



*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

COMMITTEE OF THE WHOLE MEETING

**TUESDAY, DECEMBER 3, 2019
6:45 P.M.**

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



A. ROUTINE MATTERS

- | | |
|---|--------|
| 1. Opening Prayer – Trustee Turner | - |
| 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 November 12, 2019 | A5 |
| 6. Consent Agenda Items | - |
| 6.1 Unapproved Minutes of the Policy Committee Meeting of November 26, 2019 | A6.1 |
| 6.2 Approval of Policies | - |
| 6.2.1 Catholic Leadership: Principal and Vice-Principal Selection Policy (202.2) | A6.2.1 |
| 6.2.2 Religious Accommodation Policy (100.10.1) | A6.2.2 |
| 6.3 Staff Development Department Professional Development Opportunities | A6.3 |
| 6.4 Capital Projects Progress Report Update | A6.4 |
| 6.5 In Camera Items F1 and F3 | - |

B. PRESENTATIONS

C. COMMITTEE AND STAFF REPORTS

- | | |
|---|----|
| 1. Committee of the Whole System Priorities and Budget 2019-2020 Update | C1 |
| 2. Accountability Financial Report 2019-2020 as of November 30, 2019 | C2 |
| 3. Monthly Updates | |
| 3.1 Student Senate Update | - |
| 3.2 Senior Staff Good News Update | - |

D. INFORMATION

- | | |
|--|------|
| 1. Trustee Information | |
| 1.1 Spotlight on Niagara Catholic – November 26, 2019 | D1.1 |
| 1.2 Calendar of Events – December 2019 | D1.2 |
| 1.3 OCSTA Memorandum – Ministry of Education Review of Bullying Policies | D1.3 |

E. OTHER BUSINESS

1. General Discussion to Plan for Future Action

-

F. BUSINESS IN CAMERA

G. REPORT ON THE IN CAMERA SESSION

H. ADJOURNMENT

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

PUBLIC SESSION

**TOPIC: MINUTES OF THE COMMITTEE OF THE WHOLE
MEETING OF NOVEMBER 12, 2019**

RECOMMENDATION

THAT the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting of November 12, 2019 as presented.



MINUTES OF THE COMMITTEE OF THE WHOLE MEETING TUESDAY, NOVEMBER 12, 2019

Minutes of the Meeting of the Committee of the Whole of the Niagara Catholic District School Board, held on Tuesday, November 12, 2019 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 6:38 p.m. by Vice-Chair Sicoli.

A. ROUTINE MATTERS

1. Opening Prayer

Opening Prayer was led by Trustee Prince

2. Roll Call

Vice-Chair Sicoli noted that all Trustees and Student Trustees were in attendance.

Trustee	Present	Present Electronically	Absent	Excused
Rhianon Burkholder	✓			
Kathy Burtnik	✓			
Frank Fera	✓			
Larry Huibers	✓			
Daniel Moody	✓			
Leanne Prince	✓			
Dino Sicoli	✓			
Paul Turner	✓			
Student Trustees				
Jade Bilodeau	✓			
Luca DiPietro	✓			

The following staff were in attendance:

John Crocco, Director of Education; **Yolanda Baldasaro**, **Ted Farrell**, **Lee Ann Forsyth-Sells**, **Frank Iannantuono**, **Pat Rocca**, Superintendents of Education; **Giancarlo Vetrone**, Superintendent of Business & Financial Services; **Scott Whitwell**, Controller of Facilities Services; **Anna Pisano**, Recording Secretary/Administrative Assistant, Corporate Services & Communications

3. Approval of the Agenda

Moved by Trustee Burkholder

THAT the Committee of the Whole approve the Agenda of the Committee of the Whole Meeting of November 12, 2019, as amended.

Item B1 deferred to November 26, 2019 Board Meeting

CARRIED

4. Declaration of Conflict of Interest

No Declaration of Conflict of Interest was declared with any items on the Agenda.

5. Approval of Minutes of the Committee of the Whole Meeting of October 8, 2019

Moved by Trustee Moody

THAT the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting of October 8, 2019, as presented.

CARRIED

6. Consent Agenda Items

6.1 Unapproved Minutes of the Policy Committee Meeting of October 22, 2019

THAT the Committee of the Whole receive the Unapproved Minutes of the Policy Committee Meeting of October 22, 2019, as presented.

6.2 Approval of Policies

6.2.1 Employee Meals and Hospitality Policy (201.14)

THAT the Policy Committee recommend to the Committee of the Whole approval of the Employee Meals and Hospitality Policy (201.14), as presented.

6.2.2 Employee Conferences, Workshops and Meetings Policy (201.15)

THAT the Policy Committee recommend to the Committee of the Whole approval of the Employee Conferences, Workshops and Meetings Policy (201.15), as presented.

6.2.3 Acceleration Retention Policy (400.5)

THAT the Policy Committee recommend to the Committee of the Whole approval of the Acceleration Retention Policy (400.5), as presented.

6.2.4 Opening or Closing Exercises – Safe Schools Policy (302.6.1)

THAT the Policy Committee recommend to the Committee of the Whole approval of the Opening or Closing Exercises – Safe Schools Policy (302.6.1), as presented.

6.3 The Niagara Catholic Board Improvement Plan for Student Achievement and Well-Being (BIPSAW) 2019-2020

Presented for information.

6.4 Transportation Supports for Children and Youth in Care

Presented for information.

6.5 Extended Overnight Field Trip, Excursion and Exchange Committee

Presented for information.

6.6 Staff Development Department Professional Development Opportunities

Presented for information.

6.7 Capital Projects Progress Report Update

Presented for information.

6.8 In Camera Items F1 and F3

Moved by Trustee Burtnik

THAT the Committee of the Whole adopt consent agenda items.

CARRIED

B. PRESENTATIONS

1. Niagara Catholic Annual Pilgrimage 2019

Deferred to the November 26, 2019 Board Meeting.

C. COMMITTEE AND STAFF REPORTS

1. Committee of the Whole System Priorities and Budget 2019-2020 Update

Director Crocco and members of Senior Administrative Council presented Committee of the Whole System Priorities and Budget 2019-2020 Update.

Director Crocco and members of Senior Staff answered questions of Trustees.

2. Niagara Catholic Virtual Learning Environment: Tools to Support Pedagogical Documentation and Education and Career Life Planning

Yolanda Baldasaro, Superintendent of Education presented background information on the Niagara Catholic Virtual Learning Environment: Tools to Support Pedagogical Documentation and Education and Career Life Planning.

Superintendent Baldasaro introduced Jeff Maxwell, Technology Enabled Teaching and Learning Consultant and Jennifer Pirosko, Coordinator of Student Success. Mr. Maxwell and Ms. Pirosko presented the Niagara Catholic Virtual Learning Environment report for Trustee information.

Mr. Maxwell and Ms. Pirosko answered questions of Trustees.

3. Accountability Financial Report 2019-2020

Giancarlo Vetrone, Superintendent of Business & Financial Services presented the Accountability Financial Report 2019-2020.

Superintendent Vetrone answered questions of Trustees.

4. Monthly Updates

4.1 Student Trustees' Update

Jade Bilodeau and Luca DiPietro, Student Trustees, presented a brief verbal update on the current activities of the Student Senate.

4.2 Senior Staff Good News Update

Senior Staff highlights included:

Superintendent Farrell

- Saint Kateri Tekakwitha Centre celebrated a \$5,000 grant from MusiCounts with Juno-nominated Canadian singer iskwe. The grant enabled Saint Kateri Tekakwitha Centre to purchase 25 ukeleles, 15 trumpets and 10 trombones.
- Holy Cross Catholic Secondary School choir performed at the First Ontario Performing Arts Centre with renowned, Juno Award-winning rock band Sloan.
- Daniel Heron, a Grade 10 Blessed Trinity Catholic Secondary School student was invited to attend and participate by playing the bagpipes with the Halton Police Pipe and Drum Band at the International Police Memorial Conference in Hamburg, Germany.

Superintendent Pat Rocca

- St. Patrick Catholic Elementary School, Niagara Falls is involved in the Recess Project, a program in partnership with Dr. Laura McNamara from Brock University providing the school with an opportunity to make some significant enhancements to their school yard. Walker Industries will be offering their time and materials to help support this project in creating a natural playground accessible to all students and promoting physical activity as well as positive interactions among students.

D. INFORMATION

1. Trustee Information

Director Crocco confirmed presentation of items D1.1 to D1.5 for the information or questions of Trustees.

1.1 Spotlight on Niagara Catholic – October 22, 2019

1.2 Calendar of Events – November 2019

1.3 Annual Organizational Meeting of the Board – December 3, 2019 – 6:00 p.m.

1.4 December Committee of the Whole Meeting – December 3, 2019 – 6:30 p.m.

1.5 OCSTA Memorandum – 2020 AGM Resolutions

E. OTHER BUSINESS

1. General Discussion to Plan for Future Action

Director Crocco provided the following updates:

- 1.1** Continue to implement the System Priorities 2019-2020.
- 1.2** Superintendent Vetrone continues to work with the auditors on the report to the December Board meeting with the Audited Financial Statements.
- 1.3** Continue to work on the Mid-Year Progress Report on the System Priorities 2019-2020 to be delivered at the January Board meeting.
- 1.4** Discussion took place on how to proceed when a school named for an individual that has been canonized as a Saint. The Committee of the Whole recommended that the Policy Committee revise the Naming of a Board Facility, Designate Area or Chapel Policy to address the issue. Director Crocco will follow-up with the Policy Committee at its November meeting.

F. BUSINESS IN CAMERA

Moved by Trustee Prince

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 8:08 p.m. and reconvened at 9:02 p.m.

G. REPORT ON THE IN-CAMERA SESSION

Moved by Trustee Prince

THAT the Committee of the Whole report the motions from the In Camera Session of the Committee of the Whole Meeting of November 12, 2019.

