



## Regular Board Meeting

Tuesday, September 28, 2021

Open Meeting – 6:30 P.M.

Large Boardroom, Catholic Education Centre, 1355 Lansdowne St. W., Peterborough ON  
and online, by Google Meet: <https://meet.google.com/deo-kobt-zhs>

If you would like to join by telephone, please contact Michelle Kennedy  
by email - [mkennedy@pvnccdsb.on.ca](mailto:mkennedy@pvnccdsb.on.ca) or at 1-800-461-8009 ext. 1247  
Arrangements to join by phone must be made prior to 5:30 p.m. on the day of the meeting

Please note that similar to there being physical space limitations in our boardroom for meetings held in person, the virtual meeting platform also has space limitations. Meeting attendance is limited to 100.

**Chairperson:** David Bernier

**Vice-Chairperson:** Michelle Griepsma

Trustees who are unable to attend the meeting are asked to  
please notify Michelle Kennedy ([mkennedy@pvnccdsb.on.ca](mailto:mkennedy@pvnccdsb.on.ca)).

### A. Call to Order of the Open Meeting – 6:30 p.m.:

1. Examen.
2. Opening Prayer.
3. Land Acknowledgement.
4. National Anthem.
5. Approval of the Agenda.
6. Declarations of Conflicts of Interest.
7. Approval of the Minutes of the June 22, 2021 Regular Board Meeting. Page 5
8. Business Arising Out of the Minutes.
9. Swearing-in of Student Trustee, Siobhan Marie.

### B. Reports from the Office of the Director and Student Trustees:

1. Report from the Director of Education, Joan Carragher.
2. Report from the Student Trustees, Eli McColl and Siobhan Marie.

3. Report from the Manager of Communications, Galen Eagle.  
Highlights of System Achievements

**C. Presentations:**

1. Summer Learning Update.  
Jeannie Armstrong, Superintendent of Learning, Laurie Corrigan, Superintendent of Special Education, Jonathan Di Ianni, Superintendent of Learning, and Sheila Piggott, Superintendent of Learning.
2. R.A. Strategic Priorities, 2021-2025. R. A. Page 16 Document: Page 17  
Joan Carragher, Director of Education.

**D. Programs and Services:**

**E. Business, Finance and Governance:**

1. Ontario Catholic School Trustees' Association (OCSTA) Open Session Report.  
David Bernier, Board Chairperson and Linda Ainsworth, OCSTA Regional Representative.
2. R.A. Ontario Catholic School Trustees' Association (OCSTA) Annual Membership Fees, FACE Levy, and Central Bargaining Fees.  
Joan Carragher, Director of Education. R.A. Page 37 Details: Page 38
3. R.A. Ontario Student Trustees' Association (OSTA-AECO) Fees 2021-2022.  
Joan Carragher, Director of Education. R.A. Page 42

**F. Human Resources:**

**G. Policy Development:**

**H. Old Business:**

**I. New Business:**

1. Trustee Matter.  
David Bernier, Board Chairperson

**J. Bring Forward:**

**K. Information Items:**

1. Chairperson's Report.  
David Bernier, Board Chairperson.
2. Committee Chairpersons' Report:
  - a. First Nation, Métis and Inuit Advisory Education Advisory Committee, September 14, 2021.
  - b. Special Education Advisory Committee, September 16, 2021.

Letter from SEAC Page 43

#### **L. Future Meetings and Events:**

1. Board Meeting:
  - a. Board Meeting Open Session, October 26, 2021, 6:30 p.m.  
(In-camera Session, 6:00 p.m.)
2. Board Standing Committee Meetings: (Listed in chronological order.)
  - a. Policy Development Committee, October 5, 2021, 6:30 p.m.
  - b. Committee-of-the-Whole, October 12, 2021, 6:30 p.m.
  - c. Chairperson's Committee, October 12, 2021, 4:30 p.m.
3. Other Committee Meetings: (Listed in chronological order.)
  - a. Catholic Parent Engagement Committee, October 4, 2021, 6:30 p.m.
  - b. Audit Committee, October 6, 2021, 6:30 p.m.
  - c. STSCO Governance Committee, October 13, 2021, 3:00 p.m.
  - d. Accessibility for All Committee, October 14, 2021, 1:00 p.m.
  - e. Faith and Equity Advisory Committee, October 14, 2021, 6:30 p.m.
  - f. Special Education Advisory Committee, October 21, 2021, 6:30 p.m.
  - g. Student Council Liaison Committee, October 26, 2021, 4:15 p.m.
  - h. French as a Second Language Advisory Committee, November 10, 2021, 4:30 p.m.
  - i. First Nation Métis Inuit Advisory Committee, December 7, 2021, 6:30 p.m.
  - j. SAL Committee, TBA
4. Board Events: (Listed in chronological order.)
  - a. Catholic Leadership Development Series - Session #1, October 21, 2021
  - b. Catholic Leadership Development Series - Session #2, November 18, 2021
  - c. Ontario Catholic School Trustees' Association (OCSTA) Catholic Trustees Seminar, January 14-15, 2022.

**M. Conclusion:**

1. Report from the In-camera Meeting.
2. Closing Prayer.
3. Adjournment.



# Minutes

THE MINUTES OF THE OPEN SESSION OF THE REGULAR BOARD MEETING, held on Tuesday, June 22, 2021, at 6:30 p.m. by Google Meet.

## PRESENT:

Trustees – Linda Ainsworth, David Bernier (Chairperson), Michelle Griepsma, Josh Hill (Student Trustee), Braden Leal, Kevin MacKenzie, Helen McCarthy, Eli McColl (Student Trustee) and Emmanuel Pinto.

Administration – Jeannie Armstrong, Joan Carragher, Laurie Corrigan, Galen Eagle, Isabel Grace, Darren Kahler, Father Paul Massel, Tim Moloney, Stephen O'Sullivan and Sheila Piggott.

Recorder – Michelle Kennedy

## **A. Call to Order of the Open Meeting:**

The Board Chairperson David Bernier called the meeting to order at 6:33 p.m. and welcomed principal representatives Michael DeMaeyer, Vice-principal at Monsignor O'Donoghue Catholic Elementary School and Tammy Rutter, Principal at St. John Paul II Catholic Elementary School. Mr. Bernier also welcomed delegation guests who will be giving presentations at the meeting and Catherine Whitnall from Kawartha Lakes This Week and the many other guests who joined to observe the meeting online.

David Bernier then asked Father Paul Massel to lead the Daily Examen and begin the meeting with prayer.

### 1. Examen

Father Paul Massel, Board Chaplain and Faith Animator, led everyone in a daily examen.

### 2. Opening Prayer

Following the examen, Father Paul opened the meeting with prayer.

### 3. Land Acknowledgement

David Bernier respectfully acknowledged that the Peterborough Victoria Northumberland and Clarington Catholic District School Board's geographic area and the people

attending the virtual Board Meeting, with all areas represented, was taking place on the treaty and traditional territory of the Mississauga Anishinaabeg.

4. Singing of the National Anthem

A recording of O'Canada by Monica Riccio, student at St. Mary Catholic Secondary School, was played.

5. Approval of the Agenda

**MOTION:** Moved by Braden Leal, seconded by Emmanuel Pinto that the Agenda be approved with the movement of item G.1, Proposed revision to Board Policy and Administrative Procedure #103, Display of Flags on Board Property to immediately follow Section C, Presentations.

Carried.

6. Declarations of Conflicts of Interest

There were no of conflicts of interest declared.

7. Approval of the Minutes of the May 25, 2021 Regular Board Meeting.

**MOTION:** Moved by Linda Ainsworth, seconded by Kevin MacKenzie that the minutes of the May 25, 2021 Regular Meeting be approved.

Carried.

