French Student Achievement Community Advisory Committee

Meeting Date: March 18, 2025

A meeting of the French Student Achievement Community Advisory Committee convened from 6:30 pm to 8:30 pm via virtual Zoom meeting, with Parent Co-Chair Lynne LeBlanc presiding.

Item	Invitee Name
Attended:	Lynne LeBlanc (Parent Co-Chair W8), Sharlene Henry (Parent Vice Co-Chair, W5/W6 Alt), Charles Zhu (Parent Vice Co-Chair W11), Nabil Hasbun (W1), Lisa McAvoy (W2), Devon Pool (W3), Andrew Waters (W3 Alt), Oluwakemi Ojowa (W4), Bibi Safraw Hanif (W4 Alt), Divya Chandra (W11 Alt), Bahira Abdulsalam (W14), Aamir Barlas (W14 Alt), Also present: Mary Cruden (Canadian Parents for French), Sharon Beason (Canadian Parents for French Alt), Angela Caccamo (Centrally Assigned Principal), Liliana Martins (Co-ordinator, French Programs C & IL), Roni Felsen (Staff Co-Lead), Trustee Dennis Hastings (W1), Trustee Dan MacLean (W2), Trustee Patrick Nunziata (W3) Trustee Deborah Williams (Trustee Co-Chair W10).
Guests:	Milli.
Regrets:	Moosa Alloo (Parent Vice Co-Chair W19), Elizabeth Carvalho (W7), Cheryl Batty (W8 Alt), Maeve Gray (W10), Gail Miller (W22), Michelle Munroe (Central Co-ordinator PCEO),
Recorder:	James Jarrett

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1. Call to Order	● Land acknowledgment – Lynne LeBlanc ● Meeting recorded for minute taking purposes ● Introductions	
2. Quorum / Membership Changes	● Quorum met with 9 out of 12 Wards present. ● No changes in membership ○ Bahira Abdulsalam joined the meeting at 7:34, but was not officially welcomed.	
3. Approval of Agenda	● Devon Pool moves, Charles Zhu seconds. Carried.	
4. Approval of February 11, 2025 Minutes	● Charles Zhu Approves, Devon Pool seconds. Carried.	James Jarrett to post minutes on FSLCAC Page
5. Declarations - Possible Conflict of Interest	● None.	
6. CPF and Ward Reports	● Ward 11: Ward 11 has a new Trustee, Stacey Cline effective March 18, 2025. ● CPF: There are ministry funded programs coming up and information is on the CPF Ontario website: on.cpf.ca. ● From an advocacy perspective, not much has been going on for the last couple of months because the ministry doesn't talk to stakeholders during an election.	
7. Parent Co-Chair Report & Trustee's Report	● Parent Co-Chair: In February, we attended the PIAC conference, hosted an information table and spoke with parents and Trustees. It was well attended. ● Trustee Co-Chair Report: HERITAGE MONTH ● The TDSB is proud to recognize Greek Heritage Month (GHM) during the month of March. 2025 marks 10 years of recognizing GHM at the TDSB! Our theme for	

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	this year is Odyssey - A Decade of Celebrating Greek Heritage Month / Οδύσσεια - Μία Δεκαετία Εορτασμού του Μήνα Ελληνικής Κληρονομιάς.
	● All TDSB community members are welcome to attend the following Greek Heritage Month events:
	● GHM Opening Ceremony, Saturday, March 1 from 10:00 am to 11:00 am, @ Donview MS, 20 Evermede Drive, North York, ON.
	● GHM Closing Ceremony, Saturday April 5 from 1:30 pm to 3:00 pm, 30 Thorncliffe Park Drive, East York, ON.
	● Annual Greek Independence Day Parade, Saturday April 6 at 1:00 pm, Meeting place on the field at Kapapamahchakwew – Wandering Spirit School, 16 Phin Avenue, Toronto, ON).
	CAC Review
	● A follow-up discussion and next steps is suggested regarding Trustee Williams' update at the February 11, 2025 FSACAC meeting that on February 4, 2025, staff provided the following clarification regarding the CAC Review: Over the coming months, staff will engage in a thorough review of the current CAC (Community Advisory Committee) framework and collaborate with CAC members to:
	  ○ Assess whether the existing CAC Model effectively addresses their needs.
	  ○ Evaluate Alternative models that may better align with the objectives and scope of CAC activities.
	  ○ Identify the most suitable model for the CAC, which may include retaining the current structure.
	  ○ Develop and present a comprehensive report to the Board summarizing the CAC's recommendations.
	● Throughout this process, CACs will maintain their ongoing activities until the committee renewal scheduled for the 2025 Board Organizational Meeting.
	
