



REPORT TO

GOVERNANCE AND POLICY COMMITTEE

ATTENDANCE SUPPORT PROGRAM POLICY

When Saul sent messengers to take David, she said, 'He is sick.' - 1 Samuel 19:14

Drafted	Meeting Date
December 9, 2024	February 4, 2025

Maggie Harrison, Head of HR Operational Services
 Lynda Coulter, Executive Superintendent of Human Resources, Leadership, & Equity
 Derek Luk, Senior Policy Advisor
 Shazia Vlahos, Chief Communications Officer, Policy, Government Relations & Strategy

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

To provide GAP with a proposed workplan (Appendix A) to convert the Workplace Accommodation for Employees with Disabilities Policy, formerly H.M. 38 (Appendix B) into an Attendance Support Program Policy.

The cumulative staff time required to prepare this report was 5 hours.

B. PURPOSE

The proposed workplan to convert the Workplace Accommodation for Employees with Disabilities Policy, formerly H.M.38, into an Attendance Support Program Policy will meet the Ministry's expectations for boards to develop an Attendance Support Program as outlined in Policy Program Memorandum (PPM) 171 - Attendance Support Programs (Appendix C).

C. BACKGROUND

1. On June 26, 2024, the Ministry of Education released PPM 171 - Attendance Support Programs.
2. The PPM sets consistent expectations for school boards for the development and implementation of Attendance Support Programs (ASPs) with the goal of enhancing employee well-being and attendance to support student achievement and a healthy school/school board community.

D. EVIDENCE/RESEARCH/ANALYSIS

1. The Workplace Accommodation for Employees with Disabilities Policy was last updated in November 2015.
2. The PPM notes that workplace accommodation for employees with disabilities is an aspect of attendance support.
3. The direction in the PPM provides opportunity to convert an existing policy that is overdue for review, and to address new ministry policy requirements.
4. The draft converted policy will require labour partner engagement.

E. METRICS AND ACCOUNTABILITY

1. Due to the complexity and of developing an attendance support program and associated supporting documents, the Ministry provided boards until June 2026 to have attendance support programs in place.
2. Staff will report back to GAP with a proposed Attendance Support Programs policy and information on labour partner engagement.

F. STAFF RECOMMENDATION

Staff recommend to GAP that the workplan provided in Appendix A for an Attendance Support Program Policy be approved.