

# TORONTO CATHOLIC DISTRICT SCHOOL BOARD REGULAR MEETING Public Session

## REVISED AGENDA August 19, 2021

**Joseph Martino, Chair**  
Trustee Ward 1

**Nancy Crawford, Vice Chair**  
Trustee Ward 12

**Frank D'Amico**  
Trustee Ward 6

**Markus de Domenico**  
Trustee Ward 2

**Daniel Di Giorgio**  
Trustee Ward 10

**Normal Di Pasquale**  
Trustee Ward 9

**Keith Baybayon**  
Student Trustee

**Michael Del Grande**  
Trustee Ward 7

**Angela Kennedy**  
Trustee Ward 11

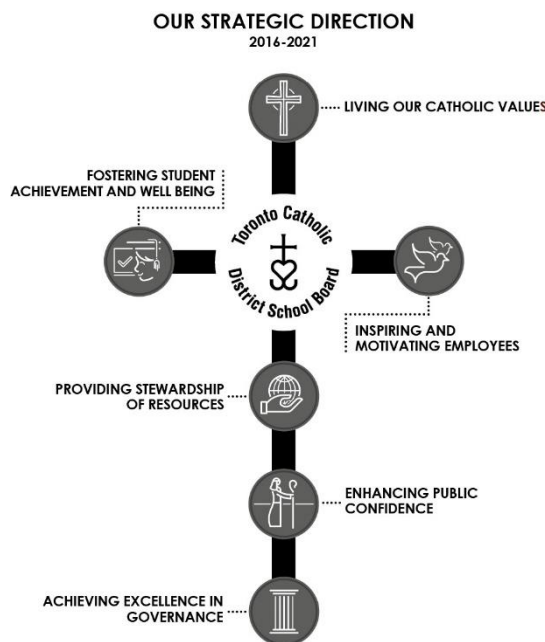
**Ida Li Preti**  
Trustee Ward 3

**Teresa Lubinski**  
Trustee Ward 4

**Maria Rizzo**  
Trustee Ward 5

**Garry Tanuan**  
Trustee Ward 8

**Stephanie De Castro**  
Student Trustee



### 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

## **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 peoples 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 Haudenosaunee 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.



**REVISED AGENDA  
REGULAR MEETING  
OF THE  
TORONTO CATHOLIC DISTRICT SCHOOL BOARD  
PUBLIC SESSION**

Joseph Martino, Chair

Nancy Crawford, Vice Chair

Thursday, August 19, 2021  
7:00 P.M.

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Pages

1. **Call to Order**
2. **Memorials and Opening Prayer**
3. **Land Acknowledgement**
4. **Singing of O Canada**
5. **Roll Call and Apologies**
6. **Oath of New Student Trustee - Stephanie De Castro**
7. **Approval of the Agenda**
8. **Reports from Private Session**
9. **Notices of Motions**
10. **Declarations of Interest**
11. **Approval and Signing of Minutes of the Previous Meetings**
  - 11.a. **Special Board (Student Achievement) Held May 27, 2021**

11.b.	Student Achievement Held May 27, 2021	5 - 23
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12.b.	From the Director of Education	91 - 92
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12.d.	Toronto Public Health - Dr. Vinita Dubey, Associate Medical Officer of Health and Nicole Welch, Director, COVID-19 Liaison	
13.	<b>Delegations</b>	
14.	<b>Consideration of Motions for which previous notice has been given</b>	
15.	<b>Consent and Review</b>	
16.	<b>Unfinished Business from Previous Meetings</b>	
17.	<b>Matters recommended by Standing Committees of the Board</b>	
18.	<b>Matters recommended by Statutory Committees of the Board</b>	
19.	<b>Matters referred/deferred from Committees/Board</b>	
20.	<b>Reports of Officials for the Information of the Board of Trustees</b>	
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**20.c. Return to School Report (Refer August 19, 2021 Addendum)**

From the May 20, 2021 Regular Board Meeting, May 27, 2021 Student Achievement and Well-Being Committee Meeting, June 8, 2021 Corporate Services Committee Meeting and June 10, 2021 Regular Board Meeting

**20.d. Update on Acceptable Use of Technology Policy and Social Media Guidelines (Information) (Held by Trustee Di Giorgio) 115 - 118**

From the May 27, 2021 Student Achievement and Well-Being Committee Meeting, June 8, 2021 Corporate Services Committee Meeting and June 10, 2021 Regular Board Meeting

**20.e. Equity Poverty Action Network (EPAN) School (Information) (Held by Trustee Di Giorgio) 119 - 129**

**21. Reports of Officials Requiring Action of the Board of Trustees**

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**21.a. From the Governance and Policy Committee: Fair Practice in Hiring and Promotion H.M.40 (Recommendation) (Held by Trustee Di Giorgio) 130 - 151**

**22. Reports from External Committees / Organizations**

**23. Listing of Communications**

**24. Inquiries and Miscellaneous**

**25. Updating of Pending Lists**

**25.a. Master Pending List and Rolling Calendar 152 - 153**

**25.b. Annual Report 154 - 158**

**26. Closing Prayer**

**27. Adjournment**

### OUR MISSION

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

### OUR VISION

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



## **MINUTES OF THE SPECIAL VIRTUAL MEETING OF THE TORONTO CATHOLIC DISTRICT SCHOOL BOARD**

**HELD THURSDAY, MAY 27, 2021**

### **STUDENT ACHIEVEMENT**

#### **PRESENT:**

##### **Trustees:**

G. Tanuan, Chair, In Person  
T. Lubinski, Vice-Chair  
N. Crawford  
F. D'Amico  
M. de Domenico  
M. Del Grande  
D. Di Giorgio  
N. Di Pasquale  
A. Kennedy  
I. Li Preti  
J. Martino  
M. Rizzo

##### **Student Trustees:**

K. Baybayon  
K. Nguyen

##### **Staff:**

B. Browne  
D. Boyce  
D. Koenig  
A. Della Mora  
A. Bria  
M. Caccamo  
S. Camacho

S. Campbell  
D. Chen  
F. Cifelli  
P. De Cock  
L. DiMarco  
K. Dixon  
C. Fernandes  
G. Iuliano Marrello  
L. Latham  
O. Malik  
P. Matthews  
M. Meehan  
R. Peterson  
S. Vlahos  
J. Wujek

S. Harris, Recording Secretary  
S. Pellegrini, Assistant Recording Secretary

**External Guest:** A. Robertson, Parliamentarian

## **8. Declarations of Interest**

There were none.

The Items dealt with at the Student Achievement and Well-Being, Catholic Education and Human Resources Committee Meeting in PUBLIC Session were deemed presented.

MOVED by Trustee Tanuan, seconded by Trustee de Domenico, that all Items discussed in PUBLIC Session be approved.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee D'Amico did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Tanuan, seconded by Trustee Martino, that the meeting resolve back into Student Achievement and Well-Being, Catholic Education and Human Resources Committee.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico



Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

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SECRETARY

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CHAIR

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# **MINUTES OF THE REGULAR VIRTUAL MEETING OF THE STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE PUBLIC SESSION**

**HELD THURSDAY, MAY 27, 2021**

## **PRESENT:**

### **Trustees:**

G. Tanuan, Chair, In Person  
T. Lubinski, Vice-Chair  
N. Crawford  
F. D'Amico  
M. de Domenico  
M. Del Grande  
D. Di Giorgio  
N. Di Pasquale  
A. Kennedy  
I. Li Preti  
J. Martino  
M. Rizzo

### **Student Trustees:**

K. Baybayon  
K. Nguyen

### **Staff:**

B. Browne  
D. Boyce  
D. Koenig  
A. Della Mora  
A. Bria  
M. Caccamo  
S. Camacho  
S. Campbell  
D. Chen  
F. Cifelli

P. De Cock  
L. DiMarco  
K. Dixon  
C. Fernandes  
G. Iuliano Marrello  
L. Latham  
O. Malik  
P. Matthews  
M. Meehan  
R. Peterson  
S. Vlahos  
J. Wujek

S. Harris, Recording Secretary  
S. Pellegrini, Assistant Recording Secretary

**External Guest:** A. Robertson, Parliamentarian

**6. Approval of the Agenda**

MOVED by Trustee Di Pasquale, seconded by Trustee Crawford, that the Agenda, as amended to include the Addendum, be approved.

The Motion was declared

CARRIED

**7. Report from Private Session**

There was no PRIVATE Session.

**8. Declarations of Interest**

There were none.

**9. Approval and Signing of the Minutes of the Meeting**

MOVED by Trustee Martino, seconded by Trustee Lubinski, that the Minutes of the Meeting held May 6, 2021 for PUBLIC Session be approved.

The Motion was declared

CARRIED

**11. Presentations**

MOVED by Trustee Di Pasquale, seconded by Trustee de Domenico, that Item 11a) be adopted as follows:

- 11a) Fostering Innovation in Students of All Abilities - Megan Douglas, Melissa Morrison and Andria Chui-Moeini, Assistive Technology Team Co-op Student Initiative** received.

The Motion was declared

CARRIED

MOVED by Trustee Lubinski, seconded by Trustee Li Preti, that Item 11b) be adopted as follows:

- 11b) Darryl Gray, Director, Education and Training, Toronto and Region Conservation Authority (TRCA) regarding Update on Black Creek Pioneer Village Program** received and referred to Staff.

The Motion was declared

CARRIED

MOVED by Trustee Di Pasquale, seconded by Trustee Rizzo, that Item 11c) be adopted as follows:

- 11c) Darryl Gray, Director, Education and Training, Toronto and Region Conservation Authority (TRCA) regarding Outdoor Education Task Force (OETF) Final Recommendation** received and referred to Staff.

The Motion was declared

CARRIED

## **12. Notices of Motion**

MOVED by Trustee Crawford, seconded by Trustee de Domenico, that Item 12a) be adopted as follows:

- 12a) From Trustee Crawford regarding Flag Flying Protocol throughout the Toronto Catholic District School Board (TCDSB):**

WHEREAS: The National Flag of Canada is a symbol of honour and pride for all Canadians. The TCDSB has proudly flown the Canadian flag with

respect and patriotism since 1965, when the red maple leaf officially replaced the Red Ensign or the Union Jack;

WHEREAS: The TCDSB voted on May 6, 2021 to fly the Pride flag during the month of June and the TCDSB has previously flown other flags, such as the Autism flag;

WHEREAS: The Department of Canadian Heritage provides guidelines on Canadian Flag etiquette and rules;

WHEREAS: It is expected over time that the TCDSB will receive other requests from groups asking the Board to fly their flag;

WHEREAS: The TCDSB does not have adequate flag pole infrastructure at the present time, to give the Canadian Flag the respect of flying above all other flags on its own flag pole; and

WHEREAS: The TCDSB does not have a flag flying policy and protocol, and therefore does not have criteria to apply in a consistent manner to make decisions in response to such requests.

BE IT RESOLVED THAT: This motion be considered at the Corporate Services, Strategic Planning and Property Committee meeting of June 8, 2021;

BE IT RESOLVED THAT: The Board refer the matter of researching and developing a flag raising draft policy to Staff, and that Staff bring this draft policy to the Governance and Policy Committee for review at the September Committee meeting;

BE IT RESOLVED THAT: Staff review the Canadian Heritage section of the Canada.ca website specifically the Canadian flag etiquette and rules and include pertinent regulations in the draft policy; and

BE IT RESOLVED THAT: Staff provide cost estimates for construction of additional flag poles, to be included in the report to the September Governance and Policy Committee meeting.

MOVED by Trustee Rizzo, seconded by Trustee Lubinski, that this motion be considered at the Corporate Services, Strategic Planning and Property Committee meeting of June 8, 2021.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee Kennedy did not vote/respond due to personal privilege.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**14. Consent and Review**

The Chair reviewed the Order Paper and the following Items were held:

- 16a) Toronto Catholic District School Board (TCDSB) Grade 9 Student Census - Pilot Update - Trustees Crawford and Rizzo;

- 16b) Update on Acceptable Use of Technology Policy and Social Media Guidelines - Trustee Di Giorgio;
- 17a) Response to Motion regarding Individual Education Plans (IEP) Completion - Trustee Li Preti;
- 17c) Equity Poverty Action Network (EPAN) School - Trustee Di Giorgio;
- 17d) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference Trustee Del Grande;
- 17e) Toronto Catholic District School Board Pastoral Plan, 2021-2024 - Walking With Christ: With Eyes of Faith and Hope, With Hearts of Kindness and Love, With Minds of Justice and Peace - Trustee Rizzo; and
- 17f) Update on Establishing Partnerships for Tutoring Programs (Verbal) - Lori Di Marco, Superintendent Curriculum Leadership and Innovation; and Academic Information and Communications Technology - Trustee Di Pasquale

MOVED by Trustee Lubinski, seconded by Trustee Crawford, that Items not held be received.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
 D'Amico  
 de Domenico  
 Del Grande  
 Di Giorgio  
 Di Pasquale  
 Li Preti  
 Lubinski  
 Martino  
 Rizzo  
 Tanuan



The Motion was declared

CARRIED

Trustee Kennedy did not vote/respond due to personal privilege.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**ITEMS NOT HELD AS CAPTURED IN THE ABOVE MOTION**

- 17b) 2021 Annual Report: Smoke and Vapour Free Space Policy B.B 04;
- 20a) Annual Calendar of Reports and Policy Metrics; and
- 20b) Monthly Pending List

**16. Matters Referred or Deferred**

MOVED by Trustee Crawford, seconded by Trustee Lubinski, that Item 16a) be adopted as follows:

**16a) Toronto Catholic District School Board (TCDSB) Grade 9 Student Census - Pilot Update:**

That the present Census in Appendix A of the Report not be implemented on June 1, 2021;

That the Report be referred back to Staff to conduct further consultations and to revise the Student Census before implementation; and

That the revised Census be brought back to the August Board meeting or the September 2, 2021 Student Achievement and Well Being, Catholic Education and Human Resources Committee Meeting for a second review.

Time for business expired.

The Chair called for a vote on a 15-minute extension, as per Article 12.6 of the TCDSB By-law, approved as follows:

**In Favour**

**Opposed**

Trustees Crawford	D'Amico
de Domenico	Li Preti
Del Grande	
Di Giorgio	
Di Pasquale	
Kennedy	
Lubinski	
Martino	
Rizzo	
Tanuan	

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Li Preti, seconded by Trustee de Domenico, that the Question be called.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees D'Amico	Crawford
de Domenico	Del Grande
Di Pasquale	Di Giorgio
Kennedy	Lubinski
Li Preti	Tanuan
Martino	
Rizzo	

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Results of the Vote taken on the Main Motion, as follows:

**In Favour**

**Opposed**

Trustees Crawford	D'Amico
Del Grande	de Domenico
Lubinski	Di Giorgio
Tanuan	Di Pasquale
	Li Preti
	Kennedy
	Martino
	Rizzo

The Main Motion was declared

FAILED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in opposition.

MOVED by Trustee Rizzo, seconded by Trustee Kennedy, that Item 16a) be adopted as follows:

- 16a) Toronto Catholic District School Board (TCDSB) Grade 9 Student Census - Pilot Update** received.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees D'Amico	Crawford
de Domenico	Del Grande
Di Giorgio	Lubinski
Di Pasquale	Tanuan
Kennedy	
Li Preti	
Martino	
Rizzo	

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**ITEM DEEMED AS URGENT**

The Director reviewed the Order Paper, as requested by the Chair, and deemed Item 17f) Update on Establishing Partnerships for Tutoring Programs (Verbal) - Lori Di Marco, Superintendent Curriculum Leadership and Innovation; and Academic Information and Communications Technology as urgent.

The Chair declared a 10-minute recess.

The meeting resumed with Trustee Tanuan in the Chair and no change to the Attendance list.

MOVED by Trustee Di Pasquale, seconded by Trustee Crawford, that Item 17f) Update on Establishing Partnerships for Tutoring Programs (Verbal) - Lori Di Marco, Superintendent Curriculum Leadership and Innovation; and Academic Information and Communications Technology, deemed urgent, be completed.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustee Baybayon wished to be recorded as voted in favour.

**17. Staff Reports**

MOVED by Trustee Di Pasquale, seconded by Trustee Del Grande, that Item 17f) be adopted as follows:

- 17f) Update on Establishing Partnerships for Tutoring Programs (Verbal) (Information) - Lori Di Marco, Superintendent Curriculum Leadership and Innovation; and Academic Information and Communications Technology received.**

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee D'Amico did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Rizzo, seconded by Trustee Martino, that the Agenda be reopened to deal with Item 17e) TCDSB Pastoral Plan, 2021-2024 - Walking With Christ: With Eyes of Faith and Hope, With Hearts of Kindness and Love, With Minds of Justice and Peace.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee D'Amico did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Rizzo, seconded by Trustee Martino, that Item 17e) be adopted as follows:

- 17e) TCDSB Pastoral Plan, 2021-2024 - Walking With Christ: With Eyes of Faith and Hope, With Hearts of Kindness and Love, With Minds of Justice and Peace** received.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustees D'Amico and de Domenico did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**ITEMS NOT DEALT WITH**

MOVED by Trustee Kennedy, seconded by Trustee Rizzo, that Items not dealt with be deferred/referred to the next available meeting(s).



Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee D'Amico did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**ITEMS NOT DEALT WITH AS CAPTURED IN THE ABOVE MOTION**

- 16b) Update on Acceptable Use of Technology Policy and Social Media Guidelines (Held by Trustee Di Giorgio);
- 17a) Response to Motion regarding Individual Education Plans (IEP) Completion (Held by Trustee Li Preti);
- 17c) Equity Poverty Action Network (EPAN) School (Held by Trustee Di Giorgio); and
- 17d) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference (Held by Trustee Del Grande)

**21. RESOLVE into FULL BOARD to Rise and Report**

MOVED by Trustee Martino, seconded by Trustee Lubinski, that the meeting resolve into FULL BOARD to Rise and Report.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee D'Amico did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**23. Adjournment**

MOVED by Trustee Lubinski, seconded by Trustee Di Pasquale, that the meeting be adjourned.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

---

SECRETARY

---

CHAIR

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# **MINUTES OF THE SPECIAL VIRTUAL MEETING OF THE TORONTO CATHOLIC DISTRICT SCHOOL BOARD**

**HELD TUESDAY, JUNE 8, 2021**

## **Corporate Services**

### **PRESENT:**

#### **Trustees:**

J. Martino, Chair – In Person  
N. Crawford, Vice-Chair  
F. D’Amico  
M. de Domenico  
M. Del Grande  
D. Di Giorgio  
N. Di Pasquale  
A. Kennedy  
I. Li Preti  
T. Lubinski  
M. Rizzo  
G. Tanuan

#### **Student Trustees:**

K. Baybayon  
K. Nguyen

#### **Staff:**

B. Browne  
D. Boyce  
D. Koenig  
A. Della Mora  
A. Bria  
M. Caccamo  
S. Camacho

S. Campbell  
D. Chen  
F. Cifelli  
P. De Cock  
L. DiMarco  
K. Dixon  
M. Farrell  
C. Fernandes  
D. Friesen  
M. Loberto  
O. Malik  
P. Matthews  
M. Meehan  
R. Peterson  
S. Vlahos  
J. Wujek

S. Harris, Recording Secretary

S. Hinds-Barnett, Assistant Recording Secretary

**External Guest:** A. Robertson, Parliamentarian

## **8. Declarations of Interest**

Trustee Del Grande, Kennedy and Rizzo declared an interest in the following Items as they have family members who are employees of the Board:

16a) 2020-21 Second Quarter Financial Status Update – Trustees Del Grande and Kennedy; and

16a) 2020-21 Second Quarter Financial Status Update regarding the Instructional component – Trustee Rizzo

Trustees Del Grande, Kennedy, and Rizzo did not vote nor participate in discussions regarding that Item.