CARRIED

SECTION A: STUDENT TRUSTEES INCLUDED

Moved by Trustee Burtnik

THAT the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting - In Camera Session (Section A: Student Trustees Included) held on October 8, 2019, as presented.

CARRIED (Item F1)

SECTION B: STUDENT TRUSTEES EXCLUDED

Moved by Trustee Burtnik

THAT the Committee of the Whole approve the Minutes of the Committee of the Whole Meeting - In Camera Session (Section B: Student Trustees Excluded) held on October 8, 2019, as presented.

CARRIED (Item F3)

Moved by Trustee Burtnik

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the recommendation as outlined in Item F6.1 of the In Camera Agenda.

CARRIED (Item F6.1)

H. ADJOURNMENT

Moved by Trustee

THAT the November 12, 2019 Committee of the Whole Meeting be adjourned.

CARRIED

This meeting was adjourned at 9:03 p.m.

Minutes of the Committee of the Whole Meeting of the Niagara Catholic District School Board held on **November 12, 2019.**

Approved on **December 3, 2019.**

Dino Sicoli
Vice-Chair of the Board

John Crocco
Director of Education/Secretary -Treasurer

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

PUBLIC SESSION

**TOPIC: UNAPPROVED MINUTES OF THE POLICY COMMITTEE
MEETING OF NOVEMBER 26, 2019**

RECOMMENDATION

THAT the Committee of the Whole receive the Unapproved Minutes of the Policy Committee Meeting of November 26, 2019, as presented.



MINUTES OF THE POLICY COMMITTEE MEETING

TUESDAY, NOVEMBER 26, 2019

Minutes of the Policy Committee Meeting held on Tuesday, November 26, 2019 at 4:00 p.m. in the Holy Cross Community Room, at the Catholic Education Centre, 427 Rice Road, Welland.

The meeting was called to order at 4:00 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)	✓			
Frank Fera	✓			
Leanne Prince	✓			

Student Trustees:

Luca DiPietro

Staff:

John Crocco, Director of Education

Yolanda Baldasaro, Superintendent of Education

Pat Rocca, Superintendent of Education

Frank Iannantuono, Superintendent of Education/Human Resources

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

3. Approval of Agenda

Moved by Trustee Prince

THAT the November 26, 2019 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 October 22, 2019**

Moved by Trustee Fera

THAT the Policy Committee approve the minutes of the Policy Committee Meeting of October 22, 2019, as presented.

APPROVED

6. **Policies**

ACTION REQUIRED

POLICIES - FOR RECOMMENDATION TO THE DECEMBER 3, 2019 COMMITTEE OF THE WHOLE MEETING

6.1 **Catholic Leadership: Principal and Vice-Principal Selection Policy (202.2)**

Director Crocco and Frank Iannantuono, Superintendent of Education/Human Resources presented feedback received from the vetting process and highlighted recommended amendments to the Catholic Leadership: Principal and Vice-Principal Selection Policy (202.2) following the vetting process.

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

POLICY STATEMENT

- No amendment

ADMINISTRATIVE PROCEDURES

- Page 3, bullet 6 – add “*or immediate past Principal when necessary,*”
- Page 4, bullet 5 – add “*or immediate past Principal when necessary,*”
- Page 4, bullet 9 – add “*or*”
- Page 5, bullet 7 - reverse bullet i and ii

Moved by Trustee Prince

THAT the Policy Committee recommend to the December 3, 2019 Committee of the Whole Meeting to approve the revisions to the Catholic Leadership: Principal and Vice-Principal Selection Policy (202.2), as amended.

APPROVED

6.2 **Religious Accommodation Policy (100.10.1)**

Yolanda Baldasaro, Superintendent of Education presented feedback received from the vetting process and highlighted recommended amendments to the Religious Accommodation Policy (100.10.1) following the vetting process.

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

POLICY STATEMENT

- Add names of PPM's to the references

ADMINISTRATIVE PROCEDURES

- No amendment

Moved by Trustee Fera

THAT the Policy Committee recommend to the December 3, 2019 Committee of the Whole Meeting to approve the revisions to the Religious Accommodation Policy (100.10.1), as amended.

APPROVED

POLICIES - PRIOR TO VETTING

6.3 Naming of a Board Facility, Designate Area or Chapel Policy (100.15)

Director Crocco, presented the Naming of a Board Facility, Designate Area or Chapel Policy (100.15).

The Policy Committee suggested the following amendments:

POLICY STATEMENT

- No amendments

ADMINISTRATIVE PROCEDURES

- No amendments

The Policy Committee requested that the Naming of a Board Facility, Designate Area or Chapel Policy (100.15), be vetted from November 27, 2019 to February 6, 2020 with a recommended deadline for presentation to the Policy Committee in February 2020, for consideration to the Committee of the Whole and Board in March 2020.

6.4 Sexual Misconduct Policy (201.13)

Superintendent Iannantuono, presented the Sexual Misconduct Policy (201.13).

The Policy Committee suggested the following amendments:

POLICY STATEMENT

- No amendments

ADMINISTRATIVE PROCEDURES

- Page 2, Bullet 2 – change paragraph to “*Sexual misconduct is inappropriate behavior or remarks of a sexual nature in person or electronically where the employee knows or should know that the behavior or remarks may cause distress, be detrimental to the person’s physical or mental well-being, affect the personal integrity or security of any student, employee of the Board, volunteers or other persons covered by this policy, as well as the creation of a negative school environment.*”

The Policy Committee requested that the Sexual Misconduct Policy (201.13), be vetted from November 27, 2019 to February 6, 2020 with a recommended deadline for presentation to the Policy Committee in February 2020, for consideration to the Committee of the Whole and Board in March 2020.

6.5 Employee Workplace Harassment Policy (201.7)

Superintendent Iannantuono, presented the Employee Workplace Harassment Policy (201.7).

The Policy Committee suggested the following amendments:

POLICY STATEMENT

- No amendments

ADMINISTRATIVE PROCEDURES

- No amendments

The Policy Committee requested that the Employee Workplace Harassment Policy (201.7), be vetted from November 27, 2019 to February 6, 2020 with a recommended deadline for presentation to the Policy Committee in February 2020, for consideration to the Committee of the Whole and Board in March 2020.

6.6 Employee Workplace Violence Policy (201.11)

Superintendent Iannantuono, presented the Employee Workplace Violence Policy (201.11).

The Policy Committee suggested the following amendments:

POLICY STATEMENT

- No amendments

ADMINISTRATIVE PROCEDURES

- No amendments

The Policy Committee requested that the Employee Workplace Violence Policy (201.11), be vetted from November 27, 2019 to February 6, 2020 with a recommended deadline for presentation to the Policy Committee in February 2020, for consideration to the Committee of the Whole and Board in March 2020.

6.7 Occupational Health and Safety Policy (201.6)

Superintendent Iannantuono, presented the Occupational Health and Safety Policy (201.6).

The Policy Committee suggested the following amendments:

POLICY STATEMENT

- No amendments

ADMINISTRATIVE PROCEDURES

- No amendments

The Policy Committee requested that the Occupational Health and Safety Policy (201.6), be vetted from November 27, 2019 to February 6, 2020 with a recommended deadline for presentation to the Policy Committee in February 2020, for consideration to the Committee of the Whole and Board in March 2020.

6.8 Student Use of Guide dogs and Service Animals Policy (NEW)

Pat Rocca, Superintendent of Education, presented the Student Use of Guide dogs and Service Animals Policy (NEW).

The Policy Committee suggested the following amendments:

POLICY STATEMENT

- No amendments

ADMINISTRATIVE PROCEDURES

- No amendments

The Policy Committee requested that the Student Use of Guide dogs and Service Animals Policy, be vetted from November 27, 2019 to February 6, 2020 with a recommended deadline for presentation to the Policy Committee in February 2020, for consideration to the Committee of the Whole and Board in March 2020.

INFORMATION

6.9 Policies Currently Being Vetted to January 15, 2020

- Code of Conduct Policy (302.6.2)
- Establishment and Cyclical Review of Policies Policy (100.5)

- Purchasing/Supply Chain Management Policy (600.1)
- Trustee Electronic Meetings (Board and Committees) Policy (100.8)
- Volunteering in Catholic Schools Policy (800.9)

6.10 Concussion Policy (303.1) – Administrative Procedures Updates

Director Crocco informed the Policy Committee that the Ministry of Education has required boards to make changes to the Administrative Procedures of the Concussion Policy, and have the changes in place by January 31, 2020

Superintendent Rocca presented updates to the Administrative Procedures of the Concussion Policy (303.1) for approval of the Policy Committee.

The Policy Committee suggested the following amendments:

POLICY STATEMENT

- No amendments

ADMINISTRATIVE PROCEDURES

- No amendments

In order to comply with the Ministry requirement the Policy Committee requested that the Concussion Policy (303.1), be vetted from November 27, 2019 to February 6, 2020 with a recommended deadline for presentation to the Policy Committee in February 2020, for consideration to the Board in February 2020.

6.11 Policy and Guideline Review 2019-2020 Schedule

Director Crocco presented the Policy and Guideline Review 2019-2020 Schedule.

7. Date of Next Meeting

January 28, 2020 – 4:00 p.m.

8. Adjournment

The meeting adjourned at 5:39 p.m.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

PUBLIC SESSION

**TOPIC: APPROVAL OF POLICIES
CATHOLIC LEADERSHIP: PRINCIPAL AND VICE-PRINCIPAL
SELECTION POLICY (202.2)**

RECOMMENDATION

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Catholic Leadership: Principal and Vice-Principal Selection Policy (202.2), as presented.

Prepared by: John Crocco, Director of Education/Secretary-Treasurer
Frank Iannantuono, Superintendent of Education/Human Resources

Presented by: Policy Committee

Recommended by: Policy Committee

Date: December 3, 2019



Niagara Catholic District School Board
**CATHOLIC LEADERSHIP: PRINCIPAL AND
VICE-PRINCIPAL SELECTION POLICY**
STATEMENT OF POLICY

200 – Human Resources

Policy No 202.2

Adopted Date: April 28, 1998

Latest Reviewed/Revised Date: February 28, 2017

In keeping with its Mission, Vision and Values, the Niagara Catholic District School believes that the realization of the goals of Catholic education requires leadership founded on faith, inspired by the Gospel, and committed to service.

