



*The Niagara Catholic District School Board through
the charisms of faith, social justice, support and leadership,
nurtures an enriching Catholic learning community for all
to reach their full potential and become living witnesses of Christ.*

AGENDA AND MATERIAL

POLICY COMMITTEE MEETING

**TUESDAY, OCTOBER 27, 2020
4:30 P.M.**

*HOLY CROSS COMMUNITY ROOM
CATHOLIC EDUCATION CENTRE, WELLAND, ONTARIO*



- | | |
|--|---|
| 1. Opening Prayer – Trustee Burkholder | - |
| 2. Attendance | - |
| 3. Approval of Agenda | - |
| 4. Declaration of Conflict of Interest | - |
| 5. Minutes of Policy Committee Meeting of September 29, 2020 | 5 |
| 6. Governance Policies | |

Action Required

GOVERNANCE POLICIES – FOR RECOMMENDATION TO NOVEMBER COMMITTEE OF THE WHOLE

- | | | |
|-----|--|-----|
| 6.1 | Leadership Pathways Policy (203.4) | 6.1 |
| 6.2 | Dress Code – Secondary Uniform – Safe Schools Policy (302.6.6) | 6.2 |
| 6.3 | Elementary Standardized Dress – Safe Schools Policy (302.6.10) | 6.3 |
| 6.4 | Niagara Catholic Parent Involvement Committee Policy (800.7) | 6.4 |

GOVERNANCE POLICIES – PRIOR TO VETTING

Nil -

Information

- | | | |
|-----|---|-----|
| 6.5 | Governance Policies Currently Being Vetted | - |
| | Nil | |
| 6.6 | Governance Policy Review 2020-2021 Schedule | 6.6 |

- | | |
|-------------------------|-------------------------------|
| 7. Date of Next Meeting | |
| | November 24, 2020 – 4:30 p.m. |
| 8. Adjournment | - |

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
OCTOBER 27, 2020**

**TITLE: MINUTES OF THE POLICY COMMITTEE MEETING
SEPTEMBER 29, 2020**

RECOMMENDATION

THAT the Policy Committee approve the minutes of the Policy Committee Meeting of September 29, 2020, as presented.



MINUTES OF THE POLICY COMMITTEE MEETING

TUESDAY, SEPTEMBER 29, 2020

Minutes of the Policy Committee Meeting held on Tuesday, September 29, 2020 at 4:30 p.m. 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 4:34 p.m. by Policy Committee Chair Huibers.

1. Opening Prayer

The meeting was opened with a prayer by Trustee Huibers

2. Attendance

Committee Members	Present	Present Electronically	Absent	Excused
Larry Huibers (Committee Chair)	✓			
Rhianon Burkholder	✓			
Dino Sicoli	✓			

Student Trustees:

Luca DiPietro

Sydney Yott

Staff:

Camillo Cipriano, Director of Education

Lee Ann Forsyth-Sells, Superintendent of Education

Kimberly Kinney, Superintendent of Education

Gino Pizzoferrato, Superintendent of Education

Pat Rocca, Superintendent of Education

Anna Pisano, Administrative Assistant, Corporate Services & Communications Department

/Recording Secretary

3. **Approval of Agenda**

Moved by Trustee Burkholder

THAT the September 29, 2020 Policy Committee Agenda be approved, as presented.

APPROVED

4. **Declaration of Conflict of Interest**

No Disclosures of Interest were declared with any items on the agenda.

5. **Minutes of the Policy Committee Meeting of May 26, 2020**

Moved by Trustee Sicoli

THAT the Policy Committee approve the minutes of the Policy Committee Meeting of May 26, 2020, as presented.

APPROVED

6. **Governance Policies**

ACTION REQUIRED

GOVERNANCE POLICIES - FOR RECOMMENDATION TO OCTOBER COMMITTEE OF THE WHOLE MEETING

6.1 **Equity and Inclusive Education Policy (100.10)**

Lee Ann Forsyth-Sells, Superintendent of Education presented feedback received from the vetting process and highlighted recommended amendments to the Equity and Inclusive Education Policy (100.10) following the vetting process.

Following discussion, the Policy Committee recommended the following additional amendments:

- No amendment

Moved by Trustee Sicoli

THAT the Policy Committee recommend to the October 13, 2020 Committee of the Whole Meeting to approve the revisions to the Equity and Inclusive Education Policy (100.10), as presented.