The Items dealt with at the Corporate Services, Strategic Planning and Property Committee Meeting in PRIVATE, DOUBLE PRIVATE AND PUBLIC Session were deemed presented.

MOVED by Trustee Kennedy, seconded by Trustee Tanuan, that the Items discussed in PRIVATE, DOUBLE PRIVATE AND PUBLIC Session be approved.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee de Domenico, seconded by Trustee Lubinski, that the meeting resolve back into Corporate Services, Strategic Planning and Property Committee meeting.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.



---

SECRETARY

---

CHAIR

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through witness, faith, innovation and action.*



# **MINUTES OF THE REGULAR VIRTUAL MEETING OF THE CORPORATE SERVICES, STRATEGIC PLANNING AND PROPERTY COMMITTEE PUBLIC SESSION**

**HELD TUESDAY, JUNE 8, 2021**

## **PRESENT:**

### **Trustees:**

J. Martino, Chair – In Person  
N. Crawford, Vice-Chair  
F. D’Amico  
M. de Domenico  
M. Del Grande  
D. Di Giorgio  
N. Di Pasquale  
A. Kennedy  
I. Li Preti  
T. Lubinski  
M. Rizzo  
G. Tanuan

### **Student Trustees:**

K. Baybayon  
K. Nguyen

### **Staff:**

B. Browne  
D. Boyce  
D. Koenig  
A. Della Mora  
A. Bria  
M. Caccamo

S. Camacho  
 S. Campbell  
 D. Chen  
 F. Cifelli  
 P. De Cock  
 L. DiMarco  
 K. Dixon  
 M. Farrell  
 C. Fernandes  
 D. Friesen  
 M. Loberto  
 O. Malik  
 P. Matthews  
 M. Meehan  
 R. Peterson  
 S. Vlahos  
 J. Wujek

S. Harris, Recording Secretary

S. Hinds-Barnett, Assistant Recording Secretary

**External Guest:** A. Robertson, Parliamentarian

## **6. Approval of the Agenda**

MOVED by Trustee Del Grande, seconded by Trustee Martino, that the Agenda, as amended to include the Addendum, Items 18a) Communication from Joe Fiorante, Chair of St Jane Catholic School Parent Council, regarding Equity Poverty Action Network (EPAN) School; and 19a) Inquiry from Trustee Del Grande regarding Graduation, be approved.

MOVED in AMENDMENT by Trustee Rizzo, seconded by Trustee Martino, that Item 19b) Inquiry from Trustee Rizzo regarding Graduation be added to the Addendum.

MOVED in AMENDMENT by Trustee Lubinski, seconded by Trustee Martino, that Item 19c) Inquiry from Trustee Lubinski regarding Graduation be added to the Addendum.

Results of the Vote taken on the Agenda, as amended to include the Addendum and Items 19a), 19b) and 19c), as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

## 7. Report from Private Session

MOVED by Trustee Lubinski, seconded by Trustee Crawford, that the reports from PRIVATE and DOUBLE PRIVATE Sessions regarding the following be received:

In PRIVATE Session: Approved Resolutions regarding Board property and licence agreement with the City of Toronto regarding sports field and parking; and

In DOUBLE PRIVATE Session: Approved Minutes of Meeting held on March 11, 2021.

Results of the Vote taken, as follows:

### **In favour**

### **Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

## **8. Declarations of Interest**

Trustee Del Grande, Kennedy and Rizzo declared an interest in the following Items as they have family members who are employees of the Board:

16a) 2020-21 Second Quarter Financial Status Update – Trustees Del Grande and Kennedy; and

16a) 2020-21 Second Quarter Financial Status Update regarding the Instructional component – Trustee Rizzo

Trustees Del Grande, Kennedy, and Rizzo indicated that they would neither vote nor participate in discussions regarding that Item.

## **9. Approval and Signing of the Minutes of the Previous Meeting**

MOVED by Trustee Di Pasquale, seconded by Trustee Martino, that the Minutes of the meeting held May 13, 2021 for PUBLIC Session be approved.

The Motion was declared

**CARRIED**

## **10. Delegations**

MOVED by Trustee Martino, seconded by Trustee Lubinski, that Item 10a) be adopted as follows:

**10a) Jennifer Di Francesco regarding Social Media Policy received.**

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee Di Giorgio did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Rizzo, seconded by Trustee Lubinski, that Item 10b) be adopted as follows:

**10b) Phil Hornak regarding Social Media Policy received.**

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

### **13. Consent and Review**

The Chair reviewed the Order Page and the following Items were held:

- 14c) Consideration from Trustee Crawford regarding Flag Flying Protocol throughout the Toronto Catholic District School Board (TCDSB) – Trustee Crawford;



- 16a) 2020-21 Second Quarter Financial Status Update – Trustee Di Giorgio;
- 16e) Communication from Geoffrey F. Cauchi regarding Board Communication on the Legal Issues Arising from Conflicts of Interests at the TCDSB – Trustee Del Grande;
- 16f) Update on Acceptable Use of Technology Policy and Social Media Guidelines – Trustee Di Giorgio;
- 16h) Equity Poverty Action Network (EPAN) – Trustee Di Giorgio;
- 16i) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference – Trustee Del Grande;
- 17c) New Elementary School at Buttonwood Hill Site Budget Approval (Ward 2) – Trustee de Domenico;
- 17d) Loretto Abbey Project Manager Contract Award and Budget Approval (Ward 5) – Trustee Di Giorgio;
- 17e) Bishop Allen Academy Replacement School Budget Approval (Ward 4) – Trustee Lubinski;
- 19a) Inquiry from Trustee Del Grande regarding Graduation – Trustee Del Grande;
- 19b) Inquiry from Trustee Rizzo regarding Graduation – Trustee Rizzo; and
- 19c) Inquiry from Trustee Lubinski regarding Graduation – Trustee Lubinski

MOVED by Trustee Martino, seconded by Trustee Li Preti, that the Items not held be received and the Staff recommendations be approved.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D’Amico

de Domenico  
 Del Grande  
 Di Giorgio  
 Di Pasquale  
 Kennedy  
 Li Preti  
 Lubinski  
 Martino  
 Rizzo  
 Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

### **ITEMS NOT HELD AS CAPTURED IN ABOVE MOTION**

#### **14a) From Trustee Rizzo regarding Notice of Motions:**

WHEREAS: Notices of Motions/Motions and Amendments are used to bring proposals for consideration by Trustees;

WHEREAS: Notices of Motions/Motions and Amendments are submitted in writing;

WHEREAS: Preamble clauses are Whereas explanatory notes that precede the Be It Resolved clauses;

WHEREAS: Using a preamble or Whereas explanatory notes gives the mover to list the reasons for the Resolution;

WHEREAS: Preamble clauses (Whereas) should support the Resolved statement(s);

WHEREAS: Comments made in the preamble should be factual and verifiable;

WHEREAS: Preambles must be as specific as possible about the issue and demonstrate the relevance of the Resolution;

WHEREAS: Commentary in the Whereas paragraphs exemplify why action should be taken;

WHEREAS: The TCDSB recently adopted a revised Trustee Code of Conduct that states in part:

*Trustees have a duty to treat members of the public, one another and Staff appropriately and without abuse, bullying or intimidation;*

WHEREAS: Trustees should be committed to performing their functions with integrity, impartiality and transparency;

WHEREAS: Trustees shall be respectful of the role of Staff to advise based on political neutrality and objectivity and without undue influence from any individual Trustee or faction of the Board;

WHEREAS: Trustees as leaders of the community, are held to a higher standard of behaviour and conduct;

WHEREAS: Trustees shall not maliciously or falsely impugn or injure the professional or ethical reputation or the prospects or practice of Staff, and all Trustees shall show respect for the professional capacities of the Staff of the Board;

WHEREAS: Trustees share a common basis and understanding for acceptable conduct of Trustees, in concert with and beyond the minimum standards of behaviour set out in the existing legislative framework;

WHEREAS: Negative preambles should be avoided;

WHEREAS: Members are not endorsing whereas comments when voting for a Resolution; and

WHEREAS: Negative Motions or Resolutions should not be considered.

THEREFORE BE IT RESOLVED THAT: Trustees in presenting notices of Motions, Motions and Amendments adopt the following principles effective immediately:

- a) preambles will be factual and verifiable;
- b) preambles will be as issue specific as possible;
- c) negative preambles to Notices of Motions, Amendments and Resolutions will be avoided;
- d) Resolutions and preambles to notices of Motions/Motions or Amendments will not maliciously or falsely impugn the professional or ethical reputation of Staff or Trustees; and
- e) Resolutions and preambles to notices of Motions/Motions or Amendments will respect the professional Board Staff and Trustees; and

FURTHER BE IT RESOLVED THAT: The aforementioned be referred to the Governance and Policy Committee and to Staff for necessary Amendments to the present policies;

**14b) From Trustee Li Preti regarding National School Food Program:**

WHEREAS: The Toronto Board of Health recommends that City Council authorize the Medical Officer of Health to enter into agreements totaling \$16,407,877.00 with the Angel Foundation for Learning and the Toronto Foundation for Student Success to administer the 2021 approved municipal funding to eligible student nutrition programs across the City of Toronto;

WHEREAS: Toronto City Council and the Board of Health request the Federal Government to provide core funding for a national school food program; and

WHEREAS: The City of Toronto and the Board of Health are requesting the Provincial Government to increase its grant funding investment proportionally, to match the increased City of Toronto investment.

BE IT RESOLVED THAT: The TCDSB request the Federal Government to provide ongoing core funding for a universal national school food program; and

BE IT RESOLVED THAT: The TCDSB support the ongoing efforts of the Coalition for Healthy School Food to advocate for a universal, healthy school food program based on the shared belief that all children and youth should have daily access to healthy food at school by writing a letter of support to the Ontario Minister of Children, Community and Social Services, The Ontario Minister of Health, The Ontario Minister of Education, Members of the Provincial Parliament of Ontario and Federal Members of Parliament;

- 16b) Communication from Michael Calabrese regarding Online Petition for the Construction of a 21st Century School for Students at St. Raphael;**
- 16c) Communication from Lara Nangini, Parent representative of St Jerome Catholic School Parent Council regarding Consideration of St. Jerome for Capital Projects;**
- 16d) Communication from St. Monica Elementary Catholic School Parent Council regarding input in Capital Priorities;**
- 16g) Response to Motion regarding Individual Education Plans (IEP) Completion;**
- 17a) 2021-2022 Budget Consultation Survey Results;**
- 17b) Delegating Authority for Summer 2021 Procurement Awards;**
- 17f) Monthly Procurement Approvals;**
- 17g) Procurement Award Report – Addendum 1;**
- 18a) Communication from Joe Fiorante, Chair of St Jane Catholic School Parent Council, regarding Equity Poverty Action Network (EPAN) School;**
- 20a) Annual Calendar of Reports and Policy Metrics; and**
- 20b) Monthly Pending List**

#### **14. Consideration of Motion for which Previous Notice Has Been Given**

MOVED by Trustee Crawford, seconded by Trustee de Domenico, that Item 14c) be adopted as follows:

##### **14c) From Trustee Crawford regarding Flag Flying Protocol throughout the TCDSB:**

WHEREAS: The National Flag of Canada is a symbol of honour and pride for all Canadians. The TCDSB has proudly flown the Canadian flag with respect and patriotism since 1965, when the red maple leaf officially replaced the Red Ensign or the Union Jack;

WHEREAS: The TCDSB voted on May 6, 2021 to fly the Pride flag during the month of June and the TCDSB has previously flown other flags, such as the Autism flag;

WHEREAS: The Department of Canadian Heritage provides guidelines on Canadian Flag etiquette and rules;

WHEREAS: It is expected over time that the TCDSB will receive other requests from groups asking the Board to fly their flag;

WHEREAS: The TCDSB does not have adequate flag pole infrastructure at the present time, to give the Canadian Flag the respect of flying above all other flags on its own flag pole; and

WHEREAS: The TCDSB does not have a flag flying policy and protocol, and therefore does not have criteria to apply in a consistent manner to make decisions in response to such requests.

BE IT RESOLVED THAT: The Board refer the matter of researching and developing a flag raising draft policy to Staff and that Staff bring this draft policy to the Governance and Policy Committee for review at the September Committee meeting;

BE IT RESOLVED THAT: Staff review the Canadian Heritage section of the Canada.ca website specifically the Canadian flag etiquette and rules and include pertinent regulations in the draft policy; and

BE IT RESOLVED THAT: Staff provide cost estimates for construction of additional flag poles, to be included in the report to the September Governance and Policy Committee meeting.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Tanuan

Rizzo

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Trustee Kennedy relinquished the Chair to Trustee D'Amico.

Trustee Kennedy left the horseshoe at 8:11 p.m. due to a Declaration of Interest in Item 16a), as earlier indicated.

## 16. Matters Referred/Deferred

MOVED by Trustee Di Giorgio, seconded by Trustee Di Pasquale, that Item 16a) be adopted as follows:

### 16a) 2020-21 Second Quarter Financial Status Update received.

MOVED in AMENDMEN by Trustee Rizzo, seconded by Trustee Lubinski, that:

WHEREAS: A Ward playground fund was established in 2019;

WHEREAS: The Board approved at least one playground be allocated per Ward;

WHEREAS: Board approved an allocation of \$100,000 to each Ward for a total of \$1.2 million per year;

WHEREAS: The allocation be assessed every year with the Budget;

WHEREAS: The TCDSB has had to pivot to different funding priorities during COVID;

WHEREAS: The year-end surplus funded the Ward playground program in its first year of implementation;

WHEREAS: The Policy has not yet been approved by the Governance and Policy Committee (GAP);

WHEREAS: The Board referred the policy on Ward playgrounds to GAP in order to change the criteria based on surplus budgets;

WHEREAS: The Board approved that Ward playground improvements be considered during this year's Budget;



WHEREAS: The forthcoming policy (not been reviewed by GAP to date) and according to Staff report:

*“does not allow for an ongoing increase, and is subject to the availability of a budget surplus at the end of the fiscal year”;*

WHEREAS: Staff reported:

*“The Playground Reserve had an overwhelmingly positive response and generated enthusiasm Board-wide in schools, as well as with Catholic School Parent Councils (CSPCs), wider school communities and Board Staff.”; and*

WHEREAS: The benefits of outdoor education /play /classrooms (including tents, logs etc.) are valued by school communities during and post pandemic.

THEREFORE BE IT RESOLVED THAT: The Ward playground funding continue this year and that it be included in the annual budget for consideration in the future;

FURTHER BE IT RESOLVED THAT: TCDSB allocate funding toward playgrounds annually (not based on whether there is a surplus);

BE IT FURTHER RESOLVED THAT: Board approved criteria and process for playground funding continue with special emphasis during COVID on Q3, 4 and 5 school communities and additional equity distributions to be provided annually; and

BE IT FURTHER RESOLVED THAT: Communications be sent to school communities confirming the continuation of Ward playground funding as soon as possible.

Trustee Del Grande recused himself from voting due to a Declaration of Interest, as earlier indicated.

MOVED by Trustee Crawford, seconded by Trustee Martino, that the Item be referred to the Budget discussions at the June 10, 2021 Regular Board Meeting.

Results of the Vote taken on Referral, as follows:

**In favour**

Trustees Crawford  
Di Giorgio  
Martino

**Opposed**

D'Amico  
de Domenico  
Di Pasquale  
Li Preti  
Lubinski  
Rizzo  
Tanan

The Motion regarding Referral was declared

FAILED

Results of the Vote taken on the AMENDMENT, as follows:

**In favour**

Trustees D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Li Preti  
Lubinski

**Opposed**

Crawford  
Martino

Rizzo  
Tanuan

The AMENDMENT was declared

CARRIED

Trustee Rizzo requested that the Question be split between the Instructional and Non-Instructional components due to her Declaration of Interest, as earlier indicated in the Instructional component, and recused herself from voting.

Results of the Vote taken on the Motion of Receipt, as amended with the Instructional Component, as follows:

**In favour**

**Opposed**

Trustees D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Li Preti  
Lubinski  
Martino  
Tanuan

Crawford

The Motion of Receipt, as amended with the Instructional Component, was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Results of the Vote taken on the Motion of Receipt, as amended with the Non- Instructional Component, as follows:

**In favour**

**Opposed**

Trustees D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Li Preti  
Lubinski  
Rizzo  
Tanuan

Crawford  
Martino

The Motion of Receipt, as amended with the Non- Instructional Component, was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Trustee Kennedy returned to the horseshoe at 8:53 p.m. and reassumed the Chair.

MOVED by Trustee Del Grande that Item 16e) be adopted as follows:

- 16e) Communication from Geoffrey F. Cauchi regarding Board Communication on the Legal Issues Arising from Conflicts of Interests at the TCDSB** received and referred to Staff for a report.

The Chair ruled the Motion out of order.

The Chair called for a 10-minute recess due to technical difficulty.

The meeting resumed with Trustee Kennedy in the Chair and no change to the Attendance list.

MOVED by Trustee Del Grande, seconded by Trustee Lubinski, that the Item be referred to the Student Achievement and Well Being, Catholic Education and Human Resources Committee.

The Chair ruled the Motion out of order.

MOVED by Trustee Del Grande, seconded by Trustee Lubinski, that the Item be received and referred to Staff.

Results of the Vote taken, as follows:

**In favour**

Trustees Crawford  
Del Grande  
Lubinski  
Tanuan

**Opposed**

D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Martino  
Rizzo

The Motion was declared

FAILED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in opposition.

### **ITEMS DEEMED AS URGENT BY THE DIRECTOR**

The Director reviewed the Order Page, as requested by the Chair, and the following Items were deemed urgent:

- 17c) New Elementary School at Buttonwood Hill Site Budget Approval  
(Ward 2);
- 17d) Loretto Abbey Project Manager Contract A Ward and Budget  
Approval (Ward 5);
- 17e) Bishop Allen Academy Replacement School Budget Approval  
(Ward 4);
- 19a) Inquiry from Trustee Del Grande regarding Graduation;
- 19b) Inquiry from Trustee Rizzo regarding Graduation; and
- 19c) Inquiry from Trustee Lubinski regarding Graduation

MOVED by Trustee Di Pasquale, seconded by Trustee Rizzo, that the abovementioned Items deemed urgent by the Director be completed, and that all Items not dealt with be deferred/referred to the next available meeting (s).

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**ITEMS NOT DEALT WITH AS CAPTURED IN ABOVE MOTION**

- 16f) Update on Acceptable Use of Technology Policy and Social Media Guidelines;
- 16h) Equity Poverty Action Network (EPAN) School; and
- 16i) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference

## 17. Staff Reports

MOVED by Trustee de Domenico, seconded by Trustee Martino, that Item 17c) be adopted as follows:

- 17c) New Elementary School at Buttonwood Hill Site Budget Approval (Ward 2)** received and that a project budget of \$18,736,785.00 for the construction of a new 600 pupil place elementary school at the Buttonwood Hill site, as detailed in Table 1 of the Report, be approved.

