



REPORT TO

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

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

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

Drafted		Meeting Date
January 13, 2025		March 20, 2025
F. Cifelli, Area 6 Superintendent of Education		

INFORMATION 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

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

The cumulative staff time required to prepare this report was 20 hours

B. PURPOSE

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

C. EVIDENCE/RESEARCH/ANALYSIS

1. *Accessibility for Ontarians with Disabilities Act (AODA)* is a law that sets out a process for developing and enforcing accessibility standards.
2. Accessibility standards are laws that the government, businesses, non-profits and public sector organizations must follow to become more accessible.
3. The Integrated Accessibility Standards regulation (IASR) (O. Reg 191/11) under the AODA sets out requirements of public sector organizations, specifically in regard to the establishment of accessibility policies and accessibility plans.

D. METRICS AND ACCOUNTABILITY

1. The Director of Education will annually update and attest compliance to the statutory obligations under the AODA in the form of the **Annual Status Report** to the Board of Trustees including any major initiatives to meet compliance or address efficiencies.
2. The Accessibility Working Group members consist of a core group of advisors, some of whom are persons with disabilities, depending on the area of the plan addressed. The members represent the following groups

- Superintendent Lead for AODA
 - Executive Superintendent of Human Resources, Equity and Leadership
 - Superintendent of Special Services
 - Superintendent of Student Success
 - Staff Representative
 - Information Technology
 - Communications delegate
 - Environmental Support Services
 - Capital Development Asset Management and Renewal
 - Transportation Services
 - Trustee Representative
 - Parent Representative (SEAC)
4. The Accessibility Working Group will meet to review progress and respond to the requirements of the AODA Plan.
 5. Evaluation of the effectiveness in implementing the barrier removal and prevention strategies will be on-going.
 6. The Working Group will assist staff regarding roles in the implementation of the Annual Accessibility Plan.

E. ACTION PLAN

1. The AODA Lead will create sub-groups to ensure that each area of the organization is in compliance with the AODA who will report to the Accessibility Working Group Lead.
 - a. Physical and Architectural Barriers
 - b. Informational and Communication Barriers
 - c. Attitudinal Barriers
 - d. Systematic Barriers
 - e. Transportation Barriers
2. The AODA Lead will track those individuals who have sought assistance as per Regulation 14 and the outcome of any investigation to be included in the annual report to Trustees.

3. The Annual Status Report will be reviewed by the Board of Trustees and placed on the public website.
6. The AODA Lead will ensure that the communication of the Multi-Year Accessibility Plan and Annual Status Report is clear, updated and user friendly on the TCDSB website and it follows a board approved format.

F. CONCLUDING STATEMENT

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