

*August 27, 2019
Programs & Human Resources Committee
Minutes*

1. OPENING

The Programs & Human Resources Committee meeting of the Newfoundland & Labrador English School Board was held on Tuesday, August 27, 2019 via Skype. The Chair, Kevin Ryan, called the meeting to order at 6:00 p.m.

Members present: Kevin Ryan, Committee Chair
Scott Burden
Lester Simmons
Pamela Gill
Eric Ayers

Regrets: Hayward Blake

Also in attendance: Tony Stack, Director of Education
Ed Walsh, Associate Director of Education
Georgina Lake, Assistant Director of Education, Student Services
Doug Pippy, Director of Programs, Provincial
Ian Wallace, Solicitor Stewart McKelvey
Cathy Martin, Administrative Assistant

2. ADOPTION OF AGENDA

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

3. CONSIDERATION OF MINUTES

MOTION: Moved by Pamela Gill, seconded by Scott Burden, and carried unanimously that the minutes of the May 28, 2019 Programs and Human Resources Committee meeting be adopted as presented.

4. Business Arising

4.1 Review of Programs and HR Committee Work-plan

Progress on the Programs and Human Resources Committee Work-plan was discussed by committee members.

Mr. Walsh introduced Ms. Georgina Lake, Assistant Director of Education (Student Services) for the District and Mr. Doug Pippy, Director of Programs. Provincial.

5. New Business

5.1 Student Services Division – Update

Mr. Walsh provided an overview of the new Student Services division highlighting the major responsibilities for each of the focus areas of the new divisions.

5.2 Pilot Project – No Final Exams 7-9

The Assessment, Evaluation and Reporting Committee is proposing a three-year no final exams pilot project starting in the 2019-2020 school year. This project would involve students in grades 7 to 9. Historically there has been an overemphasis on summative testing (Mid-year and Final Examinations) in grades 7 to 12. There is little research to suggest that the time and resources that go into the preparation and completion of these exams has any positive impact on student achievement. Instead, there is ample research which indicates that a focus on formative type assessments, which give timely and effective feedback to the learner and the teacher, have a more positive impact on student learning and achievement.

In order to participate in the pilot principals will be required to get the approval of their staff as well as school council in order to participate.. Schools will be able to “opt in” and “opt out” for any year during the pilot. During this three-year period (2019-2022), the District will monitor student achievement in the pilot schools to determine if there is a positive impact on overall student achievement and other measures of student success. At the end of the pilot, the committee will recommend a decision to establish a consistent district wide approach to Final Examinations for all Intermediate Grades.

5.3 Policy Student Records

As per the Department of Education and Early Childhood’s Safe and Caring Schools Policy (Procedure 7), a parent of a student, or the student may request that a preferred or chosen name and/or gender be used on school records rather than the student’s legal name or gender. In the event of such a request, the school Administrator will make the necessary changes to records.

The updated Student Records Policy supports students who wish to use a preferred name vs legal name for select student records. Legal name must be maintained in the name and gender as recorded on the birth certificate or a certificate issued under the **Change of Name Act, 2009** and or **Vital Statistics Act, 2009**:

- a. The name on the student record (i.e., cumulative file and confidential file)
- b. All records retained in the confidential file.
- c. The student legal name field in the school management software (e.g., PowerSchool)

Recommendation:

That the Programs and Human Resources Committee recommend to the Board, approval of the amended Student Records Policy as presented.

MOTION: Moved by Pamela Gill, Seconded by Lester Simmons, and carried that the Programs and Human Resources Committee recommend to the Board approval of the amended Student Records Policy as presented.

5.4 Protection of Children and Youth (Decision)

The Newfoundland and Labrador English School District (the "District") is committed to the prevention of child maltreatment, and to the well-being and safety of students entrusted to its care. The District requires employees to be vigilant in their efforts to identify children who may be in need of protective intervention and to report all relevant information to the Department of Children, Seniors and Social Development (CSSD) as per the requirements of the Children, Youth and Families Act (CYFA)

In June 2019, the Children, Youth and Families Act (CYFA) was proclaimed with a number of substantive changes to the legislation with the intent to:

- Improve information sharing to assist in the protection of children and youth;
- Enhance the focus on preserving the family unit;
- Expand permanency options for children and youth in foster care;
- Strengthen service delivery to Indigenous children, youth and their families;
- Identify and support youth in need of protection; and
- Develop a licensing regime for out of home placements.

As a result of changes in the legislation the District was required to review and amend policy to be in line with the new act.

Specific changes in District Policy include:

Changes of the name of the Act itself from **Children and Youth Care and Protection Act (CYCP) to Children, Youth and Families Act (CYFA).**

The fact that the Act now applies to **Child** (under the age of 16 years) **Youth** (at least 16 years of age but under 18 years of age)

Reference to reporting to the Associate Director of Education (Programs and Human Resources)

Recommendation:

That the Programs and Human Resources Committee recommend to the Board, approval of the amended Protection of Children and Youth Policy as presented.

MOTION: Moved by Scott Burden, Seconded by Eric Ayers, and carried that the Programs and Human Resources Committee recommend to the Board approval of the amended Protection of Children and Youth Policy as presented.

5.5 Political Activity for Trustees

Discussion on a Trustees running for School Council, Provincial, Federal, Municipal elections

Recommendation:

That the Programs and Human Resources Committee recommend to the Board, that once a Trustee declare their intent to seek a nomination for the following positions

- 1. School Council**
- 2. Member of the House of Assembly**
- 3. Member of Parliament**

then the Trustee must take a leave of absence from the Board. If successful, the Trustee shall resign from the Board. If unsuccessful, the Trustee will re-assume their duties as a member of the Board.

MOTION: Moved by Pamela Gill, Seconded by Eric Ayers, and carried that the Programs and Human Resources Committee recommend to the Board approval of Political Activity for Trustees.

5.6 French Programs Policy

There was discussion regarding Administrative regulation 2.8. Article 2.8 states

Multi-grading and multi-aging may be utilized in existing Early/Late French Immersion programs in communities where there is a single system of schools and the program is experiencing declining enrollment” from Administrative Regulations and add to Policy Directives.

Committee members felt that this particular provision should be a policy directive and hence move from administrative regulation to policy. The committee directed staff to action this and present an amended policy to the committee for their consideration at the next regularly scheduled Programs and Human Resources meeting.

5.7 Churchill Request

Mr. Ian Wallace; Solicitor Stewart McKelvey joined the meeting for discussion on this item.

Committee members considered a request from Mr. Todd Churchill to present at the next public meeting of the Board;

on the topic of deaf education and how it is being delivered to children like my own son Carter and others like him

After careful consideration the committee agreed on the following:

That the Churchills be provided the opportunity to provide a written submission and / or recorded video outlining their concerns to the Board to be heard at the September 7, 2019 closed working session.

MOTION: Moved by Eric Ayers, Seconded by Lester Simmons, and carried, that the Programs and Human Resources Committee determined that the Churchills be provided the opportunity to provide a written submission and / or video recording of their concerns to be reviewed by the Board at a closed working session, in lieu of a presentation at the public Board meeting.

6. Next meetings Tuesday, October 15, 2019 and Thursday, November 26, 2019 at 6:00 p.m.

7. Adjournment

There being no further business the meeting adjourned at 7:45 pm. Moved by Scott Burden