8. Business Arising Out of the Minutes.

There was no business arising from the minutes.

**B. Reports from the Office of the Director and Student Trustees:**

1. Report from the Director of Education.

Joan Carragher gave the Director's Report, which included the following points:

- The PVNCCDSB community and in particular, St. Mother Teresa Catholic Elementary School, mourns the loss of teacher Melissa George, who passed

away on June 16 following illness. Principal Ian Kruis, Superintendent Jeannie Armstrong and Board Chaplain and Faith Animator, Father Paul Massel were thanked for their support of the school community during this difficult time.

- The Ontario government has announced a plan to accelerate second dose eligibility for COVID-19 vaccination including education staff. Eligibility will depend on the type of first dose vaccine and when it was received. More information will be distributed as it becomes available and individuals are encouraged to visit the province's vaccine information website.
- June marks the end of the school year and we look forward to graduation ceremonies for Grades 8 and 12 students. Board office and school staff have worked diligently to deliver special graduation experiences for students.
- Students have been invited to schools to exchange equipment and technology for personal items and will be gifted by a wellness kit assembled by a team from Superintendent Laurie Corrigan's department.
- The end of the year also marks a time for celebrating retirements and there have been many virtual ceremonies to honour staff. We look forward to the board's retirement celebration in the fall of this year.
- On June 15, 142 staff members were acknowledged for 10, 20, 30 and 40 years of service to PVNCCDSB in an online service pin recognition ceremony. In all, there were over 2,550 years of service celebrated!
- The June 11 Professional Activity day was designated for student assessment and evaluation and the transition to the new student information system Edsebli was successful. Superintendent Sheila Piggott and IT Manager Sean Heuchert and their team were thanked for their persistence and hard work to get the new system in place.
- End of school year virtual Mass was celebrated by Bishop Miehm and was shared throughout the system. It was a beautiful celebration that focused on our connection to our natural environment.
- Monday, June 21 marked National Indigenous Day and many events were held throughout the system to honour and celebrate this day.
- Thank you to trustees David Bernier and Linda Ainsworth for their participation in the strategic planning process. The writing team has begun work to prepare for the presentation in September of outcomes from the numerous consultations from parents, staff, students and stakeholders.

Following her presentation, Joan Carragher answered questions from the trustees.

2. Report from the Student Trustees, Josh Hill and Eli McColl.

Student Trustees Josh Hill and Eli McColl gave the Student Trustee report which included the following highlights:

- At the end of the school year students have reflected on their ability to adapt and flourish to the best of their abilities and they are proud of what was accomplished this year.
- The Student Council Liaison Committee (SCLC) representatives reported to the student trustees on virtual social initiatives that have become vital to students when online school has become un-motivational and lonely. The school communities continue to give the message that they are not alone and always supports students.
- The SCLC actively supports the 2SLGBTQ+ community during pride month and student cabinets have written letters to trustees to express the student voice on this issue.
- Among the SCLC members there were a number of valedictorians this year. We wish our graduates well.
- Thank you for ongoing support for the importance of the students' voice and collaboration with the SCLC.
- Josh Hill made note that this would be his final report and he thanked trustees and advisors for their support at the board level and with his involvement with the provincial organization OSTA-AECO.

At the conclusion of the report, the student trustees answered questions from the trustees.

### 3. Report from the Manager of Communications.

The Manager of Communications, Galen Eagle shared system highlights from all areas of the board which included the following highlights:

- A summary of the major themes that have emerged as a result of the recent staff ThoughtExchange surveys was made available to the PVNC community. The data from all surveys and consultations is being reviewed and the process to draft the new Multi-year Strategic Plan is underway and will be revealed in September.
- The Peterborough Board of Health recognized retiring principal Mary Cozzarini for her 29 year-long commitment to local student nutrition program 'Food for Kids'.
- Ava Stewart, St. Stephen Catholic Secondary School student has earned a spot on the Canadian Olympic Artistic Gymnastics team. The grade 10 student will represent Canada in Japan when the Olympics are staged there in July.



- Grade 12 St. Peter Catholic Secondary School student Sandra Taskovic was a recipient of the prestigious Schulich Leader Scholarship for Science, Technology and Mathematics valued at \$80,000. Ms Taskovic will attend the University of Alberta in the Honours Computer Science Program.
- The annual PVNCCDSB Math Olympics were moved online to a three week virtual format that involved students from Grades 3 to 8. The activities were engaging and the event was a success with thirty-seven classes participating from all areas of the board.
- Holy Trinity Catholic Secondary School celebrated one of its alumni who recently was awarded a Juno award. Singer-songwriter, Sammy Jackson was awarded 2021 Vocal Jazz Album of the Year.
- Be Well kits were assembled by Board office staff for distribution to students at their schools through the last days of the school year.

At the conclusion of his report, Galen Eagle invited questions and comments from the trustees.

### **C. Presentations:**

#### **1. Presentation to Josh Hill, Senior Student Trustee**

David Bernier, Board Chairperson and Joan Carragher, Director of Education formally acknowledged Josh Hill, Senior Student Trustee, in his last board meeting in his role. Both Mr. Bernier and Mrs. Carragher thanked Josh for his dedication and commitment to excellence in his work to represent the students of PVNCCDSB. It was noted that his representation went beyond the Student Council Liaison Committee and acknowledged work at the provincial level with OSTA-AECO. Josh Hill responded and thanked the trustees for their support over the last two years and congratulated Chevon Cadigan for her recent election as Junior Student Trustee and wished she and Eli McColl well as they continue the work of representing the student voice in the future.

#### **2. Delegation – Pride Flag: Bryn McDonnell**

David Bernier, Board Chairperson introduced the first delegation, Bryn McDonnell, a parent in the PVNCCDSB community. Bryn McDonnell gave a presentation in opposition to the display of the pride flag on board property. The verbal presentation was given within the fifteen-minute allotted time frame and was followed by a five-minute question period at which time trustees and student trustees asked for additional information or clarification on the presentation.

#### **3. Delegation – Pride Flag: Sean Thompson**

Sean Thompson, a former parent in the PVNCCDSB community, was introduced as the second delegation by Board Chairperson, David Bernier and gave a presentation in opposition to the display of the pride flag on board property. Mr. Thompson's verbal presentation was given within the fifteen-minute allotted time frame and was followed by a five-minute question period at which time trustees and student trustees asked for additional information or clarification on the presentation.

4. Delegation – Pride Flag: Wayne Cornack

Board Chairperson, David Bernier introduced the third delegation, Wayne Cornack, a grandparent in the Peterborough community. Mr. Cornack gave a presentation in favour to the display of the pride flag on board property. The verbal presentation was given within the fifteen-minute allotted time frame and was followed by a five-minute question period at which time trustees and student trustees asked for additional information or clarification on the presentation.

5. Delegation – Pride Flag: Nick Joseph

The final delegation was introduced by the Board Chairperson, David Bernier. Nick Joseph, a parent in the PVNCCDSB community, gave a presentation in opposition to the display of the pride flag on board property. The verbal presentation was given within the fifteen-minute allotted time frame and was followed by a five-minute question period at which time trustees asked for additional information or clarification on the presentation.

**G. Policy Development:**

1. Proposed revision to Board Policy and Administrative Procedure #103, Display of Flags on Board Property.

**MOTION:** Moved by Braden Leal, seconded by Helen McCarthy

that the original motion presented in the board agenda package  
be amended as follows:

that That the PVNCCDSB Board Policy 103, Display of Flags  
on Board Property be updated as soon as possible to our new  
administrative procedure and policy structure. This update will  
include reference to a second flagpole that will be installed at  
each of the schools and the Catholic Education Centre as  
soon as possible. This flagpole will be referred to as the  
Social Justice Flagpole. This second flag pole will fly flags  
other than the Canadian flag and would include, but not limited  
to special purpose flags, such as the Autism Flag, Pride Flag,

and the Indigenous Flag and the flags of other groups that may feel marginalized in our community. These flags will be flown at the appropriate times of the year in accordance with the time when these groups are celebrated.

