



Meeting of the Board

Tuesday, September 9, 2025, at 6:15 p.m.
Schumacher Board Office and Microsoft Teams Meeting

AGENDA

Item	Topic	Presenter	Page
1.0	Call to Order		
	Motion: THAT the Board reconvene in regular session		
1.1	Territorial Acknowledgement		
1.2	Quorum		
	Motion: THAT the Board approve the absence of the following Trustees from the September 9, 2025, meeting of the Board:		
1.3	Approval of the Agenda		
	Motion: THAT the Board approve the agenda for the Meeting of the Board dated September 9, 2025.		
1.4	Declaration of Conflict of Interest		
1.5	Student Trustee Swearing In		
2.0	Consent Agenda		
2.1	Minutes of the Meeting of the Board held June 24, 2025		3
2.2	Minutes of the Meeting of the Board held July 8, 2025		7
2.3	Authorization for School Closure		10
2.4	Cash Disbursements Report – June , July 2025		11
	Motion: THAT the Board approve the consent agenda as follows: Consent Agenda Items for approval: 2.1 Minutes of the Meeting of the Board held June 24, 2025 2.2 Minutes of the Meeting of the Board held July 8, 2025 2.3 Authorization for School Closure Consent Agenda Items for receipt: 2.4 Cash Disbursements Report – June, July 2025		
3.0	Reports		
3.1	Chair Report	Chair Pye-Reasbeck	13
	Motion: THAT the Board receive the Chair Report		
3.2	Director Report	Director Dye	14
	Motion: THAT the Board receive the Director Report		
3.3	Student Trustee Report	Student Trustees	
	Motion: THAT the Board receive the Student Trustee Report		
3.4	2025 Summer Learning	Director Dye Superintendent Elvestad Superintendent Mowbray	15
	Motion: THAT the Board receive the 2025 Summer Learning Report		
3.5	2025-2026 Organizational Chart	Director Dye	17
	Motion: THAT the Board receive the 2025-2026 Organizational Chart		
4.0	Monitoring		
4.1	2024-2025 Strategic Plan Year at a Glance	Administrative Council	18
4.2	Bringing Our Strategic Plan to Life		
5.0	Other Business		
5.1	Waterloo Region DSB: Letter to the Minister of Education: Funding (July 2025)		43
5.2	Métis Nation of Ontario Timmins Council: Letter to DSB1 Trustees and Staff		45

5.3	CRA User Approval	Superintendent Edwards	46
Motion: THAT the Board approve CRA online access to Charles Trudel, Manager of Financial Services			
5.4	Leave of Absence		
Motion: THAT the Board approve Chair Pye-Reasbeck's leave of absence			
5.5	Chair Appointment	Director Dye	
Motion: THAT the Board approve the appointment of Vice-Chair Byer to perform the duties and exercise the powers of the Chair of the Board during Chair Cindy Pye-Reasbeck's approved leave of absence, in accordance with Board By-Law No. 1 and the Education Act until the organizational meeting on Tuesday, November 18, 2025.			
5.6	Vice-Chair Appointment	Chair	
Motion: THAT the Board approve the appointment of Alternate Vice-Chair Hewey to perform the duties and exercise the powers of the Vice-Chair of the Board during Chair Cindy Pye-Reasbeck's approved leave of absence, in accordance with Board By-Law No. 1 and the Education Act until the organizational meeting on Tuesday, November 18, 2025.			
5.7	Cheque Signing Authority	Superintendent Edwards	
Motion: THAT the Board appoint Jonathan Byer, Chair of the Board as cheque signing authority.			
5.8	OSBIE Board of Directors & Voting Delegate	Chair	47
Motion: THAT Trustee _____ be nominated for OSBIE Directorship commencing January 1, 2026, and ending December 31, 2029.			
Motion: THAT Trustee _____ be acclaimed as OSBIE Voting Delegate, if required.			
6.0	Items for Future Meetings		
7.0	Adjournment		
Motion: THAT we do now adjourn			



Meeting of the Board

Tuesday, June 24, 2025, at 6:15 pm
Schumacher Board Office and Microsoft Teams

MINUTES

TRUSTEES PRESENT

Howard Archibald (5:53 p.m. departure)
Bob Brush
Jonathan Byer, Vice-Chair
Dennis Draves (5:57 p.m. departure)
Crystal Hewey
Steve Meunier (6:00 p.m. departure)
Brian Peever
Rosemary Pochopsky
Cindy Pye-Reasbeck, Chair
Doug Walsh
Larry Wiwchar

EXCUSED TRUSTEE ABSENCES

STUDENT TRUSTEES PRESENT

Alexandra Gauthier
Aiesha Hindle

STUDENT TRUSTEES ABSENT

ADMINISTRATION PRESENT

Lesleigh Dye	Director of Education
Lisa Edwards	Superintendent of Business/Finance and Treasurer
Al McLean	Superintendent of Education and Human Resources
Chad Mowbray	Superintendent of Education
Steven Pladzyk	Superintendent of Education

RECORDING SECRETARY

Melanie Demers	Executive Assistant to the Director of Education Lesleigh Dye
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STAFF PRESENT

Melanie Demers	Executive Assistant to the Director of Education, Lesleigh Dye
Andréanne Denis	Communications Officer
Larry Souliere	Information Services Coordinator



IN-CAMERA SESSION

The In-Camera session meeting was called to order at 4:47 p.m. by Vice-Chair Byer.

9245-25 PEEVER / WALSH

THAT the Board resolve into a Committee of the whole.

CARRIED

9246-25 POCHOPSKY / MEUNIER

THAT the Board resolve into a committee of the whole, in-camera

CARRIED

9247-25 BRUSH / MEUNIER

THAT we now rise and report to the Board.

CARRIED

CALL TO ORDER

The Regular Session meeting was called to order at 6:15 p.m. by Chair Pye-Reasbeck

9248-25 ARCHIBALD / MEUNIER

THAT the Board reconvene in regular session

CARRIED

TERRITORIAL ACKNOWLEDGEMENT

The meeting opened by respectfully acknowledging being situated on the Traditional Territory of the Cree, Ojibway and Oji-Cree people of the Mattagami First Nation, located in Treaty 9 Territory, and the Métis who have chosen to settle in this area.

TRUSTEE ABSENCE

NIL

APPROVAL OF THE AGENDA

9249-25 HEWEY / PEEVER

THAT the Board approve the agenda for the Meeting of the Board dated June 24, 2025, as amended:
Addition:

3.0 Reports

3.5 Principal and Vice-Principal Transfers and Placements

CARRIED

DECLARATION OF CONFLICT OF INTEREST

Trustees were asked to declare conflicts of interest as they arise and must do so in writing in the log kept in the Chair's office.

Trustees declaring a conflict are to disconnect from Microsoft Teams at the time of the discussion and will receive a text from the Director of Education / Secretary of the Board when they are welcome to join.

Trustee Archibald declared a conflict to an item in-camera.

CONSENT AGENDA

9250-25 MEUNIER / BYER

THAT the Board approve the consent agenda as follows:

Consent Agenda Items for approval:



- 2.1 Minutes of the Meeting of the Board held June 10, 2025
- 2.2 Minutes of the Finance and Property Committee meeting held June 10, 2025
- 2.3 Minutes of the Director Performance Appraisal Committee meeting held June 10, 2025
- 2.4 Minutes of the Joint Transportation and Governance Committee meeting held May 8, 2025
- 2.5 Policy 1.2.18 – Professional Student Services Personnel Performance Appraisal
- 2.6 Policy 2.1.4 – Volunteers in Schools
- 2.7 Policy 2.1.16 – Home Instruction
- 2.8 Policy 2.1.21 – Crisis Prevention Intervention
- 2.9 Policy 2.1.23 Revocation – Supporting Student Behaviour that is Violent and Aggressive
- 2.10 Policy 2.1.33 – Fees for Learning Materials and Activities
- 2.11 Cash Disbursements Report – May 2025

Consent Agenda Items for receipt:

- 2.5 Procedure 1.2.18 – Professional Student Services Personnel Performance Appraisal
- 2.6 Procedure 2.1.4 – Volunteers in Schools
- 2.7 Procedure 2.1.16 – Home Instruction
- 2.8 Procedure 2.1.21 Crisis Prevention Intervention
- 2.9 Procedure 2.1.23 Revocation – Supporting Student Behaviour that is Violent and Aggressive
- 2.10 Procedure 2.1.33 – Fees for Learning Materials and Activities
- 2.12 2024-2025 Math Action Plan

CARRIED

REPORTS

9251-25 HEWEY / WALSH

THAT the Board receive the Chair Report

CARRIED

Student Trustee Report

Student Trustee Gauthier spoke to the opportunity provided by DSB1 and feels she's made a difference and is proud of the work she has done over the past two years in her role. She looks forward to the upcoming year.

Student Trustee Hindle reflected on the role, and what it has taught her about what it is to be a leader and the opportunities it has provided. She thanked the Board for the opportunity and will continue her advocacy role. Turtle Concepts will take place in October 2025 for students who identify as Indigenous.

9252-25 HEWEY / WALSH

THAT the Board receive the Student Trustee Report

CARRIED



9253-25 ARCHIBALD / BRUSH

THAT the Board receive the Summer Learning Report

CARRIED

9254-25 POCHOPSKY / PEEVER

THAT the Board receive the draft Special Education Plan

CARRIED

9255-25 WALSH / MEUNIER

THAT the Board receive the 2025-2026 Principal and Vice-Principal Transfers and Placements

CARRIED

Trustee Brush and Trustee Peever Abstained

MONITORING

9256-25 PEEVER / MEUNIER

THAT the Board establish the total staff complement for the 2025-2026 year at 1,105.7 FTE

CARRIED

9257-25 BRUSH / BYER

THAT the Board approve the 2025-2026 Operating Budget Estimates in the amount of \$162,894,070

CARRIED

9258-25 WALSH / HEWEY

THAT the Board approve THE 2025-2026 Capital Budget Estimates in the amount of \$18,877,078.00

CARRIED

9259-25 PEEVER / POCHOPSKY

THAT the Board receive the 2025-2029 Strategic Plan Monitoring Plan

CARRIED

OTHER BUSINESS

9260-25 HEWEY / POCHOPSKY

THAT the Board receive the OPSBA 2025 Jack A. MacDonald Award of Merit report

CARRIED

9261-25 BRUSH / BYER

THAT the Board receive the OPSBA Annual General meeting Trustee Report

CARRIED

ADJOURNMENT

9262-25 PEEVER / HEWEY

THAT we do now adjourn

CARRIED

The meeting was adjourned at 6:15 p.m.

