

**THE MINUTES OF THE FAITH AND EQUITY ADVISORY COMMITTEE MEETING held on Thursday, October 10, 2024 6:00 p.m. in-person at the Catholic Education Centre or virtually using: <https://meet.google.com/vub-oisr-pgz>**

**PRESENT:**

Trustees/Members: Loretta Durst (Trustee/Chair) Mary Ann Martin (Trustee/Vice-Chairperson), Jennifer Angelo, Benjamin Tenesia, Jeff Hockett, Jessica Devlin, Jennifer Koch, Jacqueline Gorveatt, Kim Fletcher, Randy Haluza-DeLay, Bart Scollard, Lindsay Bowen, Wendy Tedford, Tammy Rutter, Amanda Willet, Linda Gendron, Dawn Michie

Administration: Julie Selby

Recorder: Shannon Carr

Regrets: Sheri (Colette) Secord, Branden Fonovic

Absent:: Alexa Hannam, Christine Haffie, Shawn Panio

**A. Call to Order:**

1. Welcome and Introductions

Trustee Durst welcomed everyone to the meeting in person or virtually.  
Members went around the table and introduced themselves.

2. Territorial Recognition - Jennifer Koch

Trustee Durst asked Jennifer K. to lead with the Land Acknowledgement.

3. Opening Prayer – Jennifer Angelo

Trustee Durst asked Jennifer A. to lead with Opening Prayer.

4. Additions to the Agenda

None.

5. Approval of Agenda

**MOTION:** Moved by Linda Gendron, seconded by Trustee Mary Ann Martin, that the Agenda be approved.

Carried

6. Declarations of Conflicts of Interest

None.

7. Approval of the [Minutes](#) from the Meeting held on Thursday, May 9, 2024  
**MOTION:** Moved by Jennifer Angelo, seconded by Jeff Hockett, that the Minutes be approved as presented.  
Carried

8. Business Arising from the Minutes  
None.

**B. Discussion/Presentations:**

1. EAP - Professional Development and Affirming Identity Project.- Benjamin  
Following several months of consultations with various PVNC Catholic partners, the [Equity Action Plan: A Vision of Transformative Change 2024-2028](#) is completed and published on our Board's website. The plan is rooted in our Catholic faith and clearly communicates the Board's commitments to human rights and equity principles in all learning and working environments, measuring inequities and progress, building capacity and making evidence-based decisions.

The Equity Action Plan (EAP) is a living document that focuses on three priority areas over the course of four years: [Priority Area 1: Building Awareness 2024-2025](#), [Priority Area 2: Changing Practice 2025-2026](#) and [Priority Area 3: Expanding Capacity 2026-2028](#). Focus will be placed on leadership and human resource initiatives, school and classroom practices and organizational and accountability structures.

Included on the board's website is a [joint message from the Director of Education and Board of Trustee Chairperson of PVNC Catholic](#). Additionally, PVNC Catholic has a live Google Form document called "[Human Rights Reporting Form](#)" which students and/or parents/guardians can fill out should they have a concern. Benjamin highlighted it is important to note that this form does not replace the other forms of reporting such as speaking with the students classroom Teacher or school Principal.

Julie expressed that the Equity Action Plan was created through the lens of faith and is intentionally aligned with the Ontario Catholic School Graduate Expectations, the Board's multi year strategic plan and PVNC Catholic pastoral plan.

Julie highlighted that all staff within PVNC Catholic will receive equity professional development this year during the April 11 provincial PD day. In addition, we have partnered with Dr. Vidya Shah, Professor at York University and Michael Saver, Education Leadership Consultant who will provide intense learning about equity to the Board of Trustees, Administrative Council (which include Senior Team and Managers), Principals and Vice-Principals.

2. [Tiers of Support](#) - Jeff Hockett

Jeff presented “PVNC Catholic Tiers of Support - For Inclusion and Belonging”. This information has already been presented to Principals and Vice-Principals. On October 24, 2024 this information will be presented to Special Education Resource Teachers and will also be utilized by classroom educators.

The Tiers of Support is designed to enhance how educators meet students' needs and ensure that every student's voice is heard. The Tiers of Support is structured to help staff identify and overcome barriers affecting student learning. Within each tier, staff are guided through developing and understanding a student profile, designing strategies based on student needs, responding to outcomes, and the processes of utilizing available resources.

Jeff reviewed the Multi-Tiered System of Support;

- i. **Tier One - Good for All students.** This tier is a universal design for learning and can differentiate instruction for all students in all settings.
- ii. **Tier Two - Good for Some students.** This tier is for small group instruction and can be individualized; and
- iii. **Tier Three - Good for Few students.** This tier is more intense and highly individualized with multiple supports based on student needs.

Jeff reviewed the above three tiers more in depth and provided a one page overview resource to the committee (link above). The overview has been shared with all Principals which will be shared with the staff within their school.

Trustee Durst asked for questions from the committee members. An open discussion amongst the committee took place.