Results of the Vote taken, as follows:

### In favour

### Opposed

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED



Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Rizzo, seconded by Trustee Lubinski, that Item 17d) be adopted as follows:

**17d) Loretto Abbey Project Manager Contract Award and Budget Approval (Ward 5):**

1. That a contract be awarded to Colliers Project Managers Inc. to provide project management services for the design and construction of an addition, retrofit and renewal for Loretto Abbey for a fee of \$ 370,000.00, plus net HST of \$7,992.00 for a total cost of \$377,992.00 including expenses; and
2. That a project budget of \$33,942,507.00 for the addition, retrofit and renewal for Loretto Abbey, as detailed in Table 1 of the Report, be approved.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino

Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Lubinski, seconded by Trustee de Domenico, that Item 17e) be adopted as follows:

- 17e) Bishop Allen Academy Replacement School Budget Approval (Ward 4)**  
that a project budget of \$40,292,103.00 for the construction of a 1300 pupil place replacement school for Bishop Allen Academy, as detailed in Table 1 of the Report, be approved.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski

Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**19. Inquiries and Miscellaneous**

MOVED by Trustee Crawford, seconded by Trustee de Domenico, that Item 19a) be adopted as follows:

**19a) From Trustee Del Grande regarding Graduation received.**

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski

Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Crawford, seconded by Trustee Di Pasquale, that Item 19b) be adopted as follows:

**19b) From Trustee Rizzo regarding Graduation received.**

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino

Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Di Pasquale, seconded by Trustee Martino, that Item 19c) be adopted as follows:

**19c) From Trustee Lubinski regarding Graduation** received.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**21. Resolve into FULL BOARD to Rise and Report**

MOVED by Trustee Di Pasquale, seconded by Trustee Crawford, that the meeting resolve into FULL BOARD to Rise and Report.

Results of the Vote taken, as follows:

**In favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

### 23. Adjournment

MOVED by Trustee Di Pasquale, seconded by Trustee Di Giorgio, that the meeting be adjourned.

Results of the Vote taken, as follows:

#### In favour

#### Opposed

Trustees Crawford  
D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee Del Grande did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

---

SECRETARY

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CHAIR



## **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.*

## **OUR VISION**

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



# **MINUTES OF THE REGULAR VIRTUAL MEETING OF THE TORONTO CATHOLIC DISTRICT SCHOOL BOARD PUBLIC SESSION**

**HELD THURSDAY, JUNE 10, 2021**

## **PRESENT:**

### **Trustees:**

J. Martino, Chair – In Person  
N. Crawford, Vice-Chair  
F. D’Amico  
M. de Domenico  
M. Del Grande  
D. Di Giorgio  
N. Di Pasquale  
A. Kennedy  
I. Li Preti  
T. Lubinski  
M. Rizzo  
G. Tanuan

### **Student Trustees:**

K. Baybayon  
K. Nguyen

### **Staff:**

B. Browne  
D. Boyce  
D. Koenig  
A. Della Mora  
A. Bria  
M. Caccamo  
S. Camacho

S. Campbell  
D. Chen  
F. Cifelli  
P. De Cock  
L. DiMarco  
K. Dixon  
M. Farrell  
C. Fernandes  
D. Friesen  
G. Iuliano Marrello  
L. Latham  
M. Loberto  
O. Malik  
P. Matthews  
M. Meehan  
R. Peterson  
S. Vlahos  
J. Wujek

S. Harris, Recording Secretary  
S. Pellegrini, Assistant Recording Secretary

**External Guest:** A. Robertson, Parliamentarian

## **6. Approval of the Agenda**

MOVED by Trustee Di Pasquale, seconded by Trustee de Domenico, that the Agenda, as amended to include the Addendum, the reordering of Item 19c) Draft 2021-22 Budget Estimates Overall and Instructional prior to 19b) Draft 2021-22 Budget Estimates Non-Instructional (Revised); Items 19a) Return to School Update; 19b) and 19c) after Item 13a) Consideration of Motion from Trustee de Domenico regarding Declaration of February 15 as Childhood Cancer Awareness Day; and the addition of Item 17b) Matters Recommended by Statutory Committees of the Board: From the Audit

Committee: Review and Assessment of Toronto Catholic District School Board (TCDSB) External Auditors from the PRIVATE Agenda (Item 12a), be approved.

The Motion was declared

CARRIED

## **7. Reports from Private Session**

MOVED by Trustee Kennedy, seconded by Trustee Rizzo, that the following reports be received:

In PRIVATE Session:

- a. Approved Minutes of the Regular Board Meeting held May 20, 2021;
- b. Approved to move an Item regarding extension of contract with Deloitte LLP to the PUBLIC Agenda;
- c. Approved recommendation from the Audit Committee regarding a financial matter;
- d. Received a report regarding the Ratification of Principal and Vice Principal Transfers and Placements 2021-2022; and
- e. Adopted the following Resolutions regarding Madonna Catholic Secondary School Ward 6 Status Update - Discussions with City of Toronto:
  - (i) BE IT RESOLVED THAT: The following property is not required for the purposes of the TCDSB in accordance with the requirements of Section 194(3) of the Education Act:

- Approximately 166.84 square meters of land situated along the frontage of Madonna Catholic Secondary School property – 20 Dubray Avenue;
- (ii) That the TCDSB declare the following property surplus to its long term needs, and that the property be disposed of for sale in accordance with Ontario Regulation 444/98:
- Approximately 166.84 square meters of land situated along the frontage of Madonna Catholic Secondary School) property – 20 Dubray Avenue;
- (iii) That the Director of Education be authorized to complete the disposition of the subject property to the City of Toronto to accommodate the bus lay-by improvements outlined in the report; and
- (iv) That subject to confirmation and approval of the trail design, the TCDSB agrees to said proposal for a multi-use trail agreement and that the Director of Education inform Toronto Lands Corporation and the TDSB.

In DOUBLE PRIVATE Session: Approved Minutes of the Regular Board Meeting held May 20, 2021.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Lubinski  
Martino

Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee Li Preti did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

## **9. Declarations of Interest**

There were none in PRIVATE and DOUBLE PRIVATE Sessions.

Trustees Del Grande, Kennedy, Li Preti and Rizzo declared an interest in the following Items as they have family members who are employees of the Board:

- 18a) Recommendation from the Governance and Policy Committee: Fair Practice in Hiring and Promotion H.M.40 – Trustees Del Grande, Kennedy and Rizzo;
- 19b) Draft 2021-22 Budget Estimates Non-Instructional (Revised); - Kennedy
- 19c) Draft 2021-22 Budget Estimates Overall and Instructional – Trustees Del Grande, Kennedy, Li Preti and Rizzo.

Trustees Del Grande, Kennedy, Li Preti and Rizzo indicated that they would not vote nor participate in the discussions regarding those Items.

## **10. Approval and Signing of Minutes of the Previous Meetings**

MOVED by Trustee Crawford, seconded by Trustee Di Pasquale, that Items 10a), 10b) and 10c) be adopted as follows:

- 10a) Special Board (Student Achievement) Held May 6, 2021** approved;
- 10b) Special Board (Corporate Services) Held May 13, 2021** approved;
- 10c) Regular Board Held May 20, 2021** approved.

Trustee Rizzo challenged the Chair on a point of order regarding allowing debate on the Minutes.

Results of the Vote taken on the Chair's Ruling, as follows:

**In Favour**

Trustees Crawford  
D'Amico  
Del Grande  
Di Giorgio  
Lubinski  
Martino  
Tanuan

**Opposed**

de Domenico  
Di Pasquale  
Kennedy  
Li Preti  
Rizzo

The Chair's Ruling was upheld.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in opposition.

Trustee Di Giorgio challenged the Chair on a point of order regarding disallowing debate on the Minutes.

Results of the Vote taken on the Chair's Ruling, as follows:

**In Favour**

Trustees Crawford  
D'Amico

**Opposed**

Di Giorgio  
Del Grande

de Domenico	Lubinski
Di Pasquale	Tanuan
Kennedy	
Li Preti	
Martino	
Rizzo	

The Chair's Ruling was upheld.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Results of the Vote taken on the Approval of the Minutes, as follows:

**In Favour**

**Opposed**

Trustees Crawford	Di Giorgio
D'Amico	Del Grande
de Domenico	Tanuan
Di Pasquale	
Kennedy	
Li Preti	
Lubinski	
Martino	
Rizzo	

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

## **11. Presentations**

### **11a) From the Chair of the Board – Nil**

MOVED by Trustee de Domenico, seconded by Trustee Di Pasquale, that Item 11b) be adopted as follows:

### **11b) From the Director of Education received.**

Results of the Vote taken, as follows:

#### **In Favour**

#### **Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

**CARRIED**

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.



MOVED by Di Pasquale, seconded by Trustee de Domenico, that Item 11c) be adopted as follows:

**11c) From the Student Trustee(s) received.**

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee Del Grande did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Di Pasquale, seconded by Trustee Rizzo, that Item 11d) be adopted as follows:

**11d) Farewell to Outgoing Student Trustee Nguyen received.**

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee Del Grande did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**12. Delegations**

MOVED by Trustee de Domenico, seconded by Trustee Rizzo, that Item 12a) be adopted as follows:

- 12a) Taline Dorna regarding Declaration of February 15 as Childhood Cancer Awareness Day received.**

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustee Del Grande did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee de Domenico, seconded by Trustee Rizzo, that Item 12b) be adopted as follows:

- 12b) Angela McDowell regarding February 15 "Super Hero Shirt Day" for Childhood Cancer** received and referred to Staff.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**13. Consideration of Motions For Which Previous Notice Has Been Given**

MOVED by Trustee de Domenico, seconded by Trustee Rizzo, that Item 13a) be adopted as follows:

**13a) From Trustee de Domenico regarding Declaration of February 15 as Childhood Cancer Awareness Day:**

WHEREAS: Despite huge advances in research, cancer is still the number one disease killing Canadian children today; 1 in 5 Canadian children diagnosed with cancer do not survive;

WHEREAS: Unlike adult cancers, the causes of most childhood cancers are still unknown and are not related to lifestyle and environmental risk factors;

WHEREAS: The incidence of childhood cancer is highest in the first five years of life;

WHEREAS: Each year, about 1,700 new cases of childhood cancer are diagnosed in Canada and approximately 400 are in Ontario;

WHEREAS: High risk cancers, including those of the central nervous system, certain leukemias, neuroblastomas and bone cancers still have relatively low survival rates, between 7%-31%;

WHEREAS: Childhood cancer claims over 150 young lives each year; those who survive often require ongoing psychosocial, physical, and financial support;

WHEREAS: While over 80% of children survive cancer, more than 60% of survivors face late effects of their disease and treatment, including neurocognitive impairments, sterility, and secondary cancers;

WHEREAS: There are an estimated 30,000 survivors of childhood cancer living in Canada today, most of whom live with life-long health problems related to the cancer treatments they received as a child; and

WHEREAS: By the time they turn 45, more than 95% of childhood cancer survivors will have a chronic health problem and 80% will have severe or life-threatening Conditions.

BE IT RESOLVED THAT: The Board declare Childhood Cancer Awareness Day on February 15 each year or the first school day following the 15th if it falls on a weekend; and

BE IT RESOLVED THAT: The Board consider a superhero shirt day (as our warriors are all superheroes) on 15th of February every year starting in 2022. Students can bring in a toonie for Superhero Shirt Day and all the proceeds will go directly to Childhood Cancer Canada Foundation.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo

The Motion was declared

CARRIED

Trustee Tanuan did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**19. Reports of Officials for the Information of the Board of Trustees**

MOVED by Trustee Rizzo, seconded by Trustee Di Pasquale, that Item 19a) be adopted as follows:

**19a) Return to School Update received.**

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Trustees Del Grande, Kennedy, Li Preti and Rizzo recused themselves at 9:28pm due to a Declaration of Interest in Item 19c) Draft 2021-22 Budget Estimates Overall and Instructional, as earlier indicated.

MOVED by Trustee Di Pasquale, seconded by Trustee de Domenico, that Item 19c) be adopted as follows:

**19c) Draft 2021-22 Budget Estimates Overall and Instructional** received.

MOVED in AMENDMENT by Trustee Di Pasquale, seconded by Trustee de Domenico, that the draft TCDSB Instructional 2021-22 Budget be approved as the final Budget.

Results of the Vote taken on the AMENDMENT, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Lubinski  
Martino  
Tanuan

The AMENDMENT was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Results of the Vote taken on the Motion, as amended, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Di Giorgio  
Di Pasquale  
Lubinski



Martino  
Tanuan

The Motion, as amended, was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Trustees Del Grande, Kennedy, Li Preti and Rizzo returned to the virtual room at 9:43pm.

#### **14. Consent and Review**

The Chair reviewed the Order Page and the following Items were held:

- 18a) From the Governance and Policy Committee: Fair Practice in Hiring and Promotion H.M.40 – Trustee Di Giorgio;
- 18b) Update on Acceptable Use of Technology Policy and Social Media Guidelines – Trustee Di Giorgio;
- 18c) Equity Poverty Action Network (EPAN) School – Trustee Di Giorgio;
- 18d) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference– Trustee Del Grande; and
- 19b) Draft 2021-22 Budget Estimates Non-Instructional (Revised)

MOVED by Trustee Di Giorgio, seconded by Trustee Di Pasquale, that the Items not held be received and the Staff Recommendations be approved.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Li Preti  
Martino  
Rizzo  
Tantuan

The Motion was declared

CARRIED

Trustees Kennedy and Lubinski did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**ITEMS NOT HELD AS CAPTURED IN ABOVE MOTION**

- 17a) **Recommendation from the Special Education Advisory Committee: Letter of Interest from Michelle Da Costa to Serve as Ontario Parent's Advocating for Children with Cancer (OPACC) Representative on the Special Education Advisory Committee** that the letter of interest from Michelle Da Costa to serve as Ontario Parent's Advocating for Children with Cancer (OPACC) Representative on the Special Education Advisory Committee be accepted;

- 17b) Recommendation from the Audit Committee: Review and Assessment of Toronto Catholic District School Board (TCDSB) External Auditors** that the Audit Committee members review the External Auditor Assessment Results and recommend that the Board of Trustees approve the extension of the contract with Deloitte LLP for an additional two one-year terms to include fiscal year 2021-22 and 2022-23.;
- 20a) From the Governance and Policy Committee: Selection of Learning Materials Policy (S.M.06)** that the revised Selection of Learning Materials Policy S.M.06 provided in Report Appendix A, be adopted;
- 20b) From the Governance and Policy Committee: Policy on Facilities Management Policy (B.B.01)** that the revised Policy B.B 01 Facilities Management provided in Report Appendix A, and the accompanying Operation Procedures provided in Report Appendix B, be adopted;
- 20c) From the Governance and Policy Committee: Revision of the Delegation and Public Participation Policy (T.14)** that the Committee adopt the change to the recently revised Delegation and Public Participation T.14 policy;
- 22a) Communication from the Audit Committee: Approved Minutes of the Meeting Held April 7, 2021;**
- 22b) Communication from the Governance and Policy Committee: Minutes of the Meeting Held May 4, 2021;**
- 22c) Communication from the Special Education Advisory Committee: Approved Minutes of the Meeting Held May 19, 2021;**
- 24a) Annual Calendar of Reports and Policy Metrics; and**
- 24b) Annual Report**

## **ITEMS DEEMED AS URGENT**

The Director reviewed the Order Paper, as requested by the Chair, and the following Items were deemed urgent, in order of priority:

19b) Draft 2021-22 Budget Estimates Non-Instructional (Revised); and

18d) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference

MOVED by Trustee Di Pasquale, seconded by Trustee Rizzo, that Items 19b) Draft 2021-22 Budget Estimates Non-Instructional (Revised) and 18d) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference, deemed urgent by the Director, be completed.

Results of the Vote taken, as follows:

### **In Favour**

### **Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Pasquale  
Li Preti  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Trustees Di Giorgio, Kennedy and Lubinski did not vote/respond.

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

The Chair declared a 10-minute recess.

The meeting resumed with Trustee Martino in the Chair.

**PRESENT: (Following Recess)**

**Trustees:** J. Martino, Chair – In Person  
N. Crawford, Vice-Chair  
F. D’Amico  
M. de Domenico  
M. Del Grande  
D. Di Giorgio  
N. Di Pasquale  
I. Li Preti  
T. Lubinski  
M. Rizzo  
G. Tanuan

**Student Trustees:** K. Baybayon  
K. Nguyen

**19. Reports of Officials for the Information of the Board of Trustees**

MOVED by Trustee Di Pasquale, seconded by Trustee de Domenico, that Item 19b) be adopted as follows:

**19b) Draft 2021-22 Budget Estimates Non-Instructional (Revised) received.**

MOVED in AMENDMENT by Trustee Di Pasquale, seconded by Trustee de Domenico, that the draft TCDSB Non-Instructional 2021-22 Budget be approved as the final Budget.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

Trustee Kennedy returned to the virtual room at 10:30pm.

**18. Matters Referred/Deferred from Committees/Board**

MOVED by Trustee de Domenico, seconded by Trustee Di Pasquale, that Item 18d) be adopted as follows:

- 18d) Approval of 2SLGBTQ+ Advisory Committee Terms of Reference**  
that the revised Terms of Reference for the 2SLGBTQ+ Advisory Committee (Appendix A of the report) be approved.

MOVED in AMENDMENT by Trustee Del Grande that the Governance and Policy Committee look at having consistency with respect of determining Terms of Reference before approval of Committee membership and meetings.

The AMENDMENT was ruled out of order.

Staff was directed to refer the matter of having consistency with respect of determining Terms of Reference before approval of Committee membership and meetings to the Governance and Policy Committee.

Results of the Vote taken on the Main Motion, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tantuan

The Main Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

MOVED by Trustee Di Giorgio, seconded by Trustee Lubinski, that the Items not discussed be dealt with at a Special Board Meeting during the week of June 14, 2021.

Results of the Vote taken, as follows:

**In Favour**

Trustees Del Grande  
Di Giorgio  
Lubinski  
Tanuan

**Opposed**

Crawford  
D'Amico  
de Domenico  
Di Pasquale  
Kennedy  
Li Preti  
Martino  
Rizzo

The Motion was declared

FAILED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in opposition.

**26. Adjournment**

MOVED by Trustee Di Pasquale, seconded by Trustee Kennedy, that the meeting be adjourned.



Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Li Preti  
Lubinski  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and Nguyen wished to be recorded as voted in favour.

**ITEMS NOT DISCUSSED**

- 18a) From the Governance and Policy Committee: Fair Practice in Hiring and Promotion H.M.40 - (Held by Trustee Di Giorgio);
- 18b) Update on Acceptable Use of Technology Policy and Social Media Guidelines - (Held by Trustee Di Giorgio); and
- 18c) Equity Poverty Action Network (EPAN) School - (Held by Trustee Di Giorgio)

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SECRETARY

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CHAIR

### **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.*

### **OUR VISION**

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



## **MINUTES OF THE SPECIAL VIRTUAL MEETING OF THE TORONTO CATHOLIC DISTRICT SCHOOL BOARD PUBLIC SESSION**

**HELD TUESDAY, JUNE 29, 2021**

### **PRESENT:**

#### **Trustees:**

J. Martino, Chair – In Person  
N. Crawford, Vice-Chair  
M. de Domenico  
F. Di Pasquale  
I. Li Preti  
M. Rizzo  
G. Tanuan

#### **Student Trustee:**

K. Baybayon

#### **Staff:**

B. Browne  
D. Boyce  
D. Koenig  
S. Camacho  
A. Della Mora  
M. Eldridge  
P. Matthews  
S. Vlahos  
  
S. Harris, Recording Secretary  
S. Pellegrini, Assistant Recording Secretary

#### **External Guest:**

A. Robertson, Parliamentarian

### **3. Roll Call and Apologies**

Trustees D'Amico, Di Giorgio and Lubinski, as well as Student Trustee Nguyen were absent.

