

CALGARY BOARD OF EDUCATION

Minutes of the Regular Meeting of the Board of Trustees held in the Board Room, Education Centre, 515 Macleod Trail SE, Calgary, Alberta, on Tuesday, October 20, 2009 at 5:16 p.m.

MEETING ATTENDANCE

Board of Trustees:

Trustee P. Cochrane, Chair
Trustee C. Bazinet
Trustee G. Dirks
Trustee L. Ferguson
Trustee P. King
Trustee K. Kryczka
Trustee G. Lane

Administration:

Ms. N. Johnson, Chief Superintendent of Schools
Mr. D. Stevenson, Deputy Chief Superintendent of Schools
Mr. F. Coppinger, Superintendent, Facilities and Environmental Services
Mr. J. Johnston, Superintendent, Human Resources
Ms. C. Faber, Superintendent, Learning Innovation
Ms. D. Lewis, Superintendent, Learning Support
Mr. C. Davies, Sr. Executive Assistant to the Chief Superintendent of Schools
Ms. B. Kuester, Executive Director of Communications
Ms. J. Barkway, Assistant Corporate Secretary
Ms. S. Wasylyshyn, Executive Assistant to the Trustees
Ms. H. Numrich, Recording Secretary

Stakeholder Representatives:

Mr. F. Reaume, Canadian Union of Public Employees, Local 40
Ms. J. Minifie, Calgary Board of Education Staff Association
Ms. S. Nichol, Alberta Teachers' Association, Local 38
Ms. M. Burrows, Principals' Association for Adolescent Learners (PAAL)

1.0 CALL TO ORDER, NATIONAL ANTHEM AND WELCOME

Chair Cochrane called the meeting to order at 5:16 p.m. She noted that the singing of the national anthem had previously occurred at the Organizational Meeting at 5:00 p.m., and restated her welcome to members of the aforementioned organizations.

Action By

Action By:

2.0 CONSIDERATION/APPROVAL OF AGENDA

Ms. Barkway noted that Agenda item 9.1.1 had been revised, re-circulated today and due to the lateness of the circulation, pulled from the Consent Agenda.

MOVED by Trustee Dirks:

THAT the Agenda for the Regular Meeting of October 20, 2009, be approved as amended.

The motion was
CARRIED UNANIMOUSLY.

3.0 SCHOOL/SYSTEM PRESENTATIONS

4.0 HONOURS AND RECOGNITIONS

Lighthouse Award – The Calgary Immigrant Women’s Association

Ms. M. Levy, System Principal, Corporate Partnerships, introduced this month’s recipient of the Lighthouse Award, The Calgary Immigrant Women’s Association. She stated that they partner with the CBE by offering a variety of programs and services that help ease the transition for young immigrant women and their families into Canada. Their programs support the Academic Success Ends as students gain knowledge, skills and attitudes for academic success and Ends 4, Personal Development, assisting each student to achieve their highest potential. Ms. Levy extended thanks to Executive Director, B. Svirig for her work in extending these services to our schools, students and their families. Ms. Svirig accepted the award on behalf of the organization. Chair Cochrane added her words of appreciation and presented a plaque on behalf of the Board of Trustees.

5.0 PUBLIC CONVERSATION AND INFORMATION

5.1 Report from the Chair and Trustees

There were none.

5.2 Report from the Chief Superintendent

Chief Superintendent N. Johnson offered congratulations to the Chair and Vice-Chair. She reported that she, Trustees and some staff recently attended the “Inspiring Education” conference in Edmonton where they engaged in many conversations and heard speakers regarding the ability to adapt to change. She noted that the Minister of Education has asked us to engage as a province in transcendent learning outcomes, to become critical thinkers, creative learning, social learning and courageous learning. Administration believes that the Calgary Board of Education is poised to lead the province in this. Chief Superintendent Johnson also reported that the Calgary Board of Education was successful with four applications for *WorldSkills Calgary 2009* legacy equipment. The following equipment will be received by the CBE:

- 5 student automation and Mechatronics work stations, called Festo Mechatronics;

Action By:

- 10, 46 inch LCD display screens and 10 Ergotron carts for holding large LCD displays;
- assorted color printers, including one high end network color copier;
- assorted small media equipment;
- 60 desktop personal computers;
- 84, 20 inch displays;
- 3 network cameras;
- mechanical and computer-assisted drafting equipment;
- 12 personal computers and 12 flat screen displays;
- 1 large format printer;
- 2, 46 inch display units; and
- 4 glass door fridges of various sizes.

5.3 Public Question Period

There were no public questions.

