



**Program and Human Resources Committee
PUBLIC AGENDA**

**Regular meeting of
Monday, September 14, 2015 - 5:30 p.m.
Board Committee Room, Education Centre**

Section	Item	Report No.	Resp.
A	Call to order		
	Delegations / presentations – None Approval of agenda Approval of minutes – June 8, 2015 Business arising from the minutes		
B	Recommendations		
C	Information		
	Multi-year Strategic Plan 2015-2020	C-1	M. Savery-Whiteway
	Board Improvement Plan for Student Achievement (BIPSA) update	Verbal	C. Portt
	Enrolment update	Verbal	L. Miller
	Trustee proposals and queries	Verbal	All
D	Correspondence - None		

Move into closed session

Next regular meeting: Tuesday, October 13, 2015

Committee members: *Tom Biniaris, Justin Bray, Jennifer Cobb, Bonnie Danes, Mary Hall-Chair, Dwayne Inch, Lucille Kyle, Dave Patterson, Jim Williams-Vice-chair*



**HASTINGS AND PRINCE EDWARD DISTRICT SCHOOL BOARD
PROGRAM AND HUMAN RESOURCES COMMITTEE
PUBLIC MEETING MINUTES**

**June 8, 2015
DRAFT**

-
- Members present:** T. Biniaris; J. Bray; J. Cobb; B. Danes; M. Hall, Chair; D. Inch; L. Kyle; J. Williams, Vice-chair, D. Patterson (via teleconference)
- Student Trustees:** C. Barry
- Regrets:** None
- Absent:** None
- Guests:** M. Brant
- Resource:** K. Donnell, M. Fisher, T. FitzGibbon, K. MacQuarrie, L. Miller, N. Pfeiffer, C. Portt, J. Rogers, M. Savery-Whiteway
- Minutes:** C. Reid, Administrative Assistant

Call to order

Chair Hall called the meeting to order at 5:40 p.m.

Delegations/presentations

None

Approval of agenda

Moved: J. Cobb
Seconded: D. Inch

That the agenda be approved.

Carried

Information

Timed item: The Hastings and Prince Edward Learning Foundation update

Director Savery-Whiteway introduced Maribeth deSnoo, Executive Director of the HPELF and commented on the incredible work that is being done by the Learning Foundation to allow students to participate and thrive in their communities. Ms. deSnoo circulated the Student Emergency Fund binders for committee members to view and provided copies of the Chalk Talk newsletter, The Hastings and Prince Edward Learning Foundation brochure and an information card regarding the "Say Yes to Good Food in Schools" campaign.

Referring to Report No. C-1, Ms. deSnoo provided an updated regarding the Student Nutrition Programs, noting that there has been an increased investment in student nutrition to expand and enhance programs. The total Ministry of Children and Youth Services (MCYS) funding for Southeast Ontario in 2014/15 was \$859,258 and the total for 2015/16 will be \$898,236. During the 2014/15 school year there were 501 programs that provided 2,241,573 meals and snacks to 32,601 students.

Ms. deSnoo reported that MCYS Corporate staff will be conducting a review of Student Nutrition Programs over the next year. A consultant has been hired and has been asked to identify opportunities to increase efficiencies, promote sustainability, promote innovative partnerships, and demonstrate outcomes for children and youth.

The Food and Logistics Coordinator has facilitated a donation of 13,000 boxes of Kellogg's cereal to the South East Region. The value of this gift in kind donation is \$52,000. Transportation and storage of the cereal for our community partnerships has also been organized as a gift in kind.

Food for Learning has received additional funding in 2014/15 bringing the total MCYS funding for Food for Learning to \$325,600. Last school year through our Food for Learning programs there were 163 sites that served 88,0512 meals and snacks to 12820 student with the assistance of 1,237 volunteers that gave 28,575 hours of their time. The number of meals served represents 17% growth over the prior year.

It was reported that Prom Project remains a very successful event that engages the community by asking for gently used formal wear to make available to students who might otherwise not have had the opportunity to attend their graduation or prom events. Student Senate members were actively involved in promoting the event this year. Also new this year was the participation of 'Stitch It' staff from the Quinte Mall, providing simple alterations to the clothing for the students at no cost.

