



COMMITTEE OF THE WHOLE PUBLIC REPORT PUBLIC

Monday, February 4, 2019, 7:30 pm
Board Room
Administration Building
133 Greenbank Road
Ottawa, Ontario

Trustees Present: Erica Braunovan, Donna Blackburn (electronic communication), Christine Boothby, Rob Campbell, Chris Ellis, Lyra Evans, Mark Fisher, Wendy Hough, Jennifer Jennekens, Keith Penny, Sandra Schwartz (electronic communication), Lynn Scott Isaac Glassman (Student Trustee), Samantha Lin (Student Trustee)

Staff Present: Camille Williams-Taylor (Director of Education), Brett Reynolds (Associate Director), Dorothy Baker (Superintendent of Curriculum), Mike Carson (Chief Financial Officer), Mary Jane Farrish (Superintendent of Instruction), Michele Giroux (Executive Officer, Corporate Services), Shawn Lehman (Superintendent of Instruction), Janice McCoy (Superintendent of Human Resources), Katrine Mallan (Manager of Board Services), Diane Pernari-Hergert (Manager of Communications & Information Services); Halcian Joseph-Clost (Strategic Analyst); Sharlene Hunter (Communications Coordinator), John MacKinnon, Audio-Visual Technician, Amanda Rock (Committee Coordinator)

Non-Voting
Representatives
Present: David Wildman (OCEOTA); Elizabeth Kettle (ETFO); and Cathy Bailey (OSSTF)

1. Call to Order - Vice-Chair of the Board

Vice-Chair Braunovan called the meeting to order at 7:31 p.m. She acknowledged that the meeting is taking place on unceded Algonquin Territory and thanked the Algonquin Nations for hosting the meeting on their land.

2. Approval of Agenda

Moved by Trustee Boothby

THAT the agenda be approved.

Carried

3. Briefing from the Chair of the Board

Chair Scott advised that February is Black History Month, a time to celebrate Black culture and history and to reflect on the significant contributions Black Canadians have made to building Canada. Last year, the OCDSB adopted a motion to endorse the United Nations Declaration for the Decade for People of African Descent, and the OCDSB was recognized for this work at a Black History Launch event just over a week ago. This past weekend, participants at the 2019 National Black Canadians Summit in Ottawa met to fine-tune and begin implementing a national strategy to eradicate racism and discrimination.

Schools are hosting different events this month and details are available on the District's and schools' websites.

The Committee of the Whole will discuss a report on identity-based data collection later in the meeting, as a tool to better understand and eliminate discriminatory and systemic barriers across the system.

4. Briefing from the Director

Director Williams-Taylor advised that the next OCDSB Speaker Series event will take place on 28 February 2019 at Earl of March Secondary School in Kanata at 7:00 p.m. She encouraged all to join the OCDSB and Tracy Schmitt as she shares how you can use humour and motivation to overcome obstacles.

Director Williams-Taylor advised that registration for students choosing to enter the Middle French Immersion Program in Grade 4 will take place from 11 February to 19 February 2019.

Director Williams-Taylor advised that at the OCDSB, all students attend a designated school based on geographic and programming considerations. In order to attend a school other than a child's designated school, an application must be made during the student transfer application period which is from 04 February 4th to 19 February 2019. Information about the transfer process is available on the District's website.

Director Williams-Taylor advised that 05 February 2019 marks the Lunar New Year. It is a cultural and religious celebration for members of the Chinese,

Korean, and Vietnamese communities. Many OCDSB schools recognize this day through classroom activities, book, and art displays.

Trustee Braunovan advised that she attended an OPSBA Public Education Symposium (PES) session that featured Student Trustee Glassman. She congratulated him on his work and representation of the OCDSB at this session.

5. Delegations

There were no delegations.

6. Report from Statutory and Other Committees

6.1 Parent Involvement Committee, 09 January 2019

THAT the Parent Involvement Committee report, dated 09 January 2019, be received.

Trustee Braunovan requested that the report be revised as Director Williams-Taylor's surname is inverted in the report.

Moved by Trustee Hough

THAT the Parent Involvement Committee report, dated 09 January 2019, be received, as amended.

Carried

6.2 Special Education Advisory Committee, 16 January 2019

Moved by Trustee Boothby

THAT the Special Education Advisory Committee report, dated 16 January 2019, be received.

Carried

6.3 Indigenous Education Advisory Council, 17 January 2019

THAT the Indigenous Education Advisory Council report, dated 17 January 2019, be received.

Trustee Hough requested that the highlights section of the report be revised to reflect that the student representatives of the IEAC are proposing to conduct supported student-led presentations at schools across the District in the future.

Moved by Trustee Hough

THAT the Indigenous Education Advisory Council report, dated 17 January 2019, be received, as amended.

