

**AGENDA: approximately 7:30 pm (immediately following Organizational Board)**

1. Call to Order and Land Acknowledgement
2. O Canada
3. Meeting Roll Call
4. Approval of the Agenda
5. Declarations of Conflict of Interest
6. [Confirmation of the Minutes: October 28, 2024](#)

Reports from Trustee Special Committees:

7. [Program – October 21, 2024](#)
8. [Finance & Facilities – October 22, 2024](#)
9. [Human Resources – October 29, 2024](#)
10. [Audit – November 12, 2024](#)

Reports from Staff:

11. [Community Advisory Committees – Membership Appointments](#)

12. Resolution Into Committee of the Whole (Private Session) as per the Education Act, Section 207.2 (b) *the disclosure of intimate, personal or financial information in respect of a member of the board or committee, an employee or prospective employee of the board or a pupil or his or her parent or guardian*

***Meeting Resumes in Public Session***

13. Report from Committee of the Whole (Private) – November 18, 2024
14. Oral Reports from Liaison Committees:
  - A. City/School Board Liaison Committee
  - B. Hamilton-Wentworth Council of Home & School Associations
  - C. Hamilton Foundation for Student Success
  - D. Ontario Public School Boards' Association (OPSBA)
15. Adjournment

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**Trustees:** Kathy Archer\*, Becky Buck\*, Sabreina Dahab, Dawn Danko, Amanda Fehrman, Maria Felix Miller, Graeme Noble, Paul Tut, Todd White, Elizabeth Wong<sup>(R)</sup>.

**Student Trustees:** Oluwafikunayomi (Fikun) Alabi and Victoria Li. **Shakowennakara:tats:** Daunte Hillen.

\*electronic participation, <sup>(R)</sup> regrets

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## 1. Call to Order

Chair Miller called the meeting to order at 6:59 p.m. No declarations of conflict of interest were made.

## 2. Approval of the Agenda

**RESOLUTION #24-131:** Trustees White/Noble moved that the agenda be amended to add a return to private session following the oral reports.

**CARRIED**

Student Trustees Alabi, Li and Shakowennakara:tats Hillen voted in favour.

## 3. Confirmation of the Minutes

**RESOLUTION #24-132:** Trustees Tut/White moved that the Minutes from October 7, 2024, be confirmed.

**CARRIED**

Student Trustees Alabi, Li and voted in favour.

(Shakowennakara:tats Hillen was absent for this vote)

## 4. Correspondence – J. Weresch re: Fundraising

**RESOLUTION #24-133:** Trustees Buck/Danko motioned that the correspondence be referred to staff to verify the statements made and report back to Trustees at a later date.

**CARRIED**

Student Trustees Alabi, Li and voted in favour.

(Shakowennakara:tats Hillen was absent for this vote)

**RESOLUTION #24-134:** Trustees White/Dahab moved that the correspondence related to Fundraising from Joshua Weresch be received.

The motion **CARRIED** on the following division:

**In Favour (7):** Trustees Archer, Buck, Dahab, Danko, Noble, Miller, White.

Student Trustees Alabi, Li and voted in favour

**Opposed (2):** Trustees Fehrman and Tut

(Shakowennakara:tats Hillen was absent for this vote)

## 5. Policy Committee – October 3, 2024

**RESOLUTION #24-135:** Trustees White/Noble moved that the Policy Committee report from October 3, 2024, be approved including the Advocacy Expenditures and Brand Identity policies.

**CARRIED**

Student Trustees Alabi, Li and Shakowennakara:tats Hillen voted in favour.

## 6. Special Education Advisory Committee – September 24, 2024

**RESOLUTION #24-133:** Trustees Danko/Fehrman moved that the Special Education Advisory Committee report from September 24, 2024, be received.

**CARRIED**

Student Trustees Alabi, Li and Shakowennakara:tats Hillen voted in favour.

