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| ***English*** | ***TCH*** |
| **Helping All Students Succeed Creating Equitable Learning Environments for All***“We believe that equity of opportunity, and equity of access to our programs, services and resources are critical to the achievement of successful outcomes for all those whom we serve, and for those who serve our school system … The Board is therefore committed to ensuring that fairness, equity, and inclusion are essential principles of our school system and are integrated into all our policies, programs, operations, and practices.”* *Toronto District School Board Equity Foundation Statement* **Message to Parents** *Our vision is for all students to succeed. It is critical that we provide safe and caring schools where students have the resources and tools they need to be successful.* *We have done a lot of work to support our students, but still, not all students are as doing as well in school as they should be. We need to change that.* *We are looking at how we support all of our students and are taking a more focused approach. We must help those who aren’t reaching their potential, while also continuing to inspire, engage and raise the bar for all students.**Your voice and opinion is an important part of this conversation. Please join the discussion and share with us your thoughts on how parents and schools can work together to improve the learning experience for students.* *There are three ways to share your insights and ideas: during an online webcast about equity, through an online form or an in-person consultation session. Visit our website to learn more about this work and how to share your thoughts. This is just the beginning of the conversation; we will continue to listen and consult with you as we develop and implement our plan.* **Selected Year 1 Actions** **Policy** Develop and Implement appropriate staff training to support effective policy implementation at all levels of the organization.  **Budget** As part of the budget process, include consideration of strategies intended to address persistent achievement, opportunity and participation gaps. **Access & Secondary Program Review** Begin consultation with students system-wide to inform secondary program visioning, strategy and planning.  **School Improvement Process** Support our system leaders and school leaders to enhance our school effectiveness/school improvement process that includes supporting schools to arrive at an authentic focus for achievement, well-being and equity. **Leadership Capacity Plan** Build capacity for all leaders…explicitly focusing on the following component(s):…formal anti-racism and anti-oppression training to better integrate our school improvement and equity commitments, as well as to help leaders engage their staff in discussing issues of power and privilege to confront bias and eliminate barriers. **Inclusion and** **Special Education** Develop comprehensive, user-friendly, plain language resources to provide parents with information about special education programs, services and supports, including upcoming changes to the Home School Program model, as well as the process for participating in consultations related to the Annual Review of the TDSB Special Education Plan. **Employment Equity** Review of Programs: Employee Services, in conjunction with our Staff Development personnel, to enhance leadership training and sensitivity to identify and remove any barriers that may exist for our employees. All existing programs will be reviewed to ensure they are delivered to reflect the Board’s commitment to equity and inclusion.**Helping All Students Succeed Creating Equitable Learning Environments for All****Community Consultation Website** http://www.tdsb.on.ca/Community/PublicConsultations/Equity.aspx**We want to hear from you….** Your voice and opinion is an important part of this conversation. Please join the discussion and share with us your thoughts on how parents and schools can work together to improve the learning experience for students. What insights or reflections do you have about equity or the draft framework and do you have any comments?**Join the conversation about Equity in the TDSB** *“We believe that equity of opportunity, and equity of access to our programs, services and resources are critical to the achievement of successful outcomes for all those whom we serve, and for those who serve our school system … The Board is therefore committed to ensuring that fairness, equity, and inclusion are essential principles of our school system and are integrated into all our policies, programs, operations, and practices.”* *-- TDSB Equity Foundation Statement*Our vision is for all students to succeed. It is critical that we provide safe and caring schools where students have the resources and tools to be successful.We have done a lot of work to support our students, but still, not all students are doing as well in school as they should be. We need to change that. We must take a more strategic and focused approach help those who aren’t reaching their potential, while also continuing to inspire, engage and raise the bar for all students.We have looked at our past efforts, leveraged the expertise and experiences we have heard from our communities and have considered where we want to go and how we need to change to get there. The result is a draft of an Integrated Equity Framework Action Plan. This approach requires a shift in how we approach equity in the TDSB and we want to hear from you. Your voice and opinion is an important part of this conversation. Please join the discussion and share with us your thoughts on how parents and schools can work together to improve the learning experience for students.We also invite you to read the [draft framework](http://www.tdsb.on.ca/Portals/0/draft_IntegratedEquityFrameworkActionPlan_220916.pdf) (or, the [summary version](http://www.tdsb.on.ca/Portals/0/EFAP_user%20friendly.pdf)), and share:* What insights or reflections do you have about equity or the draft framework?
* Did it resonate with you?
* Is there anything missing?
