



Committee of the Whole Meeting

Date: Monday, September 11, 2023 to follow In Camera

Time: 6:00 p.m.

** Committee of the Whole In Camera, if necessary, will precede or follow the Board Meeting, as appropriate.*

Location: 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener

Attendees:

Board of Trustees:
Linda Cuff, Kathy Doherty-Masters (Vice-chair), Sally Fuentes, David Guerin, Renee Kraft, Julie Molenaar, Marisa Phillips, Robert Sikora, Tracey Weiler (Chair)

Student Representatives:
Bryanna Donoghue, Xavier Petrie

Senior Administration:
Tyrone Dowling, Gerald Foran, Shesh Maharaj, Paul Mendonca, Judy Merkel, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resource:

Recording Secretary:
Stephanie Medeiros, Executive Administrative Assistant

ITEM	Who	Agenda Section	Method & Outcome
1. Call to Order	Board Chair		
1.1 Opening Prayer & Memorials	Board of Trustees	--	--
1.2 Territorial Acknowledgement I (we) would like to begin by acknowledging that the land on which we gather today is the land traditionally cared for by the Haudenosaunee, Anishinaabe and Neutral People. I (we) also acknowledge the enduring presence and deep traditional knowledge, laws and philosophies of the Indigenous People with whom we share this land today.	Board Chair	--	--
1.3 Approval of Agenda	Board of Trustees		Approval
1.4 Declaration of Pecuniary Interest 1.4.1 From the current meeting 1.4.2 From a previous public or in-camera meeting	Individual Trustees		
1.5 Items for Action: NA			
2. Consent Agenda: Director of Education (e.g.: operational matters from the Ministry of Education that the Board is required to do; update on the system)			

ITEM	Who	Agenda Section	Method & Outcome
3. Consent Agenda: Board (Minutes of meetings)			
3.1 Approval of Minutes of Regular and Special Meetings 3.1 Committee of the Whole Minutes – May 1, 2023 3.2 SEAC Minutes	Board of Trustees Board of Trustees	pp. 4-6 pp. 7-9	Approval Information
4. Delegations			
5. Advice from the CEO			
5.1 MYSP Dashboard 5.2 MYSP Dashboard Update report	T. Dowling T. Dowling	Link pp. 10-12	Approval Approval
6. Ownership Linkage (Communication with the External Environment related to Board's Annual Agenda; ownership communication)			
6.1 Linkages Activity 6.2 Pastoral Care Activity 6.3 Trustee Work Plan	Trustees Trustees Trustees	-- --	Discussion Discussion Discussion
7. Reports from Board Committees/Task Forces			
8. Board Education (at the request of the Board)			
8.1 OCSTA/CCSTA Communications OCSTA/CCSTA Communications Link	Chair	Link	Information
9. Policy Discussion (Based on Annual Plan of Board Work)			
10. Assurance of Successful Board Performance (monitoring)			
11. Assurance of Successful Director of Education Performance (monitoring)			
12. Potential Agenda Items/Shared Concerns/Report on Trustee Inquiries			
13. Announcements			
13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated): <ul style="list-style-type: none"> • Sept 14 – Mayor Liggett’s State of the City 2023 • Sept 21 – Diocesan Mass • Sept 25 – Board of Trustees • Sept 26 – OCSTA Regional Meeting • Sept 30 – Orange Shirt Day & Rowan’s Law Day • Oct 2 – Committee of the Whole • Oct 4 – Interfaith Community Breakfast • Oct 9 – Thanksgiving • Oct 23 – Board of Trustees 	Chair	--	Information
14. Items for the Next Meeting Agenda		Trustees	

ITEM	Who	Agenda Section	Method & Outcome
Board of Trustees Meeting: (September 25, 2023) <ul style="list-style-type: none"> • Enrollment/Staffing Report • Summer Construction Update • Administrative Procedure Update • Summer Transition Programs/Update on Summer Boost/Headstart • Board Policy II 002 Governing Style • Board Policy III 006 CEO Compensation and Benefits 	Chair	--	Information
15. Adjournment/ Confirm decisions made tonight	Director of Education		
15.1 Confirm Decisions	Recording Secretary	--	Information
16. Closing Prayer			
17. Motion to Adjourn	Board of Trustees	Motion	Approval

CLOSING PRAYER

O Risen Lord, you have entrusted us with the responsibility to help form a new generation of disciples and apostles through the gift of our Catholic schools.