Trustees Del Grande and Kennedy had recused themselves from the PRIVATE Session due to a Declaration of Interest in an Item (refer Items 7 and 9 below) and did not return for PUBLIC Session that dealt only with the same Item.

### **6. Approval of the Agenda**

MOVED by Trustee Crawford, seconded by Trustee de Domenico, that the Agenda be approved.

The Motion was declared

CARRIED

### **7. Reports from Private Session**

MOVED by Trustee Crawford, seconded by Trustee Di Pasquale, that the following report be received:

In PRIVATE Session: The Board of Trustees ratified the following CUPE locals regarding Local Bargaining Update #8 - Canadian Union of Public Employees (CUPE) and Ontario English Catholic Teachers Association (OECTA):

1. CUPE 3155;
2. CUPE 1280;
3. CUPE 1328 OCT;

4. CUPE 1328 SSSS;
5. CUPE 1328 ESL-A;
6. CUPE 1328 ESL-N;
7. That those ratified terms be reported to Ontario Catholic School Trustees' Association (OCSTA); and
8. Advised of their appreciation of the work of the Staff negotiating team and partners in Education for the completion of those agreements.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
de Domenico  
Di Pasquale  
Li Preti  
Martino  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustee Baybayon wished to be recorded as voted in favour.

Trustees Del Grande and Kennedy had declared an interest in that Item in PRIVATE Session, as referenced below in Item 9 Declarations of Interest.

## **9. Declarations of Interest**

Trustees Del Grande and Kennedy declared an Interest in PRIVATE Session regarding Item 14a) Local Bargaining Update #8 - Canadian Union of Public Employees (CUPE) and Ontario English Catholic Teachers Association (OECTA) as they have family members who are employees of the Board. Trustees Del Grande and Kennedy recused themselves and did not vote nor participate in discussions regarding that Item.

## **23. Adjournment**

MOVED by Trustee Di Pasquale, seconded by Trustee de Domenico, that the meeting be adjourned.

Results of the Vote taken, as follows:

### **In Favour**

### **Opposed**

Trustees Crawford  
de Domenico  
Di Pasquale  
Li Preti  
Martino  
Rizzo  
Tanuan

The Motion was declared

**CARRIED**

Student Trustee Baybayon wished to be recorded as voted in favour.

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SECRETARY

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CHAIR



## Director's Monthly Report

August 2021

As we transition out of the summer and look ahead to the new academic year, we do so with a year's worth of experience navigating through a pandemic, drawing on lessons learned from a truly unprecedented academic year. While new variants continue to cause concern, we also celebrate rising vaccination rates from 12-year-olds to adults, and the hope that we are moving closer to the end of this pandemic. We recognize how this has impacted so many of our families, and continue to commit to doing everything we can to support a safe return to school, and where required, on-going learning virtually.

We recently mourned the loss of former Premier of Ontario Bill Davis who was instrumental in extending full funding to Catholic education in 1984. Before then, families were required to pay beyond Grade 10, and many had to make the choice between continuing Catholic education and financial realities and impacts. For his work and legacy in education, Mr. Davis was a recipient of the Nelligan Award (named after the first Director of Education in TCDSB,) issued by the Ontario Catholic Superintendents of Ontario Association. He will be remembered as an advocate for publicly funded education as former Education Minister, and friend of Catholic Education as Premier.

Staff have been moving projects forward throughout the summer, many of which focused on increasing ventilation and air flow in our schools through upgrades, renovations, and installations. We communicated our models for learning in July and asked for confirmation from families in August as we plan for the year ahead. Our timing was intentional so as to allow families to make decisions about the upcoming year with the best information possible, as close to the start of the year as possible, while allowing staff the time required to staff every school. Some families have chosen to continue learning remotely, while the majority of TCDSB will be returning to in-person learning this September. Whether virtual or in-person, we remain committed to serving every student and supporting unique needs and circumstances in support of student achievement and well-being.

As we begin to transition into the start of another school year, we are appreciative of the partnership, patience, and support of our community as we work together as a Catholic community to create spaces where students, staff, and families feel safe and supported. Whatever we accomplish we do so together, unified by our faith, commitment to community, and partnership in our shared goals. We are looking forward to walking with Christ this year with eyes of faith and hope, hearts of kindness and love, minds of justice and peace.

### Highlights from the summer include:

- **Engaging with media** on behalf of the TCDSB and education in Ontario on local and national news through City TV, CTV, and The National and CBC
- Leading and supporting **recruitment and hiring processes** for executive and senior leadership positions, including the Associate Director of Education, Executive Superintendent and Superintendent positions with support from the Chair of the board, trustees, and Senior Staff



- Supporting our communication and execution strategy and follow up supports for the confirmation of student placements in-person or in virtual learning modalities.
- Participating in monthly **Ripple Effect Circle** Meetings - Ripple Effect Circle is an action-oriented alliance of individuals of influence across multiple sectors (private, public, non-profit) in Canada created to take action and work towards combatting systemic racism in Black communities.
- Meeting with **His Eminence Cardinal Collins this month and continuing our dialogue** on matters of shared interest and partnership between home, school, and parishes throughout Toronto, and shared faith leadership.
- Visiting **Summer Camp programs** for students with special needs run by our outstanding administrators and CUPE staff at sites throughout the system. This summer support provided vital summer learning for students and support for families of our most vulnerable students.
- Visiting the **YAAACE Program run out of our Monsignor Fraser campus at Norfinch** for students in the Humber/Black Creek Community focused on providing academic support and athletic opportunities for local students and families.
- Continuing **important connections throughout the summer with the Deputy Minister of Education, Toronto Public Health, and the Ministry of Health** in support of provincial and local initiatives to keep students, staff, and families safe and healthy during this current COVID pandemic.
- Participating on and contributing to **provincial leadership conversations** with **Directors of Education and Health officials** from across the province in support of TCSDB staff, students, and families, and to influence public policy decisions in support of education and health care.
- **Meeting with Catholic Directors** from across the province in support of best practices, shared issues, solutions, and advocacy throughout Catholic education in Ontario.
- Partnering with **Toronto Public Health** to discuss school health and pandemic related support and initiatives to promote public health and respond to COVID-related issues in on-going ways.

## August Student Trustee Board Report

### Update from the Student Trustees:



- We had our first OSTA-AECO Executive Council meeting to plan out our goals for the year. As President, Keith is in charge of vision planning for the organization, so he will be leading the executive council on several initiatives.
- Keith met with Stephen Lecce as an introduction to his role of President with OSTA-AECO. He was able to give feedback and advice regarding the Ministry of Education's return to school plan.
- Keith and Stephanie participated in a roundtable discussion with members from the Ministry of Education alongside the OSTA-AECO Executive Council to voice the concerns of students, surrounding the Ministry's return to learning document.
- Keith attended a meeting with the Chief Strategy Officer of Wize, an organization that provides a platform for Ontario students to learn more efficiently within their courses. They support students from Grade 9 through Graduate Prep, across thousands of high schools and universities.
- Stephanie has been attending meetings with OSTA-AECO's different partners, as part of her role as the Public Affairs Coordinator. She met with several organizations, such as Kind Space and Youth Voices of Ontario.
- We conducted goal-setting meetings with each member of our CSLIT Executive to hear what they have planned for the year, and how we can best support them.

### **CSLIT Executive Council**

In May and June, Keith and Stephanie released applications for the CSLIT Executive Council, to appoint our new Directors for the coming year. We received 43 applications from students across the board. Members of the outgoing CSLIT Exec helped process applications and conducted interviews in an equitable and unbiased manner. Below are the successful applicants that will be part of the CSLIT Executive for the 2021 - 2022 academic year.

**Junette Tindan** — Director of Administrative Affairs, Grade 12 from Senator O'Connor

**Audri Supsup** — Co-Director of Elementary Affairs, Grade 12 from Marshall McLuhan

**Mara Balmaceda** — Co-Director of Elementary Affairs, Grade 12 from Marshall McLuhan

**Roy Bou Abboud** — Director of Faith, Grade 11 from Bishop Allen

**Serenity Bui** — Director of Social Affairs, Grade 12 from Bishop Morocco

**Nicole Boye** — Director for the Angel Foundation for Learning, Grade 12 from St. Mother Teresa

**Adekunbi Luwaji** — Director of Equity, Grade 11 from Father Henry Carr

**Rushan Jeyakumar** — Director of Social Justice, Grade 11 from Michael Power

**Stephen Chiu** — Director of Public Relations 1, Grade 12 from St. Michael's Choir

**Jason Gomez** — Director of Public Relations 2, Grade 12 from Senator O'Connor

**Gabriel Fajardo** — Director of Public Relations 3, Grade 11 from St. Patrick

**Julissa Perez** — Co-Director of Charity, Grade 11 from St. Josephs College

**Stacey Salting** — Director of Public Relations Coordinator 4, Grade 12 from Loretto College

We will be proposing two changes to the structure of our CSLIT Executive for the upcoming school year. These proposals will be discussed, debated, and voted up at our first CSLIT general assembly meeting.

Our first proposed change is to rename the CSLIT Director of the Angel Foundation to the *Director of Charity*. In addition, we want to add a second Director of Charity so that CSLIT is better able to support additional Catholic Charities like Sharelife and Development and Peace. Having two Co-Directors of Charity will also enable CSLIT to expand our input, involvement, and number of student-led initiatives with the Angel Foundation.

The second proposed change is to add a fourth Director of Public Relations. Under this structure, each Public Relations Director will be responsible to promote CSLIT events to two specific superintendencies. For example, one Public Relations Director will be assigned to Areas 1 and 2. All eight superintencies will be covered

with the goal of getting more students involved in the general assembly and CSLIT initiatives, especially when it comes to schools with low participation numbers.

These changes will be brought forth and discussed at the first CSLIT general assembly meeting. If  $\frac{2}{3}$  of the voters agree with these proposals, the CSLIT constitution will be amended to reflect this new structure.

### **Catholic Leadership Camp and CSLIT Weekend**

We have been working with our Director of Administrative Affairs, Junette Tindan to plan the tentative Catholic Leadership Summer Camp and CSLIT Weekend which traditionally occurs during the last week of summer at Olympia Sports Camp in Huntsville.

The Catholic Leadership Camp is a province 5-day camp, which is co-facilitated by Development and Peace and Kairos. The week-long camp is scheduled to run from August 30th to September 5th with participation from other Catholic boards across Ontario. Student leaders across the province have the opportunity to meet, network, share ideas and set goals. Traditionally, 1 student from each TCDSB secondary school attends Catholic Leadership Camp in addition to members of the CSLIT Executive which would approximately a total of 45 TCDSB students.

The CSLIT Weekend immediately proceeds Catholic Leadership camp and runs for 3 days from September 3-5. This weekend-long camp is co-facilitated by Camp Olympia and the TCDSB. Student leaders within the TCDSB Community come together to discuss the changes they want to see within the board, focusing on social justice, equity, the environment and much more. This is where we will be analyzing the survey results from our 2020-2021 Voices that Challenge Conference, and start to build our pillars of focus for the upcoming school year.

The hope is these overnight summer camps get final approval from the board to allow them to continue. Considering that overnight camps have been approved by the Ontario Ministry of Health with many summer camps running throughout July and August, CSLIT anxiously awaits a final decision by the board. A document of COVID protocols has been outlined by the Ontario Ministry of Health and the Ontario Camps Association which will be strictly enforced by the staff at Olympia

Sports Camp. These protocols include each camper having at least 1 COVID-19 vaccination as well as a negative PCR test no more than 14 days prior to the start of camp. In addition, cabin numbers will be limited to 6 campers per cabin which allows beds to be 6 feet apart. Cabins act as cohorts and all meals are eaten with only your cohort in an outdoor setting. All camp activities will also be facilitated outdoors so that cohorts within a large group setting can be maintained.

These are amazing leadership opportunities for our students and we urge the board to allow them to occur.

Thank you for reviewing our monthly report.



REPORT TO

REGULAR BOARD

## REVISED ANNUAL REPORT OF THE CONFLICT RESOLUTION DEPARTMENT 2021

*Proverb 15:1 A gentle answer turns away wrath, but a harsh word stirs up anger.*

Created, Draft	First Tabling	Review
August 9, 2021	August 19, 2021	Click here to enter a date.

Isolina Varano, Coordinator of Conflict Resolution, Employee Relations

Adrian Della Mora, Executive Superintendent of Human Resources and Employee Relations

### INFORMATION REPORT

#### Vision:

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



Brendan Browne, PhD  
Director of Education

D. Boyce  
Associate Director of  
Facilities, Business and  
Community Development

R. Putnam  
Chief Financial Officer

## **A. EXECUTIVE SUMMARY**

This annual report provides an overview of data gathered by the Conflict Resolution Department regarding the types of conflict, services and initiatives provided to TCDSB stakeholders in the period July 1, 2020 to July 30, 2021. Included in the report is a summary of the types of complaints/inquiries, and identifies any patterns of conflict.

The report will also highlight the importance of offering dispute resolution and consultation services to all TCDSB stakeholders to ensure that conflicts are resolved in a timely and fair manner and ensures that relevant Board policies and legislation are considered.

*The cumulative staff time required to prepare this report was 10 hours.*

## **B. PURPOSE**

This annual report summarizes the Conflict Resolution Department data, services and initiatives from to July 1, 2020 – July 30, 2021.

## **C. BACKGROUND**

1. **October 9, 2014** – The first annual report of the Conflict Resolution department was presented to the Board.
2. Over the years, the scope of the report has expanded to include the types of complaints/conflicts and any emerging patterns of conflict.

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. On a regular basis, the Conflict Resolution Department continues to receive inquiries, consults and requests for referrals to community resources from TCDSB staff members, school administrators, management staff, union representatives and parents.

2. The majority of inquiries/complaints from parent stakeholders are resolved through consultations, facilitated meetings and Catholic School Parent Council (CSPC) in-services/meetings.
3. The following is a summary of inquiries/consults that involved TCDSB employees:
  - i. Gossip and innuendo (breaches of H.M.30 Complaint Against a Staff Member);
  - ii. Conflicts regarding professional roles and responsibilities, for example, Secondary Teacher and Department Heads;
  - iii. Personality conflicts and behaviours that were viewed as harassment; and
  - iv. The exercise of supervisory responsibilities viewed as harassment, for example, principal and teacher.
4. The following is a summary of conflicts that involved non-TCDSB employees:
  - i. Parental harassment complaints filed by Board employees;
  - ii. Alleged harassment involving parents who are also Board employees;
  - iii. CSPC related issues, and allegations of harassment amongst Catholic School Parent Council members;

#### **IN-SERVICES/PRESENTATIONS**

5. Between July 1, 2020 and June 30, 2021, five (5) in-services were conducted about the TCDSB policy H.M.14 Harassment and Discrimination, and conflict resolution in general. This represents a 90% decrease over the 54 sessions conducted from July 1, 2019 to July 30, 2020. This percentage is reflective of the Covid-19 pandemic. The majority of these presentations were to employees as well as administration and PQP students.
6. Principals are directed to annually present the podcast video regarding TCDSB policy H.M. 14 to the newly elected Catholic School Parent Councils because parents and community members on the Council are considered registered volunteers under H.M 14, and are subject to the same provisions as staff.



## **STAFF SESSIONS**

7. Two (2) one-to-one sensitivity sessions to address breaches of H.M 14 Harassment and Discrimination in the Workplace policy involving staff members were conducted.
8. Six (6) staff members were referred to internal/external training arising from disciplinary measures. The Conflict Resolution department was consulted by Superintendents and the legal department to determine appropriate training to support performance management. In cases where external training was required, the Department vetted appropriate training, provided context to the clinician and sought feedback to ensure successful completion of the training as a condition of the discipline.
9. The Coordinator of Conflict Resolution continues to be the liaison for the relevant professional Colleges in relations to providing information related to reports to the College requiring investigation.
10. Thirty-Three (33) mandated facilitation meetings were conducted by the Conflict Resolution Department during this recording period. The majority of the facilitation meetings involved personality conflicts, confusion about professional roles, and allegations of harassment. *The majority of issues/conflicts were resolved at the facilitation meeting level.*
11. Three (3) voluntary and formal mediations were also conducted. These meetings involved parent stakeholders and staff.
12. **Table 1** below outlines the results of an analysis of the various TCDSB stakeholders that were involved in facilitation meetings coordinated and chaired by the Conflict Resolution Department. The meetings involving parent stakeholders are highlighted therein:

**Table 1**

<b>Party 1</b>	<b>v</b>	<b>Party 2</b>	<b>Meetings</b>
CUPE 1328	v	CUPE 1328	2
TECT	v	TECT	2
TECT	v	CUPE 1328	1
TECT	v	CUPE 1328	1
Parent	v	Administration	1
CUPE 1328	v	CUPE 1328	1
TECT	v	EFTO	1

TECT	v	Administration	1
TSU	v	TSU	1
TECT	v	EFTO	1
CUPE 1328	v	CUPE 1328	1
TECT	v	TECT	1
CUPE 1328	v	CUPE 1328	1
CSPC	v	CPSC	1
Parent	v	Administration	1
TECT	v	DECE	1
CUPE 1328	v	CUPE 1328	1
CUPE 1328	v	Administration	1
TSU	v	TSU	1
TECT	v	DECE	1
CUPE 1328	v	CUPE 1328	1
Parent	v	TECT	1
TECT	v	Special Services	1
TECT	v	TECT	1
CUPE 1280	v	CUPE 1280	2
TECT	v	TECT	1
Special Services	v	Special Services	2
CUPE 1328	v	CUPE 1328	1
TSU	v	TSU	1

13. The Coordinator of Conflict Resolution assisted in providing instruction and advice on the investigation of Five (5) formal investigation conducted internally by Superintendents of Education in relation to harassment and/or discrimination complaints filed under H.M. 14. Two (2) investigations involved TSU members. One (1) investigation involved the Angel Foundation for Learning. One investigation involved a Supervisory Officer. One (1) investigation involved a parental complaint against a TSU member.

### **EXPERTISE AND SUPPORT FOR TCDSB**

14. The Conflict Resolution Department continued to support the Short Term Sick Leave Department by conducting facilitation meetings related to staff conflicts. This resulted in enabling staff on leave due to harassment and/or discrimination claims to return to work.

15. The Conflict Resolution Department also provided clinical expertise and referral in identifying employees with mental health issues, allowing the board to fulfil its obligations under the Ontario Human Rights policy to make inquiries and provide appropriate support to employees.
16. The Conflict Resolution Department participated in initiatives with the Board's Employee Wellness Committee.

## **E. METRICS AND ACCOUNTABILITY**

1. The Coordinator of Conflict Resolution will attend the Joint Health and Safety Committees in September of 2021. The Department will regularly liaise with the Superintendent of Human Resources and Employee Relations.

## **F. CONCLUDING STATEMENT**

This report is for the consideration of the Board.



## REPORT TO

## REGULAR BOARD

### ANNUAL PARENT/GUARDIAN VOICE SURVEY 2021

*Do not ignore the discourse of the aged, for they themselves learned from their parents; from them you learn how to understand and to give an answer when the need arises. Sirach 8:9*

Created, Draft	First Tabling	Review
July 14, 2021	August 19, 2021	<a href="#">Click here to enter a date.</a>

Brendan Browne, Director of Education  
Marina Vanayan, Senior Coordinator, Educational Research  
Mariangela Artuso, Research Associate, Educational Research

### INFORMATION REPORT

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Director of Education

D. Boyce  
Associate Director of  
Facilities, Business and  
Community Development

R. Putnam  
Chief Financial Officer

## **A. EXECUTIVE SUMMARY**

One measure of the organization's commitment to strengthening public confidence and service excellence is informed by a stakeholder survey administered to all parents of TCDSB students.