Regarding the Student Emergency Fund, it was noted that Hastings County Council passed a motion to support the Student Emergency Fund with a gift of \$10000. The donation is specifically for Hastings County students and to assist with food and clothing. As of today, 370 requests have been received with the majority asking for support of school team and/or trip participation fees. Food and clothing for students has also been frequently requested. An Ad Hoc Committee has been formed to review the purpose of the Student Emergency Fund. The Committee includes Superintendent Mark Fisher, Principal Grant Montgomery, Principal Joanne Barry, and HPELF Directors Steve Gatward, Susan Sweet and the Chair, Geoff Cudmore. In closing, Ms. deSnoo stated that the relationships with the CYC's in the schools have been key to being able to reach out to students and make the connection with the Student Emergency Fund.

Discussion/clarification items included:

- The promotion and availability of Prom Project to Grade 8 students throughout the district.

Approval of minutes

Moved: J. Cobb

Seconded: J. Williams

That the minutes of the May 11, 2015 regular meeting be approved.

Carried

Business arising from the minutes

The following recommendation is being brought forward from the previous meeting.

Recommendations

Textbook/novel approval

Moved: J. Cobb

Seconded: J. Bray

That the Program and Human Resources Committee recommend that Hastings and Prince Edward District School Board approve the list for use in schools described in Appendix A as contained in the Program and Human Resources Committee Report No. B-1 dated June 8, 2015.

Discussion/clarification items included:

- The recent news coverage regarding residential schools.
- The importance of the book being available in every Canadian home to elevate the awareness of this important part of Canadian history.
- Sensitivity to the age of the students the book is made available to.

Superintendent Portt stated that the resource would be used with teacher support and would not be a required resource. The topic of residential schools is included in the curriculum of social studies, history and geography beginning in Grade 6. The resource will be used in a thoughtful way by teachers who know their students' level of comfort. In support of the Aboriginal Education Strategy it is important to bring culture, history and perspective into all areas of the curriculum.

Carried

Special Education Plan

Superintendent Rogers referred to Report No. B-2 and noted that approval is being sought for the 2014-2015 Special Education Plan. She provided an overview of the background contained in the report. The Summary of Amendments was reviewed by Superintendent Rogers and reflects changes to the Special Education Plan during the 2014-2015 school year.

Moved: L. Kyle
Seconded: J. Williams

That the Program and Human Resources Committee recommend that Hastings and Prince Edward District School Board approve the amendments to the Special Education Plan 2014-2015 as contained in the Program and Human Resources Committee Public Session Report No. B-2 dated June 8, 2015.

Discussion/clarification items included:

- Programs for giftedness and academic enhancement programs.
- The decrease in the number of identified students in comparison to the data provided by People for Education and a request for student to teacher ratio data.

Carried

Information

Managing Information for Student Achievement (MISA) update

Senior ITS Officer, Kelvin MacQuarrie referred to Report No. C-2 and noted that Hastings and Prince Edward District School Board continues to receive MISA funding directly from the Ministry's local capacity building (LCB) funding and our regional MISA professional network center (PNC) funding. The funding for 2014-2015 was targeted towards five different areas that align with the AiM System Plan as well as the Board Improvement Plan for Student Achievement (BIPSA) priorities. David Fox, former superintendent, is acting as the regional coordinator for the MISA PNC.

Senior ITS Officer MacQuarrie provided a summary of the five areas of focus, that included:

- MISA Project REACH – Re-Engaging at Risk Children
- 2014 BIPSA Learning Fair
- School Climate Survey Planning
- Principal Collaborative Inquiry project that focused on numeracy learning
- Teacher Collaborative Inquiry project that focused on assessment for learning

He stated that this is the tenth year that the province has funded the MISA initiatives. The Ministry is currently looking at refocusing some of the work being done in this area.

Director Savery-Whiteway acknowledged Kelvin MacQuarrie's leadership and his seamless collaboration with all partners throughout the district. All of these initiatives are very intentional in their connection to the AiM System Plan and the BIPSA.

Board and Committee meetings 2015-2016

Director Savery-Whiteway stated that Report No. C-3 provides a listing of all regular board and committee meetings for the 2015-2016 school year. This information is being brought forward to all committees and will be finalized at the Board meeting on June 15, 2015.