Motion failed.

Josh Hill, Senior Student Trustee, requested that his vote be recorded in favour of the motion.

The original motion was presented by Helen McCarthy. In accordance with board by-law procedure, David Bernier state that each trustees would be allotted three minutes to present their opinion on the motion prior to voting. As the mover, Helen McCarthy was given the opportunity of speaking first and was followed by all of the other trustees, including the student trustees, each given three minutes to speak. At the conclusion of the trustees' personal comments and reflections about the change of policy and the inclusion of the pride flag, Helen McCarthy gave a final three-minute presentation prior to the voting.

**MOTION:** Moved by Helen McCarthy, seconded by Braden Leal

That the PVNCCDSB Board Policy 103, Display of Flags on Board Property be updated as soon as possible to our new administrative procedure and policy structure. This update will include reference to a second flagpole that will be installed at each of the schools and the Catholic Education Centre as soon as possible. This second flag pole will fly flags other than the Canadian flag and includes but not limited to special purpose flags like the Autism flag and Pride flag and that the Pride flag be flown on these second flag poles annually during the month of June, as soon as possible.

Motion failed.

**MOTION:** Moved by Braden Leal, seconded by Linda Ainsworth

that the board meeting curfew of 9:30 p.m. be extended to 10:00 p.m.

Carried.

#### **D. Programs and Services:**

**E. Business, Finance and Governance:**1. Ontario Catholic School Trustees Association (OCSTA) Open Session Report.

Chairperson David Bernier reported on communications received from the OCSTA during the month of June which included information on the government announcement to support access to French language education, the provincial Liberal party plan, future consultation on trustee codes of conduct and the announcement of the Math curriculum release. David Bernier also reported that the theme of “Rebuild, Restore, Renew Together” for the 2022 Catholic Education Week was announced.

2. Appointment of the Student Trustees.

**MOTION:** Moved by Michelle Griepsma, seconded by Kevin MacKenzie

that Chevon Cadigan, student at St. Thomas Aquinas Catholic Secondary School, be appointed the Junior Student Trustee for a one-year term, August 1, 2021 through July 31, 2022;

and,

that Eli McColl, student at Holy Cross Catholic Secondary School, be appointed the Senior Student Trustee for a one-year term, August 1, 2021 through July 31, 2022.

Carried.

3. Recommended Action from the Committee-of-the-Whole, June 14, 2021.

**MOTION:** Moved by Linda Ainsworth, seconded by Michelle Griepsma

that the Board approve the 2021-2022 Operating Expenses Budget, in the amount of \$200,622,556 as presented

Carried.

4. STSCO Governance Committee Report.

Chairperson David Bernier reported that an expenditure update was given at the June 2 STSCO Governance Committee meeting that included a number of adjustments due to changes in reporting and lowered fuel costs. It is expected that the Ministry of Education will likely claw back funds due to the routes not operating during the school shutdown as a result of the pandemic.

**F. Human Resources:**1. Joint Health and Safety Committee Semi-Annual Report.

Superintendent of Human Resource Services, Stephen O’Sullivan presented the semiannual report from the Joint Health and Safety Committee which highlighted the activities and accomplishments of the committee for the first half of the calendar year. It was noted that the report is in compliance with labour legislation. Stephen O’Sullivan thanked the co-chairs and the other members of the committee for their ongoing work to ensure the health and safety of all workers at PVNCCDSB. Work will continue to ensure that a safe return to school is a priority in September. At the conclusion of his report, Stephen invited questions from the trustees.

**MOTION:** Moved by Linda Ainsworth, seconded by Braden Leal

that the Joint Health and Safety Committee Semi-Annual Report to the Director of Education dated June, 2021, be received.

Carried.

**H. Old Business:****I. New Business:****J. Bring Forward:****K. Information Items:**1. Chairperson’s Report

Board Chairperson, David Bernier expressed his sincere thanks to Joan Carragher, Director of Education and the Senior Administrative team for their extraordinary work to make the school year the best it could possibly be in the circumstances. Mr. Bernier extended his thanks to all the managers, supervisors and Catholic Education Centre staff and all teachers and supporting staff in schools who have delivered service to students that is second to none. Students and families have demonstrated exceptional resilience in the face of the pandemic.

David Bernier reflected on the last month of the school year and his role as a Catholic school board trustee and expressed his desire to listen to all stakeholders and weigh all factors in decision-making.

2. Committee Chairperson’s Report:

- a. Special Education Advisory Committee, May 27, 2021 and June 17, 2021.
- b. Catholic Parent Engagement Committee, May 31, 2021.
- c. First Nation, Métis and Inuit Advisory Committee, June 1, 2021.

**L. Future Meetings and Events:**

1. Board Meeting

- a. Board Meeting Open Session, September 28, 2021, 6:30 p.m.  
(In-camera Session, 6:00 p.m.)

2. Board Standing Committee Meetings: (Listed in chronological order.)

- a. Committee-of-the-Whole, September 13, 2021, 6:30 p.m.
- b. Chairperson's Committee, September 13, 2021, 4:30 p.m.
- c. Policy Development Committee, October 5, 2021, 6:30 p.m.

3. Other Committee Meetings: (Listed in chronological order.):

- a. First Nation Métis and Inuit Advisory Committee, September 14, 2021, 6:30 p.m.
- b. Special Education Advisory Committee, September 16, 2021, 6:30 p.m.
- c. Student Council Liaison Committee, September 28, 2021, 4:15 p.m.
- d. Catholic Parent Engagement Committee, October 4, 2021, 6:30 p.m.
- e. STSCO Governance Committee, October 13, 2021, 3:00 p.m.
- f. Faith and Equity Advisory Committee, October 14, 2021, 6:30 p.m.
- g. French as a Second Language Advisory Committee, November 10, 2021, 4:30 p.m.
- h. Audit Committee, TBA.
- i. Supervised Alternative Learning Committee, TBA.

4. Board Events:

- a. Elementary Graduations, Week of June 21-25, 2021.
- b. Secondary Graduations, June 29, 2021.
- c. OCSTA Fall Regional Meeting, September 27, 2021.

**M. Conclusion:**

1. Report from the In-camera Meeting

MOTION: Moved by Linda Ainsworth, seconded by Braden Leal

that the Board approve the actions and the discussions arising from the June 22, 2021, in-camera session, as follows:

- A. Call to Order:
  - 1. Opening Prayer
  - 2. Motion for the Approval of agenda.
  - 3. No conflicts of interest declared.
  - 4. Motion for the approval of the minutes from the May 25, 2021 Regular In-camera meeting.
- D. Business, Finance and Governance:
  - 1. OCSTA In-Camera Report.
  - 2. STSCO In-Camera Report.
- E. Human Resource Services:
  - 1. Clarington School Matter, Update.
  - 2. Staffing Update.
- I. Convening in Open Session:
  - 1. Closing Prayer.
  - 2. Motion to convene in Open Session.

Carried.

2. Closing Prayer

Board Vice-chairperson, Michelle Griepsma was asked to conclude the open meeting with prayer.

3. Adjournment

MOTION: Moved by Braden Leal, seconded by Linda Ainsworth

that the open session meeting be adjourned at 10:09 p.m.

Carried.

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David Bernier  
Board Chairperson

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Joan Carragher  
Director of Education, Secretary-Treasurer  
per M.K.

**Peterborough Victoria Northumberland and Clarington  
Catholic District School Board Draft Vision, Mission and  
Strategic Priorities for 2021-2025.**

**R.A.:** that the draft Peterborough Victoria Northumberland  
and Clarington Catholic District School Board Vision,  
Mission and Strategic Priorities, for 2021-2025, be  
approved.

