



REPORT TO

GOVERNANCE AND POLICY
COMMITTEEUPDATE TO CONFLICT RESOLUTION POLICY
(H.M.19)

A soft answer turns away wrath, but a harsh word stirs up anger.
Proverbs 15:1

Created, Draft	First Tabling	Review
February 6, 2018	February 13, 2018	
Caitlin Kavanagh, Coordinator, Employee Relations and Policy Development Isolina Varano, Coordinator, Conflict Resolution		
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.



Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

T.B.D.
Associate Director
of Planning and Facilities

L. Noronha
Executive Superintendent
of Business Services and
Chief Financial Officer

A. EXECUTIVE SUMMARY

This report recommends updates to the current Conflict Resolution policy (H.M.19) to reflect current practices in meta policy format in addition to appending the Conflict Resolution Guidelines.

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

B. PURPOSE

This Recommendation Report is on the Order Paper of the Governance and Policy Committee as it recommends a policy revision.

C. BACKGROUND

The Conflict Resolution policy (H.M.19) was approved on November 13, 1997 and has not been reviewed since.

D. EVIDENCE/RESEARCH/ANALYSIS

1. The scope of the current policy does not include conflict between staff members. As that is not the current practice at the TCDSB, regulation 2 has been appropriately edited to reflect this.
2. The Conflict Resolution Guidelines appended to the policy provide details and clarity to staff and the TCDSB community on the options available to them in attempting to resolve conflicts.

E. METRICS AND ACCOUNTABILITY

1. Recommendations in this report be monitored by policy development staff as well as the Conflict Resolution department.
2. Further reports will be brought to Board in accordance with the policy review schedule.

**F. IMPLEMENTATION, STRATEGIC COMMUNICATIONS
AND STAKEHOLDER ENGAGEMENT PLAN**

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

G. STAFF RECOMMENDATION

Staff recommend that the Conflict Resolution policy (H.M.19) provided in APPENDIX A be adopted.