

YORK REGION DISTRICT SCHOOL BOARD

MINISTER'S DIRECTION 2 TO THE YORK REGION DISTRICT SCHOOL BOARD

GOVERNANCE, HUMAN RIGHTS AND EQUITY TRAINING FOR THE BOARD (TRUSTEES)

Background:

On January 26, 2017 Minister of Education M. Hunter appointed two external investigators to conduct an expedited review of the performance of the York Region District School Board under the authority of the Provincial Interest in Education Regulation.

On April 11, 2017 the Minister of Education submitted a letter with a list of 22 Directions to the York Region District School Board. Timelines and deliverables were outlined.

Rationale:

In response to Direction Two (Appendix 1) from the Minister of Education to undertake training in relation to Board responsibilities as governors, including human rights and equity training, the following plan has been developed.

Previously Offered Professional Development Opportunities

At the beginning of the 2014-2018 Term of Office a comprehensive Trustee Orientation Program was provided. The program included training, presentations and information sharing on all matters related to good governance and the roles and responsibilities of trustees, particularly those identified in Bill 177, Student Achievement and School Board Governance Act. All trustees received copies of the Ontario Public School Boards' Association (OPSBA) *Good Governance: A Guide for Trustees, School Boards, Directors of Education and Communities* and were provided access to the online *Good Governance for School Boards: Trustee Development Program* modules offered in collaboration from the Ontario Education Services Corporation (OESC) partners, including OPSBA.

All trustees were invited to attend the OPSBA Public Education Symposium on January 29-31, 2015 where the following sessions related to the governance role of trustees were delivered:

- Achieving Excellence: A Renewed Vision for Education in Ontario
- Voice of Experience: Reflections on the Role of Trustee
- Making Connections: Strategic Planning and the Renewed Vision for Education in Ontario
- Aligning Resources to Priorities: What do you need to know? What do you need to ask?
- How Do School Boards Keep Relevant: Good Governance/Ethical Leadership
- The Changing Role of Trustee
- School Board Governance: Setting the Conditions for Effective Management

Seven of our 11 trustees attended the symposium.

In order to ensure this valuable training is available to all trustees in the future, the Trustee Services policy and procedure was updated to maximize trustee participation in the first OPSBA PES after any regular Municipal Election by covering the cost.

In the York Region District School Board's response to the Minister dated January 13, 2017, trustees committed to engaging in professional development in the area of governance. To support immediate learning in this area, hard copies of the Good Governance Guide and the Trustee Professional Development Program were distributed to each trustee at the end of January. Subsequent training was provided to trustees on April 3, 2017 as outlined below.

Step 1: Repeat Governance Training Session

Board Services staff have arranged for a repeat of the governance training provided to trustees and senior staff members on April 3, 2017 for those who were not able to attend the original session. A summary of training provided is outlined in Appendix 2. A complete copy of the presentation materials and resources will be provided to the Minister for reference.

A training session has been scheduled on June 19, 2017.

Step 2: Self-Directed Governance Learning

In order to confirm that trustees have reviewed and understand their governance role, all trustees will confirm completion of the following OESC online modules by June 30, 2017.

- Module 1: Effective Governance through Ethical Leadership
- Module 2: Effective Governance for Student Achievement and Well-being - Boards Matter!
- Module 3: Right from the Start - Roles and Responsibilities

Trustees will be asked to complete the remaining modules at their own pace in order to ensure they are aware of all aspects of their governance role.

The Trustee Orientation Program for the 2018-2022 Term of Office will include a requirement for all trustees to confirm completion of all of online modules.

The Director and Corporate Secretariat and Trustee Services will support ongoing trustee learning in the area of governance, as required.

Step 3: Immediate Training Plan Regarding Equity

Board staff members have engaged the services of the Turner Consulting Group to conduct meaningful equity training for trustees. The training will consist of three, three-hour sessions led by an external expert from Turner Consulting and include reflective exercises for all trustees.