5.4 Stakeholder Reports

There were no stakeholder reports.

5.5 Trustee Inquiries

There were no Trustee inquiries.

6.0 ACTION ITEMS

7.0 MONITORING AND RESULTS

7.1 Monitoring of EL-7: Treatment of Staff and Volunteers

Mr. J. Johnston, Superintendent, Human Resources introduced the report. He noted that the report is very comprehensive and includes a broad range of activities. He acknowledged those who worked on the report, noting that three of the sub-sections are being reported as not in compliance. These include: section 1, page 7-24, regarding new applicants and lack of security checks, which he noted is now in compliance; section 4b, page 7-36 regarding the implementation of PeopleSoft; and section 8, page 7-43 related to complaints filed regarding the protection of personal information. He noted that this is now in compliance, but an audit is being conducted and an assessment to ensure compliance on an on-going basis.

Chair Cochrane reviewed the criteria against which the Trustees are to judge this report, including that of reasonable interpretation of the policy, compliance with the policy and whether sufficient information has been provided. She noted also that any particular vote with regard to compliance should in no way be considered as a vote of non-confidence.

The following is a brief summary of the discussion between Trustees and Administration:

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- Ms. L. Angelo, Director, Human Resources reported that two reference checks are completed for each potential new hire in most cases. She noted that it can be more challenging on occasion with new immigrants from other countries, but adequate information is obtained.
- Superintendent J. Johnston confirmed that the report of non-compliance referred to in sub-section 8, page 7-42 is due to one complaint regarding a breach of the Freedom of Information and Protection of Privacy (FOIP) Act.
- Superintendent J. Johnston reported that a recent due diligence review has been undertaken of PeopleSoft implementation and early indicators suggest that there are some broken processes in regards to data and interface issues. The services of Deloitte Touche have been retained to conduct a data audit and privacy assessment. He stated that the CBE is a client of PeopleSoft but has been using a third party service provider, TSSI. PeopleSoft offers a wide range of services that could be accessed. A third audit will be recommended to the Board, likely in December, in regards to system functionality in order to clearly understand what functionality is working and what is not. A remediation plan will address phases 1 and 2 of the project and bring it to a successful conclusion.
- An employee satisfaction survey is referred to on page 7-36. This is an annual survey conducted by TSSI. A Trustee questioned if the survey results are satisfaction rates or participation rates, whether the results are attributed to PeopleSoft implementation, and whether the year over year results are available. Superintendent Johnston noted that he would provide further information on this topic.

MOVED by Trustee Ferguson:

THAT the Chief Superintendent has reasonably interpreted the provisions of EL-7, Treatment of Staff and Volunteers, and that the Board of Trustees finds the Chief Superintendent to be in compliance.

MOVED by Trustee Lane:

THAT the motion be amended by the addition of “with the exception of sub-section number 4.”

A Trustee commented in support of this amendment. The report is clear that there have been some difficulties that have been recognized with regards to the effective handling of complaints and concerns, and actions are being taken to fully understand the problems and why they exist, but compliance has not been reached yet.

The amendment was
CARRIED UNANIMOUSLY.

MOVED by Trustee Bazinet:

Action By:

THAT the motion be amended by the addition of “the exception of subsection 1.”

A Trustee commented in support of the amendment as it is serious that police security checks were not done on some of the newly hired employees for the Calgary Board of Education over the past year.

The amendment was
CARRIED UNANIMOUSLY.

The main motion, as amended, was restated as:

THAT the Chief Superintendent has reasonably interpreted the provisions of EL-7, Treatment of Staff and Volunteers, and that the Board of Trustees finds the Chief Superintendent to be in compliance, with the exception of sub-sections 4 and subsection 1.

Trustees commented in support of the motion that staff and volunteers are to be treated with respect and it is appreciated that Administration has acknowledged that there are problems and that they are working on correcting them.

The motion was
CARRIED UNANIMOUSLY.

7.2 Monitoring of EL-16: Learning Environment and Treatment of Students

Deputy Chief D. Stevenson introduced the report. He thanked those who worked on it and stated that a safe environment is paramount for student learning. Measures have been taken to ensure that facilities are safe and clean and that learning can occur in a respectful manner.

Chair Cochrane reviewed the criteria against which the Trustees are to judge this report, including that of reasonable interpretation of the policy, compliance with the policy and whether sufficient information has been provided. She noted also that any particular vote with regard to compliance should in no way be considered as a vote of non-confidence.

