



REPORT TO

CORPORATE SERVICES, STRATEGIC PLANNING AND PROPERTY COMMITTEE

RETURN TO SCHOOL UPDATE

*"The Lord gives sight to the blind, the Lord lifts up those who are bowed down, the Lord loves the righteous."
Psalm 146:8*

Created, Draft	First Tabling	Review
September 29, 2020	October 8, 2020	Click here to enter a date.
Barbara Loporati, Senior Coordinator, Planning Services Shawna Campbell, Superintendent of Schools, Area 3 & Early Years Programs John Wujek, Superintendent of Schools, Area 5 Corrado Maltese, Coordinator, Occupational Health and Safety Department Shazia Vlahos, Chief of Communications and Government Relations Martin Farrell, Superintendent, Environmental Support Services Deborah Friesen, Superintendent, Capital Assets and Renewal Michael Loberto, Superintendent, Planning and Development Services Lori DiMarco, Superintendent, ICT, Curriculum and Leadership Adrian Della Morra, Executive Superintendent of Human Resources		
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

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

A. EXECUTIVE SUMMARY

The last update to the Reopening Action Plan was submitted to the October 1, 2020 Student Achievement Committee meeting for information and consideration. The Plan is updated as necessary and is available on the TCDSB website. Key updates and strategies are provided for consideration.

The analysis of the operating budget for additional funding opportunities continues and will be presented at the Board meeting of October 15, 2020. Teaching and resource allocations have continuously fluctuated in relation to the implementation of St. Anne Catholic Academy. At the time of writing this report it was determined that hiring and transfers would settle as of October 2nd allowing for finalization of the operating budget analysis.

Trustees have requested an accounting of funding expended on various initiatives to mitigate risk at schools. This data is being compiled and will be presented at the October 15, 2020 meeting of the Board.

Enrolment transfers between virtual and in person students is currently being settled. It is therefore expected that staff will analyze the ward by ward class size models and provide information to Trustees regarding efforts towards class size reduction at the October 15, 2020 meeting of the Board. A summary reflecting current (as of Oct. 2) efforts to reduce class sizes is included in *Appendix 'A'*. In order to increase the number of classrooms that have 20 students or less, further investments in additional teaching staff, relocation of classes and increased transportation would be required. Relocation to larger spaces has been pursued. The requirement of face coverings for all students was also implemented by Toronto Public Health in recognition that social distancing may not always be possible. It should also be noted that even if funds became available for the purposes of reducing class sizes, the supply of certified teachers on the labour market may not be sufficient to fill these positions.

TCDSB schools continue to adjust to in person routines and safety measures following guidance from Toronto Public Health.

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

B. PURPOSE

To provide the Board with updates as they pertain to the TCDSB Reopening Action Plan.

C. BACKGROUND

1. *The TCDSB Reopening Action Plan continues to be updated to reflect recent changes.* Items from Board motions and Ministry updates that are confirmed have been included for parents to reference. The plan will continue to be updated as information changes moving toward a complete school reopening.

D. EVIDENCE/RESEARCH/ANALYSIS

Staffing and Recruitment

2. *The Human Resources (HR) Department is focusing its efforts on processing internal applications for all school-based positions and ensuring that external recruitment efforts are materializing.* These enhanced recruitment efforts respond to attrition and operational needs and address Trustee motions that approved additional support staffing.
3. *The Sick Leave & Disability Department continues to liaise closely with both Academic & Support Service departments to determine how to best manage cases involving personal and family status leaves for all employee groups.* TCDSB legal counsels are informing the board's position and we are seeking external opinions to solidify our interpretations during this difficult time.
4. *Senior TCDSB staff members maintain regular contact with our union partners to collaboratively address issues.* The fluid and unique parameters impacting our virtual school have required HR staff to dedicate a significant amount of time to recruitment and staffing needs. The flow of students between the virtual and face-to-face schools will continue to tax HR staff's time as we consider re-organization needs throughout the academic year.
5. *Elementary and secondary school Principals are ensuring that all teachers are proactively maintaining a robust online presence as a contingency strategy.* A Principal Leader Portal via our MMF platform will be used to address concerns, ensure consistency, and assess exigent needs. HR staff will

play a role on the Board's Contingency Planning Committee to ensure that staff and students can pivot if we must return to a completely virtual delivery model.