The results of the 2021 *Annual Parent/Guardian Voice Survey* are compared to the data collected in the past three years.

The *Annual Parent/Guardian Voice Survey* was administered online at the beginning of June 2021.

The Research Department has provided a Thematic Summary based on emerging themes in the overall *Annual Parent/Guardian Voice Survey* in Appendix A, and has provided the overall survey summary for 2021 in Appendix B.

*The cumulative staff time required to prepare this report was 8 hours.*

## **B. PURPOSE**

1. This report provides information about the *Annual Parent/Guardian Voice Survey* administered online to parents and guardians of TCDSB students in June 2021.
2. Much of the data collected on the *Annual Parent/Guardian Voice Survey* informs the Toronto Catholic District School Board's (TCDSB's) Multi-Year Strategic Plan (MYSP).

## **C. BACKGROUND**

1. The *Annual Parent/Guardian Voice Survey* was first administered in June 2018, and 2,615 parents completed the survey. Since 2018, the *Annual Parent/Guardian Voice Survey* has been administered each spring.
2. In June 2021, the *Annual Parent/Guardian Voice Survey* for 2021 was administered online and 7,276 parents/guardians completed the survey. When completing the survey, parents/guardians were asked to think about the 2020-2021 school year (i.e., September 2020 to June 2021).

3. Annual participation numbers are shown below.

<i>Year</i>	<i>Total Responses</i>
2018	2,615
2019	3,405
2020	6,266
2021	7,276

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. The Research Department reviewed the results from the *2021 Annual Parent/Guardian Voice Survey*. Salient results include:
  - a. Participation in the *Annual Parent/Guardian Voice Survey* has increased greatly over the years. The total number of respondents in 2021 is 7,276.
  - b. There was variable distribution of respondents across Trustee Wards (a range of 4% to 13%)
2. Questions were grouped into the following six (6) themes:
  - A. Nurturing Our Catholic Community
  - B. School Climate
  - C. Supporting Learning
  - D. Communication
  - E. Parental Involvement
  - F. Contact with TCDSB designated executives
3. The assessment of survey questions followed the similar assessment strategy used for the Board Learning Improvement Plan results:
  - a. On Target: 75% or more of respondents *Strongly Agree/Agree*
  - b. Monitor: 50% - 74% of respondents *Strongly Agree/Agree*
  - c. Action Required: Below 50% of respondents *Strongly Agree/Agree*
4. Overall, almost all of the 2021 survey questions indicate that the TCDSB is on target with a large majority of key indicators of public confidence and service excellence across all of the themes. The data in Appendix A and Appendix B indicate many positive results (over 75%) as well as improvements over time.

There is evidence that:

- Nurturing our Catholic community is strong. With the COVID-19 pandemic, there is evidence that the connections between home, school and parish has been somewhat difficult.
  - Parents/guardians feel that there is a positive school climate where students and parents feel welcomed, inclusive and students feel safe.
  - Parents/guardians feel their child is supported in school with high expectations, learning needs meeting being met and meeting student academic, spiritual, social, physical and mental well-being. Parents agree they have seen evidence of classroom strategies and their children's access to resources to support learning.
  - There are improvements in overall communication with parents/guardians. Continued efforts are needed to make parents aware of the availability of translations if they are not comfortable communicating in English.
  - Parental involvement is generally positive. An area for continued improvement is in parent/guardian involvement with CSPC at their child's school.
5. The final section of the survey assessed service excellence and public confidence with respect to the Board's designated executives. The 2021 *Annual Parent/Guardian Voice Survey* results indicate improvements in the following areas, relative to the 2020 results:
- i. Responding to parent/guardian contacts in a timely manner (2 business days)
  - ii. Addressing issues or concerns in a professional manner
  - iii. Resolving the matter
6. The Senior team will review all the evidence to determine new strategies to improve results.

## **E. METRICS AND ACCOUNTABILITY**

1. Members of the executive team will monitor the results pertaining to specific portfolios.
2. The 2022 *Annual Parent/Guardian Survey* results will be presented at the Regular Board meeting in August 2022.

## **F. CONCLUDING STATEMENT**

This report is for the consideration of the Board.



## PARENT/GUARDIAN VOICE SURVEY RESULTS

### Emerging Themes

#### Number of responses

2017-18	2018-19	2019-20	2020-21
2,615	3,405	6,266	7,276

#### A. Nurturing Our Catholic Community

1. My child's school promotes Catholic values and practices.

Agreement	2017-18	2018-19	2019-20	2020-21
	92%	92%	96%	91%



2. My child's school is working closely with the parish.

Agreement	2017-18	2018-19	2019-20	2020-21
	73%	76%	81%	66%



3. There is a strong connection between school, home and parish.

Agreement	2017-18	2018-19	2019-20	2020-21
	71%	72%	77%	70%



#### Monitor

There is evidence that nurturing our Catholic community is strong. With the COVID-19 pandemic, there is evidence that the connections between home, school and parish has been somewhat difficult.

#### B. School Climate

4. My child's school is a welcoming place in which to learn.

Agreement	2017-18	2018-19	2019-20	2020-21
	89%	89%	94%	92%



5. My child feels safe at school.

Agreement	2017-18	2018-19	2019-20	2020-21
	89%	89%	92%	91%



6. My child's school is responsive to the needs of children from all cultural backgrounds and abilities.

Agreement	2017-18	2018-19	2019-20	2020-21
	77%	80%	84%	84%



#### On Target

There is evidence that parents/guardians feel that there is a positive school climate where students and parents feel welcomed, inclusive and students feel safe.

#### C. Supporting Learning

7. There are high expectations for students to achieve in literacy, numeracy and all other subjects.

Agreement	2017-18	2018-19	2019-20	2020-21
	81%	82%	87%	87%



8. My child's learning needs are met at school.

Agreement	2017-18	2018-19	2019-20	2020-21
	78%	78%	83%	80%



9. The school engages my child in activities that support learning in all other subject areas.

Agreement	2017-18	2018-19	2019-20	2020-21
	80%	80%	85%	81%



10. My child's school supports spiritual, social, physical and mental well-being of students.

Agreement	2017-18	2018-19	2019-20	2020-21
	84%	83%	87%	83%



11. I have seen evidence of classroom strategies that support my child's learning (e.g., learning goals and success criteria).

Agreement	2017-18	2018-19	2019-20	2020-21
	71%	73%	78%	78%



12. My child has access to books/e-books, learning materials and other resources to support learning.

Agreement	2017-18	2018-19	2019-20	2020-21
	85%	85%	89%	86%



**On  
Target**

There is evidence that parents/guardians feel their child is supported in school with high expectations, learning needs meeting being met and meeting student academic, spiritual, social, physical and mental well-being. Parents agree they have seen evidence of classroom strategies and their children's access to resources to support learning.

#### D. Communication

13. My child's school provides parents with information regarding evaluation and assessment practices.

Agreement	2017-18	2018-19	2019-20	2020-21
	77%	77%	85%	81%



14. My child's school provides adequate communication about school events and activities.

Agreement	2017-18	2018-19	2019-20	2020-21
	86%	89%	92%	91%



15. Open and timely communication occurs between parents and the school.

Agreement	2017-18	2018-19	2019-20	2020-21
	80%	81%	87%	87%



16. a) Are you comfortable communicating with your child's school in the English language?

	2018-19	2019-20	2020-21
Yes	98%	98%	99%
No	1%	2%	1%

- b) Of those who said NO, are translations of school communications available to you?

	2018-19 (n = 45)	2019-20 (n = 111)	2020-21 (n = 107)
Yes and Don't know	62%	53%	68%



**Monitor**

There is evidence of improvements in overall communication with parents/guardians. Continued efforts are needed to make parents aware of the availability of translations if they are not comfortable communicating in English.

#### E. Parent involvement

17. I know about the Catholic School Parent Council (CSPC) at the school.

Agreement	2017-18	2018-19	2019-20	2020-21
	87%	88%	87%	78%



18. At my child's school, parents have the opportunity to provide feedback and input.

Agreement	2017-18	2018-19	2019-20	2020-21
	73%	75%	81%	80%



**NEW** 19. a) What is your level of engagement at school?

Engaged (Very to Somewhat)	2020-21
	80%
Very engaged or engaged	45%
Somewhat engaged	35%



**NEW** b) How involved are you with the CSPC at your school?

Involved (Very to Somewhat)	2020-21
	41%
Not involved but interested	24%



**Monitor**

There is evidence that parental involvement is generally positive. An area for continued improvement is in parent/guardian involvement with CSPC at their child's school.

## ANNUAL PARENT/GUARDIAN VOICE 2021 Summary of Results

N = 7,276

Ward	Frequency	Percent
1	271	4%
2	742	10%
3	396	5%
4	827	11%
5	967	13%
6	334	5%
7	367	5%
8	410	6%
9	389	5%
10	384	5%
11	773	11%
12	557	8%
Virtual School	607	8%
No response	252	4%

### A. Nurturing Our Catholic Community

	Strongly Agree or Agree	Disagree or Strongly Disagree	Don't Know	No response
1. My child's school promotes Catholic values and practices	91%	6%	2%	1%
2. My child's school is working closely with the parish	66%	13%	19%	2%
3. There is a strong connection between the school, home and parish	70%	19%	10%	1%

### B. School Climate

	Strongly Agree or Agree	Disagree or Strongly Disagree	Don't Know	No response
4. My child's school is a welcoming place in which to learn.	92%	6%	1%	1%
5. My child feels safe at school.	91%	5%	2%	2%
6. My child's school is responsive to the needs of children from all cultural backgrounds and abilities.	84%	8%	6%	2%

**C. Supporting Learning**

	<b>Strongly Agree or Agree</b>	<b>Disagree or Strongly Disagree</b>	<b>Don't Know</b>	<b>No response</b>
7. There are high expectations for my child to achieve in literacy, numeracy, and all other subjects.	87%	10%	2%	1%
8. My child's learning needs are met at school.	80%	18%	1%	1%
9. The school engages my child in activities that supports learning in all subject areas.	81%	15%	2%	1%
10. My child's school supports the spiritual, social, physical and mental well-being of students.	83%	13%	2%	2%
11. I have seen evidence of classroom strategies that support my child's learning (e.g., learning goals; success criteria).	78%	16%	5%	2%
12. My child has access to books/ebooks, learning materials and other resources to support learning.	86%	10%	2%	2%

**D. Communication**

	<b>Strongly Agree or Agree</b>	<b>Disagree or Strongly Disagree</b>	<b>Don't Know</b>	<b>No response</b>
13. My child's school provides parents with information regarding evaluation and assessment practices.	81%	15%	2%	2%
14. My child's school provides adequate communication about school events and activities.	91%	8%	1%	<1%
15. Open and timely communication occurs between parents and the school.	87%	11%	1%	1%

16. a) Are you comfortable communicating with your child's school in the English language?

	<b>Percent</b>
Yes	99%
No	1%

b) If NO, are translations of school communications available to you? (n=107)

	Percent
Yes	28%
No	27%
Don't know	40%
No response	5%

Effective communication is essential for building Board-school-family partnerships. Please rank in order of preference, each platform or tool you like to receive important information (1 being the most preferred and 4 being the least preferred):

	Percent that rank as:		
	#1 Most preferred	#4 Least preferred	No response
School Newsletter	46%	4%	11%
Social Media	9%	33%	11%
Board website	4%	35%	11%
SchoolMessenger	31%	16%	11%

#### E. Parent involvement

	Strongly Agree or Agree	Disagree or Strongly Disagree	Don't Know	No response
17. I know about the Catholic School Parent Council (CSPC) at the school	78%	10%	9%	3%
18. At my child's school, parents have the opportunity to provide feedback and input.	80%	14%	4%	2%

19. a) What is your level of engagement at school?

	Percent
Very engaged or engaged	45%
Somewhat engaged	35%
Not engaged	18%
No response	2%

b) How involved are you with the CSPC at your school?

	Percent
Very involved or involved	15%
Somewhat involved	25%
Not involved and not interested	34%
Not involved but would be interested in getting involved	24%
No response	1%

F. Contact with TCDSB Designated Executives

	Yes
20. In the past year, have you contacted the <b>school Superintendent</b> to ask any questions and/or present concerns?	24%
20i. If you answered "yes", were you contacted in a timely manner? (2 business days) <b>(n=1751)</b>	78%
20ii. Through your communication, were your questions and/or concerns addressed in a professional manner? <b>(n=1751)</b>	81%
20iii. Was the matter resolved? <b>(n=1751)</b>	76%
	Yes
21a. In the past year have you had any communication with other members of the Senior team: <b>Director of Education?</b>	7%
21ai. If you answered "yes", were you contacted in a timely manner? (2 business days) <b>(n=533)</b>	80%
21aii. Through your communication, were your questions and/or concerns addressed in a professional manner? <b>(n=533)</b>	80%
21aiii. Was the matter resolved? <b>(n=533)</b>	75%
	Yes
21b. In the past year have you had any communication with: <b>Associate Director of Education, Academic Affairs?</b>	3%
21bi. If you answered "yes", were you contacted in a timely manner? (2 business days) <b>(n=200)</b>	84%
21bii. Through your communication, were your questions and/or concerns addressed in a professional manner? <b>(n=200)</b>	84%
21biii. Was the matter resolved? <b>(n=200)</b>	84%
	Yes
21c. In the past year have you had any communication with: <b>Associate Director of Facilities, Business and Community Development?</b>	2%
21ci. If you answered "yes", were you contacted in a timely manner? (2 business days) <b>(n=169)</b>	78%
21cii. Through your communication, were your questions and/or concerns addressed in a professional manner? <b>(n=169)</b>	80%
21ciii. Was the matter resolved? <b>(n=169)</b>	82%
	Yes
21d. In the past year have you had any communication with: <b>Legal Counsel?</b>	2%
21di. If you answered "yes", were you contacted in a timely manner? (2 business days) <b>(n=108)</b>	76%
21dii. Through your communication, were your questions and/or concerns addressed in a professional manner? <b>(n=108)</b>	79%
21diii. Was the matter resolved? <b>(n=108)</b>	75%
	Yes
21e. In the past year have you had any communication with: <b>Other Superintendents?</b>	11%
21ei. If you answered "yes", were you contacted in a timely manner? (2 business days) <b>(n=780)</b>	82%
21eii. Through your communication, were your questions and/or concerns addressed in a professional manner? <b>(n=780)</b>	85%
21eiii. Was the matter resolved? <b>(n=780)</b>	81%



**REPORT TO**

**REGULAR BOARD**

**UPDATE ON ACCEPTABLE USE OF TECHNOLOGY  
POLICY AND SOCIAL MEDIA GUIDELINES**

*And do not forget to do good and to share with others, for with such sacrifices God is pleased. – Hebrews 13:16*

Created, Draft	First Tabling	Review
May 12, 2021	May 20, 2021	<a href="#">Click here to enter a date.</a>

Shazia Vlahos, Chief of Communications & Government Relations

**INFORMATION REPORT**

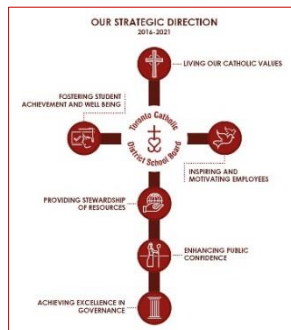
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D. Koenig  
Associate Director  
of Academic Affairs

D. Boyce  
Associate Director of  
Facilities, Business and  
Community Development



## **A. EXECUTIVE SUMMARY**

At the Special Board meeting on April 28, 2021, Trustees approved a motion that staff draft a social media policy.

This report will update the Board of Trustees on the current [Acceptable Use of Technology Policy A.29](#) and the accompanying [Social Media Guidelines](#).

*The cumulative staff time required to prepare this report was 1 hour.*

## **B. PURPOSE**

1. This report seeks to clarify that Trustees have already approved an updated Acceptable Use of Technology Policy A.29 on January 29, 2021 which includes scope over social media. Additionally, accompanying Social Media Guidelines were developed to offer the TCDSB community with “best practices” and considerations for engagement on TCDSB social media platforms.

## **C. BACKGROUND**

1. At the Special Board meeting on April 28, 2021, following discussion on the Integrity Commissioner’s Disposition Report, a Trustee asked whether an applicable policy for social media exists. During that time, information was shared about the TCDSB’s social media guidelines that had been developed in consultation with stakeholders and has become operational.
2. At that time, reference to the applicable Acceptable Use of Technology Policy A.29 was missed.
3. Reference to the Acceptable Use of Technology Policy A.29 is important given the consultations that took place over the course of approximately two years with stakeholders, which led to the Board approval of the policy in January 2021.
4. Simultaneously while Policy A.29 was being revised, the Chief of Communications together with the Senior Manager for Record Management and Freedom of Information started to research and develop the first-ever TCDSB social media guidelines to accompany the Acceptable Use of Technology Policy A.29 to serve as an operational document.

5. The TCDSB Social Media Guidelines encompasses social media best practices developed following research and a review of documents from other Ontario school boards and school districts in other jurisdictions.
6. The Social Media Guidelines underwent consultations with stakeholders including CPIC, OAPCE, union groups, principals, legal and other central departments over the course of approximately two years.
7. On March 9, 2021 Trustees were provided with an opportunity for any additional input before operationalizing of this accompanying resource to the Acceptable Use of Technology Policy A.29.
8. At the April 19, 2021 CPIC meeting, the Chief of Communications made another presentation to members, received additional feedback and made updates to the Social Media Guidelines.
9. At the April 26, 2021 OAPCE meeting, the Chief of Communications made another presentation to members, received additional feedback and made updates to the Social Media Guidelines.
10. At the April 29, 2021 Principals Meeting, the Chief of Communications made another presentation regarding the operationalizing of the Acceptable Use of Technology Policy A.29 and accompanying Social Media Guidelines.

#### **D. EVIDENCE/RESEARCH/ANALYSIS**

1. In the Acceptable Use of Technology Policy A.29, under Scope and Responsibility, it notes that “This policy applies to all individuals including students, employees, trustees, parents... of the Board while using any Board owned or managed information technology or related services of any kind either remotely or while on Board property, and all personally-owned electronic communication technology when used to access Board resources from any location”. It also notes that examples of such technology include social media platforms and that all technology users share the responsibility for compliance.
2. Recognizing that social media is impossible to police at all times, there was recognition of a need to fill the gap with operationalizing best practices around social media use within the TCDSB context as per the scope of the Acceptable Use of Technology Policy A.29.
3. Hence, the Chief of Communications began to develop the TCDSB’s first-ever Social Media Guidelines, together with input from stakeholder engagement.

4. Following consultation with parent groups, the Social Media Guidelines were updated to include a section on Compliance, whereby all users are reminded that the Acceptable Use of Technology Policy A.29 is the applicable policy and applicable actions in the event there are instances of non-compliance.
5. Given the ever-evolving nature of social media and their relevant platforms, best practices suggest that guidelines are most appropriate as they enable timely updates when required as the social media landscape continues to change.
6. The Social Media Guidelines serve as an invaluable resource to support the scope of social media within the Acceptable Use of Technology Policy A.29.

## **E. CONCLUDING STATEMENT**

This report is for the information of the Board.



