



Program and School Services Committee

Report No. 85

PSSC:087A

Thursday, October 29, 2020

4:30 p.m.

Electronic Meeting

Trustee Members Present Trustees Jennifer Story (Chair), Rachel Chernos Lin, Parthi Kandavel, Dan MacLean, Yalini Rajakulasingam, Anu Sriskandarajah and Chris Tonks

Also Present Trustees Michelle Aarts, Alexander Brown, Trixie Doyle, Shelley Laskin, James Li, Chris Moise, Robin Pilkey and Manna Wong

All trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#)

Part A: Committee Recommendations

1. Employment Equity: Addendum to Annual Report [3965]

The Committee considered a report from staff (see PSSC:087A, page 25), presenting information on employment demographics related to employment equity, an addendum to the Employment Equity annual report.

Moved By Trustee MacLean

Seconded By Trustee Sriskandarajah

The Program and School Services Committee **RECOMMENDS** that the report be received.

Carried

Staff undertook to add more specific demographic data to the report including information related to self-identified South-Asian and East Asian staff to the "TDSB Staff – Workforce Census" chart on page 9 of the report.

2. Environmental Sustainability Community Advisory Committee: Solar Panel Signage

The Committee considered a report from the Environmental Sustainability Community Advisory Committee dated October 6, 2020 (see PSSC:087A, page 5) presenting a recommendation regarding signage for solar panels.

Moved By Trustee Rajakulasingam

Seconded By Trustee MacLean

The Program and Schools Services Committee **RECOMMENDS** that the following be referred to staff for options on the cost of implementation of Part (a) below, to be presented at the next meeting of the Program and School Services Committee:

- a) That signage be developed and posted at all schools with solar panels to draw attention to the presence of solar panels on school rooftops;
- b) That the amount of electricity generated by the solar panels be reported annually;
- c) That the Director present a report in the spring of 2021, as part of the annual sustainability report.

Carried

At the Committee meeting, Parts (a) and (b) were introduced by Trustee Rajakulasingam, **seconded by Trustee MacLean**. “That the Director present a report in the spring of 2021” was added as Part (c), on amendment of Trustee Rajakulasingam, on behalf of Trustee Wong and Trustee MacLean. “As part of the annual sustainability report” was added at Part (c), on amendment to the amendment by Trustee Tonks, seconded by Trustee Doyle.

3. Dismantling Systemic Barriers to Inclusion in Discipline Procedures

Moved by Trustee Chernos Lin

Seconded by Trustee MacLean

Whereas, the Ontario Government recently amended Ontario Regulation 440/20 of the *Education Act* to remove the discretion of the principal to suspend students in junior kindergarten to Grade 3 for activities listed in [subsection 306\(1\)](#) of the *Education Act*, beginning in the 2020-2021 school year; and

Whereas, positive school experiences in the early years are critical in building a strong foundation for future success; and

Whereas, suspension records that remain on a student's Ontario Student Record (OSR) have the potential to create bias towards children and inhibit their future success; and

Whereas, the 2018-19 Safe and Caring Schools Report outlines the work of this department as being guided by the Board's Multi-Year Strategic Plan and being focused on the following key actions:

- **Identifying trends, patterns and opportunities in past suspension and expulsion data for improvement especially with respect to Black, Indigenous and other student groups overrepresented in student discipline data including those students with Special Education needs;**
- **Supporting the Caring and Safe Schools team to examine bias, power and privilege as they relate to student discipline process;**
- **Supporting school administrators in the application of human rights, anti-racism, anti-Black racism, anti-Indigenous racism and anti-oppression principles to student discipline;**
- **Reviewing Caring and Safe Schools practices to ensure consistency with principles of human rights, anti-racism, anti-Black racism anti-Indigenous racism and anti-oppression; and,**
- **Providing learning opportunities for more staff to be trained in restorative practices;**

And,

Whereas, the work on these goals is yielding significant, positive results. For example, in the last two years, the number of suspensions and expulsions has dropped to the lowest level ever in the TDSB (suspensions have dropped by 24%; expulsions have dropped by 53%); for the first time ever, the rate at which Black students are suspended relative to other students in the Board has decreased. However, there still remains much work to be done to create the safest, fairest and most equitable student discipline process possible;

Therefore, be it resolved:

