent of Nurturing our Catholic Community, Safe Schools, Continuing Education (Refer to Item 12c)

11. Nominations

12. Reports of Officials for Information by the Board/Other Committees

- | | | |
|-------|---|-----------|
| 12.a. | Voices that Challenge 2020 Catholic Student Leadership Impact Team (CSLIT) - Inspiring Active Citizenship in Catholic Education (Refer to Item 10a) | 12 - 22 |
| 12.b. | Safe Schools Annual Report 2019-2020 (Refer to Item 10b) | 23 - 72 |
| 12.c. | Annual Report on the Accessibility Standards Policy (A.35) | 73 - 127 |
| 12.d. | Mental Health and Well-Being Annual Report 2019-2020 | 128 - 145 |
| 12.e. | Special Education Superintendent Update - January | 146 - 150 |

13. Consideration of Motions for Which Previous Notice has been Given

14. Consent and Review

- 15. Unfinished Business
- 16. Matters Referred/Deferred to the Committee by the Board and Other Committees
- 17. List of Communications
- 18. Association Reports
- 19. Inquiries and Miscellaneous
- 20. Pending List
 - 20.a. Pending List as at January 20, 2021 151 - 156
- 21. Adjournment

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MINUTES OF THE REGULAR VIRTUAL MEETING OF THE SPECIAL EDUCATION ADVISORY COMMITTEE PUBLIC SESSION

HELD WEDNESDAY DECEMBER 2, 2020

PRESENT:

Trustees: N. Crawford – In Person
D. Di Giorgio
A. Kennedy

**External
Members:** George Wedge, Chair
Melanie Battaglia, Vice-Chair
G. Feldman
Lori Mastrogiuseppe
Tyler Munro
Deborah Nightingale
H. Quinn
G. Webster

Staff: D. Koenig
Paul De Cock
M. Meehan
V. Cocco
M. Gendron
L. Maselli-Jackman
J. Mirabella
P. Stachiw

S. Hinds-Barnett, Acting Recording Secretary

3. Secretary calls the Meeting to Order

The Secretary, Superintendent Maria Meehan, called the meeting to order.

4. Roll Call & Apologies

Mary Pugh and Wendy Layton were absent.

5. Approval of the Agenda

MOVED by Deborah Nightingale, seconded by George Wedge, that the Agenda, as amended to include Item 14b) Resignation of Hilary Quinn, representative of Learning Disabilities Association of Toronto District (Verbal), be approved.

On the Vote being taken, the Motion was declared

CARRIED

6. Election of Chair

The Secretary called for nominations for the position of Chair of the SEAC 2020-2021.

MOVED by Nancy Crawford, seconded by Tyler Munro, that the name of George Wedge be placed in nomination.

There was unanimous consent.

George Wedge accepted.

There were no further nominations.

George Wedge was acclaimed Chair of the SEAC for 2020 - 2021.

George Wedge assumed the Chair.

7. Election of Vice-Chair

George Wedge called for nominations for the position of Vice-Chair of the SEAC 2020-2021.

MOVED by Deborah Nightingale, seconded by Trustee Kennedy, that the name of Melanie Battaglia be placed in nomination.

There was unanimous consent.

Melanie Battaglia accepted.

There were no further nominations.

Melanie Battaglia was acclaimed Vice-Chair of the SEAC for 2020 - 2021.

8. Declarations of Interest

Trustee Kennedy declared an interest in Item 12a) 2020-2021 Budget Estimates – Overall and Instructional – Paul De Cock, Comptroller of Business Services.

Trustee Kennedy indicated that she has family members who are employees of the Board and that she would not participate in discussions nor vote on the Item.

9. Approval and Signing of the Minutes

MOVED by Trustee Kennedy, seconded by Melanie Battaglia, that the Minutes of the Regular Meeting held November 18, 2020 be approved.

On the Vote being taken, the Motion was declared

CARRIED

11. Annual Calendar Items

MOVED by Nancy Crawford, seconded by Geoffrey Feldman, that Item 11a) be adopted as follows:

11a) Special Education Advisory Committee (SEAC) Annual Calendar (Draft) as of December 2, 2020 received.

On the Vote being taken, the Motion was declared

CARRIED

Trustee Kennedy recused herself from Zoom at 7:26 p.m. due to a Declaration of Interest in Item 12a), as previously indicated.

12) Presentations

MOVED by Nancy Crawford, seconded by Deborah Nightingale, that Item 12a) be adopted as follows:

12a) 2020-21 Budget Estimates - Overall and Instructional - Paul De Cock, Comptroller of Business Services received.

Time for business expired.

The Chair called for a vote for a 15-minute extension, as per Article 12.6, to complete the presentation.

On the Vote being taken, the Motion was declared

CARRIED

MOVED by Trustee Crawford, seconded by Lori Mastrogiuseppe, that the Question be called.

On the Vote being taken, the Motion to call the Question was declared

LOST

Time for business expired.

The Chair called for a vote for a 15-minute extension, as per Article 12.6, to complete the debate on the Item.

On the Vote being taken, the Motion was declared

CARRIED

MOVED in AMENDMENT by Melanie Battaglia, seconded by Tyler Munro, that a Special Education Specific-Funding Report be brought to SEAC.

On the Vote being taken, the AMENDMENT was declared

CARRIED

On the Vote being taken, the Motion, as amended was declared

CARRIED

Trustee Kennedy returned to the Zoom meeting room at 8:42 p.m.

14) Reports of Officials for Information by the Board/Other Committees

MOVED by Deborah Nightingale, seconded by Trustee Crawford, that Item 14a) be adopted as follows:

14a) Special Education Superintendent Update – December 2020 received.

On the Vote being taken, the Motion was declared

CARRIED

MOVED by Trustee Crawford, seconded by George Wedge, that Item 14b) be adopted as follows:

14b) Resignation of Hilary Quinn, representative of Learning Disabilities Association of Toronto District (Verbal) received.

On the Vote being taken, the Motion was declared

CARRIED

20. Inquiries and Miscellaneous

MOVED by Trustee Di Giorgio, seconded by Trustee Kennedy, that the Agenda be reopened to facilitate an Inquiry.

On the Vote being taken, the Motion was declared

CARRIED

MOVED by Deborah Nightingale, seconded by Lori Mastrogiuseppe, that Item 20a) be adopted as follows:

- 20a) From Deborah Nightingale regarding Graduation Rates for 2018-2019 and 2019-2020** received and referred to staff.

On the Vote being taken, the Motion was declared

CARRIED

21. Pending List

MOVED by Trustee Crawford, seconded by Melanie Battaglia, that Item 21a) be adopted as follows:

- 21a) Pending List as at December 2, 2020** received.

On the Vote being taken, the Motion was declared

CARRIED

22. Adjournment

MOVED by Tyler Munro, seconded by Lori Mastrogiuseppe, that the meeting be adjourned.

On the Vote being taken, the Motion was declared

CARRIED

SECRETARY

CHAIR

SEAC Annual Calendar

Month	Annual Activities/Topics	Board Events/Deadlines
September	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - Set SEAC goals for the year (moved from month of January as of 01/2021) - Review TCDSB Accessibility Plan (September 2022) - Develop or review SEAC annual Agenda/Goals - Annual Safe Schools Report - Special Education Plan Review - https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx - The Special Education Advisory Committee (SEAC) 	<ul style="list-style-type: none"> - FASD Awareness Day – September 9
October	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - Special Education Plan Review - https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx <ul style="list-style-type: none"> o Model for Special Education o Identification, Placement, and Review Committee (IPRC) Process o Individual Education Plans (IEP) 	<ul style="list-style-type: none"> - Autism Awareness (Canada) - Child Abuse Prevention Awareness - Learning Disabilities Awareness - World Mental Health Day (October 10) - EQAO Preliminary Results for Gr. 3 and 6 and OSSLT - Reports on Student Numbers of Elementary and Secondary School Students to be submitted to the Ministry of Education - Engagement and Governance Supports Discussion Guide
November	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - AFSS Report: Exceptionality Frameworks-Goals & Outcomes, EQAO Student Achievement Data (for various exceptionalities as appropriate) - Engagement and Governance Supports Discussion - Professional Learning Plan - Special Education Fair - Special Education Plan Review - https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx <ul style="list-style-type: none"> o Special Education Placements Provided by the Board o Special Education is included in our ongoing self-improvement with respect to the Board Improvement Plan for Student Achievement 	<ul style="list-style-type: none"> - Down Syndrome Awareness (first week) - EQAO Results for Gr. 3, 6, 9 (math), and Gr. 10 (OSSLT) - Engagement and Governance Supports Discussion Guide - ONSIS report on identified students - Year End for School Board Financial Statements - Multi-Year Strategic Plan (MYSP)

SEAC Annual Calendar

December	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - SEAC Elections (Inaugural) - SEAC Elections: Chair & vice-Chair (Annual) - SEAC Mass and Social 	<ul style="list-style-type: none"> - International Day of Persons with Disabilities (December 3) - Human Rights Day (December 10) - Independent review of assessment and reporting
January	<ul style="list-style-type: none"> - Review of Draft SEAC Calendar - S.O. Updates - Association Reports (if any) - Annual Accessibility Report 2020 - Multi-year Accessibility Plan/AODA-Updates - Review of Policy: Special Education Programs (S.P.01)- next review is January 2023 - Mental Health Annual Report 2019-20 - Priority Budget Setting Discussion (effective January 2020) - Special Education Plan Review (document included in October 2019 SEAC agenda) https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx <ul style="list-style-type: none"> o Special Education Staff o Specialized Equipment o Transportation for Students with Special Education Needs o Transition Planning 	<ul style="list-style-type: none"> - Bell Let's Talk Day (late January) - Grade 9 EQAO Testing takes place in Secondary Schools - Long Term Accommodation Program Plan (ongoing)
February	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - Special Education Plan Review https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx <ul style="list-style-type: none"> o Roles & Responsibilities o Categories and Definitions of Exceptionalities o Provincial and Demonstration Schools in Ontario 	<ul style="list-style-type: none"> - Psychology Awareness Month - New term begins in Secondary semestered Schools - Report Cards are distributed (Elementary and Secondary) - Parent-Teacher Conferences
March	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - Safe Schools Committee Update - Mental Health Committee Update - Budget Approval Updates - Graduation Statistics for Students with Special Education Needs Update - Special Education Plan Review https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx <ul style="list-style-type: none"> o The Board's Consultation Process o Early Identification Procedures and intervention Strategies o Specialized Health Support Services in School Settings o Parent Guide to Special Education 	<ul style="list-style-type: none"> - Easter Seals Awareness Month - World Down Syndrome Day – March 21 - National Social Work Week (1st week) - CYW & EA Appreciation Day (first Monday) - Ontario Secondary School Literacy Test (OSSLT)

SEAC Annual Calendar

April	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - Financial Report as at January, 2021 (GSNs) - March 31st Special Education student count - Update to Special Education Programs for 2021-2022 - Budget Approval Updates - Special Education Plan Review - https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx <ul style="list-style-type: none"> o Educational and Other Assessments o Coordination of Services with other Ministries or Agencies o Staff Development o Protocol for Partnerships with External Agencies for provision of services by Regulated health Professionals, Regulated Social Service Professionals, and Paraprofessionals (PPM 149) posted on school board website 	<ul style="list-style-type: none"> - Autism Awareness Day – April 2 - ONSIS report on identified students
May	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - Student Grants 2021-2022 - PRO Grants Application Update - Budget Approval Updates - Special Education Plan Review - https://www.tcdsb.org/ProgramsServices/SpecialEducation/SpecialEducationPlan/Pages/default.aspx <ul style="list-style-type: none"> o Accessibility (AODA) 	<ul style="list-style-type: none"> - Children's Mental Health Week (first week) - Speech, Language & Hearing Awareness - Megan's Walk - Budget Consultation - EQAO Assessment
June	<ul style="list-style-type: none"> - Review of SEAC Calendar - S.O. Updates - Association Reports (if any) - Budget approval update - Status of PRO Grant application 	<ul style="list-style-type: none"> - World Sickle Cell Day – June 19 - National Deaf Blind Awareness - EQAO Grade 3 and 6 Testing (not administered for June 2020)
July		<ul style="list-style-type: none"> - School Board Submits to the Ministry a balanced Budget for the following year - Special Education Report Checklist submitted to the Ministry of Education
August		



REPORT TO

REGULAR BOARD

VOICES THAT CHALLENGE 2020 CSLIT – INSPIRING ACTIVE CITIZENSHIP IN CATHOLIC EDUCATION

So let a man think of us as Christ's servants, and stewards of God's mysteries. Here, moreover, it is required of stewards, that they be found faithful. (1 Corinthians 4:1-2)

Created, Draft	First Tabling	Review
September 21, 2020	October 15, 2020	Click here to enter a date.

K. Baybayon, Student Trustee, CSLIT Co-Chair
K. Nguyen, Student Trustee, CSLIT Co-Chair
M. Consul, Catholic Student Leadership Resource Teacher
M. Caccamo, Superintendent of Nurturing our Catholic Community, Safe Schools, and Continuing Education

INFORMATION REPORT

Vision:

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Brendan Browne, PhD
Director of Education

D. Koenig
Associate Director
of Academic Affairs

L. Noronha
Associate Director of Facilities,
Business and Community
Development, and
Chief Financial Officer

A. EXECUTIVE SUMMARY

This report shares student perspectives on how positive change can be made within the Toronto Catholic District School Board (TCDSB) community and beyond. It identifies five key pillars that students have deemed important to take action. This report provides a vision for what the Student Trustees, the Catholic Student Leadership Impact Team (CSLIT) Executive, and the CSLIT General Assembly plan to work on during the upcoming academic year. It includes ideas and examples which address the recommendations brought forward by the outgoing CSLIT Executive Council and Student Trustee. In addition, it includes valuable student input pertaining to the implementation of social justice initiatives relevant to the selected pillars.

The cumulative staff time required to prepare this report was 40 hours.

B. PURPOSE

1. This report complies with the requirement of an annual report to the Board of Trustees normally based on CSLIT's "*Voices that Challenge*" conference which was unable to occur due to COVID-19 school closures.
2. The issues raised within the five pillars represent the collective voice of the students. The opportunity to present these concerns at the board level allows for direct involvement and needed dialogue regarding relevant issues that impact TCDSB students. During the first CSLIT online meeting of the year, held on Wednesday, September 9, 2020, participants were given the opportunity to provide input on last year's 5 pillars. The current student trustees will be seeking further clarification on these recommendations at the next general assembly virtual meeting on Tuesday, September 29, 2020. This strategy will better allow them to prioritize and clarify the recommendations in order to select what specific initiatives to focus on during their term.

C. BACKGROUND

1. Due to COVID-19, schools March break until the end of June, 2020, with Distance Learning in effect. This prevented the occurrence of CSLIT's annual *Voices that Challenge* conference. Normally, participants are able to provide input in regards to the current needs and priorities that students are

most passionate about. Unfortunately, due to school closures, this conference was not able to take place.

2. In addition, due to COVID-19, leaders from across the school board were unable to gather at Olympia Sports Camp this summer. Over the last 12 years, CSLIT has organized *Catholic Leadership Camp* at the end of August where students from every TCDSB high school are able to interact, collaborate, and share. It is also an opportunity for newly appointed CSLIT executives to further discuss what pillars should be focused on for the upcoming school year.
3. Rather than a retreat at Olympia Sports Camp, on Wednesday, September 2, 2020, our newly appointed 2020-2021 CSLIT Executive got together to review last year's pillars and action plans. Since many of the action plans were not able to be fully completed due to school closures, CSLIT Executive members agreed to continue focusing on the same pillars but to create new action plans that are more conducive to this year's educational climate.
4. On Wednesday, September 9, 2020, CSLIT held its first virtual online general assembly meeting of the year. This gave the student body an opportunity to provide input on this year's renewed pillars of focus.
5. The Student Trustees plan to present these recommendations to the entire CSLIT General Assembly at their next virtual meeting on Tuesday, September 29, 2020, so that a wider poll can be administered. This will be extremely useful in ensuring that the opinions brought forward during the 2019 "*Voices that Challenge*" conference are still relevant. After the opinions of the wider General Assembly are compiled, CSLIT Executive members will review the student ideas collected and prioritize various action items attributed to each pillar.
6. Pillars of focus and the action items associated with each pillar will be assigned to appropriate CSLIT Executive members and subcommittees so that action can be taken to make those visions a reality.
7. The practice of recommending initiatives from the "*Voices that Challenge*" conference through the outgoing Student Trustee and the previous CSLIT Executive Council to the incoming CSLIT Executive Council has become the adopted standard. This allows for the current Student Trustees and

CSLIT to build upon the success of last year's Council while working on any new priorities they feel are most relevant.

8. The current recommendations put forth by the 2020-2021 CSLIT Executive will be more successful with the assistance of different departments and appropriate staff.

D. EVIDENCE/RESEARCH/ANALYSIS

1. The COVID-19 pandemic had a significant impact on CSLIT's 2019-2020 recommended actions. The following is a brief summary of some of the work in which CSLIT was able to engage, as well as any cancellations that resulted:

Growing in Faith

- CSLIT Christmas Party collection of canned goods donated to the Good Shepherd
- CSLIT and ECSLIT (Elementary Catholic Student Leadership Impact Team) meeting donation collections scheduled for March and April were unfortunately cancelled due to school closures
- ECSLIT digital posters made to thank and support frontline workers
- Faith Camp cancelled due to school closures but were replaced with "Let's Talk Faith" webinars; 5 webinars were held from April to June, with a total of 1,132 student participants

Environmental Stewardship

- Meat free pizzas at all ECSLIT and CSLIT meetings (September to February) as well as at 4 iLITE (Intermediate Leaders in Training Event) elementary conferences
- Meatless Fridays - unable to execute due to school closures
- Continued promoting bottle-water free zones in all schools
- Stewardship action items highlighted at CSLIT President's Council
- CSLIT held a livestream Earth Day broadcast, celebrating the 50th anniversary of Earth Day on April 22, 2020, with 1,133 viewers,

Mental Health and Well Being

- Guest speakers at iLITE conferences, with approximately 2200 students in attendance
- Guest speakers invited for ECSLIT and CSLIT meetings

- Unable to host De-Stress Night which was scheduled for June before exam period

Multiculturalism and Indigenous Education

- CSLIT played a major role in organizing and hosting TCDSB's Newcomer Conference
- Anti-black Racism conference was cancelled due to school closures
- Indigenous Leadership program was cancelled due to school closures

Respecting Differences

- Inclusion and Belonging event scheduled for April was cancelled due to school closures
- Survey to determine if schools had a Respecting Differences club was not conducted
- Request for greater visible support for LGBTQ+ added to this year's action plan

2. On Wednesday, September 9, 2020, the CSLIT Executive Council agreed to develop specific action items related to selected student recommendations. The following is an action plan outlining the intended pillars of focus for the action plan "*CSLIT: Inspiring Active Citizenship in Catholic Education*." Note: the items listed are not necessarily in order of importance; CSLIT recognizes that the different action items listed below become a priority at different points in the school year.

CSLIT 2020-2021 Recommended Actions

1. Rooted in Christ - Growing in Faith

John 20:29 - "Then Jesus told him, 'Because you have seen me, you have believed; blessed are those who have not seen and yet have believed.'"

As Catholic student leaders, our faith needs to be at the forefront of everything we do. As leaders, we want to create opportunities for students to strengthen their connection with God, as well as grow in their Catholic faith.

As we enter the third year of the TCDSB's pastoral plan, we all strive to *become* more like Jesus and *become* one with Christ. Being a *discerning believer* is one of the important *Ontario Catholic Graduate Expectations*. Despite all of the hardships we have faced over the last year, we continue to stay *Rooted In Christ*, with the faith that we will all be cared for and supported by our Heavenly Father.

Since March, our CSLIT Faith subcommittee has been meeting on a bi-weekly basis to plan faith enriched online initiatives for TCDSB students. Building on last year's success, CSLIT will continue to host *Let's Talk Faith*, a monthly student lead spiritual reflection broadcasted on YouTube live. This allows for interaction, discussion, and prayer with Catholic student leaders and staff across the TCDSB. Supported by the TCDSB's Nurturing our Catholic Community Team, students will be exploring topics that deepen their faith and strengthen their relationships with God.

The Call to Family, Community and Participation is an important Catholic Social Teaching. As *Discerning Believers*, it is important not just to live in faith but to grow in faith. Last year, CSLIT wanted to expand *Faith Camp* from a one-day event to a 3-day program, but due to Covid-19, we were unable to host the event. This year, with the support of the Nurturing our Catholic Community Team, our CSLIT Executive Faith Representative would like to create a virtual Faith Camp experience. This initiative will allow participants to learn, ask questions, share, celebrate, and live out what it means to be Catholic.

Another way CSLIT plans on continuing to grow as discerning believers is through community outreach. Student leaders do not want to just talk about faith, they also want opportunities to put our faith into action. Outreach initiatives that assist those struggling and/or less fortunate (e.g. elderly, homeless, and individuals struggling with mental health) is where we will focus our attention. Outreach is proposed to happen once every 2 months over the course of the 2020-2021 school year. Initiatives can happen virtually or in-person (if permitted).

2. Mental Health and Well-Being

1 Peter 3, 15 - "In an age which seems more fearful of the future, we are directed to give an account of the hope that is within us."

Mental health and well-being refers to much more than the absence of mental illness, and plays a key role in a student's life. Mental health issues can occur at a very young age and affects a student's physical health, school success, and personal relationships.

As a Catholic school board, we must ensure that we prioritize the spiritual needs of a student's soul. The goal of being a *reflective, creative, and holistic thinker*, is difficult to achieve when one struggles with mental health. If we make our

community more aware of the difference between mental illness and mental health, then we can promote the idea of mental wealth.

We want to ensure that the needs of students with mental health struggles are heard. With the support of the TCDSB's Mental Health Services Department, the Mental Health and Well-Being subcommittee will create initiatives to address and educate other students about the stigmas that exist while publicizing available support.

CSLIT encourages the board to recognize September as Suicide Prevention Awareness Month. This is an important action plan, as it gives time for everyone to share resources and stories in order to shed light on this highly stigmatized topic.

Due to COVID-19, the Stop the Stigma conferences will more than likely not take place this school year. CSLIT would like to assist the Mental Health Services Department in the creation of a virtual version of this event.

CSLIT hopes to create a fundraiser which will benefit the Centre for Addiction and Mental Health. Since the Angel Foundation for Learning collaborates with CAMH, there is an opportunity to create an initiative to help support both organizations.

3. Multiculturalism and Diversity Advocacy

Colossians 1:16-17 - "For by him all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things were created through him and for him. And he is before all things, and in him all things hold together."

God has created each individual person in His likeness and image. We are called to celebrate our differences and live in harmony. As collaborative contributors, we need to ensure that we create environments that respect the rights of all students so that everyone feels a sense of dignity through the acceptance of self and others.

The immense diversity within the TCDSB makes our Board special and unique. Despite all of our racial and cultural differences, all students should feel proud of their heritage and feel comfortable sharing who they are and from where they come.

Students need the opportunity to celebrate their heritage as well as learn about other cultures. This needs to come from dialogue and education.

CSLIT wants to ensure that BIPOC (Black, Indigenous, People of Colour) staff and students feel supported and represented. Our Board passed a motion regarding Anti-Black and Anti-Indigenous Racism and it is imperative that the Board follows through with all of the recommendations.

CSLIT encourages the Board to continue to promote and support the various heritage months throughout the school year and host monthly celebration events to embrace our various cultures. CSLIT would like to continue playing a big role in the Newcomer Student Leadership Conference hosted by the Equity and Diversity Department as well as the Anti-Black Racism Conference which had to be cancelled last year.

CSLIT wishes to hold a “Culture shock event” which would allow students to come together to celebrate their culture and heritage. Supported by the Equity and Diversity Department, the event would focus on learning about the history of other cultures and students will be encouraged to wear traditional clothing.

4. Indigenous Education

Isaiah 1:17 - “Learn to do good; seek justice, correct oppression; bring justice to the fatherless, plead the widow's cause.”

The history of the Indigenous peoples in Canada is rich and diverse. Students need to be educated on Indigenous history, so that they may truly understand their immense contribution to our great nation. The culture and history of the FNMI (First Nations, Metis, and Inuit) is an integral part of Canadian history, and students need more opportunities to learn about this important part of being Canadian.

In order to follow the Ontario Catholic School Graduate Expectation of being *an effective communicator*, we must first seek to understand. Awareness is the first step to restoring dignity to Canada’s FNMI community. Students need more opportunities to get educated about the mistreatment of our Indigenous people.

We ask the TCDSB to better emphasize the importance behind Orange Shirt Day, and to truly dig deep on the meaning behind this event. We need to go

beyond just wearing an orange shirt and delve deeper into “why” this day has been designated. Doing so will give students better understanding why they are participating.

Many students are unaware that June is Indigenous Heritage Month. Schools may need to greater emphasize celebrating the Indigenous culture during this month. In collaboration with the appropriate staff, such as with the Equity and Diversity Department, CSLIT would like to help develop a “turn key” resource that schools can use to implement a rich and engaging month of fun and educational activities.

Due to COVID-19, the annual Indigenous Leadership Program which runs in May is in jeopardy of running again this year. In order to continue to provide this rich Indigenous education, CSLIT and ESCLIT meetings will invite guests that can educate our students about Indigenous culture.

5. Respecting Differences, Inclusion and Belonging for our LGBTQ+ Community

Mark 12:31 - “The second is this: ‘You shall love your neighbour as yourself.’ There is no other commandment greater than these.”

In order to foster a safe and inclusive space within our community, it is important to respect the differences of others. We are all beautiful in the eyes of God, and we should love one another for who we are.

The Ontario Catholic School Graduate Expectation of being a *caring family member* encourages us to be loving and welcoming to everyone, despite the differences in sexual attraction and gender identification. It calls on teachers, students, and parents to respect one another, so that a safe and inclusive environment is present. Catholic schools should continue to nurture a discrimination-free climate that allows students to be in a space where they can genuinely express themselves without being afraid.

We want students to know that they are not alone. With the support of the Equity and Diversity Department, and the Nurturing our Catholic Community Team, one way to achieve this is to invite a Catholic keynote speaker to dialogue with TCDSB students, one who has experience working with youth and who understands the hardships and struggles that are faced when it comes to accepting oneself. This may help students release their fears and feel more comfortable about expressing their genuine selves.

CSLIT invites the TCDSB to explore the development of safe and inclusive forums where students can share their perspective with respect to LGBTQ+ topics without fear of ridicule or reprisal. Moderated by staff, information gathered and analysed will help inform future practice and decision making based on student voice.

The TCDSB is also invited to develop a communication strategy to ensure students are aware of protocols around voicing local concerns, so that they can be addressed in a timely fashion by the appropriate staff.

Finally, CSLIT encourages the TCDSB to follow suit with other Catholic boards that have proactively found ways to visibly show the acceptance of LGBTQ+ students within the Catholic community. Not all LGBTQ+ students feel accepted within the Catholic community. If the Board's goal is to create safe and inclusive schools, we need to acknowledge that more needs to be done to support our LGBTQ+ community.

Additional Board Support

1. The goal is to have every TCDSB secondary school represented at our CSLIT monthly meetings (virtual or face to face). We ask that each area superintendent takes the initiative to reach out to each of their secondary schools to ensure their area is properly represented.
2. The goal is to have a minimum of 8 new schools join ECSLIT. We ask that each area superintendent takes the initiative to reach out to each of their elementary schools to invite them to participate in ECSLIT events.

E. METRICS AND ACCOUNTABILITY

1. Students should be motivated to create positive change in the world and not ignore any form of injustice. Students feel a calling to live out their faith; as such, involvement in social justice actions allows them to make their faith more visible. The current Student Trustees will be engaging the CSLIT Executive and relevant subcommittees so that they can work with various staff members to address their specific recommendations. Students feel that

Board policies must include student voice and perspective when addressing current and relevant local and global issues.

2. The Student Trustees and CSLIT will report annually to the Board on the impact of their initiatives.

F. STAFF RECOMMENDATION

This report is for the consideration of the Board.



REPORT TO

**STUDENT ACHIEVEMENT AND
WELL BEING, CATHOLIC
EDUCATION AND HUMAN
RESOURCES COMMITTEE**

SAFE SCHOOLS REPORT 2019-2020

*Then the land will yield its fruit, and you will eat your fill and live there in safety.
Leviticus 25:19*

Created, Draft	First Tabling	Review
July 20, 2020	September 3, 2020	Click here to enter a date.

Michael Caccamo, Superintendent of Nurturing our Catholic Community, Safe Schools, and Continuing Education
Nadia Adragna, Principal of St. Martin School and Safe Schools Department
Todd Visinski, Vice Principal of St. Martin School and Safe Schools Department

INFORMATION REPORT

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Dr. B. Browne
Director of Education

D. Koenig
Associate Director
of Academic Affairs

L. Noronha
Associate Director of Facilities,
Business and Community
Development, and
Chief Financial Officer

A. EXECUTIVE SUMMARY

Safe and caring learning environments supported by positive Catholic school climates continues to be a key goal for the Toronto Catholic District School Board. In our annual Safe Schools Report, we examine metrics which promote continued growth in safe, caring and accepting school practices.

While this has been an exceptional year given school closures due to COVID-19, both qualitative and quantitative perceptual data for 2019-2020 confirm a continued positive trend toward safe and welcoming school climates in the TCDSB. These data indicate that, prior to distance learning, an overwhelming number of students (93% in secondary) believe their schools are safe places to interact and learn. During the COVID-19 school closures, both elementary and secondary students (97%) indicate that they feel very safe or safe online while working on distance learning activities.

The behavioural data is presented for each year and, where possible, are summarized using three-year rolling averages (or moving averages). Three-year rolling averages are calculated by creating a series of averages over three years. This statistic uses averages to describe trends over time.

An analysis of the rolling average over the last five years shows an overall downward trend in various areas. Elementary school data indicates improvement in many areas including a decrease in the number of suspensions issued, a decrease in the number of students suspended, a decrease in the number of suspensions pending possible expulsion issued and a decrease in the number of expulsions issued (both school and board expulsions). Although positive results can be identified in the secondary panel, there was an increase in total number of school expulsions issued to male students; however, this increase can be attributed to a few serious incidents, with each involving multiple students. The Safe Schools Department has identified a number of action items for 2020-21 to address the data collected for secondary schools.