For appointments to all positions of Principal and Vice-Principal with the Niagara Catholic District School Board, a candidate ~~shall~~ **will** have ~~a~~ demonstrated **a** record of promoting Catholic Education as evidenced ~~in~~ **by** one's personal faith journey, as well as an understanding of and a genuine commitment to the Board's mission and shared vision.

Individuals aspiring to Catholic leadership positions ~~with~~ the Niagara Catholic District School Board shall possess the qualifications required by Education Statutes and Regulations of Ontario, as well as those established by the Board. The Board will ensure that individuals appointed to positions of responsibility as Principals and Vice-Principals possess all of the qualifications, experience and necessary skills to perform this role.

Prior to the commencement of the Principal and Vice-Principal Selection process, the Director of Education will ~~consult~~ **review** and seek input from the Board of Trustees on the skill set and profile of a Catholic Principal and Vice-Principal within the Niagara Catholic District School Board.

The Director of Education will issue Administrative Procedures in support of this policy.

References

- [*Bill 177, Student Achievement and School Board Governance Act, 2009*](#)
- [*Education Act and Regulations*](#)
- [*Effective Practices Guide for Principal/Vice-Principal Terms and Conditions of Employment*](#)
- [*Ontario Leadership Strategy*](#)
- [*Policy/Program Memorandum \(PPM\) No. 152 Terms and Conditions of the Employment of Principals and Vice-Principals, 2010*](#)
- ~~[*Reach Every Student: Energizing Ontario Education, 2008*](#)~~



Niagara Catholic District School Board
**CATHOLIC LEADERSHIP: PRINCIPAL AND
VICE-PRINCIPAL SELECTION POLICY**
ADMINISTRATIVE PROCEDURES

200 – Human Resources

Policy No 202.2

Adopted Date: April 28, 1998

Latest Reviewed/Revised Date: February 28, 2017

PREAMBLE

The major objectives of the role description and the procedures outlined herein are to provide a set of clear expectations of the most competent and knowledgeable candidates aspiring to the position of Catholic Leadership ~~i.e. of a~~ Principal and Vice-Principal, while providing a clear set of procedures to be followed from application to appointment.

ROLE OF THE PRINCIPAL/VICE-PRINCIPAL

Catholic Principals and Vice-Principals are the central figures within the leadership of the Niagara Catholic District School Board representing the mission and vision on a daily basis within each school community and on a system-wide basis.

The Principal is key to a quality Catholic school. The quality of a Principal's leadership is affected by the vision, knowledge, competence and personal qualities of the person who holds that position. The principal's leadership is a blend of educational skill, management skill and relationship-building, which is able to move others to perform well and to grow spiritually and professionally. Foremost among the attributes required must be a commitment and dedication to the mission and vision of Catholic education, and a willingness to accept responsibility from the Catholic community and to exercise Catholic leadership within this community.

Personal faith commitment is a fundamental criterion for leadership in Catholic education. This commitment will be evident in the candidate's involvement within their community and/or parish.

The Principal and Vice-Principal in the Catholic system demands a qualified educator who is a person of faith, vision, commitment and leadership. Throughout the stages of the selection process, evidence of strength in the following areas will be sought.

The Vice-Principal supports the Principal in the leadership of the school community.

LEADERSHIP FRAMEWORK FOR CATHOLIC PRINCIPALS AND VICE-PRINCIPALS

- Catholic Faith, Community and Culture
- Setting Directions
- Building Relationships and Developing People
- Developing the Organization
- Leading the Instructional Program
- Securing Accountability

Qualifications required prior to assuming the position:

SELECTION QUALIFICATIONS OF PRINCIPALS

Qualifications required prior to assuming the position:

1. Religious Education Qualifications
Part III Specialist of the OECTA/OCSTA Religion course or equivalent course
or
Four full graduate courses in Theology/Christian Education toward a degree or diploma in Theology from a Catholic university.
or
Part II of the OECTA/OCSTA Religion course and two graduate courses in Theology/Christian Education toward a degree or diploma in Theology from a Catholic university.
2. Ontario School Principal's Qualifications Part I and Part II as per Ontario Regulation 184/97 under the Ontario College of Teachers' Act.
3. Part II of the Special Education qualifications as per the Ontario College of Teacher Qualifications.
4. A minimum of seven years of successful teaching and/or administrative experience preferably in Catholic education – five years as a teacher and two years in some position of responsibility in education (i.e. Vice-Principal).
5. A participating member of a Catholic community as attested by a parish priest.
6. A positive recommendation from the candidate's **current or immediate past** Principal **when necessary** and an appropriate Superintendent of Education. **on the Application for Administrative Position form.**
7. Successful Vice-Principal Performance Appraisal (if applicable).
8. Successful completion in the Board's Leadership Program or an equivalent leadership program.

SELECTION QUALIFICATIONS OF VICE-PRINCIPALS

Qualifications required prior to assuming the position:

1. Part II of the OECTA/OCSTA Religion course or equivalent course
or
Four full graduate courses in Theology/Christian Education toward a degree or diploma in Theology from a Catholic university.
or
Part I of the OECTA/OCSTA Religion course and two graduate courses in Theology/Christian Education toward a degree or diploma in Theology from a Catholic university.
2. Ontario School Principal's Qualifications Part I and Part II as per Ontario Regulation 184/97 under the Ontario College of Teachers' Act.
3. Part I of the Special Education Course will be required prior to assuming the position.
4. Vice-Principal candidates are required to have a minimum of five/ year's successful teaching and/or acceptable related experience in at least two different divisions (Primary, Junior, Intermediate, or Senior)

5. A positive recommendation from candidate's **current or immediate past** Principal ~~and an appropriate Superintendent of Education.~~ **when necessary** on the **Application for Administrative Position form.**
6. A participating member of a Catholic community as attested by a parish priest.
7. Successful completion of the Leadership Identification Program or an equivalent leadership program.
8. The Administrative pools will run from the time of entry to the end of the school year in which it expires.

NIAGARA CATHOLIC DISTRICT SCHOOL BOARD: APPLICATION PROCESS

1. A completed application form.
2. A written pastoral reference (within the current school year).
3. A one-page statement of philosophy of Catholic Education which outlines past experiences and examples of personal commitment to Catholicism.
4. The names addresses and telephone numbers of five references from the applicant's current or previous work environment.
5. A current written professional reference from the applicant's immediate supervisor or supervisor from the previous year as requested on the application form.
6. Evidence of preferred qualities/experiences/**volunteerism** relating to leadership experiences and professional growth initiatives as requested on the application form.
7. A current copy of the candidate's Ontario Certificate of Qualification (O.C.T.).
8. A copy of the applicant's most recent Performance Appraisal.
9. A copy of the applicant's Annual Growth / **or Learning** Plan.

ADVERTISING AND APPLICATIONS

1. Applications will be invited from qualified internal ~~candidates~~ and ~~may be invited from qualified external candidates.~~
2. Application information provided to candidates will stipulate the qualifications and all additional requirements involved in the selection process.

SELECTION PROCESS

The following process will establish a pool of potential Principals and Vice-Principals for each of the Elementary and Secondary School Panels:

1. Applications will be invited from qualified candidates for the positions of Principal and Vice-Principal as required.
2. The Superintendent of Human Resources, in consultation with Senior Administrative Council, shall review all applications to determine which applicants shall be invited to proceed in the selection process.
3. Those applicants not selected to proceed in the selection process shall be so notified and given reasons.

4. The Niagara Catholic Leadership Identification Process (L.I.P.) will be used in the selection of potential school leaders and in the creation of a "pool" from which appointments shall be made.
5. Vice-Principal applicants invited to proceed in the selection process ~~may~~ **will** participate in a Skills Assessment Program prior to the interview.
6. Applicants who have not previously participated in a Skills Assessment Program may be required to do so prior to the interview.
7. The Interview Committee(s) shall consist of the following:
 - ii.** A maximum of two Superintendents of Education
 - i.** Chair of the Committee: Superintendent of Human Resources **Services**
 - iii.** Two Principals (**Elementary and Secondary**)
 - ~~iv. One Vice Principal~~

Members of the Interview Committee ~~shall~~ **will** be present for all interviews.

Members of the Interview Committee will be provided with copies of the applicants' resumes and applications.

Members of the Interview Committee will make recommendation(s) to Senior Administrative Council for Principal or Vice-Principal appointment in the respective pool.

8. The scoring system for the selection process will be as follows:
 - i. Principal:
 - 70% Track record
 - 30 % Interview
 - ii. Vice-Principal:
 - 70% Track Record and Skills Assessment
 - 30 % Interview

Track Record will is defined as qualifications, experience, professional growth and the supervisor's recommendations based on site visit(s).

9. Senior Administrative Council will review the results of the Interview Process, Skills Assessment and Track Record information in the formulation of a recommendation to be submitted to the Director of Education **for consideration.**
10. After consideration, the Director of Education will determine the final report and ~~following consultation with the Board of Trustees (In Camera) will determine inform the Board of~~ **inform the Board (In-Camera) of** placement in the Principal and/or Vice-Principal Pool.
11. The Superintendent of Human Resources **Services** who is the chairperson for the process shall coordinate the debriefing of each candidate upon request.

CONFLICT OF INTEREST

No individual will be involved in any part of the selection process if it is self-declared and/or deemed to be a Conflict of Interest regarding any individual submitting their name for a position with Niagara Catholic. Conflicts of Interest will be declared to either the Superintendent of Education/Human Resources **Services** or to the Director of Education who will ensure that the individual declaring the conflict of interest is not involved in any facet of the selection process.