September 13, 2021

Administration



# Building a Community that Accompanies

## Strategic Plan 2021-2025



being **CREATIVE**



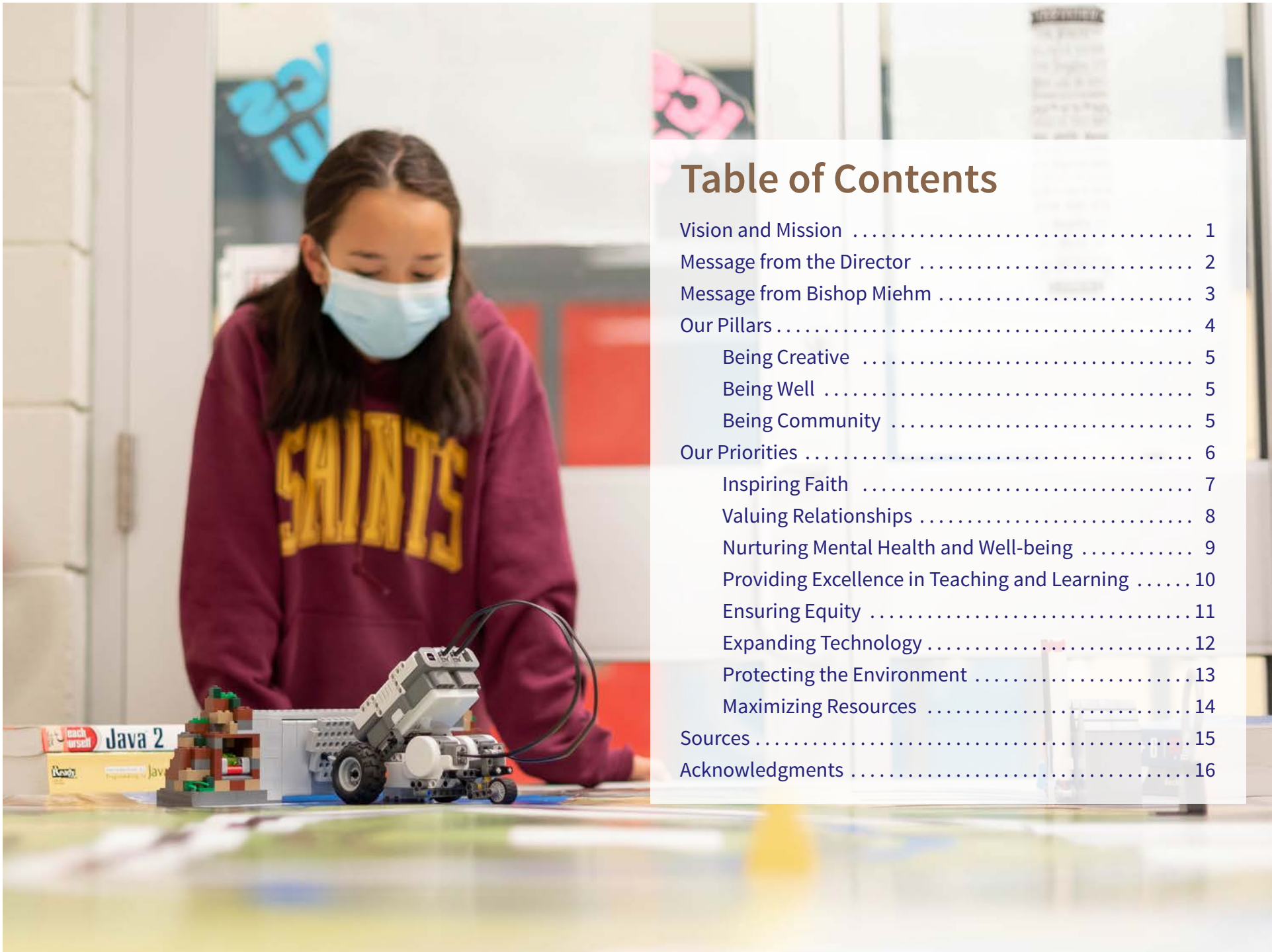
being **WELL**



being **COMMUNITY**



*Peterborough Victoria  
Northumberland and Clarington  
Catholic District School Board*



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# Vision and Mission

## Vision

Creating a culture of faith, hope and love to ensure equity and well-being.

## Mission

To accompany our students as we strive for excellence in Catholic Education.

We educate students in faith-filled, loving, safe, inclusive schools to develop the God-given abilities of each person.



***“Love has no alibi. Whenever we set out to love as Jesus loved, we have to look to the Lord as our example,”***

POPE FRANCIS MESSAGE FOR THE FIRST WORLD DAY OF THE POOR, 2017

# Message from the Director

Our 2021-2025 Strategic Plan: ***Building a Community That Accompanies***, provides a roadmap for the Peterborough Victoria Northumberland and Clarington (PVNC) Catholic District School Board that will lead us into the next five years and beyond.

The renewal of our strategic plan comes at a crucial point for PVNC, as we recover from the global COVID-19 pandemic, which brought many challenges and trials to education, but also sparked innovation, creativity and diverse ways of teaching and learning with technology.

We chose the theme of accompaniment, the image of Jesus on the road to Emmaus, carefully. The art of accompaniment is about taking the time to walk alongside one another to listen, and in so doing, to transform. If the global pandemic has taught us anything, it is that the road ahead is unpredictable and it is more important than ever that we walk this road together.

“Each person in a Catholic school practices accompaniment by helping students realize their own unique story is given greater meaning and purpose in knowing and living the story we share in Christ. Our faith is about an encounter with God — an incredible love story that inspires faith and joy,” – Renewing the Promise, 2018.

As we began to renew our strategic plan, we undertook a comprehensive consultation process to listen and hear from our educators, support staff, administrators, students, parents/guardians, parish communities and our many community partners and stakeholders.

In doing so, eight major themes emerged, which you will see reflected in our eight strategic priorities moving forward.

I want to take this opportunity to thank everyone who contributed their dreams, goals and ideas to this process. We hope you find your voice in this 2021-2025 Strategic Plan. We hope you join us on this path of accompaniment.

Yours in Catholic Education,



Joan Carragher  
Director of Education





# Message from Bishop Miehm



Dear Friends in Christ,


It seems that roadmaps have been replaced with GPS or computers and phone apps, but I used to love poring over a foldout map, especially before a trip. Given a choice, I always liked to be the navigator rather than the driver! There is something very satisfying about looking at possibilities and planning out a route, all with the goal of making it safely to your destination.

These new strategic priorities for the Peterborough Victoria Northumberland and Clarington Catholic District School Board will serve as a roadmap for the next five years. A broad consultation was conducted to plan out this route, seeking the input of educators, administrators, parents, clergy, support staff and many others. And that is appropriate, for this is a journey that we will make together as a Catholic community. For that reason, the theme has been well chosen: “Building a Community that Accompanies.” This theme is one to which Pope Francis often refers, and it reminds us that we journey with one another and the Lord as we move toward our destination and ultimately build up the Kingdom of God here on earth.

The eight strategic priorities have been well thought out and will serve as guideposts for the coming journey, one that we take in faith and in union with our brothers and sisters. I commend all those who have led and participated in this planning process.

We have been blessed with the gift of publicly funded Catholic education in Ontario for 160 years, and that system has also richly blessed our province. May this strategic plan serve our Catholic community and civil society well in the coming years, helping to form students of solid faith, keen intellect, steadfast virtue, and a deep commitment to the common good.

Sincerely in Christ,

A handwritten signature in blue ink that reads "+ Daniel Miehm".