Informed by the local Safe and Accepting Schools Teams, all schools will review both their local 2019-2020 Safe Schools metrics, as well as the perceptual data learned from the annual *Safe Schools Survey* (secondary) and this year's *Student Voice: Learning During the COVID-19 Pandemic* survey (elementary and secondary). Based on this information, each school will make adjustments, as needed, to their 2020-2021 Safe Schools Plan. The components of the plan will

include action items for: Bullying Awareness, Prevention and Intervention, Progressive Discipline, and Positive School Climate.

The cumulative staff time required to prepare this report was 110 hours.

B. PURPOSE

1. The Safe Schools Report for 2019-2020 includes quantitative and qualitative data related to Safe Schools metrics, procedures, programs and other activities designed to create safe, accepting learning environments, and strengthen public confidence in the TCDSB. In an effort to gain further insights into the data, the 2019-2020 Report also includes embedded gender and identity-based analyses.
2. The following areas will be addressed in this report, along with actions undertaken to address evidence-informed needs:
 - 1) Suspension and Expulsion Data
 - 2) Safe Schools Climate Surveys
 - 3) Alternative Safe Schools Programs for Students
 - 4) Professional Learning to Build Capacity within the System
 - 5) Student Voice on how to increase the level of safety in schools
 - 6) Proposed Actionable Items for 2020-2021
3. The evidence will highlight those areas of strength and success, as well as areas for growth, resulting in prioritized actions for the 2020-2021 school year.

C. BACKGROUND

1. The Annual Safe Schools Report to board has evolved from focusing on suspension and expulsion data ten years ago, to a comprehensive review and analysis of established metrics and subsequent action plans for the new school year.

D. EVIDENCE/RESEARCH/ANALYSIS

Sources of Evidence for this report include, but are not limited to:

1. Suspension and Expulsion data;
2. Safe Schools Climate Surveys;
3. Safe Schools alternative programs to support student achievement and well-being;
4. Participation rates of TCDSB staff in professional learning opportunities, workshops and in-services;
5. Student Voice: Learning During the COVID-19 Pandemic survey (elementary and secondary)

SECTION 1: Suspension and Expulsion Data (Appendix A)

As indicated in Appendix A, an analysis of the rolling average over the last five years shows an overall downward trend in various areas including: number of students suspended, notices of suspension issued, number of instructional days lost, number of students with an IEP suspended, number of suspensions pending expulsion issued and board expulsions. Students and parents working through a suspension and/or suspension pending possible expulsion are often supported with this process by various outside groups including TAIBU, Justice for Children and Youth, and Catholic Children's Aid Society.

During school closures due to COVID-19, nine (9) suspensions and zero (0) suspensions pending possible expulsions were issued. The 9 suspensions were the result of infractions related to inappropriate use of technology.

ELEMENTARY SCHOOLS [Comparison with 2018-2019 data]

At the Elementary level, the data indicate that *less students received suspension as a progressive discipline consequence (-624)*.

Some comparisons with the previous year (2018-2019) indicate:

- decrease in the number of Suspension Notices issued to males (-478) and decrease to females (-146)
- decrease in the number of Instructional Days lost to Suspension for males (-825)
- decrease in the number of Instructional Days lost to Suspension for females (-206)
- decrease in the number of males with an Individual Education Plan (IEP) who were suspended (-117)

- decrease in the number of females with an Individual Education Plan (IEP) who were suspended (-23)
- decrease in the number of males suspended 2 or more times (-236)
- decrease the number of females suspended 2 or more times (-52)

The above data would indicate that recidivism at the elementary level has shown a decrease in comparison to 2018-2019.

Further comparisons with the previous year (2018-2019) indicate:

- the number of males Suspended Pending Possible Expulsion under Section 310 of the Education Act has decreased (-13)
- decrease in the number of females Suspended Pending Possible Expulsion under Section 310 of the Education Act (-1)
- decrease in School Expulsions (-1) for males and no School Expulsions for females
- decrease in Board Expulsions for males (-4) and females (-1)
- Total number of TCDSB students with an IEP is 16,925. Total TCDSB elementary students with an IEP is 10,650. Total TCDSB elementary students with an IEP who were board expelled is 0, and school expelled is 1.

Consistent with 2018–2019 data, there has been ***no significant change in the more serious infractions of expulsion (-14)***. From the total number of Suspension Pending Possible Expulsion processes initiated (20), very few resulted in expulsions (1). This would suggest principals are using all available sources of information and considering Mitigating and Other factors during their investigations. Although the Fresh Start process is not disciplinary in nature, 15 students were transitioned at the elementary level for concerns related to safety. This is an increase of 3 students.

The Ministry of Education is eliminating discretionary suspensions (subsection 306(1) of the Education Act) for students in Kindergarten to Grade 3, starting in the 2020-21 school year. Alternative measures to discretionary suspensions must be used to address student behaviour in this student group. In 2019-2020, the total number of suspensions issued to K-3 students in the TCDSB was 218. An action item has been developed for 2020-2021 to respond to this data.

SECONDARY SCHOOLS [Comparison with 2018-2019 data]

The data indicate ***a constant downward trend***. This past year saw a decrease (-244) in the number of suspension notices board wide.

Some comparisons with the previous year (2018-2019) indicate:

- decrease in the number of Suspension Notices issued for males (-216)
- decrease in the number of Suspension Notices issued for females (-28)
- decrease in the number of Instructional Days Lost to Suspension for males (-619)
- decrease in the number of Instructional Days Lost to Suspension for females (-22)
- decrease in the number of males suspended 2 or more times (-111)
- decrease in the number of females suspended 2 or more times (-15)

The above data would indicate ***that overall recidivism for both males and females has decreased this year.*** This suggests that mitigating factors and intervention strategies appear to correct inappropriate student behaviour.

Further comparisons with the previous year (2018-2019) indicate:

- decrease in the number of males with an Individual Education Plan (IEP) who were suspended (-34)
- increase in the number of females with an Individual Education Plan (IEP) who were suspended (+17)
- increase in the number of males Suspended Pending Possible Expulsion under Section 310 of the Education Act (+2)
- decrease in the number of females Suspended Pending Possible Expulsion under Section 310 of the Education Act (-6)
- increase in School Expulsions for males (+14)
- decrease in School Expulsions for females (-4)
- increase for males in Board Expulsions (+3)
- increase for females in Board Expulsions (+3)
- Total number of TCDSB students with an IEP is 16,925. Total TCDSB secondary students with an IEP is 6,275. Total TCDSB secondary students with an IEP who were board expelled is 7 (+6), and school expelled is 17 (+1).

As indicated in Appendix A, the rolling average over the last 5 years indicates ***an ongoing downward trend in suspensions issued.*** This positive Safe Schools trend is further supported by the decrease in serious student incidents resulting in suspension pending possible expulsion (-4). This year's data indicates an increase in suspensions issued to females with an IEP, school expulsions for males and board expulsions for both males and females; these increases will be addressed in the 2020-21 priorities for the Safe Schools Department. In addition, there have

been a few serious incidents this year, with each involving multiple students, which lead to school expulsion. Although the Fresh Start process is not disciplinary in nature, 36 students were transitioned in secondary for concerns related to safety. This is a decrease of 21 students from the previous year.

SECTION 2: Student Perceptual Data

During the 2019-2020 school year, secondary students in Grades 9-12 participated in the annual *Safe Schools Survey* held in the Fall. Secondary students were given opportunity to complete this survey during designated class time.

Elementary students in Grades 6 and 8, however, did not participate in the annual *Safe and Caring Catholic School Climate Survey* administered each Spring, as schools were closed due to the COVID-19 pandemic.

This Spring, a *Student Voice: Learning During the COVID-19 Pandemic Survey* was completed by elementary students in Grades 6 and 8, as well as secondary students in Grades 10 and 12. Students were given ample opportunity to complete this surveys online, with multiple reminders to complete them through regular communication with staff, students and parents. The focus of the survey was to learn about students' learning and well-being while doing their school work at home (distance learning) during this time, and included a few questions regarding online safety while participating in distance learning activities.

Data gathered from all these surveys are reported for individual schools and for the Board. At the Board level, general trends can be identified and serve as a focus for collective inquiry and action. At the school level, the data will be reviewed by the Safe and Accepting Schools Team to gain greater insights into students' perceptions of school safety and school climate, to advise the principal about enhanced safety procedures and programs, and to review and update the local Safe Schools Plan.

OVERALL BOARD LEVEL RESULTS

(i) Safe Schools Survey (Secondary)

In November 2019, 5,464 students in Grades 9 through 12 from all TCDSB secondary schools participated in the *Safe Schools Survey*. Overall, secondary students' perceptions of school safety were positive and have remained so over the past 3 years, with about 93% of students reporting feeling *very safe* or *safe* in school.

Some highlights on safety (See Appendix B1):

When comparing secondary data for the three-year period, from 2017-2018 to 2019-2020, results are consistently positive (with little to no change evident) in all areas of feeling safe in and around school.

Over the past three years, secondary students' feelings of safety were very positive:

- over 90% of secondary students felt *safe* or *very safe* in the classroom, at sports/after school events, in school, at dismissal time, on the stairs/in stairwells, in the cafeteria/lunch time and in the hallways;
- over 80% felt *safe* or *very safe* travelling to and from school, in the washrooms, and in the parking lot.

Positive results can also be seen in secondary students' reports about bullying:

- 87% of secondary students indicated that they have *never* been bullied;
- 74% of secondary students indicated that bullying is *a small problem* or *not a problem* in their school; an increase of 6% since 2017-18.

Areas for continued dialogue:

- Of the secondary students who *experienced* bullying at school (13%), more than half (53%) told another person about being bullied (a 4% improvement from 2018-19).
- Of the secondary students who *witnessed* bullying at school (31%), 43% indicated they told someone about the bullying they witnessed. This is an increase of 24% from the previous year.
- For those who had been bullied (13%) or had witnessed bullying (31%), the most common forms of bullying were verbal or social.

(ii) *Student Voice: Learning During the COVID-19 Pandemic Survey*

Elementary and Secondary Schools

In May/June 2020, 7,531 students in Grades 6 and 8 in all TCDSB elementary schools participated in the *Student Voice: Learning During the COVID-19 Pandemic Survey*. In the same period of time, 4,839 students in Grades 10 and 12 in all TCDSB secondary schools also participated.

Overall, elementary and secondary students' perceptions of online safety are very positive, with the large majority (97%) of students indicating they feel *very safe* or *safe* while working on distance learning activities.

Some further highlights on safety (See Appendix B3):

- 89% of elementary students and 90% of secondary students indicated that bullying during distance learning has not been a problem
- 2% of students in both panels reported they were bullied

Area for continued dialogue:

- The reporting of bullying remains an area for growth.

PERCEPTIONS BY GENDER

(i) *Gender Breakdown: Safe Schools Survey (Secondary)*

Findings comparing male and female students are consistent with those of previous years (See Appendix B2). While generally there are little or no differences in feelings of safety, gender differences are evident in the forms of bullying that males and females experienced or witnessed: more males indicated experiencing or witnessing physical bullying; more females experienced or witnessed social or cyber bullying.

(ii) *Gender Breakdown: Student Voice: Learning During the COVID-19 Pandemic Survey*

There are little or no differences between genders in their feelings of online safety while working on distance learning activities, as well as, indicating they have been bullied, in both the elementary and secondary panel.

While few have reported bullying to be a problem during distance learning, more females than males indicate bullying to be a problem.

PERCEPTIONS BY RACIAL IDENTIFICATION

In the Fall of 2019, 5464 secondary students completed the *Safe School Survey*; in the Spring of 2020, 7531 elementary students and 4839 secondary students completed the *Learning During the COVID-19 Pandemic Survey*. Both surveys included questions pertaining to safety, and on both surveys, students were asked to indicate with which racial group(s) they identified; Ministry of Education recommended racial categories were used. A preliminary analysis was conducted to examine the perceptions of safety among students identifying in the various racial categories. (See Appendix C.)

Results were generally positive for all groups; however, the pattern of perceptions in the areas of safety and bullying is slightly less favourable for some groups (e.g., secondary students who identify as Indigenous and Middle Eastern on the *Safe Schools Survey*).

The results of this preliminary analysis based on the voice of students will be reviewed and will inform dialogue between the departments of Safe Schools, Equity, Diversity, Indigenous Education and Community Relations, and Educational Research. Action items will be developed to address future data collection and the implementation of plans for continuous improvement in the areas of safety and well-being for all students.

SECTION 3: Student Voice: How to Increase the Level of Safety in Schools

On both the annual *Safe and Caring Catholic School Climate* (SCCSC) survey and the *Secondary Safe Schools Survey*, students are asked: *How do you think we can make our schools safer?* This year, the *Safe and Caring Catholic School Climate* survey was not administered; these data are not available for elementary schools. Below is a summary of responses from secondary schools.

Student Voice: Secondary Schools

On the *Secondary Safe Schools Survey*, students were asked: *How do you think we can make our schools safer?* Responses of students were collated and results

summarized. Many secondary students indicated the schools are already safe. Top responses by students on how to increase school safety were:

- the promotion of anti-bullying initiatives
- increased police, School Engagement Team (SET) officers, or security guard presence
- more supervision outside the classroom (monitors or teachers in the hall)
- adding more security cameras
- staff being more approachable to create trusting and caring relationships
- renovations to maintain a clean, safe and healthy school environment
- no vaping
- being kind and creating a caring school community
- stricter rules and enforcement of rules
- listening to students' concerns

SECTION 4: Safe Schools Alternative Programs

The TCDSB operates programs through the Safe Schools Department. These alternative programs at St Martin and Our Lady of Lourdes support students who have received a board expulsion as a result of a safe school incident.

1. The Expulsion Program

The Expulsion Program is a short term support program for students who have been expelled from all schools of the TCDSB. The program serves elementary students grade 6-8, and secondary school students, grades 9-12. Program staff work in a multidisciplinary team to address student strengths, needs and triggers, with an aim to provide individualized academic programming and individual support at school. Once students have transitioned from their home school, the goal for all students is to successfully complete the demission requirements and return to a different TCDSB school. While in the program, some students are able to meet graduation requirements and proceed to post-secondary education, while others look to access community programs or the world of work upon program completion.

In 2019-2020, there were 2 students in the elementary program.

In the secondary program 26 students (20 Board Expulsion and 6 Voluntary Intervention Program) were served at different points during the school year. Program staff work diligently to develop community partnerships across the GTA so that students and their families can access local community support and resources.

2. TIPSS (Transitional Intervention Program for Suspended Students)

The long-term suspension program offers programming to students serving a suspension of 6-20 days in length. For students receiving a suspension between 6-10 days, academic programming is provided. For students serving a suspension of 11-20 days, social work assistance is provided in addition to the academic programming. Parents are not obligated to accept TIPPS support although participation is strongly encouraged.

In 2019-2020, 70.4% of eligible suspended students were served by TIPSS teachers at sessions in Toronto Public Library sites. In situations where adult students/parents have chosen not to attend TIPSS, the school provided the student/family with work packages. In all cases, students were afforded the opportunity to continue with their learning while on long-term suspension.

SECTION 5: Professional Learning for TCDSB Stakeholders

In 2019-2020, the Safe Schools Department offered a diverse menu of professional learning on safe schools topics to students, parents, TCDSB staff members and community partners.

2019-2020 Activities are listed in Action Items found in section E.

In addition, the Safe Schools Department worked collaboratively with various TCDSB departments, including Mental Health and Curriculum Leadership and Innovation and ICT, to develop various resources to support students, parents, and staff with distance learning. These resources include:

- Classroom Management Strategies for Online Learning: Tools for Classroom Teachers and Support Staff
- Tips for Parents: Supporting Student Safety in a Virtual Environment (Appendix D)

- Tips for Students: Supporting Student Safety in a Virtual Environment (Appendix E)
- Progressive Discipline Interventions and Alternatives to Suspension during Distance Learning (for Principals/Vice Principals)

E. METRICS AND ACCOUNTABILITY

2019-2020 Metrics	Evidence/Deliverables (2019-20 Metrics)
<p>1. Expand the <i>Safe Schools Professional Learning Modules Series</i> to include new modules:</p> <ul style="list-style-type: none"> • “Supporting Elementary Students with Autism Spectrum Disorder using Applied Behaviour Analysis (ABA) Strategies and Techniques” • “Self-Compassion and Kindness” 	<p><i>Due to labour disruption and COVID-19, the number of modules offered was significantly reduced.</i></p> <ul style="list-style-type: none"> • 19 different topics delivered in 2019-2020 Professional Learning Modules Series: <ul style="list-style-type: none"> ○ 163 participants (social workers, CYW, educational assistants, teachers, psychologists, administrators, support staff) <p><i>Due to labour disruption and COVID-19, the number of Interdisciplinary professional learning opportunities offered for various TCDSB stakeholders was significantly reduced.</i></p> <ul style="list-style-type: none"> • Interdisciplinary professional learning opportunities with various TCDSB stakeholders: <ul style="list-style-type: none"> ○ Administrative Professional Development – 628 principals/vice principals/superintendents ○ Safe Schools Student Ambassador Symposiums including Bullying Awareness and Prevention Month Launch – 340 elementary/secondary students, staff, trustees, community partners ○ Resolution Conference and Mediation Circles: 36 participants (social workers, CYW, educational assistants, teachers, police officers) ○ Threat Assessment Training and Related Workshops: 23 participants (social workers, CYW, educational assistants, teachers, psychologists, administrators, support staff, police officers)

	<ul style="list-style-type: none"> ○ Training to Toronto Police Service – 35 police officers ○ SEAC Presentation – 20 members ○ Osgoode School Conference – 145 participants ○ School Presentations – 75 staff, students and parents ○ I-Lite Presentation – 57 elementary students
<p>2.</p> <p>Safe Schools/St. Martin School staff will continue to produce training videos on various topics related to Safe Schools and Promoting Positive Catholic School Climate. School communities will be able to access these videos to share with staff, students and parents.</p>	<p>During the 2019-2020 school year, the Safe Schools Department developed 3 professional learning videos on the following topics:</p> <ul style="list-style-type: none"> ● Bullying Awareness, Prevention and Intervention, Part 1 ● Bullying Awareness, Prevention and Intervention, Part 2 Scenario ● Overview of Threat Assessment <p>These videos are available on the Safe Schools Portal Page.</p>
<p>3.</p> <p>As a result of the increase in the number of suspensions issued to elementary students during 2018-2019 school year, the Safe Schools Department will attend K-8 principal meetings to encourage principals to share effective strategies that promote students engaging in positive and pro-social behaviours. In addition, the Safe Schools Department will review</p>	<p>On November 12th and November 14th, the Safe Schools Department presented at K-12 Principal meetings.</p>

with principals resources and materials to support a positive school climate.	
<p>4.</p> <p>As a result of the increase in the number of suspensions and expulsions issued to students with IEPs during the 2018-19 school year, the Safe Schools Department will attend K-12 principal meetings to review the province of Ontario's resource <i>Caring and Safe Schools in Ontario: Supporting Students with Special Education Needs through Progressive Discipline, Kindergarten to Grade 12</i>.</p>	<p>On October 8th and October 10th, the Safe Schools Department presented at K-12 Principal meetings.</p> <p>On October 30th, the Safe Schools Department presented to Elementary Vice-Principals.</p> <p>On January 30th, the Safe Schools Department presented to Secondary School Vice-Principals.</p>
<p>5.</p> <p>Based on student feedback from the 2018-2019 <i>Safe and Caring Catholic School Climate</i> survey and secondary <i>Safe Schools Survey</i>, the Safe Schools Department will focus on the themes of Kindness and Bullying Prevention during the elementary and secondary</p>	<p>During the 2019-2020 school year, the Safe Schools Department hosted 2 Student Ambassador Symposiums attended by students, staff mentors, parents, senior staff, trustees and community partners including TPS. Themes addressed in the course of the symposiums included: bullying prevention, healthy relationships, kindness, resiliency and the importance of empathy and inclusion.</p> <p>The role of the Safe Schools Student Ambassador Team is to collaborate with school stakeholders to develop and implement initiatives that promote a safe, caring and accepting Catholic school climate.</p>

Student Ambassador Symposiums.	<p>Secondary – October 22, 2019 Elementary – November 19, 2019</p> <p>Due to COVID-19, the April 21, 2019 Safe Schools Ambassador Symposium (Secondary) was cancelled.</p>
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F. ACTIONABLE ITEMS FOR 2020-2021

1. Expand the *Safe Schools Professional Learning Modules Series* to include new modules: “Introduction to Autism and Applied Behaviour Analysis Strategies in Secondary Schools”, “Informal Restorative Processes” and “What You Need to Know about Cannabis and Vaping for Students from Grades 6 – 12”.
2. Safe Schools/St. Martin School staff will continue to produce training videos on various topics related to Safe Schools and Promoting Positive Catholic School Climate. School communities will be able to access these videos to share with staff, students and parents.
3. The Safe Schools Department will provide further training on the topic of Mitigating and Other Factors with principals to ensure that these factors continue to be considered in determining decisions and plans that support student achievement and well-being. The Safe Schools Department will also collaborate with the Equity Action Team to review with principals the application of Mitigating and Other Factors through an approach that considers varying sociological factors, including factors that may impact students from various racial groups.
4. The Safe Schools Department will meet with secondary school principals to facilitate the sharing of effective strategies that promote students engaging in positive and pro-social behaviours, and to further support nurturing a positive rapport between staff and students within an overall positive school climate.
5. The Safe Schools Department will review data included in this report with the Equity, Diversity, Indigenous Education and Community Relations Department, and with the Research Department, to explore appropriate

recommendations; specifically, perceptual data related to bullying in various racial groups will be a focus of discussion and action.

6. The Safe Schools Department will meet with elementary principals to address the Ministry of Education's recent mandate to eliminate suspensions issued to K-3 students and to explore alternative measures to address student behaviour in this student group.
7. Based on the feedback from the 2019-2020 *Safe Schools Survey*, the Safe Schools Department will continue to support Safe Schools Student Ambassador Teams and offer symposiums during the 2020-2021 school year. The theme of kindness and compassion will continue to be an area of focus.

G. CONCLUDING STATEMENT

This report is for the consideration of the Board.

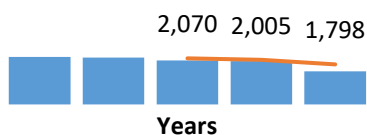
Number of Students Suspended, Education Act §.306

Appendix A

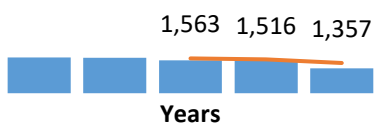
TCDSB	All Students	Secondary Students	Elementary Students
2015-2016	90,333	30,149	60,184
2016-2017	91,144	30,109	61,035
2017-2018	91,107	29,673	61,434
2018-2019	91,818	29,225	62,593
2019-2020	91,324	28,612	62,712

#St Suspended	Rolling Avg #St Susp	#Male St Suspended	Rolling Avg #Male St Susp	TCDSB #Female St Suspended	Rolling Avg #Female St Susp
2,132	#N/A	1,608	#N/A	524	#N/A
2,107	#N/A	1,597	#N/A	510	#N/A
1,970	2,070	1,483	1,563	487	507
1,939	2,005	1,467	1,516	472	490
1,485	1,798	1,120	1,357	365	441

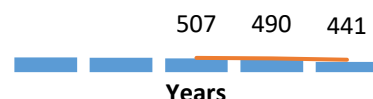
Number of Students Suspended



Number of Male Students Suspended

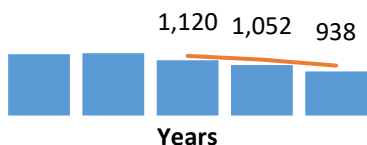


Number of Female Students Suspended

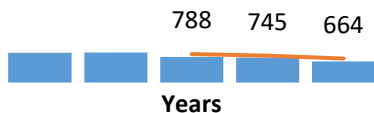


TCDSB	Sec #St Suspended	Rolling Avg Sec #St Susp	Sec #Male St Suspended	Rolling Avg Sec #Male St Susp	Sec #Female St Suspended	Rolling Avg Sec #Female St Susp	Elem #St Suspended	Rolling Avg Elem #St Susp	Elem #Male St Suspended	Rolling Avg Elem #Male St Susp	Elem #Female St Suspended	Rolling Avg Elem #Female St Susp
2015-2016	1,151	#N/A	823	#N/A	328	#N/A	981	#N/A	785	#N/A	196	#N/A
2016-2017	1,172	#N/A	830	#N/A	342	#N/A	935	#N/A	767	#N/A	168	#N/A
2017-2018	1,038	1,120	710	788	328	333	932	949	773	775	159	174
2018-2019	947	1,052	694	745	253	308	992	953	773	771	219	182
2019-2020	829	938	589	664	240	274	656	860	531	692	125	168

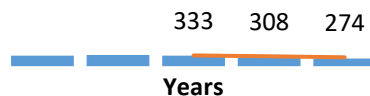
Number of Secondary Students Suspended



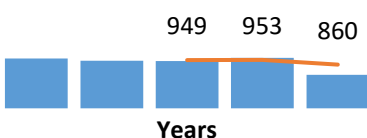
Number of Secondary Male Students Suspended



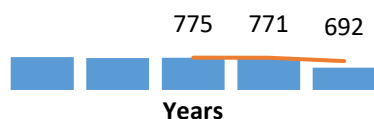
Number of Secondary Female Students Suspended



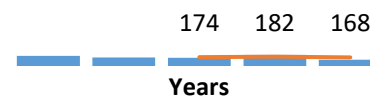
Number of Elementary Students Suspended



Number of Elementary Male Students Suspended

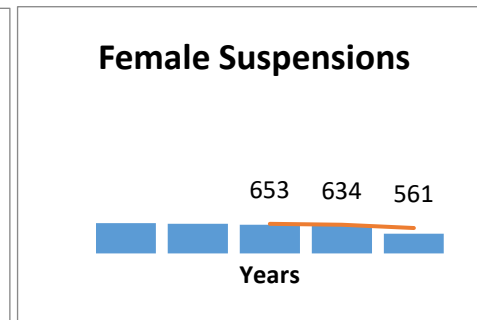
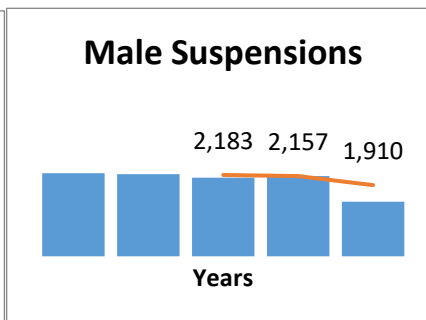
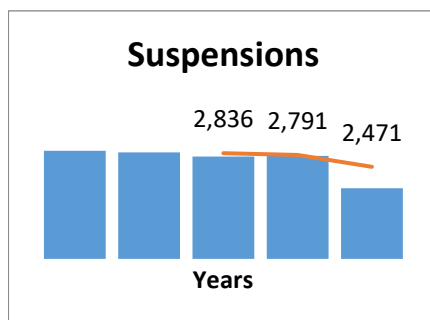


Number of Elementary Female Students Suspended

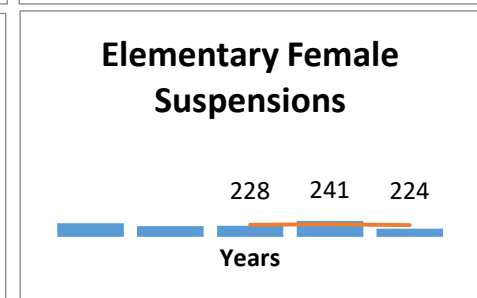
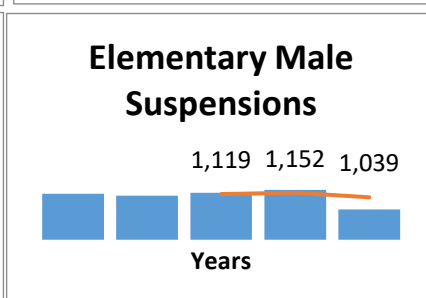
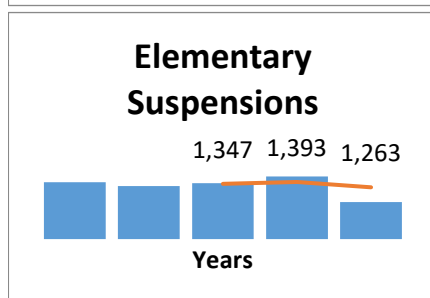
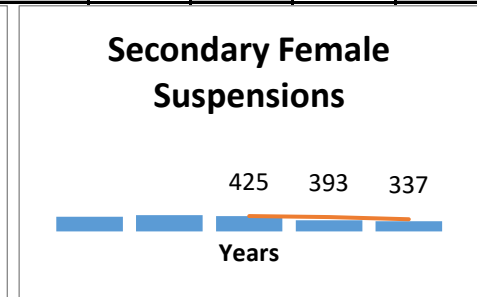
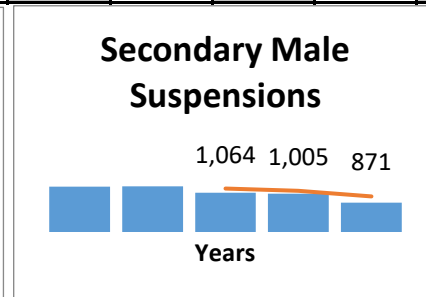
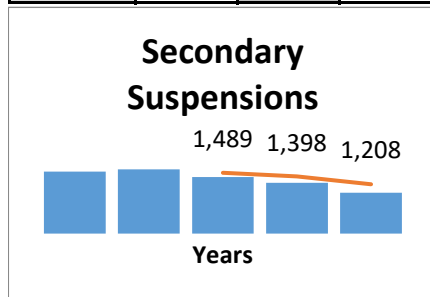


Notice of Suspension, Education Act §.306 (number of suspensions)

TCDSB	306 Suspension	Rolling Avg Susp	306 Male Suspension	Rolling Avg Male Susp	306 Female Suspension	Rolling Avg Female Susp
2015-2016	2,900	#N/A	2,234	#N/A	666	#N/A
2016-2017	2,861	#N/A	2,204	#N/A	657	#N/A
2017-2018	2,746	2,836	2,110	2,183	636	653
2018-2019	2,767	2,791	2,157	2,157	610	634
2019-2020	1,899	2,471	1,463	1,910	436	561



