

YORK REGION DISTRICT SCHOOL BOARD

MINISTER'S DIRECTION 4 TO THE YORK REGION DISTRICT SCHOOL BOARD

PLAN TO REBUILD TRUST

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 Four (Appendix 1) from the Minister of Education that the Board develop a strategic and intentional plan to rebuild trust with communities in the Board, and that the plan include re-engagement on the part of the Board, the following plan is being proposed.

| Stakeholder: Students | |
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| Action | Timeline |
| 1. Use the student climate survey data to inform and create engagement strategies at the local school, area and board levels. | 1. Survey complete on April 28, results to be analyzed and used for 2017-2018 school year. |
| 2. Undertake the Every Student Counts Survey and use its findings to engage and create strategies for students, particularly for those who may feel marginalized. | 2. In accordance with timelines directed by the Minister of Education. |
| 3. Provide students with meaningful opportunities to share input with their school and the board: a. Engage students in identifying solutions as part of the process for school improvement planning. b. Our Voice student conference focused on building positive relationships through equity and inclusivity. c. Have an opportunity to vote for their student trustees annually. | 3. Ongoing, Our Voice conference scheduled for May 1. |
| 4. Continue to seek methods to capture student voice and engage students as part of central decisions and operations. | 4. Ongoing. |

| Stakeholder: Parents | |
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| Action | Timeline |
| <ol style="list-style-type: none"> 1. Conduct Town Hall meetings <ul style="list-style-type: none"> ○ Inclusive Schools and Community Services will coordinate Town Hall meetings in each of the Board's four areas, ○ Include Trustees, senior staff ○ Give attendees an opportunity to provide feedback and input to Board priorities and initiatives. 2. Use the parent climate survey data to inform and create engagement strategies to rebuild trust at the local school, area and board levels. 3. Coffee Chats <ul style="list-style-type: none"> ○ The Board chair and local Trustee will host "coffee chat" drop-in sessions for parents and community members to have an opportunity to meet and engage with Trustees. 4. Increase and enhance use of existing communication tools for Chair, Trustees and senior staff members <ul style="list-style-type: none"> ○ Messaging on Board's website for both Chair and Director of Education will focus on keeping parents informed of Board initiatives, priorities and methods for input. ○ Make training available to Trustees and senior staff on how to leverage the social web and other tools to engage their communities and learning networks. ○ Use the media and social web to promote Board events, opportunities for feedback and other initiatives and priorities, including opinion letters as required. 5. Inclusive Schools and Community Services will engage the Teacher Liaisons and Community Resource Facilitators to identify barriers, and develop and implement a plan to support and conduct outreach initiatives with the purpose of rebuilding trust. 6. Once established, work with the YRDSB Human Rights Office to address and respond to equity and human rights issues and complaints. | <ol style="list-style-type: none"> 1. 2017-18 school year 2. Survey conducted May 1-19, results to be analyzed and used for 2017-2018 school year. 3. 2017-2018 school year. 4. Ongoing. 5. Beginning late Spring 2017. 6. Immediately upon establishment of Human Rights Office. |

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| 7. Proposal for next steps and policies with investigative components are currently posted on the website and are open for feedback. | 7. Spring 2017 and ongoing. |
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| Stakeholder: Advisory Committees | |
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| Action | Timeline |
| <ol style="list-style-type: none"> 1. Equity and Inclusivity Advisory Committee subcommittees to collaborate with community members in order to identify strategies to assist in addressing concerns related to: <ol style="list-style-type: none"> a. Islamophobia b. Anti-Black racism c. Anti-semitism d. Classism 2. Invite community participation to the Equity Strategy Steering and Action Committee through the Board’s advisory committees. 3. Increase engagement and input from the Board’s advisory committees by ensuring members have opportunity to define their priorities. | <ol style="list-style-type: none"> 1. Spring 2017 and ongoing. 2. Fall 2017. 3. Late Spring 2017. |