APPROVED

6.2 **Retirement and Service Recognition Celebration Policy (201.2)**

Pat Rocca, Superintendent of Education/Human Resources presented feedback received from the vetting process and highlighted recommended amendments to the Retirement and Service Recognition Celebration Policy (201.2) following the vetting process.

Following discussion, the Policy Committee recommended the following additional amendments:

- Bullet 3 – add “40th”

Moved by Trustee Burkholder

THAT the Policy Committee recommend to the October 13, 2020 Committee of the Whole Meeting to approve the revisions to the Retirement and Service Recognition Celebration Policy (201.2), as amended.

APPROVED

6.3 Leadership Pathways Policy (203.4)

Deferred to October Policy Committee meeting.

6.4 Volunteer Recognition Policy (800.4)

Director Cipriano presented feedback received from the vetting process and highlighted recommended amendments to the Volunteer Recognition Policy (800.4) following the vetting process.

Following discussion, the Policy Committee recommended the following additional amendments:

- Paragraph 3 – remove first sentence
- Paragraph 3 – change second sentence from “*Volunteers will be recognized for making a positive*” to “*The board recognizes that volunteers make a positive*”

Moved by Trustee Burkholder

THAT the Policy Committee recommend to the October 13, 2020 Committee of the Whole Meeting to approve the revisions to the Volunteer Recognition Policy (800.4), as amended.

APPROVED

GOVERNANCE POLICIES - PRIOR TO VETTING

Nil

INFORMATION

6.5 Governance Policies Currently Being Vetted to October 9, 2020

- Dress Code – Secondary Uniform – Safe Schools Policy (302.6.6)
- Elementary Standardized Dress – Safe Schools Policy (302.6.10)
- Niagara Catholic Parent Involvement Committee Policy (800.7)
- Accessibility Customer Service Policy (800.8.1)
- Complaint Resolution Policy (800.3)

6.6 Governance Policy Review 2020-2021 Schedule

Chair Huibers presented the Governance Policy Review 2020-2021 Schedule. The Policy Committee requested the Accessibility Customer Service Policy and the Complaint Resolution Policy be deferred to the November Policy Committee meeting.

7. **Date of Next Meeting**

October 27, 2020 – 4:30 p.m.

8. **Adjournment**

The meeting adjourned at 5:42 p.m.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
OCTOBER 27, 2020**

**TITLE: FOR RECOMMENDATION TO COMMITTEE OF THE WHOLE
LEADERSHIP PATHWAYS POLICY (203.4)**

RECOMMENDATION

THAT the Policy Committee recommend to the Committee of the Whole approval of the Leadership Pathways Policy (203.4), as presented.

Prepared by: Pat Rocca, Superintendent of Education

Presented by: Pat Rocca, Superintendent of Education

Date: October 27, 2020



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: NIL

In keeping with the Mission, Vision and Values of the Niagara District School Board, professional development 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.

~~While specific qualifications are required by the Education Act, Niagara Catholic requires~~ **Participation in the Leadership Pathway will afford** staff aspiring to leadership positions, ~~to have additional qualifications with leadership opportunities that focus on faith, Catholicity, professional growth in order to further develop and enhance their current skill set and enhanced experiences. These~~ **is additional qualifications professional development opportunity are** critical to **developing future leaders at both the school and system levels, fulfilling the mandate of the Board, to ensuring the continued strength and growth of its Catholic identity, and to nurturing the faith development of its students and staff.**

Niagara Catholic's Leadership Programs provide leadership tools that allow participants to build on and enhance their current skills. **Participants will acquire new the servant leadership skills necessary to meet the needs of the system,** as well as focus on the gift of Catholic education while deepening their own **faith leadership journeys skills.**

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 ~~as Catholic leaders~~ will focus their vocation and service on the success of all students and staff.

The Director of Education has established a Leadership Succession Program Guide that will serve to support the implementation of this Policy.

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:	Nil

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
OCTOBER 27, 2020**

**TITLE: FOR RECOMMENDATION TO COMMITTEE OF THE WHOLE
DRESS CODE – SECONDARY UNIFORM – SAFE SCHOOLS
POLICY (302.6.6)**

RECOMMENDATION

THAT the Policy Committee recommend to the Committee of the Whole approval of the Dress Code – Secondary Uniform – Safe Schools Policy (302.6.6), as presented.