**C. Information Items:**

1. Committee Member Updates

**Bart Scollard** - Mass of Remembrance for Deceased Members of the PVNC Catholic Community will be on Wednesday, November 13. The first meeting to plan the event is tomorrow morning (November 11). Bart welcomed Linda Gendron to this committee. Bart and Linda are starting a new Accessibility, Inclusion, Equity and Diversity Committee within the local OECTA union.

**Randy Haluza-DeLay** - Randy is keen to support schools and use Development & Peace resources to support school justice issues initiatives. Randy advised they have had a big uptake on schools being involved. Randy provided Development & Peace's new brochure regarding their involvement within the Catholic Women's league. Randy invited members to come talk to him after the meeting if committee members are interested or have questions. Randy encourages the school board to reach out on how the Development & Peace can help and provide resources to staff and youth.

**Wendy Tedford** - Catholic Women's League (CWL) is involved with the rosary and sacraments programs. In April, July and August, Wendy was busy attending conventions. CWL members are becoming more and more involved within the church and schools. Wendy advised the number of members are

down because of lack of involvement and current members are becoming too elderly.

**Jessica Devlin** - The New Canadian Centre has created a brand new brochure that recently went out to schools. Included within the brochure is a QR code where families can scan it and select from 50 different languages to translate the content of the brochure to their language to make it more accessible for families. For the upcoming Grade 9 “Take Your Kids To Work Day” many refugee families do not have a job to take their kids to. PVNC Catholic and Kawartha Pine Ridge District School Board have partnered up and will take those students on a bus and visit job sites to give them an experience.

**Jennifer Angelo** - Mental Health and Well-Being has provide a lot of professional development since the beginning of the school year. Last week Jennifer held a focus group with Trent University students in collaboration with Peterborough Police Service which was a great way to get student perspective regarding what they needed going into post secondary and it was a good learning experience for all parties.

Jennifer is focusing a lot on what has come out of PPM 169 which includes mental health modules for Grades 7 and 8. Jennifer has been working with Grade 8 teachers to ensure they are aware of the module if they were not teaching Grade 8 the year prior. Additionally, out of PPM 169 there were two modules for Grade 10 careers courses. Jennifer is busy working with all careers teachers to ensure all staff are able to access the modules and get familiar with them.

Lastly, the Board had money to utilize “Camps For Kids” during the month of July featuring different departments within our board including Mental Health. The camp focused on mental health strategies and included learning provided by the Board’s Indigenous Education department. The camp also provided a week of “LINK” which is a program designed to help limit the stress of students coming from elementary schools into secondary school. LINK reviews how students can find their lockers, how to get to each class within the allotted time period, how to open a lock etc. Feedback from the summer camp was very positive from families and it reduced a lot of the stress for students. Jennifer is hopeful that the board will get money again this summer to implement the same work.

**Lindsay Bowen** - MultiLingual Learner (MLL) team and newcomer families met last week. This year the board’s MLL team has an intentional focus to get to know the families. For all MLL students attending St. Peter Catholic Secondary School, the MLL team will invite the families of the students so parents and siblings can see what the student is doing everyday at school. This will also give opportunities for families to meet one another, building relationships and

build community.

Lindsay's other portfolio of literacy nicely overlaps with MLL. The two portfolios have utilized the benefits of science of reading and structured literacy. Regarding the "Right To Read", PVNC Catholic is leading provincially with how well we are doing. The literacy team has released all schools to focus on students to help readers.

**Tammy Rutter** - Tammy is the Principal at St. Teresa Catholic Elementary School. St. Teresa has partnered with St. Patrick Catholic Elementary School to compare data and create discussion around attendance as part of a Deep Learning project. Given the post pandemic concerns, attendance has changed dramatically and is a real concern for staff. Both schools will look at attendance data within two classrooms of Grades 6 and 7 which include input from students and parents. Tammy highlighted looking at this data with an equity lens and that not all schools are the same. Many factors such as transportation, busing, food, families can't afford to bathe their kids etc. all affect student attendance records. So far findings have shown, almost 10% of families stated their child(ren) stayed home because of their parents mental health and not necessarily the students mental health.

**Jeff Hockett** - As articulated in the presentation earlier, Jeff is busy supporting tiers of support for students. Special Education Resource Teachers (SERT's) met with Lindsay Bowen and her team during the September 27 professional development day and connected about catching students early in their reading or lack of ability to read. The literacy team and Special Education team work collaboratively using many different reading interventions such as LEXIA and UFLY to track the students progress. Jeff will be joining the Math team at the end of October with other boards from eastern Ontario. Moving forward, Special Education has a focus on how to make math as one of their topics and figure out tiers of math support. Additionally, Special Education continues to work with CASA classrooms and will host training for CASA teachers on October 17, 2024.

**Dawn Michie** - Dawn is working with both PVNC Catholic as Board Chaplain and Faith Animator and working at the Peterborough Diocese. The jubilee year in December 2025 is coming up. Pope Francis has asked that we all look at reconciliation, debt relief and poverty as our main focuses through the pilgrims of Hope. Bishop Miehm is busy going to prisons and long term health facilities etc. to support those in need. Bishop Miehm is also presiding in many masses.

Dawn is busy helping the rosary program get back into schools. Dawn is gathering information from Principals and gathering interest so she can match volunteers to the classroom and create schedules. Dawn is hopeful that the schedules will be confirmed soon, however, she is waiting on all volunteers to

get their criminal background check completed.