6. *Staff continues to be sensitive to maintain lower class caps in higher risk school communities within high COVID incidence areas.* Staff will begin analyzing enrolment data and will actively engage in re-organization planning in October.
7. *French Immersion and Extended French staffing needs have been met within our virtual and face to face schools. Given an increase in retirements, COVID-related leaves, and general concerns relating to COVID in our face to face schools, HR continues to fill some residual Core French positions.* The introduction of additional classes linked to Trustee motions has compounded the demand for Core French Teachers in our virtual school and staff is exploring options to address this serious shortage.
8. *In addition to the previously noted infusion of additional transitional staff, the Senior team continues to review and seek legal input into the roles of specific employee groups and how these roles will need to change given new challenges associated with operating our schools during a pandemic (i.e. assigning of additional supervision and screening tasks to ensure safety).*

St. Anne Virtual School

9. *St. Anne Catholic Academy has been created to support approximately 25,000 K-12 students who have selected an online learning option.* Beginning September 21st, elementary students began to connect with their teachers synchronously. *As the work continued to staff all of the elementary virtual classrooms throughout the week of September 28th – October 2nd, live stream lessons were delivered to students to maintain, check and connect.*
10. *There are approximately 1050 staff that will be setting up virtual classroom(s) using either Brightspace or Google Classroom as their primary tool for communicating for the purpose of teaching and learning.* The school website will continue to provide ongoing program updates and will be the main platform for sharing information with students and families.
11. *There are teachers on accommodations who are already approved to work from home (these teachers represent almost half of the St Anne staff working from home).*

12. *St. Anne administrative staff continue to ensure that all aspects of Policy / Program Memorandum 164 are implemented. School boards should support educators in accessing remote learning devices and tools to support remote and synchronous instruction.*

COVID-19 Reporting

13. *The Ministry requires Boards to post an advisory on the Board website with information related to confirmed COVID cases; as such, an [Advisory page](#) has been created and continues to be updated as information changes.*

14. *The Province has released guidance documents along with a [COVID-19 School Screening Tool](#) to assist families, school and child care staff, and essential visitors with screening for themselves or their children each day before going to school or child care. This tool will not replace Toronto Public Health direction that TCDSB has been following but is used as supplementary to our passport + checklist as a decision-making tool for families before they send their kids to school.*

15. *Abdominal pain or conjunctivitis (pink eye) have been removed from the COVID-19 symptoms list. The updated symptoms and language have been approved by the Office of the Chief Medical Officer of Health. Please note that these changes apply to students and children only.* Staff and essential visitors are to continue to use the existing screening criteria and/or make use of the Ministry of Health's COVID-19 self assessment tool.

Plexiglass

16. At least 2 plexiglass panels have been delivered to every school for use in the office space to mitigate the risk of spreading COVID-19. Staff are currently addressing requests for additional panels to satisfy individual school and staff needs.

Student Plexiglass

17. Plexiglass barriers are to be shipped directly to schools beginning Monday October 5th for Q5 and Q4 schools where classes exceed 15 students. Additional high density Q3 schools(7) will also be supplied with plexiglass barriers for student desks.

18. The distribution above will exhaust the initial \$800K allocated for installation of plexiglass barriers on student desks. There will be approximately 760

classes in Q3, Q2 and Q1 schools remaining that would fit the criteria of exceeding 15 students in a class. Outfitting these remaining schools would require an additional (currently unfunded) investment of \$720K to complete.

19. Staff also plan to maintain a stock of barriers in the event class sizes change following the November 1 and February 1 re-entry points, and also to replace any damaged barriers throughout the school year.

HEPA Filters

20. Delivery to schools without mechanical ventilation that rank Q5 and Q4 has been completed. Delivery will continue for remaining Q3-Q1 locations in the coming weeks. Additional units are being purchased for delivery to additional locations with partial mechanical systems and for other unique circumstances.

Outdoor Classrooms

21. ***Selection of schools for Phase 2 of the outdoor classroom tent pilot has been finalized.*** Tents will be installed at an additional eight (8) schools, following which each ward will have at least one tent installation. The following schools were selected based on analysis of TPH Quintile score, overall capacity to accommodate total enrolment, current in person enrolment and site configuration: Holy Angels, St. Ambrose, St. Nicholas of Bari, St. Nicholas, St. Jean de Brebeuf, St. Alphonsus, St. John XXIII and St. Barbara. Site visits to locate the tents, utility locates and preparation of building permit applications are underway. Installation is anticipated the week of October 12, but this is to be confirmed by the supplier.

22. ***Feedback is being collected from school principals for the first Phase of 10 tent installations.*** Initial feedback will be presented in an upcoming school reopening update report. Criteria will be considered for determining whether to expand the tent installation program to more schools and whether to increase or decrease the length of time for the rentals (possibly on a school-by-school basis).

E. IMPLEMENTATION, STRATEGIC COMMUNICATIONS AND STAKEHOLDER ENGAGEMENT PLAN

1. ***FAQs continue to be gathered from parent feedback.*** The board continues to provide updates, frequently asked questions and answers on the board

website, social media channels, and shared with families via School Messenger.

2. ***Local planning considerations will continue in collaboration with school principals.*** Input gained through continued consultation with stakeholders will be considered during this process.

F. CONCLUDING STATEMENT

This report is for the consideration of the Board.