FORMATION OF POTENTIAL PRINCIPAL AND VICE-PRINCIPAL POOLS

Assignments to the Principal or Vice-Principal Pool will be for up to two years renewable for a second two year term at the recommendation of the Director of Education who will inform the Board.

APPOINTMENT AND ASSIGNMENT OF PRINCIPALS AND VICE-PRINCIPALS

1. Appointments and assignments as Principal or Vice-Principal will be made by the Director of Education:
 - i. in consultation with Senior Administrative Council,
 - ii. ~~with~~ in consideration of the Principal Profile as submitted by the Catholic School Council, and
 - iii. ~~will~~ in consultation with ~~inform~~ the Chair of the Board, Vice-Chair of the Board and the local Trustee(s).

Appointments and assignments will be reported to the Board.

2. Initial appointments to the position of Principal and Vice-Principal shall be for up to a one (1) year probationary term. Subsequent to a successful Performance Appraisal at the conclusion of this term, they may be confirmed in that role.

Adopted Date:	April 28, 1998
Revision History:	January 8, 2002 October 23, 2002 January 25, 2011 February 28, 2012 February 28, 2017

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

PUBLIC SESSION

**TOPIC: APPROVAL OF POLICIES
RELIGIOUS ACCOMMODATION POLICY (100.10.1)**

RECOMMENDATION

THAT the Committee of the Whole recommend that the Niagara Catholic District School Board approve the Religious Accommodation Policy (100.10.1), as presented.

Prepared by: Yolanda Baldasaro, Superintendent of Education
Presented by: Policy Committee
Recommended by: Policy Committee
Date: December 3, 2019



Niagara Catholic District School Board
RELIGIOUS ACCOMMODATION POLICY
STATEMENT OF POLICY

100 – Board

Policy No 100.10.1

Adopted Date: June 15, 2010

Latest Reviewed/Revised Date: June 21, 2016

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board (the Board), the Board is committed to the values of freedom of religion and freedom from discriminatory or harassing behaviours based on religion and will take all reasonable steps to provide religious accommodations within the legal rights afforded to the Catholic school system. Such accommodations will be provided to staff, students and their families.

The Board believes in the dignity of all people and their equality as children of God. The Board recognizes the importance of freedom of religion and strives to recognize, value and honour the many customs, traditions and beliefs that make up the Catholic community.

Freedom of religion is an individual right and a collective responsibility. The Board commits to work with the community it serves to foster an inclusive learning environment that promotes acceptance and protects individuals from discrimination and harassment on the basis of their religion.

The Board and its staff are committed to the elimination of discrimination as outlined in relevant Provincial and Federal legislation in a manner which is consistent with the exercise of its denominational rights under section 93 of the *Constitution Act, 1867* and as recognized in section 19 of the Ontario *Human Rights Code* (the “Code”).

In accordance with the Catholic Church’s teachings, it is the policy of the Board to provide, in all its operations, an educational environment which promotes and supports diversity within its Catholic community as well as the equal attainment of life opportunities for all students, staff, parents and other members of that community.

The Director of Education shall issue Administrative Procedures for the implementation of this policy.

References:

- [Canadian Charter of Rights and Freedoms](#)
- [Constitution Act, 1867](#)
- [Education Act](#)
- [Education Act – R.R.O. 1990, Regulation 298, “Operation of School-General” s 27-29, under the heading “Religion in Schools”](#)
- [Ontario’s Equity and Inclusive Education Strategy](#)
- [Ontario Human Rights Commission – Human Rights at Work](#)
- [Ontario Human Rights Code](#)
- [Ontario Human Rights Commission – Policy on Preventing Discrimination based on Creed](#)
- [Ministry of Education - Policy/Program Memorandum No. 108, Opening or Closing Exercises in Public Elementary and Secondary Schools](#)
- [Ministry of Education - Policy/Program Memorandum No. 119, Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools](#)
- [Ministry of Education- Policy/Program Memorandum No. 162, Exemption from Instruction related to the Human Development and Sexual Health Expectations in The Ontario Curriculum: Health and Physical Education, Grades 1-8, 2019](#)
- [Ontario Schools: Kindergarten to Grade 12: Policy and Program Requirements 2016](#)
- [Multi-Faith Manual, Canadian Multi-Faith Federation](#)

- ***Niagara Catholic District School Board Policies/Procedures***
 - *Equity and Inclusive Education Policy (100.10)*
 - *Elementary Standardized Dress Code Policy (Safe Schools)(302.6.10)*
 - *Dress Code – Secondary Uniform Policy (Safe Schools)(302.6.6)*
 - *Opening or Closing Exercises Policy (Safe Schools) (302.6.1)*



Niagara Catholic District School Board
RELIGIOUS ACCOMMODATION POLICY
ADMINISTRATIVE PROCEDURES

100 – Board

Policy No 100.10.1

Adopted Date: June 15, 2010

Latest Reviewed/Revised Date: June 21, 2016

All Niagara schools and facilities exist within a broader context of law and public policy that protect and defend human rights.

The *Canadian Charter of Rights and Freedoms* (Section 2(a) and Section 15) guarantees freedom of religion. The Ontario *Human Rights Code* (the “Code”) protects an individual’s freedom from discriminatory or harassing behaviours based on prohibited grounds. Consistent with this legislation is the *Education Act*, its Regulations and policies governing equity and inclusion in schools:

- PPM No. 108, “Opening or Closing Exercises in Public Elementary and Secondary Schools”, released on January 12, 1989;
- R.R.O. 1990, Regulation 298, “Operation of School-General” s 27-29, under the heading “Religion in Schools”; and
- PPM No. 119, “Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools”, released on April 22, 2013.

The Board recognizes, and is committed to, the values of freedom of religion and freedom from discriminatory or harassing behaviour based on prohibited grounds through its Equity and Inclusive Education Policy, the Safe Schools Policy and curriculum documents. All of these will be informed by-and interpreted in accordance with the principles of the Ontario *Human Rights Code*.

This Policy reflects the Board’s fidelity to Canadian law protecting freedom of religion in accordance with the Catholic Church’s teachings.

DEFINITIONS

1. Accommodation

The Ontario Human Rights Commission (“OHRC”) Policy on Preventing Discrimination based on Creed, (“OHRC Policy”) released on September 17, 2015, recognizes a duty to accommodate creed beliefs and practices.

OHRC Policy provides that service providers, such as school boards, have a legal duty to accommodate people’s creed beliefs and practices to the point of undue hardship where they are:

- Adversely affected by a standard, rule or requirement of the organization;
- Sincerely (honestly) held; and
- Connected to a creed.

For creed protections, a person’s creed belief needs only to be sincerely held. The focus is on the person’s sincerely held personal or subjective understanding of their creed. They do not need to show that their belief is an essential or obligatory element of their creed, or that it is recognized by others of the same creed (including religious officials).

Fulfilling the duty to accommodate requires that the most appropriate accommodation be determined and provided short of undue hardship. The most appropriate accommodation is the one that most:

- Respects dignity (including autonomy, comfort and confidentiality);
- Responds to a person's individualized needs; and
- Allows for integration and full participation.

The duty to accommodate is about more than providing the most appropriate accommodation in the circumstances (the substantive component). It is also about engaging in a meaningful, good-faith process to assess needs and find appropriate solutions (the procedural component).

Everyone involved in the accommodation process has a duty to cooperate to the best of their ability. While the Board is ultimately responsible for putting in place solutions and leading the process, persons seeking accommodation must cooperate in the process.

The OHRC's Policy also recognizes that there are limits on rights based on creed, as there are on all grounds protected under the Ontario *Human Rights Code*. Limits can, for example, arise if creed rights interfere with the human rights of others.

The duty to accommodate is an obligation that arises when requirements, factors, or qualifications, which are imposed in good faith, have an adverse impact on, or provide an unfair preference for, a group of persons based on a protected ground under the Ontario *Human Rights Code*. The duty to accommodate must be provided to the point of undue hardship. In determining whether there is undue hardship, section 24(2) of the Ontario *Human Rights Code* provides that reference should be made to the cost of accommodation, outside sources of funding, if any, and health and safety requirements, if any.

2. Creed

The OHRC states that although the Ontario *Human Rights Code* does not define creed, the courts and tribunals have often referred to religious beliefs and practices. Creed may also include non-religious belief systems that, like religion, substantially influence a person's identity, worldview and way of life. The following characteristics are relevant when considering if a belief system is a creed under the Ontario *Human Rights Code*. A creed:

- Is sincerely, freely and deeply held;
- Is integrally linked to a person's identity, self-definition and fulfilment;
- Is a particular and comprehensive, overarching system of belief that governs one's conduct and practices;
- Addresses ultimate questions of human existence, including ideas about life, purpose, death, and the existence or non-existence of a Creator and/or a higher or different order of existence; and
- Has some "nexus" or connection to an organization or community that professes a shared system of belief.

Creed does not include secular, moral or ethical beliefs or political convictions. This policy does not extend to religions that incite hatred or violence against other individuals or groups, or to practices and observances that purport to have a religious basis, but which contravene international human rights standards or criminal law.

3. Undue Hardship

Accommodation will be provided to the point of undue hardship, set out in the provisions of the Ontario *Human Rights Code*. A determination regarding undue hardship will be based on an assessment of costs, outside sources of funding, and health and safety. It will be based on objective evidence.

A determination that an accommodation will create undue hardship carries with it significant liability for the Board. It should be made only with the approval of the appropriate Supervisory Officer or where appropriate the Board of Trustees.

Where a determination is made that an accommodation would create undue hardship, the person requesting accommodation will be given written notice, including the reasons for the decision and the objective evidence relied upon. The accommodation seeker shall be informed of his or her recourse under the Board's Equity and Inclusive Education Policy.

Where a determination has been made that an accommodation would cause undue hardship, the Board will proceed to implement the next best accommodation short of undue hardship, or will consider phasing in the requested accommodation.