Most Reverend Daniel J. Miehm  
Bishop of Peterborough

# Our Pillars: Grounded in Faith

## Being Creative | Being Well | Being Community

Three overarching pillars guide our strategic plan, helping us to organize our priorities as we strive to achieve our vision and undertake our mission each day. The pillars act as guideposts for our staff, enabling them to place their work within the broader context of our strategic plan. Our pillars show our stakeholders what we set out to achieve each day and remind us of where we wish to go as an education system and as a faith community.

From our very being, the light of Christ unveils itself in all we learn, in all we do and in all we see. *Being*, is finding that place centered in God where all our *doing* becomes fruitful. At the heart of Catholic Education is finding the light within and seeing in that light, God's creation. "Light is not so much what you see as that by which you see everything else." (Richard Rohr, The Universal Christ)

In that light are the three theological virtues found in Paul's First Letter to the Corinthians (1 Cor.13:1-13). In that light...

### ***Being Creative:* (Faith)**

The light within is the source of all our creativity, our imagination, God as immanent and as transcendent. We reach outward toward the very source that is God.

### ***Being Well:* (Hope)**

We have hope on the journey of life as we find unity in body, mind and spirit, as we discover wholeness or "holiness." All creation is the one Body of Christ of which everyone and everything is a part.

### ***Being Community:* (Love)**

St. Augustine, in Sermon 272, spoke of infinite seeds being made into a dough, fired by the Holy Spirit, then again broken and shared. Community is our highest goal. We hold the Christ light for each other. In the many we are one and we are healed. "And now faith, hope, and love abide, these three; and the greatest of these is love." (1 Cor. 13.13)

# Our Pillars: In Action



## Being Creative

Being Creative opens the door to imagination and looking at the world in new ways. Creativity is fundamental to what it means to be a successful teacher and a successful learner. Creativity defines how students engage in learning: asking the right questions to generate new ideas, evaluate information, and construct information in new ways. It defines how teachers engage in teaching: facilitating connections, leveraging technology and finding innovative ways to demonstrate concepts and assess learning. Creativity pushes our Board leadership to put new ideas into practice, to be adaptive, flexible and forward thinking.



## Being Well

Being Well is at the heart of doing well. We can only put our best foot forward in the classroom when we create the conditions for success. We know that we have to take care of our own wellness and that of others - to support students and staff alike in striving to be our best selves every day. Supportive, inclusive and effective learning environments require connectedness and supportive relationships among all members of the learning community in order to ensure physical and emotional safety of self and spirit. Academic excellence occurs in an environment where love, caring and belonging are foundational elements.



## Being Community

Being Community starts with an inclusive Catholic educational community. We seek to be positive community members and develop relationships among all stakeholders. Our many partnerships (both locally and globally) provide our students with the opportunity to develop diverse worldviews and perspectives in order to address political, ecological, social, and economic issues that are crucial to living in a contemporary, connected, interdependent, and sustainable world. Through the Catholic lens, students develop an appreciation for the diversity of people, perspectives, and the ability to envision and work toward a better and more sustainable future for all.

# Our Priorities

While our three strategic pillars set out the overarching themes for all the work that we do, our strategic priorities distinctively name the main areas of our focus for the 2021-2025 Strategic Plan.

After extensive internal and external consultation with our education community and stakeholders in the spring of 2021, a set of eight themes emerged that are reflected in our strategic priorities: Faith, Relationships, Mental Health & Well-being, Teaching & Learning, Equity, Technology, Environment and Resources.

Attached to each strategic priority are three goals that will direct the strategic action items in our annual Catholic Board Improvement Plan for Student Achievement and Well Being and the Catholic School Improvement Plan for Student Achievement and Well Being at each of our 36 schools.

PVNC staff and members of the public can track our progress on achieving these goals and actions through the annual Director's Report, which is released each year in December.





# Inspiring Faith



Inspiring Faith to strengthen the foundation of Christ in our Catholic schools and spark a call to service in the greater community.

## Strategic Goals:

- ◆ We will enhance connections between the home, school, parish and community in order to provide outreach and see the face of God in each person we serve.
- ◆ We will find unity in the body of Christ and see God in the natural environment through Liturgy and the Mass.
- ◆ We will use various resources including Auditing our Catholic Schools and A Pastor's Journal to identify ways that we can continue to be the Christ light for others and build community through symbols, words and actions.

# Valuing Relationships

Valuing Relationships to empower our students and staff as we work together to realize the great promise of Catholic Education.

## Strategic Goals:

- ◆ We will create an environment in all workplaces that has at its core “the art of accompaniment,” keeping Jesus at the centre of our community as we model ministry, acceptance and love.
- ◆ We will foster a sense of respect for the unique expertise and strengths of each individual, acknowledging and celebrating the efforts of our students and staff and working to ensure they feel valued, empowered and supported.
- ◆ We will demonstrate servant leadership by creating inclusive learning and work environments grounded in gratitude and empathy for the work that we do and the people we serve.



# Nurturing Mental Health & Well-being



Nurturing Mental Health & Well-being to create healthy environments in which we work, learn and teach, understanding that we have to be well in order to learn, to teach, to lead, to support and to fulfill the demands of each of our roles.

## Strategic Goals:

- ◆ We will engage in professional development for creating healthy interpersonal relationships/ partnerships, workspaces and classrooms.
- ◆ We will enhance collaborative efforts across our organization directed at working as a cohesive team to bring about ideal work and learning environments.
- ◆ We will strive to be open, humble, and receptive to opportunities for learning and personal growth that build our individual knowledge.

# Providing Excellence in Teaching and Learning

Providing Excellence in Teaching and Learning to maximize student engagement through effective assessment practices, deep inquiry learning, student voice and choice.

## Strategic Goals:

- ◆ We will teach students to think critically, ask questions and communicate their thinking.
- ◆ We will continue to support deep inquiry learning and Universal Design for Learning (UDL) to ensure all students can achieve success.
- ◆ We will focus on student strengths and identify areas for growth using assessment for, as and of learning.





# Ensuring Equity



Ensuring Equity to create a culture of belonging that promotes spiritual, emotional, mental and physical safety through advocacy and aspiring allyship.