- a) **That all suspensions on student records that would now be in violation of the newly-amended Ontario Regulation 440/20 regarding suspension of children up to and including when children were in grade 3 be expunged from their OSR and the Caring and Safe Schools database;**
- b) **That staff identify systemic work that can be done to continue the Board's commitment to addressing and interrupting bias and discrimination which may place certain groups of students at a disadvantage based on student discipline records in student Ontario Student Records, including, but not limited to:**

- i. **creating a retention schedule for the expiration of suspensions/expulsions on Ontario Student Records,**
- ii. **generating a reminder email to principals and to the TDSB Registrar for Student Discipline Hearings for all approaching appeal hearing recommendations by trustees regarding removal of suspensions from OSRs pending positive behaviour, as well as a data-entry column on outcome of recommendations, thereby encouraging follow-through, transparency and data collection of appeal hearing recommendation outcomes;**
- c) **That staff work in collaboration with the newly-established Centre of Excellence for Black Student Achievement on the systemic work at Part (b);**
- d) **That the Director present a report back through the Caring and Safe Schools annual report.**

Carried

Part B: Information Only

4. Call to Order and Acknowledgement of Traditional Lands

A meeting of the Program and School Services Committee was convened on October 29, 2020 from 4:30 to 7:52 p.m., by electronic means, with Rachel Chernos Lin, chair pro tem presiding.

5. Approval of the Agenda

On motion of Trustee Doyle, seconded by Trustee MacLean, the agenda was approved.

6. Declarations of Possible Conflict

No matters to report

7. Delegations

re Request to Form a Mental Health and Well-Being Community Advisory Committee

- 1. Yashwant Goel, TDSB Mental Health and Well-Being Parent Partnership Committee

8. Alternative Schools Community Advisory Committee Report, October 19, 2020

The Committee considered a report from the Alternative Schools Community Advisory Committee dated October 19, 2020 (see PSSC:087A, page 1). The report was presented by Angela Magditch.

Moved By Trustee MacLean

Seconded By Trustee Doyle

That the reports be received.

Carried

9. Black Student Achievement Community Advisory Committee Report, October 5, 2020

The Committee considered a report from the Black Student Achievement Community Advisory Committee dated October 5, 2020 (see PSSC:087A, page 3).

Moved By Trustee MacLean

Seconded By Trustee Doyle

That the reports be received.

Carried

10. Environmental Sustainability Community Advisory Committee Report, October 6, 2020

The Committee considered a report from the Alternative Schools Community Advisory Committee dated October 6, 2020 (see PSSC:087A, page 5). The report was presented by parent member, Anne Keary.

Moved By Trustee MacLean

Seconded By Trustee Doyle

That the report be received.

Carried

11. French-as-a-Second-Language Community Advisory Committee Report, October 13, 2020

The Committee considered a report from the French-as-a-Second-Language Community Advisory Committee dated October 13, 2020 (see PSSC:087A, page 7). The report was presented by co-chairs, Mandy Moore and Lynne LeBlanc.

Moved By Trustee Sriskandarajah

Seconded By Trustee MacLean

That the report be received.

Carried

12. French-as-a-Second-Language Community Advisory Committee: 2019-2020 Annual Report

The Committee considered an annual report from the French-as-a-Second-Language Community Advisory Committee for 2019-2020 (see PSSC:087A, page 9). The report was presented by co-chairs, Mandy Moore and Lynne LeBlanc.

Moved By Trustee Sriskandarajah

Seconded By Trustee MacLean

That the report be received.

Carried

13. Special Education Advisory Committee Report, October 5, 2020

The Committee considered a report from the Special Education Advisory Committee dated October 5, 2020 (see PSSC:087A, page 19).

Moved By Trustee MacLean

Seconded By Trustee Doyle

That the report be received.

Carried

14. Inner City Community Advisory Committee Report, October 15, 2020

The Committee considered a report from the Inner City Community Advisory Committee dated October 15, 2020 (see PSSC: 087A, page 23). Trustee Michelle Aarts presented the report.

Moved By Trustee Doyle

Seconded By Trustee MacLean

That the reports be received.

Carried

15. Parent Involvement Advisory Committee: Oral Update

The Committee heard an oral update from the co-chairs, D. Williams and Zena Shereck on the activities of PIAC and the success of the PIAC conference, Parents as Partners, which was held on October 24 and 25, 2020. The Committee met on October 20, 2020.

16. Adjournment

On motion of Trustee MacLean, seconded by Trustee Chernos Lin, the meeting adjourned at 7:52 p.m.

Part C: Ongoing Matters

No matters to report

Submitted by: Jennifer Story, Chair of Committee