



*We are a Christ-centered Catholic faith community
that celebrates diversity and fosters spiritual growth,
inspiring all to reach their full potential in mind, body and spirit.*

AGENDA AND MATERIAL

COMMITTEE OF THE WHOLE MEETING

**TUESDAY, APRIL 9, 2024
6:30 P.M.**



PUBLIC ACCESS LIVE STREAM LINK
<https://niagaracatholic.ca/meetings-livestream/>

FATHER KENNETH BURNS, C.S.C. BOARD ROOM CATHOLIC EDUCATION CENTRE, WELLAND, ONTARIO

A. ROUTINE MATTERS

1. Opening Prayer – Trustee Marino -
2. Roll Call -
3. Approval of the Agenda -
4. Declaration of Conflict of Interest -
5. Approval of Minutes of the Committee of the Whole Meeting of March 5, 2024 A5
6. Consent Agenda Items -
 - 6.1 Extended Overnight Field Trip, Excursion and Exchange Approval Committee A6.1
 - 6.2 Staff Development Department Professional Development Opportunities A6.2
 - 6.3 Capital Projects Progress Report Update A6.3
 - 6.4 In-Camera Agenda Item G1 -

B. PRESENTATIONS

C. GOVERNANCE POLICIES

1. Governance Policies for Recommendation to the Board -
 - 1.1 Elementary Standardized Dress Code (Safe Schools) Policy (302.6.10) C1.1
 - 1.2 Advocacy Expenditures Policy (100.9) C1.2
2. Governance Policies Prior to Vetting -
 - 2.1 Equity and Inclusive Education Policy (100.10) C2.1
 - 2.2 Niagara Catholic Education Award of Distinction Policy (100.7) C2.2
 - 2.3 Attendance Area Policy (301.3) C2.3
 - 2.4 Leadership Pathways Policy (203.4) C2.4
3. Governance Policy Review Schedule C3

D. COMMITTEE AND STAFF REPORTS

1. Enrolment and Retention Report – Joe D1
2. Draft Board and Committee Meeting Dates Calendar 2024-2025 D2

- | | | |
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| 3. | Monthly Updates | |
| 3.1 | Student Senate Update | - |
| 3.2 | Senior Staff Good News Update | - |

E. INFORMATION

- | | | |
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| 1. | Trustee Information | |
| 1.1 | Celebrating Excellence Awards Ceremony – May 8, 2024 | E1.1 |

F. OTHER BUSINESS

- | | | |
|----|--|---|
| 1. | General Discussion to Plan for Future Action | - |
|----|--|---|

G. BUSINESS IN CAMERA

H. REPORT ON THE IN CAMERA SESSION

I. ADJOURNMENT

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: MINUTES OF THE COMMITTEE OF THE WHOLE
MEETING OF MARCH 5, 2024**

RECOMMENDATION

THAT the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting of March 5, 2024, as presented.



MINUTES OF THE COMMITTEE OF THE WHOLE MEETING

TUESDAY, MARCH 5, 2024

Minutes of the Meeting of the Committee of the Whole of the Niagara Catholic District School Board, held on Tuesday, March 5, 2024 in the Father Kenneth Burns c.s.c. Board Room, at the Catholic Education Centre, 427 Rice Road, Welland.

The meeting was called to order at 6:30 p.m. by Vice-Chair Burkholder.

A. ROUTINE MATTERS

1. Opening Prayer

Opening Prayer was led by Trustee Huibers.

2. Roll Call

Vice-Chair Burkholder noted that Trustee Benoit, Joyner and Student Trustee Geremia are excused.

Trustee	Present	Present Electronically	Absent	Excused
Natalia Benoit				✓
Joseph Bruzzese	✓			
Rhianon Burkholder	✓			
Danny Di Lorenzo	✓			
Larry Huibers	✓			
Doug Joyner				✓
Jim Marino	✓			
Paul Turner	✓			
Student Trustees				
Charlotte Johnstone	✓			
Emilio Geremia				✓

The following staff were in attendance:

Camillo Cipriano, Director of Education; **Lee Ann Forsyth-Sells, Kimberly Kinney, Gino Pizzoferrato, Pat Rocca, Domenic Massi, Joseph Zaroda**, Superintendents of Education; **Giancarlo Vetrone**, Superintendent of Business & Financial Services; **Clark Euale**, Controller of Facilities Services; **Julia Tiessen**, Executive Officer of Human Resources; **Anna Pisano**, Recording Secretary/Administrative Assistant, Corporate Services

3. **Approval of the Agenda**

Moved by Trustee Turner

THAT the Committee of the Whole approve the Agenda of the Committee of the Whole Meeting of March 5, 2024, as amended.

In-Camera Item G1 added

CARRIED

4. **Declaration of Conflict of Interest**

Declaration of Conflict of Interest was declared by Trustee Di Lorenzo with In Camera Agenda item G1. This trustee has family members who are employees of the Board. This Trustee left the meeting during discussion of this item.

5. **Approval of Minutes of the Committee of the Whole Meeting of February 13, 2024**

Moved by Trustee Marino

THAT the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting of February 13, 2024, as presented.

CARRIED

6. **Consent Agenda Items**

6.1 **Niagara Student Transportation Services Annual Plan**

Presented for information.

6.2 **Capital Projects Progress Report Update**

Presented for information.

Moved by Trustee Bruzzese

THAT the Committee of the Whole adopt consent agenda items.

CARRIED

B. PRESENTATIONS

C. GOVERNANCE POLICIES

1. Governance Policies for Recommendation to the Board

1.1. Student Transportation Policy (500.2)

Director Cipriano presented feedback received from the vetting process and highlighted recommended amendments to the Student Transportation Policy (500.2), following the vetting process.

Following discussion, the Committee of the Whole recommended the following additional amendments:

- No amendment

Moved by Trustee Bruzzese

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Student Transportation Policy (500.2), as presented.

APPROVED

1.2. Niagara Catholic Parent Involvement Committee Policy (800.7)

Lee Ann Forsyth-Sells, Superintendent of Education, presented feedback received from the vetting process and highlighted recommended amendments to the Niagara Catholic Parent Involvement Committee Policy (800.7), following the vetting process.

Following discussion, the Committee of the Whole recommended the following additional amendments:

- No amendment

Moved by Trustee Huibers

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Niagara Catholic Parent Involvement Committee Policy (800.7), as presented.

APPROVED

1.3. Code of Conduct Policy (302.6.2)

Domenic Massi, Superintendent of Education, presented feedback received from the vetting process and highlighted recommended amendments to the Code of Conduct Policy (302.6.2), following the vetting process.

Following discussion, the Committee of the Whole recommended the following additional amendments:

- No amendment

Moved by Trustee Marino

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Code of Conduct Policy (302.6.2), as presented.

APPROVED

2. Governance Policies Prior to Vetting

2.1. Purchasing/Supply Chain Management Policy (600.1)

Superintendent Vetrone, presented the Purchasing/Supply Chain Management Policy (600.1).

The Committee of the Whole suggested the following amendments:

- No amendment

The Committee of the Whole requested that the Purchasing/Supply Chain Management Policy (600.1), be vetted from March 6, 2024 to May 1, 2024 with a recommended deadline for presentation to the Committee of the Whole in May, for consideration to the Board in May.

2.2. Employee Workplace Harassment Policy (201.7)

Julia Tiessen, Executive Officer of Human Resources, presented the Employee Workplace Harassment Policy (201.7).

The Committee of the Whole suggested the following amendments:

- No amendment

The Committee of the Whole requested that the Employee Workplace Harassment Policy (201.7), be vetted from March 6, 2024 to May 1, 2024 with a recommended deadline for presentation to the Committee of the Whole in May, for consideration to the Board in May.

2.3. Employee Workplace Violence Policy (201.11)

Executive Officer Tiessen, presented the Employee Workplace Violence Policy (201.11).

The Committee of the Whole suggested the following amendments:

- No amendment

The Committee of the Whole requested that the Employee Workplace Violence Policy (201.11), be vetted from March 6, 2024 to May 1, 2024 with a recommended deadline for presentation to the Committee of the Whole in May, for consideration to the Board in May.

2.4. Occupational Health and Safety Policy (201.6)

Executive Officer Tiessen, presented the Occupational Health and Safety Policy (201.6).

The Committee of the Whole suggested the following amendments:

- No amendment

The Committee of the Whole requested that the Occupational Health and Safety Policy (201.6), be vetted from March 6, 2024 to May 1, 2024 with a recommended deadline for presentation to the Committee of the Whole in May, for consideration to the Board in May.

3. Governance Policy Review Schedule

Director Cipriano presented the Governance Policy Review Schedule.

D. COMMITTEE AND STAFF REPORTS

1. Interim Math Achievement Action Plan

Kimberly Kinney, Superintendent of Education presented the Niagara Catholic Math Achievement Action Plan 2023-2024 Interim report.

Superintendent Kinney answered questions of Trustees.

Moved by Trustee Marino

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board continues to endorse the Math Achievement Action Plan 2023-2024 – Interim Report, as presented.

APPROVED

2. Monthly Updates

2.1 Student Trustees' Update

Charlotte Johnstone, Student Trustee, presented a brief verbal update on the current activities of the Student Senate.

2.2 Senior Staff Good News Update

Senior Staff highlights included:

Superintendent Zaroda

- Niagara Catholic skills competition took place last week with 200 students participating in 27 different events. The event culminated in an awards assembly where students received their medals and many students received prizes and monetary gifts from a variety of community partners. These students will move on to further competitions. In addition, 100 grade 7 students participated in their own workshop.

Superintendent Pizzoferrato

- We've expanded our partnership with Learnstyle to enhance our education services. Learnstyle, the creator of our new software, Rise, provides technology coaching for students using supportive devices to optimize their use. We're also administering individualized literacy screeners to assess reading skills. Students identified for additional instruction may join the Corrective Reading program, supporting Tier 3 reading interventions for grades K-12.
- Holy Cross Catholic Secondary School hosted a Mardi Gras-themed Special Education Formal for students from across Niagara Catholic on February 13th. The event featured a colorful parade, a photo booth, a music video, and an art exhibition.

Participants enjoyed a delicious lunch and a lively dance. Saint Michael Catholic High School will host a Mustang Hoedown on May 17th at Heartland Forest in Niagara Falls. Students can explore the forest's Nature Discovery Centre, accessible trails, and Sensory Garden. There will be guided activities like face painting, bubbles, and games, followed by music for line dancing after lunch.

E. INFORMATION

1. Trustee Information

F. OTHER BUSINESS

1. General Discussion to Plan for Future Action

- 1.1 Trustees are reminded of the Lenten retreat taking place on Wednesday, March 20, 2024 at Holy Cross Catholic Secondary School.
- 1.2 Reminder of the Niagara Foundation Gala on Thursday, March 21, 2024 at Club Roma.

G. BUSINESS IN CAMERA

Moved by Trustee Huibers

THAT the Committee of the Whole move into the In Camera Session.

CARRIED

The Committee of the Whole moved into the In Camera Session of the Committee of the Whole Meeting at 7:49 p.m. and reconvened at 7:56 p.m.

H. REPORT ON THE IN-CAMERA SESSION

An update was given on OECTA negotiations.

I. ADJOURNMENT

Moved by Trustee Marino

THAT the March 5, 2024 Committee of the Whole Meeting be adjourned.

CARRIED

This meeting was adjourned at 7:57 p.m.

Minutes of the Committee of the Whole Meeting of the Niagara Catholic District School Board held on **March 5, 2024.**

Approved on **April 9, 2024.**

Rhianon Burkholder
Vice-Chair of the Board

Camillo Cipriano
Director of Education/Secretary -Treasurer

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: GOVERNANCE POLICIES FOR RECOMMENDATION TO THE
BOARD: ELEMENTARY STANDARDIZED DRESS CODE (SAFE
SCHOOLS) POLICY (302.6.10)**

RECOMMENDATION

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Elementary Standardized Dress Code (Safe Schools) Policy (302.6.10), as presented.