## 7. French as a Second Language – October 2, 2024

**RESOLUTION #24-134:** Trustees Noble/Dahab moved that the French as a Second Language Committee report from October 2, 2024, be received.

**CARRIED**

Student Trustees Alabi, Li and Shakowennakara:tats Hillen voted in favour

## 8. Update on Resolution #23-165

Staff provided an update noting the following:

### *Staff Training - Islamophobia and Anti-Palestinian Racism*

- KR Consulting was acquired to develop learning content and provide staff training
- Learning goals focus on understanding, recognizing and challenging Islamophobia, anti-Muslim racism and anti-Palestinian racism
- Training to take place on November 1, 2024

### *Staff Training - Antisemitism*

- Facing Histories and Ourselves Canada acquired to develop learning content and provide staff training
- Learning goals focus on understanding, recognizing and challenging antisemitism
- Training to take place over January and February 2025

### *Student Dress Guidelines*

- Updated Student Dress Guidelines were released to the HWDSB community on August 26, 2024
- Staff will continue to monitor the implementation of these guidelines and provide supports to schools as needed

### *Fundraising Policy*

- The fundraising policy was updated and approved on May 27, 2024.
- Awareness and understanding of the policy and its application was promoted with Principals and Vice-Principals on October 9, 2024.

## 9. Student Trustees' and Shakowennakara:tats Report

Student Trustees Alabi and Li provided a verbal update:

- Charged Up for Change event – discussion about advocating advocate for equity and inclusion in the community
- Student Senate Meetings for the 2024-2025 school year begin the week.
- Attended HWDSB's Eco-summit with over 180 students from 13 secondary schools participated

- OSTA's Public Educations Interest Group Cabinet meeting – planning workshops, activities and arranging guest speakers for the upcoming general meeting next month

Shakowennakara:tats Hillen provided a verbal update:

- Highlighting the importance of mental health and well-being in the community
- Charged Up for Change event – participated in the event and appreciated the experience of self-expression through music to encourage creativity and connection
- Continuing to accept applications for HearNowON Conference taking place in November
- Attended On My Way Pathways Event last week – had an opportunity to speak to students about resources and supports available through CC:Rose and Indigenous Education and Wellness

#### **10. Director's Report**

Director Sheryl Robinson Petrazzini presented the [Director's Report](#) which highlighted the following:

- visits to Sherwood and Viola Desmond Elementary to enjoy recent renovations
- Celebrating HWDSB:
  - 100 Years at W. H. Ballard (in attendance was former Trustee Ray Mulholland who was once a student at W.H. Ballard)
  - 28th ACCPI Awards
  - Annual School Council Start-up hosted by Parent Council Committee
  - On My Way Pathways Event

#### **11. Chair's Report**

Chair Miller brought forth her report and highlighted Trustee attendance at the ACCPI Awards event as well as the 100 Year Celebration at W.H. Ballard. Chair Miller shared her appreciation for the opportunity to be the Chair for the past term and noted that the next meeting would be the Organizational Board Meeting on November 18, 2024.

The meeting adjourned at 9:15 p.m.

Reference: [Agenda Package](#) and [Recording, Recording Part2](#)

## COMMITTEE REPORT

Presented to: Board

Date of Meeting: November 18, 2024

From: Program Committee

Date of Meeting: October 21, 2024

The committee held a hybrid meeting on October 21, 2024, at 6:00 pm with Trustee Amanda Fehrman presiding.