## Strategic Goals:

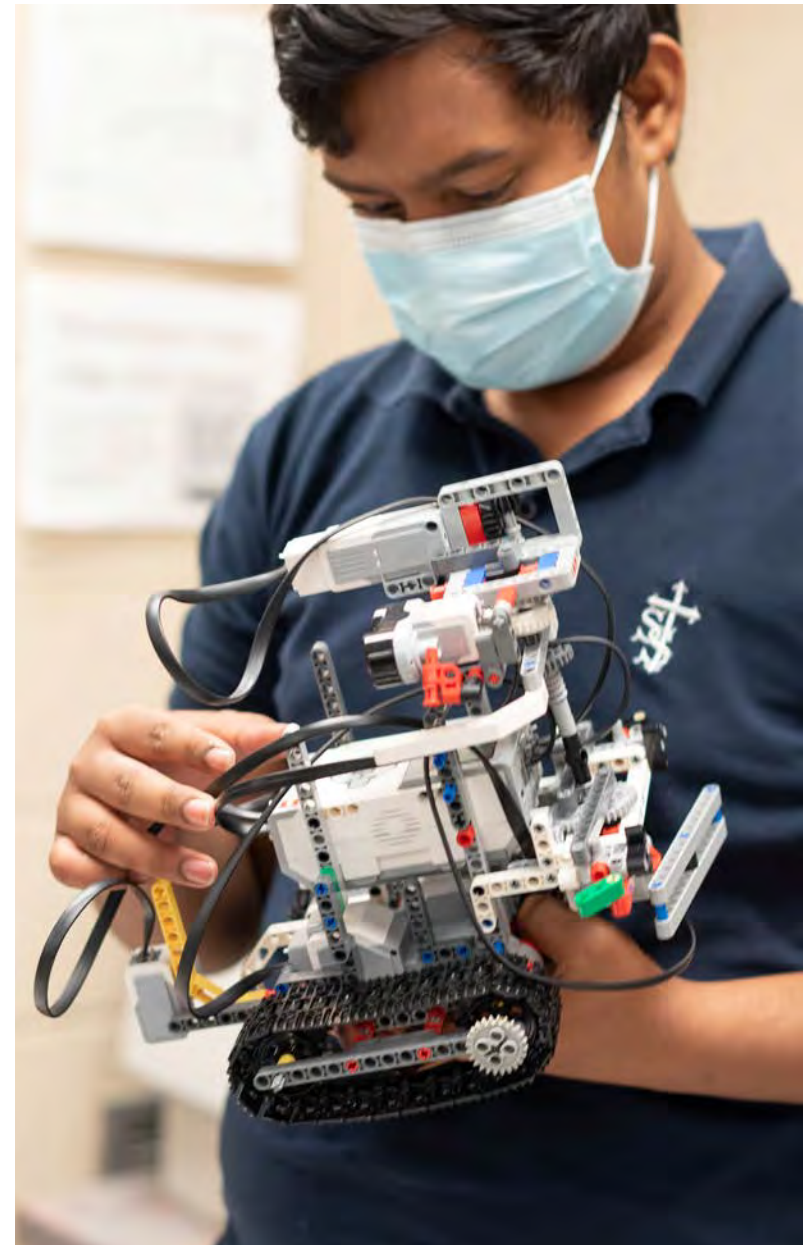
- ◆ We will provide staff with the necessary space and time to engage in reflective dialogue, identify personal learning goals and engage in learning through an equity lens.
- ◆ We will review curriculum resources through a culturally relevant and responsive pedagogy lens to critically evaluate the resources we use to ensure materials represent diverse perspectives.
- ◆ We will use the Student Census Survey Data and Equity Continuum Resource (OISE) to inform our Catholic Board and School Improvement goals on an annual basis.

# Expanding Technology

Expanding Technology to enable staff and students to apply, analyze, evaluate and create their thinking and learning in creative and innovative ways while encouraging staff and students to develop new ways of using technology.

## Strategic Goals:

- ◆ We will provide all students with appropriate technology and implement a balanced inquiry-based model of online and in-person learning so that students can clearly make their thinking visible and use technology where most impactful.
- ◆ We will facilitate ongoing learning and increase the confidence of educators and students with up-to-date, real-world applications and technologies that meet industry standards and will support our students well into the future.
- ◆ We will ensure students and staff are provided with a growing repository of applications, programs and learning opportunities that meet safety and privacy requirements as they competently employ technology to demonstrate their thinking and learning.



# Protecting the Environment



Protecting the Environment to create greater ecological sustainability in all of the Board's educational, strategic, and corporate practices and to act on the urgency expressed in Pope Francis' Encyclical on the Environment *Laudato Si'*.

## Strategic Goals:

- ◆ We will prioritize environmental education learning expectations in all schools by providing the necessary staff training to build capacity among teachers and leaders, ensuring that environmental topics in the current K-12 curriculum documents be taught and assessed for all students.
- ◆ We will strive to certify all schools in an environmental stewardship program.
- ◆ We will develop short and long-term environmental plans for the Board, creating a multi-disciplinary resource committee on the environment and reporting to the Board of Trustees twice per year to assess the progress being made toward the established goals.



# Maximizing Resources

Maximizing Resources to maintain public trust and ensure a fiscally responsible Catholic school system founded on equity, transparency, accountability, risk management and sustainable priorities.

## Strategic Goals:

- ◆ We will ensure efficient and equitable allocation of staff and regularly review all teaching and learning resources in our schools so that our staff and students have the best possible support.
- ◆ We will maintain effective corporate risk management practices and search for opportunities to improve operational efficiencies.
- ◆ We will enhance our engagement in authentic and transparent consultation on the use of resources with stakeholder groups.





# Sources



- ◆ [Achieving Excellence: A Renewed Vision for Education](#)
- ◆ [Auditing Our Catholic Schools](#)
- ◆ [A Pastor's Journal: Catholic Parishes and Schools Working Together](#)
- ◆ [Deep Learning](#)
- ◆ [Encyclical on the Environment Laudato Si'](#)
- ◆ [EcoSchools](#)
- ◆ [Growing Success: Assessment, Evaluation & Reporting](#)
- ◆ [OISE Equity Continuum](#)
- ◆ [PVNCCDSB Draft Equity Resource Selection Guide 2021](#)
- ◆ [Renewing the Promise, 2018](#)
- ◆ [School Effectiveness Framework 2013](#)
- ◆ [School Improvement Planning Document for Principals: Ministry of Education](#)
- ◆ [Together in Faith. Home. School. Parish](#)
- ◆ [Together in Faith. Care for our Common Home](#)
- ◆ [Universal Design for Learning \(UDL\)](#)

# Acknowledgments

Thank you to all members of our Peterborough Victoria Northumberland and Clarington Catholic learning community, partners and key stakeholders who shared their voice throughout the consultation and development of our 2021-2025 Strategic Plan: *Building a Community That Accompanies*.

## **The following groups were integral to the renewal of our strategic plan:**

- ◆ PVNCCDSB Board of Trustees 2020-2021: Linda Ainsworth, David Bernier, Michelle Griepsma, Braden Leal, Kevin MacKenzie, Helen McCarthy, Emmanuel Pinto
- ◆ Senior Administration 2020-2021: Jeannie Armstrong, Joan Carragher, Laurie Corrigan, Isabel Grace, Tim Moloney, Stephen O’Sullivan, Sheila Piggott
- ◆ Strategic Planning Advisory Committee: Linda Ainsworth, Jeannie Armstrong, David Bernier, Frank Bradica, Shannon Brady, Joan Carragher, Sandra Connolly, Laurie Corrigan, Galen Eagle, Sean Heuchert, Sheila Piggott, Erin O’Sullivan
- ◆ His Excellency, Bishop Daniel Miehm and the Diocese of Peterborough
- ◆ Father Paul Massel, Board Chaplain and Faith Animator
- ◆ Communication Services: Galen Eagle, Andrea Bradley and Alyssa Cymbalista
- ◆ Parents, students, staff and clergy participated in our consultations through Thought Exchange and Google surveys and individual staff members participated in one-on-one consultations with the Director of Education.
- ◆ School-based staff at all 38 schools and centrally assigned staff.
- ◆ Accessibility for All Committee
- ◆ Catholic Parent Engagement Committee
- ◆ Faith and Equity Advisory Committee
- ◆ First Nation Métis and Inuit Advisory Committee
- ◆ French as a Second Language Advisory Committee
- ◆ Special Education Advisory Committee
- ◆ Student Council Liaison Committee Meeting





**PETERBOROUGH VICTORIA NORTHUMBERLAND AND CLARINGTON  
CATHOLIC DISTRICT SCHOOL BOARD**

1355 Lansdowne Street West  
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K9J 7M3

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SEPTEMBER 2021



*Peterborough Victoria  
Northumberland and Clarington  
Catholic District School Board*

**Ontario Catholic School Trustees' Association (OCSTA) Annual Membership Fees, FACE Levy and Central Bargaining Fees 2021-2022.**

R.A. that the payment of the 2021-2022 Ontario Catholic School Trustees' Association membership fees and FACE Levy 2021-2022 in the amount of \$65,490.55 be approved;

AND

that the payment for the 2021-2022 Ontario Catholic School Trustees' Association GSN Funding for Central Bargaining fees in the amount of \$55,384.00 be approved.