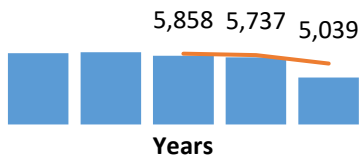
TCDSB	Sec 306 Suspension	Rolling Avg Sec Susp	Sec 306 Male Suspension	Rolling Avg Sec Male Susp	Sec 306 Female Suspension	Rolling Avg Sec Female Susp	Elem 306 Suspension	Rolling Avg Elem Susp	Elem 306 Male Suspension	Rolling Avg Elem Male Susp	Elem 306 Female Suspension	Rolling Avg Elem Female Susp
2015-2016	1,515	#N/A	1,111	#N/A	404	#N/A	1,385	#N/A	1,123	#N/A	262	#N/A
2016-2017	1,571	#N/A	1,122	#N/A	449	#N/A	1,290	#N/A	1,082	#N/A	208	#N/A
2017-2018	1,381	1,489	959	1,064	422	425	1,365	1,347	1,151	1,119	214	228
2018-2019	1,243	1,398	935	1,005	308	393	1,524	1,393	1,222	1,152	302	241
2019-2020	999	1,208	719	871	280	337	900	1,263	744	1,039	156	224



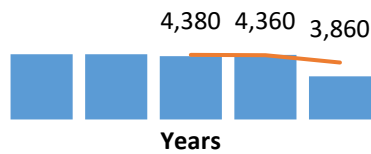
Number of instructional days lost to §.306 Suspension

TCDSB	Days Lost	Rolling Avg Days Lost	Days Lost Male	Rolling Avg Days Lost Male	Days Lost Female	Rolling Avg Days Lost Female
2015-2016	5,909	#N/A	4,431	#N/A	1,478	#N/A
2016-2017	5,970	#N/A	4,425	#N/A	1,545	#N/A
2017-2018	5,694	5,858	4,285	4,380	1,409	1,477
2018-2019	5,547	5,737	4,369	4,360	1,178	1,377
2019-2020	3,875	5,039	2,925	3,860	950	1,179

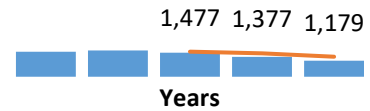
Days Lost



Days Lost - Male

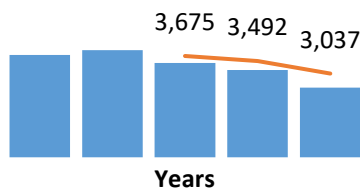


Days Lost - Female

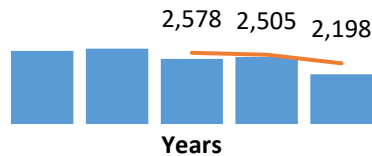


TCDSB	Sec Days Lost	Sec Rolling Avg Days Lost	Sec Days Lost Male	Sec Rolling Avg Days Lost Male	Sec Days Lost Female	Sec Rolling Avg Days Lost Female	Elem Days Lost	Elem Rolling Avg Days Lost	Elem Days Lost Male	Elem Rolling Avg Days Lost Male	Elem Days Lost Female	Elem Rolling Avg Days Lost Female
2015-2016	3,711	#N/A	2,644	#N/A	1,067	#N/A	2,198	#N/A	1,787	#N/A	411	#N/A
2016-2017	3,889	#N/A	2,729	#N/A	1,160	#N/A	2,081	#N/A	1,696	#N/A	385	#N/A
2017-2018	3,424	3,675	2,362	2,578	1,062	1,096	2,270	2,183	1,923	1,802	347	381
2018-2019	3,164	3,492	2,425	2,505	739	987	2,383	2,245	1,944	1,854	439	390
2019-2020	2,523	3,037	1,806	2,198	717	839	1,352	2,002	1,119	1,662	233	340

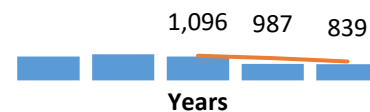
Secondary Days Lost



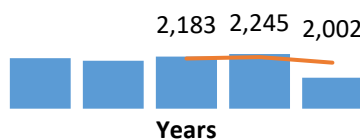
Secondary Days Lost - Male



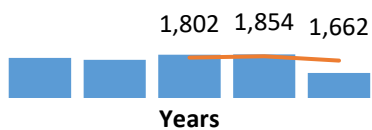
Secondary Days Lost - Female



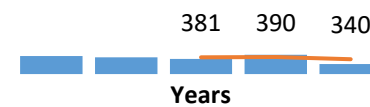
Elementary Days Lost



Elementary Days Lost - Male



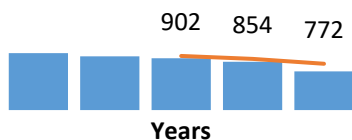
Elementary Days Lost - Female



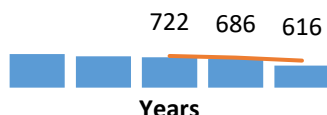
Number of Students with an IEP Suspended (§.306)

TCDSB	#St IEP Susp	Rolling Avg #St IEP Susp	#Stu IEP Male Susp	Rolling Avg #St IEP Male Susp	#St IEP Female Susp	Rolling Avg #St IEP Female Susp
2015-2016	947	#N/A	763	#N/A	184	#N/A
2016-2017	894	#N/A	713	#N/A	181	#N/A
2017-2018	864	902	689	722	175	180
2018-2019	804	854	655	686	149	168
2019-2020	647	772	504	616	143	156

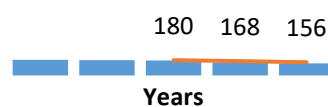
Number of Students with an IEP Suspended



Number of Male Students with an IEP Suspended

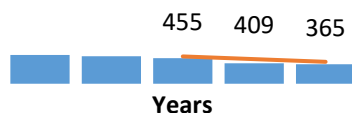


Number of Female Students with an IEP Suspended

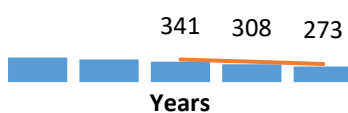


TCDSB	Sec #St IEP Susp	Rolling Avg #St IEP Susp	Sec #St IEP Male Susp	Rolling Avg Sec #St IEP Male Susp	Sec #St IEP Female Susp	Rolling Avg Sec #St IEP Female Susp	Elem #St IEP Susp	Rolling Avg Elem #St IEP Susp	Elem #St IEP Male Susp	Rolling Avg Elem #St IEP Male Susp	Elem #St IEP Female Susp	Rolling Avg Elem #St IEP Female Susp
2015-2016	480	#N/A	371	#N/A	109	#N/A	467	#N/A	392	#N/A	75	#N/A
2016-2017	459	#N/A	342	#N/A	117	#N/A	435	#N/A	371	#N/A	64	#N/A
2017-2018	426	455	310	341	116	114	438	447	379	381	59	66
2018-2019	343	409	272	308	71	101	461	445	383	378	78	67
2019-2020	326	365	238	273	88	92	321	407	266	343	55	64

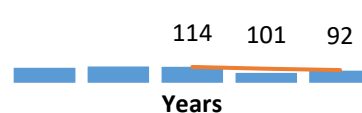
Number of Secondary Students with an IEP Suspended



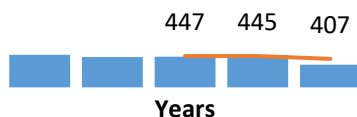
Number of Secondary Male Students with an IEP Suspended



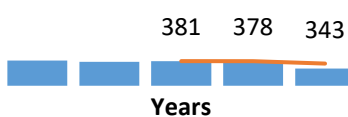
Number of Secondary Female Students with an IEP Suspended



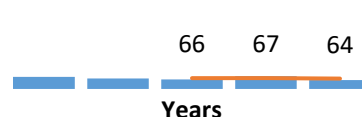
Number of Elementary Students with an IEP Suspended



Number of Elementary Male Students with an IEP Suspended



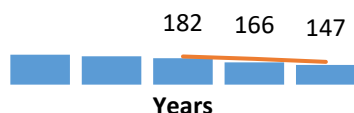
Number of Elementary Female Students with an IEP Suspended



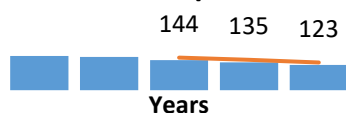
Number of §.310 Suspensions Pending Possible Expulsion (SPX) Issued

TCDSB	310 SPX	Rolling Avg 310 SPX	310 SPX Male	Rolling Avg 310 SPX Male	310 SPX Female	Rolling Avg 310 SPX Female
2015-2016	194	#N/A	152	#N/A	42	#N/A
2016-2017	183	#N/A	148	#N/A	35	#N/A
2017-2018	170	182	133	144	37	38
2018-2019	145	166	123	135	22	31
2019-2020	127	147	112	123	15	25

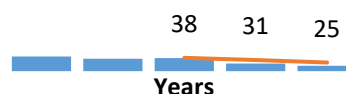
Number of Suspensions Pending Possible Expulsion



Number of Male Suspensions Pending Possible Expulsion

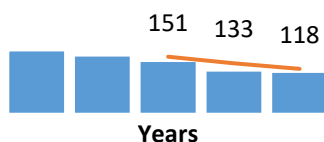


Number of Female Suspensions Pending Possible Expulsion

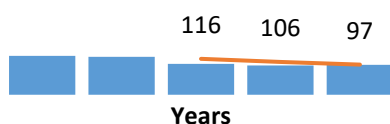


TCDSB	Sec 310 SPX	Rolling Avg Sec 310 SPX	Sec 310 SPX Male	Rolling Avg Sec 310 SPX Male	Sec 310 SPX Female	Rolling Avg Sec 310 SPX Female	Elem 310 SPX	Rolling Avg Elem 310 SPX	Elem 310 SPX Male	Rolling Avg Elem 310 SPX Male	Elem 310 SPX Female	Rolling Avg Elem 310 SPX Female
2015-2016	165	#N/A	126	#N/A	39	#N/A	29	#N/A	26	#N/A	3	#N/A
2016-2017	151	#N/A	122	#N/A	29	#N/A	32	#N/A	26	#N/A	6	#N/A
2017-2018	137	151	100	116	37	35	33	31	33	28	0	3
2018-2019	111	133	95	106	16	27	34	33	28	29	6	4
2019-2020	107	118	97	97	10	21	20	29	15	25	5	4

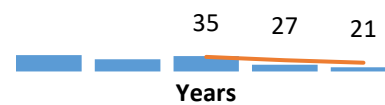
Number of Secondary Suspensions Pending Possible Expulsion...



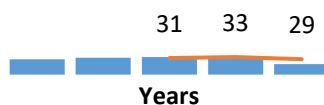
Number of Secondary Male Suspensions Pending Possible Expulsion



Number of Secondary Female Suspensions Pending Possible Expulsion



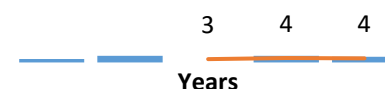
Number of Elementary Suspensions Pending Possible Expulsion



Number of Elementary Male Suspensions Pending Possible Expulsion



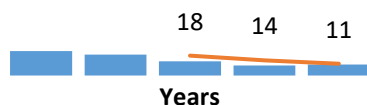
Number of Elementary Female Suspensions Pending Possible Expulsion



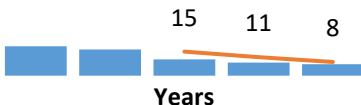
Education Act §.310 Board Expulsions (Number of Board expulsions)

TCDSB	Board Expul-sion	Rolling Avg Board Expul	Board Expul-sion Male	Rolling Avg Board Expul Male	Board Expul-sion Female	Rolling Avg Board Expul Female
2015-2016	22	#N/A	18	#N/A	4	#N/A
2016-2017	19	#N/A	16	#N/A	3	#N/A
2017-2018	13	18	10	15	3	3
2018-2019	9	14	8	11	1	2
2019-2020	10	11	7	8	3	2

Number of Board Expulsions



Number of Board Expulsions: Male

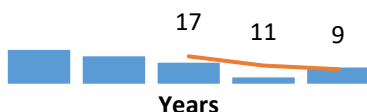


Number of Board Expulsions: Female

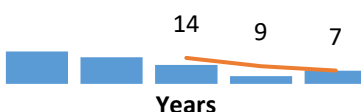


TCDSB	Sec Board Expulsion	Rolling Avg Sec Board Expul	Sec Board Expul-sion Male	Rolling Avg Sec Board Expul Male	Sec Board Expul-sion Female	Rolling Avg Sec Board Expul Female	Elem Board Expul-sion	Rolling Avg Elem Board Expul	Elem Board Expul-sion Male	Rolling Avg Elem Board Expul Male	Elem Board Expul-sion Female	Rolling Avg Elem Board Expul Female
2015-2016	21	#N/A	17	#N/A	4	#N/A	1	#N/A	1	#N/A	0	#N/A
2016-2017	17	#N/A	14	#N/A	3	#N/A	2	#N/A	2	#N/A	0	#N/A
2017-2018	13	17	10	14	3	3	0	1	0	1	0	0
2018-2019	4	11	4	9	0	2	5	2	4	2	1	0
2019-2020	10	9	7	7	3	2	0	2	0	1	0	0

Number of Secondary Board Expulsions



Number of Secondary Board Expulsions: Male



Number of Secondary Board Expulsions: Female



Number of Elementary Board Expulsions



Number of Elementary Board Expulsions: Male



Number of Elementary Board Expulsions: Female

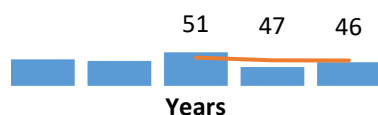


Education Act §.310 School Expulsions

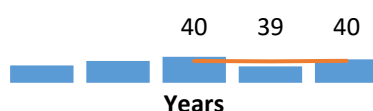
(Number of School expulsions)

TCDSB	School Expulsion	Rolling Avg School Expul	School Expul Male	Rolling Avg School Expul Male	School Expul Female	Rolling Avg School Expul Female
2015-2016	48	#N/A	32	#N/A	16	#N/A
2016-2017	45	#N/A	40	#N/A	5	#N/A
2017-2018	61	51	48	40	13	11
2018-2019	34	47	30	39	4	7
2019-2020	43	46	43	40	0	6

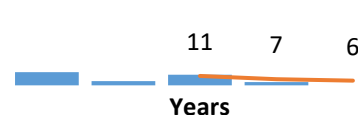
Number of School Expulsions



Number of School Expulsions: Male

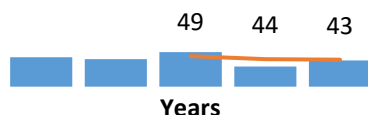


Number of School Expulsions: Female

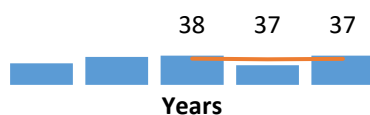


TCDSB	Sec School Expulsion	Rolling Avg Sec School Expul	Sec School Expul Male	Rolling Avg Sec School Expul Male	Sec School Expul Female	Rolling Avg Sec School Expul Female	Elem School Expulsion	Rolling Avg Elem School Expul	Elem School Expul Male	Rolling Avg Elem School Expul Male	Elem School Expul Female	Rolling Avg Elem School Expul Female
2015-2016	47	#N/A	31	#N/A	16	#N/A	1	#N/A	1	#N/A	0	#N/A
2016-2017	44	#N/A	40	#N/A	4	#N/A	1	#N/A	0	#N/A	1	#N/A
2017-2018	55	49	42	38	13	11	6	3	6	2	0	0
2018-2019	32	44	28	37	4	7	2	3	2	3	0	0
2019-2020	42	43	42	37	0	6	1	3	1	3	0	0

Number of Secondary School Expulsions



Number of Secondary School Expulsions: Male



Number of Secondary School Expulsions: Female



Number of Elementary School Expulsions



Number of Elementary School Expulsions: Male



Number of Elementary School Expulsions: Female



Number of §.310 Board Expulsions (IEP)

TCDSB	Total TCDSB Students	Total Board Expulsion	Total TCDSB IEP Students	Total IEP Board Expulsion
2018-2019	91,818	9	17,480	6
2019-2020	91,324	10	16,925	7

TCDSB	All TCDSB Secondary	Total Board Expulsion	Total TCDSB IEP Students	Total IEP Board Expulsion
2018-2019	29,225	4	6,436	1
2019-2020	28,612	10	6,275	7

TCDSB	All TCDSB Elementary	Total Board Expulsion	Total TCDSB IEP Students	Total IEP Board Expulsion
2018-2019	62,593	5	11,044	5
2019-2020	62,712	0	10,650	0

Number of §.310 School Expulsions (IEP)

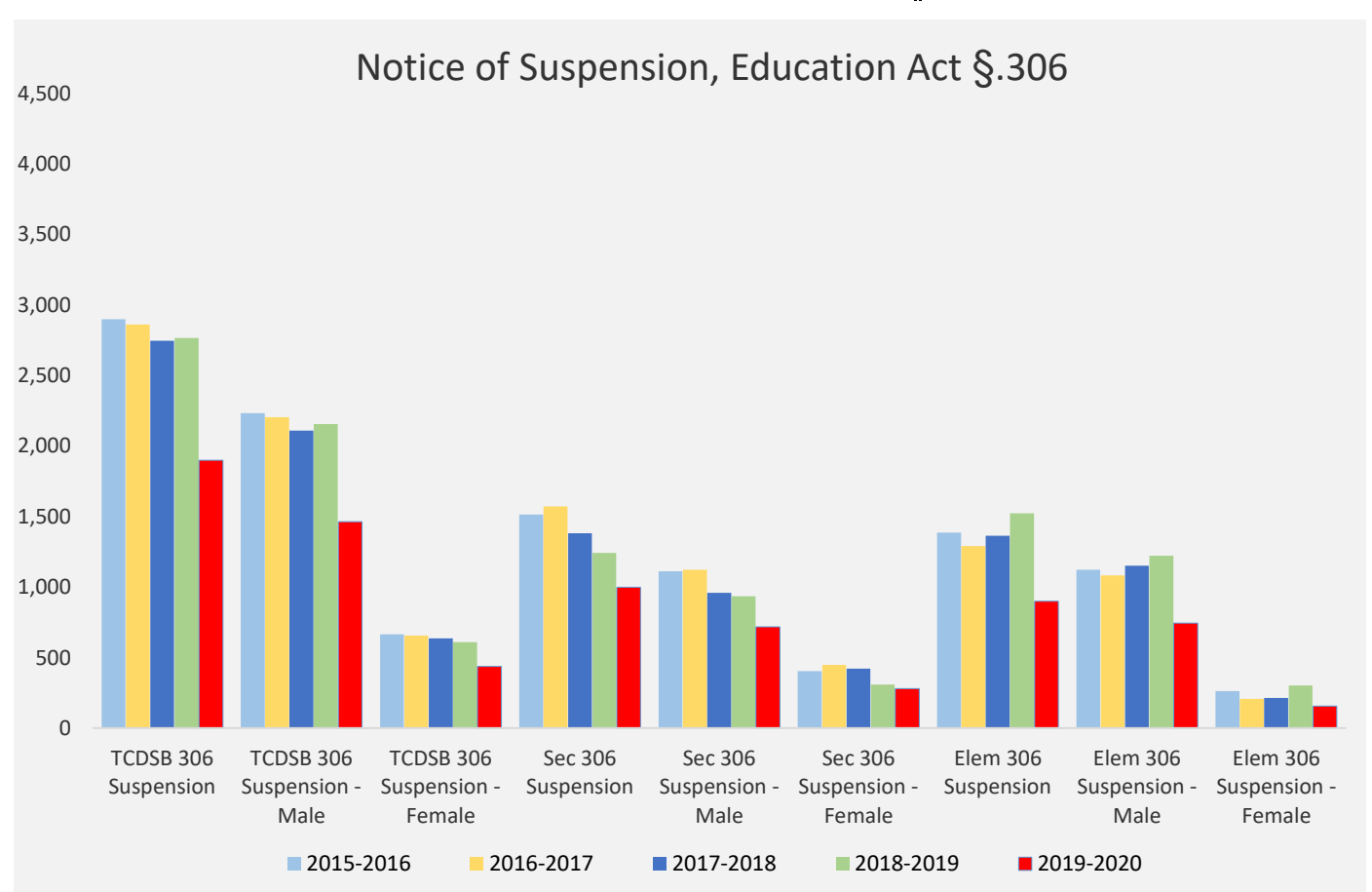
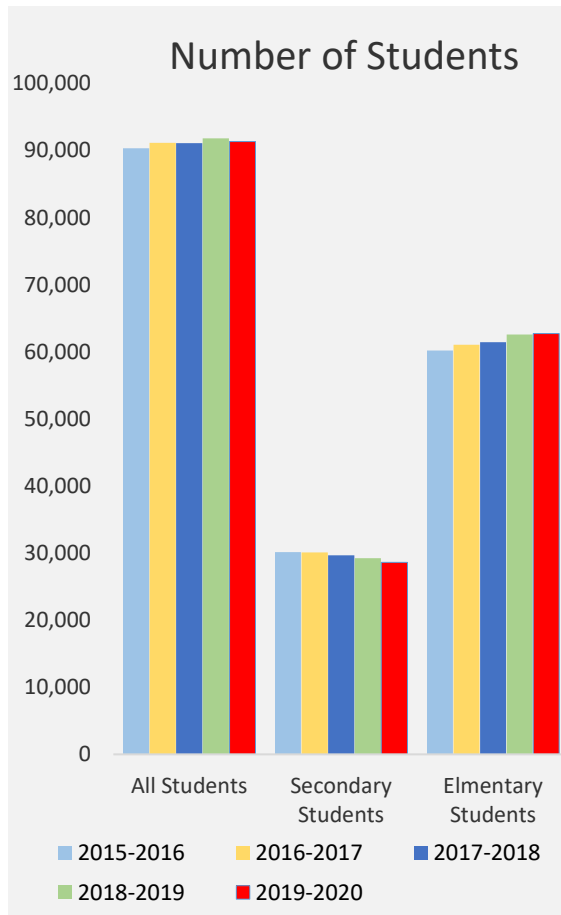
TCDSB	Total TCDSB Students	Total School Expulsion	Total TCDSB IEP Students	Total IEP School Expulsion
2018-2019	91818	34	17480	16
2019-2020	91324	43	16925	18

TCDSB	All TCDSB Secondary	Total School Expulsion	Total TCDSB IEP Students	Total IEP School Expulsion
2018-2019	29225	32	6436	16
2019-2020	28612	42	6275	17

TCDSB	All TCDSB Elementary	Total School Expulsion	Total TCDSB IEP Students	Total IEP School Expulsion
2018-2019	62593	2	11044	0
2019-2020	62712	1	10650	1

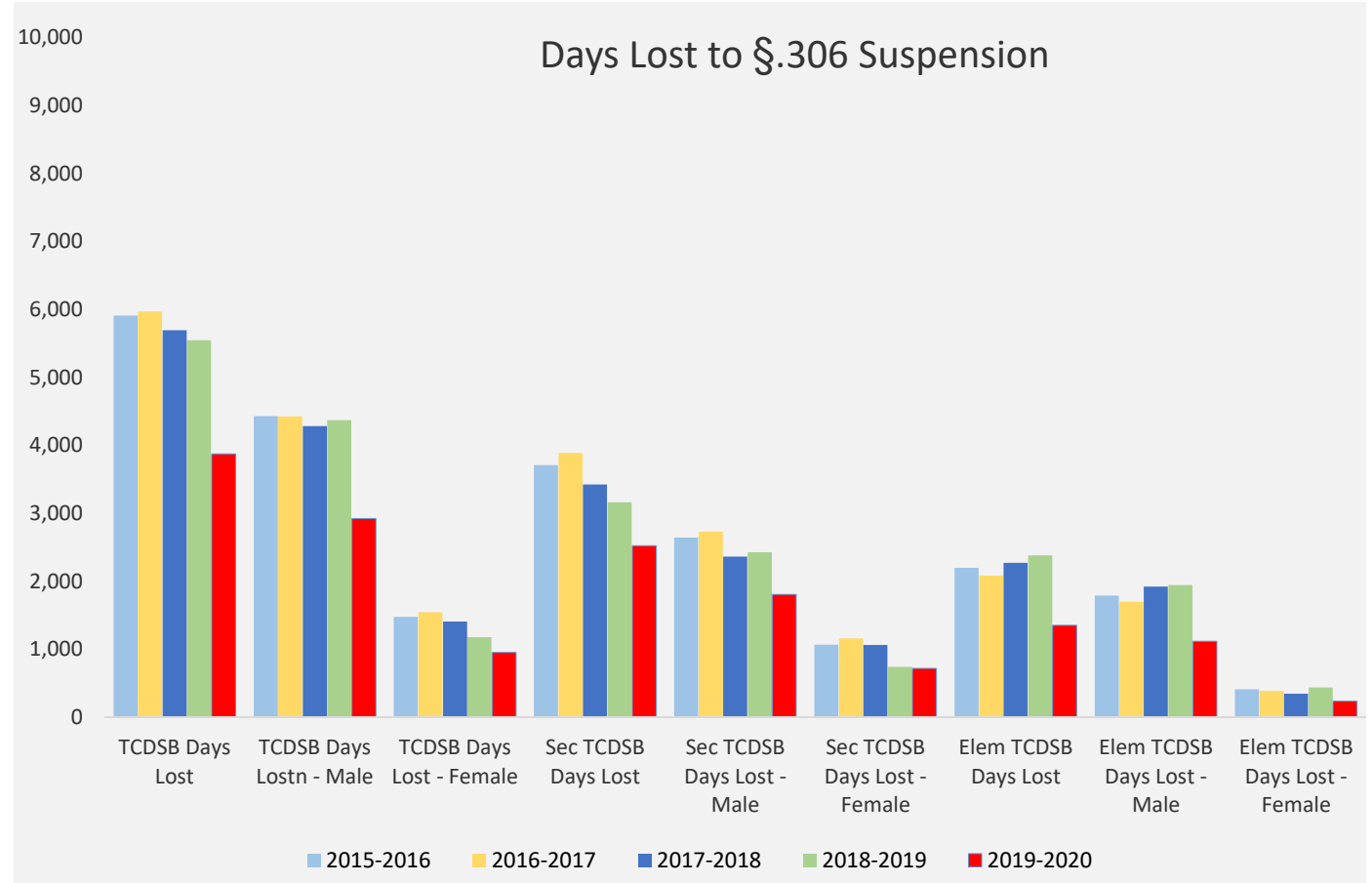
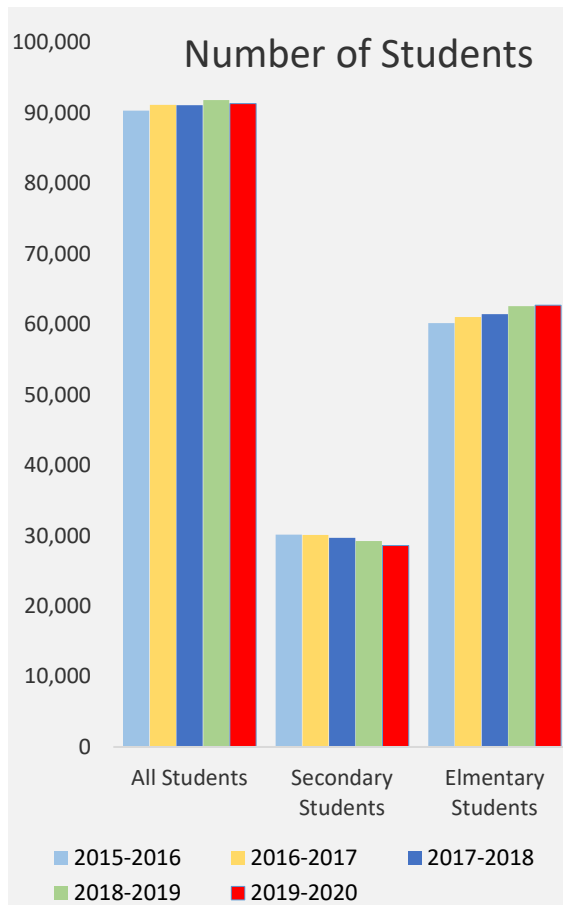
Notice of Suspension, Education Act §.306

TCDSB	All Students	Secondary Students	Elementary Students	TCDSB 306 Suspension	TCDSB 306 Suspension - Male	TCDSB 306 Suspension - Female	Sec 306 Suspension	Sec 306 Suspension - Male	Sec 306 Suspension - Female	Elem 306 Suspension	Elem 306 Suspension - Male	Elem 306 Suspension - Female
2015-2016	90,333	30,149	60,184	2,900	2,234	666	1,515	1,111	404	1,385	1,123	262
2016-2017	91,144	30,109	61,035	2,861	2,204	657	1,571	1,122	449	1,290	1,082	208
2017-2018	91,107	29,673	61,434	2,746	2,110	636	1,381	959	422	1,365	1,151	214
2018-2019	91,818	29,225	62,593	2,767	2,157	610	1,243	935	308	1,524	1,222	302
2019-2020	91,324	28,612	62,712	1,899	1,463	436	999	719	280	900	744	156



