

Equity and Inclusive Education – TVDSB Board Strategy

Updated March 1, 2011

2008 - 2009					
Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
1. Board policies, programs, guidelines and practices:					
Board will: • review existing equity and inclusive education policies and/or begin to develop or extend such policies.	Review and Revise current <i>Requests for Accommodation in the Music Curriculum</i>	Procedure revised	Program Services	Spring 2010	Completed
	Establish an EIE Sub-committee to create a process to be used when revising and creating TVDSB Policies and Procedures.	Process developed	EIE Committee	2010	In progress
	Review existing policies and procedures using checklist and make suggestions for review and then create a priority list for the Policy Working Committee to ensure that Ontario EIE strategy is reflected.	List of Policies and Procedures in priority along with review suggestions	EIE Sub-committee	2010	To be done
2. Shared and committed Leadership					
Board will: • identify a contact person to liaise with the ministry and other boards to share challenges, promising practices, and resources.	Executive Superintendent of Program to be liaison	Correspondence received by Laura Elliott	Laura Elliott	September 2008 & Updated annually	Ongoing
	Participate in all Ministry EIE workshops and attend regional board networking sessions	Workshops attended by key staff	EIE Committee members and other Board/School Staff	Ongoing	Ongoing

2008 - 2009

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
3. School community relationships					
Board will: • review existing community partnerships to support the principles of equity and inclusive education and to reflect the diversity of the broader community; • implement strategies to identify and remove discriminatory barriers that limit engagement by students, parents, and the community, so that diverse groups and the broader community have better board-level representation and great access to board initiatives.	Review existing Board partnerships to ensure community representation.	Partnership Contact List	EIE Committee	Fall 2010 & Continually updated	Ongoing
	Develop a Board EIE Advisory Committee.	Advisory Committee created	EIE Sub-committee	Fall 2010	In progress
	Develop tool to review list of committee member representation.	Tool created	EIE Advisory Committee	2010	To be done
	Ask partnerships to review representation on Advisory Committee including future direction for improved feedback.	Feedback from partnerships reported to Advisory Committee	Advisory Committee	2011	To be done
	Develop workshop module on diverse school community partnerships.	Module created	EIE Sub-committee	2011	To be done
4. Inclusive curriculum and assessment practices					
Referenced in 2009-2010 & 2010-2011					
5. Religious accommodation					
Referenced in 2009-2010 Action Plan					
6. School Climate and the prevention of discrimination and harassment					
Referenced in 2009-2010 Action Plan					
7. Professional Learning					
Referenced in 2010-2011 & 2011-2012 Action Plans					
8. Accountability and transparency					
Board will: • report on progress in the Director of Education's annual report.	Inclusion of EIE every year in Director of Education's annual report	Annual report	Bill Tucker	Annually	Ongoing

2009 - 2010

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
1. Board policies, programs, guidelines and practices:					
Board will: • develop or revise policies on equity and inclusive education for implementation by September 2010. Schools will: • develop and implement strategies to engage students, parents, and the broader community actively in the review, development, and implementation of initiatives to support and promote equity and inclusive education.	Develop a new Equity and Inclusive Education Policy	Policy posted on TVDSB website	Laura Elliott	September 2010	Completed
	Revise Bullying Prevention and Progressive Discipline procedures and develop new Bullying Prevention and Progressive Discipline Policies	Policies posted on TVDSB website	Barb Sonier	Feb. 2010	Completed
	Develop a comprehensive consultation strategy to elicit stakeholder (internal and external) response on new and revised policies, procedures and guidelines.	Consultation with stakeholders	EIE Committee	Spring 2010	Completed
2. Shared and committed Leadership					
Referenced in 2008-2009 & 2011-2012 Action Plans					
3. School community relationships					
Schools will: • implement strategies to review existing community partnerships so that they reflect the diversity of the broader community; work toward representation of diverse groups on school committees.	Foster community partnerships / mentors to bring community members into the schools (i.e., Visiting Elders, Cultural Teachers program, Women in Science).	Community partners will be in schools. Evaluations for specific programs will be done on an annual basis to determine effectiveness.	EIE Committee	Fall 2009	Ongoing
4. Inclusive curriculum and					