SECRETARY OF THE BOARD

CHAIR OF THE BOARD



Meeting of the Board

Tuesday, July 8, 2025, at 6:15 pm
Schumacher Board Office and Microsoft Teams

MINUTES

TRUSTEES PRESENT

Bob Brush
Jonathan Byer, Vice-Chair
Dennis Draves
Crystal Hewey
Brian Peever
Rosemary Pochopsky
Cindy Pye-Reasbeck, Chair
Larry Wiwchar

EXCUSED TRUSTEE ABSENCES

Howard Archibald
Steve Meunier
Doug Walsh

ADMINISTRATION PRESENT

Lesleigh Dye Director of Education

RECORDING SECRETARY

Melanie Demers Executive Assistant to the Director of Education Lesleigh Dye

STAFF PRESENT

Melanie Demers Executive Assistant to the Director of Education, Lesleigh Dye
Larry Souliere Information Services Coordinator



IN-CAMERA SESSION

The In-Camera session meeting was called to order at 6:15 p.m. by Vice-Chair Byer.

9263-25 BRUSH

THAT the Board resolve into a Committee of the whole.

CARRIED

9264-25 POCHOPSKY / DRAVES

THAT the Board resolve into a committee of the whole, in-camera

CARRIED

9265-25 PEEVER / HEWEY

THAT we now rise and report to the Board.

CARRIED

CALL TO ORDER

The Regular Session meeting was called to order at 7:20 p.m. by Chair Pye-Reasbeck

9266-25 BRUSH / DRAVES

THAT the Board reconvene in regular session

CARRIED

TERRITORIAL ACKNOWLEDGEMENT

The meeting opened by respectfully acknowledging being situated on the Traditional Territory of the Cree, Ojibway and Oji-Cree people of the Mattagami First Nation, located in Treaty 9 Territory, and the Métis who have chosen to settle in this area.

TRUSTEE ABSENCE

9267-25 POCHOPSKY / HEWEY

THAT the Board approve the absence of the following Trustees from the July 8, 2025, Special Meeting of the Board:

Trustee Archibald

Trustee Meunier

Trustee Walsh

APPROVAL OF THE AGENDA

9268-25 DRAVES / PEEVER

THAT the Board approve the agenda for the Meeting of the Board dated July 8, 2025.

CARRIED

DECLARATION OF CONFLICT OF INTEREST

Trustees were asked to declare conflicts of interest as they arise and must do so in writing in the log kept in the Chair's office.

Trustees declaring a conflict are to disconnect from Microsoft Teams at the time of the discussion and will receive a text from the Director of Education / Secretary of the Board when they are welcome to join.

CONSENT AGENDA

NIL



REPORTS

9269-25 BRUSH / WIWCHAR

THAT the Board approve the human resources matter.

CARRIED

MONITORING

9270-25 HEWEY / DRAVES

THAT the Board approve the Director of Education Performance Appraisal for the 2024-2025 school year.

CARRIED

OTHER BUSINESS

5.1 Procedure 1.2.6 – Principal and Vice-Principal Transfer

9271-25 PEEVER / DRAVES

THAT the Board approve the amendment of Procedure 1.2.6 – Principal and Vice-Principal Transfer to add 7.1 That Local Trustees will be consulted.

WITHDRAWN

5.2 By-Law Review

5.3 OPSBA

ADJOURNMENT

9272-25

THAT we do now adjourn

CARRIED

The meeting was adjourned at 8:01 p.m.

SECRETARY OF THE BOARD

CHAIR OF THE BOARD



Title	School Closures
Date	September 9, 2025
Presenter	Director Dye
Strategic Priority	Culture
Background and Information	Whereas the concern for public health and safety can directly impact the K-12 education program delivery, in the event that schools become unsafe for students and/or staff the Director requests authority, in consultation with the Chair, to close one or more schools if necessary to protect the safety of students and/or staff in accordance with its duties under provincial law. <i>Education Act</i> 19 (1) A board may close or authorize the closing of a school or class for a temporary period where such closing appears unavoidable because of, (a) failure of transportation arrangements; or (b) inclement weather, fire, flood, the breakdown of the school heating plant, the failure of an essential utility or a similar emergency. R.S.O. 1990, c. E.2, s. 19. Both the Porcupine Health Unit and Timiskaming Health Unit maintain the authority to close schools with issues related to the health and safety of students and staff.
Recommendation	THAT The Board authorize the Director of Education, in consultation with the Chair, to close one or more schools, if necessary, to protect the safety of students and/or staff in accordance with its duties under provincial law. in accordance with the <i>Education Act</i>, section 19(1): a board may close or authorize the closing of a school or class for temporary period where such closing appears unavoidable because of: 1.1.1 failure of transportation arrangements; and, 1.1.2 inclement weather, fire, flood, the breakdown of the school heating plant, the failure of an essential utility or similar emergency.



Title	June 2025 Cash Disbursements
Date	September 23, 2025
Presenter	Superintendent Edwards
Strategic Priority	Equity
Background and Information	Cash Disbursements for the month of June 2025 total \$18,720,387.51. Should Trustees have any questions regarding the details of these disbursements, please contact the Superintendent of Business and Finance.
Recommendation	THAT the Board approve the Report on Cash Disbursements for the month of June 2025 in the amount of \$18,720,387.51.



Title	July 2025 Cash Disbursements
Date	September 09, 2025
Presenter	Superintendent Edwards
Strategic Priority	Equity
Background and Information	Cash Disbursements for the month of July 2025 total \$13,070,454.91. Should Trustees have any questions regarding the details of these disbursements, please contact the Superintendent of Business and Finance.
Recommendation	THAT the Board approve the Report on Cash Disbursements for the month of July 2025 in the amount of \$13,070,454.91.



District School Board
Ontario North East

Chair's Report

September 9, 2025

Welcome back to school! As we embark on a new school year, with a new strategic plan, let me thank you all for your continued service to our students, staff and communities. Our new strategic plan is an opportunity for Trustees to reconnect with the important governance role we have undertaken. Our strategic priorities and actions will be operationalized by the Director and her team, and we can look forward to the many positive outcomes for our DSB1 family.

Achieve: *Uphold high expectations in diverse learning and working environments.*

Board Self-assessment We are working on our Board self-assessment for 2025-2026 taking into consideration the documents provided to us at the OPSBA AGM from the OESC. We will update where necessary. I would strongly encourage all Trustees to provide their feedback on this assessment as part of our governance role. Stay tuned for the assessment dates and deadlines.

Belong: *Build inclusive communities where all feel supported and valued.*

The 2025 OPSBA Northern Conference will take place at the Delta Waterfront Hotel in Sault Ste. Marie, October 17-18, 2025. This event offers a wonderful opportunity to engage and collaborate with other trustees and directors who navigate the unique educational challenges and opportunities in Northern Ontario. OPSBA will be visiting DSB1 prior to the event. We are excited to showcase some of the many successful initiatives that we have in our Board. Please respond to Melanie Demers if you wish to attend and she will complete hotel reservations and registration (upon availability) on your behalf.

Create: *Foster collaboration, innovation, and skill development in all learners. Summer*

Training and Development/Meetings and Events

- July 8th, Board Meeting
- July and August- Trustee discussions
- July and August – Director updates/discussions
- September 3rd- Agenda setting

Trustee Professional Development Opportunities

Thank you to all Trustees for completing the **OESC essential governance mandatory training**. If you have not already done so, please provide the Chair and Director with a copy of your certificate of completion.

Thank you all for the work that you do. We at DSB1 are fortunate to have a Board that is totally committed to students, staff and fiscal Public Education.

Director's Report

September 9, 2025

Achieve: *Uphold high expectations in diverse learning and working environments.*

We are so proud to have launched our 2025-2029 Strategic Plan across our system. We look forward to build upon our collective work and report on impacts.

Student enrollment is up across our schools. We are fortunate that families are choosing DSB1 for the very important partnership in their child's education.

Belong: *Build inclusive communities where all feel supported and valued.*

We welcomed 44 new DSB1 employees since the beginning of the school year. Their onboarding has been intentionally structured to support them in their new roles.

We continue to review the belonging survey from staff and staff from May 2025 and are actively looking at ways to improve our organization.

Create: *Foster collaboration, innovation, and skill development in all learners.*

170 DSB1 staff participated in the Summer Symposium. This optional virtual day of learning provides staff with a wide variety of learning opportunities. Thank you to each DSB1 staff who organized and participated in the symposium.

All DSB1 staff had the opportunity to listen to Allison Pert, second year medical student, who talked about the importance of understanding the whole child in K to 12 systems.