The sessions will cover the following topics:

- Session One
 - Introduce foundational concepts to support understanding of equity and oppression and begin to develop skills for analyzing various forms of oppression.
- Session Two
 - Build understanding on systemic oppression, how it is embedded and how it is maintained. During this session, skills for analyzing oppression within organizations will be further developed.

- Session Three
 - Reflection on how social identities can affect interactions and perspectives. This session will also explore methods of applying equity, diversity and inclusivity into decision making as leaders of the organization.

These three training sessions have been scheduled on May 15, 2017, May 29 2017 and June 12, 2017.

Step 3: Human Rights Training for Trustees

Staff has reached out (Appendix 3) to the Ontario Human Rights Commission to conduct meaning Human Rights Training for trustees.

Every effort will be made to schedule this training in the spring 2017.

Step 4: Long-term Capacity Building and Equity Training

As recommended by the Ministry of Education's appointed reviewer, Mr. Patrick Case, Board staff have engaged equity expert Ms. Tina Lopes. Ms. Lopes will conduct long-term training, and support to build internal capacity and ensure that accountability measures in the area of equity are built into the work of trustees and senior team. This work will begin in June 2017 and carry on as required beyond July 11, 2017.

As outlined in the Minister's Direction, all trustees are required to complete the training. A commitment letter (Appendix 4) signed by all trustees will be provided to the Minister.

A report confirming completion of training will be shared with trustees at the July 10, 2017 Special Board meeting and submitted to the Minister of Education no later than July 11, 2017.

Relationship to Board Priorities:

Reports on the Minister's direction to the York Region District School Board will support student achievement and well-being, delivery of effective and sustainable educational programs and the stewardship of Board resources.

Estimated Cost:

To be determined.

Timeline:

Immediate

Recommendation:

That the York Region District School Board approve the following recommendations.

- 1) That the Board receive the plan for governance, human rights and equity training for the Board (Trustees).
- 2) That trustees commit to complete the training as outlined in this report.
- 3) That in accordance with the timelines outlined in Direction 2 from the Minister of Education, Board Chair L. Carruthers be authorized to submit this report to the Minister of Education by April 28, 2017.

Communications Implementation Plan:

Chair's Committee Meeting	April 25, 2017
Special Board Meeting	April 27, 2017

Appended Data:

Appendix 1: Deliverables, Timelines and Status Report (Direction 3)
Appendix 2: Summary of Training Topics from April 3, 2017
Appendix 3: Request for Training by the Ontario Human Rights Commission
Appendix 4: Commitment Letter

Respectfully submitted,

April 27, 2017

For further information, please contact Board Chair L. Carruthers, Coordinating Superintendent C. Roach or the Director of Education.

Minister's Direction to the York Region District School Board

Direction 2

That the Board collectively and urgently undertake meaningful training in relation to their responsibilities as governors, including human rights and equity training. This training is to be provided by a party external to the school board.

Further, that the Board provide a plan to implement this direction which includes the dates, specific topics and names of the external training provider(s), and that provides for learning to acquire a full understanding of the individual and collective responsibilities of the Board, and of effective practices to fulfill those responsibilities.

That the submitted plan contain a commitment on the part of each member of the Board to complete the training as confirmed by each Board member's signature to the plan.

Staff Lead: Cecil Roach (Chair/Vice-Chair)

Staff Support: Scott Yake, Leslie Johnstone, Lisa Reinhardt, Jeff Fair

Final Completion Date: July 11, 2017

Deliverables, Timing and Status

Deliverables	Timing	Status
April 28, 2017 submit a plan to Minister	<ul style="list-style-type: none">- Chair's Committee Meeting - April 25, 2017- Special Board Meeting - April 27, 2017- Report to Minister April 28, 2017	Complete
July 11, 2017 submit report confirming completion of training	<ul style="list-style-type: none">- Chair's Committee Meeting - June 20, 2017- Special Board Meeting - July 10, 2017- Report to Minister July 11, 2017	