Prepared by: Domenic Massi, Superintendent of Education
Presented by: Domenic Massi, Superintendent of Education
Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Date: April 9, 2024



Niagara Catholic District School Board

ELEMENTARY STANDARDIZED DRESS CODE POLICY (Safe Schools)

STATEMENT OF GOVERNANCE POLICY

300 – Schools/Students

Policy No 302.6.10

Adopted Date: November 27, 2012

Latest Reviewed/Revised Date: November 24, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board and in accordance with the dress code requirements of the *Safe Schools Act*, all elementary schools within the Niagara Catholic District School Board will implement an elementary standardized dress code that creates a unified sense of belonging for all students from Kindergarten to Grade 8.

This Policy acknowledges a respect for self and others by supporting each student to actively and equitably participate fully in the Catholic learning environment through the creation of safe, inclusive and accepting school climates.

The elementary standardized dress code promotes Catholic school identity, instills pride and spirit, and supports the commitment of students to be visible Catholic role models of the Gospel Values and the Ontario Catholic School Graduation Expectations in our Catholic school communities.

The elementary standardized dress code strives to equalize peer pressure through proper and respectful dress which is intended to be economical for all families. All Niagara Catholic elementary standardized dress code items as defined in the Administrative Operational Procedures can be purchased either through Board suppliers or through parent/guardian selected retail stores who supply the acceptable elementary standardized dress code clothing items.

This Policy has been developed in compliance with the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code* and the *Education Statutes and Regulations of Ontario* and for the purpose of this Policy, the term standardized elementary dress code aligns with the *Education Statutes and Regulations of Ontario* term dress code.

The Director of Education will issue [*Administrative Operational Procedures*](#) for the implementation of this policy.

References:

- [*Canadian Charter of Rights and Freedoms*](#)
- [*Education Statutes and Regulations of Ontario - Regulation 298 S.23 \(1\) \(f\)*](#)
- [*Ontario Human Rights Code*](#)
- [*Safe Schools Act, 2007. Education Act S. 301 \(1\) \(3\), 302 \(3\) \(5\)*](#)
- [*Ontario Catholic School Graduate Expectations*](#)
- [*Niagara Catholic District School Board Policies/Procedures*](#)
 - [*Dress Code-Secondary Uniform Policy \(302.6.6\)*](#)
 - [*Purchasing / Supply Chain Management Policy \(600.1\)*](#)
 - [*Religious Accommodation Policy \(100.10.1\)*](#)
 - [*Fundraising \(301.4\) AOP*](#)

Adopted Date:	November 27, 2012
Revision History:	February 23, 2016 November 24, 2020

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: GOVERNANCE POLICIES FOR RECOMMENDATION TO THE
BOARD: ADVOCACY EXPENDITURES POLICY (100.9)**

RECOMMENDATION

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Advocacy Expenditures Policy (100.9), as presented.

Prepared by: Giancarlo Vetrone, Superintendent of Business & Financial Services
Presented by: Giancarlo Vetrone, Superintendent of Business & Financial Services
Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Date: April 9, 2024



Niagara Catholic District School Board
ADVOCACY EXPENDITURES POLICY
 STATEMENT OF GOVERNANCE POLICY

100 - Board

Policy No 100.9

Adopted Date: March 27, 2007

Latest Reviewed/Revised Date: May 26, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board supports ~~the value of open communication with governments, ministries and education partners and~~ engages in direct ongoing communication with the [Diocese of St. Catharines](#) and the Government of Ontario to identify and discuss policies, financial issues and other common interests. The Board will work in partnership with all its education partners including other school boards and governments (local, provincial and federal) through established channels with the objective of maximizing resources for students.

The Niagara Catholic District School Board also recognizes that Ontario has an effective education governance structure to ensure there is open and ongoing communication with the province, including partnership tables, regular meetings and other vehicles established by the government.

The Board communicates indirectly with the government through established professional and interest advocacy organizations including, but is not limited to, Ontario Catholic School Trustees' Association (OCSTA), Ontario Catholic School Business Officials Association (OCSBOA), Ontario Catholic Supervisory Officers' Association (OCSOA), Catholic Council of Ontario Directions of Education (ECCODE), Catholic Principals' Council of Ontario (CPCO), and the Institute for Catholic Education (ICE).

~~The Board will support appropriate expenditures which deal with advocacy initiatives directed to governments, provincial organizations and ministries.~~

Definition Advocacy:

Advocacy is active support for an idea or a cause. It can take many forms, but includes speaking up and drawing attention to an important issue. It may also include influencing decision-makers. It usually involves the interests of specific groups or organizations and the interests of the government.

In education, advocacy often revolves around topics such as funding, special needs, language delivery, or early childhood education; the common denominator is the interests of students and the value of publicly funded education. ~~defined as any action that speaks in favour of, recommends, argues for a cause, supports or defends, or pleads on behalf of others.~~

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this Policy.

References

- *Niagara Catholic District School Board Policies/Procedures*
 - [Employee Code of Conduct and Ethics Policy \(201.17\)](#)
 - [Trustee Code of Conduct Policy \(100.12\)](#)

Adopted Date:	March 27, 2007
Revision History:	May 27, 2014 May 26, 2020

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: GOVERNANCE POLICIES PRIOR TO VETTING
EQUITY AND INCLUSIVE EDUCATION POLICY (100.10)**

Prepared by: Lee Ann Forsyth-Sells, Superintendent of Education
Presented by: Lee Ann Forsyth-Sells, Superintendent of Education
Date: April 9, 2024



Niagara Catholic District School Board
EQUITY AND INCLUSIVE EDUCATION POLICY
 STATEMENT OF GOVERNANCE POLICY

100 – Board

Policy No 100.10

Adopted Date: June 15, 2010

Latest Reviewed/Revised Date: October 27, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board acknowledges that **an equitable, inclusive Catholic education system is fundamental to a positive school climate and student achievement and well-being. The Board recognizes, that** any form of discrimination is incompatible with Catholic moral principles and the teachings of the Church; that all persons are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27); and **is contrary to the *Ontario Human Rights Code*.** ~~that every person has the right to freedom from discrimination and harassment.~~

The Board is committed to understanding, identifying, addressing and eliminating barriers and biases to support staff, students, parents/guardians, and volunteers ~~Niagara Catholic provides in all of its operations an educational and working environment which supports and enables~~ **within its diversity within its** Catholic community in accordance with the denominational rights of the Catholic school system.

The Board will continue to review and implement policies, programs, procedures and practices, in alignment with the Multi-Year Strategic Plan, and the principles of equity and inclusive education to continue to equip students with the knowledge, skills, and attitudes to live in an increasingly diverse world to support equitable outcomes for all students.

~~The Board is committed to serving staff, students, and families in its diverse Catholic community by incorporating the principles of equity and inclusive education in its policies, programs, procedures, and practices that are consistent with the *Ontario Human Rights Code* and the teachings of the Catholic Church.~~

The Director of Education will issue *Administrative Operational Procedures* for the implementation of this policy.

References:

- [*Achieving Excellence: A Renewed Vision for Education in Ontario \(2014\)*](#)
- [*Accepting Schools Act*](#)
- [*Anti-Racism Act, 2017. S.O. 2017 C.15*](#)
- [*Assembly of Catholic Bishops of Ontario, \(letter dated October 4, 2010\)*](#)
- [*Canadian Charter of Rights and Freedoms*](#)
- [*Constitution Act, 1982*](#)
- [*Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation, 2014*](#)
- [*Accessibility for Ontarians with Disabilities Act \(2005\)*](#)
- [*Ontario Catholic School Graduate Expectations: Institute for Catholic Education, Third Edition 2019*](#)
- [*Ontario Human Rights Code*](#)
- [*Ontario Leadership Strategy*](#)
- [*Ontario Equity and Inclusive Education Strategy*](#)
- [*Ontario Ministry of Education - Policy/Program Memorandum No. 108*](#)
- [*Ontario Ministry of Education - Policy/Program Memorandum No. 119*](#)
- [*Ontario Ministry of Education-Policy/Program Memorandum No. 144*](#)
- [*Supporting Students Who Identify as Transgender in our Catholic Schools: Institute for Catholic Education 2019*](#)
- [*Niagara Catholic District School Board Policies/Procedures*](#)

- [*Access to Board Premises \(302.6.3\) Administrative Operational Procedures*](#)
- [*Accessibility Standards Policy \(800.8\)*](#)
- [*Bullying Prevention and Intervention Policy \(302.6.8\)*](#)
- [*Code of Conduct Policy \(302.6.2\)*](#)
- [*Employee Code of Conduct and Ethics Policy \(201.17\)*](#)
- [*Employee Hiring and Selection \(Teachers\) \(203.1\) Administrative Operational Procedures*](#)
- [*Employee Workplace Harassment Policy \(201.7\)*](#)
- [*Employee Workplace Violence Policy \(201.11\)*](#)
- [*Opening and Closing Exercises \(302.6.1\) Administrative Operational Procedures*](#)
- [*Privacy Policy \(600.6\)*](#)
- [*Progressive Discipline \(302.6.9\) Administrative Operational Procedures*](#)
- [*Religious Accommodation Policy \(100.10.1\)*](#)
- [*Safe and Accepting Schools Policy \(302.6\)*](#)
- [*Voluntary and Confidential Indigenous Students First Nation, Métis and Inuit Self-Identification \(301.9\) Administrative Operational Procedures*](#)
- [*Equity Action Plan 2023-2026*](#)

Adopted Date:	June 15, 2010
Revision History:	November 23, 2010 June 16, 2015 October 27, 2020

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: GOVERNANCE POLICIES PRIOR TO VETTING
NIAGARA CATHOLIC EDUCATION AWARD OF
DISTINCTION POLICY (100.7)**

Prepared by: Pat Rocca, Superintendent of Education
Presented by: Pat Rocca, Superintendent of Education
Date: April 9, 2024



Niagara Catholic District School Board

**NIAGARA CATHOLIC
EDUCATION AWARD OF DISTINCTION POLICY**

STATEMENT OF GOVERNANCE POLICY

100 - Board

Policy No 100.7

Adopted Date: October 26, 2004

Latest Reviewed/Revised Date: May 23, 2023

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board believes in the importance of recognizing individuals and groups who have made outstanding contributions to Catholic Education in the Niagara Region.

In honour of these contributions the Niagara Catholic District School Board has established an award known as the “Niagara Catholic Education Award of Distinction”.

Annually, these individuals or groups may be recognized with this prestigious honour. The Board reserves the right to approve and/or revoke the prestigious award.

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy.

Adopted Date:	October 26, 2004
Revision History:	February 22, 2005 December 18, 2012 February 27, 2018 May 23, 2023

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: GOVERNANCE POLICIES PRIOR TO VETTING
ATTENDANCE AREA POLICY (301.3)**

Prepared by: Clark Euale, Controller of Facilities Services
Presented by: Clark Euale, Controller of Facilities Services
Date: April 9, 2024



Niagara Catholic District School Board

ATTENDANCE AREA POLICY

STATEMENT OF GOVERNANCE POLICY

300 – Schools/Students

Policy No 301.3

Adopted Date: June 23, 1998

Latest Reviewed/Revised Date: May 26, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board recognizes its responsibility to operate its schools economically and efficiently, while ~~taking into account~~ **prioritizing the best** the education of **our** students, within the limits of the Board's available resources.

The Board will establish Attendance Areas for each of its schools within its jurisdiction to ensure that facilities are used ~~effectively and that Catholic programs and services are provided to students~~ **efficiently**.