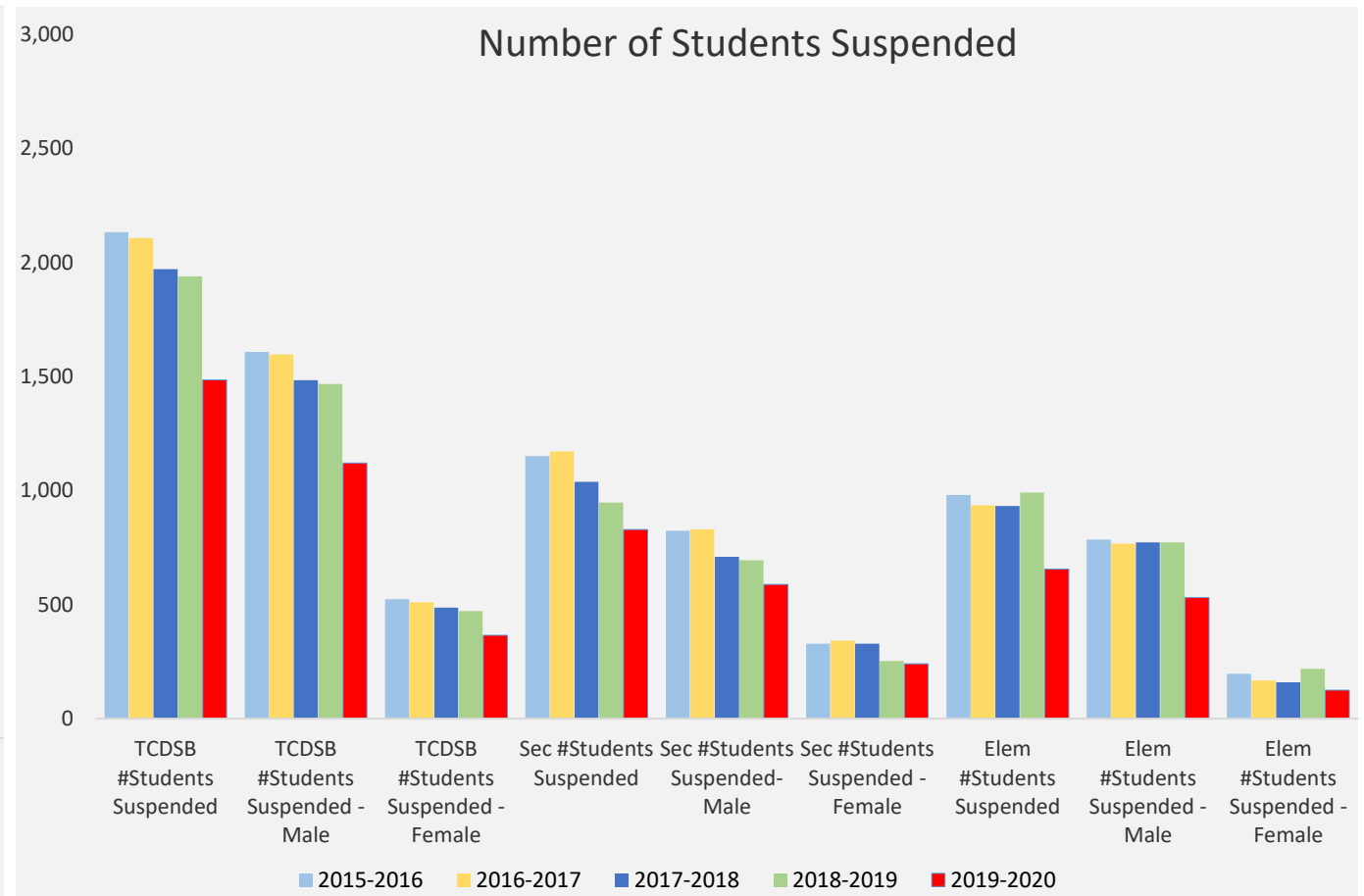
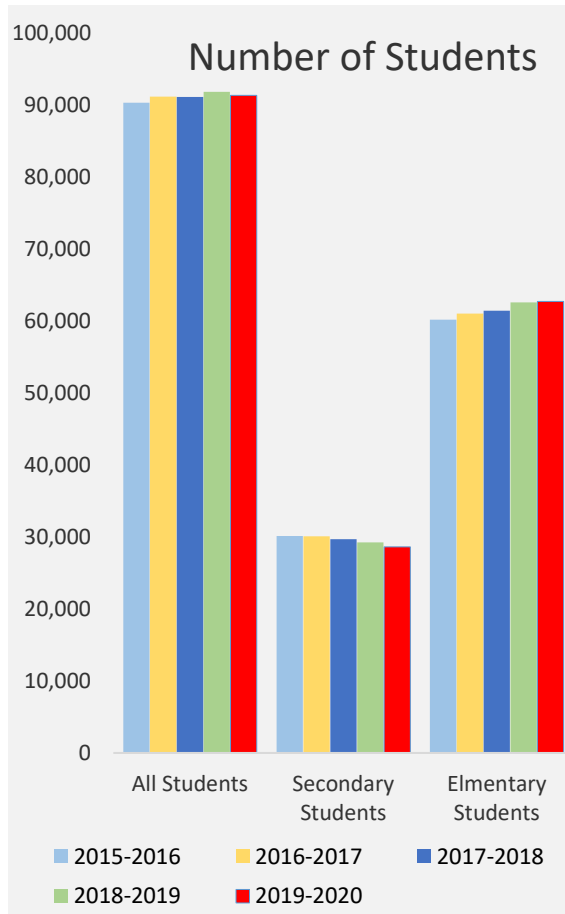
Days Lost to §.306 Suspension

TCDSB	All Students	Secondary Students	Elementary Students	TCDSB Days Lost	TCDSB Days Lostn - Male	TCDSB Days Lost - Female	Sec TCDSB Days Lost	Sec TCDSB Days Lost - Male	Sec TCDSB Days Lost - Female	Elem TCDSB Days Lost	Elem TCDSB Days Lost - Male	Elem TCDSB Days Lost - Female
2015-2016	90,333	30,149	60,184	5,909	4,431	1,478	3,711	2,644	1,067	2,198	1,787	411
2016-2017	91,144	30,109	61,035	5,970	4,425	1,545	3,889	2,729	1,160	2,081	1,696	385
2017-2018	91,107	29,673	61,434	5,694	4,285	1,409	3,424	2,362	1,062	2,270	1,923	347
2018-2019	91,818	29,225	62,593	5,547	4,369	1,178	3,164	2,425	739	2,383	1,944	439
2019-2020	91,324	28,612	62,712	3,875	2,925	950	2,523	1,806	717	1,352	1,119	233



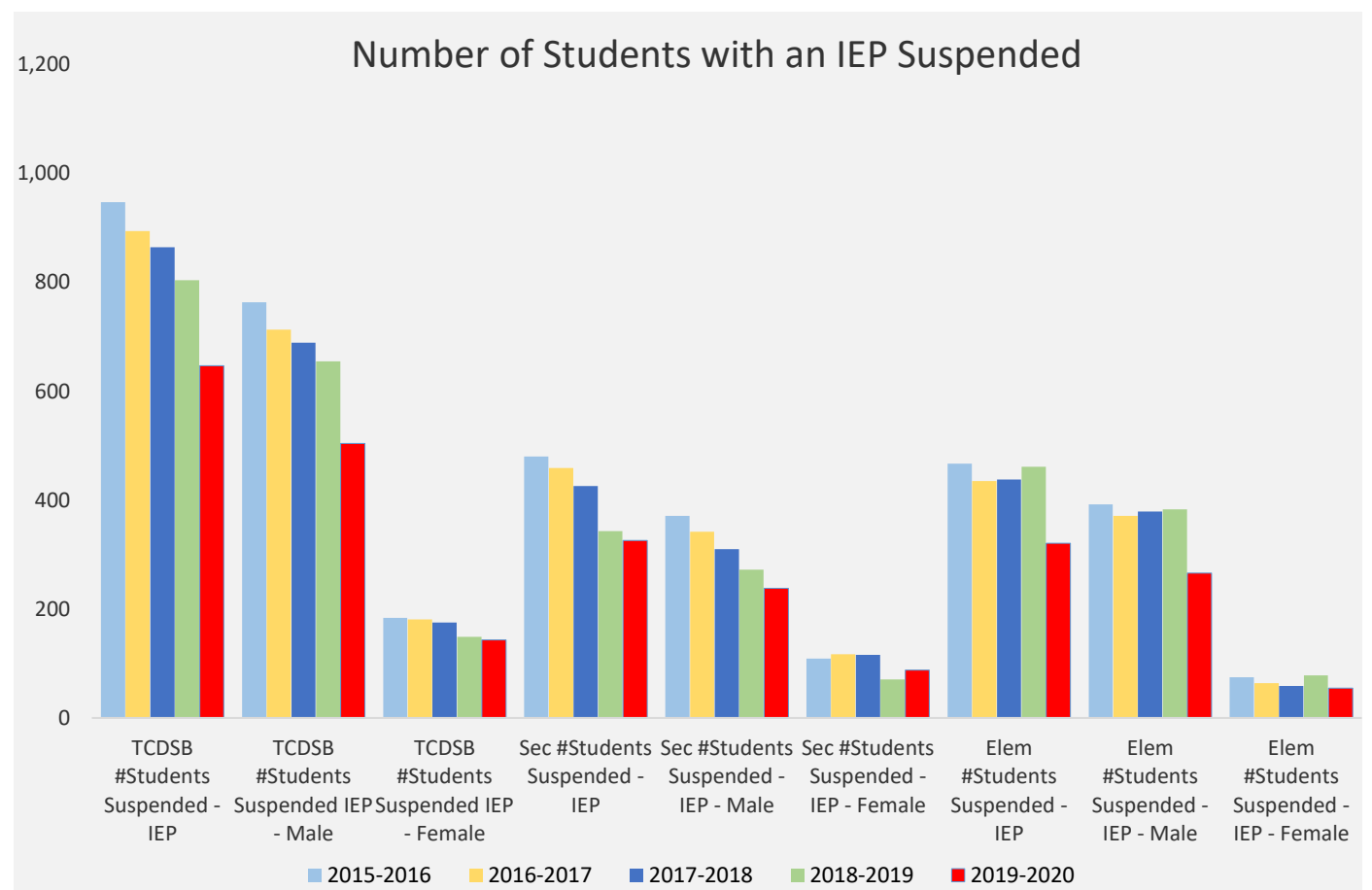
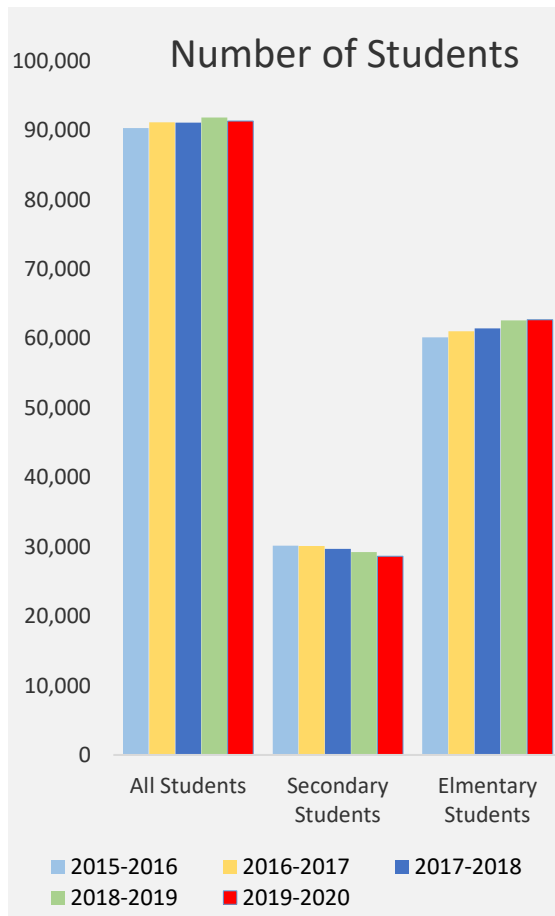
Number of Students Suspended

TCDSB	All Students	Secondary Students	Elementary Students	TCDSB #Students Suspended	TCDSB #Students Suspended - Male	TCDSB #Students Suspended - Female	Sec #Students Suspended	Sec #Students Suspended - Male	Sec #Students Suspended - Female	Elem #Students Suspended	Elem #Students Suspended - Male	Elem #Students Suspended - Female
2015-2016	90,333	30,149	60,184	2,132	1,608	524	1,151	823	328	981	785	196
2016-2017	91,144	30,109	61,035	2,107	1,597	510	1,172	830	342	935	767	168
2017-2018	91,107	29,673	61,434	1,970	1,483	487	1,038	710	328	932	773	159
2018-2019	91,818	29,225	62,593	1,939	1,467	472	947	694	253	992	773	219
2019-2020	91,324	28,612	62,712	1,485	1,120	365	829	589	240	656	531	125



Number of Students with an IEP Suspended

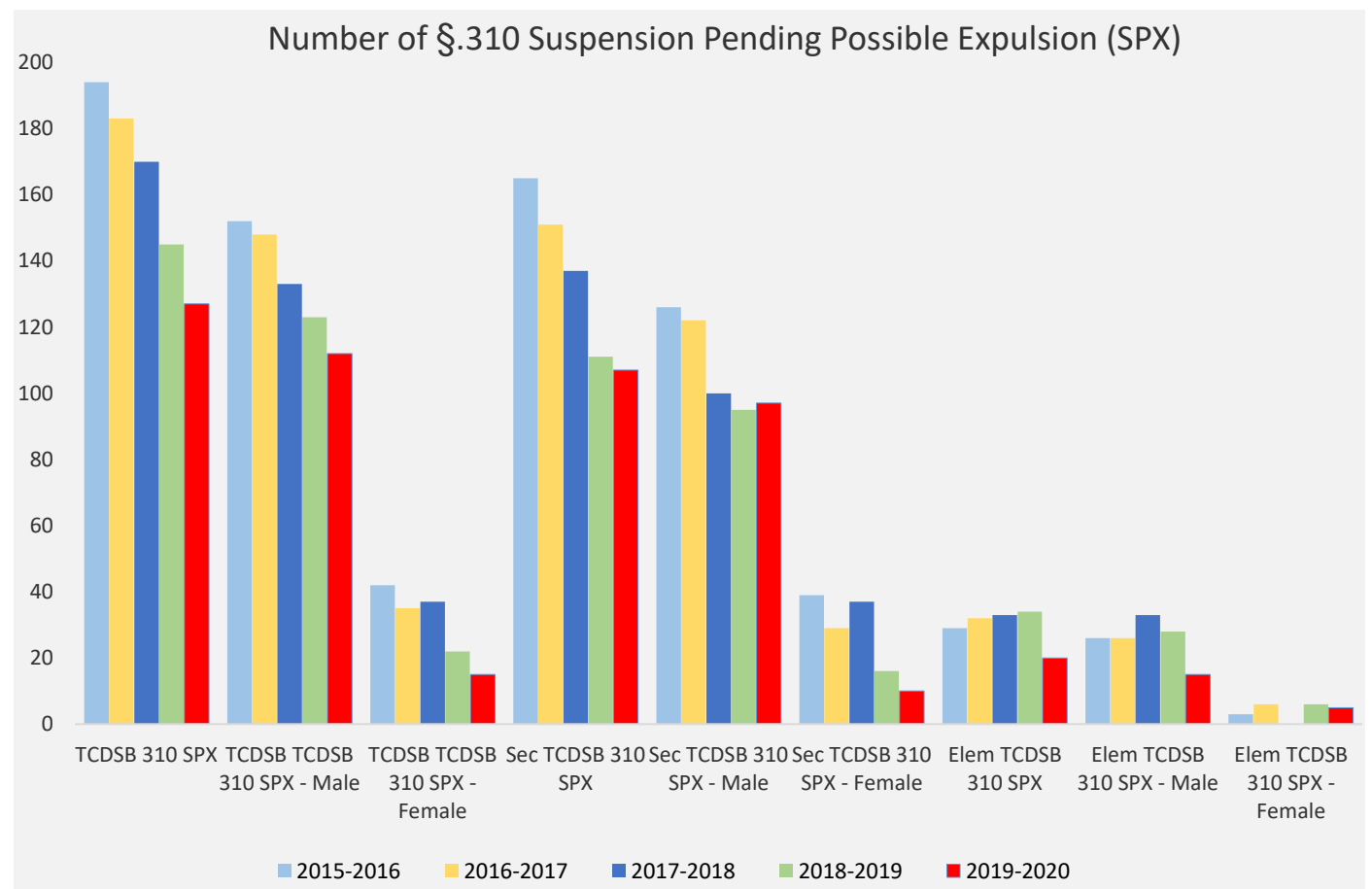
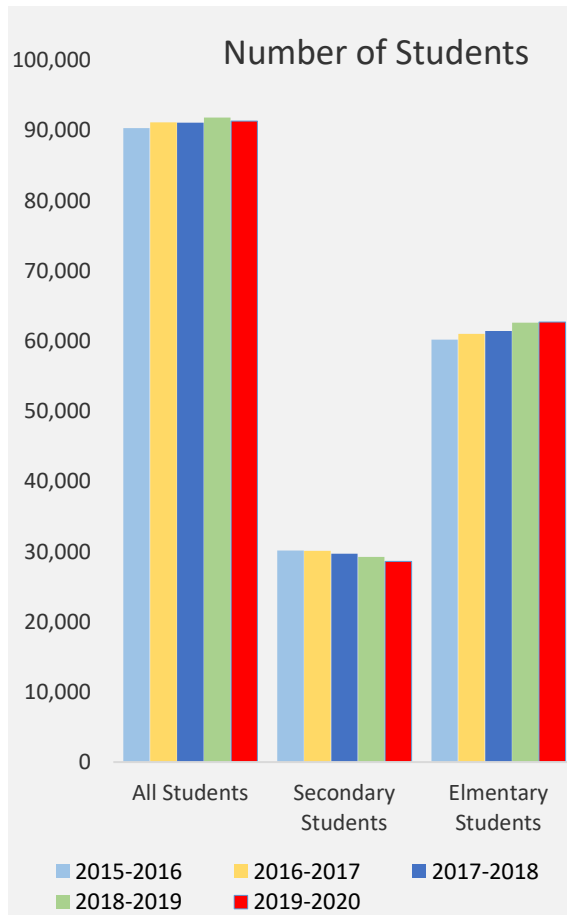
TCDSB	All Students	Secondary Students	Elementary Students	TCDSB #Students Suspended - IEP	TCDSB #Students Suspended - IEP - Male	TCDSB #Students Suspended - IEP - Female	Sec #Students Suspended - IEP	Sec #Students Suspended - IEP - Male	Sec #Students Suspended - IEP - Female	Elem #Students Suspended - IEP	Elem #Students Suspended - IEP - Male	Elem #Students Suspended - IEP - Female
2015-2016	90,333	30,149	60,184	947	763	184	480	371	109	467	392	75
2016-2017	91,144	30,109	61,035	894	713	181	459	342	117	435	371	64
2017-2018	91,107	29,673	61,434	864	689	175	426	310	116	438	379	59
2018-2019	91,818	29,225	62,593	804	655	149	343	272	71	461	383	78
2019-2020	91,324	28,612	62,712	647	504	143	326	238	88	321	266	55



Number of §.310 Suspension Pending Possible Expulsion (SPX) Issued

TCDSB	All Students	Secondary Students	Elementary Students
2015-2016	90,333	30,149	60,184
2016-2017	91,144	30,109	61,035
2017-2018	91,107	29,673	61,434
2018-2019	91,818	29,225	62,593
2019-2020	91,324	28,612	62,712

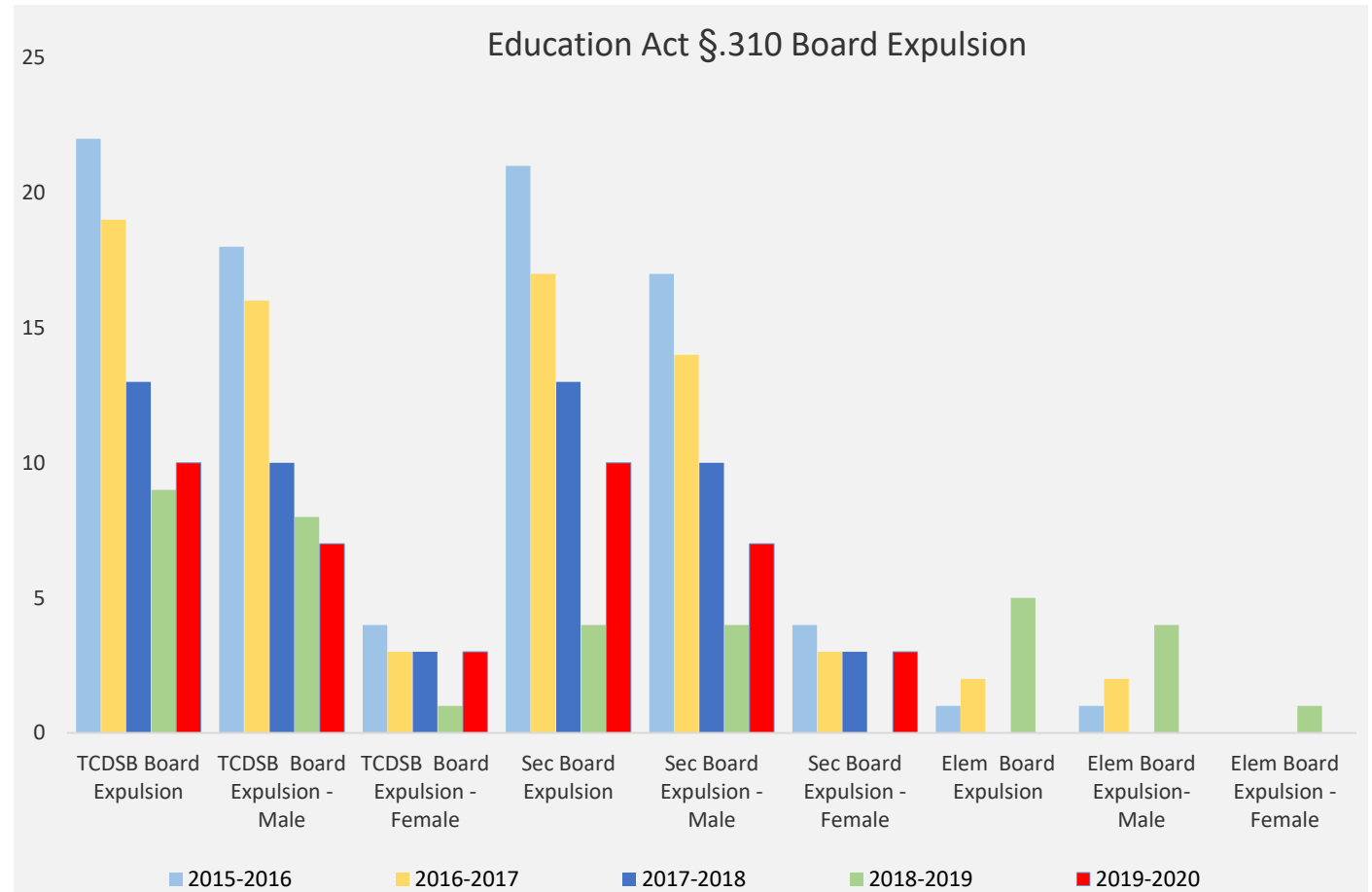
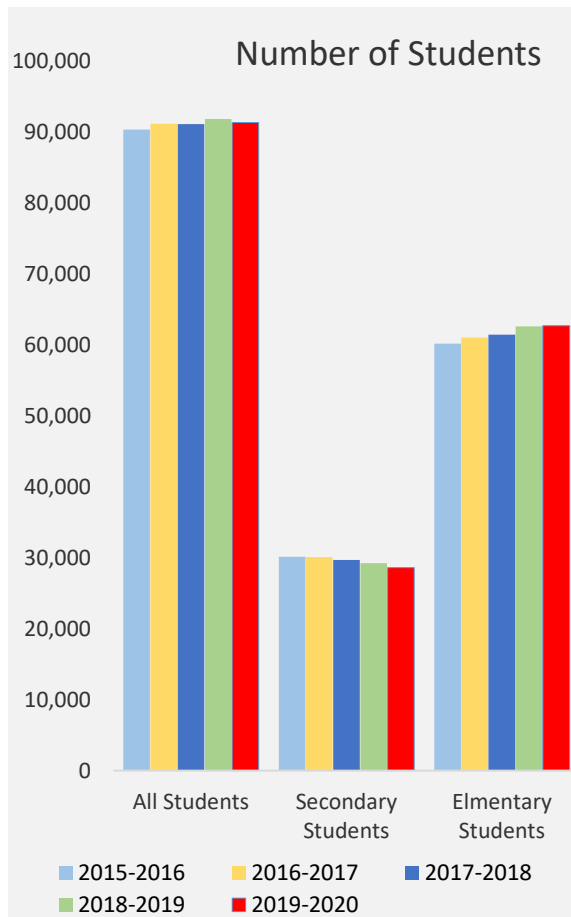
TCDSB 310 SPX	TCDSB TCDSB 310 SPX - Male	TCDSB TCDSB 310 SPX - Female	Sec TCDSB 310 SPX	Sec TCDSB 310 SPX - Male	Sec TCDSB 310 SPX - Female	Elem TCDSB 310 SPX	Elem TCDSB 310 SPX - Male	Elem TCDSB 310 SPX - Female
194	152	42	165	126	39	29	26	3
183	148	35	151	122	29	32	26	6
170	133	37	137	100	37	33	33	0
145	123	22	111	95	16	34	28	6
127	112	15	107	97	10	20	15	5



Education Act §.310 Board Expulsions

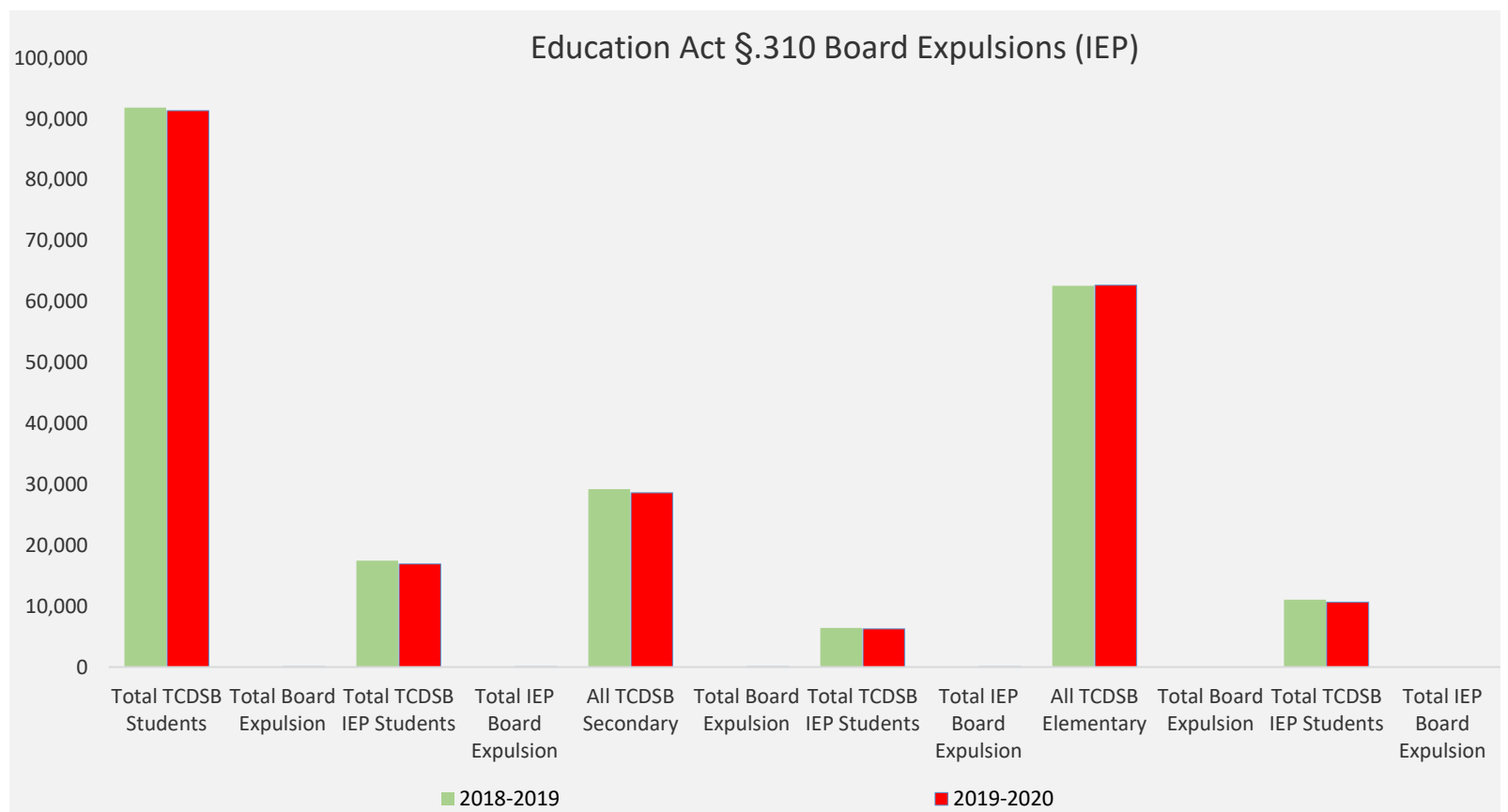
TCDSB	All Students	Secondary Students	Elementary Students
2015-2016	90,333	30,149	60,184
2016-2017	91,144	30,109	61,035
2017-2018	91,107	29,673	61,434
2018-2019	91,818	29,225	62,593
2019-2020	91,324	28,612	62,712

TCDSB Board Expulsion	TCDSB Board Expulsion - Male	TCDSB Board Expulsion - Female	Sec Board Expulsion	Sec Board Expulsion - Male	Sec Board Expulsion - Female	Elem Board Expulsion	Elem Board Expulsion- Male	Elem Board Expulsion - Female
22	18	4	21	17	4	1	1	0
19	16	3	17	14	3	2	2	0
13	10	3	13	10	3	0	0	0
9	8	1	4	4	0	5	4	1
10	7	3	10	7	3	0	0	0