* What comments do you have?
 | **幫助所有學生取得成功****為所有人創造公平的學習環境** *“我們相信每個人都應該有平等的機會和平等的管道來獲取我們的教育項目、服務和資源，這對於我們的服務對象和為學校系統提供服務的人士取得成功至關重要。所以教育局致力於確保公平、平等和包容成为我們整個學校系統的核心原則，並融入到我們的政策、計劃、運作和實踐中。”**多倫多教育局（ TDSB ）平等基金宣言*給家長的資訊我們的願景是幫助所有學生取得成功。關鍵在於我們要為學生提供安全和充滿關懷的校園，使他們擁有成功所需的資源和途徑。我們已經做了很多工作來支援我們的學生，但並非所有學生都在學校裡發揮出了全部的潛力。我們需要對此作出改變。我們正在研究如何為所有學生提供支援，正在采取更有針對性的措施。我們必須為沒有發揮出全部潛力的學生提供幫助，同時繼續激勵、帶動所有學生，提高對他們的要求。您的看法和意見是這一溝通過程中很重要的一部分。對於家長和學校如何共同努力來改善學生的學習體驗，歡迎您加入討論，與我們分享您的想法。*有三種方式可以分享您的見解和想法：參加有關平等議題的線上網路廣播，填寫線上表格或者親自參加諮詢會。請訪問我們的網站，了解更多信息並分享您的看法。這只是溝通過程的第一步，我們將隨著計劃的制定和實施繼續傾聽您的意見，與您進行探討。***第1年行動方案****政策**制定和實施合適的員工培訓，使政策在機構內部的各個層級都得到有效實施。**預算**作為預算過程的一部分，其內容包括考慮實施一些措施，以處理學生在成績、機會和參與等方面長期存在的差距。**教學資源獲取與中學課程審議**在整個學校系統與學生展開諮詢和討論，介紹中學課程計劃的願景、措施和規劃。**學校改進程序**協助教育系統和學校的領導加強學校運作的有效性/進行學校各項工作的改進，其中包括幫助學校將關注點真正放在學生的成績、身心健康和平等上。**領導能力培養方案**幫助所有領導培養領導力……明確關注以下幾個方面：……正式的反種族主義和反壓迫培訓，以更好地將改進學校工作、踐行平等的承諾融入其中，同時幫助領導們帶領教職員工參與權力和特權議題的討論，直面偏見，消除障礙。**包容和特殊教育**開發綜合性、便於應用和理解的資源，為家長們提供有關特殊教育計劃、服務和支援的資訊，其中包括家庭學校計劃（Home School Program）模式即將引入的改變，以及與TDSB特殊教育方案年度審議相關的諮詢參與過程。**就業平等**計劃回顧：員工服務部門、聯同我們的員工發展工作人員，強化領導力培訓並增強敏感性，及時發現並消除任何可能對於雇員存在的障礙。所有現有的計劃都將接受審議，以確保它們反映出了教育局對平等和包容的承諾。**幫助所有學生取得成功****為所有人創造公平的學習環境****社區諮詢網站：**http://www.tdsb.on.ca/Community/PublicConsultations/Equity.aspx**我們想聽到您的意見….**您的看法和意見是這一溝通過程中很重要的一部分。對於家長和學校如何共同努力來改善學生的學習體驗，歡迎您加入討論，與我們分享您的想法。您對於平等議題或框架草案有什麼見解和思考？您有任何評論嗎？**加入TDSB關於平等議題的探討***“我們相信每個人都應該有平等的機會和平等的管道來獲取我們的教育項目、服務和資源，這對於我們的服務對像和為學校系統提供服務的人士取得成功至關重要。所以教育局致力於確保公平、平等和包容成为我們整個學校系統的核心原則，並融入到我們的政策、計劃、運作和實踐中。”**多倫多教育局（TDSB）平等基金宣言*我們的願景是幫助所有學生取得成功。關鍵在於我們要為學生提供安全和充滿關懷的校園，使他們擁有成功所需的資源和途徑。我們已經做了很多工作來支援我們的學生，但並非所有學生都在學校裡發揮出了全部的潛力。我們需要對此作出改變。我們必須采取更加富有戰略意義和針對性的方法，來幫助沒有發揮出全部潛力的學生，同時繼續激勵、帶動所有學生，並提高對他們的要求。我們對過去所做的努力進行了回顧，借助社區為我們提供的專長和經驗，思考了將來的發展方向、以及我們需要做出怎樣的改變才能達成目標。取得的成果就是這份《消除歧視促進平等框架行動方案》（Integrated Equity Framework Action Plan）的草案。這一方法需要我們對TDSB內部處理平等議題的做法進行改變，我們需要您的意見。您的看法和意見是這一溝通過程中很重要的一部分。對於家長和學校如何共同努力來改善學生的學習體驗，歡迎您加入討論，與我們分享您的想法。我們還想邀請您閱讀這份框架草案（或者其摘要版本），並分享：• 您對於平等議題或這份框架草案有什麼見解或思考？• 草案和您的想法契合嗎？• 我們是否了遺漏了任何內容？• 您有任何評論嗎？ |