The Board acknowledges that there may be changes to ~~S~~ school Attendance Areas from time to time, to accommodate ~~the~~ changing demographics, **construction of new schools or additions, or school closures within the Niagara** of the Region and as schools open or close. Changes to School Attendance Areas will follow a public consultation process.

The Director of Education ~~or designate~~ shall make recommendations to the Board as required to establish an Ad-Hoc Attendance Area Review Committee with specific terms of reference **in order to identify any proposed changes to school Attendance Areas through a public process**.

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy.

References

- ***Pope Francis: “when we speak of sustainability, we cannot overlook how important it is to include and to listen to all voices, especially those usually excluded from this type of discussion, such as the voices of the poor, migrants, indigenous people and the young.”***
- **[Education Act R.S.O. 1990, c. E.2, s. 171 \(1\), par. 7](#)**
- ***Niagara Catholic District School Board Policies/Procedures***
 - **[Admission of Elementary and Secondary Students Policy \(301.1\)](#)**
 - **[Pupil Accommodation Review Policy \(701.2\)](#)**

Adopted Date:	June 23, 1998
Revision History:	November 9, 1999 September 12, 2000 September 19, 2001 June 16, 2009 October 23, 2012 May 26, 2020

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: GOVERNANCE POLICIES PRIOR TO VETTING
LEADERSHIP PATHWAYS POLICY (203.4)**

Prepared by: Pat Rocca, Superintendent of Education
Presented by: Pat Rocca, Superintendent of Education
Date: April 9, 2024



Niagara Catholic District School Board
LEADERSHIP PATHWAYS POLICY
 STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 203.4

Adopted Date: June 18, 2013

Latest Reviewed/Revised Date: November 24, 2020

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board recognizes and values the importance of all staff, academic and non-academic, and the key role they play to support student achievement and well-being of all Niagara Catholic students. programs will continue to be developed and made available to all Niagara Catholic staff, who aspire to leadership positions at the school and system levels within the Board.

Participation in the Leadership Pathway, will afford staff aspiring to leadership positions, with leadership opportunities that focus on professional growth in order to further develop and enhance their current skill set experiences. This professional development opportunity is critical to developing future leaders at both the school and system levels.

The Board offers professional development and leadership opportunities through a variety of platforms, including but not limited to professional activity days, workshops and training sessions, professional learning and leadership programs. Professional development is essential for the growth and development of staff and future leaders at the school and system levels.

Niagara Catholic's Niagara Catholic leadership programs provide leadership tools and resources for that allow participants aspiring leaders to self-reflect, enhance their personal and professional growth, and acquire the skills and competencies required for effective Catholic leadership to create safe, inclusive and engaging learning and work environments. that allow participants to build on and enhance their current skills. Participants will acquire the servant leadership skills necessary to meet the needs of the system, as well as on the gift of Catholic education while deepening their own leadership skills.

The Board promotes and encourages all staff to participate in professional development and leadership opportunities.

It is expected that staff who participate in Niagara Catholic Leadership Programs will on completion have the tools to be dynamic, passionate and skilled leaders, who will focus their vocation and service on the success of all students and staff.

Thus, Participation in the Leadership Pathway will afford staff aspiring to leadership positions, with leadership opportunities that focus on professional growth in order to further develop and enhance their current skill set experiences. This professional development opportunity is critical to developing future leaders at both the school and system levels.

It is expected that staff who participate in Niagara Catholic Leadership Programs will, on completion, have the tools to be dynamic, passionate and skilled leaders who will focus their vocation and service on the success of all students and staff.

References

- [Education Act R.S.O. 1990, Chapter E.2](#)
- [Institute for Education Leadership \(IEL\)](#)
- [Ontario Catholic Leadership Framework](#)
- [Niagara Catholic District School Board Policies/Procedures/Documents](#)
 - [Niagara Catholic District School Board Mission, Beliefs and Values](#)
 - [Employee Hiring and Selection \(Teachers\) \(203.1\) Administrative Operational Procedures](#)

- *Catholic Leadership: Principal and Vice-Principal Selection (202.2) Administrative Operational Procedures*

Adopted Date:	June 18, 2013
Revision History:	November 24, 2020

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

TOPIC: POLICY REVIEW SCHEDULE

The Policy Review
Schedule is presented for information.

Prepared by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Presented by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Date: April 9, 2024



GOVERNANCE POLICY REVIEW SCHEDULE

SEPTEMBER 2023 - JUNE 2024

Updated: April 2024

SORTED BY COMMITTEE OF THE WHOLE MEETING DATE					
Policy Issued	Reviewed Revised	Policy #	POLICY NAME	Prior to Vetting	After Vetting
1997	2023	100.1	Board By-Laws ***	June 2023	October 2023
2005	2020	100.8	Trustee Electronic Meetings (Board and Committees)	June 2023	October 2023
1998	2019	800.2	Community Use of Facilities	September 2023	November 2023
1998	2019	301.1	Admission of Elementary & Secondary Students	September 2023	November 2023
2001	2020	302.6.6	Dress Code - Secondary Uniform - Safe Schools	October 2023	January 2024
2001	2019	302.6	Safe and Accepting Schools	October 2023	January 2024
2007	2019	600.4	Corporate Cards, Purchasing Cards and Petty Cash	October 2023	January 2024
2007	2019	201.14	Employee Hospitality	November 2023	February 2024
2007	2019	500.2	Student Transportation	November 2023	February 2024
2011	2020	800.7	Niagara Catholic Parent Involvement Committee	January 2024	March 2024
2001	2020	302.6.2	Code of Conduct	January 2024	March 2024
2012	2020	302.6.10	Elementary Standardized Dress Code - Safe Schools	February 2024	April 2024
2007	2020	100.9	Advocacy Expenditures	February 2024	April 2024
1998	2020	600.1	Purchasing/Supply Chain Management	March 2024	May 2024
2002	2023	201.7	Employee Workplace Harassment *	March 2024	May 2024
2002	2023	201.11	Employee Workplace Violence *	March 2024	May 2024
2002	2023	201.6	Occupational Health & Safety *	March 2024	May 2024
2010	2020	100.10	Equity and Inclusive Education	April 2024	June 2024
2004	2023	100.7	Niagara Catholic Education Award of Distinction	April 2024	June 2024
1998	2020	301.3	Attendance Areas	April 2024	June 2024
2013	2020	203.4	Leadership Pathways	April 2024	June 2024

* Ministry of Labour Compliance Annual Review

SORTED BY BOARD MEETING DATE				
Policy Issued	Reviewed Revised	Policy #	POLICY NAME	BOARD MEETING DATE
1997	2023	100.1	Board By-Laws ***	October 2023
2005	2020	100.8	Trustee Electronic Meetings (Board and Committees)	October 2023
1998	2019	800.2	Community Use of Facilities	November 2023
1998	2019	301.1	Admission of Elementary & Secondary Students	November 2023
2001	2020	302.6.6	Dress Code - Secondary Uniform - Safe Schools	January 2024
2001	2019	302.6	Safe and Accepting Schools	January 2024
2007	2019	600.4	Corporate Cards, Purchasing Cards and Petty Cash	January 2024
2007	2019	201.14	Employee Hospitality	February 2024
2007	2019	500.2	Student Transportation	March 2024
2011	2020	800.7	Niagara Catholic Parent Involvement Committee & By-Laws	March 2024
2001	2020	302.6.2	Code of Conduct	March 2024
2012	2020	302.6.10	Elementary Standardized Dress Code - Safe Schools	April 2024
2007	2020	100.9	Advocacy Expenditures	April 2024
1998	2020	600.1	Purchasing/Supply Chain Management	May 2024
2002	2023	201.7	Employee Workplace Harassment *	May 2024
2002	2023	201.11	Employee Workplace Violence *	May 2024
2002	2023	201.6	Occupational Health & Safety *	May 2024
2010	2020	100.10	Equity and Inclusive Education	June 2024
2004	2023	100.7	Niagara Catholic Education Award of Distinction	June 2024
1998	2020	301.3	Attendance Area	June 2024
2013	2020	203.4	Leadership Pathways	June 2024

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
APRIL 9, 2024**

PUBLIC SESSION

TITLE: ENROLMENT AND RETENTION REPORT

The Enrolment and Retention report is presented for information.

Prepared by: Joseph Zaroda, Superintendent of Education

Presented by: Joseph Zaroda, Superintendent of Education
Andrew Boon, Principal of Notre Dame College School
Adele Filice, Principal of Holy Cross Catholic Secondary School

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: April 9, 2024



REPORT TO THE COMMITTEE OF THE WHOLE APRIL 9, 2024

RETENTION AND ENROLMENT REPORT

BACKGROUND INFORMATION

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, and in alignment with the Niagara Catholic 2021-2026 Strategic Plan 2021-2026 *Listening, Learning and Leading*, and Strategic Directions, “Advance Student Achievement for All Students” and “Foster Inclusive, Equitable and Safe Communities Where All Are Welcomed and ‘Called by Name’”, student enrolment and retention is a system priority.

Students thrive when they see themselves and feel welcome in a safe, equitable and inclusive learning environment. Niagara Catholic recognizes that the transition from elementary to secondary school is an exciting and apprehensive time for students and their families. To support students and increase retention, student transition strategies are developed and supported by both the elementary and secondary administrators and staff.

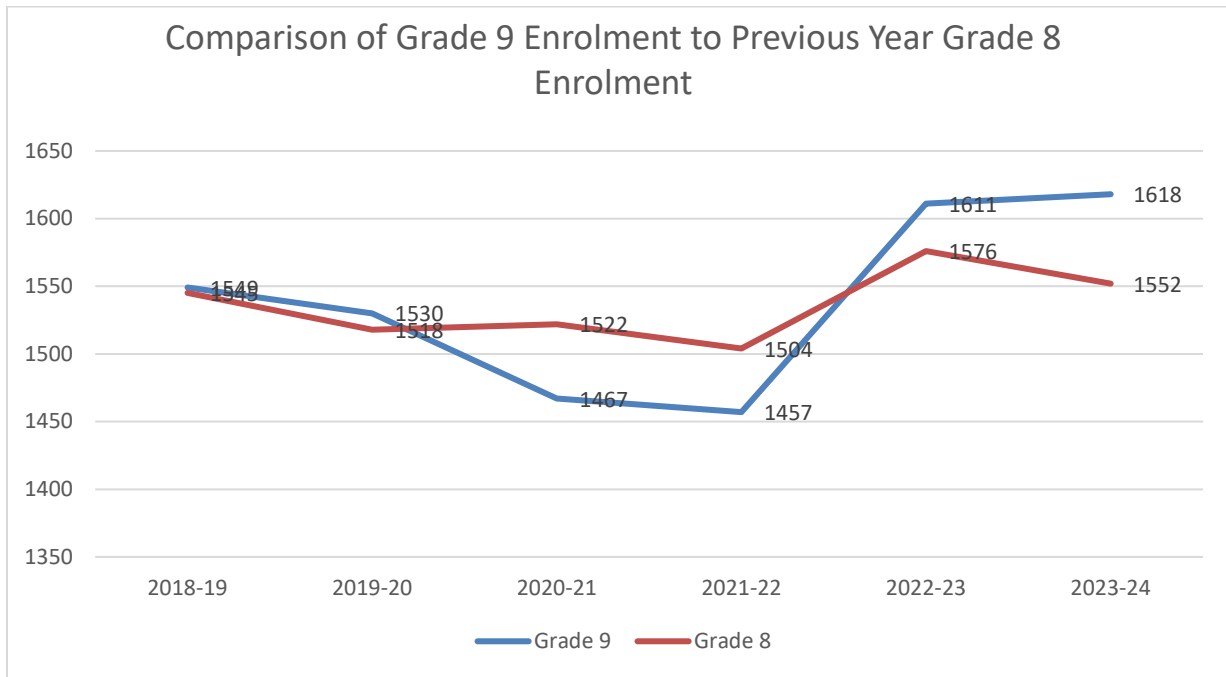
These strategies assist students to make informed decisions on the learning opportunities provided in Niagara Catholic secondary schools. These strategies include but are not limited to:

- Secondary administrators visit their elementary feeder schools to become familiar with students.
- Grade 8 students are invited to a variety of events and activities hosted by the family of schools’ Catholic secondary school throughout the school year (football/basketball games, plays, musicals, mathletes, Science Olympics, Pilgrimage)
- Grade 8 Parent Information Nights are offered at each Catholic secondary school, focusing on the excellence of a Catholic learning environment centered on Gospel teachings. Secondary staff and administration provide students and parents with important information on programs and pathway choices to support student achievement and well-being.
- Secondary and Board staff promote the Trades, Experiential Learning and Technology, Specialist High Skills Major (SHSM), Cooperative Education and Ontario Youth Apprenticeship Program (OYAP) to support student success.
- Secondary school guidance counsellors make visits to Grade 8 classes to provide information and answer questions about the course selection process to support students with educational, career and life planning, and planning for future pathways. Students also receive additional information on life as a student in a Catholic secondary school.
- Secondary schools host a Grade 8 Day for the elementary family of schools prior to students making course selections. The purpose of this day is to provide grade 8 students with the experience in secondary classrooms, and learn about the various programs, clubs, sports, social justice activities that are available.