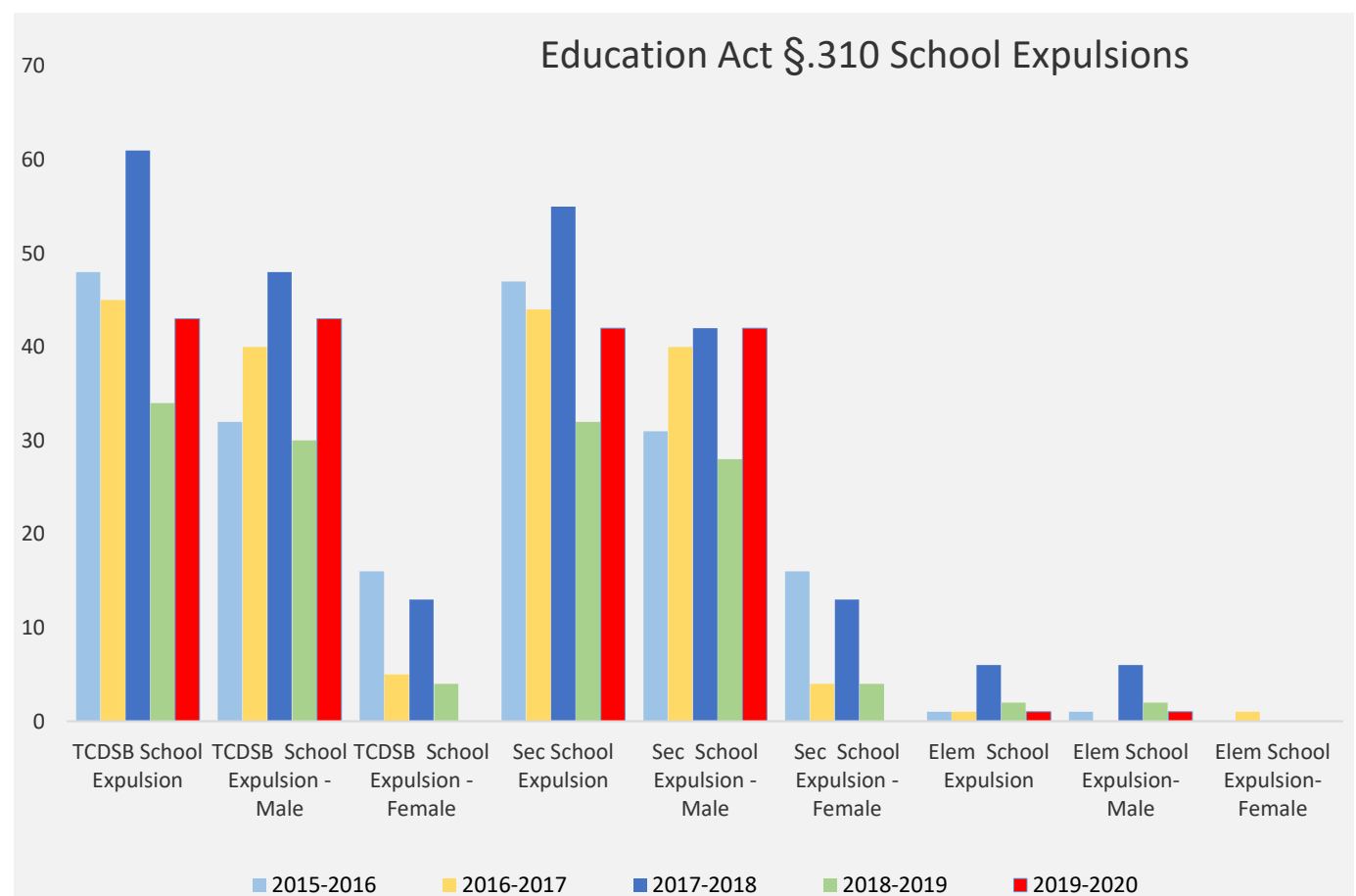
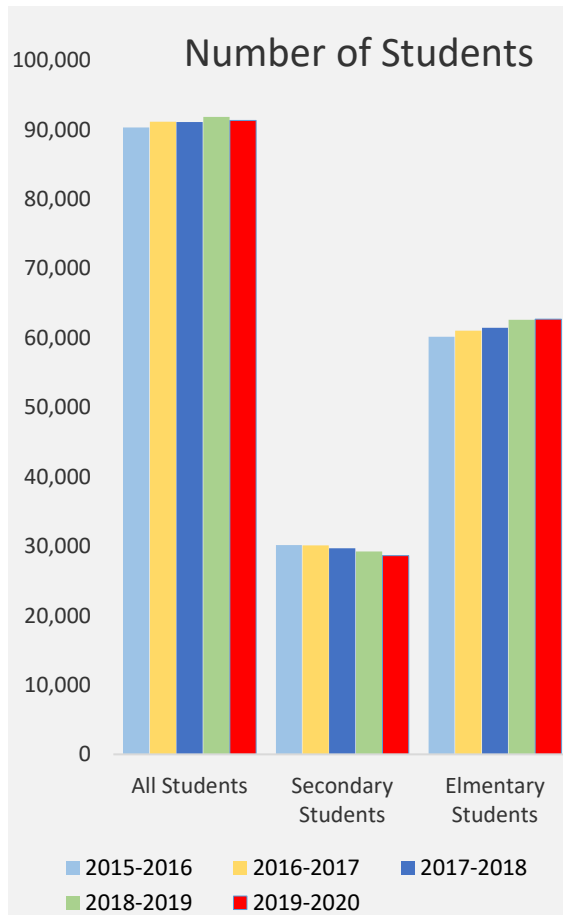
Education Act §.310 Board Expulsions (IEP)

TCDSB	All Students	Secondary Students	Elementary Students	Total TCDSB Students	Total Board Expulsion	Total TCDSB IEP Students	Total IEP Board Expulsion	All TCDSB Secondary	Total Board Expulsion	Total TCDSB IEP Students	Total IEP Board Expulsion	All TCDSB Elementary	Total Board Expulsion	Total TCDSB IEP Students	Total IEP Board Expulsion
2018-2019	91,818	29,225	62,593	91,818	9	17,480	6	29,225	4	6,436	1	62,593	5	11,044	5
2019-2020	91,324	28,612	62,712	91,324	10	16,925	7	28,612	10	6,275	7	62,712	0	10,650	0



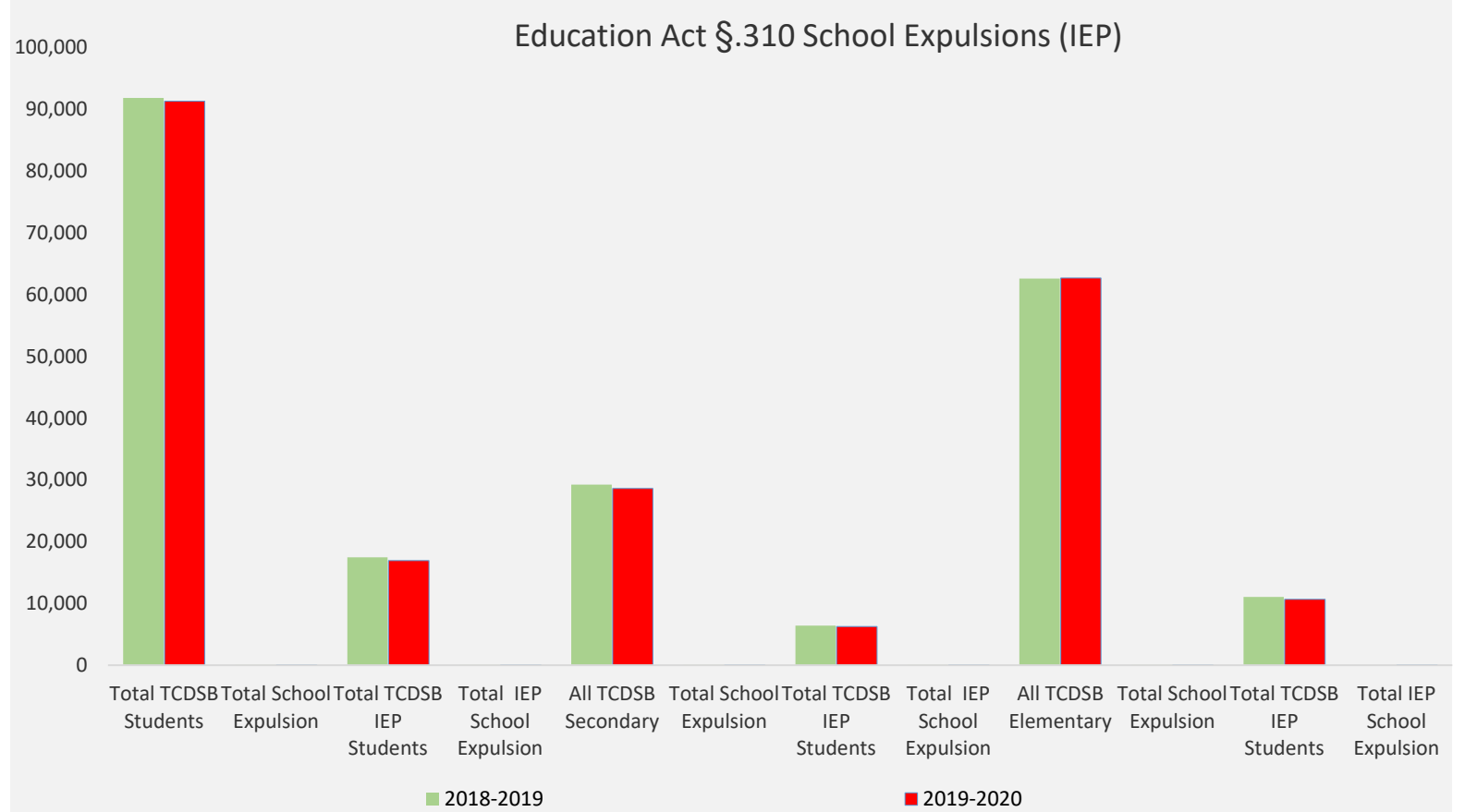
Education Act §.310 School Expulsions

TCDSB	All Students	Secondary Students	Elementary Students	TCDSB School Expulsion	TCDSB School Expulsion - Male	TCDSB School Expulsion - Female	Sec School Expulsion	Sec School Expulsion - Male	Sec School Expulsion - Female	Elem School Expulsion	Elem School Expulsion - Male	Elem School Expulsion - Female
2015-2016	90,333	30,149	60,184	48	32	16	47	31	16	1	1	0
2016-2017	91,144	30,109	61,035	45	40	5	44	40	4	1	0	1
2017-2018	91,107	29,673	61,434	61	48	13	55	42	13	6	6	0
2018-2019	91,818	29,225	62,593	34	30	4	32	28	4	2	2	0
2019-2020	91,324	28,612	62,712	43	43	0	42	42	0	1	1	0



Education Act §.310 School Expulsions (IEP)

TCDSB	All Students	Secondary Students	Elementary Students	Total TCDSB Students	Total School Expulsion	Total TCDSB IEP Students	Total IEP School Expulsion	All TCDSB Secondary	Total School Expulsion	Total TCDSB IEP Students	Total IEP School Expulsion	All TCDSB Elementary	Total School Expulsion	Total TCDSB IEP Students	Total IEP School Expulsion
2018-2019	91,818	29,225	62,593	91,818	34	17,480	16	29,225	32	6,436	16	62,593	2	11,044	0
2019-2020	91,324	28,612	62,712	91,324	43	16,925	18	28,612	42	6,275	17	62,712	1	10,650	1





Safe Schools and Educational Research Departments
Safe Schools Survey
Secondary Comparative Review 2017-2018 to 2019-2020

Appendix B1

	2019-2020	2018-2019	2017-2018
Number of respondents	5,464	5,072	5,144

A. SCHOOL SAFETY

<i>Feel Very Safe or Safe</i>	2019-2020	2018-2019	2017-2018
in school	93%	93%	92%
in the classroom	96%	95%	95%
in the cafeteria/lunch time	91%	91%	90%
in the hallways	90%	90%	90%
in the washrooms	83%	85%	86%
at sports/after school events	95%	94%	93%
on the stairs/in stairwells	91%	91%	90%
travelling to and from school	86%	85%	86%
at dismissal time	91%	91%	91%
in the parking lot	82%	81%	80%

B. BULLYING

	Year	Never	1-3 times	4-6 times
Since September, how often have you been bullied?	2019-20	87%	9%	1%
	2018-19	86%	10%	1%
	2017-18	84%	11%	2%

*The percentages reported in the next two questions are for a subset of students – **only those students who experienced being bullied at school** (n=700 or 13% in 2019-20).*

Since September, what form(s) of bullying have you experienced? <i>You may choose more than one.</i>	2019-2020	2018-2019	2017-2018
Verbal (e.g., name calling, constant unwanted teasing/joking)	85%	86%	83%
Physical	25%	23%	26%
Social (e.g., being excluded, gossip)	54%	50%	50%
Cyber (e.g., social media)	34%	29%	30%
Sexual (e.g., inappropriate touching or comments)	17%	17%	15%

	Year	Yes
Since September, have you told another person about being bullied?*	2019-20	53%
	2018-19	49%
	2017-18	20%

*Note: in 2017-18, the question was: “Since September, did you report any form of bullying you *experienced*?”

Since September, have you ever <i>witnessed</i> another student being bullied at school?	Year	Yes
	2019-20	31%
	2018-19	33%
	2017-18	34%

*The percentages reported in the next two questions are for a subset of students – **only those students who witnessed bullying at school** (n=1714 or 31% in 2019-2020).*

Since September, what form(s) of bullying have you <i>witnessed</i> ? You may choose more than one.	2019-2020	2018-2019	2017-2018
Verbal (e.g., name calling, constant unwanted teasing/joking)	88%	88%	88%
Physical	42%	40%	43%
Social (e.g., being excluded, gossip)	58%	57%	58%
Cyber (e.g., social media)	41%	37%	39%
Sexual (e.g., inappropriate touching or comments)	18%	18%	18%

Since September, did you tell anyone about the bullying you <i>witnessed</i> ?*	Year	Yes
	2019-20	43%
	2018-19	19%
	2017-18	16%

*Note: in 2017-18 and 2018-19, the question was: “Since September, did you report any form of bullying you *witnessed*?”

How much of a problem do you think bullying is in your school?	Year	A Large Problem	A Medium Problem	A Small problem or Not a Problem
	2019-20	9%	16%	74%
	2018-19	9%	18%	72%
	2017-18	10%	16%	68%



**Safe Schools Department & Educational Research
2019-2020 Safe School Survey
Secondary Gender Breakdown**

Appendix B2

	Female	Male
Number of respondents	2,860	2,586

A. SCHOOL SAFETY

<i>Feel Very Safe or Safe</i>	Female	Male
in school	93%	92%
in the classroom	97%	95%
in the cafeteria/lunch time	90%	91%
in the hallways	90%	91%
in the washrooms	87%	78%
at sports/after school events	95%	95%
on the stairs/in stairwells	91%	92%
travelling to and from school	84%	89%
at dismissal time	91%	92%
in the parking lot	81%	83%

B. BULLYING

Since September, how often have you been bullied?		Never	1-3 times	4-6 times
	Female	87%	10%	1%
	Male	87%	8%	2%

*The percentages reported in the next two questions are for a subset of students – **only those students who experienced being bullied at school** (female n = 374 or 13%; male n = 326 or 13% in 2019-2020).*

Since September, what form(s) of bullying have you experienced? Choose all that apply.	Female	Male
Verbal (e.g., name calling, constant unwanted teasing/joking)	85%	85%
Physical	17%	34%
Social (e.g., being excluded, gossip)	63%	44%
Cyber (e.g., social media)	35%	32%
Sexual (e.g., inappropriate touching or comments)	14%	21%

Since September, have you told another person about being bullied?*	Yes
Female	58%
Male	47%

*Note: in 2017-18, the question was: "Since September, did you report any form of bullying you experienced?"

Since September, have you ever <i>witnessed</i> another student being bullied at school?		Yes
	Female	31%
	Male	31%

*The percentages reported in the next two questions are for a subset of students – **only those students who witnessed bullying at school** (female n = 898 or 31%; male n = 809 or 31% in 2019-2020).*

Since September, what form(s) of bullying have you <i>witnessed</i> ? You may choose more than one.	Female	Male
Verbal (e.g., name calling, constant unwanted teasing/joking)	90%	86%
Physical	36%	48%
Social (e.g., being excluded, gossip)	68%	48%
Cyber (e.g., social media)	47%	35%
Sexual (e.g., inappropriate touching or comments)	17%	19%

Since September, did you tell anyone about the bullying you <i>witnessed</i> ?*		Yes
	Female	45%
	Male	41%

*Note: in 2017-18 and 2018-19, the question was: “Since September, did you report any form of bullying you *witnessed*?”

How much of a problem do you think bullying is in your school?		A Large problem	A Medium problem	A Small problem or Not a problem
	Female	9%	18%	73%
	Male	10%	15%	75%

Safe Schools and Educational Research Departments Appendix B3
Student Voice: Learning During the COVID-19 Pandemic Survey

Elementary

Number of Respondents: 7,531

A. SAFETY

Feel <i>Very Safe</i> or <i>Safe</i>	
Online while working on distance learning activities	97%

B. BULLYING

How much of a problem has bullying been during distance learning?	A Large or a medium problem	A Small problem	Not a problem
	4%	7%	89%

Have you been bullied while participating in distance learning activities?	Yes
	2%

*The percentage reported in the next question is for a subset of students – **only those students who have been bullied** (n = 180 or 2%).*

Did you report the bullying?	Yes
	35%

Secondary

Number of respondents: 4,839

A. SAFETY

Feel <i>Very Safe</i> or <i>Safe</i>	
Online while working on distance learning activities	97 %

B. BULLYING

How much of a problem has bullying been during distance learning?	A Large or a medium problem	A Small problem	Not a problem
	3%	5%	90%

Have you been bullied while participating in distance learning activities?	Yes
	2%

*The percentage reported in the next question is for a subset of students – **only those students who have been bullied** (n = 96 or 2%).*

Did you report the bullying?	Yes
	28%

GENDER BREAKDOWN

ELEMENTARY

	Female	Male
Number of respondents	3,944	3,333

A. SAFETY

<i>Feel Very Safe or Safe</i>	Female	Male
Online while working on distance learning activities	98%	97%

B. BULLYING

How much of a problem has bullying been during distance learning?

	A Large or a medium problem	A Small problem	Not a problem
Female	4%	9%	86%
Male	3%	6%	91%

Have you been bullied while participating in distance learning activities?	Female	Male
Yes	3%	2%

Note: Gender difference for the question “Did you report the bullying?” are not included due to low number of responses.

SECONDARY

	Female	Male
Number of respondents	2,782	1,803

A. SAFETY

<i>Feel Very Safe or Safe</i>	Female	Male
Online while working on distance learning activities	97%	97%

B. BULLYING

How much of a problem has bullying been during distance learning?

	A Large or a medium problem	A Small problem	Not a problem
Female	4%	6%	90%
Male	2%	4%	94%

Have you been bullied while participating in distance learning activities?	Female	Male
Yes	2%	2%

Note: Gender difference for the question “Did you report the bullying?” are not included due to low number of responses.

Safe Schools and Educational Research Departments
Student Voice
Perceptions of Safety for Identified Racial Groups

Appendix C

FALL 2019: Safe Schools Survey – Secondary Schools

Number of respondents	N	Percent
All students	5464	
Black	825	15%
East Asian (e.g., Chinese, Japanese, Korean)	536	10%
Indigenous (e.g., First Nation, Métis, Inuit)	164	3%
Latinx (Latin American)	636	12%
Middle Eastern (e.g., Arab, West Asian descent – Afghan, Iranian, etc.)	258	5%
South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)	318	6%
Southeast Asian (e.g., Cambodian, Filipino, Laotian, Malaysian, Vietnamese, etc.)	1604	29%
White	2081	38%

A. SCHOOL SAFETY

Students Who Feel *Very Safe* or *Safe* in School

Black	East Asian	Indigenous	Latinx	Middle Eastern
88%	81%	74%	88%	72%

South Asian	Southeast Asian	White
88%	93%	92%

B. BULLYING

1. Since September, how often have you been bullied?

	Never	1-3 times	4-6 times
Black	82%	10%	3%
East Asian	78%	9%	2%
Indigenous	68%	9%	4%
Latinx	83%	10%	2%
Middle Eastern	72%	8%	3%
South Asian	82%	9%	1%
Southeast Asian	87%	9%	1%
White	88%	8%	1%

2. Since September, have you ever *witnessed* another student being bullied at school?

Yes	Black	East Asian	Indigenous	Latinx
	37%	33%	48%	35%

Yes	Middle Eastern	South Asian	Southeast Asian	White
	49%	41%	32%	33%

3. How much of a problem do you think bullying is in your school?

	A Large problem	A Medium problem	A Small problem or Not a problem
Black	12%	19%	69%
East Asian	20%	15%	65%
Indigenous	29%	18%	50%
Latinx	10%	16%	73%
Middle Eastern	21%	17%	62%
South Asian	13%	15%	72%
Southeast Asian	14%	17%	69%
White	5%	15%	80%

SPRING 2020: Student Voice - Learning During the COVID-19 Pandemic Survey

Elementary Schools

Which most closely describes your racial background?

Number of respondents	N	Percent
All students	7531	
Black (e.g., African, Afro-Caribbean descent/Afro-Canadian)	1262	17%
East Asian (e.g., Chinese, Japanese, Korean)	541	7%
Indigenous (i.e., First Nation, Métis, Inuit)	57*	1%
Latinx (e.g., Latin American or Hispanic descent)	785	10%
Middle Eastern (e.g., Arab, Persian, or West Asian descent – Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)	337	5%
South Asian (Indian Subcontinent descent, e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)	479	6%
Southeast Asian (e.g., Cambodian, Filipino, Indonesian, Vietnamese, etc.)	1920	26%
White (e.g., European, North American, etc.)	2731	36%

*The number is small (n=57). Results must be interpreted with caution.

A. SAFETY

Students Who Feel *Very Safe* or *Safe* Online While Working on Distance Learning Activities

Black	East Asian	Indigenous	Latinx	Middle Eastern	South Asian	Southeast Asian	White
96%	94%	88%	96%	96%	97%	98%	97%

B. BULLYING

1. How much of a problem has bullying been during distance learning?

	A Large or a medium problem	A Small problem	Not a problem
Black	5%	6%	89%
East Asian	4%	9%	86%
Indigenous	19%	5%	77%
Latinx	4%	7%	88%
Middle Eastern	6%	10%	84%
South Asian	3%	6%	91%
Southeast Asian	4%	10%	86%
White	3%	6%	91%

2. Have you been bullied while participating in distance learning activities?

Yes	Black	East Asian	Indigenous	Latinx
	3%	4%	14%	4%

Yes	Middle Eastern	South Asian	Southeast Asian	White
	4%	4%	2%	2%

Secondary Schools

Which most closely describes your racial background?

Number of respondents	N	Percent
All students	4839	
Black (e.g., African, Afro-Caribbean descent/Afro-Canadian)	760	16%
East Asian (e.g., Chinese, Japanese, Korean)	459	10%
Indigenous (i.e., First Nation, Métis, Inuit)	37*	1%
Latinx (e.g., Latin American or Hispanic descent)	533	11%
Middle Eastern (e.g., Arab, Persian, or West Asian descent – Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish, etc.)	217	5%
South Asian (Indian Subcontinent descent, e.g., East Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc.)	391	8%
Southeast Asian (e.g., Cambodian, Filipino, Indonesian, Vietnamese, etc.)	1363	28%
White	1629	34%

*n = The number is small (n=37). Results must be interpreted with caution.

A. SAFETY

Students Who Feel *Very Safe* or *Safe* Online While Working on Distance Learning Activities

Black	East Asian	Indigenous	Latinx	Middle Eastern	South Asian	Southeast Asian	White
95%	97%	87%	96%	96%	98%	97%	98%

B. BULLYING

1. How much of a problem has bullying been during distance learning?

	A Large or a medium problem	A Small problem	Not a problem
Black	3%	6%	91%
East Asian	6%	9%	85%
Indigenous	16%	8%	76%
Latinx	2%	5%	93%
Middle Eastern	5%	3%	93%
South Asian	3%	3%	94%
Southeast Asian	5%	7%	88%
White	2%	4%	94%

2. Have you been bullied while participating in distance learning activities? (Yes)

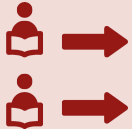
Black	East Asian	Indigenous	Latinx	Middle Eastern	South Asian	Southeast Asian	White
3%	3%	14%	3%	4%	1%	2%	2%



Supporting Student Safety in a Virtual Environment Using Video to Nurture a Sense of Belonging Tips for Parents

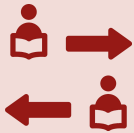
Types of Video and Benefits

1. Prerecorded Video or Audio:



- [asynchronous](#) communication of a presentation or demonstration
- not interactive in real time with presenter
- allows for self-directed and self-paced viewing

2. Video Conferencing:



- [synchronous](#) communication that support two-way interaction in real time
- users meet via video or audio without having to be at a single location
- allows for feedback and questions to be addressed in real time

Keep in Mind when Engaging in Video Conferencing



- **Secure a quiet space** with minimal interruptions.
- **Prepare your child** prior to the conference. Have them prepare questions for the teacher in writing. Remind them to ask for clarification until they fully understand.



- **Ensure your child is comfortable** with their image being visible on the screen. If you or your child do not wish their image to be visible to others, you can choose to turn off the video feature.
- **If your child is shy or uncomfortable** participating in a video conference, discuss options with the teacher to problem-solve.



Supporting Student Safety in a Virtual Environment Using Video to Nurture a Sense of Belonging Tips for Parents

Good Judgment While Using Video

It is everyone's responsibility to foster a caring, safe, inclusive and accepting learning environment, including when online.

Parents/Guardians and students are invited to review the following documents:



- [Catholic Graduate Expectations](#)
- Signed Student Internet Agreements ([K-Gr 3](#), [Gr 4-8](#), [Gr 9-12](#)) as part of the [TCDSB Acceptable Use Policy A.29](#)
- [TCDSB Code of Conduct](#) and local school codes of conduct

Report incidents of inappropriate behaviour occurring online to the classroom teacher, vice-principal or principal.

Inappropriate student behaviour will be addressed by the school and may be subject to progressive discipline.

Resources

CAMH: Youth, Family Interactive Online Brochure

Psychology Foundation of Canada: Managing Screen Time





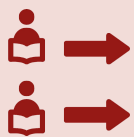
Supporting Student Safety in a Virtual Environment

Stay Safely Connected While Learning Online

Tips for Students

How is video used when learning online?

1. Prerecorded Video or Audio:



- [asynchronous](#) communication of a presentation or demonstration
- not interactive in real time with presenter
- allows for self-directed and self-paced viewing

2. Video Conferencing:



- [synchronous](#) communication that support two-way interaction in real time
- users meet via video or audio without having to be at a single location
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Good Judgment While Using Video

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Inappropriate student behaviour will be addressed by the school and may be subject to progressive discipline.



Supporting Student Safety in a Virtual Environment

Stay Safely Connected While Learning Online

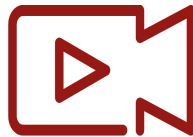
Tips for Students

Expectations when learning online

- Come prepared to participate
- Behave appropriately
- Treat others with respect
- Join the meeting on time
- Follow your teacher's instructions
- Keep your password(s) private
- Recording the meeting is not permitted
- Submit your own work only

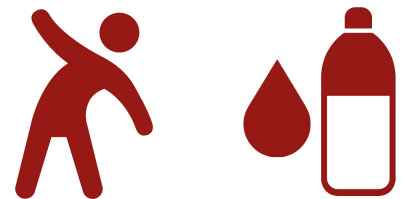
When engaging in video conferencing

- Find a quiet space
- Ensure no one else is on camera
- Keep meeting links private to the classroom
- Wear clothing appropriate to school
- If you are feeling shy or uncomfortable participating in a video conference, discuss options with your teacher



Remember self-care

- Take a 5 minute movement break every hour
- Try to take breaks away from the screen regularly
- Make sure you stay hydrated



If you receive hurtful information, report it to a parent / guardian, teacher or other trusted adult. **You can also access [KidsHelpPhone.ca](https://www.kidshelpphone.ca)**



REPORT TO

**STUDENT ACHIEVEMENT AND
WELL BEING, CATHOLIC
EDUCATION AND HUMAN
RESOURCES COMMITTEE**

**ANNUAL REPORT ON THE ACCESSIBILITY
STANDARDS POLICY (A.35)**

*Do to others, as you would have them do to you.
Luke 6:31*

Created, Draft	First Tabling	Review
January 4, 2021	January 14, 2021	
F. Cifelli, Area 1 Superintendent of Education		
INFORMATION REPORT		

Vision:

*At Toronto Catholic we transform the world through
witness, faith, innovation and action.*

Mission:

*The Toronto Catholic District School Board is an inclusive
learning community uniting home, parish and school and
rooted in the love of Christ.*

*We educate students to grow in grace and knowledge to
lead lives of faith, hope and charity.*



B. Browne
Director of Education

D. Koenig
Associate Director
of Academic Affairs

S. Camacho
Associate Director of Facilities,
Business and Community
Development, and
Chief Financial Officer (Acting)

A. EXECUTIVE SUMMARY

This report meets the requirements for the annual Accessibility Report as outlined in the policy Accessibility Standards A.35 (Appendix A).

The cumulative staff time required to prepare this report was 6 hours

B. PURPOSE

1. This is an annual report to the Board of Trustees that serves as an assessment and overview of the Board's achievements and status in working to provide barrier-free facilities, services, employment and instruction to the TCDSB staff, students, parents, volunteers and Catholic community.

C. BACKGROUND

1. The Accessibility Standards Policy (A.35) was last amended January 25, 2018.
2. The Multi-Year Accessibility Plan for December 2017-December 2022 was approved on January 25, 2018 (Appendix B).

D. EVIDENCE/RESEARCH/ANALYSIS

1. *Accessibility for Ontarians with Disabilities Act* (AODA) is a law that sets out a process for developing and enforcing accessibility standards.
2. Accessibility standards are laws that the government, businesses, non-profits and public sector organizations must follow to become more accessible.
3. The Integrated Accessibility Standards regulation (IASR) (O. Reg 191/11) under the AODA sets out requirements of public sector organizations, specifically in regards to the establishment of accessibility policies and accessibility plans.
4. The Accessibility Standards for Customer Service regulation (O. Reg. 429/07) under the AODA was revoked on July 1, 2016 and the requirements under the regulation were consolidated into the current IASR.

5. The legislative requirements under the IASR are as follows:

Establishment of accessibility policies

(1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements referred to in this Regulation.

(2) Obligated organizations, other than small organizations, shall include a statement of organizational commitment to meet the accessibility needs of persons with disabilities in a timely manner in their policies.

(3) Every obligated organization, other than a small organization, shall,

(a) prepare one or more documents describing the policies it developed under subsection (1); and

(b) make the documents publicly available and, on request, provide them in an accessible format.