Members: Trustees Kathy Archer\*, Sabreina Dahab<sup>(R)</sup>, Dawn Danko<sup>(R)</sup>, Amanda Fehrman and Elizabeth Wong<sup>(R)</sup>. Also in attendance Trustee Maria Felix Miller\*

\* electronic participation, <sup>(R)</sup>regrets

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### ACTION ITEM:

#### A. Program Strategy Review – Scope

Staff shared that the scope of the program review would include three-parts:

1. Elementary Program Strategy
  - Last reviewed in 2016
  - Overview of programs and strategies
    - Instrumental music
    - Focus Programs
    - Interventions/Special Education
    - Facilities to support Elementary Program Strategy
2. French Immersion Location Strategy & Application Procedure
  - Last reviewed in 2016
  - Location strategy – viability of the French Immersion (FI) program, balance between FI and English in dual track schools, boundaries and locations
  - Application process
3. Secondary Program Strategy
  - Last reviewed in 2013
  - Review to include Tier 1 (all students), Tier 2 (some students) and Tier 3 (few students) programs

**On the motion of Trustee Archer, the Program Committee recommends that the scope of the forthcoming review of the Elementary Program Strategy, including Elementary French Immersion and Secondary Program Strategy be approved.**

**CONSENT**

### MONITORING ITEMS:

#### B. Board Improvement Plan 2023-2024 Report

With the launch of the Multi-Year Strategic Plan (MYSP) 2023-2028, in January 2024, staff worked collaboratively as interdisciplinary teams to meet the five overarching pillars of the Multi-Year Strategic Plan and address the goals in the Board Improvement Plan.

Staff highlighted the following achievements for each of the goals:

##### Goal: Improve Literacy Achievement for Every Student

- 5% increase in Gr. 3 Reading and 7% increase in Gr. 3 Writing overall
- 41% increase in Gr. 3 Reading at Strathcona who achieved provincial standard and above on report card (compared to last year)
- 28% increase in Gr. 6 Writing at Hess who achieve provincial standard and above on report card (compared to last year)
- 4% increase in number of students successful in the OSSLT at Sir Winston Churchill and Dundas Valley

##### Goal: Improve Numeracy Achievement for Every Student

- 30.9% increase in Gr. 6 students at Janet Lee who achieved provincial standard and above on report card (compared to last year)
- 33.4% increase in Gr. 3 students at Cathy Wever who achieved provincial standard and above on report card (compared to last year)

- 16% increase in the number of Gr. 9 students at Bernie Custis Secondary School who achieved L3 or above on Gr. 9 Math EQAO
- 7.1% (MP) and 6.4% (All School) increase in Gr. 3 students achieving provincial standard in Gr. 3 Math

Goal: Improve Preparedness for the Future of Every Student

- 85% of our students are graduating in 5 years
- 15% increase in students participating in job skills programs (SHSM, Dual Credits, OYAP) (39%)
- 9% increase in Gr. 10 students 16/16 credits (76%)
- 5% increase in Gr. 9 students achieved all 8 credits (85%)

Goal: Increase Engagement for Every Student

- 7% increase in students attending school 90% of the time
- 67% of Gr. 12 students reported on their Exit Survey that they felt welcome in school
- 63% of Gr. 12 students reported that students from all backgrounds see themselves represented in course materials

Goal: Improve Well-Being for Every Student

- 69% of students said their mental was 'good' or 'very good to excellent'
- 56% of Gr. 12 students feel good about being in their school and classrooms
- 75% of students who completed the recent School Climate Survey identified they knew where to go for help with how they are feeling

Staff have seen notable improvements in EQAO Assessments, the five-year graduation rate, credit accumulation, participation in job skills programs and student attendance. Staff are committed to a culture of improvement and as such the Board Improvement Plan will be reviewed this fall, updated with new progress indicators, and published as the Board Improvement Plan 2024-2025.

**C. Math Achievement Action Plan 2024-2025**

Staff presented the Math Achievement Plan for 2024-2025, noting that it builds on the efforts from the 2023-2024 school year and continues to focus on the use of proven evidence informed strategies and approaches to address the needs identified in schools. The three priority actions include Curriculum Fidelity, Math Content Knowledge for Teaching and Knowing Your Student. The 2024-2025 MAAP will support and enhance student competence and confidence in Math by:

- Applying a more consistent approach to assessing, monitoring and responding to student learning of key concepts,
- Placing a greater emphasis on collaboration with students, and families,
- Providing professional learning for all grade 3, 6, 9 and 10 teachers across all schools (in addition to the math priority schools), as well as
- Monitoring the levels of achievement of students supported through curriculum modifications on math report cards.