REPORT TO

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

### REPORT ON EPAN SCHOOLS

*Righteousness and justice are the foundation of your throne; steadfast love and faithfulness go before you.  
Psalm 89:14*

Created, Draft	First Tabling	Review
May 3, 2021	May 27, 2021	<a href="#">Click here to enter a date.</a>
Derek Chen, Superintendent – Equity, Diversity, Indigenous Education & Community Relations		
INFORMATION REPORT		

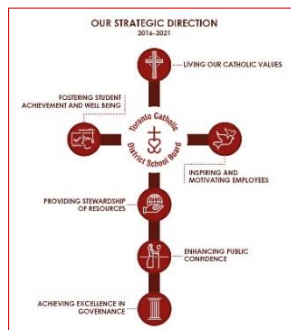
**Vision:**

*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

D. Boyce  
Associate Director of  
Facilities, Business and  
Community Development

## **A. EXECUTIVE SUMMARY**

This report details the origin and evolution of Equity Poverty Action Network (EPAN) schools, and provide clarification as it pertains to EPAN schools and the allocation of equity funds. The report also outlines how some fund allocation anomalies were corrected, and provides a staff resolution that seeks to align the two initiatives while eliminating the possibility of any future gaps. *The cumulative staff time required to prepare this report was 12 hours*

## **B. PURPOSE**

1. This report will provide a clarification about EPAN schools and the allocation of equity funds. It will also outline a new process aligning the two programs in order to ensure that all communities be identified as an EPAN school and receive equity funds as appropriate.

## **C. BACKGROUND**

1. At the March 25, 2021 Regular Board Meeting, the following motion was passed: “Be it resolved that in the interest of transparency and recognizing these are public funds, the 2019/2020 block budget equity distributions and the 2020/2021 block budget equity distributions be included in a report to Board highlighting changes made and that staff report back to Board on ways to rectify any prior errors ensuring those communities which were potentially mistreated receive the funds they deserve; and any distribution of these types of funds across the system be made available in public reports moving forward.”
2. EPAN schools have been designated in a separate and distinct process than the allocation of equity funds to schools.
  - a. The objective of EPAN schools was to provide programming for schools located mostly within marginalized communities.
  - b. The allocation of equity funds commenced as a result of recognizing the need to provide extra funds to schools with demographics requiring greater support.
3. The history of EPAN schools is as follows:

- a. Originating in 2016, and initially called “Spotlight” schools, the intention of the initiative was to provide professional learning, partnership amongst schools, and parental and parish engagement to schools identified in need based on select criteria. The term Equity Poverty Action Network, or EPAN, was coined in 2018.
  - b. In 2016-17, 12 schools (9 elementary and 3 secondary) were selected based on socioeconomic status data and EQAO scores, one school per Trustee ward.
  - c. In 2017-18, the number was increased to 16 schools (13 elementary and 3 secondary) to include 4 more elementary with the highest rate of poverty.
  - d. In 2018-19, the number was increased to 46 schools (37 elementary and 9 secondary) based on N-tiles (broader criteria included socioeconomic status, EQAO, IEPs, English Language Learners, etc.). Several schools were offered the opportunity to join the initiative even if they were a 6 or 7, as principals expressed an interest in having their schools take part of the professional learning, partnership, and engagement with parents and parish. The original 12 were kept as part of the 46.
  - e. In 2019-20, the number was increased to 61 schools (50 elementary and 11 secondary) to ensure that all of the schools with the highest needs (N-tile 9s) were included. The goal stated in the MYSP was to have approximately 60 schools as part of the initiative.
4. When the allocation of equity funds began, the criteria for eligibility of these funds was based on schools with scores 6, 7, 8, or 9. This has not changed since inception in 2017.
  5. In 2020-21, in order to rectify the allocation of funds to EPAN schools that would not normally receive equity funds, four EPAN schools had their designation removed given that their scores were in the range of 1-5. However, schools with scores 6, 7, 8, or 9 received equity funds, but were not identified as an EPAN school.

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. The two initiatives (EPAN schools and the allocation of equity funds) have a similar focus, it should be noted that EPAN was intended mainly for

programming, while equity funds were distributed to schools with scores 6, 7, 8 and 9. The two programs were established and evolved in different ways.

2. Following the motion, staff conducted a review of the two programs.
3. The review concluded with the following change: starting with the 2021-22 school year, EPAN schools and equity-funded schools will be merged; that is, all schools with a score of 6, 7, 8, or 9 will be designated EPAN schools and will receive funding based on overall score and school enrollment. In this way, no gaps will exist in schools that require support, and schools identified not in need of support will no longer receive support.
4. Schools that move from 6, 7, 8, or 9 to a score of 5 will continue to receive a one-time amount to support the transition. However, these schools will no longer be designated EPAN schools.
5. Scores will be calculated by the Research department using Trillium data after the October 31 ONSIS submission in any given year.
6. EPAN schools will resume their participation in collaborative inquiries and other programming with regard to culturally responsive and relevant pedagogy and learning, along with an intense focus on dismantling racism and oppression through professional learning in the 2021-22 school year.

## **E. METRICS AND ACCOUNTABILITY**

1. As per the motion, any distribution of equity funds will be made available in public reports.
2. Appendix A and B indicate the equity funds distributions for 2019-2020 and 2020-2021 respectively.

## **F. CONCLUDING STATEMENT**

This report is for the consideration of the Board.

School Name	Enrolment	2019-2020 Composite Score	Total Allocation
Father Henry Carr	875	8	\$33,312
Holy Child	324	7	\$14,929
Monsignor Percy Johnson	975	8	\$34,833
Msgr. John Corrigan	236	8	\$23,590
St. Andrew	729	9	\$31,091
St. Angela	515	9	\$27,835
St. Dorothy	336	8	\$25,112
St. John Vianney	365	8	\$25,553
St. Maurice	272	8	\$24,138
St. Stephen	417	9	\$26,344
St. Marcellus	421	9	\$26,405
Blessed Margherita	347	6	\$7,500
James Cardinal McGuigan	891	9	\$33,555
St. Andre	687	9	\$30,452
St. Augustine	603	9	\$29,174
St. Basil-The-Great	1286	8	\$39,565
St. Charles Garnier	490	9	\$27,455
St. Francis de Sales	476	9	\$27,242
St. Jane Frances	699	9	\$30,634
St. Jude	757	9	\$31,517
St. Roch	355	8	\$25,401
St. Wilfrid	636	9	\$29,676
Bishop Marrocco/Thomas Merton	693	7	\$20,543
Holy Family	228	8	\$23,469
James Culnan	570	7	\$18,672
St. James	189	8	\$22,875
St. Leo	380	2	\$5,000
Dante Alighieri Academy	864	7	\$23,145
Madonna	666	8	\$30,132
Our Lady of the Assumption	367	8	\$25,583
St. Antoine Daniel	403	6	\$7,500
St. Gabriel	301	7	\$14,579
St. Jerome	569	7	\$18,657
St. Margaret	618	7	\$19,402
St. Martha	232	7	\$13,530
St. Paschal Baylon	740	7	\$21,258
St. Raphael	516	6	\$7,500
St. Mary Catholic Academy	730	5	\$10,000
St. Paul VI	309	6	\$7,500
St. Rita	80	6	\$10,000
Epiphany of Our Lord	188	8	\$22,860
Holy Spirit	467	9	\$27,105



School Name	Enrolment	2019-2020 Composite Score	Total Allocation
Jean Vanier	827	8	\$32,582
Precious Blood	456	8	\$26,937
St. Aidan	298	7	\$14,534
St. Albert	401	8	\$26,101
St. Lawrence	467	7	\$17,105
St. Nicholas	408	6	\$10,000
St. Sylvester	183	6	\$7,500
Francis Libermann	863	6	\$7,500
Sacred Heart	268	6	\$7,500
St. Barnabas	297	5	\$5,000
St. Bede	142	5	\$10,000
St. Columba	266	7	\$14,047
St. Elizabeth Seton	132	6	\$7,500
St. Mother Teresa	461	7	\$17,014
St. Rene Goupil	82	6	\$7,500
Monsignor Fraser College	1073	9	\$36,324
Our Lady of Lourdes	571	9	\$28,687
St. Alphonsus	248	5	\$5,000
St. Mary	315	7	\$14,792
St. Michael	158	6	\$7,500
St. Paul	204	8	\$23,104
St. Thomas Aquinas	498	7	\$17,576
Immaculate Conception	519	8	\$27,896
Our Lady of Victory	702	9	\$30,680
Santa Maria	225	7	\$13,423
St. Bernard	696	9	\$30,589
St. Francis Xavier	546	7	\$18,307
St. John the Evangelist	489	8	\$27,440
St. Matthew	528	6	\$7,500
St. Oscar Romero	642	6	\$7,500
Blessed Trinity	208	8	\$23,164
Canadian Martyrs	360	6	\$7,500
Holy Cross	343	6	\$7,500
Our Lady of Guadalupe	151	7	\$12,297
St. Gerald	285	6	\$7,500
St. Isaac Jogues	340	7	\$15,173
St. John XXIII	455	9	\$26,922
St. Joseph Morrow Park	457	6	\$10,000
St. Kateri Tekakwitha	243	6	\$7,500
St. Matthias	306	6	\$7,500
St. Patrick	787	9	\$31,973
St. Timothy	602	8	\$29,159
Neil McNeil	851	2	\$5,000
Our Lady of Fatima	808	7	\$22,293

School Name	Enrolment	2019-2020 Composite Score	Total Allocation
St. Barbara	311	8	\$24,731
St. Boniface	325	8	\$24,944
St. Dunstan	303	9	\$24,610
St. Edmund Campion	270	6	\$7,500
St. Joachim	294	7	\$14,473
St. Maria Goretti	972	8	\$34,788
St. Martin de Porres	453	9	\$26,892
St. Rose of Lima	444	7	\$16,755
St. Thomas More	333	7	\$15,066

Trustee Name	Superintendent Name	School Name	Enrolment	2020-2021 Composite Score	E-Pan	2019-2020 Composite Score for Comparison	2020-2021 Fixed Allocation	2020-2021 Enrolment Allocation	2020-2021 Total Allocation	10% of 2020-2021 Total Allocation
Angela Kennedy	Kimberly Dixon	St. John XXIII	450	9	E-Pan	9	20000	6028	26028	2603
Angela Kennedy	Cristina Fernandes	Blessed Trinity	199	8	E-Pan	8	20000	2666	22666	2267
Angela Kennedy	Kimberly Dixon	St. Patrick	852	8	E-Pan	9	20000	11414	31414	3141
Angela Kennedy	Kimberly Dixon	Holy Cross	366	7		6	10000	4903	14903	1490
Angela Kennedy	Cristina Fernandes	St. Gerald	274	7		6	10000	3671	13671	1367
Angela Kennedy	Cristina Fernandes	St. Isaac Jogues	327	7	E-Pan	7	10000	4381	14381	1438
Angela Kennedy	Cristina Fernandes	St. Timothy	567	7	E-Pan	8	10000	7596	17596	1760
Angela Kennedy	Cristina Fernandes	Our Lady of Guadalupe	144	6	E-Pan	7	10000		10000	1000
Angela Kennedy	Cristina Fernandes	St. Kateri Tekakwitha	209	6		6	7500		7500	750
Angela Kennedy	Cristina Fernandes	St. Matthias	302	6		6	7500		7500	750
Angela Kennedy	Kimberly Dixon	Canadian Martyrs	353	5		6	5000		5000	500
Daniel Di Giorgio	Joe Bria	Our Lady of Victory	680	9	E-Pan	9	20000	9109	29109	2911
Daniel Di Giorgio	Joe Bria	St. Bernard	680	9	E-Pan	9	20000	9109	29109	2911
Daniel Di Giorgio	Joe Bria	St. John the Evangelist	524	9	E-Pan	8	20000	7020	27020	2702
Daniel Di Giorgio	Joe Bria	Immaculate Conception	506	8	E-Pan	8	20000	6779	26779	2678
Daniel Di Giorgio	Laraine D'Souza	St. Francis Xavier	513	8		7	20000	6872	26872	2687
Daniel Di Giorgio	Joe Bria	St. Matthew	495	7		6	10000	6631	16631	1663
Daniel Di Giorgio	Joe Bria	St. Oscar Romero	704	7		6	10000	9431	19431	1943
Daniel Di Giorgio	Joe Bria	Santa Maria	200	6	E-Pan	7	10000		10000	1000
Frank D'Amico	John Wujek	St. Mary Catholic Academy	744	6	E-Pan	5	10000		10000	1000
Frank D'Amico	John Wujek	St. Paul VI	295	5		6	5000		5000	500
Frank D'Amico	John Wujek	St. Rita	85	5		6	5000		5000	500
Garry Tanuan	Ryan Peterson	St. Martin de Porres	410	9	E-Pan	9	20000	5492	25492	2549
Garry Tanuan	Peter Aguiar	Prince of Peace	269	7		5	10000	3604	13604	1360
Garry Tanuan	Peter Aguiar	St. Mother Teresa	469	7	E-Pan	7	10000	6283	16283	1628
Garry Tanuan	Peter Aguiar	Sacred Heart	219	6		6	7500		7500	750
Garry Tanuan	Ryan Peterson	St. Columba	256	6	E-Pan	7	10000		10000	1000
Garry Tanuan	Peter Aguiar	St. Rene Goupil	47	6		6	7500		7500	750
Garry Tanuan	Peter Aguiar	St. Elizabeth Seton	124	5		6	5000		5000	500
Garry Tanuan	Peter Aguiar	Francis Libermann	846	4		6	5000		5000	500
Ida LiPreti	Shawna Campbell	James Cardinal McGuigan	884	9	E-Pan	9	20000	11842	31842	3184
Ida LiPreti	Shawna Campbell	St. Andre	653	9	E-Pan	9	20000	8748	28748	2875

Trustee Name	Superintendent Name	School Name	Enrolment	2020-2021 Composite Score	E-Pan	2019-2020 Composite Score for Comparison	2020-2021 Fixed Allocation	2020-2021 Enrolment Allocation	2020-2021 Total Allocation	10% of 2020-2021 Total Allocation
Ida LiPreti	Shawna Campbell	St. Augustine	580	9	E-Pan	9	20000	7770	27770	2777
Ida LiPreti	Flora Cifelli	St. Basil-The-Great	1259	9	E-Pan	8	20000	16866	36866	3687
Ida LiPreti	Shawna Campbell	St. Francis de Sales	450	9	E-Pan	9	20000	6028	26028	2603
Ida LiPreti	Shawna Campbell	St. Jane Frances	660	9	E-Pan	9	20000	8842	28842	2884
Ida LiPreti	Flora Cifelli	St. Jude	718	9	E-Pan	9	20000	9619	29619	2962
Ida LiPreti	Shawna Campbell	St. Wilfrid	620	9	E-Pan	9	20000	8306	28306	2831
Ida LiPreti	Shawna Campbell	St. Charles Garnier	444	8	E-Pan	9	20000	5948	25948	2595
Ida LiPreti	Flora Cifelli	St. Roch	337	8	E-Pan	8	20000	4515	24515	2451
Ida LiPreti	Shawna Campbell	Blessed Margherita	331	5		6	5000		5000	500
Joseph Martino	Flora Cifelli	St. Andrew	670	9	E-Pan	9	20000	8975	28975	2898
Joseph Martino	Flora Cifelli	St. Angela	450	9	E-Pan	9	20000	6028	26028	2603
Joseph Martino	Flora Cifelli	St. Stephen	374	9	E-Pan	9	20000	5010	25010	2501
Joseph Martino	Flora Cifelli	Father Henry Carr	835	8	E-Pan	8	20000	11186	31186	3119
Joseph Martino	Flora Cifelli	Holy Child	303	8	E-Pan	7	20000	4059	24059	2406
Joseph Martino	Flora Cifelli	St. Dorothy	316	8	E-Pan	8	20000	4233	24233	2423
Joseph Martino	Flora Cifelli	St. John Vianney	357	8	E-Pan	8	20000	4782	24782	2478
Joseph Martino	Flora Cifelli	St. Maurice	276	8	E-Pan	8	20000	3697	23697	2370
Joseph Martino	Flora Cifelli	Monsignor Percy Johnson	989	7	E-Pan	8	10000	13249	23249	2325
Joseph Martino	Flora Cifelli	Msgr. John Corrigan	231	7	E-Pan	8	10000	3095	13095	1309
Joseph Martino	Flora Cifelli	St. Benedict	616	6		4	7500		7500	750
Maria Rizzo	Shawna Campbell	Madonna	678	8	E-Pan	8	20000	9083	29083	2908
Maria Rizzo	Cristina Fernandes	St. Paschal Baylon	703	8	E-Pan	7	20000	9418	29418	2942
Maria Rizzo	Shawna Campbell	Our Lady of the Assumptio	347	7	E-Pan	8	10000	4649	14649	1465
Maria Rizzo	Shawna Campbell	St. Margaret	604	7	E-Pan	7	10000	8091	18091	1809
Maria Rizzo	Shawna Campbell	Dante Alighieri Academy	714	6		7	7500		7500	750
Maria Rizzo	Cristina Fernandes	St. Gabriel	268	6		7	7500		7500	750
Maria Rizzo	Shawna Campbell	St. Jerome	564	6		7	7500		7500	750
Maria Rizzo	Shawna Campbell	St. Martha	223	6		7	7500		7500	750
Maria Rizzo	Cristina Fernandes	St. Antoine Daniel	416	5		6	5000		5000	500
Maria Rizzo	Shawna Campbell	St. Raphael	532	5		6	5000		5000	500
Maria Rizzo	Cristina Fernandes	St. Joseph Morrow Park	456	4		6	5000		5000	500
Markus DeDomenico	Flora Cifelli	St. Marcellus	402	8	E-Pan	9	20000	5385	25385	2539

Trustee Name	Superintendent Name	School Name	Enrolment	2020-2021 Composite Score	E-Pan	2019-2020 Composite Score for Comparison	2020-2021 Fixed Allocation	2020-2021 Enrolment Allocation	2020-2021 Total Allocation	10% of 2020-2021 Total Allocation
Mike Del Grande	Cristina Fernandes	Precious Blood	469	9	E-Pan	8	20000	6283	26283	2628
Mike Del Grande	Cristina Fernandes	Epiphany of Our Lord	164	8	E-Pan	8	20000	2197	22197	2220
Mike Del Grande	Peter Aguiar	Holy Spirit	472	8	E-Pan	9	20000	6323	26323	2632
Mike Del Grande	Peter Aguiar	St. Aidan	281	7	E-Pan	7	10000	3764	13764	1376
Mike Del Grande	Peter Aguiar	St. Joan of Arc	804	7	E-Pan	8	10000	10771	20771	2077
Mike Del Grande	Peter Aguiar	St. Lawrence	435	7		7	10000	5827	15827	1583
Mike Del Grande	Peter Aguiar	St. Nicholas	406	7	E-Pan	6	10000	5439	15439	1544
Mike Del Grande	Peter Aguiar	St. Sylvester	168	7		6	10000	2251	12251	1225
Mike Del Grande	Peter Aguiar	St. Albert	368	6	E-Pan	8	10000		10000	1000
Mike Del Grande	Cristina Fernandes	St. Henry	251	6		4	7500		7500	750
Mike Del Grande	Cristina Fernandes	St. Kevin	248	6		5	7500		7500	750
Nancy Crawford	Ryan Peterson	St. Barbara	318	9	E-Pan	8	20000	4260	24260	2426
Nancy Crawford	Ryan Peterson	St. Dunstan	281	9	E-Pan	9	20000	3764	23764	2376
Nancy Crawford	Ryan Peterson	St. Boniface	313	8	E-Pan	8	20000	4193	24193	2419
Nancy Crawford	Ryan Peterson	St. Maria Goretti	937	8	E-Pan	8	20000	12552	32552	3255
Nancy Crawford	Ryan Peterson	Our Lady of Fatima	795	7		7	10000	10650	20650	2065
Nancy Crawford	Ryan Peterson	St. Joachim	299	7	E-Pan	7	10000	4005	14005	1401
Nancy Crawford	Ryan Peterson	St. Rose of Lima	457	7		7	10000	6122	16122	1612
Nancy Crawford	Ryan Peterson	St. Edmund Campion	276	6		6	7500		7500	750
Nancy Crawford	Ryan Peterson	St. Thomas More	342	6		7	7500		7500	750
Norm DiPasquale	Gina Iuliano Marrello	Monsignor Fraser College	792	9	E-Pan	9	20000	10610	30610	3061
Norm DiPasquale	Kimberly Dixon	Our Lady of Lourdes	555	9	E-Pan	9	20000	7435	27435	2743
Norm DiPasquale	Kimberly Dixon	St. Paul	212	8	E-Pan	8	20000	2840	22840	2284
Norm DiPasquale	Kimberly Dixon	St. Michael	160	7		6	10000	2143	12143	1214
Norm DiPasquale	John Wujek	St. Thomas Aquinas	481	7		7	10000	6444	16444	1644
Norm DiPasquale	Kimberly Dixon	St. Joseph's College	684	6		4	7500		7500	750
Norm DiPasquale	Kimberly Dixon	St. Mary	279	6		7	7500		7500	750
Teresa Lubinski	John Wujek	Bishop Marrocco/Thomas	686	8		7	20000	9190	29190	2919
Teresa Lubinski	John Wujek	James Culnan	554	8		7	20000	7422	27422	2742
Teresa Lubinski	Martha Cioppa	St. James	174	8	E-Pan	8	20000	2331	22331	2233
Teresa Lubinski	John Wujek	Holy Family	207	7	E-Pan	8	10000	2773	12773	1277
Teresa Lubinski	Joe Bria	St. Mark	212	6		5	7500		7500	750