ACCOMMODATION PROCEDURES

The Accommodation Procedures are established to ensure that all Board staff, students, parents and other members of the school community are aware of their rights and responsibilities under the Ontario *Human Rights Code* with respect to religious accommodation. It also sets out the Board's procedures for accommodation and the responsibilities of each of the parties to the accommodation process. In accordance with the Equity and Inclusive Education Strategy, the Ontario *Human Rights Code* and OHRC's *Guidelines on Developing Human Rights Policies and Procedures*, it is intended that the accommodation process, as well as the accommodation itself, be effective and respectful of the dignity of accommodation seekers.

The Board is committed to providing an environment that is inclusive and that is free of barriers based on prohibited grounds. Accommodation will be provided in accordance with the principles of dignity and inclusion. The Board will work cooperatively and in a spirit of respect, with all partners in the accommodation process.

1. Accommodation Based on Request

The Board will take all reasonable steps to provide accommodation to individual members of a religious group to facilitate their religious beliefs and practices. All accommodation requests will be taken seriously. No person will be penalized for making an accommodation request.

The Board will base its decision to accommodate by applying the Ontario *Human Rights Code's* criteria of undue hardship, the Board's ability to fulfill its duties under Board policies and the provisions of the *Education Act*.

When concerns related to beliefs and practices arise in schools, collaboration among school, student, family, and religious community is needed in order to develop appropriate accommodation. It is the role of the Board and its staff to ensure equity and respect for the diverse religious beliefs and practices of students and their families and other staff in the school system. However, school administrators **staff** will not be placed in the position of monitoring a student's compliance with a religious obligation, and enforcing such practices.

2. General Procedures for Religious Accommodation

2.1 Staff

If a staff member requests a religious accommodation, the staff member is required to advise their immediate supervisor, in writing at the beginning of the school year, to the extent possible. If September notice is not feasible, the staff member should make the request as early as possible.

The absence of employees due to religious observances should be granted as determined by this policy and the appropriate collective agreement/terms and conditions/employment contract.

2.2 Students

Students must present written notice from their parents/guardians specifying their accommodation needs relating to religious observances, including holy days on which they will be absent from school. This notice should be made enough in advance, preferably at the beginning of each school year, to ensure that scheduling of major evaluations, such as tests, assignments or examinations, takes into consideration the religious observances.

Student handbooks and annual parent newsletters will include information about the procedure to follow to request an accommodation for religious observances and/or holy days.

3. Unresolved Requests

If an individual feels that the request has not been considered despite the Board's commitment to provide accommodation, the individual is to follow the Board's Complaint Resolution Policy (800.3).

4. Areas of Accommodation

For many students and staff of the Board, there are a number of areas where the practice of their religion will result in a request for accommodation on the part of the school and/or the Board. These areas include, but are not limited to the following:

- School opening and closing exercises;
- Absence for Religious Holy Days;
- Prayer;
- Dietary requirements;
- Fasting;
- Religious dress;
- Modesty requirements in physical education; and
- Participation in daily activities, curriculum and co-curricular activities.

4.1 School Opening and Closing Exercises

Pursuant to the Ontario Ministry of Education Policy/Program Memorandum No. 108 ("Memorandum No. 108"), if a student or parent/guardian objects to all or part of the opening or closing exercises due to religious beliefs, the student will be exempted and given the option not to participate and to remain in class or in an agreed upon location through the duration of the exercise.

Memorandum No. 108 states the following:

1. All public elementary and secondary schools in Ontario must be opened or closed each day with the national anthem. "God Save the Queen" may be included.
2. The inclusion of any content beyond "O Canada" in opening or closing exercises is to be optional for public school boards.
3. Where public school boards resolve to include, in the opening or closing exercises in their schools, anything in addition to the content set out in item 1 above, it must be composed of either or both of the following:
 - a. One or more readings that impart social, moral, or spiritual values and that are representative of our multicultural society. Readings may be chosen from both scriptural writings, including prayers, and secular writings;
 - b. A period of silence.
4. Parents who object to part or all of the exercises may apply to the Principal to have their children exempted. Students who are adults may also exercise such a right.

4.2 Absence for Religious Holy Days

The Board affirms and values the faith diversity in our Catholic secondary schools. Section 21(2) (g) of the *Education Act* provides that a person is excused from school attendance in observance of a “holy day by the Church or religious denomination to which he or she belongs.”

All staff and students who observe religious holidays in accordance with section 21(2) (g) of the *Education Act* may be excused from attendance, subject to the particular request for religious leave process.

The Board will encourage members of diverse groups to identify their religious holy days at the beginning of each school year. Upon identification, the Board will make reasonable efforts to acknowledge the different observances of its Catholic community when planning programs and events, such as Board-wide tests and examinations. To the extent possible, conferences, meetings, workshops, co-curricular activities and exams/tests, will not be scheduled on these religious holy days.

All staff and students who request to observe a religious holy day should be allowed this right without having to undergo any unnecessary hardship.

Staff requesting a leave will advise their immediate supervisor at, or as close as possible to, the beginning of the school year and the leave will be granted in accordance with the terms of the appropriate collective agreement/terms and conditions/employment contract.

Students requesting a leave will give written notice from their parent/guardian **or adult student** to the school at, or as close as possible to, the beginning of the school year. Such procedures should be easy to understand and follow.

Student agendas, annual school newsletters and announcements will include information about the procedures for requesting leaves.

All staff members acting on behalf of/representing the Board on other organizations, which in partnership with the Board are planning events or activities that involve students and/or staff of Board schools, have the responsibility to bring this procedure to the attention of these organizations.

Administrators will consult with Human Resource Services regarding staff leave as required.

Unresolved Requests

If an individual feels that the request has not been considered despite the Board’s commitment to provide accommodation, the individual is to follow the Board’s Complaint Resolution Policy (800.3).

4.3 Prayer

The Board recognizes the significance of prayer in religious practice. Board schools will make reasonable efforts to accommodate individuals’ requirement for daily prayer by providing an appropriate location within the building for students and staff to participate in prayer. This may mean a quiet space in the Library Information Centre, an empty room, or wherever it is mutually satisfactory for the school and the student or staff member requesting the accommodation. Adult presence should be for supervision purposes only.

4.4 Dietary Restrictions

The Board is sensitive to the different dietary restrictions of various religious groups, staff and students. Such sensitivity includes attending to issues related to the menus provided by catering companies, snacks in elementary schools, and food provided within schools, at school-sponsored activities and community events.

Breakfast and lunch programs in schools will consider relevant dietary restrictions in their menu planning. Availability of vegetarian options is recommended as a form of inclusive design.

Staff will provide special attention to accommodations requested during overnight outdoor education activities, as well as field trips that extend over a mealtime period.

4.5 Fasting

The Board is sensitive to religious periods of fasting. Schools will endeavour to provide appropriate space, other than cafeterias or lunchrooms, for individuals who are fasting in religious observance. The Board recognizes that students who are fasting may need exemptions from certain physical education classes and Board schools should make reasonable efforts to provide appropriate accommodations.

4.6 Religious Dress

“Dress Code” is the appropriate dress policy established by the Board. Students are required to comply with the Elementary Standardized Dress Code Policy (302.6.10) or the Dress Code - Secondary Uniform Policy (302.6.6) in all Niagara Catholic schools.

The Board recognizes that there are certain religious communities that require specific items of ceremonial dress. The Board understands that some religious attire, which is a requirement of religious observance, may not conform to a school’s Dress Code Policy or Uniform Policy. Board schools will reasonably accommodate students with regard to religious attire. Religious attire is not cultural dress; it is a requirement of religious observation.

Religious attire that should be reasonably accommodated in Board schools includes, but is not limited to:

- Head covers: Yarmulkes, turbans, Rastafarian headdress, hijabs
- Crucifixes, Stars of David, etc.
- Items of ceremonial dress.

Administrators will ask the student to wear religious attire in the same colour as the elementary standardized dress code or secondary uniform however, there may be religious requirements of colour that cannot be modified.

Special attention will be given to accommodations necessary for a student to participate in physical education and school organized sports.

The Board seeks to foster an atmosphere of cultural understanding in order to be proactive in addressing potential harassment about religious attire. Schools should be aware that harassment about religious attire is one of the most common types of harassment and bullying. In accordance with Board policy, the Board and its schools will not tolerate any harassment or bullying directed at, or inappropriate actions taken against, an individual’s religious attire and there will be appropriate consequences for individuals who violate this rule.

There are religious communities that require specific items of ceremonial dress which may be commonly perceived as contravening Board policies, for example the use of the Kirpan by Khalsa Sikh students. Requirements regarding the accommodation of Khalsa Sikh students who wish to carry a Kirpan are set out at [Appendix A](#).

4.7 Modesty Requirements for Dress in Physical Education Classes

The Board recognizes that some religious communities observe strict modesty attire in respect of their religion. This can become a matter of concern when students are asked to wear the clothing used in physical education activities. These Accommodation Guidelines are designed inclusively, taking into account common religious needs that may exist.

If a student and his or her family has concerns that cannot be addressed through inclusive design, the school should discuss the modesty requirements with them, and, taking into consideration the Ministry of Education's mandated expectations in the physical education curriculum, provide reasonable accommodation. The curriculum requirements should be explained to the student and his or her family so that it has sufficient information to understand the physical education curriculum and to select available curriculum alternatives.

4.8 Participation in Daily Activities, Curriculum and Co-curricular Activities

The Board will seek to reasonably accommodate students where there is a demonstrated conflict between a specific class, curriculum or co-curricular activity and a religious requirement or observance. Where an academic or co-curricular accommodation is requested, the school should have an informed discussion with the student's parents/guardians to understand the nature and extent of the conflict.

The school staff should make it clear during the discussion that its role is to protect students and staff from harassment and discrimination because of their religion and cultural practices. Where these conflict with the school routines, activities or curriculum, the school should consider accommodation. It cannot, however, accommodate religious values and beliefs that clearly conflict with mandated Ministry of Education and Board policies.

It is important to note that when an individual requests an accommodation related to the curriculum or co-curricular activity, the accommodation applies to the individual requesting the accommodation.