	TDSB BUDGET 2025-2026
	● The TDSB's annual operating budget is approximately $3.4 billion and we are committed to using these resources as responsibly and effectively as possible.	

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However, the funding provided by the government does not fully meet the needs of students in Toronto.
● School-based staff allocation is a key component of the TDSB's budget process, with approximately 65% of the Board's budget spent on school-based staffing costs. Every year, staff allocation is guided by a number of factors including student enrolment, collective agreements, class sizes caps and averages, and the TDSB's commitment to equity, student achievement and well-being.
● TDSB Budget - Quick Facts In Focus.

● Schedule for TDSB 2025-2026 Budget Development:
<table>
<tr><th>Date</th><th>Type of Meeting</th><th>Purpose</th></tr>
<tr><td>March 4, 2025</td><td>Special FBEC</td><td>▪ School Based Staffing 2025-26</td></tr>
<tr><td>March 26, 2025</td><td>Regular FBEC</td><td>▪ Presentation of balance budget plan
▪ Update on Core Ed Funding (if available)</td></tr>
<tr><td>April 30, 2025</td><td>Regular FBEC</td><td>▪ Update on Operating Budget based on Core Ed Funding 25-26
▪ Presentation of draft capital budget</td></tr>
<tr><td>May 15, 2025</td><td>Special FBEC</td><td>▪ Update on Operating Budget Plan</td></tr>
<tr><td>June 4, 2025</td><td>Regular FBEC</td><td>▪ Approval of 25-26 Operating and Capital Budgets</td></tr>
<tr><td>June 28, 2025</td><td>Board</td><td>▪ Approval of 25-26 Operating and Capital Budgets</td></tr>
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● Delegations: Special Finance, Budget and Enrolment Committee (FBEC) meetings are scheduled for April 28 and April 29, 2025 to hear delegations. For
</td><td>James Jarrett will check room availability for change to April 24 for next meeting and notify members.</td></tr>
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	more information about the delegation process see > Delegation Process - Addressing a Committee. ● Budget Town Halls: TDSB Trustees will be holding four Budget Town Halls to ensure that families, students, and community members have the opportunity to hear more about the 2025-2026 budget, ask questions, and share feedback. Please find the dates and details below: ○ Downtown Budget Town Hall, Monday, April 14, 2025, 6:30 pm to 8:30 pm. Location: TBA ○ East Toronto Budget Town Hall, Date: TBA, 6:30 pm to 8:30 pm. Location: TBA. ○ West Toronto Budget Town Hall, Date: TBA, 6:30 pm to 8:30 pm. Location: TBA. ○ Central Budget Town Hall, Date: TBA, 6:30 pm to 8:30 pm., Hybrid in the TDSB Boardroom, 5050 Yonge Street, North York, ON, M2N 5N8. Link to be shared soon. NEWS ● News: Stacey Cline Sworn In as Ward 11 Trustee | Toronto District School Board ● TDSB welcomes Stacey Cline as the new public school Trustee for Don Valley West, officially taking office on March 18, 2025. TDSB EXCELLENCE AWARDS ● Nominations for the TDSB Excellence Awards 2025 are now open! ● Nominations can come from staff, students, parents/caregivers or community members. The deadline for nominations is Friday, April 4, 2025 at 5:00 p.m. REQUEST ● The Elders and the Chair of UICAC would like to host an information session for Trustees at Kapapamahchakwew - Wandering Spirit School and have proposed	

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	Tuesday April 22 from 5:30pm -8:00pm. It is requested that the FSACAC meeting be rescheduled to accommodate this session.	
9. Follow-up Discussion: a) Transportation b) Staffing	TRANSPORTATION ● Parent co-chair: The letter recommending to Toronto Student Transportation Group (TSTG) that bussing for all students be reinstated for the first week of school was sent from our Gmail account on February 13, 2025 to Trustees Patel and Hastings and the senior TDSB staff person (Stacey Zucker) who sit on the decision making committee for TSTG. for the Toronto Student Transportation Group (TSTG). Cc'd were all Trustees, TSTG lead Kevin Hodgkinson and Bcc'd were parent/community FSACAC members. ● To date, there has been no email acknowledgement from the two trustees or Stacey Zucker. ● Trustee MacLean confirmed that he spoke with Kevin Hodgkinson who said the letter has been received and it will be part of the agenda package for the public (in person and Zoom) TSTG meeting, Friday, May 9 at 10 a.m. ● TSTG does not traditionally take delegations, if the committee wished to make one, they would allow it. ● The decision on bussing the first week of school will be made on May 9. The committee will then report to the TDSB and TCDSB, for information only. Our board does not have the ability to change it. ● If the TSTG does not support the recommendation, FSACAC can delegate at the May 14, 2025, Planning and Priorities Committee Meeting. If the TSTG does support the recommendation, the request to delegate can be withdrawn. ● It was agreed by consensus that the parent co-chair will delegate on behalf of FSACAC at the TSTG meeting on May 9.. If the FSACAC feels that the recommendation should still come to Trustees, we will leave it on the Planning and Priorities Committee meeting agenda for May 14. If, however, we get a "yes", we will pull that off the agenda. ● Lynne Leblanc asked for volunteers to attend with her at the May 9 meeting. Andrew Waters and Sharlene Henry will attend with Lynne.	Lynne Leblanc will delegate at TSTG meeting accompanied by Sharlene and Andrew. Friday May 9th at 10:00AM. Zoom Link: https://tcdsb.zoom.us/j/94107459030 If TSTG does not amend the procedure, James Jarrett will submit a recommendation to PPC for their May 14 meeting.