Staff also noted that the plan will continue to focus on knowing students, including understanding and meeting individual student needs to improve their achievement in mathematics

**D. Review of the Program Committee Workplan**

Staff reviewed the committee workplan.

Respectfully submitted,  
Amanda Fehrman, Chair of the Committee

Reference: [Committee package](#), [Meeting Recording](#) and [Presentation](#)

## COMMITTEE REPORT

Presented to: Board

Date of Meeting: November 18, 2024

From: Finance and Facilities Committee

Date of Meeting: October 22, 2024

The committee held a hybrid meeting on October 22, 2024, at 6:00 pm with Trustee Paul Tut presiding.

Members: Trustees Becky Buck\*, Amanda Fehrman, Maria Felix Miller, Paul Tut and Todd White<sup>(R)</sup>

\*Electronic participation, <sup>(R)</sup>Regrets

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### MONITORING ITEMS

#### A. Capital Projects Budget Update

Staff reviewed the three categories of funding sources for capital renewal projects: School Renewal Allocation (SRA), School Condition Improvement (SCI) and Proceeds of Disposition (POD). Each of the funding sources are reviewed with Trustees on an annual basis (at minimum) since the development of the Multi-Year Capital Plan (April 25, 2016, and updated December 16, 2021). Staff also share updates for approval under the annual budget process, which includes the school year projected capital and renewal spending for each category, plus Capital Priorities (June 8, 2023). These estimates are referenced in the Long-Term Facilities Plan annual update (September 19, 2023). Staff estimate the anticipated spending of each funding source through the annual budget process to inform Trustees of the expected expenditures and track to ensure adequate funding is available for each individual project. These project values are tracked and shared with Trustees through the quarterly Capital Projects Updates (September 24, 2024).

Recent projects have been impacted by cost increases, and although staff revise budgets based on cost estimates and market conditions, costs continue to fluctuate, impacting the Ministry funds available. To offset these expenditures, staff utilized an additional \$6M of proceeds of disposition. The balance of POD as of August 31, 2024, is estimated to be \$76.4M.

#### B. Elementary and Secondary Enrolment Update

Preliminary school staffing is calculated on 2024-25 projected enrolment. Every September, once enrolment is determined, elementary school staffing organization is completed based on class size and collective agreement requirements. Secondary school staffing adjustments are made in semester two based on actual enrolment. Core Education Funding is based on two enrolment dates: October 31 and March 31. Year over year enrolment has increased, however, our projected enrolment as of September 30 has seen a decrease. Staff will continue to monitor enrolment and provide further updates.

#### C. Education Funding Consultation

The Committee reviewed the document provided by the Ministry, related to Education Funding for 2025-26. Staff advised that Ontario Public School Boards' Association (OPSBA) and Council of Senior Business Officials (COSBO) plan to provide feedback to the Ministry.

#### D. Grade 9 Retention Averages (2020 to 2023)

As part of enrolment monitoring, staff track students as they move from Grade 8 to Grade 9. The aggregate retention rate is a representation of the number of students in a cohort that were enrolled in Grade 8 relative to their enrolment in Grade 9. Data was presented showing the average trend from 2020 to 2023.

Respectfully submitted,  
Paul Tut, Chair of the Committee

Reference: [Committee Package](#) and [Recording](#)

### COMMITTEE REPORT

Presented to: Board

Date of Meeting: November 18, 2024

From: Human Resources Committee

Date of Meeting: October 29, 2024

The committee held a hybrid meeting on October 29, 2024, at 6:12 pm with Trustee Dawn Danko presiding.