Information

Trustee proposals and queries

A request was made to have a presentation at the September meeting providing a summary of specialized programs being offered by the board.

Correspondence

None

The Program and Human Resources Committee moved into closed session at 6:37 p.m.



Decision _____ **Information** **X**

To: The Chair and Members of the Program and Human Resources Committee

From: Mandy Savery-Whiteway, Director of Education

Re: **Strategic planning process and next steps**

Purpose

To provide trustees with an update on the strategic planning process and to review the draft strategic plan for 2015-2020.

Background

School boards in Ontario are required by legislation to develop and have in place a multi-year strategic plan. According to section 169.1 of Ontario's *Education Act*, multi-year plans must focus on achieving the following goals: promoting student achievement and well-being; ensuring stewardship of the board's resources; and delivering effective and appropriate education programs to students.

Current situation

The final year of the Achievement in Motion for Student Success System Plan (AiM) was 2014-2015. Planning for a new strategic plan began with consultations with stakeholders through a district survey conducted with the assistance of a third party researcher in late winter 2015. The survey invited community partners, families, students and employees to participate. The final report from the survey serves as a key source of data for planning.

On February 26, 2015, trustees and leaders from across the system met to consider the future direction for the organization. Feedback was collected, collated and provided back to the group for additional input. On April 21, 2015, staff at the Education Centre were provided with an update on the process and contributed input on their vision of Hastings and Prince Edward District School Board in five years.

On April 28, 2015 and on May 12, 2015, system coordinators, managers, supervisors, officers, school leaders and members of the senior team came together to formalize the planning process.

The group began the process by creating draft vision and mission statements. Draft strategic priorities were also generated.

The Student Senate offered feedback on the draft vision, mission and strategic priorities on May 21, 2015.

On June 15, 2015 trustees attended a work session to review the strategic planning process and the draft vision, mission and strategic priorities. Trustees revised and refined the drafts.



Coordinators, managers, supervisors, officers, school leaders and members of the senior team come together to review feedback and revise and refine the drafts and identify strategic goals on June 29, 2015.

Refinements continued throughout the summer via email with trustees and the planning group and the draft plan including the vision, mission, strategic priorities and goals was presented at the August 27, 2015 System Meeting.

Following the August 27, 2015 System Meeting, feedback was further invited on the draft strategic plan through the Board website and Twitter as well as through the “Welcome back” message from the Director of Education to all employees.

Next Steps

1. Refinements will continue through trustee committee meetings on September 14, 2015.
2. Feedback from the website will be reviewed and considered through Administrative Council prior to the Board meeting in September. Refinements will continue.
3. The draft strategic plan will be presented to trustees for approval at the September 28, 2015 Board Meeting.

Appendix

Draft strategic plan 2015-2020

Respectfully submitted,

**Mandy Savery-Whiteway
Director of Education**



Draft 2015-2020 Strategic Plan

The following is proposed content for the new strategic plan. A designed version will be created once the content is finalized.

Vision

Students prepared and empowered for the possibilities of today and tomorrow.

Mission

We create dynamic, inclusive educational experiences that develop capable, confident, curious learners who thrive and contribute to their communities.

Strategic priorities

- Achieving Excellence & Ensuring Equity
- Well-Being
- Learning & Leadership
- Public Confidence

Strategic goals

ACHIEVING EXCELLENCE & ENSURING EQUITY

- Increase graduation rates and reduce achievement gaps for students not yet at the provincial standard.
- Provide programs and services to help each student achieve success.
- Support all students to be global-minded leaders and learners.

WELL-BEING

- Develop the elements of well-being for students and employees collaboratively.
- Create welcoming, inclusive and safe learning environments that optimize students' potential.
- Build the capacity of employees to deliver positive social and emotional learning experiences.

LEARNING & LEADERSHIP

- Collaborate as a learning organization to engage all employees in developing their growth plans.
- Involve students, cultivate student leadership and voice.
- Implement a renewed succession planning process for school and system leaders.

PUBLIC CONFIDENCE

- Ensure effective management of all resources (human, financial, environmental, etc.)
- Operate through good governance.
- Be leaders in public education.