2009 - 2010

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
assessment practices					
Board will: • review student assessment and evaluation policies and practices to identify and address systemic bias that may exist in the way students' work is assessed and evaluated.	Committee (Growing Success) to develop new assessment and evaluation policies and procedures.	Posted on TVDSB website Schools will have been inserviced on policies	Growing Success Committee	Fall 2010	In progress
5. Religious accommodation					
Board will: • have religious accommodation guidelines in place, and communicate these guidelines to the school community.	Revise current <i>Religious Observances Accommodation of Staff Policy #3009</i> to include student accommodations .	Policy revised and information distributed	EIE Sub-committee/ HR and Program Services Departments	Spring 2010	In progress
	Develop a student Guideline / Procedure for Religious Accommodation and inform students and their parents/guardians of their right to request accommodation for religious beliefs and practices.	Procedure developed and information distributed	EIE Sub-committee/ HR and Program Services Departments	Spring 2010	In progress
	Establish a Community Faith-based Curriculum Advisory Committee to assist in the development of Accommodations in the Curriculum	Advisory Committee created	EIE Sub-committee	2010	In progress
6. School Climate and the prevention of discrimination and harassment					
Board will: • implement strategies to identify and remove	Complete a gap analysis of discriminatory barriers within board and school operations.	Gap analysis completed	EIE Committee / Human Resources	Spring 2010	Spring 2010

2009 - 2010

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<p>discriminatory barriers that limit engagement by students, parents, and the community, so that diverse groups and the broader community have better board-level representation and greater access to board initiatives;</p> <ul style="list-style-type: none"> • put procedures in place that will enable students and staff to report incidents of discrimination and harassment safely, and that will also enable the board to respond in a timely manner. 	Review the Board Policy on Harassment to ensure that it is comprehensive and includes staff and students.	Policy posted on TVDSB website	Human Resources	Fall 2010	Completed	
	Review and centralize existing reporting system for students and staff to safely report incidents of discrimination and harassment.	Procedure posted on TVDSB website	Human Resources and All Departments	Spring	Completed	
	Develop a training strategy on Harassment, and Discriminatory Practices that includes education of students, staff and community on prevention strategies – discrimination & Harassment.	Training Strategy shared with TVDSB communities Inclusion in Code of Conducts	Human Resources & All Departments, Safe Schools, School Councils, Student Trustees	HR will provide into		
	Gather responses to Elementary Safe School Climate survey	Surveys completed, analysed, and used to create individual school Action Plans	Research and Assessment, Safe Schools	2009	Completed	
	Gather responses to Secondary Safe School Climate survey	Surveys completed, analysed, and used to create individual school Action Plans	Research and Assessment, Safe Schools	2011	To be done	
	Gather online responses for Parent Safe School Climate survey	Surveys completed	Research and Assessment, Safe Schools	2011	To be done	
	Complete Risk Assessment for Health & Safety.	Risk Assessment completed	Operations & Principals	Annually	Ongoing	
7. Professional Learning						
Referenced in 2010-2011 & 2011-2012 Action Plans						

2009 - 2010

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
8. Accountability and transparency					
Schools will: 2009-2010 • report progress annually to the school board.	Annual report to the school board and school community will be given by EIE Committee	Annual Report	EIE Committee (Chair)	Annually	Ongoing

2010 - 2011

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
1. Board policies, programs, guidelines and practices:					
Board will: • implement equity and inclusive education policies; • embed equity and inclusive education principles in board and school improvement plans.	Ensure that principles of equity and inclusive education permeate and are explicitly stated in all Board policies, programs, guidelines, operations, practices, Board improvement plans and board website.	All documentation referenced the checklist created in the 2008-2009 Action Plan	All Departments & TVDSB Policy and Procedure Sub-Committee	Annually and as new policies, guidelines and practices are introduced	Ongoing
	Develop mandatory staff training strategy on new policies, procedures and guidelines.	Training Guide Update by principals during SO visits	Administrative Council	As needed	Ongoing
	Embed EIE principles in the board improvement plan and schools improvement plans.	Specific reference to EIE guiding principles in plans	Administrative Council	Annually	Ongoing
2. Shared and committed Leadership					
Referenced in 2008-2009 & 2011-2012 Action Plans					
3. School community relationships					
Schools will: • implement strategies to review existing community partnerships so that they reflect	Use workshop module on diverse school community partnership to examine reflection of	Report of future direction to school	Principal School EIE	2010-11	To be done