As disciples of Christ, may we educate and nurture hope in all learners to realize their full potential to transform God's world.

May our Catholic schools truly be at the heart of the community, fostering success for each by providing a place for all.

May we and all whom we lead be discerning believers formed in the Catholic faith community; effective communicators; reflective and creative thinkers; self-directed, responsible, life-long learners; collaborative contributors; caring family members; and responsible citizens.

Grant us the wisdom of your Spirit so that we might always be faithful to our responsibilities. We make this prayer through Christ our Lord.

Amen

Rev. Charlie Fedy, CR and the Board of Trustees, 2010



Committee of the Whole Meeting

A public meeting of the Committee of the Whole was held Monday, May 1, 2023, 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

*Wendy Ashby, Linda Cuff, Kathy Doherty-Masters, Sally Fuentes, David Guerin, Renee Kraft, Marisa Phillips, Robert Sikora, Tracey Weiler (Chair)

*Via Teams

Student Trustees Present:

Chloe Armstrong, Anika Fejerpataky

Administrative Officials Present:

Tyrone Dowling, Gerald Foran, Shesh Maharaj, Paul Mendonca, Judy Merkel, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resources For The Meeting:

Regrets:

Absent:

Recorder:

Alice Figueiredo, Executive Administrative Assistant

NOTE ON VOTING: Under Board by-law 5.7 all Board decisions made by consensus are deemed the equivalent of a unanimous vote. A consensus decision is therefore deemed to be a vote of 9-0. Under Board by-law 5.11 every Trustee "shall vote on all questions on which the Trustee is entitled to vote" and abstentions are not permitted.

1. Call to Order:

The Chair called the meeting to order at 6:04 p.m.

1.1 Opening Prayer & Memorials

Trustee Armstrong led prayer.

1.2 Territorial Acknowledgement

Territorial Acknowledgment declared by Chair Weiler.

1.3 Approval of Agenda

Chair Weiler motioned for approval of the agenda with the following amendments:

- Addition of 4.6 Delegation, Trustee Concern, Tyler Calver,
- Amendment to 15.2 Private, Private was completed prior to this current meeting as apposed to after; and
- Addition of 15.3, Special Board Meeting to follow Committee of the Whole.

**2023-14 -- It was moved by Trustee Doherty-Masters and seconded by Trustee Sikora:
THAT the agenda for Monday, May 1, 2023, be now approved, as amended.**

--- Carried by consensus.

Chair Weiler noted a Point of Order and confirmed that Trustee Ashby is attending the meeting online as per 3.3.5 of the

1.4 Declaration of Pecuniary Interest

1.4.1 From the current meeting

1.4.2 From a previous public or in-camera meeting – NIL

2 Consent Agenda: Director of Education (e.g., day-to-day operational matters from the Ministry of Equity, Diversity and Inclusion)

3 Consent Agenda: Board of Trustees (Minutes of meetings)

3.1 Approval of Minutes of Regular and Special Meetings

3.1 Approval of Minutes of Regular and Special Meetings

3.1 Committee of the Whole Minutes – April 3, 2023

2023-15 -- It was moved by Trustee Fuentes and seconded by Trustee Sikora:

THAT the Consent Agenda of Board of Trustees and the recommendations contained therein be now approved.

--- Carried by consensus.