Peterborough Diocese has created a partnership with Form.org. Anyone within the board can have access as long as you live within the Diocese of Peterborough. Dawn advised members you can set up an account and will have access to countless resources. Dawn stated christian meditation is still part of the board and in the schools. Schools may need a refresher which Dawn and Jennifer will provide.

**Jennifer Koch** - Every school now has a new Growing In Faith, Growing In Christ kindergarten kit. The feedback on these kits so far from teachers has been amazing. Grade 1 teachers are now using the new *Blessed and Beloved program* which educators are very excited about because the curriculum comes with a comprehensive teacher resource guide, digital platform and more interactive activities.

Jennifer met with 30 Faith Ambassadors (one from every elementary school) and 6 chaplains (one from every secondary school) earlier today (October 10). The day started with mass with Father Simmy. Following mass staff gathered for a full day of professional development (PD) including a beautiful teaching on the rosary by Dawn Michie and reviewed catholic graduate expectations and teachings. Jen stated the day was a huge success.

Jennifer is excited about October 25, 2024 Faith Day. Pilgrims of Hope is the theme for Faith Day as well as Catholic Education Week in May (May 4 -9th) in honour of the Jubilee year. Additionally Jennifer is looking forward to the Priest/Principal meeting coming up on Wednesday October 23, 2024 which will include a guest speaker and Bishop Miehm.

Yesterday Jennifer sat in on a meeting with Jennifer Angelo regarding the mental health modules. PVNC Catholic compliance rate was 11% higher than the province. The Ministry also really liked the booklets that Julie did last year and loved that the information was printed to ensure it was accessible to everyone.

Jennifer's other portfolio is New Teacher Induction Program (NTIP). The orientation day was focused on faith and they addressed the day in more of a retreat form. The day consisted of teachings from the Indigenous Education team, including a sharing circle. The second day was focused on math, student success and equity.

**Kim Fletcher** - Kim is new to her school of St. Joseph C.E.S. but her SERT's have worked with the Special Education team on tiers of support previously. Kim expressed it was so nice to see the teachers and all educators go through



the tiers to create the IEP and figure out how to best support the students. Kim thanked Jacqueline and her team as well for the Indigenous Education resource box given to them at the September 27 PD Day. The kit was very hands on and user friendly. Kim has received great feedback from staff and their excitement to use the kit has been phenomenal to see.

**Jacqueline Gorveatt** - Indigenous Education team has created a curriculum kit that was provided to all elementary schools during their Prep and Planning PD for Grades 1 to 3 however, other teachers can utilize the resources. Many examples of the items provided within the kit were on display for committee members to view. The kit included numerous books that focus on First Nation, Métis, and Inuit people as well as tactile resources. The kits also came with a digital resource (slidedeck) and showed teachers curriculum expectations, resources and links to “how do i report” in terms of assessment. The current topic for this kit is social studies but science will be next.

The Indigenous Education team is working closely and collaboratively to the Faith and Equity departments. Part of the Faith Ambassador day the Indigenous Education team provided the “Just Get Over It” exercise which looks at history from colonization all the way up to the present day. The exercise is meant to help teachers build their own knowledge and spend a lot of time after the activity to ask questions and how they can help the school within their role. The key message was to not stay in those areas of guilt but to acknowledge it but focus on moving forward and how to reconcile. The exercise can only be delivered by an Indigenous person.

Jacqueline advised September 30 is not the day for Indigenous people to do the work in Truth and Reconciliation, it is a day for them to spend with family and reflect. However, Indigenous people may choose to help non-Indigenous people in their learning that day. Leading up to September 30th, the board office participated in a week long lunch and learn. Everyday the Indigenous team invited staff to their learning space and provided a traditional lunch and had a different activity each day which included educational movies, traditional beading, the just get over it exercise, hand drumming circle etc.

Every Monday Jacqueline attends St. Mary Catholic Secondary School in Cobourg to be there and support students. Jacqueline has connected with many Indigenous and non Indigenous students to provide them with a safe space. The space intended for Indigenous students and aligns has been a great success. Additionally, Jacqueline and Anne Taylor are always available to come sit in on parent meetings or provide support directly with students. When principals feel like there needs to be an Indigenous person to represent and support the student and/or families. Principals are encouraged to reach out to Jacqueline or Anne.

**D. Next Committee Meeting:**

1. Next meeting is Thursday, February 13, 2025 (**6:00-8:00**)
2. Agenda items for next meeting, please contact Shannon Carr
3. Selection of committee member for Land Acknowledgement
  - a. Jennifer Angelo
4. Selection of committee member for Opening Prayer
  - a. Tammy Rutter
5. Selection of committee member for Closing Prayer
  - a. Wendy Talford

**E. Conclusion:**

1. Closing Prayer – Dawn Michie  
Trustee Durst asked Dawn to lead with Closing Prayer.
2. Adjournment  
**MOTION:** Moved by Linda Gendron, seconded by Trustee Mary Ann Martin.  
The meeting was adjourned at 8:17 p.m.  
Carried