Title	Summer Programs
Date	September 9, 2025
Presenter	Director Dye
Strategic Priority	Achieve, Belong, Create
Background and Information	Indigenous Education This summer, 14 students entering grade 9 from across participated in the Summer Reach Ahead Credit program, specifically designed for students who self-identify as Indigenous. This initiative allowed students to earn their Civics and Career Education credits, with a curriculum that emphasized Indigenous governmental systems and the effects of colonization on traditional practices. Students explored a variety of pathways to support their future goals and career plans, enabling them to make informed decisions about their educational and professional journeys. Participants also attended the Olympia Sports and Leadership Camp, where they engaged in team-building activities and cultural teachings. This experience provided them the opportunity to work closely with a teacher, an Indigenous Student Advisor, and a co-op student. This year marked the first instance of a co-op student offering support and mentorship to these incoming grade 9 students. Looking ahead, we aim to establish a mentoring program that connects students who have completed the Reach Ahead Credit with those entering grade 9. This initiative will foster a supportive community as they navigate their secondary education and future career paths. Elementary The Elementary Summer Learning Program was a successful initiative that engaged a total of 65 students, with 33 attending in person and 32 participating virtually. Three of the classes were primary division with one junior age class. Throughout the program, students focused on enhancing their skills in reading, writing, and mathematics through a variety of interactive and age-appropriate activities. With an Educational assistant assigned to each classroom, students received personalized instruction and support, ensuring that all participants made meaningful academic progress over the summer. In addition to core academics, students took part in exciting STEM projects that encouraged creativity, problem-solving, and teamwork. In-person students did an inquiry based project on bubbles which was engaging and a fun way to bring the learning outside. These hands-on experiences not only reinforced classroom lessons but

also sparked curiosity and a passion for science and inquiry. Beyond academics, the program fostered a strong sense of community, allowing students to make new friends and build social connections that enriched their overall learning experience.

Secondary

This summer, our secondary summer learning program provided valuable opportunities for students to advance toward their Ontario Secondary School Diploma (OSSD). A total of 34 students participated in summer cooperative education within our Board area, with the majority working toward the completion of one credit. Notably, several students who exceeded the required hours during July successfully earned two credits.

We were fortunate to have two dedicated coop teachers supporting students across our geographic regions—one based in the South and another supporting students in the Central and North areas of the Board. Their commitment helped ensure students had guidance and support throughout their placements.

To support student success, our coop teachers also provided credit recovery opportunities to eight students who consistently attended their placements but did not complete their required assignments. These students will have the chance to submit their outstanding work in September at their home schools to earn their coop credit.

In addition to coop, many of our students enrolled in eLearning courses offered by Boards across the province. These online learning opportunities provided flexibility and access to a wide range of courses for our students.

Overall, it was a successful summer of learning. The combination of cooperative education and eLearning allowed our students to make meaningful progress toward their graduation goals and take advantage of valuable experiential learning opportunities.

Data summary:

Courses	Students in COOP	Credit Earned	Potential credit recovery in Sept.
DSB1 COOP	34	35	8
	Credits Attempted	Credits Earned	
OOB Courses	93	76	

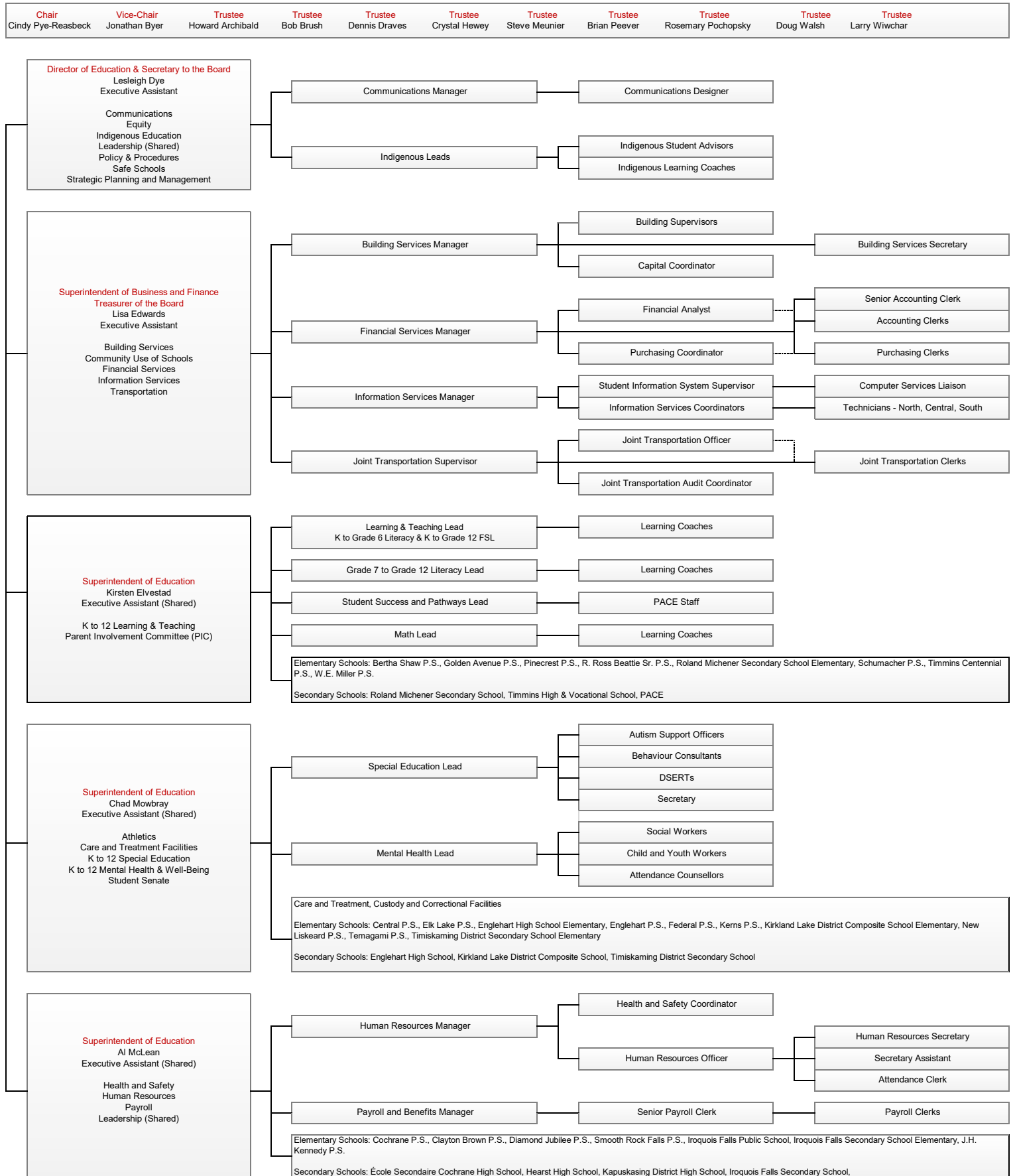
(OOB = out of Board)

Recommendation

THAT The Board receive the Summer Program Report



District Organizational Chart 2025-2026





1

Vision

We empower all learners to achieve personal excellence.

Mission

Together, we inspire innovation and a passion for learning.

2

Our Three Priorities

Innovation

Culture

Equity

3

Strategic Actions

This presentation will be anchored in all nine Strategic Actions:

Innovation	Pathways and Partnerships	Trust	Growth Mindset
Equity	Understanding our Needs	Courage	Student Voice
Culture	Communication	Relationships	Resiliency

4

Equity:

We anticipate, identify and work to remove barriers for each learner.

Courage

Understanding our Needs

Student Voice



District School Board
Ontario North East

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Equity Goal

The attendance rate for students K-12 will be 88.5%.



District School Board
Ontario North East

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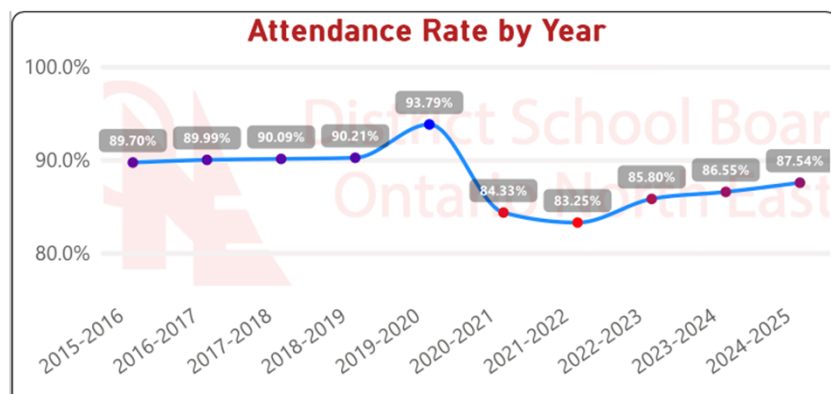
Equity Goal Result

The attendance rate, K-12 for the
2024-2025 school year was:

87.54%

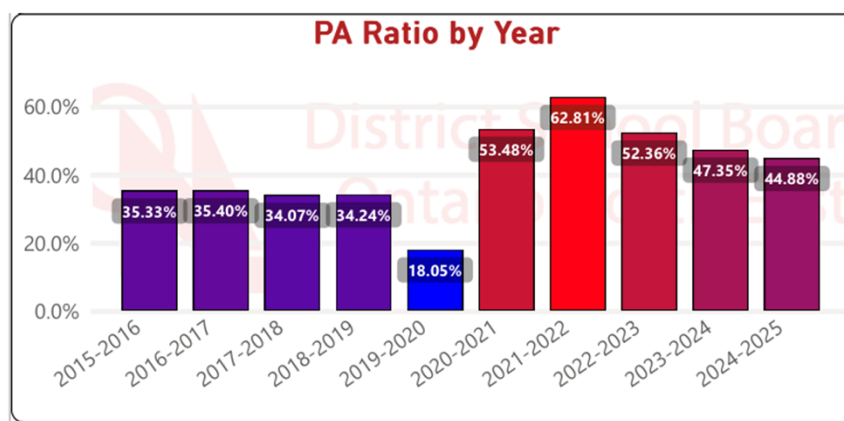
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Attendance Rate – K to 12