4 Delegations

4.1 Mr. R. Lehner presented concerns to the Board of Trustees.

4.2 Ms. C. Bogias presented concerns to the Board of Trustees.

4.3 Ms. E. Savoy presented concerns to the Board of Trustees.

4.4 Ms. P. Castillo presented concerns to the Board of Trustees. Point of Order noted for Ms. Castillo to follow presentation. Chair Weiler also confirmed that a response will be provided to the questions.

4.5 Mr. C. Stanley presented concerns to the Board of Trustees.

4.6 Mr. T. Calver presented concerns to Board of Trustees.

5 Advice From the CEO

5.1 Long Term Accommodation Plan Presentation

Superintendent Maharaj along with Jennifer Passy Manager of Planning and Virina Elgawly, Property and Planning Officer presented the Long Term Accommodation Plan to the Board of Trustees. Trustees asked clarifying questions and provided feedback.

5.2 Innovation / IT Board report

Superintendent Merkel along with Chris Demers, Chief Information Officer present the Innovation/IT Board Report to the Board of Trustees. Trustees asked clarifying questions and provided feedback.

5.3 Final Math Strategy Update

Superintendent Ritsma along with Petra LeDuc and Sarah Gonzalez-Day Student Achievement Consultants presented the Math Strategy Update. Trustees asked clarifying questions and provided feedback.

6. Ownership Linkage (Communication with the External Environment)

7. Reports From Board Committees/Task Forces

8. Board Education (at the request of the Board)

8.1 OCSTA/CCSTA Communications

Chair Weiler briefly discussed OCSTA/CCSTA Communication

9. Policy Discussion

10. Assurance of Successful Board Performance

11. Assurance of Successful Director of Education Performance

12. Potential Agenda Items

13. Announcements (all scheduled for the Catholic Education Centre unless otherwise indicated)

13.1 Upcoming Meetings/Events

Trustees discussed upcoming events.

14. Items for the Next Meeting Agenda/Pending Items

Trustees discussed upcoming items on agenda.

15. Adjournment – Confirm decisions made tonight. Closing Prayer

15.1 Confirm Decisions

The Recording Secretary confirmed the meeting decisions.

16. Closing Prayer

17. Motion to Adjourn

2023--16 It was moved by Trustee Phillips and seconded by Trustee Sikora:

THAT the meeting be now adjourned. The meeting was adjourned by consensus at 8:45 p.m.

Chair of the Board

Secretary



SEAC Committee Meeting Minutes

Date& Time:	May 17, 2023, at 6:00 p.m.
Location (Hybrid):	In-Person: St. Aloysius (2 nd Floor), Catholic Education Centre Online: Via Teams Click here to join the meeting
Next Meeting:	June 7, 2023, at 6:00 p.m.
Committee Members:	Kim Murphy, John Gilbert, Cindy Benedetti, Erin Sutherland, Daina Colbourne, Laura Shoemaker, Jeanne Gravelle, Bob Sikora, Sally Fuentes
Administrative Officials:	Gerald Foran, Erin Lemak
Regrets:	Sally Fuentes, Kim Murphy, John Gilbert

1. Opening Prayer Welcome	Erin Lemak
2. Approval of Agenda Motion by: Erin Sutherland Seconded: Bob Sikora	
3. Declared Pecuniary Interest N/A	
4. Approval of the April 5th minutes: Motion by: Cindy Benedetti Seconded: Erin Sutherland	
5. School System Operational Business 5.1. Special Education Budget Estimates 23/24 Special Education Budget Presentation <ul style="list-style-type: none"> • Budget overview • Grant Announcement • Special Education funding • Special Education expenditures <p><i>Motion to accept 2023-2024 Special Education Budget Estimates as presented to SEAC Committee</i></p> <p>Motion: Erin Sutherland Seconded: Cindy Benedetti</p> <p>Q&A</p> <ul style="list-style-type: none"> • IDA (International Dyslexia Association Ontario) suggestions and concerns: <ul style="list-style-type: none"> ➤ Reading intervention funds that were received from the Ministry to be available to special education students. ➤ The number of Special Education teachers should increase due to student enrollment increase. 	R. King Manager of Budget and Financial Reporting