Members present: Trustees Sabreina Dahab<sup>(R)</sup>, Todd White<sup>(R)</sup> and Elizabeth Wong<sup>(R)</sup>. Also in attendance Trustee Maria Felix Miller\* and Paul Tut\*

\* electronic participation, <sup>(R)</sup> regrets

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#### MONITORING ITEMS

##### A. Staffing and Recruitment Update

Staffing and Recruitment continue to recruit for Elementary Occasional Teachers in all qualifications, with a focus on French, English as a Second Language, Junior and Intermediate qualifications. Secondary Occasional Teachers are actively being recruited with a focus on all qualifications, particularly Technological Studies and Teaching English Language Learners. HWDSB is also seeking tech-specific Secondary Teachers to address the high demand for educators in Construction, Manufacturing, and Transportation trades. HWDSB continues to recruit for Casual Educational Assistants through targeted outreach initiatives directed towards post-Secondary institutions and community as this continues to be a recruitment pressure point for the organization.

In alignment with HWDSB's Human Rights and Equity Action Plan, the department is developing an "Inclusive Recruitment" training module, which will be available on the HUB for all non-unionized employees involved in hiring and onboarding. This module will emphasize the importance of equitable recruitment practices and clearly outline HWDSB's expectations throughout the hiring process. The module is currently in the development stage and is anticipated to be accessible by the beginning of the new year.

##### B. Employee Attendance Monitoring Report (Sept 2023 – 2024)

The HWDSB attendance rate is a review of personal illness, medical appointments, and dental appointments pursuant to central sick leave collective agreement provisions. Over the 2023-2024 school year, permanent Board employees utilized an average of 16.85 personal illness days. In comparison, the average was 16.31 days over 2022-2023 school year. This is an increase of 0.54 days per 1.0 FTE. The Employee Support and Wellness (ESW) Department continues to support staff with early intervention, return-to-work planning and accommodations and continues to monitor attendance rates while working closely with our Employee and Family Assistance Provider (EFAP), Homewood Health, in promoting available resources and services to support HWDSB staff through a variety of avenues.

##### C. 2023-2024 Workplace Violence Summary

Health and Safety (H&S) provides an annual summary of workplace violence reporting statistics. The data provided reflects reports received from staff where they believe the threshold of workplace violence as defined in the Occupational Health and Safety Act has been met. For the 2024-2025 school year, Special Education, Inclusion and Equity staff have begun to implement newly created multi-disciplinary teams to support school staff, students and families. A review of Board procedures continues into the 2024-2025 school year, which includes consultation with union partners on our processes relating to responding to challenging student behaviour.

Respectfully submitted,  
Dawn Danko, Chair of the Committee

Reference: [Committee Package](#) and [Recording](#)



## BOARD REPORT

Monday, November 18, 2024

### Community Advisory Committees - Membership

Submitted By: Sheryl Robinson Petrazzini

Prepared By: Heather Miller, Officer of Trustee Services

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#### Recommendation:

That the membership appointments to the following Community Advisory Committees be approved:

- Faith Advisory Committee
  - French as a Second Language Advisory Committee
  - Human Rights & Equity Advisory Committee
  - Rural Schools Advisory Committee
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#### Background:

The Board of Trustees considers Community Advisory Committee memberships annually between September 1<sup>st</sup> and the Organizational Board Meeting in November in accordance with the Board of Trustees Governance Manual.

#### Status:

Community Advisory Committee membership names have been submitted by each of the committees for consideration by the Board – please refer to [Appendix A](#) for names and length of term for each committee.

#### Financial Implications:

There are no known financial implications.