2010 - 2011

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the diversity of the broader community; work toward representation of diverse groups on school committees.	<p>current representation on school council and parent committees and direction for improvement</p> <p>Host "Let's All End Bullying - A Community Discussion" (3 sites: London, St. Thomas, Woodstock linked via technology)</p>	<p>community and Superintendent</p> <p>Use of collected participant information to guide community programming</p>	<p>Committee</p> <p>Director's Community Task Force on Anti-Bullying</p>	<p>Fall 2010</p>	<p>Ongoing</p>
4. Inclusive curriculum and assessment practices					
<p>Board will:</p> <ul style="list-style-type: none"> support the schools' review of classroom strategies that promote school-wide equity and inclusive education policies and practices. <p>Schools will:</p> <ul style="list-style-type: none"> review classroom strategies and revise them as needed to help ensure that they are aligned with and reflect school-wide equity 	<p>Develop an equity and inclusion education tool such as a checklist that will focus on content, instruction and assessment to review all board developed curriculum documents.</p> <p>Process to review all existing and newly developed board developed curriculum support documents.</p> <p>Develop a school audit tool for mandatory use by all schools to support EIE, Differentiated Instruction and Instructional Intelligence strategies in planning, assessment and evaluation.</p> <p>Establish a School-based Curriculum Advisory Committee to review newly developed curriculum resources.</p>	<p>Creation of the tool / checklist</p> <p>Use of EIE tool for revision by writing facilitators, task forces, and curriculum support document writers</p> <p>Creation of tool which principals will use during walkthroughs</p> <p>Creation of Advisory Committee</p>	<p>EIE Curriculum Review Committee</p> <p>Program Services</p> <p>Program Services</p> <p>Principal & School EIE Committee</p>	<p>2010-11</p> <p>2010-11</p> <p>2010-11</p> <p>2010-11</p>	<p>To be done</p> <p>To be done</p> <p>To be done</p> <p>To be done</p>

2010 - 2011

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
and inclusive education policies.					
5. Religious accommodation					
Referenced in 2009-2010 Action Plan					
6. School Climate and the prevention of discrimination and harassment					
Referenced in 2009-2010 Action Plan					
7. Professional Learning					
Board will: • support the schools' review of classroom strategies that promote school-wide equity and inclusive education policies and practices. Schools will: • review classroom strategies and revise them as needed to help ensure that they are aligned with and reflect school wide equity and inclusive education policies.	Develop a comprehensive professional development training strategy on all aspects of equity and inclusive education for staff and parents.	Creation of training strategy	EIE Committee Program Services and System Staff Development	Spring 2010	In progress
	Inservice Learning Coordinators on how to support schools during workshops and Learning Cycles to incorporate EIE lens.	Inservice provided	EIE Committee and Program Services	2011	To be done
	Establish a PLC for the EIE Committee	Professional reading and discussion by the committee	EIE Committee	Spring 2010 and continually	Ongoing
	Develop EIE "look-fors" in all subject areas for classroom walkthrough and incorporate EIE indicators in Evidence Tracker – elementary and secondary	Creation of "look-fors" Inclusion in Evidence Tracker	Program Services and Operations	Spring 2010	To be done
8. Accountability and transparency					
Board will: • provide information about equity and inclusive education policies, procedures, and	Develop a presence on TVDSB website for EIE to communicate the work of the board. Consider	Updated websites	Public Affairs and all Board Departments	Fall 2010	In progress

2010 - 2011

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
<p>practices to students, administrators, teachers, parents, school staff, school councils, and volunteers, and make efforts to assist parents who do not understand the language of the board.</p> <p>Schools will:</p> <ul style="list-style-type: none"> • develop school improvement plans that are aligned with Ontario's equity and inclusive education strategy. 	adding a translator (i.e., Babelfish or Google) to board and school websites.				
	Develop a strategy to receive feedback from students (i.e., Student Voice Forum).	Secondary Safe Reporting Phones lines Student Voice Forums	Administrative Council EIE Committee	2010 Winter 2011	In progress
	Embed EIE guiding principles into School Improvement Plan templates	Sample SIP templates	Administrative Council	Spring 2010	In progress

