



*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, SEPTEMBER 29, 2020
4:30 P.M.**

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



- | | |
|--|---|
| 1. Opening Prayer – Trustee Huibers | - |
| 2. Attendance | - |
| 3. Approval of Agenda | - |
| 4. Declaration of Conflict of Interest | - |
| 5. Minutes of Policy Committee Meeting of May 26, 2020 | 5 |
| 6. Governance Policies | |

Action Required

GOVERNANCE POLICIES – FOR RECOMMENDATION TO OCTOBER COMMITTEE OF THE WHOLE

- | | | |
|-----|---|-----|
| 6.1 | Equity and Inclusive Education Policy (100.10) | 6.1 |
| 6.2 | Retirement and Service Recognition Celebration Policy (201.2) | 6.2 |
| 6.3 | Leadership Pathways Policy (203.4) | 6.3 |
| 6.4 | Volunteer Recognition Policy (800.4) | 6.4 |

GOVERNANCE POLICIES – PRIOR TO VETTING

Nil

Information

- | | | |
|-----|--|-----|
| 6.5 | Governance Policies Currently Being Vetted to October 9, 2020 | - |
| | <ul style="list-style-type: none"> • 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 | 6.6 |
| 7. | Date of Next Meeting | |
| | October 27, 2020 – 4:30 p.m. | |
| 8. | Adjournment | - |

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
SEPTEMBER 29, 2020**

**TITLE: MINUTES OF THE POLICY COMMITTEE MEETING
MAY 26, 2020**

RECOMMENDATION

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



MINUTES OF THE POLICY COMMITTEE MEETING

TUESDAY, MAY 26, 2020

Minutes of the Policy Committee Meeting held electronically on Tuesday, May 26, 2020 at 4:30 p.m.

The meeting was called to order at 4:30 p.m. by Policy Committee Chair Huibers.

1. **Opening Prayer**

The meeting was opened with a prayer by Trustee Sicoli

2. **Attendance**

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

Student Trustees:

Jade Bilodeau
Luca DiPietro

Staff:

John Crocco, Director of Education
Lee Ann Forsyth-Sells, Superintendent of Education

Anna Pisano, Administrative Assistant, Corporate Services & Communications Department
/Recording Secretary

3. **Approval of Agenda**

Moved by Trustee Sicoli

THAT the May 26, 2020 Policy Committee Agenda be approved, as amended.

Item 6.3 moved to Item 6.5

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 April 28, 2020

Moved by Trustee Burkholder

THAT the Policy Committee approve the minutes of the Policy Committee Meeting of April 28, 2020, as presented.

APPROVED

6. Governance Policies

ACTION REQUIRED

GOVERNANCE POLICIES - FOR RECOMMENDATION TO COMMITTEE OF THE WHOLE

Nil

GOVERNANCE POLICIES - PRIOR TO VETTING

6.1 Dress Code - Secondary Uniform Policy (302.6.6)

Lee Ann Forsyth-Sells, Superintendent of Education, presented the Dress Code - Secondary Uniform Policy (302.6.6)

The Policy Committee suggested the following amendments:

- No amendments

The Policy Committee requested that the Dress Code - Secondary Uniform Policy (302.6.6), be vetted from May 27, 2020 to October 9, 2020 with a recommended deadline for presentation to the Policy Committee in October, for consideration to the Committee of the Whole and Board in November.

6.2 Elementary Standardized Dress Code Policy (302.6.10)

Superintendent Forsyth-Sells, presented the Elementary Standardized Dress Code Policy (302.6.10).

The Policy Committee suggested the following amendments:

- Following the vetting process, the Policy Committee recommends possibly removing the first sentence of the fourth paragraph.

The Policy Committee requested that the Elementary Standardized Dress Code Policy (302.6.10), be vetted from May 27, 2020 to October 9, 2020 with a recommended deadline for presentation to the Policy Committee in October, for consideration to the Committee of the Whole and Board in November.

6.3 Niagara Catholic Parent Involvement Committee Policy (800.7)

Superintendent Forsyth-Sells, presented the Niagara Catholic Parent Involvement Committee Policy (800.7).