[...]

Accessibility plans

4. (1) The Government of Ontario, Legislative Assembly, designated public sector organizations and large organizations shall,

(a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation;

(b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and

(c) review and update the accessibility plan at least once every five years.

(2) The Government of Ontario, Legislative Assembly and designated public sector organizations shall establish, review and update their accessibility plans in

consultation with persons with disabilities and if they have established an accessibility advisory committee, they shall consult with the committee. [...]

6. In accordance with legislation, the Board must review its Multi-Year Accessibility Plan at least once every five (5) years (IASR, section 4(1)(c)).
7. The current Multi-Year Accessibility Plan covers the 2017-2022 years and was approved in January 2018.

E. METRICS AND ACCOUNTABILITY

1. Senior staff with the support of Employee Relations have monitored recommendations in this report.
2. The Director of Education will annually update and attest compliance to the statutory obligations under the AODA in the form of the **Annual Status Report** (Appendix C) to the Board of Trustees including any major initiatives to meet compliance or address efficiencies.
3. The Accessibility Working Group members consist of a core group of advisors, some of whom are persons with disabilities, depending on the area of the plan addressed. The members represent the following groups:
 - Superintendent of Human Resources
 - Superintendent of Special Services
 - Superintendent of Student Success
 - Staff Representative
 - Information Technology
 - Community Relations
 - Environmental Support Services
 - Capital Development Asset Management and Renewal
 - Transportation Services
 - Parent Representative (SEAC)
4. The Accessibility Working Group will meet to review progress and respond to the requirements of the AODA Plan.
5. Evaluation of the effectiveness in implementing the barrier removal and prevention strategies will be on-going.

6. The Working Group will assist staff regarding roles in the implementation of the Annual Accessibility Plan.

F. ACTION PLAN

1. The updated plan has been approved and is posted on the TCDSB policy register. The committee will work to update the plan as part of their 2018-2019 mandate.
2. The Accessibility Working Group to create sub-groups to ensure that each area of the organization is in compliance with the AODA by 2025 who will report regularly to the Accessibility Working Group.
 - a. Physical and Architectural Barriers
 - b. Informational and Communication Barriers
 - c. Attitudinal Barriers
 - d. Systematic Barriers
 - e. Transportation Barriers
3. The Accessibility Working Group will ensure that the Barriers to be addressed under the Multi-Year Accessibility Plan 9.0 will be addressed and the plan included in an update report to board.
 - a. Identification of Existing Barriers and Barrier
 - b. Strategy for Prevention and Removal of Barriers
 - c. Barriers to be addressed under the Multi-Year Accessibility Plan
 - d. Review and Monitoring
4. The Accessibility Working Group will track those individuals who have sought assistance as per Regulation 14 and the outcome of any investigation to be included in the annual report to Trustees.
5. The Multi-Year Accessibility Plan as approved will be reviewed with the Accessibility Working Group and person with disabilities who wish to participate in the review.

6. The Accessibility Working Group will ensure that the communication of the Multi-Year Accessibility Plan is clear, updated and user friendly on the TCDSB website and it follows a board approved format.

G. CONCLUDING STATEMENT

This report is for the consideration of the Board of Trustees.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

Date Approved: September 12, 2013	Date of Next Review: January 2023	Dates of Amendments: January 25, 2018
Cross References: <i>Accessibility for Ontarians with Disabilities Act, 2005 (AODA)</i> <i>Integrated Accessibility Standards, Ontario Regulation 191/11</i> <i>Ontario Human Rights Code</i> <i>Ontarians with Disabilities Act, 2001</i> TCDSB Policy Accessibility Standards for Services and Facilities (A.36) TCDSB Policy Workplace Accommodation for Employees with Disabilities (H.M.38)		
Appendix A: TCDSB Multi-Year Accessibility Plan 2017-2022 (Under Review)		

Purpose:

The Toronto Catholic District School Board (“TCDSB”) is committed to providing an environment in all of its facilities that fosters independence, dignity and respect. The TCDSB is committed to providing services that are free of barriers and biases to our students, parents/guardians, trustees, the public and our staff. The Board strives to ensure that the principle of equity of opportunity is reflected and valued in its learning and working environments.

The TCDSB is committed to ensuring that people with disabilities have the same opportunity of access to our services in a similar way as these services are available to all others we serve and is committed to meeting, in a timely manner, the accessibility needs of people with disabilities in the provision of services including those related to learning, information and communication, employment, and student transportation.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

Scope and Responsibility:

This policy applies to all operational policies and procedures in all facilities within TCDSB and applies to all members of the TCDSB community, including students, employees, trustees, volunteers and visitors. The Director of Education is responsible for this policy.

Alignment with MYSP:

Living Our Catholic Values

Strengthening Public Confidence

Providing Stewardship of Resources

Inspiring and Motivating Employees

Policy:

The Toronto Catholic District School Board is committed to maintaining an environment which actively promotes and supports human rights. As part of this commitment, the Board will make reasonable efforts to ensure that all policies, practices and procedures are consistent with the principles of independence, dignity, integration and equality of opportunity for persons with disabilities.

The TCDSB will identify barriers for people with disabilities through the process documented in the TCDSB's Multi-Year Accessibility Plan ([hyperlink](#)), primarily by the objectives of the TCDSB's Accessibility Working Group.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

Regulations:

1. The TCDSB shall make reasonable efforts as required by the *Accessibility for Ontarians with Disabilities Act* to ensure that policies, practices and procedures from the date of this policy forward are consistent with the principles of independence, dignity, integration and equity of opportunity to all with particular attention for persons with disabilities.
2. The TCDSB will ensure that the policy and Multi-Year Accessibility Plan are communicated to the public in a manner that accommodates all disabilities.
3. The Multi-Year Accessibility Plan shall be utilized in the TCDSB community and environment including students, staff, parents and guardians, volunteers and visitors to the Board and its schools.
4. The Board of Trustees will annually appoint external individuals to the Accessibility Working Group and will approve the Multi-Year Accessibility Plan at least once every five years.
5. The TCDSB will provide training to its employees and volunteers, as required. All newly-hired employees will receive training as part of a mandatory orientation process.
6. Any communications with a person with a disability will take place in a manner respectful of the person's disability. Information about our organization and its services in accessible formats or with communication supports will be provided upon request.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

7. The TCDSB will meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.
8. The TCDSB will advise that accommodations can be made during recruitment and hiring. Please see the TCDSB [Accessibility Standards for Services and Facilities policy \(A.36\)](#) and the [Workplace Accommodation for Employees with Disabilities policy \(H.M.38\)](#) for more a detailed description of the Board's obligations to accommodate persons with disabilities.
9. The TCDSB will notify staff that supports are available for those with disabilities. The TCDSB will put in place a process to develop individual accommodation plans for employees.
10. Where needed, the TCDSB will provide customized emergency information to help individuals with a disability during an emergency.
11. The TCDSB performance management, career development and redeployment processes will take into account the accessibility needs of all employees.
12. The TCDSB will meet accessibility standards when building or making major changes to public spaces. Public spaces include:
 - Outdoor play spaces
 - Outdoor paths of travel: sidewalks, ramps, stairs, and curb ramps
 - Accessible off-street parking
13. The TCDSB has procedures to prevent service disruptions to our accessible areas of our public spaces. ([TCDSB Notice of Disruption Document](#))



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

14.If accommodations are not met, individuals are encouraged to notify their area superintendent or the Superintendent of Human Resources.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

Definitions:

Accessibility Working Group

This group is comprised of key stakeholders and comes together representing a variety of school system working groups and departments to develop recommendations and improvements in providing a barrier-free environment in key areas of the TCDSB such as Student Special Services, Facilities, Educational and Training Materials, Communications Tools, Transportation and Human Resources. In accordance with the Multi-Year Accessibility Plan, the working group is required to consult with our students, staff and community members who possess a disability.

Dignity

Human beings, created in the image and likeness of God; have by their very existence an inherent value, worth, and distinction.

Disability

- (a) Any degree of physical disability, infirmity, malformation or disfiguration that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device.
- (b) A condition of mental impairment or a developmental disability.
- (c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

(d) A mental disorder, or

(e) An injury or disability for which benefits were claimed or received under an insurance plan, established under the *Workplace Safety and Insurance Act, 1997*; (“handicap”)

Equal Opportunity

Service is provided to persons with disabilities in a way that their opportunity to access goods and services is equitable.

Independence

Accommodating a person’s disability means respecting their right to do for themselves and to choose the way they wish to receive goods and services.

Integration

Persons with disabilities can access goods and services. This may require alternative formats and flexible approaches. It means inclusiveness and full participation.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

Evaluation and Metrics:

1. The TCDSB's Annual Accessibility Report will serve as an assessment and overview of the Board's achievements and status in working to provide barrier-free facilities, services, employment and instruction to our staff, students, parents, volunteers and Catholic community.
2. Recommendations from the Accessibility Working Group or any advice provided to the Director of Education will be assessed, monitored and considered for implementation.
3. The Director of Education will annually update and attest compliance to the statutory obligations under the *Accessibility for Ontarians with Disabilities Act* to the Board of Trustees including any major initiatives to meet compliance or address efficiencies.
4. Tracking those individuals who have sought assistance as per Regulation 14 and the outcome of any investigation to be included in an annual report to Trustees.



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

APPENDIX NAME: MULTI-YEAR ACCESSIBILITY PLAN

Date Approved: September 12, 2013	Date of Review: December 2022	Dates of Amendment: January 25, 2018
Cross Reference: TCDSB Policy (A.35) Accessibility Standards TCDSB Policy (A.36) Accessibility Standards for Services and Facilities <i>Accessibility for Ontarians with Disabilities Act, 2005 (AODA)</i> Integrated Accessibility Standards, Ontario Regulation 191/11 <i>Ontario Human Rights Code</i> <i>Ontarians with Disabilities Act, 2001</i> Notification of Disruption of Service at TCDSB Procedures TCDSB 2017 Accessibility Annual Status Report		

MULTI-YEAR ACCESSIBILITY PLAN

FOR THE PERIOD DECEMBER 2017 TO DECEMBER 2022



MULTI-YEAR ACCESSIBILITY PLAN

TORONTO CATHOLIC DISTRICT SCHOOL BOARD December 2017–December 2022

Prepared by

**Accessibility Working Group
In accordance with
Accessibility for Ontarians with Disabilities Act
Integrated Accessibility Standards Regulation**

December 2017

- This publication is available through the Toronto Catholic District School Board's:
 - [website](http://www.tcdsb.org) (www.tcdsb.org → FOR COMMUNITY → Accessibility Policy & Multi-Year Plan)
 - Catholic Education Centre/Head Office (Communications Department- 80 Sheppard Avenue East)
- Hard copies will be made available to all departments, schools and the Catholic School Parent Councils upon request.
- Accessible formats of the plan are available from the Communications Department upon request.



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1.0 Aim

This multi-year Accessibility Plan is developed in accordance with the Integration Accessibility Standards Regulation under the *Accessibility for Ontarians with Disabilities Act, 2005*. It incorporates the intentions of the Board to meet its obligations under the *Ontarians with Disabilities Act, 2001*. The Plan describes the measures that the Board will take over the five year period from 2017-2022 to identify, remove and prevent barriers to people with disabilities who work, learn and participate in the Toronto Catholic District School Board community and environment including students, staff, parents and guardians, volunteers and visitors to the Board and its schools. The plan will be guided by the Board's Accessibility Standards-Policy Statement.

Objectives

This Plan:

- 1.1** Describes the process by which the Toronto Catholic District School Board will identify, remove and prevent barriers;
- 1.2** Reviews recent efforts of the Toronto Catholic District School Board to remove and prevent barriers;
- 1.3** Describes the measures the Toronto Catholic District School Board will take in the period 2017-2022 to identify, remove and prevent barriers;
- 1.4** Makes a commitment to provide an annual status report on the Board's implementation of the multi-year accessibility plan;
- 1.5** Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years;
- 1.6** Describes how the Toronto Catholic District School Board will make this accessibility plan available to the public.



2.0 Commitment to Accessibility Planning

This plan will be established, reviewed and updated in consultation with persons with disabilities and with the Board's Special Education Advisory Committee and Accessibility Working Group. It will be presented to the Board for approval. The Toronto Catholic District School Board is committed to:

- 2.1** Maintaining an Accessibility Working Group;
- 2.2** Continuing the process of consulting with the Special Education Advisory Committee and with persons with disabilities;
- 2.3** Ensuring, wherever practicable, that Board policies, procedures and practices are consistent with the principles of accessibility and inclusive/universal design. The Accessibility Working Group will provide input re: accessibility issues, where appropriate, with regard to new policies and procedures and to those under review;
- 2.4** Improving access including, but not limited to, facilities, IT services, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community. Consideration of ongoing identification of barriers will be the responsibility of the Accessibility Working Group and will, wherever practicable, be incorporated in the multi-year plan.

The Director of Education has authorized the Accessibility Working Group to review and update the Multi-Year Accessibility Plan that will enable the Toronto Catholic District School Board to meet these commitments.



3.0 Description of the Toronto Catholic District School Board

The Toronto Catholic District School Board is a publicly funded Catholic school board for Toronto, Ontario. It is one of the two English boards of education in the City of Toronto.

With over 90,000 students, the TCDSB is one of the largest school boards in Canada. The TCDSB governs 201 schools in the Toronto area: 30 secondary schools, 168 elementary schools, and 3 schools that combine both secondary and elementary grades.

The TCDSB has 12 wards represented by 12 trustees and 2 student trustees. The Chair of the Board and the Vice-Chair are elected at the inaugural meeting of the Board, and serve for one year.

Our Mission

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ. We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.

Vision of TCDSB

At Toronto Catholic we transform the world through witness, faith, innovation and action.

We believe...

- in the worth and dignity of every person
- in the critical role that our Catholic schools play in promoting Gospel values, social justice, environmental responsibility, human solidarity and the common good
- that high standards and expectations foster greater achievement



- that people thrive in a safe, healthy and compassionate environment grounded in respect for the diversity of every person
- that teaching is responsive to individual needs
- that teaching and learning should be rooted in research and evidence
- that each of us shares responsibility for creating collaborative communities of learning
- that equity, diversity, accessibility and inclusivity are integral to the Catholic community
- that the 21st century competencies – collaboration, real world problem solving and innovation, knowledge construction, skilled communication, self-regulation and the use of information communication technology for learning, are essential.

"Our vision of Catholic education invites each one of us—parents, students, teachers, principals, chaplains, support staff, trustees, clergy, supervisory personnel— to work together as a community of believers committed to putting the values of our faith into practice in the daily life of the school, the home, and in all of society."

([*Fulfilling the Promise*](#), Assembly of Catholic Bishops of Ontario)



4.0 Message from the Director of Education

The Toronto Catholic District School Board is an educational community that values the dignity and worth of every individual in its care. In this context, plans are developed to support the well-being of all its members. To this end, the Multi-Year Accessibility Plan has been developed to address the needs of its members who have disabilities.

Our Board currently demonstrates leadership in working with people with disabilities through its special education programs and services to students with special needs, through its accommodations for employees who are disabled and by ensuring that buildings and facilities become increasingly accessible.

It is our hope that all parents, students and employee groups become familiar with accessibility issues and work together to fulfill our mission of providing a community that is safe and welcoming and an example of a Christian community that is highly accessible.

Rory McGuckin
Director of Education



5.0 **Members of Accessibility Working Group**

The Accessibility Working Group members consist of a core group of advisors, some of whom are persons with disabilities, depending on the area of the plan addressed.

The members represent the following groups:

- Senior Staff
 - Superintendent of Human Resources
 - Superintendent of Special Services
 - Superintendent of Student Success
- Staff Representative(s)
- Student Representative(s)
- Information Technology
- Community Relations
- Human Resources
- Communications
- Facilities Services
- Transportation Services
- Parent Representative(s)

The Accessibility Working Group will meet to review progress and to respond to the requirements of the AODA. Evaluation of the effectiveness in implementing the barrier removal and prevention strategies will be on-going. The Working Group will assist staff regarding roles in the implementation of the Annual Accessibility Plan.

The Accessibility Working Group developed the Multi-Year Accessibility Plan for December 2017-December 2022.



6.0 Strategy for prevention and removal of barriers

Beginning in September 1, 2012, the principles of inclusionary practice, freedom from barriers and accessible environments have informed Toronto Catholic District School Board policies, programs, procedures and services. The multi-year accessibility plan places particular emphasis on the provisions of the regulations made under the AODA with regard to service, information and communications, employment and school transportation.

Initiatives at the local level and system wide address accessibility issues and hence identify, remove and prevent barriers to people with disabilities.

Accessibility initiatives are addressed through the various departments, including but not limited to: Planning and Facilities, Special Services, Health and Safety, and Human Resources.

Planning & Facilities:

The TCDSB has undertaken a number of initiatives to identify, remove and prevent barriers to people with disabilities.

The Capital Development and Planning services department continues to ensure all schools that are in the design and construction phase, or any additions made to existing schools, meet or exceed accessibility standards. Presently, there are four (4) new elementary school in construction – scheduled to open in late 2018 or the spring of 2019. The Board is proceeding with three (3) replacement secondary schools and four (4) replacement elementary schools. In addition, the Board has completed the construction of four (4) elementary school additions with three (3) other elementary school additions underway.



The Facilities Department ensures that procedures are in place for preventative and emergency maintenance of the accessible elements in public spaces, and for dealing with temporary disruptions when accessible elements are not in working order. This includes providing notice of the temporary disruptions and contact information both on-site and electronically, when possible. ([TCDSB Notice of Disruption Document](#)) Malfunctioning or broken accessibility components will be prioritized on work orders.

The following accessibility features have also been installed in some schools several years ago from a one-time accessibility grant:

- Washroom modifications
- Ramps
- Wheelchair Stair-Lifts
- Automatic Door Openers
- Elevator Repairs
- Lifting Devices
- Structural Wall Modifications

The Board operates a large number of schools that either have one (1) story or alternatively, at schools which are greater than one (1) story, have a passenger elevator to assist individuals who may have mobility issues and who may experience a physical/architectural barrier if the individual is unable to utilize the stairwells. All accommodation options will be reviewed for individuals working in a multiple-story building without an elevator.

Through the annual budget presentation, specific projects are identified, prioritized and completed in a coordinated effort between the Planning & Facilities Department, Special Services and the local school Superintendents.



Special Services:

Student accessibility projects and initiatives are reported to the Ministry of Education through the TCDSB's Special Education Plan. This plan is posted on the TCDSB's website www.tcdsb.org.

Through the Intensive Support Amount (ISA), the Board has been able to provide assistive technology and many more accommodations at the individual school for students in need due to a disability.

The ISA process allows for individualized equipment such as a walker, standers, sensory materials, lifts, computers and assistive software to be purchased on behalf of individual students, if it is deemed essential for them to have the equipment in order to access the curriculum.

Human Resources/Employment:

The TCDSB is an equal opportunity employer. In this regard, the Board recruits qualified staff specific to requirements of the particular job. Routine processes allow staff to be placed in facilities that accommodate their disability. The TCDSB accommodates staff with disabilities by providing necessary equipment that allows staff members to perform their duties in a barrier free workplace. The TCDSB has experienced professionals in place to assist staff members with disabilities to appropriately, safely and respectfully accommodate the employee in the workplace.

The workplace accommodation process practiced by the professionals in the Human Resources department is outlined in the Board's Workplace Accommodation for Employees with Disabilities Policy. Itinerant employees are encouraged to contact the site/supervisor prior to or upon arrival at the worksite to discuss accessibility needs.

Customer Service:

The TCDSB updated its Accessibility Standards for Services and Facilities policy (A.36) on September 22, 2016. The TCDSB remains in compliance with the Customer Service Standard.



The TCDSB regularly solicits feedback about the manner in which it provides service and facilities to people with disabilities. Feedback processes vary including: in person, by telephone, in writing by mail, hard copy, diskette or fax, or by some other communication technology.



7.0 **Barrier Identification Methodologies**

The Accessibility Working Group will use the following identification methodologies. Staff with disabilities will be consulted throughout the process.

- (1) Presentation to Senior Staff:
 - Input and feedback will be provided as the plan evolves and consultation will be on-going.
- (2) Presentation to Employee Groups:
 - Information regarding the plan will be provided and the working group will prioritize the removal of barriers.
- (3) Presentation to Trustees:
 - Providing information regarding the plan and presented prior to posting the updated annual plan.
- (4) Data Gathering:
 - Information to be gathered from all TCDSB stakeholders to identify barriers and measures that would make the TCDSB more accessible to people with disabilities.

Data will be gathered by either facilitating interviews, focus groups and/or surveys from three (3) sources: the Board's central office, schools and individuals. In addition, data will also be gathered through the review of policies. The data-gathering instruments will address all areas of accessibility barriers (physical, architectural, communication, information, attitudinal, technological, policy and practice).

Board Central Office- Department heads and other key staff will be contacted.

Schools- A representative which may include parents or members of the school community.



Individuals- Individual students, parents and staff will be invited to respond and to contribute their suggestions in the area of accessibility. Information will be gathered from individuals using surveys and/or focus groups.

While the primary focus of the surveys, focus groups or interviews is to gather data for informed decision making, it is expected that they will also serve to raise the awareness of respondents regarding the question of accessibility and accessibility planning within the TCDSB community.

In gathering the data, deliberate efforts will be made to encourage participation from people with disabilities. This will include extensive communication of the plan and widespread invitations for input and feedback.

Pamphlets will be distributed to local schools to raise awareness on accessibility. Principals are encouraged to add accessibility awareness as a topic for discussion at staff meetings.



8.0 Recent Barrier Removal Achievements

Between 2012-2017, the TCDSB implemented projects and programs to improve accessibility for people with disabilities and to meet requirements of the *Accessibility for Ontarians with Disabilities Act*.

This document includes a summary of the accessibility initiatives the TCDSB has completed.

Information and Communications

The TCDSB ensures it can identify and have ready access to resources that enable the Board to provide information and communication supports upon request and in a timely manner to persons with disabilities. (e.g. access to board meetings/school events)

The TCDSB has ensured readiness of school libraries to provide accessible or conversion-ready formats of print resources upon request.

The TCDSB has reviewed the status of capacity of school libraries to provide accessible or conversion-ready formats of digital or multimedia resources upon request in anticipation of 2020 deadline.

The TCDSB Information Technology (IT) Services has reviewed accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards.

Employment

During the 2012/2013 calendar year, the hiring and recruitment practices were reviewed with a view that employment is based upon qualifications and the ability to complete the core functions of the job description. The hiring and recruitment process for job classifications and professions at the Board was reviewed in order to minimize any possibility of individuals with disabilities being disadvantaged with accessibility barriers when seeking employment with the TCDSB.



Under the AODA, the recruitment process is to be barrier free for job applicants with disabilities and when making offers of employment the Board must notify the successful candidate of the policies in place regarding accommodating persons with disabilities in the workplace.

By January 1, 2014 the TCDSB was required under the AODA to notify all job applicants when they are selected to participate further in the selection process that accommodation is available upon request in relation to the materials or processes to be used. The Board must consult with the applicant who is selected and who requests an accommodation and is required to provide and arrange for the provision of suitable accommodation. The TCDSB must also notify all successful applicants, when making offers of employment, of policies, procedures and plans for accommodating persons with disabilities.

Architectural & Physical Barriers

All designs of new schools and additions have building features that incorporate principles of universal and barrier-free design to meet the requirements of the Ontario Building Code and in many cases to address additional exceptional program needs.

Accessibility alterations and provisions of specialized facilities within existing schools continue where identified. Accessibility is addressed with the provision of power door operators at major interior and exterior doors, unisex barrier-free accessible washrooms, ramps at level changes, enhanced ventilation requirements, appropriate signage and audio or visual emergency alarm systems.

Policies

The TCDSB's Accessibility Policy, in accordance with the AODA, reinforces the Board's commitment to providing accessible educational material, facilities, transportation and human resource practices for employees, students, volunteers and community members with disabilities.



Training

In accordance with AODA requirements the TCDSB provided interactive training on the Human Rights Code as it pertains to persons with disabilities for school board employees, volunteers and all other persons who provide goods and services or facilities on behalf of the school board. All school boards will be obligated to present this training.

Link to training modules:

Accessibility Awareness:

<https://intranet.tcdsb.org/Resources/accessibility/Pages/default.aspx>

Customer Service Standards:

<https://intranet.tcdsb.org/Resources/accessibility/Pages/Customer-Service-Standards-Training-AODA.aspx>



9.0 Barriers to be addressed under the Multi-Year Accessibility Plan

The Integrated Accessibility Standards Regulation 191/11 filed in June, 2011 pursuant to the *Accessibility for Ontarians with Disabilities Act, 2005* identified specific requirements to achieve accessibility in the areas of:

- Information and Communications
- Employment
- Transportation

These requirements build on the Accessibility Standards for Customer Service which came into force in 2007.

The Toronto Catholic District School Board intends, through this Multi-year Accessibility Plan for the period 2017-2022, to take action to address barriers to accessibility related to the Standards areas of current Regulations. This is in addition to ongoing work the Board is undertaking with regard to identification and removal of barriers in the Board's physical environment.

By January 1, 2020, the Board needs to:

(1) Provide accessible school library resources when asked. If available, provide accessible versions of print resources and materials such as large print, electronic or audio versions.

Exceptions

The Board does not need to provide accessible formats for:

- rare books
- special collections
- archived materials
- donated books and materials

Types of accessible formats:

- large print
- electronic versions



- CDs or other audio, including podcasts
- braille

Types of conversion-ready formats:

Electronic or digital formats that are easy to convert into accessible formats such as HTML and structured Microsoft Word files.

How to comply:

To determine what format to provide, speak with the students who will be using the content. They may already be aware of ways to access it or convert it. If it is not possible to provide information in an accessible or conversion-ready format, your library representative will need to:

- explain why it cannot provide the materials as requested
- provide a summary of the information that cannot be converted

(2) Make printed learning materials accessible

If the Board produces other printed learning materials, it must make them accessible or easy to convert into other formats like accessible Microsoft Word files.

If you are unable to provide the content in an accessible or conversion-ready format, you must:

- explain to individual why you cannot convert the information
- provide a summary of the information



By January 1, 2021, the Board needs to:

Make websites and web content accessible.

The TCDSB public website and its content must meet WCAG 2.0, as outlined in the Accessibility Standard for Information and Communications.

The TCDSB does not have to make its internal website (intranet) accessible. The Board does not have to modify content posted before 2012. If asked, the Board will need to work with individuals to make the content available to them in an alternate format such as large print or braille.

Policies:

The TCDSB's current Multi-Year Accessibility Plan will be reviewed and amended every five years. The TCDSB's Accessibility Policy, in accordance with the AODA, reinforces the Board's commitment to providing accessible educational material, facilities, transportation and human resource practices for employees, students, volunteers and community members with disabilities.



10.0 Review and Monitoring Process

The Accessibility Working Group meets during the year to review progress and evaluate the effectiveness of implementation of barrier-removal and prevention strategies and to plan for increased accessibility throughout the Board.

The Accessibility Working Group will ensure that in respect of the Multi-Year Accessibility Plan the following steps take place:

- (a) An annual status report on the progress of the measures taken to implement the plan is prepared.
- (b) At least once every 5 years the plan is reviewed and updated in consultation with persons with disabilities, with the Board's Special Education Advisory Committee and other relevant committees.



11.0 Communication of the Plan

In addition to the public availability of the plan as referenced earlier on Page 2, the Toronto Catholic District School Board will post an annual status report on the progress of the Multi-year Accessibility Plan on the Board's website. The Board will accommodate requests for accessible formats of the Plan.

Questions, comments or feedback regarding the Accessibility Plan may be directed to the Superintendent of Human Resources.



APPENDICES

- Appendix 1: Definitions
- Appendix 2: Trustees



APPENDIX 1: DEFINITIONS

BARRIER:

Anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including:

Physical barrier- Objects added to the environment, doors, windows, elevators, furniture, workstations, recreational facilities, playgrounds, bathroom hardware, etc.

Architectural barrier- inadequate or incomprehensible signage, difficulties reading brochures, forms, manuals, web sites, fax transmissions, equipment labels, computer screens, etc.

Communication barrier- Difficulties receiving information in person or by telephone; difficulties interacting with staff, difficulties receiving training and articulating in the recruitment and interview process.

Attitudinal barrier- Staff who do not know how to communicate with people with disabilities; staff who refuse to provide service; discriminatory behaviours.

Technological barrier- Computers, photocopiers, fax machines, telephones and switches; inadequate or inappropriate assistive technologies.

Policy or a Practice- Rules, regulations and protocols that prevent one from performing their job satisfactorily; or from serving the public; or that restrict public participation.

DISABILITY:

- (a) Any degree of physical disability, infirmity, malformation or disfiguration that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation,



lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device.

- (b) A condition of mental impairment or a developmental disability.
- (c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language.
- (d) A mental disorder, or
- (e) An injury or disability for which benefits were claimed or received under an insurance plan established under the *Workplace Safety and Insurance Act, 1997*; ("handicap")



APPENDIX 2: TRUSTEES 2017-2018

TORONTO CATHOLIC DISTRICT SCHOOL BOARD TRUSTEES 2017-2018

Wards

- | | |
|----------------------------------|--------------|
| 1. Joseph Martino | 416-512-3401 |
| 2. Ann Andrachuk | 416-512-3402 |
| 3. Sal Piccininni | 416-512-3403 |
| 4. Patrizia Bottoni | 416-512-3404 |
| 5. Maria Rizzo, Vice-Chair | 416-512-3405 |
| 6. Frank D'Amico | 416-512-3406 |
| 7. Michael Del Grande | 416-512-3407 |
| 8. Garry Tanuan | 416-512-3408 |
| 9. Jo-Ann Davis | 416-512-3409 |
| 10. Barbara Poplawski,
Chair | 416-512-3410 |
| 11. Angela Kennedy | 416-512-3411 |
| 12. Nancy Crawford | 416-512-3412 |
| Rhea Carlisle | |
| Student Trustees | 416-512-3413 |
| Joel Ndongmi,
Student Trustee | 416-512-3417 |



2019/20 ACCESSIBILITY ANNUAL STATUS REPORT

Achievements for the 2019/2020 Academic Year

During the past school year, the TCDSB continued its efforts to support the elimination of barriers for individuals with disabilities.