September 13, 2021

Administration



## Benefits of Membership

*"One unified provincial voice for Ontario's English Catholic school boards..."*

Throughout the history of Catholic education in Ontario, our system's strength has been our ability to organize our school trustees under the guiding principles of the Gospel to advance our shared goals for the promotion and protection of Catholic education in Ontario. We achieve those objectives through our ongoing lobbying efforts, our membership development services and the following key activities that directly benefit our members.

### **OCSTA:**

1. Represents Catholic school boards on all provincial consultations and work groups.
2. Provides advice to boards on significant policy issues.
3. Provides an extensive array of classroom and community resources for Catholic Education Week. Information is located online at <http://www.goodnewsforall.ca>. These resources resonate strongly with students, parents and parishes and boards have expressed their appreciation for the materials and information that are generated and shared.
4. Lobbies the government on all funding issues most of which are identified by our member boards.
5. Represents Catholic boards on significant legal issues as they arise.
6. Develops provincial messaging and platforms on key issues and developments in education affecting Catholic schools and shares such strategic resources with boards. To further support effective school board communications and community relations, OCSTA hosts an annual professional development session for school board communication staff.
7. Provides enrichment opportunities for Catholic school board trustees and staff.
  - a. Supports online enrichment opportunities for Catholic school board trustees via the Trustee Professional Development Modules developed with input from OCSTA and delivered by the Ontario Education Services Corporation (OESC) which is supported by all Ontario's school trustee associations. Those modules can be accessed online at the following URL: <https://modules.ontarioschooltrustees.org/?lang=en>
  - b. Annual trustee development events include January Catholic Trustees Seminar, Business Seminar, Labour Relations sessions (as needed) and the Annual General Meeting and Conference.
  - c. The recently developed OCSTA Certificate Course in Leadership and Good Governance was made available to all trustees in 2019. Protects the interests of Catholic school boards by monitoring activity in the Legislature, including draft legislation, as well as the release of new Regulations to identify impact on Catholic boards and propose amendments as necessary.

8. Maintains a provincial network, at both the political and staff levels, to position OCSTA to respond quickly to any issue of relevance to Catholic Schools.
9. Serves as the designated bargaining agent for Ontario's 29 Catholic District School Boards.

This list is not exhaustive.

In addition, OCSTA partners with the other three trustee associations and the Council of Directors of Education (CODE) to provide many services, most with direct financial benefits to boards that are available only to boards that are members of their respective provincial association. For a comprehensive understanding, please go to the Ontario Education Services website at <http://oesc-cseo.org/English/services.html>.

### **Examples of the services provided through OESC include:**

- ❖ Serving as the intervenor at the Ontario Energy Board to keep energy costs down for school boards. An estimate of savings over the past year of \$3M for Ontario's Catholic school boards. This translates into a savings of \$5.50 per pupil which exceeds the cost of OCSTA membership.
- ❖ Provision of Behaviour Management Systems. This training is required for certain staff and is offered at a rate that saves all school boards, public and Catholic, approximately \$2M annually.
- ❖ Supporting the trustee election process by providing an array of resources located at <http://elections.ontarioschooltrustees.org> that are designed to
  - Raise the profile of trustee candidates and the municipal election process
  - Educate the public on the role of trustees and school boards
- ❖ Representation and co-ordination of initiatives pertaining to the Ontarians with Disabilities Act. This is ongoing and is meant to assist and guide boards through the various stages of implementation of the legislation and regulations. This service is a major savings for member boards that would otherwise be required to develop materials locally at significant expense.
- ❖ Development of resources on topics such as equity and inclusion, thereby saving each board the cost of developing such materials locally.

Examples of Savings for  
Peterborough Victoria Northumberland & Clarington CDSB

**School Energy Coalition**  
**\$69,500**

August 2021





Ontario Catholic School  
Trustees' Association

## 2021 - 2022 Expense BUDGET

Account Name	BUDGET 2021-2022	Sub-Total as % of Budget
<b>Partnerships</b> CCSTA, ICE, Miscellaneous Membership Fees, Student Trustees'/1st Nations' Projects	\$ 214,971	10.7%
<b>Political Advocacy</b> Political Affairs & Government Relations, Catholic Curriculum & Education Research, Fees:Consultants, Authors of Briefs, Analysts, Joint Venture	\$ 127,000	6.3%
<b>Communications and Media Relations</b> Communications (Including Promotion of Catholic Education & Media) Public Relations, Advertising	\$ 24,000	1.2%
<b>Governance</b> Committee & Task Force Meetings, Directors' Meetings, Outside Conferences & Seminars	\$ 70,000	3.5%
<b>Operations</b> Rent, Office Expense, Furniture & Computers, Telephone, Postage & Courier, Audit, Insurance, Library, Miscellaneous	\$ 400,250	20.0%
<b>Legal</b>	\$ 75,000	3.7%
<b>OCSTA-hosted Meetings/Seminars/AGM</b>	\$ 50,000	2.5%
<b>Human Resources</b> Salaries & Fees & Contracted Services, Employee Benefits, Government Deductions & Taxes, Professional Development	\$ 1,039,900	52.0%
<b>TOTAL APPROVED EXPENSE BUDGET</b>	<b>\$ 2,001,121</b>	<b>100.0%</b>





Ontario Catholic School  
Trustees' Association

## OCSTA Membership Fee Schedule

--- 2021 - 2022 ---

Cat.	Enrolment	Basic Fee	Per Pupil Cost	Cat.	Enrolment	Basic Fee	Per Pupil Cost
<b>A</b>	School Auth-\$2,200 (ended FYE2010 by MOE legislation)			<b>I</b>	20,000 - 29,999	\$20,400	2.736
<b>B</b>	600 - 2,999	\$2,040	4.610	<b>J</b>	30,000 - 39,999	\$30,600	2.278
<b>C</b>	3,000 - 4,999	\$4,080	4.495	<b>K</b>	40,000 - 49,999	\$40,800	2.006
<b>D</b>	5,000 - 6,999	\$5,100	4.265	<b>L</b>	50,000 - 59,999	\$51,000	1.693
<b>E</b>	7,000 - 7,999	\$6,120	4.035	<b>M</b>	60,000 - 69,999	\$61,200	1.526
<b>F</b>	8,000 - 11,999	\$8,160	3.805	<b>N</b>	70,000 - 79,999	\$71,400	1.421
<b>G</b>	12,000 - 14,999	\$10,200	3.690	<b>O</b>	80,000 - 89,999	\$81,600	1.337
<b>H</b>	15,000 - 19,999	\$15,300	2.950	<b>P</b>	90,000 ++++	\$91,800	1.296

Note: This Membership Fee Schedule was approved by Board in June 2012 for use starting in 2012 - 2013; continuing exactly the same in 2013-2014 + 2014-2015 + 2015-2016 + 2016-2017 + 2017-2018 + 2018-2019; REVISED 2019-2020; continuing the same in 2020-2021 + 2021 - 2022

**Ontario Student Trustees' Association (OSTA-AECO) Fees 2021-2022.**

R.A. that the payment of the 2021-2022 Ontario Student Trustees' Association annual membership fees in the amount of \$1,691.55 be approved.

September 13, 2021

Administration

(by email)

August 27, 2021

Dear Trustees,

The PVNCCDSB Special Education Advisory Committee is writing to you today, following lengthy joint discussions, to express our concerns regarding your vote not to fly the Pride Flag in our School Board. We are extremely disappointed with this decision and would appreciate your consideration of our concerns.

We strongly believe inclusion to be espousing the principle of “a child is a child is a child” regardless of their race, colour, creed, sexual orientation, special needs, etc., and feel that within our Catholic faith the rights of children to be unique and individual must be respected. If we are truly accepting of every child, then we should welcome and promote any sign indicating that acceptance, be it a Rainbow Flag, an Autism Flag or any other celebration of our individuality. We should be willing to take pride in openly displaying our acceptance of everyone!