The Policy Committee suggested the following amendments:

- No amendments

The Policy Committee requested that the Niagara Catholic Parent Involvement Committee Policy (800.7), be vetted from May 27, 2020 to October 9, 2020 with a recommended deadline for presentation to the Policy Committee in October, for consideration to the Committee of the Whole and Board in November.

6.4 Accessibility Customer Service Policy (800.8.1)

Superintendent Forsyth-Sells, presented the Accessibility Customer Service Policy (800.8.1).

The Policy Committee suggested the following amendments:

- No amendments

The Policy Committee requested that the Accessibility Customer Service Policy (800.8.1), be vetted from May 27, 2020 to October 9, 2020 with a recommended deadline for presentation to the Policy Committee in October, for consideration to the Committee of the Whole and Board in November.

6.5 Complaint Resolution Policy (800.3)

Director Crocco, presented the Complaint Resolution Policy (800.3).

The Policy Committee suggested the following amendments:

- No amendments

The Policy Committee requested that the Complaint Resolution Policy (800.3), be vetted from May 27, 2020 to October 9, 2020 with a recommended deadline for presentation to the Policy Committee in October, for consideration to the Committee of the Whole and Board in November.

INFORMATION

6.6 Governance Policies Currently Being Vetted to September 11, 2020

- Equity and Inclusive Education Policy (100.10)
- Retirement and Service Recognition Celebration Policy (201.2)
- Leadership Pathways Policy (203.4)
- Volunteer Recognition Policy (800.4)

6.7 Governance Policy Review 2019-2020 Schedule

Director Crocco presented the Governance Policy Review 2019-2020 Schedule.

7. Date of Next Meeting

September 29, 2020

8. Adjournment

The meeting adjourned at 5:07 p.m.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
SEPTEMBER 29, 2020**

TITLE: 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: September 29, 2020



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: June 16, 2015

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board (the Board) ~~Niagara Catholic recognizes~~ **acknowledges** that; **any form of discrimination is incompatible with Catholic moral principles and the teachings of the Church; that all people persons** are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27); **and that every person has the right to freedom from discrimination and harassment.**

~~In accordance with the Church's teachings,~~ Niagara Catholic provides in all of its operations an educational **and working** environment which supports and enables diversity within its Catholic community. ~~The Board recognizes that any form of social or cultural discrimination is incompatible with Catholic moral principles and is in violation of the Ontario Human Rights Code. The Board in accordance with the denominational rights of the Catholic~~ **recognizes** that the school system. ~~gives pre-eminence to the tenets of the Catholic faith, congruent with the protection afforded in the Ontario Human Rights Code, the Constitution Act, 1982 and confirmed in the Canadian Charter of Rights and Freedoms.~~

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 Board and its staff are committed to the elimination of discrimination as outlined in Ontario's Equity and Inclusive Education Strategy and the Ontario Ministry of Education (the "Ministry") Policy/Program Memorandum No. 119, in a manner which is consistent with the exercise of the Board's denominational rights under section 93 of the Constitution Act, 1982 and as recognized at section 19 of the Ontario Human Rights Code.~~

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](#)
- [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, Second Edition 2011](#)
- [Ontario Catholic School Graduate Expectations: Institute for Catholic Education, Third Edition 2019](#)
- [Ontario's Human Rights Code](#)
- [Ontario Leadership Strategy](#)
- [Ontario's Equity and Inclusive Education Strategy](#)
- [Ontario Ministry of Education - Policy/Program Memorandum No. 108](#)

- [Ontario Ministry of Education - Policy/Program Memorandum No. 119](#)
- [Supporting Students Who Identify as Transgender in our Catholic Schools: Institute for Catholic Education 2019](#)
- [Niagara Catholic District School Board Policies](#)
 - [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 \(Teachers\) Policy \(203.1\)](#)
 - [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 School Policy \(302.6\)](#)
 - [Voluntary and Confidential Indigenous Students First Nation, Métis and Inuit Self-Identification \(301.9\) Administrative Operational Procedures](#)