- The Ministry of Education recommends substitutions when there are exemptions requested related to specific curriculum (~~Ontario Secondary Schools, Grades 9-12, Program and Diploma Requirements~~ [Ontario Schools: Kindergarten to Grade 12: Policy and Program Requirements 2016, Ministry of Education- Policy/Program Memorandum No. 162, Exemption from Instruction related to the Human Development and Sexual Health Expectations in The Ontario Curriculum: Health and Physical Education, Grades 1-8, 2019](#)).

In general, the Board recommends an informed, common-sense approach to questions of religion and curriculum and co-curricular activities. Hopefully, these questions can be solved by an open discussion between the teacher, the student and the student's family.

LIMITATIONS TO RELIGIOUS ACCOMMODATION

1. The Board supports freedom of religion and an individual's right to manifest the individual's religious beliefs and observances. The right to freedom of religion, however, is not absolute and religious accommodation in the Board is carried out in the larger context of the Catholic education system and denominational rights of Catholic schools.
2. The Board, at all times, will seek to accommodate an individual's right to freedom of religion in a manner that not only respects the individual's beliefs but the principles of the Catholic Church. Following the general custom of the Church, non-Catholics are welcome to join in prayer services and liturgical celebrations of the Catholic Church community excluding some restrictions such as sharing in Holy Communion.
3. All chapels in Niagara Catholic schools are specifically designed and furnished for prayer and liturgy within the Catholic tradition and are not to be considered multi-faith chapels. Chapels are open to all people for individual silent prayer or meditation. Non-Catholic liturgies or group prayers will not be held in any chapel.
4. For students requesting a prayer space, school administrators are to designate an appropriate space or classroom, other than the chapel, for religious celebrations celebrated by other Christian denominations or faith traditions. Such requests will be made to the Principal, who, in discussion with

the Family of Schools Superintendent and in consultation with the local Ordinary, will make the final decision.

Adopted Date:	June 15, 2010
Revision History:	November 23, 2010 June 21, 2016

REQUIREMENTS FOR KIRPAN ACCOMMODATION

A Kirpan is a ceremonial sword that must be worn by all Khalsa Sikhs baptized in the Khalsa Sikh tradition. The Board seeks to accommodate Khalsa Sikhs who wear a kirpan under the following conditions as follows:

- The five articles of faith worn by Khalsa Sikhs are the Kachera, Kara, Kanga, Kesh and Kirpan. At the beginning of the school year or upon registration, the student and parents/guardians must report to their respective school administration that they are Khalsa Sikhs and wear the five articles of faith, including a Kirpan.

The Principal, in consultation with the student and their parents/guardians, will develop appropriate accommodations to allow the student to wear the Kirpan while ensuring the safety of others. These may include the following conditions:

- There is notification in writing to the Principal by the parents/guardians and student and, where possible, from the Gurdwara (place of worship), confirming that the student requesting accommodation is a Khalsa Sikh.
- The Kirpan is six inches or less.
- The Kirpan will be sufficiently secured with a stitched flap so it is not easily removed from its sheath.
- The Kirpan will not be worn visibly, but under the wearer's clothing.
- Students under the age of eighteen must be accompanied by parents/guardians when discussing the rules regarding the wearing of a Kirpan.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
DECEMBER 3, 2019**

PUBLIC SESSION

**TITLE: STAFF DEVELOPMENT DEPARTMENT PROFESSIONAL
DEVELOPMENT OPPORTUNITIES**

The Report on Staff Development Department:
Professional Development Opportunities is presented for information.

Prepared by: Frank Iannantuono, Superintendent of Education
Anthony Corapi, Coordinator of Staff Development

Presented by: Frank Iannantuono, Superintendent of Education

Approved by: John Crocco, Director of Education/Secretary-Treasurer

Date: December 3, 2019



REPORT TO THE COMMITTEE OF THE WHOLE MEETING DECEMBER 3, 2019

STAFF DEVELOPMENT DEPARTMENT PROFESSIONAL DEVELOPMENT OPPORTUNITIES

BACKGROUND INFORMATION

In alignment with the Board's Vision 2020 Strategic Plan and Annual System Priorities, the Department of Staff Development, as an integral aspect of its mandate, acts as the point of co-ordination among various departments. Thus ensuring that all professional development opportunities for staff, both teaching and non-teaching, occur in a seamless fashion to minimize disruptions to the myriad services provided within our Niagara Catholic community.

The following is a listing of activities occurring during the period December 3, 2019 through January 14, 2019.

Tuesday, Wednesday & Thursday - December 3, 4 & 5, 2019

Joint Health and Safety Committee Certification Training (Niagara Construction Association)

- The Niagara Catholic District School Board, in conjunction with Langlois Safety Training and Consulting Services, has scheduled "Part One: Basic Certification" by law to satisfy the conditions set out in the Occupational Health and Safety Act.

Tuesday, December 3, 2019

EVERFI Online Resources After-School Webinar

- EVERFI online resources were first introduced to Niagara Catholic staff and students in November 2016 through implementation of the *Ignition* online learning program for grades 5 to 8 to support digital literacy, responsibility and discipleship.
- Today, EVERFI's online resources have expanded to include a variety of free lessons, activities and resources that can support K to 12 classroom instruction and student learning in various curricular areas like science, technology and financial literacy, and topics like mental wellness and social emotional learning.
- On December 3, 2019, EVERFI's School Implementation Manager, Emily De Roche, will host a free webinar to help educators explore EVERFI's digital platform and free resources and to learn how to get started with their own account and student accounts. The webinar will take place after school from 3:30 p.m. to 4:15 p.m.

Tuesday, December 3, 2019

Secondary EQAO Reporting Workshop (Catholic Education Centre)

- The EQAO online reporting application enables users to examine EQAO achievement results in various ways; including, globally for their school in relation to demographic and student attitude and behaviour data, and also for groups of students. A workshop about data literacy and the use of the EQAO reporting application to analyze EQAO Grade 9 Mathematics data will be held for three (3) participants from each school: (1) Secondary Principal, (1) Vice-Principal and (1) secondary teacher.

Wednesday, December 11, 2019

Boardmaker Online Training (Catholic Education Centre)

- Boardmaker Online is an excellent tool for delivering evidence-based instruction and developing the materials your students need for success. In this session, we will explore evidence-based practices (EBPs) for teaching students with disabilities and create activities in Boardmaker Online that follow each EBP discussed. Participants will leave with all materials and activities for immediate implementation in their classrooms and/or therapy. Describe three evidence-based practices for teaching students with disabilities. Show an example of a Boardmaker activity that demonstrates each evidence-based practice. Design five Boardmaker activities that employ evidence-based practices.

Thursday, January 9, 2020 and Friday, January 10, 2020

Traumatic Events Systems (TES) Model Mandatory Training Sessions (White Oaks Conference Resort)

- Kevin Cameron, from the North American Center for Threat Assessment and Response Centre, will be providing Traumatic Events Systems (TES) Model two-day mandatory training for administrators. Kevin Cameron, has woven years of clinical experiences in treating individuals and families impacted by trauma; including homicide, suicide, multiple death car crashes, terrorist attacks and school shootings. The TES Model of Trauma Response is an integrated model generated from the early work of Dr. Murray Bowen and Dr. Salvador Minuchin: pioneers in the field of psychiatry who merged the growing understanding of biological systems with their parallels in human systems, to assist helping professionals in understanding the individual within context.

The Report on Staff Development:
Professional Development Opportunities are presented for information.

Prepared by: Frank Iannantuono, Superintendent of Education
Anthony Corapi, Coordinator of Staff Development

Presented by: Frank Iannantuono, Superintendent of Education

Approved by: John Crocco, Director of Education/Secretary-Treasurer

Date: December 3, 2019

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
DECEMBER 3, 2019**

PUBLIC SESSION

TITLE: CAPITAL PROJECTS PROGRESS REPORT UPDATE

The Capital Projects Progress Report Update is presented for information.

Prepared by: Scott Whitwell, Controller of Facilities Services
Presented by: Scott Whitwell, Controller of Facilities Services
Approved by: John Crocco, Director of Education/Secretary-Treasurer
Date: December 3, 2019



**REPORT TO THE COMMITTEE OF THE WHOLE MEETING
DECEMBER 3, 2019
CAPITAL PROJECTS PROGRESS REPORT UPDATE**

BACKGROUND INFORMATION

Individual progress reports for capital projects are presented as follows:

IN PROGRESS

Appendix A	Our Lady of Mount Carmel Catholic Elementary School – New Child Care
Appendix B	Monsignor Clancy Catholic Elementary School – Consolidated Monsignor Clancy/St. Charles Catholic Elementary School and New Child Care

The Capital Projects Progress Report Update is presented for information.

Prepared by:	Scott Whitwell, Controller of Facilities Services
Presented by:	Scott Whitwell, Controller of Facilities Services
Approved by:	John Crocco, Director of Education/Secretary-Treasurer
Date:	December 3, 2019



**NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
CAPITAL PROJECT PROGRESS REPORT
DECEMBER 3, 2019**

APPENDIX A

OUR LADY OF MOUNT CARMEL CATHOLIC ELEMENTARY SCHOOL

Scope of Project: Design and construction of 3 child care room addition.

Current Status: Received MOE approval to proceed to tender. Tender documents being developed.

