

*February 21, 2019
Programs & Human Resources Committee*

1. OPENING

The Programs & Human Resources Committee meeting of the Newfoundland & Labrador English School Board was held on Thursday, February 21, 2019 via Skype. The meeting was called to order at 6:06 p.m. by the Chair, Kevin Ryan.

Members present: Kevin Ryan, Committee Chair
Hayward Blake
John Smith
Eric Ayers
Scott Burden

Regrets. Pamela Gill
Lester Simmons

Also in attendance: Ed Walsh, Associate Director of Education (Acting)
Tiffany Stack, Administrative Assistant, Human Resources

2. ADOPTION OF AGENDA

MOTION: Moved by Eric Ayers, seconded by John Smith, and carried unanimously that the agenda be adopted as presented.

3. CONSIDERATION OF MINUTES

MOTION: Moved by John Smith, seconded by Eric Ayers, and carried unanimously that the minutes of the January 15, 2019 Programs and Human Resources Committee meeting be adopted as presented.

4. Business Arising

4.1 Review of Programs and HR Committee Work-plan

Workplan chart provided for updated progress report.

4.2 Copy of Presentation on Indigenous Education from January 15, 2019

Committee members were provided with a copy of the presentation used by Ms. Tina White in the January 15, 2019 Program-Human Resources meeting. There was discussion regarding the opportunities for Indigenous teachers in district schools.

Committee members also discussed the Board meeting scheduled for June 8-9, 2019, in Goose Bay and that it will provide an opportunity for exposure to the culture and education of Labrador.

5. New Business

5.1 Chronic Absenteeism-When Children Disappear (CYA Report) (Information)

The Board is supportive of the Child Youth Advocate report on attendance. Schools need assistance from the community stakeholders to address chronic absenteeism.

The following recommendations are contained in the report;

1. Within one year, the Department of Education and Early Childhood Development in conjunction with the school districts, the Department of Children, Seniors and Social Development, the Department of Health and Community Services and Regional Health Authorities develop an action plan to address chronic absenteeism.
2. The Department of Children, Seniors and Social Development, the Department of Education and Early Childhood Development, the school districts, the Department of Health and Community Services and Regional Health Authorities develop and implement policy specifically identifying how staff will effectively assess and respond to chronic absenteeism.
3. The Department of Children, Seniors and Social Development, the Department of Education and Early Childhood Development, and the school districts, collaboratively develop and implement policies and protocols specifically defining the point at which chronic absenteeism situations require referral to the Department of Children, Seniors and Social Development.
4. The Department of Education and Early Childhood Development, the Department of Health and Community Services, and the school districts develop agreements with the Department of Children, Seniors and Social Development and the Regional Health Authorities defining how all these partners will collectively contribute to addressing chronic absenteeism

After much discussion on the report and its recommendations the committee requested that Mr. Walsh discuss the development of a media campaign on the importance of attendance and the impact that it has with communications division of the District.

5.2 Discussion Guide-Organizations Involved in Schools (Decision)

Discussion regarding Guidelines for Schools - Interactions with Outside or Third Party Organizations. Mr. Walsh to review and present further revisions to the committee.

5.3 Redundancy and Reassignment Process 2019 (Information)

Information provided to the committee on the staffing process for the 2019-2020 school year including milestone dates for redundancy, reassignment teacher recruitment.

The next meeting will be held on Thursday, March 28, 2019, at 6:00 p.m.

6. Adjournment

There being no further business the meeting adjourned at 7:34 pm. Moved by Eric Ayers.