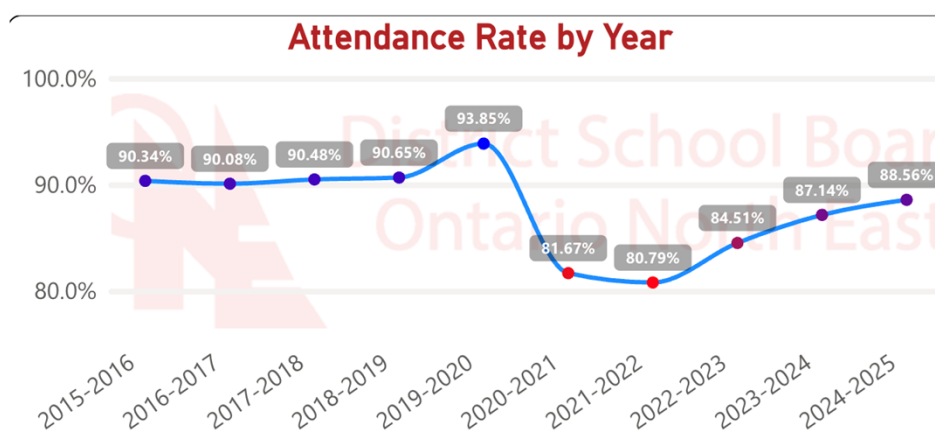


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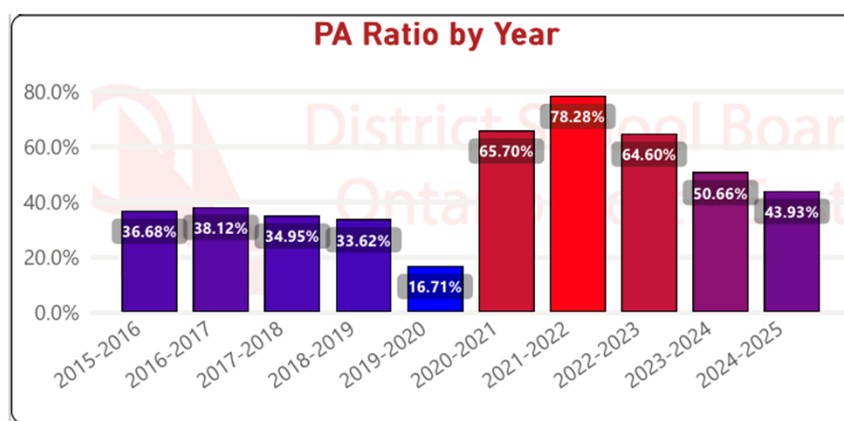
Persistently Absent – K to 12



Attendance Rate – Kindergarten

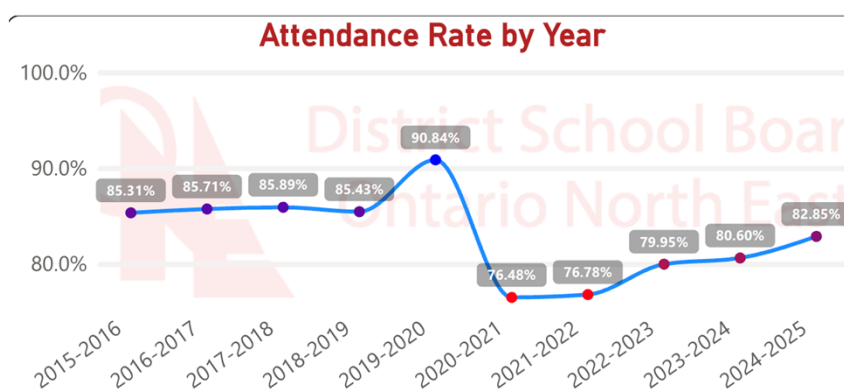


Persistently Absent – Kindergarten



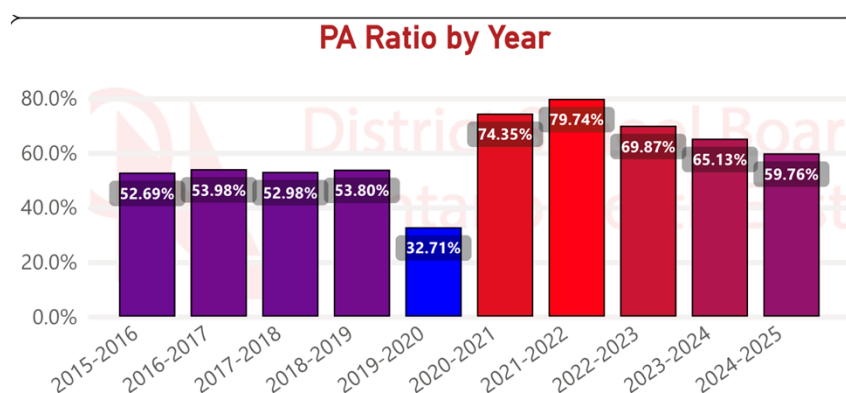
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Attendance Rate – Students who identify as Indigenous, K-12



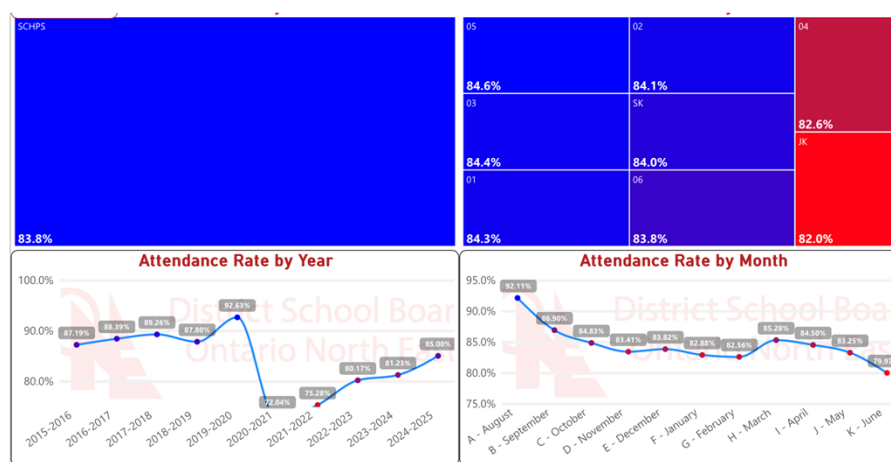
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Persistently Absent – Students who identify as Indigenous, K-12



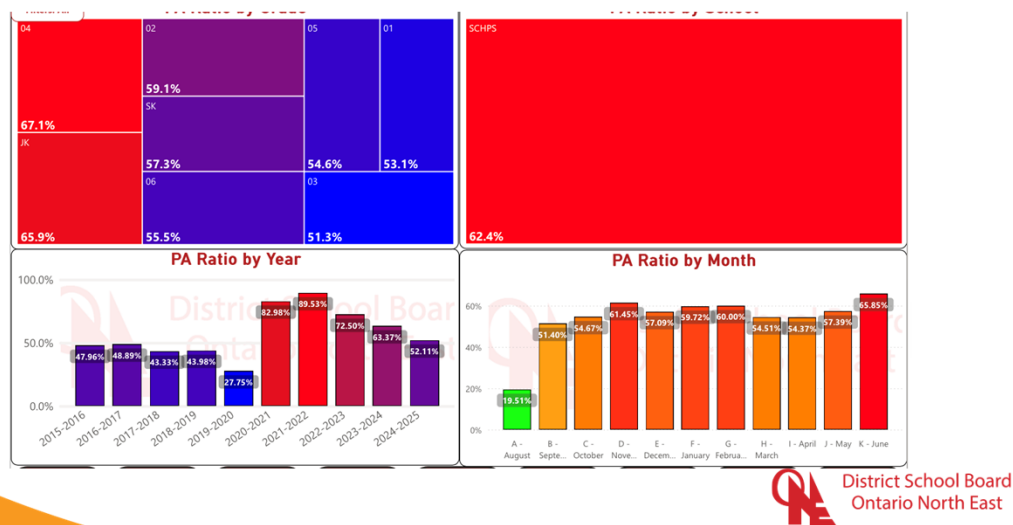
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Attendance Rate - Schumacher Public School



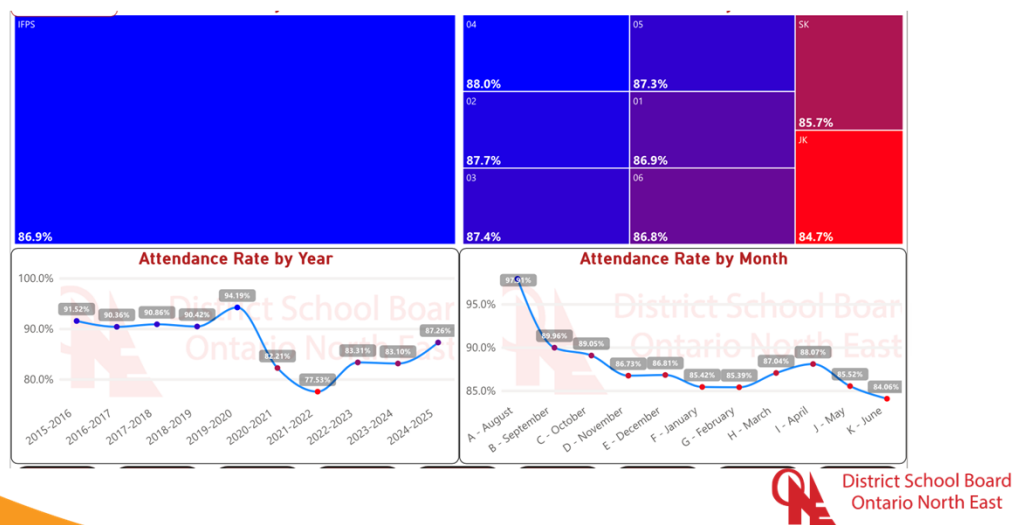
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Persistently Absent – Schumacher Public School