Trustee Name	Superintendent Name	School Name	Enrolment	2020-2021 Composite Score	E-Pan	2019-2020 Composite Score for Comparison	2020-2021 Fixed Allocation	2020-2021 Enrolment Allocation	2020-2021 Total Allocation	10% of 2020-2021 Total Allocation
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## REPORT TO

GOVERNANCE AND POLICY  
COMMITTEEFAIR PRACTICE IN HIRING AND PROMOTION  
H.M.40

*“And God said, “Let the waters bring forth swarms of living creatures, and let birds fly above the earth across the dome of the sky.” (Gn 1:20)*

Created, Draft	First Tabling	Review
April 26, 2021	May 4, 2021	

Mark Moffett, Senior Coordinator Academic Services, Human Resources  
Adrian Dela Mora, Executive Superintendent Human Resources and Employee Relations

## RECOMMENDATION 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.*



Brenden Browne, PhD  
Director of Education

D. Koenig  
Associate Director  
of Academic Affairs

D. Bryce  
Associate Director of Facilities,  
Business and Community  
Development, and  
Chief Financial Officer

## **A. EXECUTIVE SUMMARY**

This report recommends a significant revision of the Board's current Fair Practice in Hiring and Promotion Policy H.M.40 in response to direction from the Ministry of Education as stipulated in the Ministry's Policy/Program Memorandum (PPM) 165 - Teacher Hiring Practices. The required revisions address three primary areas: diversity and inclusion; conflicts of interest and teacher hiring.

*The cumulative staff time required to prepare this report was 25 hours.*

## **B. PURPOSE**

1. This Recommendation Report is on the Order Paper of the Governance and Policy Committee as it recommends policy revision.
2. Additionally the policy has been revised to include changes to hiring processes outlined in the Ministry of Education Program and Policy Memorandum 165 Teacher Hiring Practices.

## **C. BACKGROUND**

1. The Policy on Fair Practice in Hiring and Promotion H.M.40 (Appendix C) was first approved in September 26, 2013 and was later amended on May 17, 2018.
2. Changes to this policy reflect current practice and alignment with related policies Catholic Equity and Inclusive Education Policy H.M. 24 and Employment Equity Policy H.M.11.
3. The Ministry of Education revoked Ontario Regulation 274/12 – Hiring Practices in October 2020. This Regulation governed hiring practices for teachers at TCDSB and other boards in Ontario.
4. Following this revocation, boards including the TCDSB were directed by the Ministry of Education to develop and adopt a teacher hiring policy based on components outlined in Policy/Program Memorandum 165 to replace Regulation 274.
5. The PPM 165 was issued on February 22<sup>nd</sup>, 2021 and boards were required to have an associated policy in place effective March 31<sup>st</sup>, 2021.



6. The required policy components stipulated by PPM 165 were as follows: Qualifications and Merit; Diversity, Equity and Human Rights; Employment Mobility; Fairness and Transparency and Monitoring and Evaluation.
7. In order to comply with the Ministry's direction, TCDSB has taken steps to revise its existing Fair Practices in Hiring and Promotion Policy by incorporating components of PPM 165.
8. Consultations were conducted internally within the Board and externally with a number of community advisory groups.
9. The policy appeared at the Governance and Policy Committee on May 4<sup>th</sup>, 2021.

#### **D. EVIDENCE/RESEARCH/ANALYSIS**

This policy has been amended in consultation with staff from the Human Resources, the Equity Department, Community Advisory Groups, Field Superintendents and Legal Services.

#### **E. METRICS AND ACCOUNTABILITY**

1. Recommendations in this report will be monitored by Human Resources staff.
2. Further reports will be brought to Board in accordance with the policy review schedule.

#### **F. IMPLEMENTATION**

The updated policy as approved will be posted on the TCDSB policy register.

#### **G. COMMITTEE RECOMMENDATION**

The Governance and Policy Committee recommends that the revised Fair Practice in Hiring and Promotion H.M.40 provided in Appendix A, and the accompanying Operation Procedures provided in Appendix B, be adopted.



**POLICY SECTION:** HUMAN RESOURCES  
**SUB-SECTION:** MISCELLANEOUS  
**POLICY NAME:** FAIR PRACTICE IN HIRING AND PROMOTION  
**POLICY NO:** H.M. 40

<b>Date Approved:</b> September 26, 2013- Board	<b>Date of Review:</b> <b>April 2021 / May 2023</b>	<b>Dates of Amendment:</b> May 17, 2018
<b>Cross Reference:</b> Ontario Human Rights Code, 24 (1) (a) <b>Ontario Regulation 298 – Operation of Schools - General</b> <b>PPM 165 Teacher Hiring Practices</b> <b>Accessibility for Ontarians with Disabilities Act, 2005</b> PPM 119 Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools <i>Municipal Conflict of Interest Act</i> TCDSB By-law # 175 Catholic Equity and Inclusive Education Policy H.M. 24 Employment Equity Policy H.M. 11		
<b>Appendices:</b>  Appendix A: Fair Practice in Hiring and Promotion: Operational Procedures - Recruitment, Selection and Conflict of Interest		

### **Purpose:**

This Policy affirms the Toronto Catholic District School Board's (TCDSB) commitment to preparing students of all cultural backgrounds and social identities, for success. The Board, consistent with its denominational rights, is committed to recruiting and retaining a qualified, diverse workforce that reflects the communities it serves, in a fair, consistent, and transparent manner.



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### **Scope and Responsibility:**

The policy extends to the hiring process for all positions for employment and promotions at the Toronto Catholic District School Board. The Director of Education and the Executive Superintendent of Human Resources and Employee Relations are responsible for this policy.

### **Alignment with MYSP:**

Living Our Catholic Values  
 Inspiring and Motivating Employees  
 Enhancing Public Confidence  
 Fostering Student Achievement and Well Being

### **Policy:**

The Toronto Catholic District School Board is committed to recruiting and retaining a qualified, diverse workforce and promoting the most qualified individuals in a manner that reflects the communities it serves, supportive of both its Multi Year Strategic and Equity Action Plans. All recruitment, retention and promotion activities will be subject to the Board's denominational rights and conducted in accordance with legislation such the Accessibility for Ontarians with Disabilities Act, the Ontario Human Rights Code, and relevant collective agreements where applicable. Hiring and promotion practices at the TCDSB will be fair, transparent, and free from bias, discrimination, conflicts of interest, nepotism and cronyism.

### **Regulations:**

#### **A. Recruitment**

1. The recruitment and selection criteria at the TCDSB will be based on qualifications that reflect the requirements of the position, demonstrated



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experience, suitability for the role as well as a commitment to creating an inclusive, equitable, accessible, and safe learning and Catholic work environment for students and staff. The ability to execute school, Board and Ministry priorities as well as an applicant's related, lived experiences and background, will also inform the qualifications and selection criteria.

2. The Board will promote diversity, inclusion, equity, and human rights in pursuit of a qualified and diverse workforce that reflects the communities it serves. It will proactively engage in anti-discriminatory hiring and promotion practices as well as identify and eliminate barriers to employment for candidates from under-represented communities.
3. Operationally, the Board will adopt Human Resources best practices and programs including encouraging qualified applicants from under-represented communities, such as the Black community and other communities of colour, to self-identify in order to proactively recruit and hire a diverse workforce. This will include active recruitment of qualified and certified Catholic teachers and other occupational groups from qualified candidates who are visible minorities, Indigenous, women and persons with disabilities as well as other groups protected under the Ontario Human Rights Code where applicable.
4. The Board will engage in a hiring and promotion process that is fair, transparent, and free from preferential treatment based on personal relationships. Any applicant for employment or promotion at the TCDSB will not be advantaged because of a relationship with an immediate family member or relative employed at the TCDSB.
5. The TCDSB will collect employee demographic data by way of a workforce census to provide a foundation to assess whether there is diversity in the



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candidates who are applying for positions, and to identify if there are any barriers to hiring a diverse, qualified workforce.

6. Prior to employment in positions involving the instruction of students at the TCDSB, each applicant must provide a favourable pastoral letter of reference confirming the applicant's commitment to the Catholic faith. For all other positions within the school board, an applicant will be required to commit to supporting the Board's vision, mission and values with respect to Catholic education.

## **B. Selection**

7. Applicants, at the time of the submission of their application, will have the opportunity to request accommodations for the purposes of recruitment and selection in accordance with the Accessibility for Ontarians with Disabilities Act and the Human Rights Code. Accommodations, as required, will be provided for the selection process.
8. Any TCDSB Trustee, employee, or consultant engaged in the hiring process, shall discharge their recruitment and selection responsibilities in a manner free from bias and perceived or actual conflicts of interest. All members of the selection panel must complete a conflict of interest disclosure to avoid nepotism or cronyism.
9. Whenever possible, the Board will promote demographically diverse interview panels that draw on the different experiences, skill sets, and educational and professional backgrounds of employees at the TCDSB. Interview panels will consist of at least two members.



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10. The assessment process will utilize multiple sources of data including from structured interviews and reference checks. Evaluation criteria and assessment tools will be developed to minimize and eliminate selection bias.
11. Unsuccessful internal candidates will be afforded the opportunity for constructive interview feedback upon request no later than three weeks after being notified of the selection results.
12. A TCDSB Trustee, or employee in a position of leadership, will not directly or indirectly influence the hiring or promotion process through unsolicited promotion and recommendations of candidates including forwarding resumes or the names of applicants to the Recruitment division.
13. All TCDSB personnel shall be required to be separate school supporters if eligible by law to be separate school supporters.

### **C. Teacher Hiring**

14. The Board will facilitate employment mobility by providing equal opportunities for all members of the Ontario College of Teachers to apply for any available position from daily occasional, long-term occasional and permanent, for which they hold the required qualifications, subject to the appropriate collective agreement.
15. Teachers must successfully complete the New Teacher Induction Program (NTIP) and the Additional Qualification course Religious Education-Part 1 before becoming eligible to gain permanent status.



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16. Placement of teachers through the transfer process shall be fair, transparent and respectful of collective agreements and/or terms and conditions of employment contracts.
17. The Board, subject to its management rights, will disclose information to bargaining units pertaining to their members as appropriate in a manner that is consistent with the applicable collective agreement.
18. An annual employment system review will be conducted to review all teacher hires during a school year to identify any barriers for potential candidates, and to ensure that a qualified and diverse teacher workforce has been employed.

### **Definitions:**

#### **Bias**

In this context, bias is defined as prejudice, unrelated to the requirements of the position in question, in favour or against a person or a group compared to another, that is done in a manner considered to be unfair.

#### **Conflict of Interest**

A conflict of interest is defined as an apparent or actual conflict where a trustee's or an employee's financial or personal interests appear to conflict or actually conflict with their duty to impartially and objectively discharge their responsibilities to the Board. In the context of this policy, influencing the outcome of a hiring and or promotion decision of a person with whom one has a personal relationship is a conflict of interest.



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### **Cronyism**

The act of showing partiality to friends or close colleagues, especially in the application, hiring, placement and promotion stages of employment, without regard to qualifications or ability. In the context of this policy, cronyism can occur when an individual within the organization influences the decision to hire or promote a friend or colleague.

### **Employment System Review (ESR)**

An examination of employment data to determine whether approaches to hiring and promotion create barriers for potential candidates, in particular those from communities of colour and other under-represented communities or otherwise unfairly impact their chances to succeed. The goal of the ESR is to identify and make recommendations to address the gaps and barriers, including workplace culture and attitudinal barriers, to a diverse and inclusive workforce and work environment.

### **Nepotism**

The act of showing favouritism or providing preferential treatment to a family member or close relatives, especially in the application, hiring and placement stages of employment. In the context of this policy, nepotism can occur when an individual within the organization influences the decision to hire or promote a close family member or supervises that subordinate family member.

### **Relationship**

In the context of this policy, this is defined as any relationship of an employee, trustee or representative of the Board to persons of his or her immediate family whether related by blood, adoption, marriage, or common-law relationship, and any relationship of an intimate and/or financial nature during the preceding five years,





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any student-supervisor relationship, or any other past or present relationship that may give rise to a reasonable apprehension of bias.

**Evaluation and Metrics:**

1. The Human Resources department will conduct an Employment System Review annually to identify and take constructive action, including the creation of proactive recruitment and talent acquisition programs, to address the gaps and barriers, including workplace culture and attitudinal barriers, to a diverse and inclusive workforce and work environment.

# **Fair Practice in Hiring and Promotion Policy**

## **APPENDIX A**

### **OPERATIONAL PROCEDURES: RECRUITMENT, SELECTION AND CONFLICT OF INTEREST**

#### **1. PURPOSE**

The purpose of this procedure is to identify the recruitment and selection process for employing all staff, including teachers, at the Toronto Catholic District School Board (TCDSB).

#### **2. SCOPE**

This procedure applies to all applicants to any position within the TCDSB, including teaching positions as well as recruitment and selection processes conducted by Executive Search firms on the Board's behalf.

#### **A. RECRUITMENT PROCEDURES**

1. A potential candidate for a position will not be involved in the recruitment process for that job. This includes acting as the contact person for potential candidates, drafting advertisements or conducting reference checks.
2. Any applicant wishing to work for the TCDSB must submit an application of employment through the established channels. In general, this means through the "Apply to Education" website or in response to a job posting advertised either internally throughout the system or externally in various media.
3. Executive Search firms retained by the Board to conduct recruitment and selection processes on the Board's behalf, for any position within the TCDSB, are subject to this Policy and Operational Procedures.
4. Executive Search firms retained by the Board are required to pay particular attention to aspects of the recruitment and selection process including advertising to attract a diverse pool of candidates, accommodations for the purposes of recruitment, representation on interview panels, diversity of the applicant pool selected for interviews, bias-free assessment processes and conflicts of interests.
5. Applicants from under-represented communities such as the Black community and other communities of colour, Indigenous peoples, women, persons with disabilities as well as other persons protected under the Ontario Human Rights Code, will be encouraged to self-identify at the time of the submission of their applications where applicable.

6. Requests for accommodations for the purpose of recruitment must be made in writing at the time that an application is submitted as per the posting. Supporting documentation, such as a functional limitations assessment produced by an appropriate medical and or professional practitioner, will be requested as appropriate by the Recruitment division of the Human Resources department.
7. All job postings must be authorized by the Executive Superintendent, Human Resources and Employee Relations or his/her delegate.
8. Complete and accurate records of selection decision-making processes will be maintained.
9. Personal information and supporting documents submitted with applications will be used in accordance with the Municipal Freedom of Information and Protection of Privacy Act.
10. No persons shall influence the hiring process through unsolicited promotion and/or unauthorized recommendations of candidates.
11. Any person participating in the hiring process must do so in a manner free from bias and conflicts of interest. Any person with a perceived or real conflict of interest must inform the Sr. Manager of Recruitment (or delegate) and remove themselves from the hiring process.
12. Recruitment and selection procedures shall be established for teaching positions in accordance with Human Resources and recruitment industry best practices, collective agreement(s) where applicable, the Accessibility for Ontarians with disabilities Act, the Ontario Human Rights Code, Employment Standards Act and Board policies.
13. The filling of long-term occasional and permanent teaching positions shall be consistent with collective agreement and legislative requirements.

## **B. SELECTION PROCEDURES**

1. Selection will be based on merit, which is determined through an objective assessment of an applicant's qualifications, demonstrated experience and personal suitability for the role including a commitment to creating an inclusive, equitable, accessible and safe work environment, relevant to the requirements for the position. Additional job-related factors that support the creation of the best possible program for students and the ability to hire a diverse staff and teacher workforce that is reflective of the communities TCDSB serves will also be taken into account.

2. Postings or job advertisements will be developed by the Recruitment division in consultation with the relevant administrators and hiring managers.
3. Position profiles or job descriptions will be developed by the Compensation and Benefits division of the Human Resources department in consultation with the Recruitment division and the relevant administrators and hiring managers.
4. Selection criteria and assessment tools will be reviewed and approved by the Sr. Manager of Recruitment or assigned Recruitment staff before recruitment action is taken in order to ensure that they adequately reflect the requirements of the position, attract the widest and most diverse pool of applicants while ensuring consistency with the Board's policies.
5. Applicants will be screened for interviews by the Recruitment division based on the criteria outlined in the posting, in consultation with the hiring manager or administrator. No applicant will be interviewed unless approved and deemed qualified by the Recruitment division.
6. All interviews must be conducted by a panel with a minimum of two members. Where possible, the same interview team must interview all candidates for a given position and the same initial templated-questions must be asked of all candidates. Selection decisions will be based on the panel's overall assessment results as well as reference checks and other appropriate sources of data as appropriate, as determined by the Recruitment division.
7. Whenever possible, the Board will promote demographically diverse interview panels that draw on the different experiences, skill sets, and educational and professional backgrounds of employees at the TCDSB.
8. Where possible, a percentage of qualified applicants selected for interviews, as determined by the Recruitment division in consultation with the hiring manager or administrator, must be from the Black community and other under-represented communities including visible minorities, Indigenous peoples and persons with disabilities and women as well as other persons protected under the Ontario Human Rights Code where applicable.
9. Applicants will be asked similar core questions in the interview based on the requirements for the position. Supplementary or follow-up questions may be asked to clarify issues or to obtain further information deemed by the selection committee to be relevant to identifying the best applicant.

10. No persons related by blood or marriage or where the appearance of a conflict of interest exists may be placed in a position of interviewing one-another. Individuals who find themselves in this situation must declare a conflict and remove themselves from the interview and or selection process. In addition, no person shall be in a position that requires them to interview, assess or hire a relative (by blood or marriage) for any position including one within the scope of their responsibility where the position in question involves a direct reporting relationship (between the individual and the candidate/relative).
11. All teaching staff shall be practising Catholics unless otherwise approved by the TCDSB or specifically exempted by legislation.
12. Before being considered for employment, each applicant for a teaching position is to be recommended by a priest with pastoral responsibility through a favourable report in a form and content prescribed by the Board on the applicant's commitment to the Catholic faith.