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

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
SEPTEMBER 29, 2020**

**TITLE: RETIREMENT AND SERVICE RECOGNITION CELEBRATION
POLICY (201.2)**

Prepared by: Pat Rocca, Superintendent of Education/Human Resources

Presented by: Pat Rocca, Superintendent of Education/Human Resources

Date: September 29, 2020



Niagara Catholic District School Board
**RETIREMENT & SERVICE RECOGNITION
CELEBRATION POLICY**

STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 201.2

Adopted Date: March 24, 1998

Latest Reviewed/Revised Date: June 16, 2015

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board values and appreciates dedicated service by its employees and members of the clergy serving its schools.

Annually, the Board will invite its partners, OECTA, CUPE, and the Diocese of St. Catharines to co-host a Retirement and Service Recognition Celebration to formally express its appreciation to:

1. Employees who are retiring;
2. Employees who have contributed 25 years of service;
3. Clergy who have served within the Roman Catholic Diocese of St. Catharines and the jurisdiction of the Niagara Catholic District School Board who are celebrating their 25th or 50th anniversary of service as members of the clergy.

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

Adopted Date:	March 24, 1998
Revision History:	March 26, 2002 June 15, 2010 June 16, 2015

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
SEPTEMBER 29, 2020**

TITLE: LEADERSHIP PATHWAYS POLICY (203.4)

Prepared by: Pat Rocca, Superintendent of Education/Human Resources
Presented by: Pat Rocca, Superintendent of Education/Human Resources
Date: September 29, 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 position at the school and system levels within the Board.

While specific qualifications are required by the Education Act, Niagara Catholic requires staff aspiring to leadership positions, to have additional qualifications that focus on faith, Catholicity, and enhanced experiences.

The additional qualifications are critical to 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, acquire new skills as well as focus on the gift of Catholic education while deepening their own faith journeys.

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
SEPTEMBER 29, 2020**

TITLE: VOLUNTEER RECOGNITION POLICY (800.4)

Prepared by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Presented by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Date: September 29, 2020



Niagara Catholic District School Board

VOLUNTEER RECOGNITION POLICY

STATEMENT OF GOVERNANCE POLICY

800 – Schools and Community Councils

Policy No. 800.4

Adopted Date: April 24, 2007

Latest Reviewed/Revised Date: April 28, 2015

In keeping with the Mission, Vision and Values, the Niagara Catholic District School Board recognizes and values the positive contribution that individuals make while volunteering in our Catholic school communities, committees and organizations.

With approval from the authorized administrator, Niagara Catholic volunteers undertake, without pay, assigned tasks that support and enhance the mission, vision and values of the Board.

Annually, administrators will be invited to select volunteers to be recognized at a celebration hosted by the Board. Volunteers will be recognized for making a positive, meaningful and significant contribution to a school and/or the Board. Through their spirit of volunteerism, they help in building a strong Catholic identity and community that nurtures the distinctiveness of Catholic education and advances student achievement.

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

Reference

- ***Niagara Catholic District School Board Policies/Procedures***
 - [***Volunteering in Catholic Schools \(800.9\) AOP***](#)

Adopted Date:	April 24, 2007
Revision History:	April 28, 2015

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
POLICY COMMITTEE MEETING
SEPTEMBER 29, 2020**

TITLE: POLICY AND GUIDELINE REVIEW SCHEDULE

The Policy and Guideline 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: September 29, 2020



GOVERNANCE POLICY REVIEW SCHEDULE

SEPTEMBER 2020 - JUNE 2021

Updated: September 29, 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
2013	2013	203.4	Leadership Pathways	September 2020
2007	2015	800.4	Volunteer Recognition	September 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
2009	2016	800.8.1	Accessibility Customer Service	October 2020
1998	2017	800.3	Complaint Resolution	October 2020
2012	2015	701.2	Pupil Accommodation Review	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
2013	2013	203.4	Leadership Pathways	October 2020
2007	2015	800.4	Volunteer Recognition	October 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	November 2020
1998	2017	800.3	Complaint Resolution	November 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