2011 - 2012

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
1. Board policies, programs, guidelines and practices:					
<p>Board will:</p> <ul style="list-style-type: none"> • implement positive employment practices that support equitable hiring, mentoring, retention, promotion, and succession planning. <p>Schools will:</p> <ul style="list-style-type: none"> • implement board equity and inclusive education policies, programs, and action plans that reflect the needs of their diverse school communities. 	Human Resources Recruitment Strategy to target underrepresented groups.	Development of strategy to hire more employees of underrepresented groups	Human Resources	2011-12	To be done
	Provide training for school and system leaders to facilitate equitable recruitment and hiring to reflect Ontario's diverse society.	Training Completed	EIE Committee and Human Resources	Winter 2011	Summer 2012
	Establish selection criteria for leadership positions that prioritize demonstrated commitment, knowledge and skills related to equity and inclusive education implementation and inclusive leadership, and consistent with proactive <i>Code</i> compliance.	Selection criteria is established and referenced	Administrative Council and Human Resources	2011-12	To be done
	Collect information needed to monitor the implementation of the Equity and Inclusive Education policy and use feedback for continuous improvement.	Information collected and analyzed	All Departments & EIE Committee	Winter 2011	Ongoing
	Establish a mandated EIE committee in all elementary and secondary schools.	Committee in every school Work of committee shared with Superintendents	Administrative Council, Principal and School Lead	2011-12	Ongoing
	Ensure all persons with disabilities are accommodated appropriately and in a manner consistent with the <i>Code</i> .	Accommodations evident	Principals & school based EIE Committee	As needed	Ongoing

2011 - 2012

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
2. Shared and committed Leadership					
Board will: • provide opportunities for students, administrators, teachers, support staff, and trustees to participate in equity and inclusive education training and leadership initiatives.	Develop board training strategy for EIE including workshops and PD opportunities for all stakeholders.	Sessions held	EIE Committee	2011-12	To be done
3. School community relationships					
Referenced in 2008-2009 & 2009-2010 & 2010-2011 Actions Plans					
4. Inclusive curriculum and assessment practices					
Referenced in 2009-2010 & 2010-2011 Action Plans					
5. Religious accommodation					
Referenced in 2009-2010 Action Plan					
6. School Climate and the prevention of discrimination and harassment					
Referenced in 2009-2010 Action Plan					
7. Professional Learning					
Board will: • provide opportunities for students, administrators, teachers, support staff, and trustees to participate in equity and inclusive education training and leadership initiatives.	Review all existing leadership development and other teacher professional development plans through EIE lens and incorporate key components in all board workshops.	Sessions held	EIE Committee and All Departments	2011-12	To be done
	Establish a forum for the sharing of best practices in relation to EIE.	Forum held and practices shared	EIE Committee	2012	To be done

2011 - 2012

Goals	Recommended Future Actions (Indicate the responsibility by department(s))	Indicators of Success	Leads Responsible	Timeline	Completion
8. Accountability and transparency					
<p>Board will:</p> <ul style="list-style-type: none"> • establish processes that include performance indicators to monitor progress and assess the effectiveness of policies, programs, and procedures. <p>Schools will:</p> <ul style="list-style-type: none"> • review and establish self-assessment processes to determine the effectiveness of the school's equity and inclusive education plans and procedures. 	<p>Develop a presence on the TVDSB website for EIE to communicate their work and elicit through surveys and/or feedback loops.</p> <p>Implement strategies to receive feedback from students (i.e., Student Voice Forum)</p> <p>Develop a process for schools to self-assess</p>	<p>Website used to elicit feedback</p> <p>Student Voice Forum held</p> <p>School self-assessment completed and shared with SO</p>	<p>Public Affairs and EIE Committee</p> <p>EIE Committee</p> <p>Administrative Council and EIE Committee</p>	<p>2011-12</p> <p>2011-12</p> <p>Annually</p>	<p>To be done</p> <p>To be done</p> <p>To be done</p>