<ul style="list-style-type: none"> ➤ Special Education Liaison to be funded through Math TPA that was received from the Ministry to free some funds for reading supports. ➤ Need for collaboration between Program Services and Special Education. <ul style="list-style-type: none"> • WRFN (Waterloo Region Family Network) suggestions and comments: <ul style="list-style-type: none"> ➤ Hoping to hire more Speech and Language Pathologists due to the increase of students that are coming to school with special needs and are not receiving supports due to the backlog in the community. <p>Motion passed</p> <p>5.2. Community & ACTIVE Living Survey:</p> <ul style="list-style-type: none"> • Survey for parents of the students that graduated from the program. • Still a draft version and is brought to SEAC for their input, feedback, or questions. • The plan is to send the survey to parents in June. <p>Comments:</p> <ul style="list-style-type: none"> • The wording of child to be changed to student or youth. • Change of plan subtitle: Suggestion that multiple answers should be available. • Sending a survey yearly in upcoming years. 	<p>G. Foran</p>
<p>6. Ministry Updates (10 min)</p> <p>6.1. Letter to the Minister of Education from Kawartha Pine Ridge - SIP Claim Funding</p> <p>6.2. Letter to the Minister of Education from DCDSB – Impact of Covid on the students SEAC represents – Students to stay beyond age 21 due to Covid</p>	<p>G. Foran</p>
<p>7. SEAC Committee Functions N/A</p>	
<p>8. Policy Advice to the Board N/A</p>	
<p>9. Updates</p> <ul style="list-style-type: none"> • WRFN (Waterloo Region Family Network) <ul style="list-style-type: none"> ➤ WRFN is honored to share that Karen Applebee (SEAC member and WRFN volunteer) received the Matthew MacGregor Award for Volunteerism at Evening of Elegance this past April. We greatly appreciate Karen's ongoing commitment and dedication to WRFN families. ➤ Housing Forum: WRFN is partnering with Extend-A-Family to host presentations by DSO and Region of Waterloo Affordable Housing bringing two systems (provincial and municipal) together for families to 	



<p>better understand processes, etc. The event will be held at DoubleTree Hotel on Fairway Rd. June 20. – flyer to come.</p> <ul style="list-style-type: none">➤ Erin is busy attending and supporting families in transition school meetings at this time of year.• Trustee Updates: WCDSB Board Meeting	
<p>10. Pending Items N/A</p>	
<p>11. Adjournment</p> <p>Motion by: Erin Sutherland Seconded: Jeanne Gravelle</p>	
<p>12. Action Items Place Holder N/A</p>	



Date: September 11, 2023
To: Board of Trustees
From: Director of Education
Subject: MYSP Dashboard Update

Type of Report: Decision-Making
 Monitoring
 Incidental Information concerning day-to-day operations

Type of Information: Information for Board of Trustees Decision-Making
 Monitoring Information of Board Policy **XX XXX**
 Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

The Education Act requires school boards to develop multi-year plans that are 3 years or more in scope. The multi-year plan provides focus and direction to the board to achieve both the Ministry of Education goals but just as importantly, the vision of the board. The multi-year plan is aimed at achieving the Ministry of Education goals of increased student achievement and well-being, equity of achievement and opportunity for all students, as well as increased public confidence. These objectives were articulated in *Achieving Excellence* in April 2014 and find a role in the Ministry’s newer vision for education “*Education that Works for You*”. (March 2019) The province has clearly identified its aspiration that Ontario’s classrooms will be modernized, numeracy will improve, and our schools will be recognized as amongst the best in the world. The Waterloo Catholic District School Board’s Multi-Year Strategic Plan has endeavored to be faithful to these articulated priorities, as well to our Catholic Graduate Expectations and the principles of our Catholic Social Teachings.