| Stakeholder: Community Agencies | |
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| Action | Timeline |
| <ol style="list-style-type: none"> 1. The Coordinating Superintendent of Equity and Community Services, and other senior staff and/or Trustees as required, will reach out to community leaders to explore opportunities for collaboration and ongoing meaningful dialogue, including, but not limited to: <ul style="list-style-type: none"> o Family Services of York Region o Ethnic and Faith Communities in York Region (e.g., Ahmadiyya, Armenian, Persian, Russian, and etc.) o Faith Leaders (e.g., Imams) o York Region Alliance of African Canadian Communities o Markham African Caribbean Canadian Association o Vaughan African Canadian Association o Thornhill African Caribbean Canadians Association o Markham Tamil Youth o Federation of Chinese Canadians o Iranian Canadian Youth | <ol style="list-style-type: none"> 1. Spring 2017 and ongoing. |

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| <ul style="list-style-type: none"> ○ Centre for Israel and Jewish Affairs ○ National Council of Canadian Muslims ○ Mosaic Institute ○ Black Foundation of Community Networks ○ YRDSB Association of Educators of Black Students, Educators for Students of South Asian Heritage, and Educators for Tamil Student Success ○ Association of Sri Lankan Graduates ○ Learning Disabilities Association of York Region ○ United Way Toronto and York Region ○ LGBTQ community agencies (e.g., PFLAG) ○ Agencies that assist and improve socio-economic conditions (e.g., 360°kids) <ol style="list-style-type: none"> 2. Strengthen involvement with Community Inclusivity Equity Council - York Region by identifying staff members to attend meetings. 3. Invite regional leaders and executive directors to relevant events of the YRDSB (e.g., Equity Symposium, etc.). 4. Promote the Interfaith Network of York Region and continue to participate in their activities/meetings. | <ol style="list-style-type: none"> 2. Fall 2017. 3. Spring 2017 and ongoing. 4. Immediately. |
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| Stakeholder: Government Agencies | |
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| Action | Timeline |
| <ol style="list-style-type: none"> 1. Strengthen and enhance partnership with York Regional Police, including participation in the Places of Worship Tour. 2. Strengthen and enhance partnership with York Region Children's Aid Society by continuing to meet with them on a regular basis to identify and address student needs. 3. Actively engage with the Human Services Planning Board (HSPB) of York Region by having representation at their meetings and participating on initiatives. 4. Enhance involvement with the Local Immigration Partnership. 5. Partner with the Ontario Human Rights Commission to conduct engagement and outreach strategies to the community, particularly to those that feel marginalized. | <ol style="list-style-type: none"> 1. Fall 2017. 2. Fall 2017. 3. Meeting schedule determined by HSPB. 4. Ongoing. 5. Letter sent April 26, 2017. |

| Stakeholder: Other levels of government | |
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| Action | Timeline |
| 1. Coordinate regular meetings between the Director of Education and senior upper and lower tier municipal officials to explore potential partnerships and identify and address community needs. | 1. Immediately and ongoing. |
| 2. Coordinate regular meetings between the Director of Education and Chair of the Board and local members of provincial parliament to identify and address community needs. | 2. Immediately and ongoing. |
| 3. Coordinate regular meetings with the Minister of Education/Ministry of Education to dialogue regarding Board initiatives, needs and explore opportunities for partnership (e.g., sharing learning from conducting the Every Student Counts survey, etc.). | 3. Ongoing. |
| 4. Complete and publicly report on Ministry directives. Updates on website as directives are complete. | 4. Ongoing. |

Relationship to Board Priorities:

Regular 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 to rebuild trust with communities in the board, which includes a re-engagement plan.
- 2) That in accordance with the timelines outlined in Direction 4 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
Special Board Meeting

April 25, 2017
April 27, 2017

Appended Data:

Appendix 1: Deliverables, Timelines and Status Report (Direction 3)

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 4

That the Board immediately develop a strategic and intentional plan to re-build trust with communities in the board, and that the plan include re-engagement on the part of the Board.

Staff Lead: Interim Director and Cecil Roach

Staff Support: Paul Woods, Licinio Miguelo

Final Completion Date: April 28, 2017

Deliverables, Timing and Status

| Deliverable | Timing | Status |
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| April 28, 2017 submit a plan | <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 |