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	STAFFING ● There was a follow-up discussion from the last meeting about Michelle Lawrence's presentation on Staffing. ● Q: does the LTO shortage affect elementary and secondary equally? ● Staff: It affects both panels. The shortage is not just for teaching. It's for support staff and educational assistants, as well as lunchroom supervisors. We're finding fill rates for a lot of our employee groups to be challenging. ● Q: Is there any way we can draw upon retired teachers? ● Staff: We encourage our retired teachers to return as Occasional Teachers. However, they are limited by their federation and the government to 50 days of work without any impact to their pensions. Many choose not to exceed the 50 days. To remain on the occasional teaching list for elementary. they have to do 30 days of supply work. ● Trustee MacLean: Coming out of the pandemic, retired teachers used to be able to go up to 95 days, and then a couple of years ago, that was eliminated, and it was back to the 50. From a budget perspective, last year, through the process, absenteeism and the amount of time that people were away cost the Board a lot of money. We asked staff to do what they could to support staff in a way that would reduce absenteeism and get people back to work quicker. It is worth noting that they have been able to save. There has been some progress made, but there are still considerable absentee challenges being experienced in the Board. Savings to date will not meet the targeted amount of $10.5 million, but will end up being closer to $6.5 million, which is still a big improvement. ● Q: Attendance management is a very sensitive topic in any organization. The board set a target for staff of $10.5 million, staff asked for the target to be $7 million, and we're not achieving either one of those targets. What structures are being put in place to drive senior staff to achieve these results? Who's going to be held accountable for not achieving these targets? ● Trustee MacLean: Ultimately, the Director of Education is responsible. The People and Culture staff are keenly aware of the reality. They've worked hard to	

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	break down the barriers and help us achieve the goals. They believe that there will be added savings for next year, so that we will ultimately be able to achieve the goals that were set out. It just may take two years to get there instead of one. ● Trustee Williams: i want to reaffirm and support what Trustee Mclean shared in particular, the work that's being done by People and Culture with regard to doing that work around absenteeism and systems to improve and help to reach those targets. ● Comment: Michelle mentioned the software that they're using to track occasional teachers and fill rates and that it is from pre-amalgamation. ● Staff: We use Smart Find Express which has been in place for a long time. It calls teachers on the occasional teacher list when there's a vacancy or a job to be filled. ● Staff will look into whether new software is being looked at to replace Smart Find Express to improve data collection. ● Comments: Concerns raised about retaining French teachers in French timetables and how principals help manage that. ● Staff: To recap from last meeting, we do a lot of work on this via a complex system of supports, such as: Using resources from OPSBA to support retention of our French educators, both elementary and secondary, applying for and receiving Ministry funding for related projects, , offering ongoing professional learning series with our administrators who host our elementary and secondary French language programs, working very closely with our administrators, educators and community to ensure French language programs are visible at the schools providing resources for professional learning via our website. ● Educators are on the ground with us doing the work. We survey educators before and after professional learning, hold small and large group discussions via hubs with educators to hear their voices about how they feel out in the system, at schools, in small groups and large groups at local hubs, have educators lead professional learning with us. We ask what they would like to see in regard to retaining our educators. At local schools, we offer coaching.	