Environmental Support Services and Capital Development, Asset Management and Renewal Departments

The Capital Development, Asset Management and Renewal department works within the Ministry of Education budget allocations to renovate schools, build new or replacement elementary and secondary schools and modify existing structures while ensuring that all requirements under the *Ontario Building Code* were met. *Ontario Building Code* requirements are in compliance with the *Accessibility for Ontarians with Disabilities Act* (AODA) statutory obligations to ensure that physical barriers are eliminated for individuals with disabilities. The Environmental Support department ensures procedures are followed for preventative and emergency maintenance of the accessible elements in public spaces and when dealing with temporary disruptions when accessible elements are not in working order. This includes providing notice and contact information on-site and electronically, when possible.

2019/20 Accessibility Annual Status Report – Board Facilities

The Capital Development, Asset Management and Renewal department has been incorporating accessibility upgrades in school addition, renovation and renewal projects wherever possible, most commonly adding a Universal Washroom. All new schools include elevators for barrier-free accessibility throughout the building, barrier-

free washrooms on all floors and at least one Universal washroom.

Work is also underway on an updated playground design standard which will incorporate accessibility to playground elements that currently are not accessible. The new standard will be used for new schools and for playground upgrades wherever possible.

AODA SUMMARY - RECENTLY COMPLETED CAPITAL AND RENEWAL PROJECTS		
School	Type of Project	Scope of Work
St. Augustine	School Addition	Universal Washroom, elevator, ramped stage access in new gym, exterior ramp
St. Joseph Morrow Park Secondary School	Replacement School	Universal Washroom, elevator
Neil Mc Neil High School	Ramp installation	Exterior ramp for student accommodation

AODA SUMMARY - PROJECTS PLANNED/UNDERWAY FOR CAPITAL AND RENEWAL		
School	Type of Project	Scope of Work
St. John Henry Newman CHS	Replacement School	Universal Washroom and elevator
Dante Alighieri Academy	Replacement School	Universal Washroom and elevator
Father Serra CS	Child Care Addition	Universal Washroom and elevator
Holy Angels CS	Replacement School & Childcare	Universal Washroom and elevator
Holy Family CS	Child Care Retrofit	Universal Washroom
Madonna Catholic Secondary School	Accessibility Study	Consultant retained
Nativity of our Lord CS	Child Care Addition	Universal Washroom
New Baycrest Avenue School (Unnamed)	New School with Childcare Centre	Universal Washroom and elevator
Pope Francis CS	Child Care Retrofit	Universal Washroom
Santa Maria CS	Child Care Addition	Universal Washroom
St. Albert CS	Child Care Addition	Universal washroom
St. Andre CS	Child Care Addition	Universal Washroom
St. Antoine Daniel CS	Replacement School & Childcare	Universal Washroom and elevator
St. Barbara CS	Child Care Addition	Universal Washroom
St. Barnabas CS	Child Care Addition	Universal Washroom
St. Bartholomew CS	Child Care Addition	Universal Washroom
St. Bernard CS	Child Care Addition	Universal Washroom
St. Bruno-St. Raymond CS	Replacement School & Childcare	Universal Washroom and elevator

St. Edmund Campion CS	Child Care Addition	Universal Washroom
St. Fidelis CS	Replacement School & Childcare	Universal Washroom and elevator
St. Gerald CS	Child Care Addition	Universal Washroom
St. Gregory CS	Interior Renovation	Student Accommodation
St. Jean de Brebeuf CS	Child Care Addition	Universal Washroom
St. John Vianney CS	Child Care Retrofit	Universal Washroom
St. Leo / St Louis CS	Replacement School & Childcare	Universal Washroom and elevator
St. Margaret CS	School Addition/ Child Care Retrofit	Universal Washroom and elevator
St. Marcellus CS	Exterior Maintenance	Widen gate for accessibility
St. Mary of the Angels CS	Interior Renovation	Accessible Washroom
St. Matthias CS	Replacement School and Childcare	Universal Washroom and Elevator
St. Michael Choir School	Replacement School	Universal Washroom and Elevator
St. Nicholas of Bari CS	Child Care Addition	Universal Washroom
St. Paul VI CS	Child Care Retrofit	Universal Washroom
St. Roch CS	Child Care Addition	Universal Washroom
St. Thomas Aquinas CS	Child Care Addition	Universal Washroom
St. Wilfrid CS	Accessibility Study	Consultant retained

A protocol has been established for notification on the Board website when elevators and other accessibility devices are out-of-service and that protocol is being followed, with Environmental Support Services staff collaborating to ensure repairs are carried out as quickly as possible and notifications are placed on the website.

Work is underway on an updated playground design standard which will incorporate accessibility to playground elements that currently are not accessible. The new standard will be used for new schools and for playground upgrades wherever possible.

Accessible Schools for Individuals with Physical Disabilities

The Board is proud to provide a great number of schools that either have one (1) story or alternatively, at schools which are greater than one (1) story, have a passenger elevator to assist individuals who may have mobility issues and who may experience a physical/architectural barrier if the individual is unable to utilize the stairwells.

Single Story Schools:

St. Kateri Tekakwitha CS	Our Lady of the Assumption CS	St. Henry CS
Holy Angels CS	Sacred Heart CS	St. John Vianney CS
Josyf Cardinal Slipyj CS	St. Elizabeth Seton CS	St. Maximilian Kobe CS
Monsignor John Corrigan CS	St. Florence CS	St. Sylvester CS
Our Lady of Grace CS	St. Gabriel Lalemant CS	The Divine Infant CS

Schools with a Passenger Elevator or Lift (as of December 2020):

All Saints CS	Nativity of Our Lord CS	St. Francis Xavier CS
Bishop Allen Academy	Our Lady of Fatima CS	St. Gregory CS
Bishop Morocco/Thomas Merton CSS	Our Lady of Lourdes CS	St. Helen CS
St. John Henry Newman CHS	Our Lady of Sorrows CS	St. Jane Francis CS
St. Mother Teresa CSS	Our Lady of Victory CS	St. Joachim CS
Blessed Trinity CS	St. John Paul II CSS	St. John the Evangelist CS
Brebeuf College School	Prince of Peace CS (lift)	St. Joseph's College School
Canadian Martyrs CS	Monsignor Fraser (Norfinch)	St. Kevin CS
Cardinal Carter Academy for the Arts	Senator O'Connor College School	St. Luke CS
Cardinal Leger CS(lift)	St. Agatha CS	St. Malachy CS

Father Henry Carr CSS	St. Albert CS	St. Maria Goretti CS
Father John Redmond CSS	St. Ambrose CS	St. Mark CS
Francis Libermann CHS	St. Andre	
Holy Cross CS	Blessed Margherita of Citta di Castello CS (lift)	St. Angela
Immaculate Conception CS	St. Anthony CS	St. Monica CS (lift)
James Cardinal McGuigan CHS	St. Basil the Great CS	St. Nicholas CS
James Culnan CS	St. Bede CS	St. Norbert CS
Jean Vanier CSS	St. Bernard CS	St. Oscar Romero CSS
Loretto Abbey CSS	St. Bonaventure CS	St. Patrick CSS
Loretto College School	St. Brendan CS	St. Pius X CS
Marshall McLuhan CSS	St. Charles Garnier CS	St. Raphael CS (lift)
Mary Ward CSS	St. Clement CS	St. Robert CS
Michael Power/St. Joseph HS	St. Conrad CS	St. Simon CS
Monsignor Percy Johnson CHS	St. Cosmas & Damian CS	St. Stephen CS
Catholic Education Centre	St. Domenic Savio CS	St. Thomas More CS
St. Michael Catholic Academy (lift)	St. Edward CS	St. Timothy CS
St. Michael Choir School	St. Francis of Assisi CS	St. Ursula CS
	St. Mary Catholic Academy (lift)	The Holy Trinity CS

A protocol has been established for notification on the Board website when elevators and other accessibility devices are out-of-service and that protocol is being followed, with Environmental Support Services staff collaborating to ensure repairs are carried out as quickly as possible and updated notifications are placed on the website. Environmental Support Services maintains an active Preventive Maintenance programme to reduce out –of –service issues.

School Site Facility Accommodation Requests from Parents/Students- Board Operational Procedure “Accessibility Best Practices”

The Board is pleased to announce that the “Accessibility Best Practices” document was created and approved by the Board of Trustees as an appendix to the TCDSB Accessibility Standards for Services and Facilities policy (A.36). This applies to accommodation requests for all students or prospective students of the School Board. It applies to all School Board locations.

This Operational Procedure does ***not*** apply to accommodations provided as part of special education programs and services for exceptional students under **Identification and Placement of Exceptional Pupils**, O.Reg. 181/98, made under the *Education Act*, RSO 1990, c E.2.

The Board encourages students and/or parents to suggest how the student's disability could be accommodated. In addition, the Board encourages the parents of the student to provide reports, letters, and/or other documents from treating physicians or other health care professionals relating to the disability and the impairments or restrictions which give rise to the need for accommodation.

Following receipt of a request for an accommodation, the school principal will send a letter or email confirming that the request has been received. The request will be considered in as expeditious a manner as possible. The request will be addressed and the appropriate accommodation may be provided in a way that respects the dignity of the student. Amongst the things considered in assessing the request are:

- The student's disability and the arising impairment or restrictions;
- The medical evidence provided, and/or, depending on the circumstances, additional medical evidence obtained with the permission of the student and/or parents or guardians;
- The accommodations requested;
- Other possible accommodations that may address the student's impairment or restrictions.

Special Education and Services

The Special Services Department is committed to reducing and eliminating barriers for students with special needs for their physical and learning environments. The Toronto Catholic District School Board strives to provide each student with special needs with the attitudinal, academic and physical skills to reach their full potential for learning and practical skills development. During the 2019-2020 school year, 16,337 students with Special Education Needs accessed Special Education programs and/or services. Of that number, 7,773 accessed Special Education programs/services with an Individual Education Plan (IEP) and were formally identified as Exceptional; and

8,564 accessed Special Education programs/services with an Individual Education Plan (IEP) only.

Students who have been identified with a Special Education Exceptionality, as possessing a special education exceptionality, as defined by the Ministry of Education (MOE) and outlined in the Toronto Catholic District School Board's Special Education Plan, have an Individual Education Plan (IEP), an MOE requirement. An IEP is written for students receiving Special Education supports and services in order to meet their individual, academic, emotional, social, behavioural and physical needs. Through consultation with parents, classroom teachers and a Special Education Teacher, the IEP is written within 30 school days of a student's placement in a Special Education program. Accommodations set out in the IEP are implemented to reduce or remove barriers that hinder the learning of a student with special needs. Access to assistive technology, extra time on tests, varying assessment methods and providing instruction notes are some examples of accommodations made as a result of the instructional assessment, and environmental accommodations set out in the IEP.

The IEP includes the following elements:

- strengths and needs related to the student's learning;
- relevant assessment data;
- list of instructional, environmental and assessment accommodations the student requires;
- current level of achievement for each modified subject/course/alternative program area;
- annual program goals, learning expectations and strategies;
- assessment methods;
- documentation of parent consultation;
- transition plan for students 14 years of age and older; and
- a safety plan (if applicable)

During the 2019/2020 academic year, to assist in elimination of barriers in the students' learning environments, the Ministry of Education approved 2,117 SEA claims. The equipment includes devices such as positioning devices and amplification systems. SEA claims may also may include computers and software that facilitate access to curriculum such as word prediction programs, speech-to-text programs, text-to-speech programs and movement-to-text programs through computer-generated prompting methods.

On a continual basis, Administrators (Principals/Vice-Principals) work to identify physical barriers in schools that hinder the learning of students with special needs. Providing ramps, electronic door openers, lifts and hand rails in bathrooms are examples of some physical changes to buildings that the Planning Department have implemented on an individual needs basis. The removal of physical barriers is facilitated through local-level discussions with the Environmental Support Services and/or Capital Development Asset Management and Renewal Department, the school Principal and the Area Superintendent of Education.

Health & Safety

Student & Employee Emergency Evacuation Response Plan(s)

In accordance with the AODA Integrated Accessibility Standards Regulation, the Toronto Catholic District School Board developed Individual Emergency Evacuation Response Plans for all students and staff members with disabilities or limitations which may hinder their ability to exit the building in the case of an evacuation.

The individual Emergency Evacuation Response Plan is customized by the school administrator, for students, or by the employee's manager, to incorporate the mobility or capacity limitations into a site based plan to ensure that the individual's safety, in case of an emergency evacuation, is of the highest consideration. The individual Emergency Evacuation Response Plan also provides information and instructions to those individuals assigned to assist the disabled student and/or employee, if necessary, on the protocol and methods to meet the individual's special needs for evacuation. The Emergency Evacuation Response Plan template document can be found on the Board's intranet website portal under the Health & Safety Department's drop-down menu.

Human Resource Services

Workplace Accommodations for Disabled Employees

As part of the Human Resources Division, the Benefits Department continues to develop customized individual workplace accommodations for employees with both temporary and permanent physical and cognitive limitations, restrictions and

impairments. The workplace accommodation process is described in the Toronto Catholic District School Board's Workplace Accommodation for Employees with Disabilities Policy- H.M.38.

Through the Functional Abilities Form (FAF) and additional medical documentation provided by the employee, from their treating Physician or licensed Medical Practitioner, the Disability Management Team may arrange for workplace site assessments, ergonomic assessments, and accessibility assistive devices to determine the accommodation required for the employee and what equipment or job duty changes may be appropriate for their particular physical and/or cognitive disability. Through the intensive workplace assessments conducted by the Disability Management Team, it may be ultimately determined that modified work is appropriate or that the employee be permanently accommodated in the workplace to address their individual physical or cognitive impairments.

In compliance with the January 1, 2014 deadline under the Integrated Accessibility Standards Regulation of the AODA, the Benefits Department has developed standardized workplace accommodation documents that detail the employee's physical and/or cognitive limitations and impairments in relation to the required duties of the employee's job classification, while ensuring confidentiality of the employee's medical condition. A detailed description and outline of the employee's accommodation within the job classification and/or alternative job classification, if found to be completely disabled from the employee's original job class, is documented by the Disability Management Team on the Workplace Accommodation document. In accordance with the Board's Workplace Accommodation for Employees with Disabilities Policy, the workplace accommodation plan is discussed in collaboration with the disabled employee, Board Management and our Union partners for those employees who are a member of a bargaining unit.

Accessible Recruitment Practices

The Recruitment Services Department of the Board's Human Resources Division aims to promote and provide all candidates, both internal and external, with an opportunity to request an accommodation during the recruitment process.

As of January 1, 2014, Recruitment Services is proud to offer individualized accommodations for current employees or external candidates during the interview and/or skills testing processes for vacant positions. The candidate is required to request an accommodation before being interviewed and/or tested for the position to which they

have applied. The candidate may also be asked to provide details regarding how to appropriately accommodate their disability during an interview process and in a skills testing environment. In some circumstances, which may be dependent on the nature of the disability identified, the applicant may be required to produce medical documentation to support their request during the recruitment process. The medical documentation provided by the applicant will provide direction and clarity to the Recruitment Department in order to appropriately accommodate the applicant's physical and/or cognitive disabilities. Accommodations implemented during the recruitment process are completed centrally, at the Toronto Catholic District School Board's Catholic Education Centre (Board Office), as well as at schools sites and the Regional Facilities Offices.

For the 2019-20 Academic Year, a review of the data regarding requests for accommodations during the recruitment and selection process indicates that there was only one (1) request made in December 2019 by an applicant in a selection process for Caretakers. The accommodation solution involved taking steps during the assessment process to ensure that the candidate was fairly assessed.

Accessibility Awareness Training for Educators

In accordance with the statutory obligations of the Integrated Accessibility Standards Regulation of the AODA, since the 2012/2013 academic year the Toronto Catholic District School Board has delivered accessibility awareness training to its educators (as defined under the AODA) including: Superintendents of Education, Principals, Vice-Principals, Teachers, Educational Assistants, Child and Youth Workers, Early Childhood Educators, Social Workers, Speech and Language Pathologists, Psycho-educational Consultants, Psychologists, Attendance Counselors, Secondary School Student Supervisors, International Language Instructors, Adult English as a Second Language (ESL) Instructors and Adult ESL Nursery Instructors.

The accessibility awareness training reviews the obligations under the AODA which impact the Board's program and classroom staff. The training specifically focuses and provides reference and resource materials that are designed to assist student based educational staff in developing strategies for educating all students regarding accessibility awareness. In addition, the training provides the educator staff with academic tools to design lesson plans that integrate accessibility awareness into the grade level curriculum.

Human Rights and Accessibility Training for Support Staff

In accordance with the statutory obligations of the Integrated Accessibility Standards Regulation of the AODA, since January 1, 2014, the Toronto Catholic District School Board has delivered accessibility awareness and human rights training to its support staff, volunteers and co-op students (staff members not defined as “educators”).

The accessibility awareness and human rights training was developed by the Ontario Human Rights Commission and reviews the obligations under the AODA and the *Ontario Human Rights Code* which impact the Board’s staff, volunteers, co-op students. The training specifically focuses on the rights of employees to workplace accommodations and the barriers in the workplace relating to accessibility and all disabilities which have been recognized by the Ontario Human Rights Tribunal.

The TCDSB has also ensured through its community partnership programs, joint ventures, and external contractors that the partner and/or contracted organization is responsible for the deliverance of accessibility awareness and human rights training through amendments to the TCDSB’s community partnership agreements and vendor contracts.

Accessible Formats

Educational & Training Materials

The Board is dedicated to providing staff, students and members of the public with accessible and conversion ready print based materials, upon request. Members of the community are encouraged to contact the TCDSB site Manager, Principal or Superintendent to make the necessary arrangements to receive accessible format print materials. In accordance with the Board’s Workplace Accommodation for Employee with Disabilities Policy, staff who require accessible format work materials and/or educational and training materials are advised to request a workplace accommodation in accordance with the Board’s policy. Students who require training and/or educational material in an accessible format are recommended to go through the Special Education Services department and through the IEP process, materials will be provided by the Board’s school-based educator staff to meeting the student’s unique accommodation requirements.

Communication Materials

Upon request, any communication material produced by the Board, with the exception of video or audio streaming content delivered through the Board’s internet or intranet website, will be converted into an accessible format based upon the accessibility need of

the community member, volunteer, staff member or student. The Board may require documentation to support the request in order to tailor the accessibility requirement to the individual's needs. Individuals requiring communication materials to be converted into an accessible format are recommended to contact the site Manager, Principal, Superintendent or the Board's Communications Department to arrange for the communication material(s) to be converted.

Teachers in central positions, from Curriculum Learning & Innovation, Student Success, Special Services, and the Equity, Diversity, Indigenous Education and Community Relations departments, have received initial training on accessibility considerations when creating and delivering presentations. Further workshops will also be planned for these groups to ensure awareness about accessibility needs and how to ensure workshops are accessible.

All online registration forms for professional learning, within the above mentioned departments, will now include an accessibility question that allows participants to indicate if accommodations are necessary.

The statement is: "The TCDSB is committed to creating an inclusive, barrier-free environment. Please indicate any accommodation requirements that would help facilitate your attendance at this event. Please note that we may require specific information relating to your noted accommodation to best inform our intervention."

Covid 19 – Clear Mask Distribution

TCDSB has been provided with an allocation of 36,288 ClearMask™: Transparent Face Mask with EZ-Adjuster brand of clear mask based on the number of students with certain exceptionalities (i.e. Deaf/Hard of Hearing, or having a Speech or Language Impairment), either as reported by the board, or predicted based on provincial prevalence rates for these groups of students.

Students and the staff who support them (1 teacher and 1 EA per student) are allocated 1 mask per day. This clear mask has been authorized by Health Canada under medical devices (other than testing devices) for uses related to COVID-19.



REPORT TO

**STUDENT ACHIEVEMENT AND
WELL BEING, CATHOLIC
EDUCATION AND HUMAN
RESOURCES COMMITTEE**

**MENTAL HEALTH AND WELL-BEING ANNUAL
REPORT 2019-2020**

Be strong and bold; have no fear or dread of them, because it is the Lord your God who goes with you; he will not fail you or forsake you. Deuteronomy 31:6

Created, Draft	First Tabling	Review
2021-01-04	January 14, 2021	Click here to enter a date.

Maria Meehan, Superintendent of Special Services
Marie-Josée Gendron, Chief of Mental Health and Staff Well-Being
Melissa Hanlon, Mental Health Lead

INFORMATION REPORT

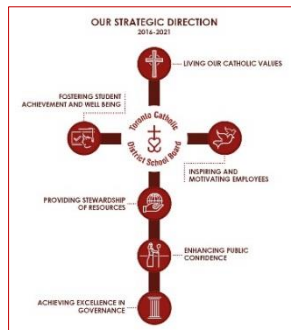
Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Brendan Browne, PhD
Director of Education

D. Koenig
Associate Director
of Academic Affairs

S. Camacho
Acting - Associate Director of
Facilities, Business and
Community Development, and
Chief Financial Officer

A. EXECUTIVE SUMMARY

A significant focus within the Toronto Catholic District School Board (TCDSB) Multi-Year Strategic Plan is fostering student achievement and well-being. This is accomplished in part, by creating equitable learning environments. Equitable learning environments strive to ensure that the physical, emotional, social, intellectual, and spiritual needs of all students are met. This is best achieved with the school board and the community working in collaboration; and TCDSB values collaboration with parents, parish and community. Student Mental Health and Well-Being initiatives nurture those relationships and thus strengthen public confidence.

Efforts to create mentally healthy school environments for students are evidenced in many ways. Progress with the Student Mental Health and Well-Being Strategy 2019-2022 has been made across each of the TCDSB Mental Health and Well-Being Pillars.

The attention and focus on creating a mentally healthy school environment has taken on a heightened relevance and been extended to include the virtual school environment during the Covid-19 Pandemic response. This focus extends to building understanding of mental health and well-being among all employee groups as well. Presentations, workshops and initiatives to raise awareness of mental health and well-being have been offered to students, staff, and the parent community.

The cumulative staff time required to prepare this report was 45 hours

B. PURPOSE

This Mental Health and Well-Being 2019-2020 Annual Report will include both qualitative and quantitative data related to student mental health and well-being procedures, programs, and professional development related to the creation of mentally-healthy learning environments, and the strengthening of public confidence in the TCDSB. This report serves the requirement of the Board for an annual review and update. The following areas will be addressed in this report:

- 1. Pandemic Response March – December 2020**
- 2. Actionable Items 2020 – 2021**
- 3. TCDSB Mental Health and Well-Being Strategy 2019– 2020 Feedback on the Three Pillars**

C. BACKGROUND

The TCDSB Mental Health and Well-Being policy (S.03) was adopted in June 2013. The TCDSB Mental Health and Well-Being Strategy 2019 - 2022 was presented to the Special Education Advisory Committee on June 12, 2019 and approved by Board on September 19, 2019.

The Mental Health and Well-Being Policy contains the following metrics on the annual reporting of the Mental Health and Well-Being Strategy: Special Services personnel will annually review the Mental Health Response Guidelines, the Suicide Intervention Guidelines, and the Mental Health Crisis Response Guidelines and assess their effectiveness.

D. EVIDENCE/RESEARCH/ANALYSIS

The following Mental Health and Well-Being Pillars form the basis of the TCDSB Student Mental Health and Well-Being Strategy 2019-2022:

- **Within Us** - “I am able to do all things through Him who strengthens me” (Philippians 4:13). The TCDSB will continue to support and develop the fundamentals for everyday mental health and well-being for each and every student.
- **Between Us** - “This is my commandment, that you love one another as I have loved you” (John 15:12). As healthy relationships are one of the most critical protective factors that support positive mental health, the TCDSB will continue to support and strengthen these relationships.
- **Around Us** - “A friend loves at all times, and people are born to share adversity” (Proverbs 17:17). Healthy environments support each community member, and, thus, the TCDSB continues to be committed to creating mentally healthy environments.

The following related legislation and policy govern the TCDSB Mental Health and Well-Being strategy:

- Open Minds, Healthy Minds Ontario's Comprehensive Mental Health and Addiction Strategy June 2011
- Ontario's Well-Being Strategy for Education: A Discussion Document 2016
- TCDSB Mental Health and Well-Being (S.03)

E. METRICS AND ACCOUNTABILITY

1. PANDEMIC RESPONSE – MARCH – DECEMBER 2020

During the school closure beginning March 2020 and with the continued support required for both remote and in-person learners during the 2020-2021 school year, all three Pillars of the Mental Health Plan were adapted to address the urgent and continued need to service TCDSB students, families and staff through virtual platforms and unprecedented times. A continued focus on meeting the mental health and well-being needs of all students, whether they are learning virtually or in-person, remains a priority. The pandemic continues to present the challenge to be creative, collaborative and compassionate, while engaged in teaching, learning, and clinical service delivery. Highlighted below are some key strategic responses that have supported our students, staff, and families, beginning in March and continuing through to December 2020.

Supporting Students:

- In order to ensure that clinical interventions and supports could continue during the school closure, clinical staff were provided training on the use of the Ontario Telemedicine Network Virtual Care platform to support personal and confidential clinical student interventions.

- Training and access to Zoom Health Care Platform were provided to further options for virtual clinical care of students.
- Special Services team members providing clinical support and team consults continued to engage virtually with students throughout the March to June closure, over the summer months, and into the new school year. This has enabled the system to ensure that referrals and clinical support for remote learners have been available consistently to address student mental health and wellness needs.
- The Psychology team created a key resource to build capacity among staff conducting suicide risk assessments over the phone to support remote interventions. The resource entitled, “Tele-practice: Suicide Risk Assessment Guide”, has been provided to support special services staff supporting students learning virtually.
- “Crisis Intervention” training for Psychology staff was provided. Based on recent research and techniques, this training has supported staff with identifying students in crisis and providing coping strategies to these students.
- Secondary students with Autism exceptionality have been provided with two newsletters entitled, “Tips to Support Your Distance Learning Experience”. Created by the Autism team, the focus of these newsletters is to support secondary students on the credit bearing pathway.
- Students participated in Children’s Mental Health Awareness Week which was promoted through system emails and the TCDSB website. The purpose was to promote mental wellness activities for schools to implement each day of this week with the following themes: Mindful Monday, Take a break Tuesday, Wellness Wednesday, Thankful Thursday, Friendly Friday. Many schools across the system implemented activities during the closure and tweeted about it using the hashtags, #TCDSBMHW2020! and #TCDSBStoptheStigma.
- Mental Health staff worked with the student trustees to create mental health awareness videos to encourage student leadership and positive discussions around mental health.
- To support St. Anne Catholic Academy staff responsible for virtual learners, a key resource document was created. The document, “Circle of Support for Care of Students During Remote Learning”, highlights strategies to support staff with monitoring students for indicators that well-being support may be required; outlines the communication path for notifying administrators of any concerns; and guides next steps for referral to mental health clinicians. The document also provides direction to staff to guide immediate responses required for students in crisis or in emergency situations.

- The social work department in partnership with Nurturing our Catholic Community, Guidance, Psychology and Mental Health staff remains dedicated and actively involved in crisis response and bereavement response. Staff have led a number of virtual crisis debriefs as required for deaths that occurred that directly impacted St Anne's students and staff.
- Mental health and well-being supports continue to be available to all remote learners. Further, a connection to the local school Special Services team has been maintained for all St. Anne students to ensure continuity of service and to maintain relationships with clinicians who may be familiar to students and families.

Supporting Families:

- A resource for parents was shared through School Messenger, "Tips for supporting children and youth during COVID-19", to help parents support their children and youth to manage anxiety during the pandemic.
- Social workers continue to sit on FOCUS (Furthering Our Community by Uniting Services) Toronto tables throughout the city. This forum is where critical student cases are presented and action groups are formed to quickly engage services for families in need.
- Parents were provided with Tip Sheets such as, "Noticing Mental Health Concerns for Your Child – Info Sheet for Parents and Families," "Supporting Mental Health and Wellness during the Return to School" through school communications.
- Families have access to a list of mental health organizations providing culturally relevant and targeted support for African-Canadian students, through the TCDSB website. The list of organizations was reviewed by the TCDSB Mental Health professionals and the Equity Team members in order to facilitate additional community access to support for students and families during the pandemic.
- The Social Work Department continued partnership with community mental health agencies for Priority Access to mental health services in the community where families can access service faster than typical wait list times.
- The Autism Team created weekly tip sheets during the spring closure entitled "High 5". These were shared with staff serving students with multiple

exceptionalities and primary students. These tip sheets provide interactive life skills activities that can be used at home by parents to engage them with their child's learning and support collaborative conversations between staff and families to support student well-being. These tips sheets continue to be shared on a monthly basis.

- The Autism Team prepared weekly parent newsletters during the months of April and May entitled "Parent Tips to Support ME Students in Secondary" and "Supporting Your Teen at Home". These tip sheets were shared with parents during distance learning to support them with reducing stress and anxiety that many families and children have been experiencing.
- In October, a collaboration between the Autism team and Psychology staff led to the creation of a parent newsletter entitled, "Supporting Your Child with ASD to Manage Stress During Uncertain Times". This continues to be available for staff and parents through the Autism Team.
- The social work department supported the student nutrition food voucher roll-out and consults regularly about the needs of our Equity Poverty Action Network (EPAN) communities in support of student well-being. Continued partnerships are active with the St. Vincent de Paul Society and other charitable organizations to accept and distribute donations in collaboration with the Communications Department and the Partnership and Development office to support families and students.
- The Psychology staff offered a four-week on-line workshop for parents called "Positive Parenting Online Workshop". These workshops provided strategies for parents supporting their children during the school closure.
- A "Transition Back to School Newsletter" tip sheet for educators and parents was created by the Psychology team and shared with school communities to support the mentally healthy return to school focus.
- A series of tip sheets for parents on supporting a mentally-healthy return to school and supporting their children's mental health during remote learning. These communications were sent to parents and posted on the board website.

Supporting Staff

- A resource for educators was shared in March to support staff with managing student anxiety entitled, "Tip Sheet for Educators to Support Students' Mental Health During Covid-19".