Prepared by: Lee Ann Forsyth-Sells, Superintendent of Education

Presented by: Lee Ann Forsyth-Sells, Superintendent of Education

Date: October 27, 2020



Niagara Catholic District School Board

DRESS CODE – SECONDARY UNIFORM POLICY
(Safe Schools)

STATEMENT OF GOVERNANCE POLICY

300 – Schools/Students

Policy No 302.6.6

Adopted Date: June 26, 2001

Latest Reviewed/Revised Date: February 23, 2016

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 secondary schools within the Niagara Catholic District School Board will implement a secondary uniform **that creates a unified sense of belonging for all students from Grades 9 to 12.** ~~that recognizes the uniqueness and gifts of all students.~~

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. ~~in alignment with the design and expectations Niagara Catholic Vision 2020 Strategic Plan.~~

The secondary uniform **promotes Catholic school identity, instills pride and spirit** ~~creates a unified sense of belonging for all students from Grades 9 to 12~~ and supports the commitment of our students to be visible **Catholic** role models of the teachings of the Gospel **Values and the Ontario Catholic School Graduate Expectations in our Catholic school communities.** ~~and the Roman Catholic Church within all our schools, communities and society.~~

~~It promotes Catholic school identity, instills pride and spirit by identifying with a particular school community. The secondary uniform is inclusionary by equalizing any peer pressure and is intended to be economical for all families.~~

All Niagara Catholic secondary school uniforms as defined in the Administrative **Operational** Procedures must be purchased through Board uniform suppliers in compliance with the Niagara Catholic Purchasing and Supply Chain Management Policy.

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*. For the purpose of this Policy, the term secondary school uniform aligns with the *Education Statutes and Regulations of Ontario* term dress code.

~~The Director of Education will issue~~ **Please refer to the [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**
 - [Elementary Standardized Dress Code Policy \(302.6.10\)](#)

- [*Purchasing / Supply Chain Management Policy \(600.1\)*](#)
- [*Religious Accommodation Policy \(100.10.1\)*](#)
- [*Fundraising \(301.4\) AOP*](#)

Adopted Date:	June 26, 2001
Revision History:	May 28, 2002 June 12, 2012 February 23, 2016

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
OCTOBER 27, 2020**

**TITLE: FOR RECOMMENDATION TO COMMITTEE OF THE WHOLE
ELEMENTARY STANDARDIZED DRESS CODE – SAFE
SCHOOLS POLICY (302.6.10)**

RECOMMENDATION

THAT the Policy Committee recommend to the Committee of the Whole approval of the Elementary Standardized Dress Code – Safe Schools Policy (302.6.10), as presented.

Prepared by: Lee Ann Forsyth-Sells, Superintendent of Education

Presented by: Lee Ann Forsyth-Sells, Superintendent of Education

Date: October 27, 2020



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: February 23, 2016

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**. ~~recognizes the uniqueness and gifts of all students.~~

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. ~~in alignment with the design and expectations of the Niagara Catholic Vision 2020 Strategic Plan.~~

The elementary standardized dress code **promotes Catholic** ~~creates a unified sense of belonging for all students from Early Learning Kindergarten to Grade 8, building community and promoting an environment of belonging,~~ school identity, **instills** pride and spirit, ~~by identifying with a Catholic elementary school community.~~ **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~~ **Please refer to the [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

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
OCTOBER 27, 2020**

**TITLE: FOR RECOMMENDATION TO COMMITTEE OF THE WHOLE
NIAGARA CATHOLIC PARENT INVOLVEMENT COMMITTEE
POLICY (800.7)**

RECOMMENDATION

THAT the Policy Committee recommend to the Committee of the Whole approval of the Niagara Catholic Parent Involvement Committee Policy (800.7), as presented.

Prepared by: Lee Ann Forsyth-Sells, Superintendent of Education
Presented by: Lee Ann Forsyth-Sells, Superintendent of Education
Date: October 27, 2020



Niagara Catholic District School Board

NIAGARA CATHOLIC PARENT INVOLVEMENT COMMITTEE POLICY

STATEMENT OF GOVERNANCE POLICY

800 – Schools and Community Councils

Policy No. 800.7

Adopted Date: May 24, 2011

Latest Reviewed/Revised Date: June 21, 2016

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board recognizes the Niagara Catholic Parent Involvement Committee (NCPIC), as a regional body of representative stakeholders, that supports ~~the Mission of Catholic education and the Mission, Vision and Values of the Niagara Catholic District School Board,~~ by providing a communication link to parents/guardians, Catholic School Councils, the Diocese, the Director of Education, and the Board.