Carried

7. Matters for Discussion:

7.1 Report 19-019, Identity-Based Data Collection (M. Giroux, ext. 8310)

Your Committee had before it Report 19-019 providing an overview of the plan for the collection and reporting of identity-based data.

Executive Officer Giroux advised that the community has shown strong interest in this report and it is an important element of the District's work that will continue under the Equity objective of the current strategic plan. She noted that the District is committed to continually working with its community partners on the collection of identity-based data.

Executive Officer Giroux advised that the Ontario Human Rights Commission (OHRC) outlined the following advantages to the collection of identity-based data:

- Essential in creating strong human rights and human resources strategies for public sector organizations;
- Helps to identify gaps, trends, progress, and perceptions to identify opportunities for growth;
- Attracts and retains diverse and qualified employees;
- Improves quality of decision-making and programming;
- Helps to achieve organizational goals and strategic objectives; and
- Data collection must follow data collection techniques and privacy laws.

Executive Officer Giroux highlighted that the Anti-Racism Act was passed in Ontario in 2017 which seeks to eliminate systemic racism. She noted that the Act includes data standards which set parameters for the collection of identity-based data. A summary of the data standards is attached to the report.

The first five standards focus on organizational readiness.

Executive Officer Giroux highlighted the following with regard to the OCDSB's organizational readiness:

- A grant proposal was identified and drafted;
- A need for focus groups to obtain community perspectives was identified;

- The focus groups are research-based and instrumental to helping the District with the data collection process; and
- A privacy assessment, project plan, and a budget proposal for the quantitative data collection project will be detailed at a later date.

In response to trustee queries, the following information was provided:

- The grant proposal is funded for the current stage of the project;
- The collection of focus group information is underway;
- The collection of identity-based data is human rights focused;
- The funding from the province is for the current qualitative research (focus group sessions);
- Funding for the data collection process, infrastructure and software costs, and communication and staff costs will be established during the budget process;
- The collection of identity-based data may not be stored in the student information database;
- Qualitative data and a broader understanding of lived experiences will help define the intended purpose of the collection of identity-based data;
- A further update on the grant project will not be provided at COW before the qualitative research is complete;
- The qualitative data collection is intended to understand lived-experience and to identify issues and concerns to inform the District's work;
- A cycle has not been established for how frequently the quantitative data would be collected and updated; and
- Identity-based data collection for staff will occur at a later date.

Trustee Fisher expressed concern at the rate that the data collection will be completed. He noted that it is pertinent that the District's data not be outdated to inform its practices on student achievement and outcomes.

During the ensuing discussion, Executive Officer Giroux noted the following:

- A new software tool is being acquired to allow better data collection;
- The Research, Evaluation, and Analytics Division (READ) is discussing data visualization and how the District presents its data;
- There are opportunities for growth in information management and data reporting; and
- The Data Superintendency Model has positively affected student outcomes in the last three years and this data will inform that work.

Trustee Scott expressed frustration that the data collection may have discrepancies and will not be a complete reflection of the District's communities. Executive Officer Giroux explained that there may be differences in what people are willing to disclose and the way people describe themselves over time. She assured Trustee Scott that the District has the same objectives as trustees with regard to ensuring high quality data to inform decision-making.

In response to ensuing queries, the following information was provided:

- Student well-being will be an area of focus with the qualitative and lived-experiences data collection;
- Students' climate, environment, and social experiences are foundational to student success;
- Questions about students' mental health have not been determined for the collection of quantitative data;
- A sense of urgency to start the collection of identity-based data is shared among staff and trustees; and
- The READ team currently includes four research officers and two analysts.

Trustees Campbell and Lyra Evans expressed concern that 1.0 FTE staff will not be sufficient resources to undertake the collection of identity-based data. Executive Officer Giroux advised that the budget will provide more detail as to how much funding will be allocated to this project.

7.2 Strategic Plan Discussions

a. Report 19-015, Report on the 2019-2023 Strategic Plan Consultations (M. Giroux, ext. 8310)

Your Committee had before it Report 19-015 providing an update on the feedback received to date on the strategic plan consultation.

Executive Officer Giroux highlighted the following:

- The intention of the Thoughtexchange process was to engage as many people as possible in the consultation; and
- There were 6,441 participants in the process that included 178,000 stars assigned to top thoughts.

All participants were asked the following three questions:

- What are some things the OCDSB is doing well to support learning and well-being?
- What are some ways the OCDSB could improve the way we support learning and well-being?
- What are some important priorities for the OCDSB to focus on for the next four years?

Six themes were identified in the feedback, as follows:

- Curriculum;
- School environment;
- Teaching and learning;
- Student supports;
- Human Resources & District level issues; and
- Extra Curricular and Physical Activity.