- With a focus on a mentally healthy return to school, the Mental Health strategy was presented during the system-wide Mental Health Professional Development Day on September 3, 2020, and was presented to St. Anne Catholic Academy, School of Virtual Learning staff on November 20, 2020.
- The Special Services team participated in a workshop with Michael Jacques, author of, “Can’t Read. Can’t Write. Here’s My Book”, in order to build capacity with respect to meeting and supporting the emotional and well-being needs of exceptional students and their families.
- Ontario Association of Social Workers and School Mental Health Ontario provided numerous workshops for staff on remote practice, digital therapy and tools for effective practice during the pandemic.
- Professional Development on staff well-being was presented to 112 St. Anne educators November 20, 2020. Several in-services supporting student mental health were offered to staff including a session on suicide prevention.
- A series of tip sheets and resources were shared weekly with educators on topics such as “Faith and Wellness”, and “Having Mentally-health Conversations in the Classroom about Anti-Black Racism”. Distribution to all educators was provided through system wide-emails.
- “Trauma Intervention in Schools”, a clinical training handbook, was developed to support teacher training for supporting classrooms and schools. It also focussed on the importance of self-care for clinicians and provided a list of resources related to trauma.
- The social work department sought out the following professional development opportunities to strengthen skills and build capacity among staff in order to better support student needs: Emotional Well-Being, Sarah Westbrook: Emotional Management, Emotional Awareness and Emotional Resilience; a working group focused on “Post-Pandemic Us” which included activities on self-reflection, self-care and connection amongst colleagues; collaborative work with Neil Pasricha, creator of “You are Awesome” workbook, to motivate and encourage staff to persevere during the pandemic.
- All psychology staff received online training on the topic of Trauma-Based Cognitive Behaviour Therapy (TB-CBT). This specialized trauma intervention training, conducted over ten sessions, provided staff with strategies to support individual and group intervention for students.

2. ACTIONABLE ITEMS 2020-2021

Rollout of Student Mental Health Strategy 2020-2021:

- Continue to promote the strategy through the communication campaign for a system-wide reach.
- Continue to adapt the strategy to support the needs of virtual learners and respond to pandemic related issues impacting well-being.
- Develop system capacity to meet the mental health and well-being needs of Black, Indigenous, and other racialized students through system communications highlighting professional development opportunities, clinical training, staff and parent resources, and community partnerships.

Continue to highlight the connection between Mental Health and Well-Being and our Catholic Faith Values:

- Present professional development during the Leaders of Your Own Learning (LOYOL), Area principal meetings, etc.
- Collaborate with the Nurturing our Catholic Community staff members to develop connections between the two departments in preparation for LOYOL Professional Development, newsletters, tip sheets, system-wide communications, etc.
- Inclusion of Catholic faith elements in the Mental Health Newsletters and monthly staff well-being themes by highlighting the virtue of the month and making explicit connections between faith and mental health, including during Mental Health Awareness Week and Catholic Education Week.

School Well-Being Teams:

- In consultation with School Mental Health Ontario and Mental Health committee members, reframe school well-being teams as a Collaborative Approach to School Well-being (CASW).
- Gathered survey data last year from 50% of schools championing local initiatives and highlighting schools in need of further support in integrating Mental Health in everyday practice.
- Professional Development to support teams in implementing mental health goals and consideration for how schools can incorporate these goals into the School Learning Improvement Plan in 2021.

Implementation of Mental Health Professional Workers in secondary schools:

- Hire six clinicians to support 28 secondary schools.
- Target goal-oriented individual counselling using evidence-based models such as the Brief Intervention for School Clinicians (BRISC).
- Implement Support Transition Resilience for Our Newcomer Groups (STRONG) program virtually.
- Provide professional development opportunities for school staff (Mental Health tools in the classroom such as “Faith & Wellness”, “Stress Lessons”, Mental Health policy and guidelines, supporting student Mental Health, etc.).

Promote Social-Emotional tools for the classroom such as “Faith and Wellness” and “Stress Lessons” program:

- Provide Professional Development on “Stress Lessons” and “Faith and Wellness” for Social Work and Psychology.
- Present “Stress Lessons” and “Faith and Wellness” to Elementary principals with Safe Schools staff as alternative to suspensions for K-3 students.
- Distribute calendar of “Twelve Days of Wellness” to the system.

Supporting Minds Modules available to schools for staff presentations:

- Social Workers, Psychologists, Mental Health Professional Workers and Mental Health teams deliver presentations based on Supporting Minds to their school communities.

Annual review of the TCDSB Student Mental Health and Well-Being Policy and associated guidelines with all principals:

- Presentation through system-wide Mental Health Professional Development, encouraging schools to enlist support from Social Work/Psychology staff to facilitate reviews with all school staff.

Continue delivery of suicide awareness (SafeTALK/START) and suicide intervention (ASIST) professional development for targeted groups:

- Deliver three two-day ASIST to staff with about eight participants in each session for a total of 24 people trained.

- Offer START 60-minute webinars to at least 100 staff members on various Professional Development days to raise awareness about suicide, followed by webinar on TCDSB Suicide guidelines.
- Distribute tip sheet about suicide prevention to system and parent community.

Continue to work with School Mental Health Ontario to rollout additional training for our mental health service providers (e.g. BRISC training, STRONG, Brief Digital Interventions, etc.):

- Additional training to be provided in BRISC, STRONG and Brief Digital Interventions, Cognitive Behaviour Therapy - Practice-wise, and FIRST – a School Mental Health Ontario (SMHO) pilot program.

By focusing on areas of targeted need, pursue the development of more Mental Health Memorandums of Understanding (MOU) with mental health agencies.

- TCDSB currently has MOU with 13 mental health agencies.
- Next steps include incorporating available virtual agency services such as YouthLink, STRIDES, etc., to support virtual students.

Continue the implementation of the Stop the Stigma student mental health awareness program in 73 elementary schools; ongoing support provided to all existing school teams; expanding it to St. Anne Catholic Academy classrooms:

- Welcome of new teams in January, Student Symposiums in March (St. Anne Catholic Academy Junior and Senior)

Continue to engage students in mental health initiatives:

- Training for Stop the Stigma teams to be done in January with student virtual symposium in March.

Continue to offer professional development using School Mental Health Ontario's Supporting Minds Modules at various system-wide PD days and upon request by various staff groups (e.g., St. Anne educators, local schools, etc.).

- Social Work/Psychology/Mental Health Professional Worker continue to offer Professional Development to local schools.

Support the development and delivery of an in-service for all principals to increase capacity with regards to systemic considerations to support students who identify as LGBTQ or Two-Spirited.

- In alignment with our board's **Equity Action Plan**, and in collaboration with our Nurturing our Catholic Community and Equity Team staff members, the Mental Health team will lead the development and delivery of professional development for administrators. This professional development will focus on supporting our school leaders with providing compassionate and informed pastoral care, grounded in our Catholic faith, to better respond to the mental health and well-being needs of students who identify as LGBTQ or Two-Spirited.

Continue to engage the parent community with respect to student mental health (e.g., consultation with parent representatives on the Mental Health Advisory Council; TCDSB Mental Health Newsletter, etc.).

- Schedule meetings with Mental Health Advisory Council.
- Parent newsletters were sent out in the Fall 2020, will be sent in Winter, Spring and Summer 2021.
- Distribute tip sheets as appropriate to parents (e.g., Suicide Prevention, etc.).

Support Staff Well-Being for all employee groups through various professional development opportunities.

- In collaboration with Nurturing our Catholic Community staff members, will deliver Professional Development on staff well-being at LOYOL.
- Deliver Professional Development session on staff well-being to local schools as requested.
- Deliver Professional Development on staff well-being to Teaching & Learning Collaborative, maintenance and custodial staff.

3. TCDSB MENTAL HEALTH AND WELL-BEING STRATEGY 2019-2020 FEEDBACK ON THE THREE PILLARS

Pillar One: Within Us

Highlight the connection between Mental Well-Being and our Catholic faith values

- Supported the expansion of the Faith & Wellness program in partnership with School Mental Health Ontario and OECTA with over 50 teachers participating.
- Continued collaboration with the Nurturing our Catholic Community staff members to develop meaningful connections between the two departments to inform newsletters, tip sheets, system-wide communications, etc.
- Included Catholic faith elements in the Mental Health Newsletters every month by highlighting the Virtue of the Month and making explicit connections between faith and mental health, especially during Mental Health Awareness Week and Catholic Education Week.

Support Students' Well-Being Through Counselling

- TCDSB Social Work staff provided individual counselling to 4,710 students and facilitated 269 group sessions. Suicide Intervention Risk Reviews using the ASIST format were provided to 581 students during the 2019-2020 school year. Over the summer months of July/August, the Social Workers provided counselling to 202 students.
- TCDSB Psychology staff conducted 253 comprehensive psychological assessments during the year, plus an additional thirteen during the summer months. All of these assessments include an evaluation of students' social-emotional profile. Psychology staff also provided individual counselling to 240 students and facilitated 103 group and classroom sessions. Suicide Intervention Risk Reviews using the ASIST format were provided to 97 students. Over the summer months of July and August, the Psychology department provided counselling to 21 students.
- The six TCDSB mental health professionals provided individual counselling to 151 students. Suicide Intervention Risk Reviews using the ASIST format were provided to 24 students.

Stress Lessons, an Evidence-Based Social-Emotional Program Implementation and Evaluation:

- Provided support to 12 teachers to implement the program.
- Worked collaboratively with the TCDSB Research Department staff and Ryerson University for the purpose of measuring program effectiveness.
- Collected data related to program delivery with promising preliminary results demonstrating that, following the program, students reported less perceived stress and reported improved adaptive coping strategies.
- 109 Health and Physical Education (HPE) teachers from both elementary and secondary panels were trained for Stress Lessons and plan to implement program strategies during the 2020-2021 academic year in their individual schools.

Mental Health Professional Workers in Secondary Schools

- Continued implementation of **Mental Health Professional Workers** in secondary schools.
- Mental Health Professional Workers delivered student mental health literacy classroom programs such as Stress Lessons.
- Targeted individual counselling using a model such as the Brief Intervention for School Clinicians (BRISC).
- Began implementation of Support Transition Resilience for Our Newcomer Groups (STRONG) program in 9 schools.
- Provided professional development opportunities for school staff focussed on virtual care, suicide risk assessment, Supporting to Resilience for Our Newcomer Group (STRONG).

Continue to work with School Mental Health Ontario to provide additional training for our mental health service providers (e.g. BRISC, STRONG, Suicide Risk Assessment, Virtual care, etc.):

- Clinicians participated in BRISC, STRONG, Managing Crisis Interventions through Virtual Care and Suicide Risk Assessment Training
- Trained 15 clinicians on a field pilot testing of FIRST, a school-based trans-diagnostic evidence-based intervention in 6 sessions for 8-13 year-olds.
- Clinicians implemented evidence-based practice in virtual care training.
- Provided single session intervention training for clinicians.

Pillar Two: Between Us

Highlight professional development for Supporting Minds module on Attention Deficit and Hyperactivity Disorder (ADHD). Supporting Minds is a Ministry K-12 resource developed for educators to support students' mental health and well-being.

- Addition of the **Supporting Minds Module** “ADHD” to the roster of modules available to schools for staff presentations.
- Social Work and Psychology staff were in-serviced during the fall/winter 2019, with availability to schools 2019-20.
- Social work and psychology staff delivered presentations based on Supporting Minds to their school communities.

Continue delivery of SafeTalk and ASIST

- Continued delivery of **suicide awareness** (SafeTALK) and **suicide intervention** (ASIST) professional development for targeted groups:
- Four two-day ASIST workshops were presented to staff with about 30 participants in each session, for a total of 120 people trained. This was a retraining year for all Social Work and Psychology staff.
- Six SafeTalk workshops were presented to staff with about 40 participants in each session, for a total of 240 people trained.
- During distance learning, a focussed tip sheet for clinicians was developed to support virtual interventions.

Stop the Stigma

- Continued the expansion of the **Stop the Stigma** student mental health awareness program from 54 to 65 elementary schools; ongoing support provided to all existing school teams.
- “On-boarding” of new teams in the Fall, Student Symposiums in early Winter (elementary and secondary),
- Training days previously scheduled for early spring will be rescheduled for 2021.

Student Engagement

- Continued to **engage students** in mental health initiatives (e.g. consultation with the Student Mental Health Advisory Council (SMHAC). Stop the Stigma team training to continue. Training for student groups on mental health awareness and pathways to care to be rescheduled to spring 2021.
- **Professional development – Supporting Minds**
 - Continued to offer professional development using School Mental Health Ontario’s **Supporting Minds Modules** at various system-wide Professional Development days and upon request by various staff groups (e.g., Autism team, Guidance Counsellors, Student Success staff, etc.).
 - Offered presentations to settlement workers. Team members offered sessions on the Mentally-Healthy Classroom, Supporting Students with Anxiety, Attention problems, etc.
 - Created and distributed focussed tip sheets for educators to support students (e.g., supporting students’ mental health during distance learning, supporting students’ anxiety, attention problems, eating problems, substance use, etc.)
 - Social Work staff facilitated 114 classroom presentations related to mental health, delivered eight whole-school programs and 60 presentations outside of the classroom to various stakeholders. During the summer months of July/August, Social Workers facilitated five classroom presentations on mental health and well-being for students.
 - Psychology staff delivered 133 presentations related to learning and mental health including 50 presentations to staff, 45 sessions to students and 38 sessions to parents. Over the summer months of July and August, Psychology staff delivered 14 classroom presentations on mental health and well-being for students.
 - The six Mental Health professionals from the mental health team facilitated 82 student classroom and group sessions in 12 high schools.

In-service for principals to support students who identify as LGBTQ or Two-Spirited

- This Professional Development opportunity has been rescheduled due to job action. Next steps are included above in the Actionable Items for the 2020-2021 school year.

Pillar Three – Around Us

Implementation of Student Mental Health and Well-Being Strategy

- Developed a communication campaign for system-wide reach. Plan included updating a video to be released in October 2020, updating information on the TCDSB website, creating and sharing monthly newsletters highlighting various mental health initiatives, presenting the strategy to special services staff, principals, superintendents, guidance staff, Stop the Stigma leads, settlement workers, public health nurses, etc.).

Parent Engagement

- Continued to **engage the parent community** with respect to student mental health (e.g., consultation with parent representatives on the Mental Health Advisory Council; TCDSB Mental Health Newsletter, etc.).
- Met in the fall with Mental Health Advisory Council.
- Parent newsletters were sent out for the Fall 2019, Winter 2020, April, May and June 2020.
- Created and distributed material to support parents (e.g., tip sheets to support youth following an upsetting incident, behaviour problems, etc.).

Implementation of School Well-Being Teams

- In consultation with School Mental Health Ontario and Mental Health committee members, reframed School Well-Being Teams as a Collaborative Approach to School Well-Being (CASW).
- Gathered survey data from 50% of schools championing local initiatives and highlighting schools in need of further support in integrating mental health in everyday practice.
- Began to develop core components of Collaborative Approach to School Well-Being (CASW) and presented to Education Council.

Memorandums of Understanding with children and youth mental health agencies:

- Focus on areas of targeted need, to pursue the development of more **Mental Health Memorandums of Understanding (MOU)** with mental health agencies.

- This year, in partnership with the Corporate Services department and the MOU Committee, MOU were renewed with thirteen mental health agencies.
- Toronto Central Community and Care Access Centre (TC-CCAC) Mental Health and Addiction Nurses completed 106 referrals during the 2019-20 school year.

**Review of Mental Health Policy and associated guidelines with all principals.
Annual review of the TCDSB Student Mental Health and Well-Being Policy and associated guidelines with all principals:**

- Presentation was facilitated for all principals. Principals were encouraged to enlist support from Social Work/Psychology staff to facilitate reviews with all school staff.

Support Staff Well-Being for all employee groups through various professional development opportunities (not originally part of the Action Plan).

- Shared resources with all employee groups regarding resources available for staff including information about Employee & Family Assistance Program.
- Delivered a full-day workshop on staff well-being to support staff with about 50 participants with positive feedback.
- Delivered two live webinars on “Staff Well-Being: How to Foster Our Own Well-Being During COVID-19” to about 40 participants in each session with positive feedback. A recording of this session will be posted on the board portal.
- Delivered a live webinar on Staff Well-Being to 150 business leaders.
- Delivered a snapshot of the Staff Well-Being webinar to Teaching & Learning Collaborative group (about 150 attendees) during the end of year meeting.

F. CONCLUDING STATEMENT

This report is for the consideration of the Board.



Special Education Superintendent Update

January 2021

The Social Work staff met with the creator of Girl Strong, a female empowerment program that fosters resilience and pursuance of goals and dreams for young women. The agency also is working to develop a boys' program in the near future. Professional Development related to support for those who engage in violence in relationships also took place in partnership with Radius Child and Youth Services. The Youth Dating Violence Intensive Intervention Program aims to provide evidence-based counselling interventions that focus on trauma and nurturing healthy connections.



We continue to support the Angel Foundation for Learning for food voucher deliveries and supporting our families with extreme needs during the pandemic. Virtual platforms are being used to engage families in counselling supports.



All Speech-Language Pathologists (SLP) have received training for our digital assessment tools. In addition, the SLPs have:

- Developed internal department (Google) sites to share information about changes in service delivery and provide access to online tools and resources
- Ongoing professional development for online assessment tools (i.e., Q-Global)
- Drop-in "Ask a Speech-Language Pathologist" office hours for St. Anne Academy teachers twice a week
- Developed a parent resource site:

website: <https://sites.google.com/tcdsb.ca/tcdsbslpparentsite/home>

Annual SLP Christmas Silent Auction



The TCDSB community was supported at Christmas by the Annual SLP Christmas Silent Auction. Funds raised assisted a family with food and housing needs over the break.



Autism Speech-Language Pathologist (SLP) Professional Development-January 15

The Autism SLPs delivered professional development to the support staff working in our Multiple Exceptionality classrooms. Information focused on the use of *Augmentative and Alternative Communication (AAC)* for our non-verbal students, with a particular focus on the use of the CORE BOARD RESOURCE, created by the TCDSB AACcess SLPs. Currently, we have 5 Multiple Exceptionality/ Developmental Disabilities (ME/DD) classes learning how to use the CORE BOARD resource to support comprehension and use of language.



SPECIAL SERVICES

Deaf & Hard of Hearing

The Education Audiologists have submitted over twenty new SEA claims for student equipment since the beginning of November, and are continuing to add to those numbers on a weekly basis.

The Mental Health department facilitated a number of professional development sessions:



- Presented "How to Foster a Mentally-Healthy Classroom" to 30 new Board teachers and presented "Supporting Students' Anxiety" to 36 new Board teachers.
- Presented "How to Foster a Mentally-Healthy Classroom" and "Fostering our Own Well-Being" to Teaching and Learning Collaborative team members.
- Developed and distributed Circle of Care, a document that details the pathways of care for St. Anne educators in supporting the mental health of our virtual students.
- System-wide communication on Mental Health and Well-Being targeting monthly themes with links and videos in December focused on social connection, despite physical distancing.
- Mental Health Winter newsletter will be distributed to parent community in January.
- Shared resources with the system such as "Supporting Mentally-Healthy Conversations About Anti-Black Racism with Students".
- In December, a calendar of 12 days of Wellness activities was shared with our school communities.



12 Days of Wellness to Christmas December 2020



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3 Be Still and Know I Am	4 Coping Skills Bingo	5
6	7 Mindfulness 1 Mindfulness 2	8 50 ways to take a break! Posters	9 Self-Care 101	10 Gratitude Activities	11 Building Connections	12
13	14 Practising Optimism	15 De-Stress Activities	16 Reframing Activities	17 Empathy Activities	18 Sense of Identity	19
20	21	22	23	24 	25 Merry Christmas!	26
27	28	29	30	31 Happy New Year!		



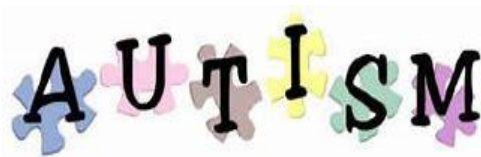
Psychology staff will once again be offering a webinar on **Trauma-Informed Classrooms**, with the goal of assisting school staff in understanding the signs of trauma and providing coping strategies for students, and for themselves. Psychology staff also continue with virtual supports for students, families and school staff through team consultation, learning-based and mental health assessments, and intervention services.



A series of professional development opportunities through Surrey Place Wellness Services will be made available to TCDSB staff.

SURREY PLACE WELLNESS SERVICES

School Support Program in Partnership with TCDSB Upcoming School Board Training Events: *****STAFF MUST REGISTER USING THEIR SCHOOL BOARD EMAIL ADDRESS TO ATTEND EVENT***** Please add: wellness.registration@surreyplace.ca to your list of contacts. The link to join the webinars will be sent from this email address (not Eventbrite) and will go to junk/spam if not added.	
ABA Strategies in the Classroom	<p>This 30 minute webinar for TCDSB staff, will discuss ABA strategies that will assist in creating a positive and safe learning environment for the elementary classroom. Strategies such as using visual schedules and first then boards, directive cards, creating social narratives, and using reinforcement in the classroom will be discussed. A live question and answer period will follow the webinar. Participants will leave with samples of visuals and social narratives to use in their classroom.</p> <p>Location: Live online (link will be sent via email the day before the session)</p>
Self Regulation Module 1	<p>This half hour module will introduce participants to the concepts of self-regulation and co-regulation. The module will identify how anxiety and stress impact self-regulation in students with an ASD. By the end of the session, participants will begin to identify skill gaps in their students that will facilitate teaching of self-regulation skills and tools.</p> <p>Location: Live online (link will be sent via email the day before the session)</p>
Supporting the Social-Emotional Well-being of Staff Returning to the Classroom: A Trauma Informed Approach	<p>Living through a pandemic has been a traumatic experience for everyone. For staff returning to the classroom, these experiences are compounded by the acute stress associated with the fears and anxieties of working through a pandemic. Facets of social emotional well-being will be explored utilizing a trauma-informed approach. Staff will receive tips for maintaining healthy social emotional well-being while supporting students.</p> <p>Location: Live online (link will be sent via email the day before the session)</p>
Visuals Module 3	<p>This 30 minute module is a follow up to visuals module 1 and 2. Using a task analysis to promote independence of a skill in the classroom will be reviewed. How to develop a task analysis will be demonstrated. Participants will receive a free downloadable pdf of slides and sample visuals. A brief Q&A will follow the presentation.</p> <p>Location: Live online (link will be sent via email the day before the session)</p>
Using Independent Activity Schedules to Promote Independence	<p>This 30 minute presentation will provide participants the understanding and the benefits of using an IAS for their students. An IAS is a tool that promotes independence by using pictures, text or both to depict a series of activities the student completes.</p> <p>Location: Live online (link will be sent via email the day before the session)</p>



SURREY PLACE WELLNESS SERVICES

<p>Visuals Module 1: Creating a First Then Board</p>	<p>This thirty-minute module will show teachers the benefits of including visuals in their classroom practices. After introducing why visuals are a useful tool for students with ASD, it will demonstrate the best practices of including visuals and choice making in supporting students. This module specifically teaches how to motivate students using a First --> Then board. Useful in increasing skill and reducing inappropriate behaviours, a First --> Then board can be a "go to" tool in your classroom. Listeners will receive a free downloadable .pdf that includes a First --> Then board template, and a choice board with some generally used icons. A brief Q&A will follow the presentation.</p> <p>Location: Live online (link will be sent via email the day before the session)</p>
<p>Visuals Module 2: Visual Schedule</p>	<p>This 30-minute module is a follow up to visuals module 1. It will show teachers the benefits of including a visual schedule in their classroom practices to promote independence in the classroom. A useful antecedent based strategy to help students predict what work will come next.</p> <p>Location: Live online (link will be sent via email the day before the session)</p>

For More information or to register for other events visit:
<https://www.surreyplace.ca/programs-services/wellness-services/>
 Or Call 1-833-575-KIDS (5437)

Please check the Surrey Place website frequently for current events, as they are updated regularly



SPECIAL SERVICES

Assistive Technology Team Coop Student Initiative *Fostering Innovation in Students of All Abilities*



Co-Op Student Profile

As part of the Assistive Technology team and our role in supporting students of various abilities with technology, it was important for us to provide opportunities for students of different abilities and talents. We wanted to change the narrative for our students to be Innovators to foster an empowering experience for them, regardless of their level of study or pathway. During Quad 1, we hosted 6 students as part of our team. In Quad 2, we experienced a significant increase of interest and demand in our program and have grown to empowering 23 students of various abilities and pathways. We provide opportunities for students ranging from Certificate of Accomplishment, Ontario Secondary School Certificate (OSSC) and Ontario Secondary School Diploma (OSSD) pathways. In keeping with our Assistive Technology mandate, we also sought out and encouraged the application of students with Specialized Equipment Allocation (SEA) equipment to ensure we captured their input in the development of resources. We have several SEA students that are Student Innovators on our team this quad. It was imperative to capture the voices of a cross section of students of various abilities through this opportunity and ensure that those who required technology to access curriculum, were part of the development of these resources, and their voice and perspective was captured.



**SPECIAL EDUCATION ADVISORY COMMITTEE
PENDING LIST TO JANUARY 20, 2021**

#	Date Requested & Committee/Board	Report Due Date	Destination of Report Committee/Board	Subject	Delegated To
1	March 27, 2019 SEAC	TBC	Regular Board	<p>That the Board direct staff to provide a report with respect to the following Items and report back to Board:</p> <p>*Whether the exclusions listed were documented as "safety" exclusions or "disciplinary" exclusions, in light of page 5 of the Report, excerpted below:</p> <p><i>"The Annual Safe School Report is directly linked to Safe School Legislation. However, Safety Exclusions under 265 (1)m of the Education Act are not tracked by the Safe School department as they are not associated with Safe Schools legislation; nor is there any requirement for the Board to report those to the Ministry of Education. Safety exclusions are not considered disciplinary and also include Police exclusions which school Principals are mandated to adhere to until an active police investigation is complete. In any event, there is an expectation that the student will return to a school of the TCDSB. Exclusions are thus not a metric that is linked to the Safe</i></p>	Superintendent of Special Services

**SPECIAL EDUCATION ADVISORY COMMITTEE
PENDING LIST TO JANUARY 20, 2021**

				<p><i>Schools Annual Report. Instead, Safety Exclusions deal with programming alternatives that support a successful academic and social-emotional transition back to a school." (p. 5);</i></p> <p>*Whether the students with the listed exclusions had a history of discipline issues prior to the exclusion, including but not limited to warnings, suspensions and expulsions;</p> <p>*The subcategory of students listed as excluded from December 2013 to and including February 2016 as follows: (i) students not in receipt of Special Education services; (ii) students with an Individualized Education Program (IEP); (iii) by exceptionality (using the Ministry's 14 categories of exceptionalities); and (iv) whether the exclusion was due to police direction/court order or the principal's discretion;</p> <p>*Whether the parents/guardians of the students listed as excluded were provided with a Written Appeal Hearing Policy and/or procedure (the "Policy") regarding the Appeal Hearing Information identified</p>	
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**SPECIAL EDUCATION ADVISORY COMMITTEE
PENDING LIST TO JANUARY 20, 2021**

				<p>in the chart, and if so (i) to provide a copy of the Policy to SEAC; and (ii) to advise whether the Policy is publicly available on the school Board's website and, if so, to provide a copy of the web page;</p> <p>*The number of students excluded from March 2016 up to and including December 2018, subcategorized as follows: (i) students not in receipt of Special Education services; (ii) students with an IEP; (iii) by exceptionality (using the Ministry's 14 categories of exceptionalities); (iv) whether the exclusion was due to police direction/court order or the principal's discretion; and (v) whether the excluded students had a history of discipline issues prior to the exclusion, including but not limited to warnings, suspensions and expulsions;</p> <p>*Whether the TCDSB has a written policy and/or procedure on when and for how long the Board and/or principal may exclude a student under Section 265(1)(m) of the Education Act, and, if so, (i) to provide a copy of the Policy to SEAC; and (ii) to advise whether the Policy is publicly available on the school Board's website</p>	
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**SPECIAL EDUCATION ADVISORY COMMITTEE
PENDING LIST TO JANUARY 20, 2021**

				<p>and, if so, to provide a copy of the web page;</p> <p>*How a teacher marks a student absent for attendance when the student has been excluded from school for all or part of a school day; and</p> <p>*Where and with what service provider(s) an excluded student continues to receive access to their education and uninterrupted learning during the period of exclusion and for how long, i.e. how many hours of academic instruction per day.</p> <p><i>Motion recommended at March 27, 2019 SEAC meeting; carried at April 24, 2019 Board meeting.</i></p>	
2	September 16, 2020 SEAC	TBC	Regular Board	<p>Received; and That Recommendations 1 & 2 be referred to Staff for a report: 1. To develop and draft a policy with protocol and procedures outlining the use of exclusions and the appeal process for Exclusion Appeals; 2. That a report be prepared for the counting the number of Individual Education Plans (IEP) due at the beginning of a school year or term/semester and the number and percent of completed IEPs that were sent to parents on or before</p>	<p>The SO of Special Services will follow up to create a report on these two recommendations and implement the other approvals.</p>

**SPECIAL EDUCATION ADVISORY COMMITTEE
PENDING LIST TO JANUARY 20, 2021**

3				<p>the 30-school day period has passed. The report to Include IEPs due no earlier than the beginning of the 2020/21 school year; The report to accumulate new reporting periods as the 30-school day period expires; The report should not include more than the previous 5 school years of reporting; and D. Koenig The SO of Special Services will follow up to create a report on these two recommendations and implement the other approvals.</p> <p>The report to separate Elementary and Secondary results with a board wide cumulative result; and The report be included with the annual accountability framework Report;</p> <p><i>Motion recommended at September 16, 2020 SEAC meeting; carried at November 12, 2020 Corporate Services, Strategic Planning and Property Committee Regular Meeting</i></p>	
	November 18, 2020 SEAC	TBC	Regular Board	<p>That SEAC recommend to Board that the IPRC Form include additional services available to students as per their identification.</p>	SO of Special Services - create a report for Board related to the recommendation

**SPECIAL EDUCATION ADVISORY COMMITTEE
PENDING LIST TO JANUARY 20, 2021**

				<i>Motion recommended at November 18, 2020 SEAC meeting; carried at December 10, 2020 Regular Board Meeting</i>	for changes to the IPRC form.
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