

October 17, 2019

Programs & Human Resources Committee

1. OPENING

The Programs & Human Resources Committee meeting of the Newfoundland & Labrador English School Board was held on Thursday, October 17, 2019 via Skype. The meeting was called to order at 6:09 p.m. by the Chair, Kevin Ryan.

Members present: Kevin Ryan, Committee Chair
Hayward Blake
Eric Ayers
Lester Simmons

Regrets. Pamela Gill
Scott Burden

Also in attendance: Ed Walsh, Associate Director of Education
Georgina Lake, Assistant Director of Education - Student Services
Robert Leaman, Programs Specialist, Physical Education, Health, Social Studies
Tiffany Stack, Administrative Assistant, Programs and Human Resources

2. ADOPTION OF AGENDA

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

3. CONSIDERATION OF MINUTES

MOTION: Moved by Kevin Ryan, seconded by Eric Ayers, and carried unanimously that the minutes of the August 27, 2019 Programs and Human Resources Committee meeting be adopted as presented.

4. Business Arising

4.1 Review of Programs and HR Committee Work-plan

Work-plan chart provided for updated progress report.

4.2 French Policy Update

Progress on the French Policy update was discussed by committee members.

5. New Business

5.1 Hazing Program

Mr. Walsh introduced Mr. Robert Leaman, Program Specialist - Physical Education, Health, Social Studies for Avalon Region.

Mr. Leaman conducted a presentation on a Hazing Program to the committee, currently a grade 7-12 initiative. The Newfoundland and Labrador English School District has partnered with the Department of Children, Seniors and Social Development, School Sport NL, and Sport NL in developing the program.

Mr. Walsh to discuss public relations opportunity regarding the program with Ms. Heather May, Director of Strategic Planning, Policy and Communication and Ms. Cheryl Gullage, Manager of communications.

5.2 Update on Plan for DHH Services

Mr. Walsh advised the committee of the recent hiring of Ms. Darlene Fewer Jackson for the Director of Programs, Deaf and Hard of Hearing position.

The District will be partnering with The Department of Education and Early Childhood Development, The Newfoundland and Labrador Association for the Deaf and the Atlantic Provinces Special Education Authority (APSEA) to develop a steering committee to oversee the development of initiatives to address programming challenges for Deaf and Hard of Hearing students. The first meeting of this committee was held on Thursday October 17, 2019. While the steering committee further develops a mandate the District is moving forward with several initiatives including;

1. Having a cohort of students attend APSEA facilities early in the new year to avail of short term programming.
2. The District is also in the process of developing a provincial professional learning opportunity for all Deaf and Hard of Hearing itinerant teachers.

5.3 Political Activity for Trustees

Mr. Ryan to provide the committee with documentation for the November meeting.

5.4 No Final s Pilot Update

Mr. Walsh provided the committee with an update on the “No Finals Pilot”. There are currently 15 schools who have signed up for the pilot. However there has been significant inquiries from the system with schools and school communities seeking information.

5.5 Performance Appraisal for Probationary Teachers

Discussion was held regarding the importance of Performance Appraisal for Probationary Teachers. The revised position description for Directors of Schools now places responsibility for performance appraisals with that position. Mr. Walsh advised the committee that there is more than 200 teachers in probationary contracts this year.

5.6 PASS Program Report

Ms. Georgina Lake, Assistant Director Education, Student Services provided committee with presentation on Positive Actions for Student Success (PASS) Program report.

Program Participants

In School Participants:

Students who are vulnerable or at risk of dropping out
Referred by a teacher, guidance counsellor, or administrator

Early School Leavers:

Young People who recently (i.e. within the previous two school years) dropped out of school.
The SST identifies, makes contact and works with these young people to encourage them to continue their high school education.

Program Description

Credit Rescue - Students at risk of failing a course:

Students can rescue a course they are failing by receiving extra help from the SST. This could include receiving extra time to work on projects/assignments, extra teaching support, and/or supplemental assignments.

Credit Recovery - Students who have already failed a course:

Students can recover a course they previously failed.
SSTs work with students to identify what is required to earn that credit and develop a plan outlining what students need to complete the course.

New Course Registration - Students missing a required course:

Students can register for specific courses needed to graduate. Since these courses are often completed independently, students have the opportunity to work with the SST and complete the

outcomes in less time than would normally be required. This could allow students to finish school and move on, whether to post-secondary studies, work or some other option, more quickly than if they followed the regular school schedule.

Program Locations - PASS program is currently offered at select schools in Labrador, Western, Central and Avalon Regions.

Mr. Walsh to discuss public relations opportunity for the program with District communications personnel.

The next meeting will be held on Tuesday, November 26, 2019, at 6:00 p.m.

6. Adjournment

There being no further business, the meeting adjourned at 7:36 pm.