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	● Q: If a teacher has a master's degree, do they receive different compensation than a teacher without a master's degree? How is compensation done differently around the country? ● Staff: Not anymore. That was eliminated several years ago in Ontario. Can't answer for other jurisdictions but it may still be the case in independent (private) schools. ● Comment: Understand that Unions would not be happy about differentiated pay but trustees and management staff, may take a different position to reach some kind of approach that works for both groups to retain teachers. ● Staff: It is not just a French teacher issue. We are facing a huge shortage of technology teachers. Tech is now a requirement to graduate high school. for all students entering grade 9 this year. Tech teachers have a very different pathway to become teachers, and they are a very different employee group as well. Tech teachers require a B Ed and work experience in industry. The argument for differentiated compensation could be made that tech teachers are hard to come by, have years of experience and they should be compensated as such. ● Q: About 8 years ago, if you were a supply teacher you could put your name on the list at one school board, then it became lists at multiple boards. Has there ever been any follow up on the impact of this change re: fill rates and recruitment/hiring? ● Staff: Occasional teachers can still have their names on the rosters at more than one school board at a time. We are competing for the same individuals with the Boards that neighbour TDSB.	
10. CAC Review	● A follow-up discussion and next steps regarding Trustee Williams' update at the February 11, 2025, FSACAC meeting and the Board motion to have staff engage in a thorough review of the current CAC (Community Advisory Committee) framework and collaborate with CAC members to: ● Assess whether the existing CAC Model effectively addresses their needs. ● Evaluate Alternative models that may better align with the objectives and scope of CAC activities.	

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	● Identify the most suitable model for the CAC, which may include retaining the current structure. ● Develop and present a comprehensive report to the Board summarizing the CAC's recommendations. ● Throughout this process, CACs will maintain their ongoing activities until the committee renewal scheduled for the 2025 Board Organizational Meeting. ● Staff shared a rough document with alternate models received from the Parent and Community Engagement Office (PCEO) for the CAC to consider, as well as the option of retaining the CAC format and asked if this group accomplish the same advocacy in a different format? ● Parent Co-Chair: The document does not list participants in the suggested models; Is it parent volunteer members, is it the staff, or someone else? ● Q: Accountability and parent engagement are a big part of education in Ontario. What would a working group do? We already do self reflection on an annual basis. There were some misperceptions created through the review, and it's hard to understand what people don't like about CACs. I listened to the trustees debate it, and my takeaway was they think we don't get along. Some Trustees have said we are not producing enough recommendations and others say we cannot recommend on procedures/practices. Seems the Board is split on this. ● Trustee Co-Chair: Striking a working group will allow for the investigation of different models, including retaining the current CAC which is not on the chart. Since that is one of the options, it needs to be added. ● Staff: Just so everybody understands. This is a 1st step in conversing about this, it's not a choice. Staying as a CAC is also an option. ● Trustee Co-Chair: These are possibilities. If it's decided that a working group is going to be struck to come back the next meeting with recommendations, it gives another opportunity for members to comment. This work is expected to be done for the next organizational meeting of the Board, on November 13. The other comment I wanted to make was about the difference between CAC the 2 Ministry	

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	mandated advisory committees SEAC and PIAC. Our CAC gets its mandate from the Board. ● Comment: Document looks like it was found or generated with AI, as some of the options like staffing committee wouldn't apply to us. ● Comment. So it looks like this has already been predetermined that we have to select one of these options, which is disappointing. ● Staff: Just clarify that this document is a tool. Continuing the CAC as it is, is also an option. ● Trustee co-chair: If it needs to go to your executive committee or a working group for a discussion before it comes back, that's fine. In terms of staff intentions, there is no preconceived notion of what model is wanted for this CAC. The CACs are advisory committees of the Board. We have a maximum of 10 allowed. ● Q: Are all CACs being reviewed ● Staff: This year they're reviewing 6, and then next year they're going to be reviewing 4. ● Q: Will staff write the report that is presented to trustees before org board? ● Trustee Co-Chair: The report will come through staff prior to the next Organizational Board meeting in November. ● Trustee Maclean: The document with alternative models was provided by staff. These are some of the potential models, and retaining the CAC model is also one of the options. ● Staff: There is no stated goal of reducing the number of CAC's ● Discussion: Possible next steps include a formal working group via a motion, an open executive meeting as has been past practice in developing recommendations to bring back at a formal meeting. Concern raised about the challenge of scheduling additional meetings. Need for organizing asap because to get our perspective in the final report (staff drafting in September?), we have to work on this in April-May, June is the AGM and impossible to schedule committee work with parents in July and August. Need for proposals for alternatives to be flushed out by staff and a framework for our work.	Lynne will set informal meeting date to discuss

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	● Parent Co-Chair: I don't think we need a motion. Those that are willing to come to an open executive meeting between now and the April 24 meeting are welcome. Thank you, Andrew and Sharlene, for volunteering now.	CAC Review and send an invite via email.
12. Adjournment	● Parent Co-Chair: Meeting was adjourned at 8:30 due to loss of quorum.	

Next Meeting

● ***NEW DATE*** Thursday, April 24, 2025. Hybrid