The above-noted themes and the specific thoughts which generated them can be explored in more detail using the links on the District's website. The feedback from participants on question three was the main discussion topic in the focus group sessions. A one-page summary of the strategic priorities and actions, drafted for the parent focus group meeting, was distributed during the meeting.

Executive Officer Giroux highlighted the following as popular topics of discussion in the focus groups:

- Exceeding provincial outcomes in EQAO testing;
- Life skills such as financial literacy and social emotional resilience being incorporated into the curriculum;
- Emphasis on Indigenous education;
- More support for Science, Technology, Engineering, and Math (STEM);
- Sustainable technology strategies;
- Inquiry-based projects;
- Staff and student well-being;
- Building connections between educators and students;
- Daily physical activity; and
- Professional learning and collaboration.

In response to queries, the following information was provided:

- The Thoughtexchange tool allows the District to reach out to a large number of people to get feedback;
- The first Thoughtexchange session at the Family Reception Centre did not have any attendees due to the short turnaround time;
- An effort was made to reach as many stakeholder groups as possible;
- The value of the feedback received provides an overview of what the District's priorities could be;

- The language used by the community in the feedback should help to inform staff about how to communicate.

b. Report 19-020, Strategic Plan Environmental Scan (M. Giroux ext. 8310)

Your Committee had before it Report 19-020 presenting the OCDSB Environmental Scan, a collection of quantitative facts and data to be considered in the process of setting priorities, strategies and actions for the 2019-2023 strategic plan.

Executive Officer Giroux and Strategic Analyst Joseph-Clost advised that the environmental scan is a resource document. Executive Officer Giroux noted that the collection of data and facts are being made available in time to discuss during the Board/Senior Staff retreat to inform decision-making.

Executive Officer Giroux highlighted the following:

- The biggest area of challenge noted in the report is the changing political landscape in the education sector; and
- The Census Data from Statistics Canada, data from the City of Ottawa, OCDSB student achievement data, and other internal data sources reflect the content in the document.

Executive Officer Giroux noted the following with regard to the education section:

- Historically, there has been a document that provides a provincial education framework and its priorities;
- The provincial government has recently undertaken a province-wide education consultation on class sizes and staffing regulations;
- The province-wide education consultations indicate that there may be change coming to the education sector; and
- Changes in provincial policy and funding will affect District priorities in the future.

Key questions for consideration related to education in Ontario were noted as:

- What might be the impact of provincial deficit reduction strategies on education funding?
- How should we approach the setting of future priorities given the uncertainty of provincial direction in education?
- What is our expectation of market share of students in the City of Ottawa?

Executive Officer highlighted the following with regard to the community section:

- The District is a part of a large and diverse community; and
- The growth projection for the City of Ottawa will affect housing trends and enrolment pressures across the District and may affect planning for growth and school utilization.

Executive Officer Giroux noted the following questions to consider with regard to the District's schools:

- What is the District's anticipated enrolment over the next four years?;
- What parts of the city does the District anticipate key growth?; and
- How will enrolment impact school utilization rates, capital planning, and new infrastructure requirements?

Executive Officer Giroux highlighted the following points with regard to the program offerings, students, and staff sections:

- The District has a large breadth of program offerings;
- Enrolment by program, special education programming, and trends in enrolment by program are areas of focus;
- Student achievement, achievement gaps, graduation rates, and annual certification rates are areas of focus; and
- Distribution of staff, retirement trends, employee wellness, and staff retention are areas of focus.

In response to trustee concerns, Executive Officer Giroux agreed that staff will review the graphs in Appendix A to Report 19-020 to ensure that the information presented is legible.

In response to trustee concerns, Executive Officer Giroux agreed that staff will create a high-level summary of Report 19-020 that will be made available by 08 February 2019.

8. Information Items:

8.1 Report from OPSBA (if required)

There was no report from the OPSBA representatives.

8.2 New Ministry Initiatives Update

Director Williams-Taylor advised that the Ministry of Education office has moved location. Information will be provided to trustees as it becomes available.

8.3 OSTA Update (if required)

There was no OSTA update.

9. Long Range Agenda (February to April 2019)

Provided for information.

10. New Business - Information and Inquiries

Trustee Lyra Evans gave notice that she would move at a future meeting that Body Positivity Week be recognized annually.

Trustee Ellis requested a memo providing information about the number of student transfer requests that has been received by the OCDSB, inclusive of transfers to and from, Gloucester, Ridgemont and Rideau high schools, in the last three years.

Trustee Schwartz concurred with Trustee Ellis and requested a memo with regard to the enrolment trends within Gloucester, Ridgemont and Rideau high schools in the last three years.

Trustee Braunovan suggested that the agenda planning meeting be a forum to discuss the above-noted issues.

11. Adjournment

The meeting adjourned at 10:02 p.m.

Erica Braunovan, Chair