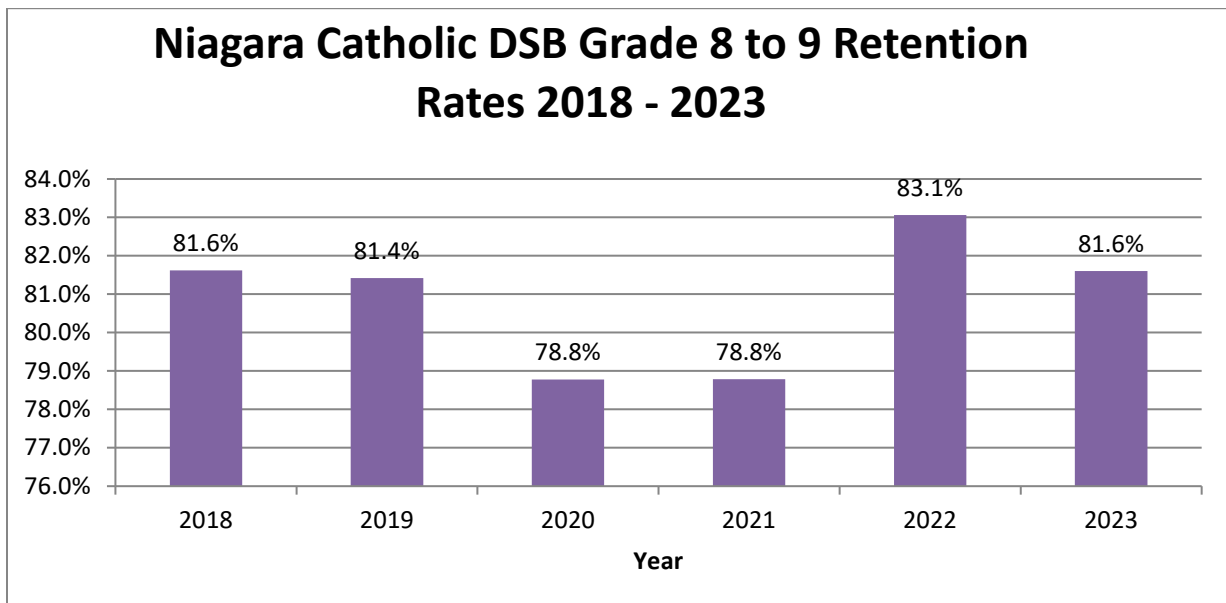
- Secondary students are active in maintaining a close connection with their former elementary schools through band and choir visits, organizing and assisting in sporting events, and regular co-op placements in the classroom.
- Secondary schools host a Grade 9 BBQ and Orientation Day in late August or early September. This is an opportunity for students to increase their familiarity with the school campus, meet the school staff and connect with student leaders. A typical orientation day involves ice breaker activities, tours of the school, classroom location activities, lessons on how to open lockers, etc.

The Enrolment and Retention Report includes the data trend over the past six years (2018-2024) for the Board and individual Catholic secondary schools. All data collected references our October 31, 2023 Ministry reports.

NIAGARA CATHOLIC DISTRICT SCHOOL BOARD

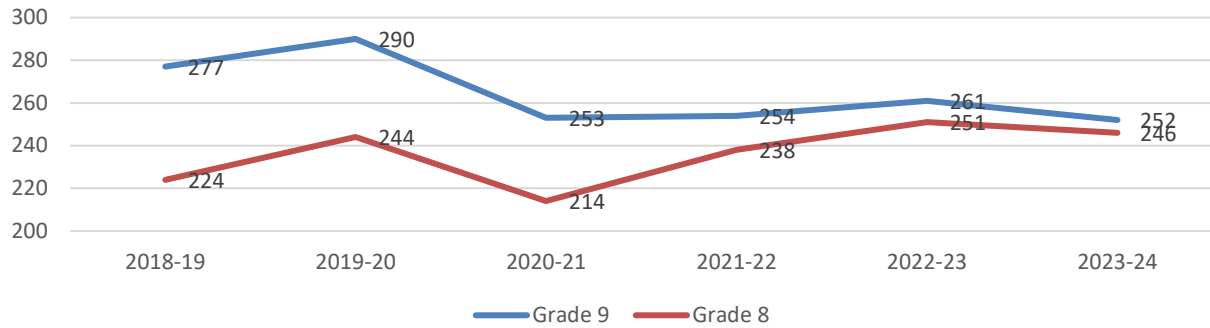


Year	Grade 9	Grade 8 (Previous Year)	+/-
2018-19	1549	1545	+4
2019-20	1530	1518	+12
2020-21	1467	1522	-55
2021-22	1457	1504	-47
2022-23	1611	1576	+35
2023-24	1618	1552	+66

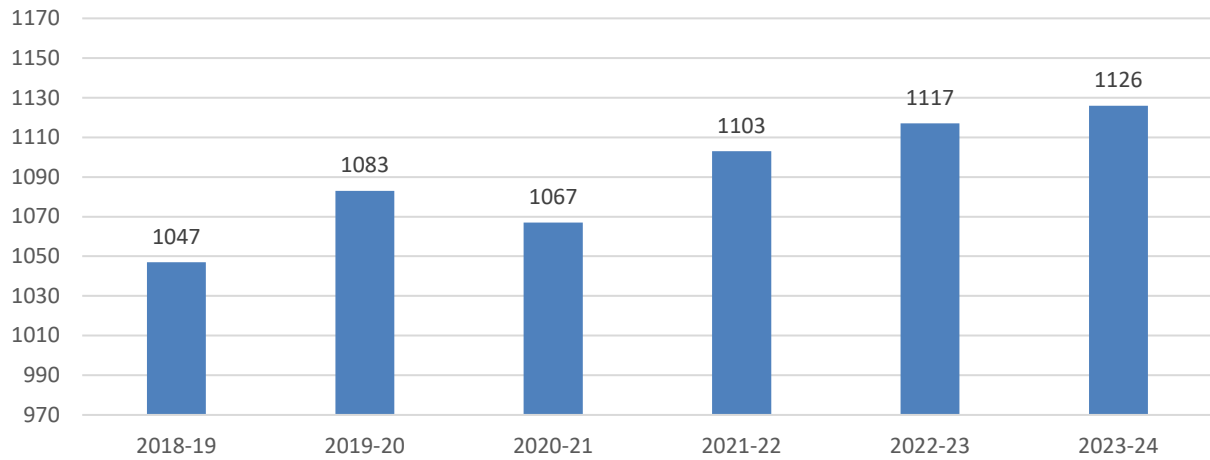


BLESSED TRINITY CATHOLIC SECONDARY SCHOOL

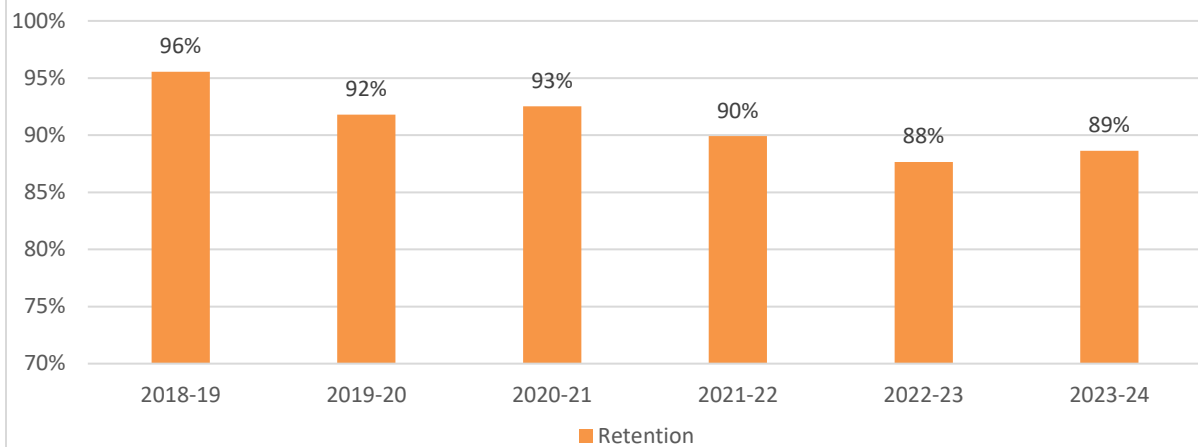
**Blessed Trinity
Comparison of Grade 9 Enrolment to Previous
Year Grade 8 Enrolment**