Project Information:

New Area to be Constructed	5,317	sq. ft.
Child Care Spaces Added	49	spaces



Project Funding:

Child Care	1,557,887
	<hr/>
	\$1,557,887

Project Costs:

	<u>Budget</u>	<u>Paid</u>
Construction Contract	TBD	0
Fees & Disbursements	TBD	\$114,401
Other Project Costs	TBD	\$39,016
	<hr/>	<hr/>
	\$1,557,887	\$153,416

Project Timelines:

	<u>Scheduled Completion</u>	<u>Actual Completion</u>
Funding Approval	December 21, 2017	December 21, 2017
Ministry Approval (space)		
Architect Selection	July 17, 2018	
Design Development	January 2019	
Contract Documents		
Tender & Approvals		
Ministry Approval (cost)		
Ground Breaking Date		
Construction Start		
Occupancy	Fall 2020	
Official Opening & Blessing		

Project Team:

Architect	Venerino V.P. Panici Architect Inc.
General Contractor	TBD
Project Manager	Tunde Labbancz
Superintendent	Pat Rocca
Principal	Domenic Massi



**NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
CAPITAL PROJECT PROGRESS REPORT
DECEMBER 03, 2019**

APPENDIX B

MONSIGNOR CLANCY CATHOLIC ELEMENTARY SCHOOL

Scope of Project: Design and construction of a consolidated Monsignor Clancy/St. Charles Catholic Elementary School and New Child Care.

Current Status: Seeking approval to proceed to tender from MOE.

Project Information:

New Area to be Constructed	TBD	sq. ft.
Pupil Places Added	104	students
New Facility Capacity	677	students
Child Care Places Added	49	places



Project Funding:

Capital Priorities	3,482,495
Child Care	1,557,887
	<u>\$5,040,382</u>

Project Costs:

	<u>Budget</u>	<u>Paid</u>
Construction Contract	TBD	42,054
Fees & Disbursements	TBD	243,195
Other Project Costs	TBD	68,092
	<u>\$5,040,382</u>	<u>353,341</u>

Project Timelines:

	<u>Scheduled Completion</u>	<u>Actual Completion</u>
Funding Approval	March 13, 2018	March 13, 2018
Ministry Approval (space)		
Architect Selection	July 19, 2018	
Design Development	September 25, 2018	
Contract Documents		
Tender & Approvals		
Ministry Approval (cost)		
Ground Breaking Date		
Construction Start		
Occupancy	Fall 2021	
Official Opening & Blessing		

Project Team:

Architect	Venerino V.P. Panici Architect Inc.
General Contractor	TBD
Project Manager	Tunde Labbancz
Superintendent	Lee Ann Forsyth-Sells
Principal	Dan Trainor

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
DECEMBER 3, 2019**

PUBLIC SESSION

**TITLE: COMMITTEE OF THE WHOLE SYSTEM PRIORITIES AND
BUDGET 2019-2020 UPDATE**

The Committee of the Whole System Priorities and Budget 2019-2020 update report is presented for information.

Prepared by: John Crocco, Director of Education/Secretary-Treasurer
Senior Administrative Council

Presented by: John Crocco, Director of Education/Secretary-Treasurer
Senior Administrative Council

Approved by: John Crocco, Director of Education/Secretary-Treasurer

Date: December 3, 2019



**REPORT TO THE COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

**COMMITTEE OF THE WHOLE SYSTEM PRIORITIES AND BUDGET
2019-2020 UPDATE**

BACKGROUND INFORMATION

At each month's Committee of the Whole meeting, the Director of Education and members of Senior Administrative Council will provide a verbal update on the implementation of the annual Board approved System Priorities and Budget 2019-2020.

This monthly report information, will be provided through a visual presentation.

This monthly report will provide an opportunity for the continued engagement and dialogue with the Committee of the Whole on the status of the implementation of the annual System Priorities and Budget.

The Committee of the Whole System Priorities and Budget 2019-2020 update report is presented for information.

Prepared by: John Crocco, Director of Education/Secretary-Treasurer
Senior Administrative Council

Presented by: John Crocco, Director of Education/Secretary-Treasurer
Senior Administrative Council

Approved by: John Crocco, Director of Education/Secretary-Treasurer

Date: December 3, 2019

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
DECEMBER 3, 2019**

PUBLIC SESSION

**TITLE: ACCOUNTABILITY FINANCIAL REPORT 2019-2020 – AS OF
NOVEMBER 30, 2019**

The Accountability Financial Report 2019-2020 – as of November 30, 2019 is presented for information.

Prepared by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Presented by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Approved by: John Crocco, Director of Education/Secretary-Treasurer

Date: December 3, 2019



REPORT TO THE COMMITTEE OF THE WHOLE DECEMBER 3, 2019

ACCOUNTABILITY FINANCIAL REPORT 2019-2020 – AS OF NOVEMBER 30, 2019

BACKGROUND INFORMATION

The 2019-2022 Central Collective Agreement between the Crown, Ontario Catholic School Trustees' Association and Canadian Union of Public Employees (CUPE) included additional investment of funds for Niagara Catholic. Local discussions have begun between Niagara Catholic and CUPE's local representation to strategize the deployment of additional support to our schools.

The local investment will result in additional staff deployment to support our students with special needs and other support staff in specific areas to meet the needs of our students and support staff.

Provincial Local Priorities Fund

The CUPE central agreement secured a provincial investment of approximately \$78 million for each year to create and protect up to 1,300 jobs for the province of Ontario.

Some local investment has been reinstated and a new investment for worker protection has been included in the new priority funding allocation to school boards.

The local priority funding for Niagara Catholic is as following:

- i) Special Education Staff Amount reinstated - \$535,724
- ii) Other Staffing Amount reinstated - \$445,648
- iii) Community Use of Schools Investment reinstated - \$8,288
- iv) Education Worker Protection Fund *New - \$84,846

Ministry Update

Class Size Regulation

The class size regulation has been updated to reflect the new class size requirements for the 2019-2020 school year. This includes a regulated class size average of 24.5, for Grades 4 to 8, for all school boards. Grades 9 to 12 class size requirements have also been updated to reflect a board-wide average of 22 plus attrition.

Calculation of Maximum In-Year Deficit Regulation

A new regulation has been created to specify the in-year deficit that school boards are authorized to have in the 2018-2019 fiscal year and the conditions that school boards must meet to be authorized to have in-

year deficit in 2019-2020 and subsequent fiscal years. School boards will keep the flexibility to incur an in-year deficit, but a new requirement has been added for 2019-2020 and subsequent years requiring school boards to submit an in-year deficit elimination plan showing how the deficit will be eliminated within two years.

Fees for Central Bargaining Regulation

The fees for Central Bargaining regulation provides the framework for the support of labour relations activities for the trustees' associations by authorizing the flow of funds from school boards to trustees' associations through the annual GSN process.

The Accountability Financial Report 2019-2020 – As of November 30, 2019 report is presented for information.

Prepared by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Presented by: Giancarlo Vetrone, Superintendent of Business and Financial Services

Approved by: John Crocco, Director of Education/Secretary-Treasurer

Date: December 3, 2019

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

PUBLIC SESSION

**TOPIC: TRUSTEE INFORMATION
SPOTLIGHT ON NIAGARA CATHOLIC – NOVEMBER 26, 2019**



November 26, 2019

Policies Approved

During the November 26 Board Meeting, trustees approved four policies.

Employee Hospitality Policy (201.14), Employee Conferences, Workshops and Meetings Policy (201.15), Acceleration Retention Policy (400.5) and Opening or Closing Exercises Policy (402.6.1), are posted under Policies for public review.

Pilgrimage Raises More Than \$123,000

This year marked the 44th anniversary of the Pilgrimage which began at Notre Dame College School, in 1975. Over the years, the Pilgrimage has grown to include all secondary schools of the Niagara Catholic District School Board. On Sunday, October 27th, 2019 students and staff from our secondary schools braved the rain and wind, in a day of sacrifice, as they walked beside alumni, former staff and elementary students along canal banks, trails and city streets to support missions and projects around the world.

A total of \$123,491 was raised across the eight schools for those in need.

SCHOOL SUMMARIES

Blessed Trinity Catholic Secondary School

Blessed Trinity Catholic Secondary School had a very successful pilgrimage with the theme being 'Two Worlds One Family.' The day began with Mass in our gymnasium celebrated by Father Bill Drouse. The Mass was a great way to bring together all of our Family of Schools' students and their families, along with Blessed Trinity's staff and families, Trustee Leanne Prince and Superintendent Ted Farrell. The gospel message from Father Bill focused on the "who, what, when and why" for the pilgrimage. We were united in faith, drawn together in a common mission, to help our brothers and sisters in the Dominican Republic and God was with us. Our theme, 'Two Worlds One Family' reminded us that we are all children of God, called to love and serve those less fortunate around the world.

This year marked Blessed Trinity's 16th annual pilgrimage through the streets of Grimsby. We are proud that our students, in solidarity with all the students of Niagara Catholic, brought the gospel to life through this event. There was much uncertainty, as the weather was not cooperating, but the spirit of the Thunder Family could not be stopped from walking in solidarity with our brothers and sisters from Las Pajas. With 330 participants, Blessed Trinity certainly made a commitment to challenge and eradicate poverty and walk the talk. Social justice is alive and flourishing at Blessed Trinity.

Denis Morris Catholic High School

It's never easy to ask teenagers to give up a Sunday morning, or to raise money, or to walk in the rain; but inspired by moving and true-life stories of hope and faith, the Denis Morris Catholic High School family accepted the challenge and continued the Pilgrimage tradition. The Denis Morris Pilgrimage theme of 'Let Love Rule' was inspired by the words of Saint Paul to the Romans: "Do not conform to the patterns of this world, let your heart be transformed." For our 26th straight year, Denis Morris students walked in solidarity for the students of Ecole Immaculee Conception in Pilot, Haiti. We walked to provide a better-quality education for our Haitian sisters and brothers, as well as better access to water for the people of Jalapa, Guatemala in support of the Wells of Hope campaign. There were about of 300 Denis Morris Catholic pilgrims comprised of students, teachers, support staff, parents and friends who participated in the pilgrimage. Despite the rain, spirits were high, and those who experienced the Mass and walk remarked on its very peaceful and uplifting message. In a spirited homily Niagara Catholic Annual Pilgrimage 2019 Page 2 of 4 delivered by Father Don Lizzotti, we were reminded that walking in solidarity with the poorest of the world makes an impact in our local and global community. This annual event highlights the inspiring and important work commissioned by the Denis Morris Catholic High School family as members of the body of Christ.