#### Strategic Directions:

##### Collaborating with Students, Families & Communities

*We will build reciprocal relationships and partnerships to enhance access and engagement for students, families, and communities.*

**Faith Community Advisory Committee  
Membership 2024-2025**

<b>Faith Affiliation</b>	<b>Parent/Guardian/Caregiver/Community Leader</b>	<b>Term Expiry</b>
Bahá'í	Geoffrey Cameron	June 30 2025
Buddhist	Charles Chiarelli	June 30 2026
Christian	TBA	
Hindu/Jain	Pooja Mathuria	June 30 2025
Jewish	TBA	
Muslim	TBA	
Sikh	Sukhi (Sukhdeep) Dhillion	June 30 2025
Indigenous Philosophy	Nick Sahami	June 30 2025
Community Membership at Large	Mahendra Deonarian	June 30 2025
Student Membership	Lauraline Gardner	June 30 2025
Student Membership	TBA	
Student Membership	TBA	

**French As a Second Language Community Advisory Committee  
Membership 2024-25**

<b>Name</b>		<b>Term Ending</b>
Catherine Roberts	Secondary Parent, French Immersion (Westdale)	June 30 <sup>th</sup> , 2025
Jeremy Galea (Co-Chair)	Canadian Parents for French	June 30 <sup>th</sup> , 2025
Kylie Seely	Elementary Parent, French Immersion (Lawfield)	June 30 <sup>th</sup> , 2025
Sabrina Varghese	Elementary Parent, French Immersion (Guy Brown)	June 30 <sup>th</sup> , 2026
Shawn Harvey	Elementary Parent, French Immersion (Dundana)	June 30 <sup>th</sup> , 2026
Aaron Thompson (Co-Chair)	Secondary Parent, French Immersion (Sherwood)	June 30 <sup>th</sup> , 2025
Julie Sadonoja	Elementary Parent, French Immersion (Michäelle Jean)	June 30 <sup>th</sup> , 2025
Vicky Mutamba	Secondary Parent, French Immersion (Westdale)	June 30 <sup>th</sup> , 2026
Nicole Zhou	Student Representative (Nora Frances)	June 30 <sup>th</sup> , 2025
Teagan Peters	Student Representative (Westdale)	June 30 <sup>th</sup> , 2025

**Human Rights & Equity Community Advisory Committee  
Membership 2024-2025**

<b>Name</b>	<b>Organization/Affiliation</b>	<b>Term Ending</b>
Mesum Ali	Student (Orchard Park)	June 30, 2025
Sumayyah Satia	Student (Westdale)	June 30, 2025
Catlyn Abigail Erazo Maldonado	Student (Nora Henderson)	June 30, 2025
Grey Sandilands	Student (Glendale)	June 30, 2025
Tehreem Zafar	YWCA Hamilton	June 30, 2025
Gopal Banerjee	Hamilton Community Legal Clinic	June 30, 2026
Emily Geleyn	Pathways to Education	June 30, 2026
Rebecca Morikawa	Empowerment Squared	June 30, 2025
Penny McAndrews	Parent (Dundas Valley, Hill Park Alter. Ed., Sir William Osler)	June 30, 2025
Inbal Chaimovitz	Parent, Dundas Valley	June 30, 2026
Haniyyah Ali	Parent, Mount Albion ES	June 30, 2025
Jordan Fudge	Parent, Queen Mary ES	June 30, 2025
Joyce Maina	Parent, Viscount Montgomery	June 30, 2026

**Rural Schools Community Advisory Committee  
Membership 2024 -2025**

<b>School</b>		<b>Term Expiry</b>
Balaclava	Jennifer Lowe	June 30, 2025
Bellmoore	Raman Rakkar	June 30, 2025
Flamborough Centre	Leah Young	June 30, 2025
Greensville	Katherine Hamstra	June 30, 2025
Michaelle Jean	Suzanne Hall	June 30, 2025
Millgrove	Chantal Kemp/Robert Regan	June 30, 2025
Mount Hope	Heidi Oglesby	June 30, 2025
Rockton	Tanya Brouwer	June 30, 2025
Tapleystown	Kristy Creen	June 30, 2025