Blessed Trinity Enrolment

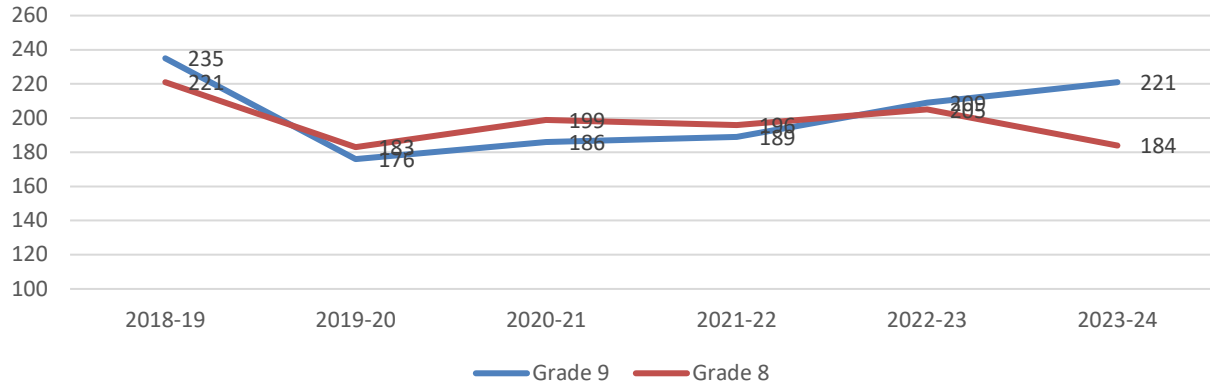


Blessed Trinity Feeder School Retention

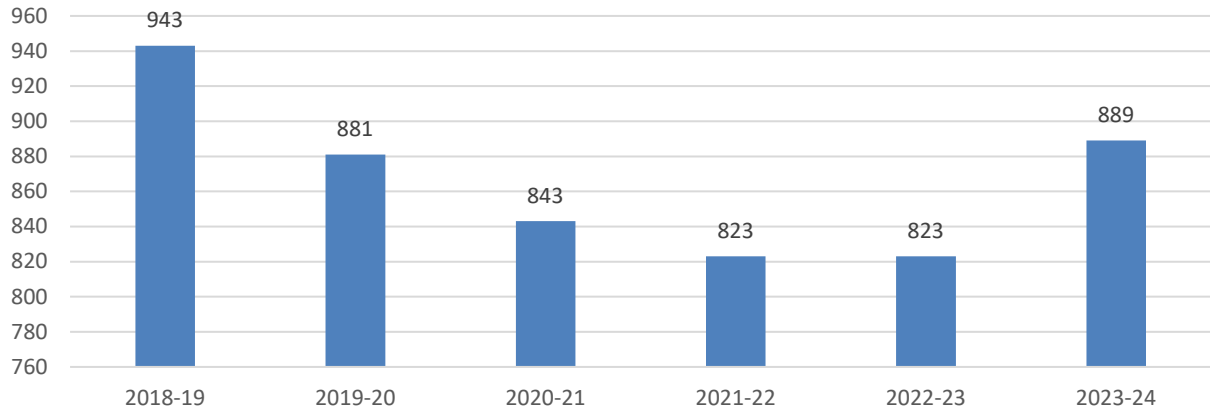


DENIS MORRIS CATHOLIC HIGH SCHOOL

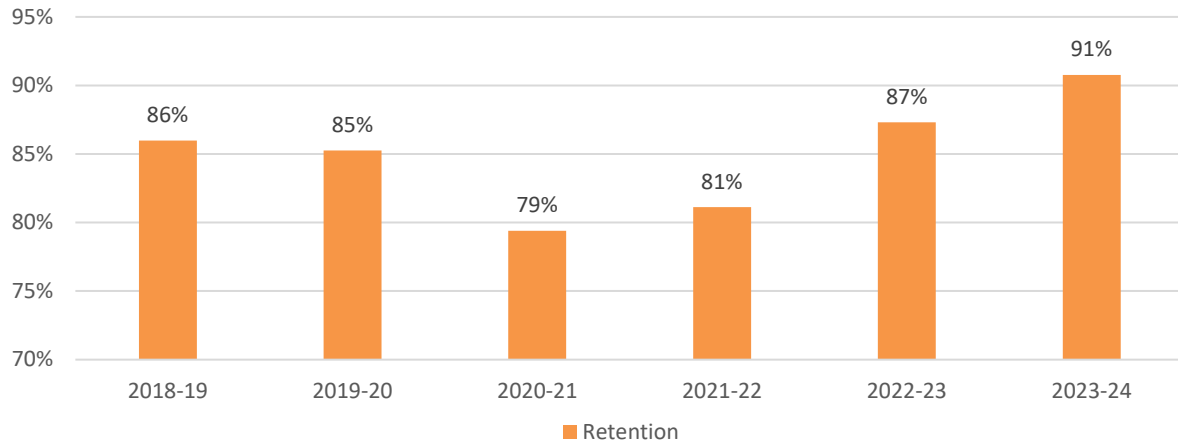
**Denis Morris
Comparison of Grade 9 Enrolment to Previous
Year Grade 8 Enrolment**



Denis Morris Enrolment

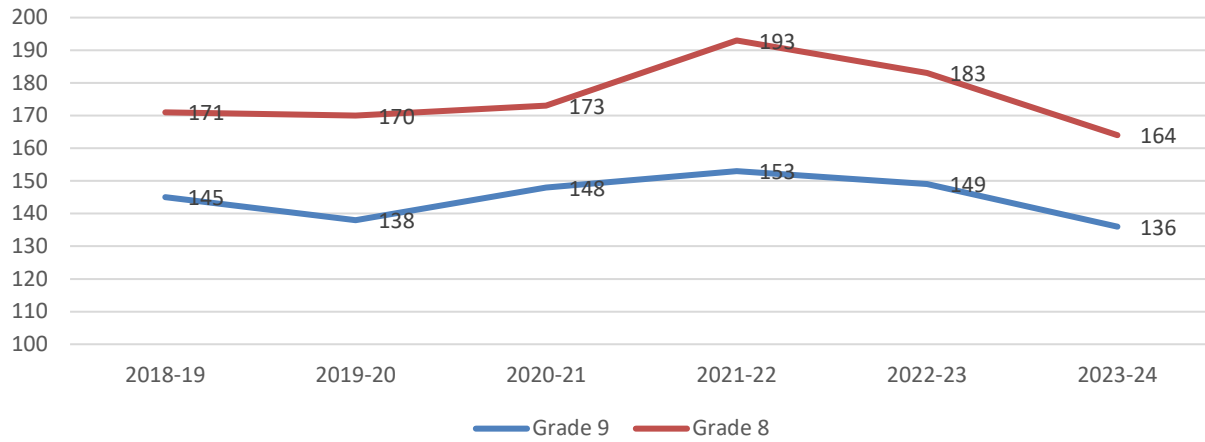


Denis Morris Feeder School Retention

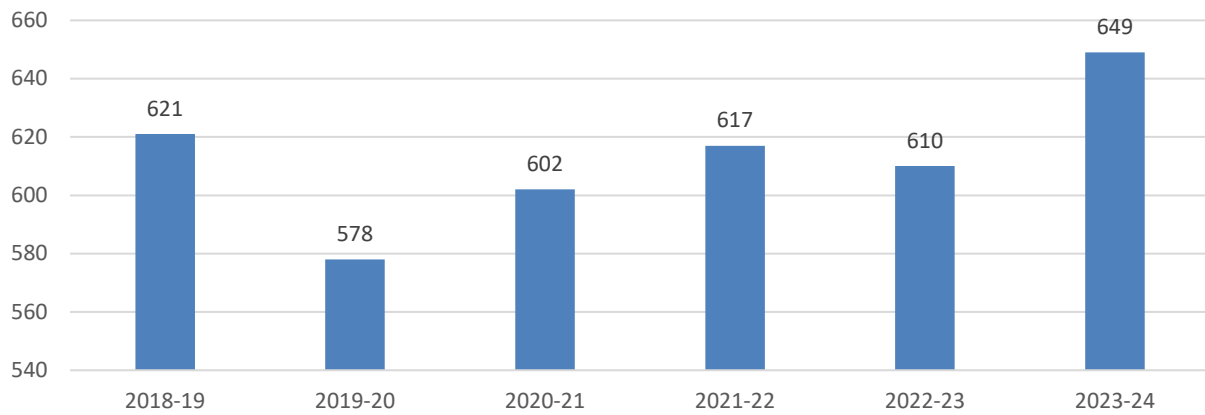


HOLY CROSS CATHOLIC SECONDARY SCHOOL

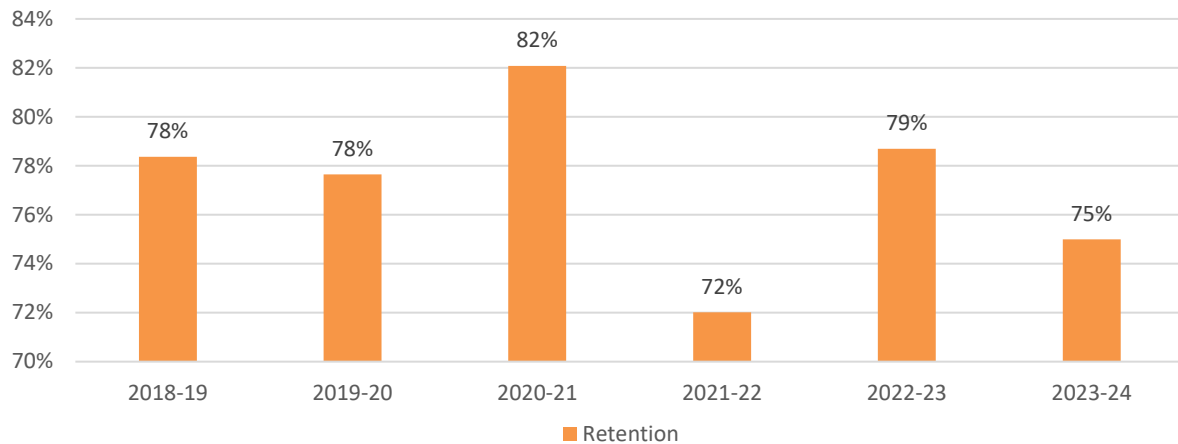
**Holy Cross
Comparison of Grade 9 Enrolment to Previous
Year Grade 8 Enrolment**