Holy Cross Catholic Secondary School

Despite the weather and early start time, about 150 Holy Cross students, staff and alumni gathered at the school to begin their annual pilgrimage. Celebrating students' commitment to hope, this year's pilgrimage theme was 'Hope in Haitian Creole'. The scripture inspiration was We are all one in Christ. Gal. 3:28. Prior to departure, our prayer focused on commitment and how actions speak louder than words. Prior to finishing up our pilgrimage, we met Denis Morris and Saint Francis students, staff and school community at the St. Catharines Market Square. After celebrating Mass, we left for the final leg of our pilgrimage through the streets of downtown St. Catharines. We returned to a light lunch and fellowship.

The money we raised will be going to help students at Sainte-Croix de Thibodeau School in Haiti. Among other things, the school needs assistance with educational materials, repairing of classrooms and providing children with their hot meal for the day.

We are optimistic that our contribution will help bring hope to those at Sainte-Croix de Thibodeau.

Saint Francis Catholic Secondary School

At Saint Francis this year, students formed a committee in early September to develop this year's theme. Starting with the theme song 'Higher Love' students decided to ask their colleagues to 'Look inside your heart' and find it within themselves to turn up and contribute to this year's pilgrimage. An assembly was held in early October to officially kick off the pilgrimage season followed by various chapel presentations and a campaign that included announcement prayers and classroom throw-downs.

Approximately 150 to 200 students braved the weather to walk the walk on Pilgrimage Sunday. The day began with registration and a prayer service in the gymnasium and this year, a surprise visit from special guests Rita and Geoff Doppenberg of the Centro de Esperanza in Guatemala. Part of our funds go to help a young man with autism named Javier attend school and receive physiotherapy. Rita and Geoff were presented with a pilgrimage t-shirt which will be given to Javier later this week. Students then marched to the market square where the rain held off until the last kilometer of the hike. Upon arriving at the market square we joined with our brothers and sisters from Denis Morris and Holy Cross and celebrated Mass together. Fr Lizzotti reminded students to continue to fight the good fight and keep the faith. Following mass the three schools joined in their walk through downtown St. Catharines.

Lakeshore Catholic High School

Lakeshore Catholic has been walking a pilgrimage for twenty years to support a few organizations in Dominica. The organizations which inspired the pilgrims this year were varied. St. John's Primary School is a privately assisted school, known for its Catholic identity and the academic and moral uplifting of all. The Grange Nursing Home for Seniors and CALLS, a Centre where Adolescents Learn to Love and Serve were also motivation for the Pilgrims.

This year about 200 hundred staff and students walk the pilgrimage with the theme of 'We Will Walk You!' Lakeshore Catholic students and staff gathered in the auditorium on the morning of Sunday, October 27th to celebrate Mass with Bishop Bergie. The pilgrims then embarked on their walk along a new city route. The five kilometre inner city route took them across two bridges and afforded them the opportunity to engage with community members about the purpose of the walk. The pilgrims returned to Lakeshore Catholic for lunch and fellowship when the walk was completed.

Notre Dame College School

Since 1976, the students and staff of Notre Dame have gathered on a Sunday late in October to put their feet to the Gospel through the annual pilgrimage for the developing world. For this our 44th pilgrimage our theme was 'Plant the Seed of Change' inspired by

the Parables of the Mustard Seed and the Sower. We used these Gospel images to explore how we are each called in our own daily lives to nurture small changes for the common good. On October 9th we kicked off our Pilgrimage campaign with our grade level education assemblies. Students from our Social Climate Committee created and led the assemblies, which focused on the effects of climate change on the most vulnerable in our world and our call as followers of Christ to care for creation as well as the poor. In addition to raising funds for our partners in the developing world, we were all challenged to make changes in our daily habits to help lessen our carbon footprint, such as carpooling, walking or biking to school, reducing the amount of waste we create by packing lunch in reusable containers and by avoiding single-use products. We led by example using G.O.O.S paper and recycled items to create our posters and art installations to promote our pilgrimage.

After all of this hard work and a cold, rainy, and windy walk for 14 kilometers along the Welland Canal, we gathered in our holy place, Dillon Hall for our Pilgrimage Mass and Candlelight Liturgy. Fr. James Mulligan CSC, the founder of the annual pilgrimage, was our celebrant along with Fr. Al Mahoney CSC, Fr. Don Layden CSC, and Fr. Gerald Cormier CSC. Our estimated 850 pilgrims including students, staff, alumni, parents, siblings, and students from all eight of our feeder schools attended the Mass. Half of the money raised this year will go to Development and Peace, for their projects throughout the global south. One quarter will go to Yancana Huasy, a school and rehabilitation facility outside Lima, Peru, run by the Holy Cross Fathers. It serves children with physical and intellectual disabilities. The other quarter will go to the Dominican Canadian Community Development Group, an organization started by Notre Dame Alumni. It serves those living in rural communities in the Dominican Republic.

We are grateful to all who work so diligently to keep this tradition alive year after year.

Saint Michael Catholic High School

On Sunday, October 27th, students from Saint Michael walked together with Saint Paul in our annual Pilgrimage. This year's theme was 'With Faith and Action, Nothing is Impossible.'

We began our pilgrimage journey this year with a kick off assembly that was themed around taking a journey to Rwanda. A great deal of support and enthusiasm was shown for our pilgrimage which inspired us throughout our pilgrimage season.

Pilgrimage Sunday started with Father Paul McNeil presiding over Mass, followed by our cold, wet walk through Niagara Falls. The Saint Michael students were walking to support the 'Hope for Rwanda's Children Fund' which provides scholarships and educational assistance to the descendants of the victims of the Rwandan Genocide. We had 422 students walking, plus staff and Saint Michael family members acting as crossing guards and supervisors for the walk. We are grateful to the entire Saint Michael

community for their support. Students successfully braved the rain and the wind and even despite a power outage, it was a great day!

Saint Paul Catholic High School

On Pilgrimage Sunday, approximately 200 Saint Paul Catholic High School students, staff and feeder school students walked in solidarity for Haiti. We raised money for our sister school Ste. Croix de Milot in Milot, Haiti. The funds raised will allow Ste. Croix de Milot to add classrooms to the existing school, have local carpenters build classroom desks and purchase chalk boards, paper and pencils.

We had the pleasure of sharing our morning with Saint Michael Catholic High School. We celebrated Mass in the morning together, officiated by Father Paul MacNeil. We then walked in solidarity to complete an approximate 8 km walk within the South End of Niagara Falls. Our theme throughout our weeks of planning and preparation was to focus on the words from

1 Corinthians 16:14, "Let all that you do, be done in love." The Bible challenges us to be motivated by love. To achieve this, we must stay close to God because God is love and He teaches us what love looks like, even in the worst of times. This Pilgrimage, allowed everyone to see and experience God as He was meant to be, in all his fullness and grace. This year's Pilgrimage Sunday was inspiring. Walking together with a common goal, we displayed our connection to others and our faithfulness. The motivation to walk the Annual Pilgrimage may have varied from school to school; some walked to provide clean water to people thousands of miles away, others walked to help educate children in small villages, and others walked to help seniors age with dignity. A constant for the past 44 years has been the desire to share Christ's love and inspire hope in others by providing for their basic needs.



Stay Connected With Us

We hope you're enjoying Niagara Catholics new and improved website. Keep checking our Good News section for news and events from our schools, and be sure to follow us on [Facebook](#), [Twitter](#) and [Instagram](#) for up-to-the-minute breaking news, cancellations and other information throughout the year.

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

PUBLIC SESSION

**TOPIC: TRUSTEE INFORMATION
CALENDAR OF EVENTS – DECEMBER 2019**



DECEMBER 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 First Sunday in Advent-Faith	2	3 Annual Organizational Board Meeting CW Meeting	4 SEAC Meeting	5	6	7
8 Second Sunday in Advent-Hope	9	10	11	12 Trustees', Administrators' and Pastors' Faith Formation	13	14
	Christmas Choirfest December 9-13					
15 Third Sunday in Advent-Joy	16	17 Board Meeting	18	19	20	21
22/29 Fourth Sunday in Advent-Love	23/30	24/31 Christmas Eve New Year's Eve	25 Christmas Day	26	27	28
	Christmas break December 23, 2019 - January 3, 2020					

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE
DECEMBER 3, 2019**

PUBLIC SESSION

**TOPIC: TRUSTEE INFORMATION
OCSTA MEMORANDUM – MINISTRY OF EDUCATION
REVIEW OF BULLYING POLICIES**



Ontario Catholic School
Trustees' Association

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Beverley Eckensweiler, *President*
Michelle Griepsma, *Vice President*
Nick Milanetti, *Executive Director*

November 29, 2019

MEMORANDUM

TO: Chairpersons and Directors of Education
- All Catholic District School Boards

FROM: Beverley Eckensweiler, President

SUBJECT: **Ministry of Education Review of Bullying Policies**

On Wednesday November 27, 2019, the Minister of Education announced five new measures with the intent to prevent bullying in Ontario schools. The Ministry's objective is to improve student safety and well-being.

The measures include:

1. Establish an advisory position to the Minister of Education on bullying prevention with PC MPP Christina Mitas as the advisor;
2. Conduct a province-wide survey of students regarding their experiences with bullying;
3. Expand training for educators in anti-bullying and de-escalation actions;
4. Conduct a review of school reporting practices on bullying;
5. Institute a review of the definition of bullying in ministry policies to ensure it reflects today's realities.

The advisor on bullying prevention will consult with education stakeholders and provide short-term and long-term strategies in an effort to better manage bullying, while ensuring students have the resources and supports to ensure their safety and well-being.

Next Steps

OCSTA will consult with our members to develop a "best practices" resource document on bullying prevention to share with the bullying prevention advisor, MPP Christina Mitas, and senior officials within the Ministry of Education.

We would respectfully ask that you send any examples of success your board has with bullying prevention and management to Steve Andrews at sandrews@ocsta.on.ca.