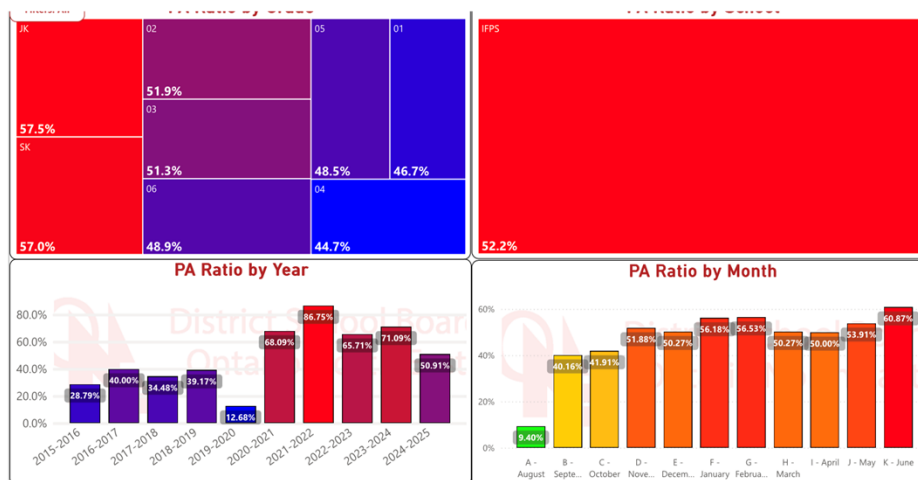
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Attendance Rate – Iroquois Falls Public School



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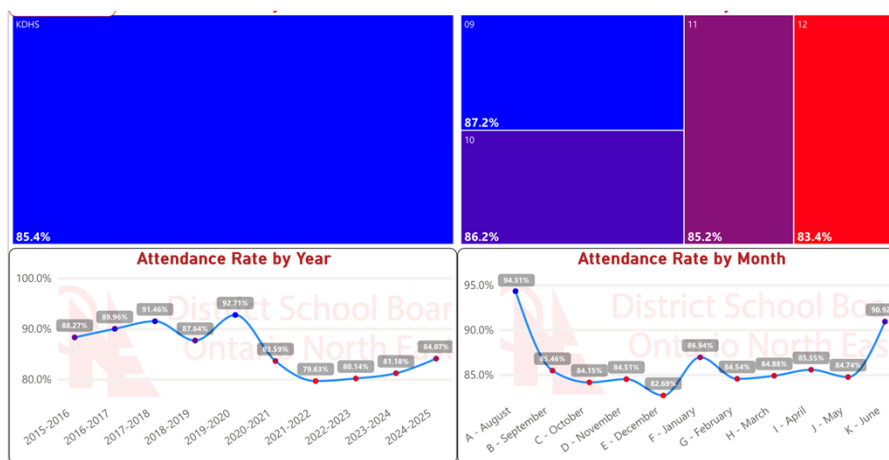
Persistently Absent – Iroquois Falls Public School



District School Board
Ontario North East

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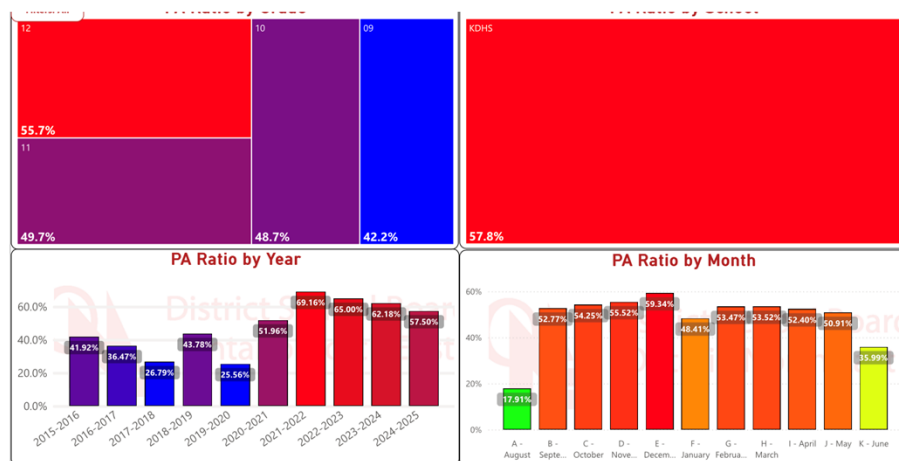
Attendance Rate – Kapuskasing District High School



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Ontario North East

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Persistently Absent – Kapuskasing District High School



19

Challenges

- Grade 12 attendance
- Mindset of students and families
- Transportation barriers
- Mental health of students

20

Successes

- Continued increase in our attendance rate
- Continued decrease in our persistent absenteeism rate
- Some schools have made significant improvements
- Year 2 Kindergarten had the most impactful improvement



21

Courage



22

Understanding our Needs

- Worked to build greater internal capacity in using Power BI to review and analyze our data to make specific improvements.

Student Voice

- Engagement opportunities for leadership
- Formal and informal opportunities for students to share feedback
- Diversity of voices



Culture:

**We promote caring, wellness
and model high expectations.**

Relationships

Communication

Resiliency



District School Board
Ontario North East

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Culture Goal

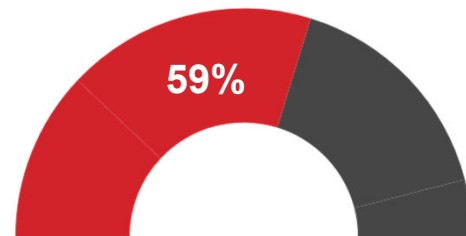
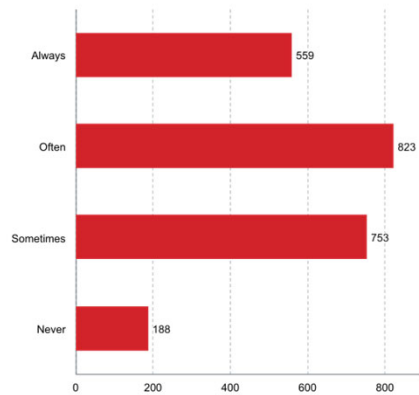
75% of students and 78% of staff will report a sense of
belonging to their school and workplace.



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Ontario North East

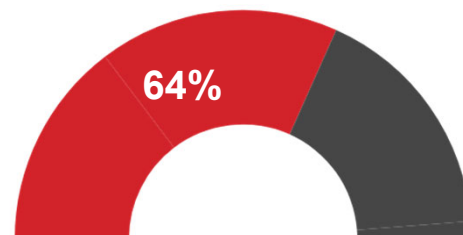
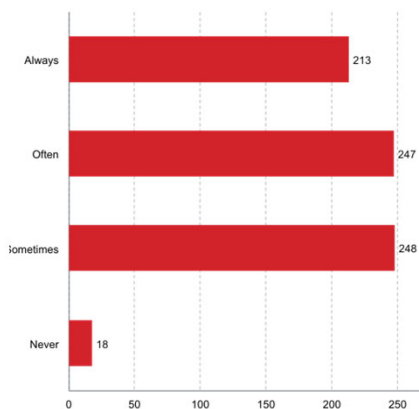
26

Culture Goal Result - Students



27

Culture Goal Result - Staff



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Survey Highlights - Students

- 77% of respondents feel that the adults in their school are always or often welcoming.
- The two highest-ranked factors to a sense of belonging at school are: having friends, and the presence of caring adults.



Survey Highlights - Staff

- 84% of respondents feel that their coworkers are always or often welcoming.
- The two highest-ranked factors to a sense of belonging at work are: supportive leadership and opportunities to build connections with colleagues.

Challenges

- Building a common understanding of belonging.
- Peer-to-peer relationships between students.
- Timing of the survey.

31

Successes



- High ratings in other categories on the surveys.
- 280 staff nominations for fostering a culture of belonging in 2024-2025.
- Meaningful participation in the Kindness in Colour Contest, where students were asked to submit designs for our DSB1 Pink T-Shirt.

32

Relationships

Staff told us they:

- value professional learning.
- prefer choice in the topics for professional learning.
- prefer professional learning during their working day.
- prefer “in-person” professional learning.
- prefer professional learning that is relevant, applicable and practical.

Communications

- Created efficiencies in our process to share good news stories on the DSB1 and school homepages.
- Consistency in media releases throughout the school year.
- Continue to foster respectful relationships with the media.

Resiliency

- Family Engagement
- Family Partnership Structures
- Communication and Connection



Innovation:

We cultivate thinking and specific actions to improve.

Growth Mindset

**Pathways and
Partnerships**

Trust

Innovation Goal

80% of Grade 9 students will earn all of their credits during the school year.

Innovation Goal Result

- **83%** of Gr. 9 students working towards an OSSD have earned 8/8 credits



Challenges

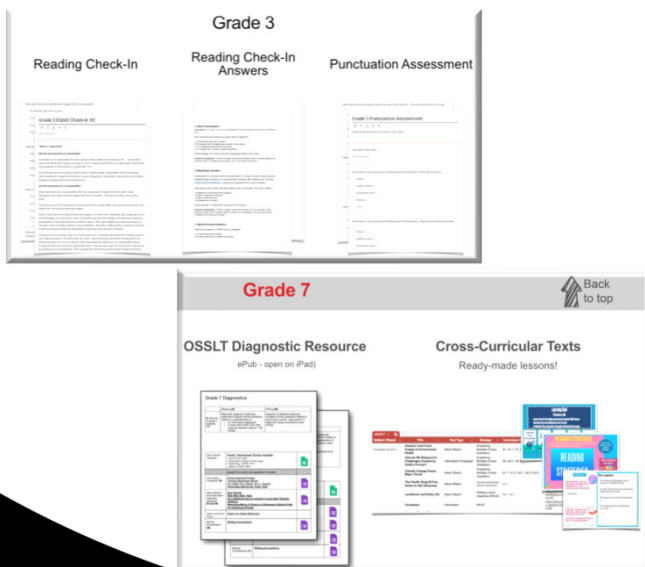
- Attendance: 76% of the students who did not earn 8/8 met the criteria for being persistently absent.
- Sense of belonging and connection with school.
- Traditional assessment and evaluation products.

Successes

- Student Success Teams.
- All schools provide multiple opportunities for credit rescue.
- All schools provide credit recovery.
- Increased monitoring monthly with PowerBI – Student Success.



Growth Mindset



- Sample Question Resources
- Math sample questions organized by math strand and aligned with long range plans.
- Focus on *Thinking & Application* questions.