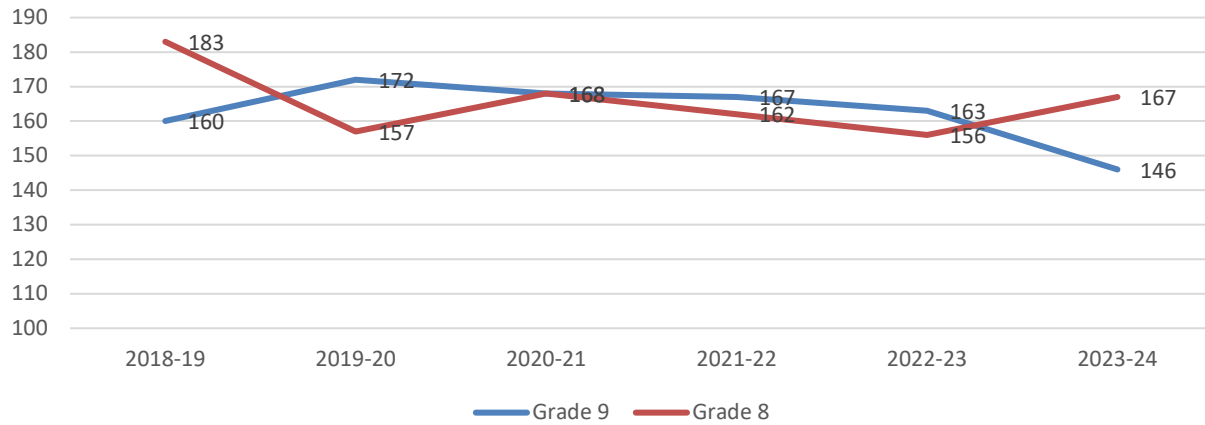
Holy Cross Enrolment



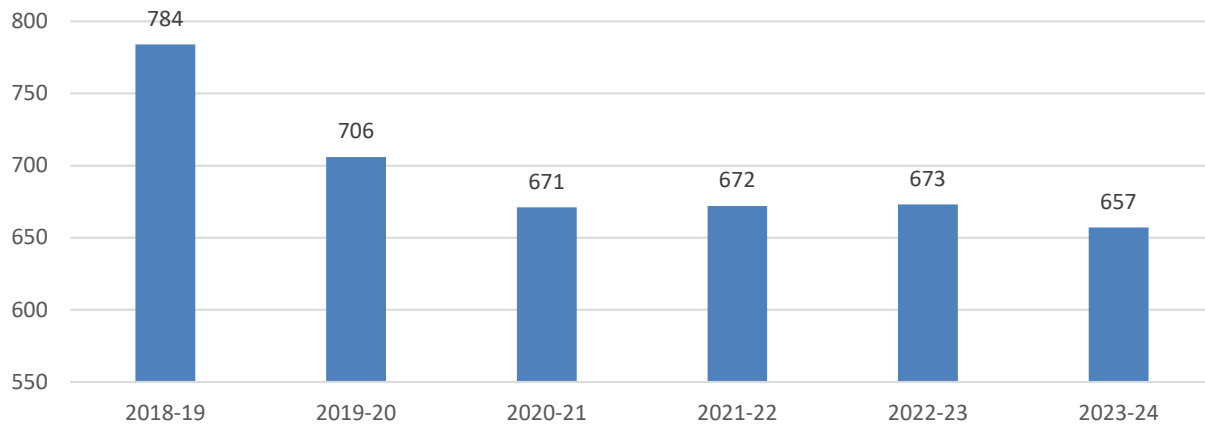
Holy Cross Feeder School Retention



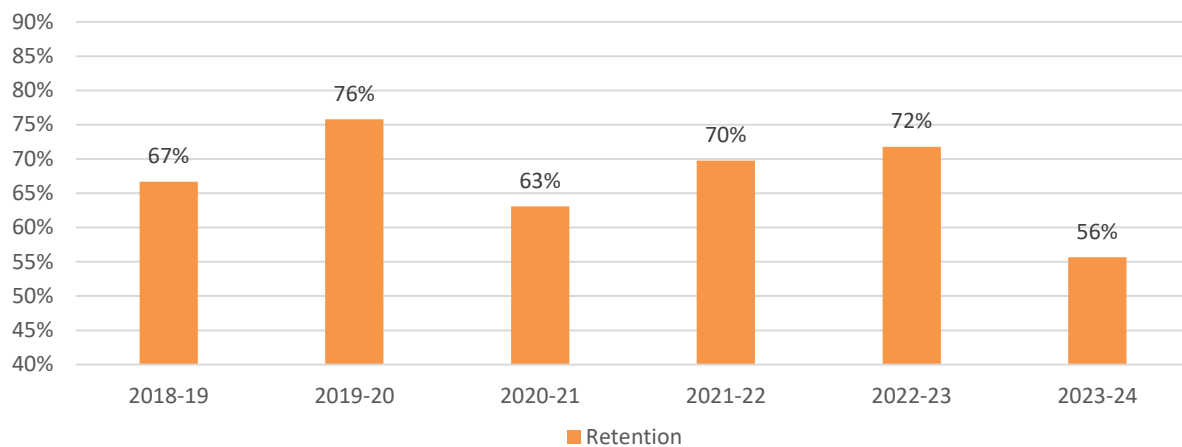
Lakeshore Catholic Comparison of Grade 9 Enrolment to Previous Year Grade 8 Enrolment

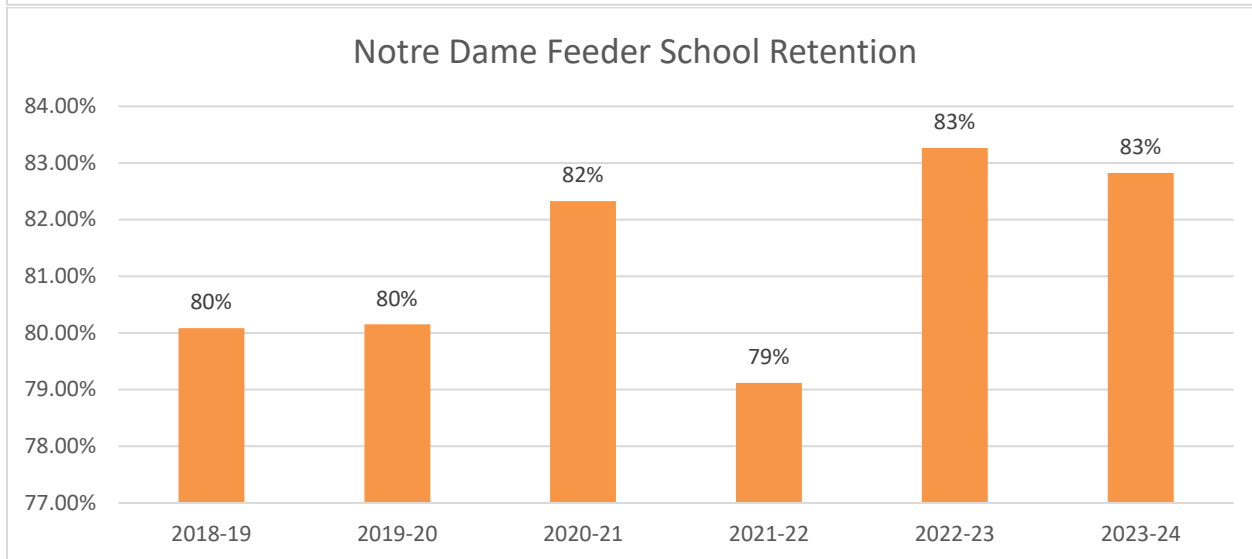
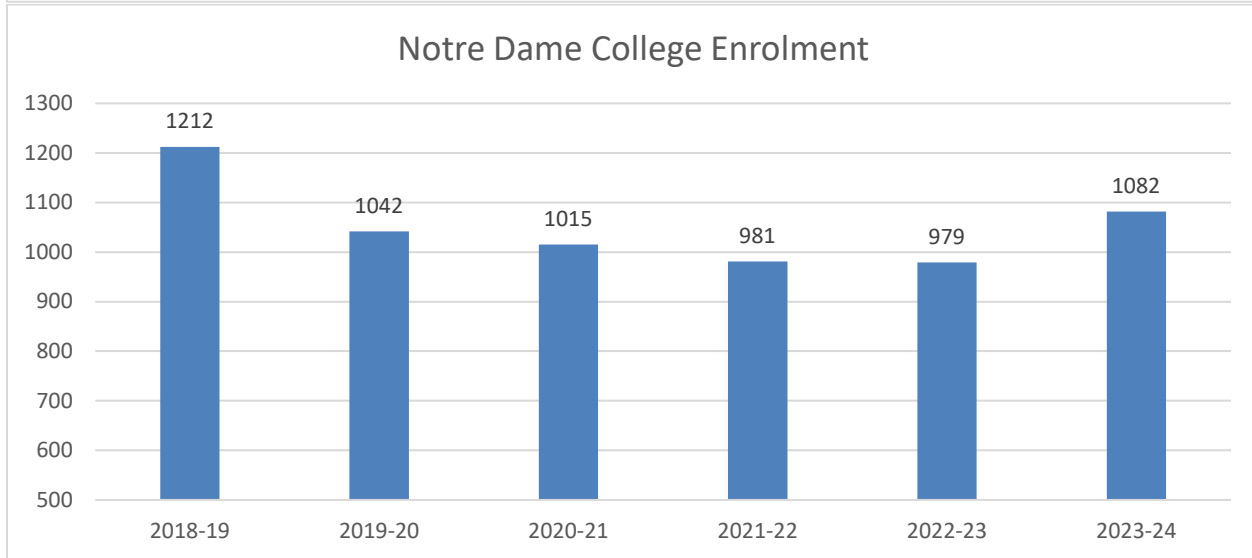
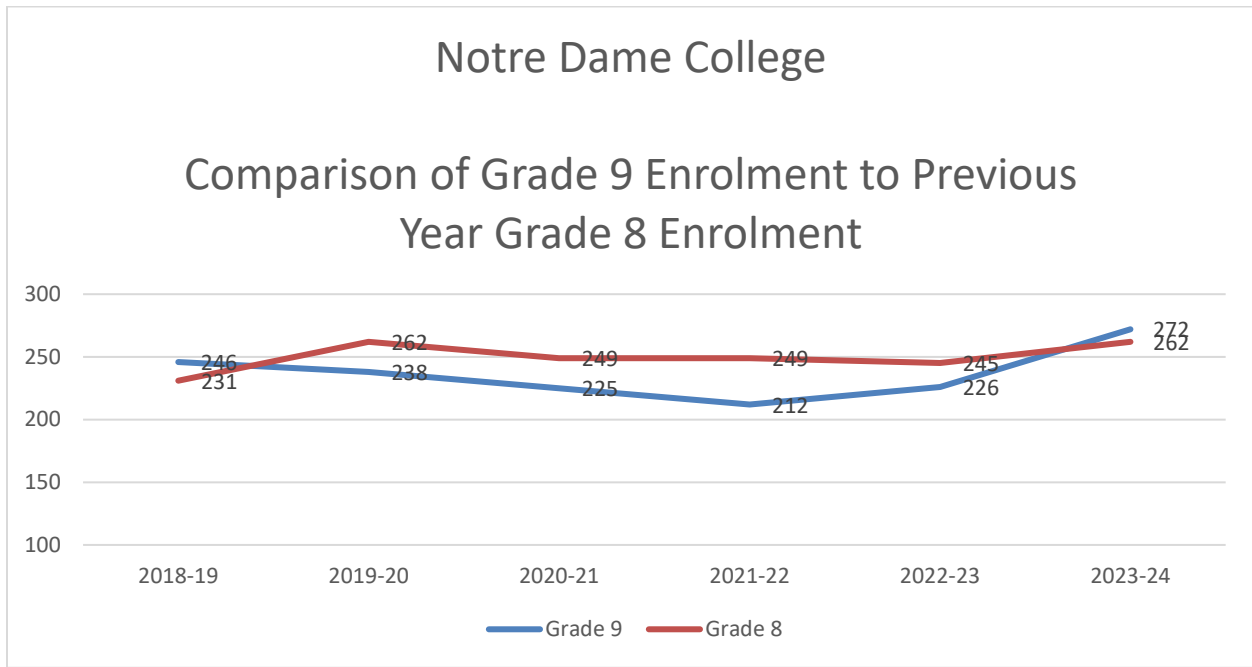