We ask you, why shouldn't we raise a flag to celebrate those values and demonstrate to the community (internal and external) our commitment to acceptance and respect for our 2SLGBTQ+ students and families? If we can help a child feel further accepted, recognized and supported by simply raising a flag, why would we not do that? We firmly feel that by disallowing the display of a visible symbol of acceptance, it may sadly be misconstrued as hypocrisy of the promotion of inclusion and equity in our classrooms. Are Trustees opposed to the inclusion of our 2SLGBTQ+ students or just the flag?

We sincerely hope that you, the Trustees, will revisit the issue. Staff and students in our schools who clearly work so hard to love and accept each other, deserve to be able to be proud and celebrate their efforts! Raising the Rainbow Flag would be such a positive affirmation!

As Catholics, we are all made in the eyes of God and are to be accepted and loved, just as we are. We were completely shocked by the decision, not having received the courtesy of consultation or of any prior knowledge of the motion. As members of the committee responsible for advising, supporting and communicating the Board's position on special education, we were embarrassed and indeed dismayed at our lack of awareness of your response on this significant issue. Our monthly SEAC Agenda provides an opportunity for Trustees to present information on Board discussions and actions that are relevant to SEAC. We depend on this information to make sound decisions that will affect all students in our schools. Following a careful review of our SEAC Minutes, we did not find any communication regarding the activities of the Board this year. Most importantly, we found no reference to a vote regarding the raising of Pride Flags or other displays of support. A likewise review of

the Committee as a Whole Minutes found no reference to a pending vote regarding the issue. Why are we not being made aware of the upcoming items, motions, decisions that would during the standing Trustee report on our Agenda?

Was the decision not to fly the Pride flag due to Catholic doctrine? The unfortunate outcome is what will appear to be a denial of diversity in our schools and a lack of respect for that diversity. Particularly shocking when the Catholic Church is under pressure at the moment to demonstrate acceptance and respect! While we appreciate the undoubtedly genuine sentiment in Dave, Joan and Emmanuel's comments and believe that the practice in our schools is truly inclusion and love, for us the unanswered question is "Why not fly the flag"? If Catholic teachings say members of the 2SLGBTQ+ community must be treated with dignity and respect – how does this vote show dignity and respect? We ask that the Trustee's Report Agenda Item at the September 21<sup>st</sup> SEAC meeting provides answers to our questions and a time for discussion. Specifically, we would like to thank Emmanuel for responding to our email following the decision and would appreciate the discussion to be inclusive of the following points:

- June 22/21 motion Pride flag- Emmanuel stated he was one of the trustees who voted against the motion to raise the flag. *SEAC was not given an opportunity at the May or June SEAC meetings to learn about this upcoming motion and give our feedback with regards to the students we represent. Should this not be included in the standing item?*
- At the Trustees October 2019 meeting, a vote took place where the Trustees voted unanimously to support a change to the PVNC Code of Conduct to include respect, treat others fairly, regardless of race, ancestry, place of origin, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability. Emmanuel said that nobody paid attention to the board passing this amendment back then despite it being a major fight in some of the larger Catholic Boards in the province. *We do not recall this being discussed at the SEAC meeting. Were we notified of the upcoming vote?*
- We are happy to hear that Emmanuel absolutely agrees that Human Rights and Catholic traditions can be respected at the same time and place and says that upholding human rights is not dependent on flying flags but on the "actions" that we take as organization and as individuals to support students in our schools. *So why not fly the flag as a symbol of our acceptance, support, welcoming, safety and intolerance to any discrimination regardless of race, identity, disability, sexuality etc.?*
- Emmanuel made a point of saying how is this inclusion, how is this being welcoming to those in the board. *We ask how it is not about inclusion, safety, acceptance- sometimes schools are the only environment a child/youth feels safe and welcomed and supported?* He also stated that we are all committed to supporting all students and all students deserve the best possible education in the safest environment. *What about a welcoming environment?*
- Emmanuel stated that there was a Student Demographic Census in the fall to give a better idea of which areas of equity we need to focus on and provide recommendations on how to be more effective in these areas. *This would have been a great discussion to have during the standing Trustee agenda item during the SEAC meeting. We would have had an*

opportunity to reflect on how the census results. One of the ways to be more effective would be to fly the flag to show support.

- Emmanuel shared his own speech on the motion regarding the Pride Flag in his reply email to SEAC (after the vote) and stated the opinions were split evenly down the middle in the community and the board. Again, was SEAC updated about this motion so we could give our thoughts as we are a voice, advocates, policy makers for children and youth with developmental disabilities?
- In his email Emmanuel asks what happened to love, to those who expressed hatred towards LGBTQ is this love? To those who believe a piece of fabric (Pride Flag) is a sufficient symbol to heal all the hurt that has been caused. SEAC feels the Pride Flag has a great deal of symbolism about the fight for acceptance for all, inclusion, love, safety. Emmanuel also referred to a program called "We are all Wonderfully Made" designed by the Institute for Catholic Education and approved by the Bishops. Is this something that could be shared at a SEAC meeting?

Breaking with tradition, at least eight Catholic school boards in some of Ontario's most populous areas have voted to fly the Pride Flag, which advocates say will help LGBTQ students feel more welcome. Although PVNCCDSB has confirmed their intention to explore and reinforce protective policies and practices for students in our schools, the flying of the Pride Flag should simply be viewed as an obligation under the law. In doing so, PVNCCDSB's commitment to the guaranteed rights of 2SLGBTQ+ students would be clearly demonstrated to all. Ontario's Human Rights Code, the Canadian Charter of Rights and Freedoms and the Education Act guarantee 2SLGBTQ+ students, parents, staff, and community a safe, welcoming, and respectful environment where discrimination, bullying and harassment is not tolerated. Failure to symbolically acknowledge Pride events has precedence in the Human Rights Tribunal of Ontario as a violation of the rights of people who are LGBTQ2+. (e.g., *Oliver v Hamilton (City) (No. 2)*, 1995 CanLII 18157 (ON HRT) and *Hudler v London (City)*, 1997 CanLII 24809 (ON HRT)).

Additionally, as the committee concerned primarily with our students with special needs, we would like to reinforce our interest in the issue and highlight for Trustees the connection between students with Autism and other special needs and gender diversity/sexual orientation. The following references note that "People who do not identify with the sex they were assigned at birth are three to six times as likely to be autistic as cisgender people are, according to the largest study yet to examine the connection. Gender-diverse people are also more likely to report autism traits and to suspect they have undiagnosed autism." "Studies vary widely on the percentage of people with autism who are gay, lesbian, or bisexual. One analysis suggested the rate is 15 to 35 percent among autistic people who do not have intellectual disability"

#### References:

- <https://www.spectrumnews.org/news/largest-study-to-date-confirms-overlap-between-autism-and-gender-diversity/>
- <https://pubmed.ncbi.nlm.nih.gov/32770077/>
- <https://pubmed.ncbi.nlm.nih.gov/29159906/>

We are very aware that public funding for Catholic Schools is consistently a contentious issue across the province and country and actions like this are not supportive of the value of Catholic education. We are proud of our Catholic beliefs and are dedicated to supporting the needs of all students in our schools. We trust that you will reconsider your position on this issue and show to the students, staff, families and community that you represent that our actions speak as loudly as our words.

Thank you for taking the time to review our concerns. We look forward to continuing the conversation at the September meeting and to gaining an understanding of how and why this decision was made.

Sincerely,

Arlene Godby, Chairperson

On behalf of the members of SEAC:

Shawna Belcourt, Sandra Scott, Clare Paterson, Melissa Gillespie, Kelly Smigielski