SUMMARY OF TRAINING

APRIL 3, 2017

The following topics were outlined at the Governance Training Session provided to trustees and senior staff on April 3, 2017

- Legal Framework for Education in Ontario
- Role of Trustee
- Dignity of the Office
- Duties of a School Board
- Powers of a School Board
- Financial Affairs
- Collective Bargaining
- Conflict of Interest
- Duties of Trustees
- Duties of the Chair
- Duties of the Director of Education
- Effective Communication
- Meetings (including in Camera Meeting requirements and confidentiality)
- Resignation of Trustees
- Vacancies
- Records - Disclosure and Privacy
- Safe Schools
- Equity and Inclusive Education
- Honoraria and Expenses
- Other Legislation
 - Human Rights Code,
 - Occupational Health and Safety Act,
 - Employment Standards Act,
 - Pay Equity Act,
 - Occupiers' Liability Act,
 - Workplace Safety and Insurance Act,
 - Child and Family Services Act,
 - Youth Criminal Justice Act,
 - Municipal Conflict of Interest Act,
 - Municipal Freedom of Information and Protection of Privacy Act



THE EDUCATION CENTRE - AURORA

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Website: www.yrdsb.ca

April 24, 2017

Renu Mandhane, Chief Commissioner
Ontario Human Rights Commission
180 Dundas Street West, 9th Floor
Toronto, ON M7A 2R9

Dear Ms. Mandhane,

As you are aware, following a recent review, York Region District School Board has received a letter from the Minister of Education outlining 22 directives.

These directives include “developing a strategic and intentional plan to re-build trust with communities in the board.” They also include undertaking “comprehensive training on data collection in the context of upholding and furthering human rights,” and working with the Ontario Human Rights Commission “to monitor the progress of data collection and its use to further equity within the board.”

We are taking the issues raised in the report very seriously and have already begun to implement the Minister’s directives. We are committed to working with our students, staff members, families and community partners to address the concerns and rebuild public confidence in our Board.

To ensure that we implement these directives in a manner that ensures human rights and equity are at the center of our approach, we respectfully request an opportunity to partner with the Ontario Human Rights Commission in addressing these matters.

We look forward to your response and partnership in continuing the important work of providing safe, equitable and inclusive learning and working environments that enable our staff and students to succeed.

Sincerely,

Leslie Johnstone
Acting Director of Education
York Region District School Board

cc: Lorelea Carruthers, Chair, York Region District School Board
Corrie McBain, Vice-Chair, York Region District School Board
Cecil Roach, Coordinating Superintendent, Equity and Community Services



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April 28, 2017

The Honourable Mitzi Hunter, Minister of Education
Mowat Block, 22nd Floor
900 Bay Street
Toronto, ON M7A 1L2

Dear Minister Hunter,

In accordance with Direction 2 to the York Region District School Board which reads as follows:

That the Board collectively and urgently undertake meaningful training in relation to their responsibilities as governors, including human rights and equity training. This training is to be provided by a party external to the school board.

Further, that the Board provide a plan to implement this direction which includes the dates, specific topics and names of the external training provider(s), and that provides for learning to acquire a full understanding of the individual and collective responsibilities of the Board, and of effective practices to fulfill those responsibilities.

That the submitted plan contain a commitment on the part of each member of the Board to complete the training as confirmed by each Board member's signature to the plan.

The Trustees of the York Region District School Board confirm our commitment to the plan (Appendix A) and attendance of each trustee at scheduled training sessions.

Sincerely,

SIGNATURES TO BE INSERTED FOR SUBMISSION TO MINISTER

Peter Adams-Luchowski	Linda Aversa	Loralea Carruthers
Carol Chan	Anna DeBartolo	Susan Geller
Corrie McBain	Juanita Nathan	Billy Pang
Allan Tam	Martin Van Beek	

cc: L. Johnstone, Acting Director of Education, York Region District School Board
B. Rodrigues, Deputy Minister, Ministry of Education