### **C. ASSIGNMENT & OFFERS OF EMPLOYMENT**

1. All offers of employment shall be subject to the applicant providing the Board with:
  - i. a satisfactory criminal reference check with vulnerable sector screening;
  - ii. a negative tuberculosis test and
  - iii. a satisfactory reference check conducted by the Recruitment division.
2. To avoid conflicts of interests, supervisors must avoid having under their immediate supervision (i.e., within the same department or school), members of their immediate family or other relatives.

### **D. POST SELECTION FEEDBACK TO APPLICANTS**

1. Applicants who were interviewed will be advised in writing of the outcome of their application by the Human Resources department.
2. The Sr. Manager of Recruitment will coordinate the request for an interview debrief from an internal unsuccessful candidate made no later than 3 weeks after the date that the interview results were communicated to the applicant.
3. An interview debrief will not be provided in writing, however, unsuccessful candidates can take notes as required.

## **E. EVALUATION AND METRICS**

1. The Human Resources department will conduct an annual employment system review to identify and eliminate barriers to recruiting, promoting and retaining a diverse and inclusive workforce.
2. The Human Resources department will develop proactive recruitment and talent acquisition programs to address the barriers and gaps in employment and promotion.
3. The Human Resources department will rely on workforce data to develop proactive and inclusive programs to address barriers to a diverse and inclusive workforce.

## **F. CONFLICT OF INTEREST**

### **Preamble**

The TCDSB intends to facilitate the ability of its staff to maintain the highest business and ethical standards, and to facilitate the protection of the integrity of employees in the course of their hiring responsibilities to the Board. All conflicts will be recognized and either avoided or resolved expeditiously through appropriate disclosure and management. The fundamental principle underlying this approach is that employees must not permit relationships with others or external business activities to conflict, or appear to conflict, with the interests of the TCDSB.

1. In the context of this policy, the following circumstances may give rise to conflicts of interest:
  - i. participating in, or influencing the outcome of the appointment, hiring, promotion, supervision, or evaluation of a person with whom the employee has, or has had, a relationship;
  - ii. acceptance by an employee of a gift from any of the following persons or entities if a reasonable person might conclude that the gift could influence the employee when performing hiring duties with the Board:
    - a. a person, group, or entity that has dealings with the Board;
    - b. a person, group, or entity to whom the employee provides services in the course of his or her duties to the Board;
    - c. a person, group, or entity that seeks to do business with the Board.

An employee who is offered a gift in the circumstances described in ii) above will immediately notify the Sr. Manager of Recruitment in writing.

2. All employees involved in the hiring of teachers have an obligation to disclose to the Sr. Manager of Recruitment (who represents of the Executive Superintendent of Human Resources and Employee Relations and the Director of Education) any conflict of

interest. The employee must disclose in writing as soon as she/he could reasonably be aware that a conflict of interest exists. The existence of a conflict of interest does not necessarily preclude involvement in the issue which has given rise to the conflict, otherwise known as the “Matter”.

3. The employee must declare, in writing, the nature and extent of the conflict of interest no later than any meeting or process in which the employee participates and at which the Matter is to be considered. The employee must refrain from taking part in any discussion or decision-making in relation to the Matter and withdraw from any meeting or process when the Matter is being discussed until a decision has been reached regarding the manner in which the conflict of interest will be addressed.
4. A conflict of interest involving an employee may also be reported to the Sr. Manager of Recruitment by any other person. A report to the Sr. Manager of Recruitment about the existence of a potential, apparent or actual conflict of interest shall be made in writing.
5. The following procedures will be used to manage conflicts of interest:
  - i. If the Sr. Manager of Recruitment to whom the disclosure is made also has a conflict of interest, the disclosure should be made in writing to the person at the next highest level of authority (i.e. the Sr. Coordinator of Academic Services).
  - ii. The Sr. Manager of Recruitment will investigate to determine if a conflict of interest exists. Where appropriate, the Sr. Manager of Recruitment may consult with the employee and/or others.
  - iii. If the Sr. Manager of Recruitment determines there is a conflict of interest, the Matter should be resolved as per #6 below, and shall document, in writing, any remedies that have been applied.
6. The following options are available for resolving conflicts of interest:
  - i. If the Matter pertains to #1 (i), and where the employee may be knowledgeable and have information central to the discussion, the employee with a conflict or appearance of conflict may be permitted by the Sr. Manager of Recruitment (or the Sr. Coordinator of Academic Services), to be involved in the Matter without participating in the final decision or be entirely excluded from the process.
  - ii. If an employee fails to disclose a conflict as per #2 above, a range of remedies can be applied, up to and including the termination of employment.
7. Adherence to these procedures, in letter and in spirit, is crucial to the relationships of trust that exist between the Board, its employees, and the public. Contraventions of the policy and operational procedures, whether arising from dishonesty or inattention, undermine these relationships and may lead to disciplinary action. For employees, disciplinary sanctions for breach of this policy may take a range of forms appropriate to the nature of the contravention and could include dismissal from employment.



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**POLICY NO:** H.M. 40

<b>Date Approved:</b> September 26, 2013- Board	<b>Date of Review:</b> October, 2023	<b>Dates of Amendment:</b> October 18, 2018
<p><b>Cross Reference:</b>  Ontario Human Rights Code, 24 (1) (a)  <i>Education Act</i>, Ontario Regulation 274/12, Hiring Practices  PPM 119 Developing and Implementing Equity and Inclusive Education Policies  in Ontario Schools  <i>Municipal Conflict of Interest Act</i>  TCDSB By-law # 175  Employment Equity Policy H.M.11  Catholic Equity and Inclusive Education Policy H.M. 24  Catholicity and School Support Policy H.M.08  Qualifications - Catholicity Policy H.T.01</p> <p><b>APPENDIX A:</b>  Operational Procedures—Staff Recruitment &amp; Selection</p>		

**Purpose:**

This Policy affirms the Board's commitment to providing fair, equitable and transparent hiring processes at the Toronto Catholic District School Board consistent with its denominational rights and in accordance with the Ontario Human Rights Code. Offers of employment and promotion will be based on the merit of the applicant, free from the practices of nepotism and cronyism.





<b>POLICY SECTION:</b>	<b>HUMAN RESOURCES</b>
<b>SUB-SECTION:</b>	<b>MISCELLANEOUS</b>
<b>POLICY NAME:</b>	<b>FAIR PRACTICE IN HIRING AND PROMOTION</b>
<b>POLICY NO:</b>	<b>H.M. 40</b>

### **Scope and Responsibility:**

The policy extends to the hiring process for all applicants to any position of employment at the TCDSB, and for employees seeking promotion. The Director of Education and the Superintendent of Human Resources are responsible for this policy.

### **Alignment with MYSP:**

Inspiring and Motivating Employees

Strengthening Public Confidence

### **Policy:**

The TCDSB is committed to hiring and promoting the best, most qualified individuals supportive of its Multi Year Strategic Plan, subject to its denominational rights and in accordance with the Ontario Human Rights Code. The application, interview, hiring and promotion of individuals at TCDSB will be based on ability and qualifications and will be conducted in a fair and transparent manner, free from discrimination, nepotism and cronyism.

### **Regulations:**

1. Recruitment practices and application processes used at TCDSB will be open and transparent, free from nepotism and cronyism, ensuring no partiality or preferential treatment as a result of personal relationships.



**POLICY SECTION: HUMAN RESOURCES**

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2. Any applicant for employment or promotion at TCDSB will not be advantaged as a result of a relationship with an immediate family member or relative employed at TCDSB.
3. Operationally, TCDSB (through the Human Resources department) will adopt processes and procedures, including for job postings, the review of applications for employment and the interviewing and selection of candidates, that are consistent with industry standards, free from bias and conflicts of interest and allow for equal opportunity for all applicants. (*hyperlink to Appendix A*).
4. Any TCDSB employee, consultant or trustee charged with the responsibilities for recruiting and selecting staff, including interviewing, hiring, placement or promotion of applicants, must discharge these responsibilities in a fair and bias-free manner and take steps, including excluding themselves from the decision-making process if applicable, to ensure that they are free from any real or perceived conflicts of interest prior to fulfilling their duties.
5. A Trustee or a TCDSB employee in a position of leadership will not influence the hiring or promotion process through unsolicited promotion and recommendations of candidates.
6. Placement of employees through the transfer process shall be fair, transparent and respectful of collective agreements and/or terms and conditions of employment contracts.
7. Internal applicants unsuccessful in their attempt to gain employment or promotion at TCDSB will be afforded the opportunity to request feedback from the Sr. Manager of Recruitment no later than 3 weeks after the date



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from which they received notification of the assessment/interview results. If the unsuccessful candidate is not satisfied with the response or the recruitment process, he or she can contact the Senior Coordinator of Academic Services, Human Resources to discuss the matter further.

### **Definitions:**

#### **Conflict of Interest**

This is a situation in which the impartial exercise of the duty of an individual acting for an organization is compromised by that person's self-interest and position, often undermining the public trust. In the context of this policy, a conflict of interest occurs when family members have direct reporting relationships or staff members and or trustees have personal relationships that influence hiring and promotion decisions.

#### **Bias**

In this context, this is defined as prejudice, unrelated to the requirements of the position in question, in favour or against a person or a group compared to another, that typically results in hiring and promotion decisions considered to be unfair.

#### **Cronyism**

The act of showing partiality to friends or close colleagues, especially in the application, hiring, placement and promotion stages of employment, without regard to qualifications or ability. In the context of this policy, cronyism can occur when an individual within the organization influences the decision to hire or promote a friend or colleague.

#### **Immediate Family**

Members consist of a person's spouse, child(ren), step child(ren) or parent of an employee.



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### **Nepotism**

The act of showing favouritism or providing preferential treatment to a family member or close relatives, especially in the application, hiring and placement stages of employment. In the context of this policy, nepotism can occur when an individual within the organization influences the decision to hire or promote a close family member, or supervises that subordinate family member.

### **Relative**

Members consist of siblings, step-children, nieces, nephews, grandparents, cousins and in-laws.

### **Evaluation and Metrics:**

The Director of Education will monitor and review hiring and promotion procedures.

## MASTER PENDING LIST AND ROLLING CALENDAR TO AUGUST 19, 2021

#	Date Requested & Committee/Board	Report Due Date	Destination of Report Committee/Board	Subject	Delegated To
1	Jan-21 Student Achievement	TBC	Corporate Services	<p>1. That staff bring back a report with a revised 2020-2021 Renewal Plan in the Spring of 2021 following announcement of CVRIS funding allocations; and</p> <p><b>2. That a report be submitted to Board on the findings of the consultant (Renewal Plan 2020-2021 and Three-Year Forecast (All Wards))</b></p>	Associate Director of Facilities, Business & Comm. Dev.
2	June-2020 Special Board	TBC	Regular Board	Report outlining strategies to make hiring more racially representative (both locally and centrally) which acknowledge how important it is for students to be able to see themselves reflected in different fields and positions of leadership ( <b>Consideration of Motion from Student Trustee Dallin regarding Anti-Black and Anti-Indigenous Racism in Schools</b> )	Director of Education & Associate Director of Education, Academic Services & Associate Director of Facilities, Business & Comm. Dev & CFO
3	Oct-2020 Corporate Services	TBC	Regular Board	The Director of Education bring a report to Board outlining the details of an Attendance Boundary Review for St. Catherine Catholic Elementary School. ( <b>Consideration of Motion from Trustee Kennedy regarding Attendance Boundary Review for St Catherine's Catholic</b>	Director of Education & Associate Director of Facilities, Business &

#	Date Requested & Committee/Board	Report Due Date	Destination of Report Committee/Board	Subject	Delegated To
4				Elementary School)	Comm. Dev & CFO
	June-2020 Special Board	TBC	Student Achievement	That future device programs such as formal bring-your-own-device (BYOD) and low income family device loan program be explored and presented to the Board of Trustees at the end of the COVID-19 pandemic. <b>(Computers for Students in Need)</b>	Associate Director of Facilities, Business & Comm. Dev & CFO

## 2021 CALENDAR OF ANNUAL REPORTS & POLICY METRICS

A = Annual Report

P = Policy Metric Report

Q = Quarter Report

#	Due Date	Committee/Board	Subject	Responsibility of
1	January (P)	Corporate Services	B.R.01 Rental of Surplus School Space & Properties Policy Metric	A.D. Facilities, Business, Community Development
2	February (Q)	Corporate Services	Financial Status Update Report #1	A.D. Facilities, Business, Community Development
3	March (A)	Corporate Services	Budget Series Report: Financial Planning and Consultation Plan	A.D. Facilities, Business, Community Development
4	March (A)	Corporate Services	Consensus Student Enrolment Projection	A.D. Facilities, Business, Community Development
5	March (A/P)	Corporate Services	Transportation Annual Report and <u>S.T.01 Transportation Policy Metric</u>	A.D. Facilities, Business, Community Development
6	March	Corporate Services	A.18 Development Proposals, Amendments and Official Plans and Bylaws Policy Metric	A.D. Facilities, Business, Community Development
7	April (A)	Corporate Services	Budget Series Report: Grants for Student Needs Update	A.D. Facilities, Business, Community Development
8	May (Q)	Corporate Services	Financial Status Update Report #2	A.D. Facilities, Business, Community Development
9	May (A)	Corporate Services	Budget Series Report: Preliminary Budget Estimates for the Following Fiscal Year	A.D. Facilities, Business, Community Development
10	June (A)	Corporate Services	Budget Series Report: Recommended Budget Estimates for the Following Fiscal Year	A.D. Facilities, Business, Community Development
11	June (A)	Corporate Services	Delegated Authority Report	A.D. Facilities, Business, Community Development
12	September (Q)	Corporate Services	Financial Status Update Report #3	A.D. Facilities, Business, Community Development

## 2021 CALENDAR OF ANNUAL REPORTS & POLICY METRICS

<b>13</b>	September (A)	Corporate Services	Capital Program Update	A.D. Facilities, Business, Community Development
<b>14</b>	September (A)	Corporate Services	Delegated Authority Update Report	A.D. Facilities, Business, Community Development
<b>15</b>	October (A)	Corporate Services	Trustee Honorarium Report	A.D. Facilities, Business, Community Development
<b>16</b>	November	Corporate Services	Preliminary Enrolment Reports Elementary and Secondary Schools and S.A.01 Elementary Admission and Placement Policy Metric	A.D. Facilities, Business, Community Development
<b>17</b>	November (A)	Corporate Services	Legal Fees Report	A.D. Facilities, Business, Community Development
<b>18</b>	November (A/Q)	Corporate Services	Audited Financial Statement and Financial Status Update #4	A.D. Facilities, Business, Community Development
<b>19</b>	December (A)	Corporate Services	Budget Series Report: Revised Budget Estimates for the Current Fiscal Year	A.D. Facilities, Business, Community Development
<b>20</b>	December	Corporate Services	Capital Renewal Program Report	A.D. Facilities, Business, Community Development
<b>21</b>	December (A)	Corporate Services	Annual Investment Report	A.D. Facilities, Business, Community Development
<b>22</b>	February (A)	Regular Board	School Year Calendar	Associate Director Academic Services
<b>23</b>	March (A)	Regular Board	Staffing Projections Report	Associate Director Academic Services
<b>24</b>	August (P)	Regular Board	T.19 Electronic Participation in Meetings of the Board, Committees of the Board, and Committee of the Whole Board Metric	Director of Education
<b>25</b>	August (P)	Regular Board	H.M. 19 Conflict Resolution Department	Associate Director Academic Services



## 2021 CALENDAR OF ANNUAL REPORTS & POLICY METRICS

26	October (P)	Regular Board	H.M.33 Acceptance of Hospitality or Gifts Policy Metric	Director of Education
27	October (A)	Regular Board	Ongoing Exit and Entry Survey for all students either changing schools within the Board or entering or exiting the Board	A.D. Facilities, Business, Community Development
28	November (A)	Regular Board	Annual Report on the Multi Year Strategic Plan	Director of Education
29	November (A)	Regular Board	Annual Calendar of Meetings	Director of Education
30	December (A)	Regular Board	Director's Annual Report	Director of Education
31	October (A)	Special Board	Director's Performance Appraisal (over 3 consecutive Special Board Meetings)	Director of Education
32	January (A)	Student Achievement	Mental Health Report	Associate Director Academic Services
33	January (P)	Student Achievement	<u>A.35 Accessibility Standards</u> Policy Metric	Associate Director Academic Services
34	February (P)	Student Achievement	<u>S. 19 External Research Policy Metric</u>	Associate Director Academic Services
35	April (A)	Student Achievement	Non-Resident VISA Student Fees	Associate Director Academic Services
36	May (A)	Student Achievement	Ratification of Student Trustee Nominees	Associate Director Academic Services
37	June (P)	Student Achievement	<u>B.B.04 Smoke &amp; Vapour Free Policy Metric</u>	Associate Director Academic Services
38	September (A/P)	Student Achievement	Annual Safe Schools Report and <u>S.S.12 Fresh Start</u> Policy Metric	Associate Director Academic Services
39	September (P)	Student Achievement	<u>H.M. 40 Fair Practice in Hiring and Promotion</u> Policy Metric	Associate Director Academic Services
40	September	Student Achievement	<u>Community Advisory Committees Report</u>	Associate Director Academic Services

## 2021 CALENDAR OF ANNUAL REPORTS & POLICY METRICS

41	September (P)	Student Achievement	<u>T.07 Community Engagement</u> Policy Report	Director of Education
42	September	Student Achievement	<u>A.37 Communications</u> Policy Metric	Associate Director Academic Services
43	October (A)	Student Achievement	Student Trustees: Voices that Challenge-CSLIT	Associate Director Academic Services
44	October (A)	Student Achievement	International Languages Program Report	Associate Director Academic Services
45	October (A)	Student Achievement	Primary and Junior Division Assessments Of Reading, Writing and Mathematics (EQAO); the Grade 9 Assessment of Mathematics; and the OSSLT Assessment (EQAO)	Associate Director Academic Services
46	October (A)	Student Achievement	<u>S.22 Religious Accommodation</u> Policy Report and <u>S.S.02 Opening or Closing Exercises</u> Policy Report (combined)	Associate Director Academic Services
47	October	Student Achievement	Board Learning Improvement Plan (BLIP)	Associate Director Academic Services
48	November (A)	Student Achievement	K-12 Professional Development Plan for Student Achievement and Well-Being	Associate Director Academic Services
49	November (A)	Student Achievement	CPIC Annual Report including Financial Report	Associate Director Academic Services
50	November (P)	Student Achievement	Elementary Catholic School Leadership Impact Team Report ESLIT	Associate Director Academic Services
51	November (P)	Student Achievement	<u>S.24 Combined (Split) Grade Classes for Elementary Schools</u> Policy Report	Associate Director Academic Services

## 2021 CALENDAR OF ANNUAL REPORTS & POLICY METRICS

<b>52</b>	December (A/P)	Student Achievement	Accountability Framework for Special Education and <u>S.P.01 Special Education Programs and Services Policy Metric</u>	Associate Director Academic Services
<b>53</b>	December (P)	Student Achievement	<u>S.10 Catholic School Parent Council Policy Metric</u>	Associate Director Academic Services
<b>54</b>	December	Student Achievement	<u>Staff CPIC Annual Report Including Financial Reporting</u>	Associate Director Academic Services