Policy Statement and/or Education Act/other Legislation citation:

Education Act Section 169.1
 Policy 1 001 Ends

Alignment to the MYSP:

- Awaken to Belong**
 - Every student can see themselves reflected in their learning.
 - Staff experiences a positive, healthy, and inclusive workplace.
 - Are aware of and/or use the available resources to assist in navigation of the school system.

- Ignite to Believe**
 - Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.



- Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.
- The relationship between home, parish and school is strengthened.

Strengthen to Become

- Every student reaches their full potential.
- Staff see their impact on student achievement.
- Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

The Multi-Year Strategic Plan provides the roadmap for the staff of Waterloo Catholic District School Board and proclaims to the broader community our goals and aspirations.

Section 169 of The Education Act requires the Director of Education to submit a multi-year strategic plan.

In December of 2022 the Board accepted the 2022-2025 Multi-Year Strategic Plan. As the plan was developed it was informed by the stakeholder survey administered in the spring of 2022, along with feedback from administrators in the fall of 2022. Within that work was found stakeholder feedback regarding our previously identified Mission, Vision, Beliefs. There was a high affirmation rate for each and thus it was identified at that time that those would remain constant and provide a foundational framework for the new strategic plan.

Informed by the work and MYSP survey of the spring of 2022 and several conversations throughout the fall of 2022, the Director and senior staff worked to identify both new Strategic Directions and corresponding goals for each of the three pillars.

The MYSP was created using an accountability framework and will monitor our progress using evidence-based indicators. One of the key considerations for the MYSP is to have a through-line across all WCDSB plans (i.e., Pastoral Plan, Board Improvement and Equity Plan (BIEP), School Improvement and Equity Plan (SIEP), Mental Health & Well-Being Strategy).

The 2022-2025 Multi-Year Strategic Plan has strategic goals within three pillars: Awaken to Belong, Ignite to Believe, and Strengthen to Become. Each of the three pillars has a goal for students, staff and for our parents, families, and community. The goals are written to ensure that every stakeholder can see themselves in this plan, without exerting complete control over every outcome. Due to the many challenges throughout and flowing from the pandemic, we intentionally avoided creating a rigid reporting and monitoring methodology. Based on our stakeholder consultation, our aim was to keep the plan concise and relevant to the needs of the system.

There was a concerted effort to reduce the number of strategic directions and the number of goals. For each of the goals relevant plans or invested programs/departments/resources accountable to reach our goals were identified, along with indicators or data sources that would provide evidence about our progress on each. (See Appendix A) These exact indicators were designed to specifically match each goal.

Each action plan, program or strategy includes significant qualitative and quantitative data (i.e., performance measures) collected by departments to guide and inform implementation. Performance measures (i.e., information that informs our programming and/or implementation) are beyond the scope of this document and will be reported on throughout various Board reports.

The Better Schools and Student Outcomes Act, 2023 received Royal Assent on June 8, 2023. The regulation on provincial priorities for education in the area of student achievement prescribes three priorities:

- **Achievement of Learning Outcomes in Core Academic Skills**



- **Preparation of Students for Future Success**
- **Student Engagement & Well-Being**

School boards are required to adopt these provincial priorities into their trustee-approved multi-year plans.

The creation of the 2022-2025 MYSP utilized evidence-based practices. As such, many of the indicators have or are being designed from scratch to provide information directly correlated to the specific goal. The majority of the indicators are currently being administered or have just been administered. In the past we have taken time each spring to review all goals and indicators for the past year. In June 2023 the Board of Trustees was informed that we will be publishing the list of indicators as a dashboard (Appendix A) on our school board website in September 2023 and updating them monthly so that they are dynamic, allowing stakeholders to have ready access throughout the school year. Appendix A provides data for indicators where data has been collected.

Recommendation:

That the Board receive this report as information on the Multi-Year Strategic Plan Dashboard Update for present and continuing information on the 2022-2025 MYSP, as presented in this report and found in Appendix A, to inform monitoring of the 2022 – 2025 MYSP.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.