Lakeshore Enrolment

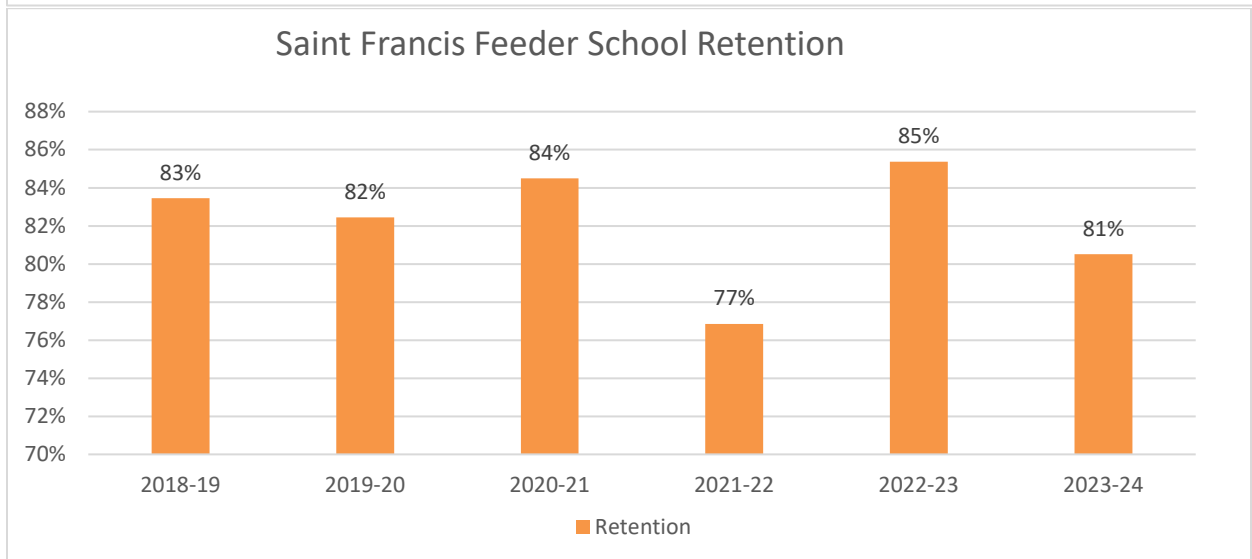
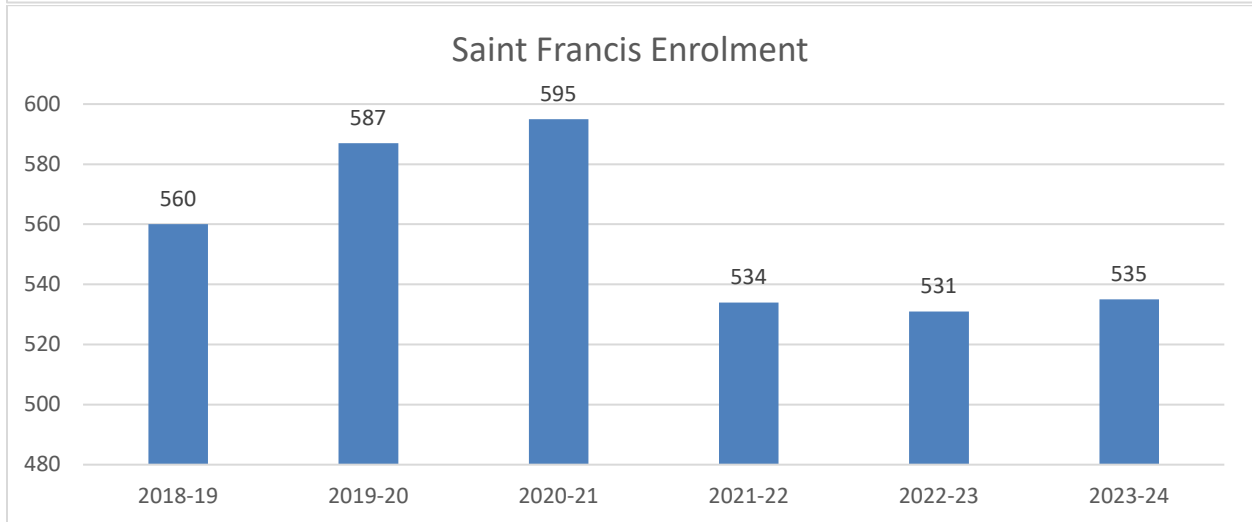
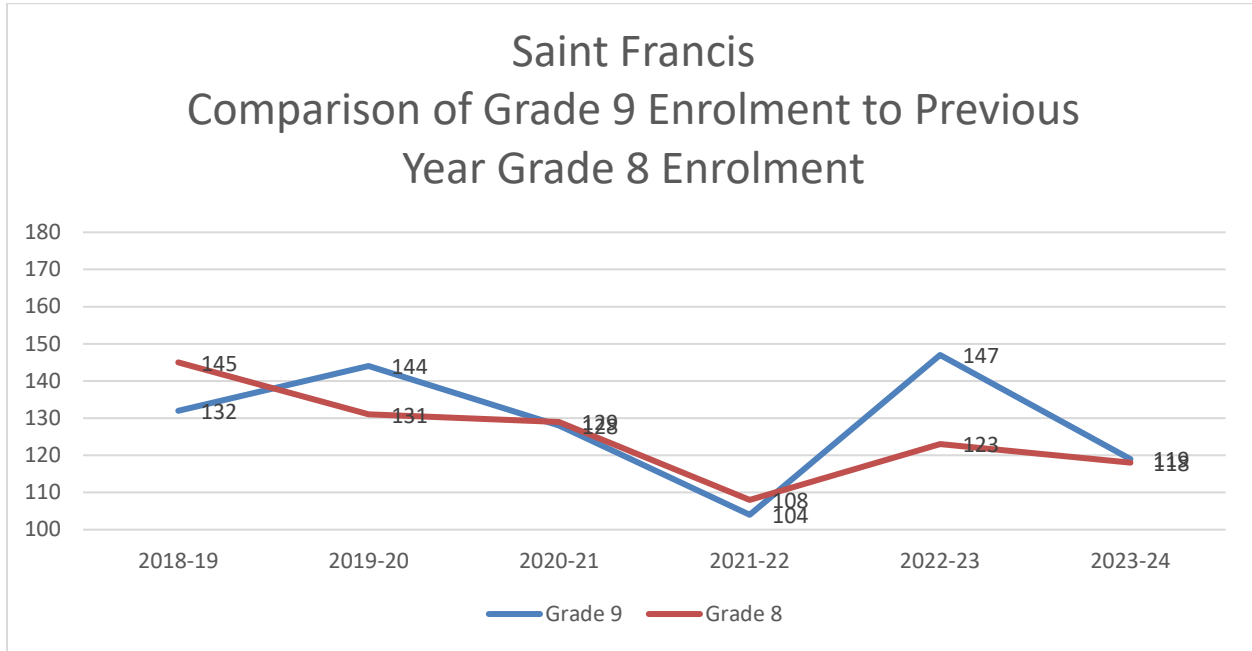


Lakeshore Feeder School Retention

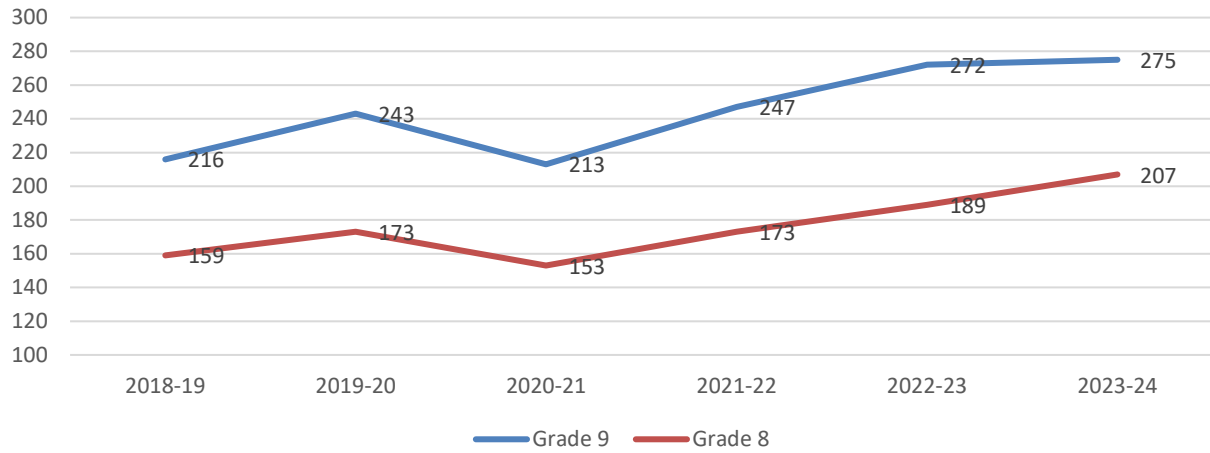




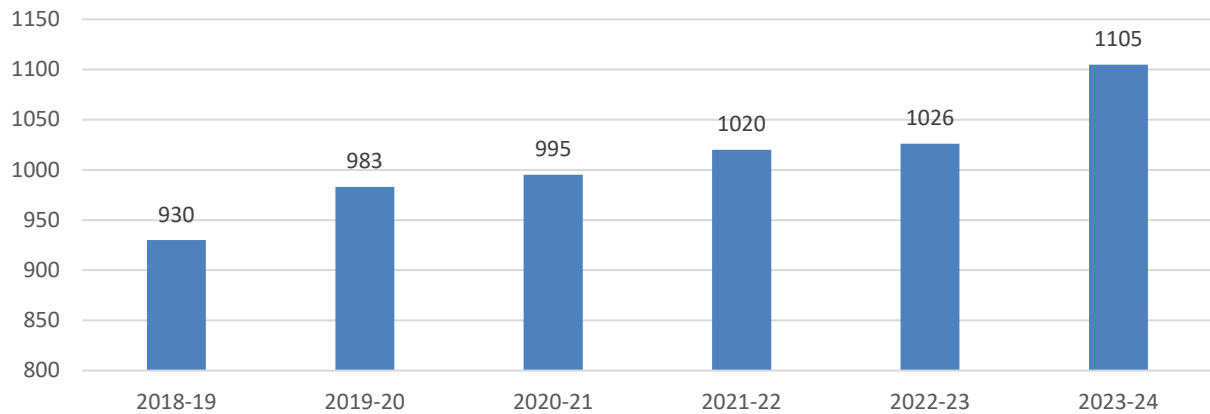
SAINT FRANCIS CATHOLIC SECONDARY SCHOOL



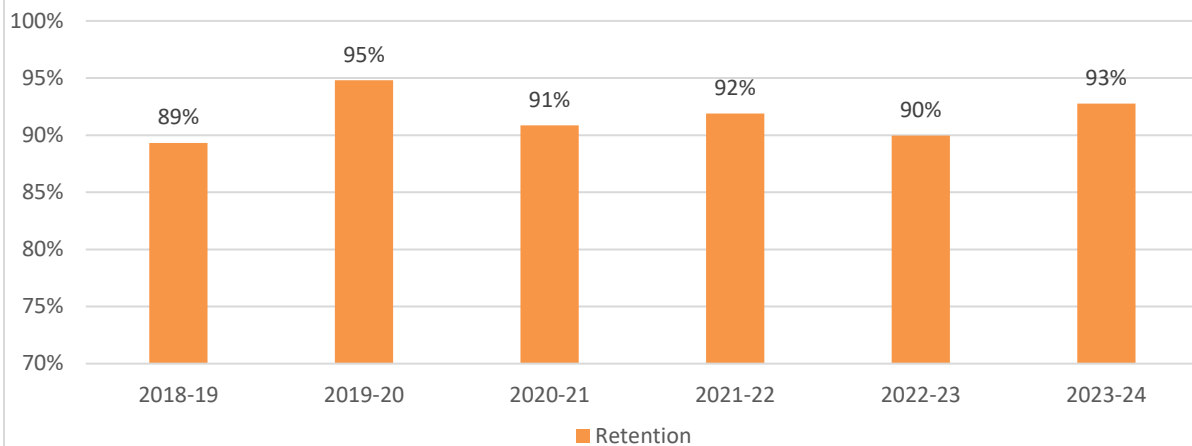
Saint Michael Comparison of Grade 9 Enrolment to Previous Year Grade 8 Enrolment