41

Trust



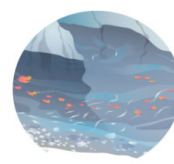
Assess your mental health

Taking control of your mental health starts with knowing where you're at in your mental health journey. The Starling Mind's Check-Up provides quick assessments backed by science to give a clear snapshot of your current mental fitness and what areas to focus on.



Build your mental fitness

Starling Minds offers a personalized daily mental health management program with training sessions tailored to your needs, challenges, and goals. Use Cognitive Behavioral Therapy (CBT) techniques to build healthier, life-long habits.



Transform your substance use (New!)

Reflect on your substance habits and decide what change could look like for you. Whether that includes cutting back or quitting entirely, the Starling Minds substance-use program will adjust to support your specific goals.

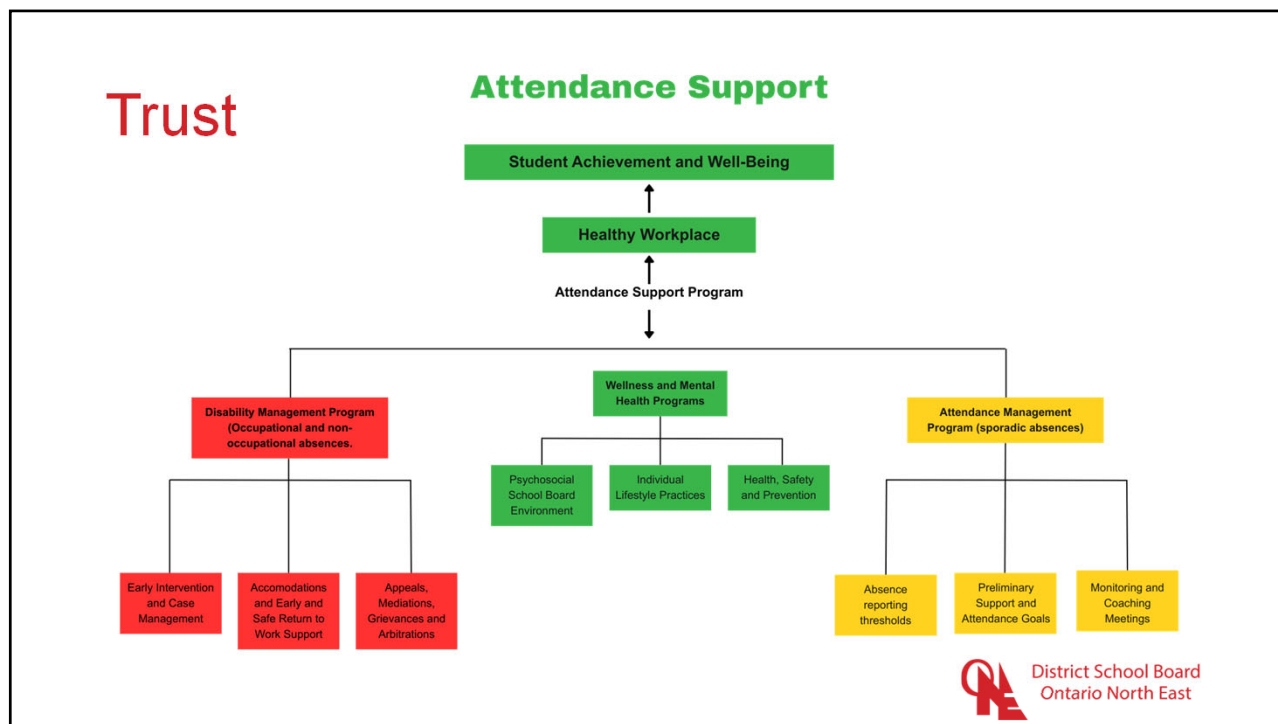
Joining Starling Minds

All OTIP members, including RTIP, Home, Auto, and Life Insurance customers, can access Starling Minds to better understand their mental health, access substance-use support, find strategies for anxiety or depression, manage stress, and more.

Your Starling Minds access code to register (if required):

- OTIP members: member
- Eligible family members (e.g., spouse, child age 16+): familymember

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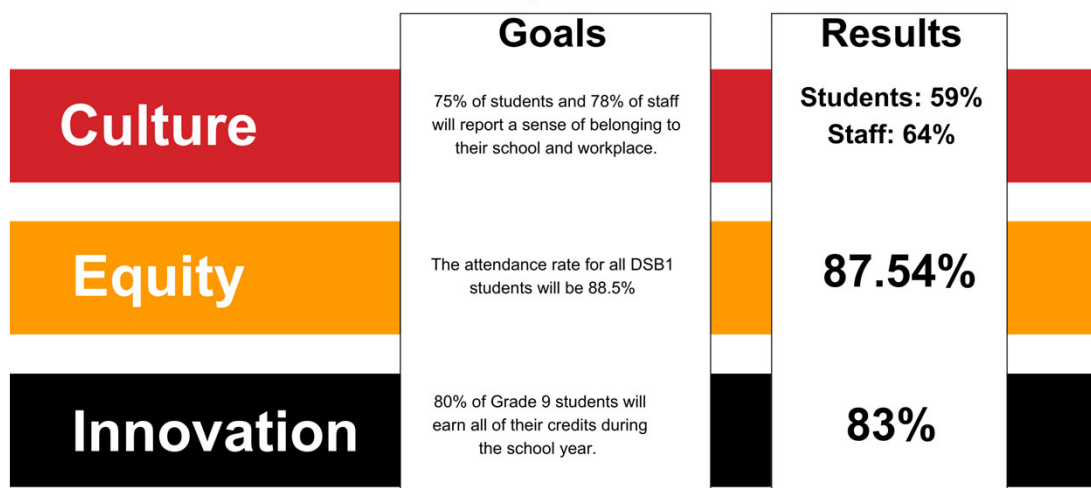
Pathways and Partnerships

- Secondary Schools Hosting SHSM Expo Nights
- Pathways Resources for Families
- Collaboration between Pathways Lead and Indigenous Education Lead



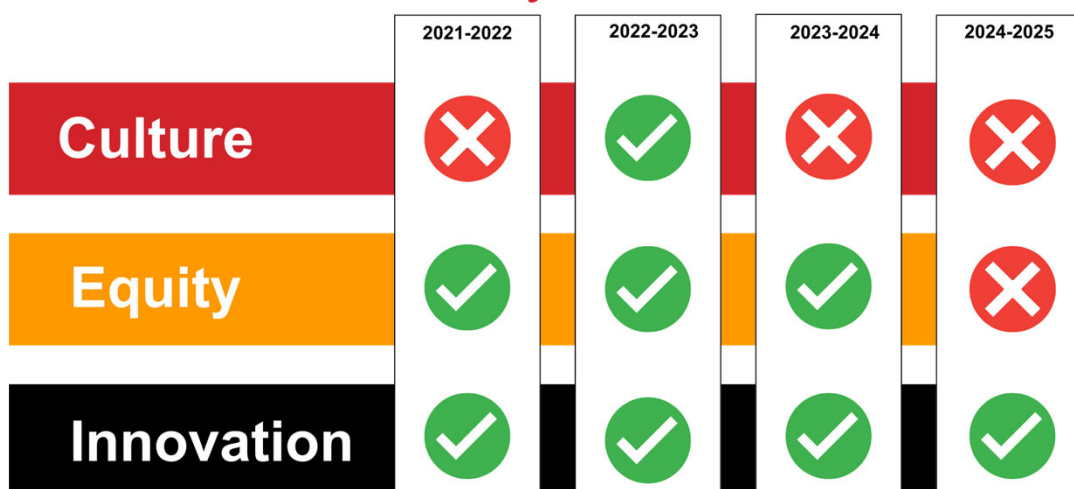
44

2024-2025 Summary

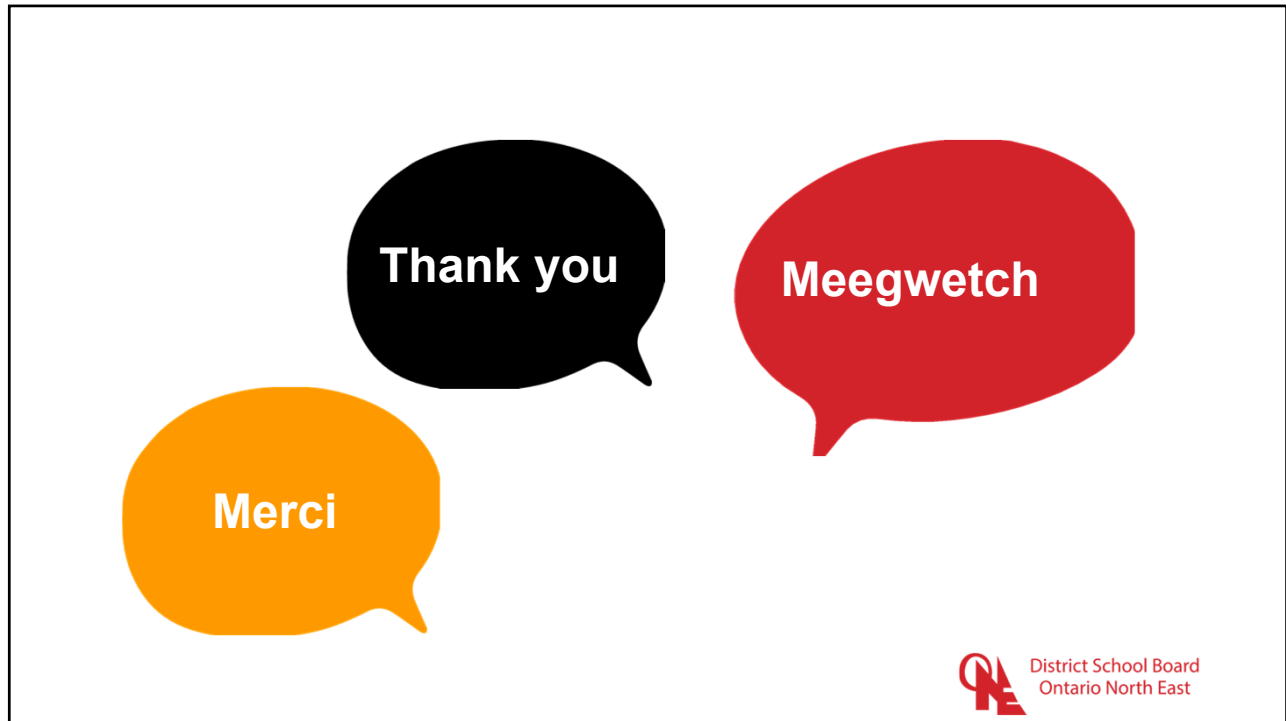


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2021-2025 Summary



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2021-2025 Strategic Plan Goals and Results

