

Good evening trustees, staff and parents participating virtually in this CORPORATE SERVICES, STRATEGIC PLANNING AND PROPERTY COMMITTEE Meeting. My name is Phil Hornak. I am the Loretto Abbey Vice Chair of the CSPC and the OAPCE Representative and speaking here tonight as a parent of a high school student.

I am present tonight to comment on Item 16.b - Update on Policy A.29 - Acceptable Use of Technology Policy and Social Media Guidelines from the meeting of Thursday, May 27, 2021. Over the last two years I have been involved in annual reviews of the Policy and then the Guidelines through CPIC and OAPCE scheduled sessions. I feel that the process and progression of these two documents over that period was not clear and appropriate based on the importance of the Policy. There has not been any communication to the CSPC's and subsequently directly to the school parents.

Parent involvement and feedback is critical to the success of any school system and its policies and procedures. The parent coverage must be much more expanded and complete. If you present to groups of 20 to 32 people, the finished documents and not solicit structured feedback before issuing what has really been accomplished and molded.

After the Board development of these documents there was a motion advanced on April 28, 2021, to have staff draft a Social Media Policy. Parents are now even more confused, and this request and the surrounding situation needs clarification.

We are seeing Social Media activity that is less than complimentary to fellow Board members. Everyone involved obviously has beliefs and is hopefully well intentioned. A Social Media Policy coupled with The Code of Conduct should be more than adequate to ensure professional and Christian behaviour. I see serious actions that conflict with these Policies. A Trustee's ability to have an opinion is critical to their ability to represent their constituents. I was reminded today by someone at the Board that differences should be dealt with on the ballot and not on social media. I see real pain – psychological and financial - being inflicted on fellow officials.

Social media policies must also address people being deployed or piling on to leading noncompliant communications. Governing should not equal attacking and destroying individuals with differing opinions. Two people can disagree, but both feel they are right. If one of those people, then attacks the other through social media that does not make that someone more right.

I reference from the Trustee Conduct Commentary – *Section 4 - As leaders in the community, Trustees are held to a higher standard of behaviour and conduct, and accordingly their behaviour should be exemplary.*

9 10. Media Communications Commentary:

A Trustee may state that he/she did not support a decision or voted against the decision. A Trustee should refrain from making disparaging comments about other Trustees or about the Board's processes and decisions.

When communicating with the media, a Trustee should always refrain from speculating or reflecting upon the motives of other Trustees in respect of their actions as a Trustee.

While openness in government is critical, governments also must respect confidentiality when a matter must remain, at least for a period, confidential. Breaches of confidentiality by Trustees erodes public confidence.

While Trustees are encouraged to actively participate in vigorous debate, Trustees should understand that they are part of a democratically elected representative body and should not engage in social media as if they are outsiders. In this regard, caution should be exercised when blogging, posting, tweeting, re-posting, and linking to posts using social media, whether the member is using a personal account or a Board account.

12. Respectful Workplace Commentary:

It is the policy of Board of Trustees that all persons be treated fairly in the workplace in an environment free of discrimination or personal and sexual harassment.

The Board's Harassment and Discrimination Policy H.M.14 ensures a safe and respectful workplace environment and provides for the appropriate management of any occurrences of harassment and discrimination as those terms are defined in the policy.

The Board's Harassment and Discrimination Policy H.M.14 applies equally to members of staff and Trustees. It will provide guidance to the Integrity Commissioner when a complaint is received involving a Trustee.

The key to success and enforcement of Policies is that they must be clear and concise so that discipline can be imposed and enforced. A good policy does not require Guidelines for clarification. If you must keep checking, what do you really have? Staff should be encouraged to progress with the motion to develop a Social Media Policy – one that will be adhered to and is clear and concise.

Are we not all engaged in improving the student's education and reinforcing our Catholic Faith beliefs? Some seem to be preoccupied with their social media. What about participating in scheduled Zoom calls with your CSPC's, OAPCE and CPIC monthly sessions? Let us drop the media and focus on the social and work to encourage face to face parent feedback. We do not even know who is actually responding on social media or if there is credibility to them. Some are professional at disrupting and confronting.

Time to put the Catholic back into the TCDSB.