

Revised:
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## Board Work Plan 2020-2021

Actions	Milestones	Time Frame	
		Start Date	Status
<b>Culture of Innovation</b>			
We will build a learning community where innovation and inquiry drive learning			
Professional Learning	Anti-Racism Training	January 2021	
	Board Retreat 2021 1. Applying an Equity Lens to Policy and Governance 2. Effective School Board Governance	February 2021	
	Strategic Enterprise Risk Management (SERM)	March 2021	
	Human Rights and Equity	April 2021	
<b>Culture of Caring</b>			
We will advance equity and a sense of belonging to promote a safe and caring community			
Police Involvement in Schools Policy and Program Review	<ul style="list-style-type: none"> <li>• Consultation with stakeholders</li> <li>• Regular status updates and monitoring progress</li> <li>• Review draft policy</li> <li>• Board approval of revised policy</li> </ul>	September 2020 April 2021 September 2021	
Human Rights Policy	<ul style="list-style-type: none"> <li>• Consultation with stakeholders</li> <li>• Review draft policy</li> <li>• Board approval of new policy</li> </ul>	December 2020 April 2021 June 2021	
Cyclical Policy Review Process	<ul style="list-style-type: none"> <li>• Create a list of policies and a schedule for review 2021-2022</li> </ul>	May 2021	

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<b>Culture of Social Responsibility</b>			
We will strengthen our community through ethical leadership, equitable practice, and responsible stewardship			
Indigenous, Human Rights and Equity Roadmap	<ul style="list-style-type: none"> <li>• Discussion at Committee of the Whole</li> <li>• Approval of additional resources for Indigenous students</li> </ul>	October 2020	
Applying Identity Based Data <ul style="list-style-type: none"> <li>• Student Suspensions and Expulsions</li> <li>• Credit Accumulation</li> <li>• Achievement and Streaming</li> </ul>	<ul style="list-style-type: none"> <li>• Discussions at Committee of the Whole with emphasis on influencing policies, procedures, resources and programs based on the data.</li> </ul>	November 2020 February 2021 May 2021	
Learning Support Services Operational Review	<ul style="list-style-type: none"> <li>• Resume focus group sessions with stakeholders</li> <li>• Discussions at SEAC and Committee of the Whole</li> <li>• Board approval and next steps</li> </ul>	January 2021	
Safe Schools Policy Review	<ul style="list-style-type: none"> <li>• Consultation with community</li> <li>• Board approval of revised policy</li> </ul>	November 2020 June 2021	
Advisory Committee Review	<ul style="list-style-type: none"> <li>• Consultation with Advisory Committee Chairs and stakeholders</li> <li>• Review and update policies as required</li> </ul>	February 2021 March - September 2021 November 2021	
<b>Fiduciary</b>			
We will be accountable to the Province of Ontario and our community and demonstrate leadership by ensuring effective stewardship of the board's resources			
Approval of Audited Financial Statements	<ul style="list-style-type: none"> <li>• Audit Committee approval</li> </ul>	November 2020	Complete

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	<ul style="list-style-type: none"> <li>● Board approval</li> </ul>		
2019-2023 Strategic Plan Update	Regular status updates and monitoring of strategic plan	November 2020	
Board Work Plan	<ul style="list-style-type: none"> <li>● Prepare draft plan</li> <li>● Board approval</li> <li>● Regular status updates and monitoring</li> </ul>	November 2020 Monthly Monitoring	
Director's Performance Evaluation/Planning	<ul style="list-style-type: none"> <li>● Board approval</li> <li>● Ad Hoc Committee meeting (May 2021) to review job description and determine process</li> </ul>	December 2020	
Approval of 2021-2022 Budget	<ul style="list-style-type: none"> <li>● Set budget meeting schedule</li> <li>● Board approval</li> </ul>	February 2021 April 2021 June 2021	
Academic Staffing Approval	Committee of the Whole and Board discussions Board approval	March 2021	
Electoral Zone Boundary Review	<ul style="list-style-type: none"> <li>● Initiate review and research options</li> <li>● Community consultation</li> <li>● Board approval</li> </ul>	January 2021 November 2021 February 2022	
Monitor the 2020-2021 Budget with consideration of COVID-19 impacts	Regular status updates and monitoring	Ongoing	
Appoint an Integrity Commissioner	<ul style="list-style-type: none"> <li>● Amend and re-issue Request for Proposal (RFP)</li> <li>● Evaluate and select proponents</li> </ul>	April 2021	
Board Comprehensive Evaluation	<ul style="list-style-type: none"> <li>● Ad Hoc Committee meeting to determine process</li> <li>● Prepare and distribute survey</li> <li>● Evaluate results and use to inform 2021-2022 Plan</li> </ul>	March 2021 September 2021	
Succession Planning	Regular in-camera updates	February 2021	

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