2021-2022

Priority	Goal	Result
Culture	80% of students report in the School Climate Survey that they feel their school welcomed them back after virtual learning.	Not achieved: Elementary 68% Secondary 77%
Equity	Increase student participation in their Identification, Placement and Review Committee (IPRC) meetings.	Achieved
Innovation	Increased participation in pathways programs.	Achieved

2022-2023

Priority	Goal	Result
Culture	Positive progression in Efficacy Assessment.	Achieved: 53.5 % of staff rated DSB1 in Amber/Green or Green.
Equity	70% of students would attend 90% of the time	Achieved: 82%
Innovation	Achieve 85% English credit accumulation.	Achieved: 86.9%

2023-2024

Priority	Goal	Result
Culture	75% of students in Grades 7/8 who complete the mental health modules have the knowledge and skill to support their mental health and well-being needs.	Not achieved: 74%
Equity	The attendance rate for students K-12 will be 85%.	Achieved: 87.5%
Innovation	70% of Grade 9 student will earn all of their credits during the school year.	Achieved: 73.4

2024-2025

Priority	Goal	Result
Culture	75% of students and 78% of staff will report a sense of belonging to their school and workplace.	Not achieved Students: 59% Staff: 64%
Equity	The attendance rate for students K-12 will be 88.5%.	Not achieved: 87.54%
Innovation	80% of Grade 9 student will earn all of their credits during the school year.	Achieved: 83%



July 10, 2025

The Honourable Paul Calandra, Minister of Education
Ministry of Education
315 Front Street West, 14th Floor
Toronto, ON, M7A 0B8

Dear Minister Calandra,

We are pleased to share that the Waterloo Region District School Board (WRDSB) has approved a balanced budget for the 2025-26 school year. This is the second consecutive year that we have done so, and is the result of sound fiscal management by our staff, and follows significant cuts that were made in 2023-24 and 2024-25.

Thank you for accepting feedback on the transportation funding model. The recent updates have allowed us to meet the transportation needs of our students without redirecting funding from other areas.

Although the budget is balanced, staff have outlined some strategic in-year spending plans to utilize a small portion of our reserves. This will be done when we confirm our 2024-25 fiscal position later this fall. The use of our reserves is a temporary measure to address important strategic items to support student learning by:

- Improving student outcomes and in-school support for literacy, math
- Supporting classroom safety
- Supporting the attendance management program that was mandated through PPM 171 by acquiring the needed technology.

Today we are writing to ask that you consider implementing the following changes for the 2026-27 budget cycle that would help to address structural budget pressures facing the WRDSB, as well as many other school boards across the province;

Special Education: Information obtained from 2024-25 Revised Estimates for school boards shows that 67 of the 72 school boards in the province will spend more on special education than they receive through the Special Education Fund. For the 2025-26 school year, the WRDSB is projected to spend \$5.5M more on special education than we receive. The number of students requiring special education support continues to increase and we want to be confident that these students get the support they need to be academically successful.

Inflation: Continues to have a significant impact on software and licensing. The increase in software and licensing renewals for 2025-26 ranges between 5-15%. The



computer hardware costs are also increasing. We have had to roll-back portions of our computer plan for elementary schools in the 2025-26 school year.

The Ministry has increased the non-salary portion of school operations funds by 2% which does not cover the compounding effect of inflation over the past number of years. Many of the non-staffing per pupil benchmarks included in the Learning Resources Fund have increased by 2.3% since 2009-10 while inflation over the same period has been 43.5%. This is funding that directly impacts the classroom.

Short-term supply costs: Staff absences cost boards almost 2.5 times the amount of funding provided by the province. In 2025-26 it is estimated that the WRDSB will receive approximately \$13.9M in funding to cover short-term supply costs for teachers and DECEs; we project spending \$30.0M, a shortfall of \$16.1M. This does not include short-term supply costs for principals, vice-principals and educational assistants, for which we receive no direct funding.

We are committed to the Ministry mandate of improving academic achievement. Additional funding in even some of these areas would allow the WRDSB to improve achievement by hiring more Math Intervention Teachers, Educational Assistants, Child and Youth Workers and Early Reading Intervention Teachers.

Our mutual goal is academic excellence through a partnership of staff, parents, families and community to enable each and every student in our board to achieve academic success.

Sincerely,

A handwritten signature in black ink, appearing to read 'Maedith Radlein', is written over a horizontal line.

Maedith Radlein
Chair of the Board of Trustees
Waterloo Region District School Board

cc: WRDSB Trustees
Local Member of Provincial Parliament
Ontario Public School Boards' Association
WRDSB labour partners
WRDSB statutory committees
Ontario public school boards



Métis Nation of Ontario
Nation Métisse de l'Ontario -Timmins

347 Spruce Street South
Phone: 1-705-264-3939 Fax: 1-705-264-5468

Wednesday, August 27, 2025

Dear Trustees and Staff of DSB1,

I hope this message finds you well. On behalf of the Métis Nation of Ontario Timmins Council, I would like to extend our sincere gratitude for welcoming the MNO's ELCC team to your August 27th professional development day and allowing the ELCC team the opportunity to present about Powley Day.

Your openness in creating space for learning about Métis history, culture, and rights demonstrates a meaningful commitment to advancing truth and reconciliation within your schools. By engaging with FNMI organizations such as the Métis Nation of Ontario, DSB1 is helping to ensure that educators have the tools and knowledge to respectfully share these important stories and perspectives with their students.

We truly value the chance to build strong, collaborative relationships with your staff. Together, we can continue to create learning environments where all students see themselves reflected and respected, and where the contributions of Indigenous peoples are acknowledged and celebrated.

Once again, thank you for your support and partnership. We look forward to continuing to work alongside DSB1 to support truth, reconciliation, and culturally inclusive education across the region.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken Seod'.

Métis Nation of Ontario Timmins Council
Councillor and Education Representative



Title	Canada Revenue Agency Access
Date	September 9, 2025
Presenter	Lisa Edwards
Strategic Priority	Culture, Equity, Innovation
Background and Information	Canada Revenue Agency online access is requested for Charles Trudel, Manager of Financial Services. This access will be used to file and review GST/HST remittances as well as to download Compliance Certificates to be provided to the Ministry. This access would be similar to what is provided in positions of similar responsibility in comparable sized organizations. Generally, the Manager of Financial Services has access to the information requested as they are responsible for filing the GST/HST remittances.
Recommendation	That the Board approve CRA online access to Charles Trudel, Manager of Financial Services.

From: Vivienne Penfound <vivienne@osbie.ca>
Sent: August 20, 2025 2:41 PM
To: Vivienne Penfound <vivienne@osbie.ca>
Cc: Harjit Douglas <harjtd@osbie.ca>
Subject: OSBIE Call for Nominations- deadline October 9th, Appel à candidatures - date limite le 9 octobre

You don't often get email from vivienne@osbie.ca. [Learn why this is important](#)

La version française suit

TO: Northeast Region Board contacts

RE: Call for Nominations Now Open, OSBIE Board of Directors

Please forward within your Board to interested parties

Serving on the Board is a great way to strengthen your strategic and corporate governance skills and build your network in the sector at the same time. OSBIE's focus is to continue providing long term value for our members, and the board supports this through their strong governance.

To qualify to serve on OSBIE's Board of Directors, an individual must be an employee or trustee of a Subscribing School Board. The attached **Profile of an OSBIE Director** provides a description of the skills and competencies the board is looking for. Also included is the **Regional Alignment** document to help you identify boards in your region.

In the Northeast Region, OSBIE is seeking nominees for one directorship commencing January 1, 2026, and ending December 31, 2029 (a 4-year term)

Do you have an interested candidate?

If anyone from your Board is interested in running for the OSBIE Board of Directors, please complete Sections A & B of the attached Nomination Form and submit the signed form by **Thursday October 9, 2025.**

Please Submit a voting delegate for your Board.

Please complete the Voting Delegate form to identify your board's voting delegate. **We require the name of the Board's voting delegate, even if the Board is not making a nomination. Please return the Voting Delegate form by Thursday October 9, 2025.**

The election process, if required will take place on November 6th and 7th, 2025. You will be advised of the details of the election process when the ballots are sent out in November.

If you have any questions regarding the OSBIE Board, please do not hesitate to contact me vivienep@osbie.ca 1-800-668-6724 ext. 227.

DESTINATAIRES : Personnes-ressources des conseils de la région du nord-est

OBJET : Appel à candidatures ouvert – Conseil d'administration de l'OSBIE

***Veuillez transmettre aux parties intéressées au sein de votre conseil ***

Siéger au conseil d'administration représente une excellente façon de renforcer vos compétences stratégiques et de gouvernance d'entreprise tout en bâtissant votre réseau dans le secteur. L'OSBIE s'emploie à continuer de valoriser ses membres à long terme, ce que le conseil d'administration appuie dans le cadre d'une régie vigoureuse.

Pour être admissible à siéger au conseil d'administration de l'OSBIE, le candidat doit être employé ou conseiller d'un conseil scolaire membre. Le **Profil d'un membre du conseil d'administration de l'OSBIE** (ci-joint) renferme une description des compétences recherchées par le conseil d'administration. Le document **d'alignement régional est également** inclus pour vous aider à identifier les conseils scolaires dans votre région.