The Niagara Catholic Parent Involvement Committee, ~~supported by the Niagara Catholic District School Board,~~ promotes, encourages, and supports parent engagement at the Board and school levels, building strong Catholic identity and community, nurturing the distinctiveness of Catholic education, and advancing active parent/guardian engagement with all parents/guardians in all schools for the improvement of student achievement and the well-being of all students in the Niagara Catholic District School Board.

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

References:

- [Ontario Regulation 330/10 School Councils and Parent Involvement Committees](#)
- [Parents in Partnership...A Parent Engagement Policy for Ontario Schools](#)
- [Education Act-Section 1](#)
- [OAPCE By-Law and Constitution](#)
- [Niagara Catholic District School Board Policies/Procedures](#)
 - [Board By-Laws Policy \(100.1\)](#)
 - [Catholic School Councils \(800.1\) AOP](#)
 - [Complaint Resolution Policy \(800.3\)](#)
 - [Niagara Catholic Parent Involvement Committee By-Laws](#)
 - [Trustee Expenses and Reimbursement Policy \(100.13\)](#)

Adopted Date:	May 24, 2011
Revision History:	October 25, 2011 February 28, 2012 June 18, 2013 June 21, 2016

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
OCTOBER 27, 2020**

TITLE: 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: October 27, 2020



GOVERNANCE POLICY REVIEW SCHEDULE

SEPTEMBER 2020 - JUNE 2021

Updated: October 27, 2020

SORTED BY POLICY COMMITTEE MEETING DATE				
Policy Issued	Reviewed Revised	Policy #	POLICY NAME	Prior to Vetting After Vetting
2010	2015	100.10	Equity and Inclusive Education	September 2020
1998	2015	201.2	Retirement & Service Recognition Celebration	September 2020
2007	2015	800.4	Volunteer Recognition	September 2020
2013	2013	203.4	Leadership Pathways	October 2020
2001	2016	302.6.6	Dress Code - Secondary Uniform - Safe Schools	October 2020
2012	2016	302.6.10	Elementary Standardized Dress Code - Safe Schools	October 2020
2011	2016	800.7	Niagara Catholic Parent Involvement Committee & By-Laws	October 2020
2012	2015	701.2	Pupil Accommodation Review	November 2020
2009	2016	800.8.1	Accessibility Customer Service	November 2020
1998	2017	800.3	Complaint Resolution	November 2020
2002	2020	201.7	Employee Workplace Harassment *	January 2021
2002	2020	201.11	Employee Workplace Violence *	January 2021
2012	2015	701.2	Pupil Accommodation Review	January 2021
1997	2016	100.1	Board By-Laws	February 2021
2012	2015	201.16	Attendance Support Program	February 2021
2002	2020	201.6	Occupational Health & Safety *	February 2021
2002	2020	201.7	Employee Workplace Harassment *	March 2021
2002	2020	201.11	Employee Workplace Violence *	March 2021
1997	2016	100.1	Board By-Laws	April 2021
2012	2015	201.16	Attendance Support Program	April 2021
2002	2020	201.6	Occupational Health & Safety *	April 2021

* Ministry of Labour Compliance Annual Review

SORTED BY CW/BOARD MEETING DATE				
Policy Issued	Reviewed Revised	Policy #	POLICY NAME	CW/BD
2010	2015	100.10	Equity and Inclusive Education	October 2020
1998	2015	201.2	Retirement & Service Recognition Celebration	October 2020
2007	2015	800.4	Volunteer Recognition	October 2020
2013	2013	203.4	Leadership Pathways	November 2020
2001	2016	302.6.6	Dress Code - Secondary Uniform - Safe Schools	November 2020
2012	2016	302.6.10	Elementary Standardized Dress Code - Safe Schools	November 2020
2011	2016	800.7	Niagara Catholic Parent Involvement Committee & By-Laws	November 2020
2009	2016	800.8.1	Accessibility Customer Service	December 2020
1998	2017	800.3	Complaint Resolution	December 2020
2012	2015	701.2	Pupil Accommodation Review	February 2021
2002	2020	201.7	Employee Workplace Harassment *	April 2021
2002	2020	201.11	Employee Workplace Violence *	April 2021
1997	2016	100.1	Board By-Laws	May 2021
2012	2015	201.16	Attendance Support Program	May 2021
2002	2020	201.6	Occupational Health & Safety *	May 2021