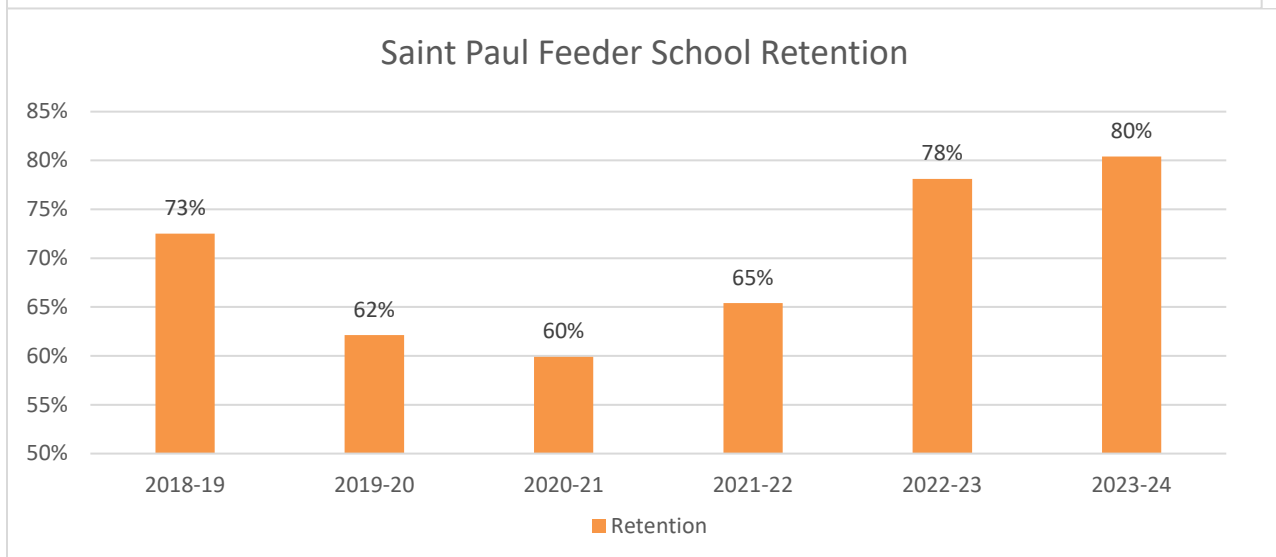
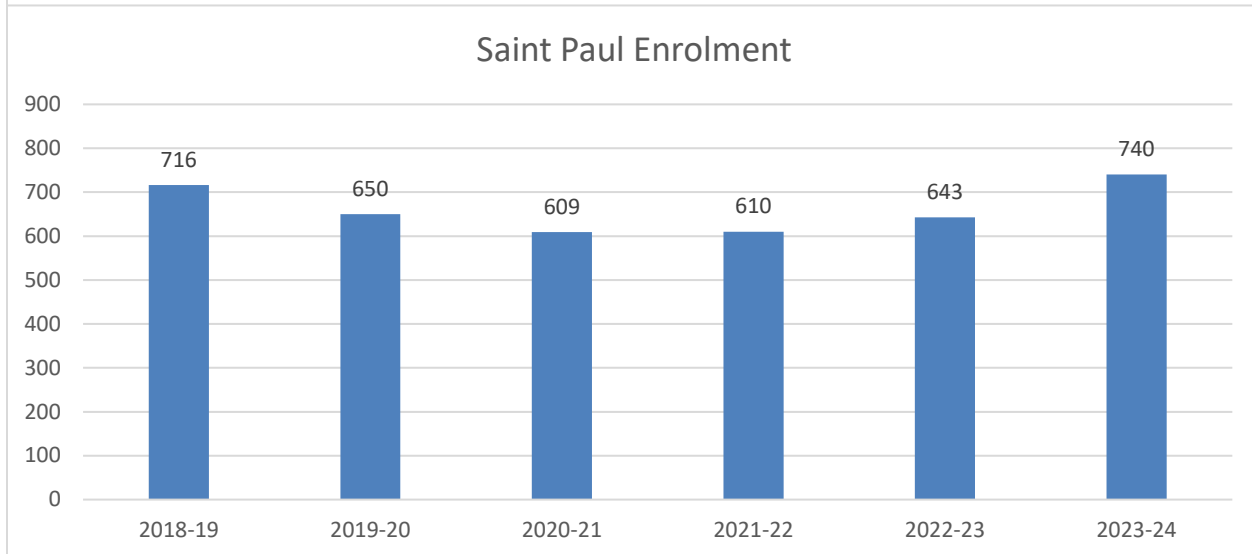
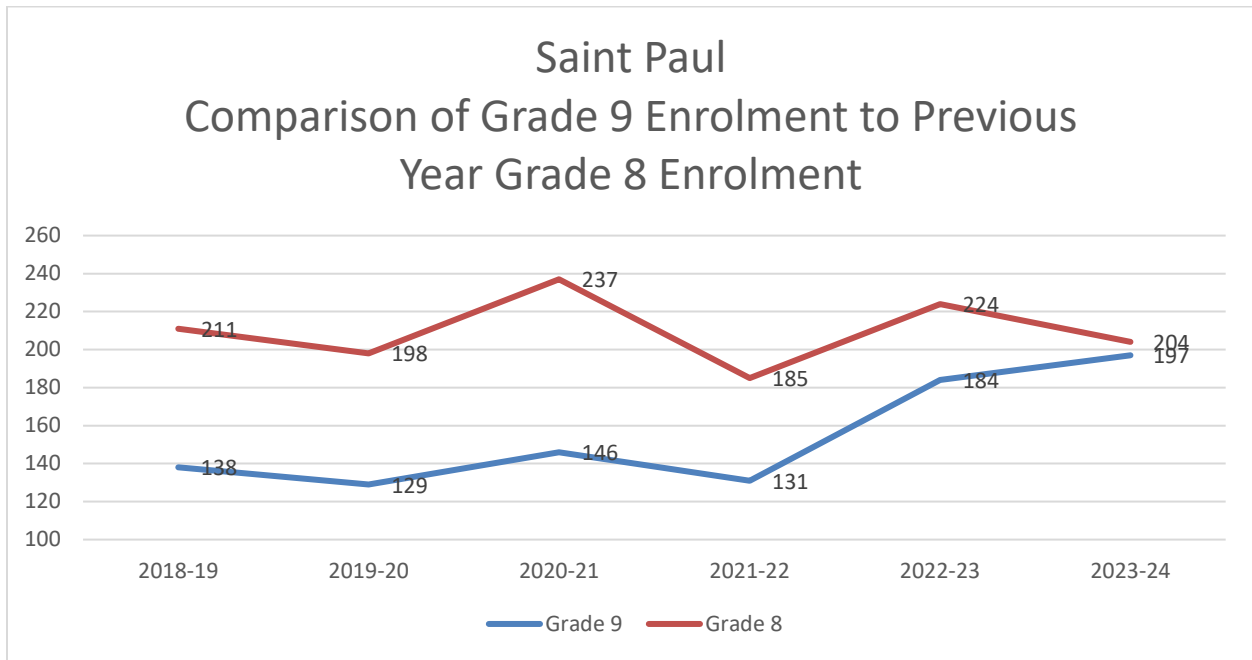
Saint Michael Enrolment



Saint Michael Feeder School Retention



SAINT PAUL CATHOLIC HIGH SCHOOL



The Enrolment and Retention report is presented for information.

Prepared by: Joseph Zaroda, Superintendent of Education

Presented by: Joseph Zaroda, Superintendent of Education
Andrew Boon, Principal of Notre Dame College School
Adele Filice, Principal of Holy Cross Catholic Secondary School

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: April 9, 2024

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
APRIL 9, 2024**

PUBLIC SESSION

**TITLE: DRAFT BOARD AND COMMITTEE MEETING DATES
CALENDAR 2024-2025**

RECOMMENDATION

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Draft Board and Committee Meeting Dates Calendar 2024-2025, as presented.

Prepared by: Corporate Services

Presented by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Recommended by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: April 9, 2024



REPORT TO THE COMMITTEE OF THE WHOLE APRIL 9, 2024

BOARD AND COMMITTEE MEETING DATES CALENDAR 2024-2025

BACKGROUND INFORMATION

At the February 27, 2024 Board Meeting, the Board approved the 2024-2025 School Year Calendar for submission to the Ministry of Education. On March 4, 2024 the board was notified by the Ministry of Education that the “electronic school year calendar submission meets the requirements of Sections 2, 3, and 4 of Regulation 304 – School Year Calendar, Professional Activity Days and is deemed compliant for posting”.

Annually, staff utilizes the approved Board and Ministry of Education school year calendar to design the Board School Year Calendar and Meeting Dates along with a calendar of dates for school and system activities, celebrations, events, faith formation, meetings and professional development.

In compliance with the Niagara Catholic District School Board By-Laws on Annual Organizational Meeting (Section 7), Regular Meetings of the Board (Section 8) and Committee Meetings (Section 19), meeting date recommendations from the Niagara Catholic Parent Involvement Committee (NCPIC), the Special Education Advisory Committee (SEAC) and the Audit Committee along with historical annual meeting date adjustments for the Committee of the Whole and Board Meetings in December and June, a draft Board and Committee Meeting Dates Calendar 2024-2025 is presented for the consideration of the Committee of the Whole (Appendix B).

When the Board approves the Board and Committee Meeting Dates Calendar 2024-2025, staff will place a copy on Board websites and notify Board Committees and staff.

Appendix A – Board and Committee Meeting Dates Calendar 2024-2025 (Draft)

RECOMMENDATION

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Draft Board and Committee Meeting Dates Calendar 2024-2025, as presented.

Prepared By: Corporate Services
Presented By: Camillo Cipriano, Director of Education/Secretary-Treasurer
Recommended By: Camillo Cipriano, Director of Education/Secretary-Treasurer
Date: April 9, 2024



NIAGARA CATHOLIC DISTRICT SCHOOL BOARD

2024-2025 School Year Calendar & Meeting Dates

SEPTEMBER 2024						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	SEAC	NCPIC	6	7
8	9	10 SAL CW	11	12	13	14
15	16	17	AC	19	20	21
22	23	24 BD	25	26	27	28
29	30					

OCTOBER 2024						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	SEAC	2	3	4
6	7	8 SAL CW	9	10	11	12
13	14	15	16	17	18	19
20	21	22 BD	23	24	25	26
27	28	29	30	31		

NOVEMBER 2024						
SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	SEAC	NCPIC	7	8
10	11	12 SAL CW	13	14	15	16
17	18	19	AC	20	21	22
24	25	26 BD	27	28	29	30

DECEMBER 2024						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3 ORG BD CW	SEAC	4	5	6
8	9	10 SAL	11	12	13	14
15	16	17 BD	18	19	20	21
22	23	24	25 Christmas	26	27	28
29	30	31				

JANUARY 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	SEAC	NCPIC	9	10
12	13	14 SAL CW	15	16	17	18
19	20	21	22	23	24	25
26	27	28 BD	29	30	31	

FEBRUARY 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	SEAC	5	6	7
9	10	11 SAL CW	12	13	14	15
16	17	18	19	20	21	22
23	24	25 BD	26	27	28	

MARCH 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4 SAL CW	5 Ash Wednesday	6 NCPIC SEAC	7	8
9	10	11	12	13	14	15
16	17	18	19 AC	20	21	22
23	24	25 BD	26	27	28	29
30	31					

APRIL 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	SEAC	2	3	4
6	7	8 SAL CW	9	10	11	12
13	14	15	16	17 Holy Thursday	18 Good Friday	19 Holy Saturday
20 Easter	21 Easter Monday	22 BD	23	24	25	26
27	28	29	30			

MAY 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
				1 NCPIC	2	3
4	5	6	SEAC	7	8	9
CATHOLIC EDUCATION WEEK MAY 4-9						
11	12	13 SAL CW	14	15	16	17
18	19	20	21	22	23	24
25	26	27 BD	28	29	30	31

JUNE 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	SEAC	4	5	6
8	9	10 SAL CW	11	12 AC	13	14
15	16	17 BD	18	19	20	21
22	23	24	25	26	27	28
29	30					

JULY 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

REGULAR SCHEDULE OF MEETINGS

- Committee of the Whole Meeting
- Supervised Alternative Learning Meeting
- Board Meeting
- Annual Organizational Meeting of the Board
- Special Education Advisory Committee Meeting
- Niagara Catholic Parent Involvement Committee Meeting
- Audit Committee Meetings

- 6:30 p.m. 2nd Tuesday of each month or as Noted
- 2:00 p.m. 2nd Tuesday of each month or as Noted
- 6:30 p.m. 4th Tuesday of each month or as Noted
- 6:00 p.m. 1st Tuesday of December
- 6:30 p.m. 1st Wednesday of each month or as Noted
- 6:30 p.m. 1st Thursday bi-monthly or as Noted
- 10:00 a.m. As Noted

- CW
- SAL
- BD
- ORG
- SEAC
- NCPIC
- AC

	Elementary P.A. Day		Statutory/Other
	Secondary P.A. Day		School Holidays
	Elementary & Secondary P.A. Day		Secondary Exams

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
APRIL 9, 2024**

PUBLIC SESSION

**TOPIC: TRUSTEE INFORMATION
CELEBRATING EXCELLENCE AWARDS CEREMONY – MAY
8, 2024**



NIAGARA CATHOLIC
DISTRICT SCHOOL BOARD

Listening, Learning and Leading

This year's Celebrating Excellence Awards Ceremony

will be held on

Wednesday, May 8, 2024

7:00 p.m.

Brock University

This event acknowledges the recipients of the

Catch the Spirit Student Awards

Distinguished Alumni Awards

Inspiration Awards

The evening will begin at 7:00 p.m. with a liturgy, followed by the presentation to the student, staff and alumni award recipients.

A light reception will take place afterwards.

Please RSVP your attendance to Anna Pisano by May 2, 2024