Dans la région du nord-est, l'OSBIE est à la recherche une candidature pour un postes d'administrateur du 1^{er} janvier 2026 au 31 décembre 2029 (mandat de quatre ans).

Vous connaissez un candidat intéressé?

Si une personne de votre conseil manifeste de l'intérêt pour un poste au sein du conseil d'administration de l'OSBIE, veuillez remplir les Sections A et B du formulaire de mise en candidature, puis signer le formulaire et le présenter au plus tard le **jeudi 9 octobre 2025.**

Présenter un délégué pour votre conseil.

Veillez remplir le formulaire de délégué pour soumettre la candidature du délégué de votre conseil. **Nous devons connaître le nom du délégué de votre conseil, même si celui-ci ne présente aucun candidat. Prière de nous retourner le formulaire de désignation d'un délégué au plus tard le jeudi 9 octobre 2025.**

L'élection aura lieu (au besoin) les 6 et 7 novembre 2025. Vous serez avisé des détails du processus lorsque les bulletins de vote seront envoyés, en novembre.

Si vous avez des questions concernant le conseil d'administration de l'OSBIE, n'hésitez pas à communiquer avec moi.

Veillez agréer, Monsieur/Madame, l'expression de mes salutations distinguées
viviennep@osbie.ca 1-800-668-6724 ext. 227.

Kind regards,

Vivienne



Vivienne Penfound, CPA *(she/her)*

Vice President, Finance and Administration

T 519-767-2182 x 227 TF 1 800 668-6724

viviennep@osbie.ca | osbie.ca

71 Hanlon Creek Blvd Unit #1, Guelph, Ontario N1C 0B1

Note that my hours of work may be different from yours. Please do not feel obligated to respond to my email outside of your normal work hours.



Profile of a Member of the Board of Directors of OSBIE

The Board of Director's role is to ensure that OSBIE provides value added insurance at stable cost.

The Board governs OSBIE through strategic leadership, by applying a framework of governance principles and by holding itself accountable for governance performance with an emphasis on the intended long-term value for Subscribers. The Board shall direct and inspire the organization through careful establishment of policies reflecting the board's values and perspectives.

Criteria

- Regional Directors or Board members must be either an employee or a trustee of a member school board
- Regional Directors are elected by the subscriber boards by defined region for a four-year term.

Skillset and knowledge required

- Strong leadership
- Sound understanding in corporate governance and policy development
- Ability to assimilate large amounts of information (financial, legal, investment and insurance)
- Proficiency in risk management and loss control
- Understanding of actuarial reports
- Competencies in monitoring and evaluating the effectiveness of the Board
- Excellent communication skills
- Honesty and integrity
- Ability to think strategically
- Understanding of school board and public sector environments
- Demonstrated ability to operate effectively as part of a team of elected directors to help achieve expected Board performance

Responsibilities of board members

- Participate in board orientation and training sessions
- Acquire an understanding of the organization's activities and to keep informed about the issues affecting the organization
- Understand Director and Board accountability with respect to legal, fiduciary and duty of care responsibilities
- Attend and participate actively in board and committee meetings
- Provide leadership to the Board or committee
- Represent and be accountable to member boards (subscribers)
- Support board decisions and act as an advocate for the organization



2025 REGIONAL ALIGNMENT

CENTRAL REGION (CE)

Brant Haldimand-Norfolk Catholic District School Board	CE
Conseil scolaire Viamonde	CE
District School Board of Niagara	CE
Grand Erie District School Board	CE
Hamilton Wentworth Catholic District School Board	CE
Hamilton Wentworth District School Board	CE
Kawartha Pine Ridge District School Board	CE
Kids Ability School Authority	CE
Niagara Catholic District School Board	CE
Peterborough Victoria Northumberland & Clarington Catholic District School Board	CE
Trillium Lakelands District School Board	CE
Upper Grand District School Board	CE
Waterloo Catholic District School Board	CE
Waterloo Region District School Board	CE
Wellington Catholic District School Board	CE
Niagara Children's Centre School Authority	CE

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CENTRAL ONTARIO REGION (COR)

Bloorview School Authority	COR
Conseil scolaire catholique MonAvenir	COR
Dufferin-Peel Catholic School Board	COR
Durham Catholic District School Board	COR
Durham District School Board	COR
Grandview School Authority	COR
Halton Catholic District School Board	COR
Halton District School Board	COR
Peel District School Board	COR
Toronto Catholic District School Board	COR
York Catholic District School Board	COR
York Region District School Board	COR

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EASTERN REGION (EA)

Algonquin & Lakeshore Catholic District School Board	EA
Catholic District School Board of Eastern Ontario	EA
Conseil des écoles catholiques du Centre-Est	EA
Conseil des écoles publiques de l'Est de l'Ontario	EA
Conseil scolaire de district catholique de l'Est ontarien	EA
Consortium Centre Jules-Léger	EA
Hastings & Prince Edward County District School Board	EA
Limestone District School Board	EA
Ottawa Carleton District School Board	EA
Ottawa Catholic District School Board	EA
Upper Canada District School Board	EA

11**MID NORTH REGION (MN)**

Algoma District School Board	MN
Conseil scolaire de district catholique du Nouvel-Ontario	MN
Conseil scolaire public du Grand Nord de l'Ontario	MN
Huron Superior Catholic District School Board	MN
Protestant Separate School Board of the town of Penetanguishene	MN
Rainbow District School Board	MN
Simcoe Muskoka Catholic District School Board	MN
Sudbury Catholic District School Board	MN

8**NORTH EAST REGION**

Conseil scolaire catholique de district des Grandes Rivières	NE
Conseil scolaire catholique Franco-Nord	NE
Conseil scolaire public du Nord-Est de l'Ontario	NE
District School Board Ontario North East	NE
James Bay Lowlands Secondary School Board	NE
Moose Factory Island District School Board	NE
Moosonee District School Board	NE
Near North District School Board	NE
Nipissing Parry Sound Catholic District School Board	NE
Northeastern Catholic District School Board	NE
Renfrew County Catholic District School Board	NE
Renfrew County District School Board	NE

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NORTH WEST REGION

Conseil Scolaire de district catholique des Aurores- Boréales	NW
Keewatin-Patricia District School Board	NW
Kenora Catholic District School Board	NW
Lakehead District School Board	NW
Northwest Catholic District School Board	NW
Rainy River District School Board	NW
Superior North Catholic District School Board	NW
Superior-Greenstone District School Board	NW
Thunder Bay Catholic District School Board	NW

9**WESTERN REGION**

Avon Maitland District School Board	WE
Bluewater District School Board	WE
Bruce Grey Catholic District School Board	WE
Conseil scolaire catholique Providence	WE
Greater Essex County District School Board	WE
Huron-Perth Catholic District School Board	WE
John McGivney Children's Centre School Authority	WE
Lambton Kent District School Board	WE
London District Catholic School Board	WE
St. Clair Catholic District School Board	WE
Thames Valley District School Board	WE
Windsor-Essex Catholic District School Board	WE

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August 19, 2025

Northeast Region

Subject: Call for Nominations, OSBIE Board of Directors 2026

Have you ever considered running for the OSBIE Board of Directors? Serving on the Board is a great way to strengthen your strategic and corporate governance skills and build your network in the sector at the same time. OSBIE's focus is to continue providing long term value for our members, and the board supports this through their strong governance.

To qualify to serve on OSBIE's Board of Directors, an individual must be an employee or trustee of a Subscribing School Board. The attached **Profile of an OSBIE Director** provides a description of the skills and competencies the board is looking for. Also included is the Regional Alignment document to help you identify boards in your region.

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info@osbie.ca
osbie.ca

Head Office
1-71 Hanlon Creek Blvd
Guelph, ON
N1C 0B1
T 1 800 668 6724
F 519 767 0281

The election process, if required will take place on November 6th and 7th, 2025. You will be advised of the details of the election process when the ballots are sent out in November.

If you have any questions regarding the OSBIE Board, please do not hesitate to contact me.

Yours sincerely,

A handwritten signature in black ink that reads "Vivienne Penfound". The script is cursive and fluid, with the first name "Vivienne" being larger and more prominent than the last name "Penfound".

Vivienne Penfound, **CPA**

Vice President of Finance and Administration



Northeast Region

Instructions:

- Box A to be completed and identify the nominee from your Board. Authorized signature(s) are those of the nominator, or nominators. Only one authorization signature is required.
- A Board can only nominate one person for the available term.

A) NOMINATION

(NAME OF NOMINEE (A TRUSTEE OR AN EMPLOYEE OF A SUBSCRIBER BOARD))

(TITLE)

IS HEREBY NOMINATED AS A CANDIDATE FOR A POSITION ON THE BOARD OF DIRECTORS OF OSBIE.

NAME OF MEMBER SCHOOL BOARD _____

AUTHORIZED SIGNATURE(S) _____
(cannot be nominee)

B) ACCEPTANCE

I, _____ ACCEPT THE NOMINATION TO SIT ON THE BOARD OF DIRECTORS OF OSBIE AND AGREE TO STAND FOR ELECTION.

DATE: _____ Nominee Signature: _____

Signed nomination forms should be submitted by fax or email to OSBIE by **Thursday October 09, 2025**, to:
Attention: Vivienne Penfound, VP of Finance and Administration, OSBIE, vivienne@osbie.ca
Fax: 519-767-0281

**BOARD VOTING DELEGATE DESIGNATION FORM****Northeast Region**

The Voting delegate is the designated voter for your Board, should an election be necessary for your region.

Election Days are set for November 6th and 7th, 2025.

Only a vote signed by the Voting Delegate will be accepted by the scrutineer.

The Voting Delegate's name and work email address will be shared with all nominees in your region, prior to election day.

VOTING DELEGATE

NAME OF BOARD: _____

NAME OF BOARD'S VOTING DELEGATE: _____

TITLE: _____

EMAIL: _____

Please submit the Voting delegate form by **Thursday Oct 09, 2025**, to:

Vivienne Penfound, VP of Finance and Administration, OSBIE

Email: vivienne@osbie.ca

Fax: 519-767-0281