The following is a brief summary of the discussion between Trustees and Administration:

- Ms. C. Faber, Superintendent, Learning Innovation, reported that several new learning strategies were recently launched that will support personalization of learning for all students. She noted that this work is unfolding at rapid pace with great energy and enthusiasm by students, parents and staff.

Some of these strategies include: digital citizenship; the new role for school libraries around the concept of “learning commons”; inclusive technologies that would allow all students access to devices and information; a new cataloguing program; and e-Portfolios which will be available November 1, 2009 for all students in the CBE.

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Superintendent Faber also reported that the Calgary Board of Education was recently given license and mandate by Alberta Education to a Middle Years, Junior High School project. She stated that a new global connect strategy will allow students to connect to a variety of experiences in international learning environments. The first Spanish-bilingual high school in Canada will open in 2 weeks at William Aberhart High School. The Calgary Board of Education has partnered with the Spanish ministry to allow our students to connect with students in Spain.

- There was some discussion regarding the results of the “High School Exit Survey”. Administration suggested that a review of the survey tool is in order as the questions can be interpreted differently, resulting in inaccurate conclusions.
- A Trustee commented that the evidence in this report regarding how the learning environment promotes the Ends, including examples of how students are demonstrating leadership might be better placed in Ends monitoring. Superintendent D. Stevenson agreed that the Ends statements should include results driven information, while the Executive Limitations include the means. They will be shifted appropriately.
- Ms. D. Lewis, Superintendent, Learning Support, informed that the Student Response Team consists of CBE employees that serve students at risk and special education students with the goal to re-engage students who have been identified as not engaged. These students are often identified through health regions, the justice system or Child and Family Services.

The “Transitions” team is supported through funding from the Student Health Partnership. It includes a variety of professionals including specialists, assistant principals, system principals, community partnerships, behaviour support workers, behaviour strategists and family support workers. These are often complex cases and sometimes involve help from community based agencies, which offer services in kind.

The Calgary Board of Education provides a teacher to the “Re-engaging Academically Disconnected Adolescents At Risk” (RADAR) program. It is a relatively new program that is directed towards homeless students. Superintendent Lewis stated that it takes time and effort to build trust and success is measured in small increments in these types of programs. The program is set up to accommodate between 8-16 students but all students do not attend on a regular basis and no student is turned away. Students are welcome to be attend for any length of time with the goal that at some point they contemplate entering a more traditional learning environment.

- Mr. K. Peterson, Manager, Labour Relations explained that the data on page 7-16 of the report describing actions taken by Administration to address inappropriate employee behaviour during the 2008-2009 school year is also listed on page 8-41 of the EL-7 report in greater detail and includes year to year comparisons. He noted that these numbers are small for a system of this size and that the low incidence rate might be due to proactive work in the

Action By:

system by the employer to create a positive environment, resulting in fewer problems.

- Chief Superintendent N. Johnson stated that there were some challenges with the assessment processes in the “High Schools that Work” program as it did not connect with the curriculum; therefore it will not be used. An AISI project is being created for secondary schools that will serve all students.

MOVED by Trustee Ferguson:

THAT the Chief Superintendent has reasonably interpreted the provisions of EL-16, Learning Environment/Treatment of Students, and that the Board of Trustees finds the Chief Superintendent to be in compliance.

A Trustee commented in support of the motion that many examples are shown of how we are moving towards making the learning environment more personalized, more sensitive to student needs and to supporting students that require additional support in their learning journey.

The motion was
CARRIED UNANIMOUSLY.

Motions Arising:

MOVED by Trustee Dirks:

THAT the Chief Superintendent be commended for the establishment of the “Re-engaging Academically Disconnected Adolescents at Risk” (RADAR) classroom project.

A Trustee noted that this project exemplifies a core value of the CBE, that all students are of great value. This project is a wonderful example of our commitment to every student regardless of personal challenges in their own lives and demonstrates that we will not give up any student.

A Trustee commented that she had visited this program and witnessed the positive relationship between the students and staff, and noted the amazing collaborative effort between agencies.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee Lane:

THAT the Chief Superintendent be commended for ongoing progress in providing opportunities for students to develop and demonstrate leadership skills.

Action By:

A Trustee commented that there are a wide range of devices that are being used to develop leadership skills in students. He referred to two indications of this from the report including the Werklund Foundation where 800 students and 90 teacher leaders participated in the Rapport Team Leadership program, and that over 59% of schools offered student leadership, compared to 53% last year. The student voice is being heard and the feedback from student participants is extremely positive. It appears that good progress is being made, which is important for society, schools and student satisfaction, and possibly towards keeping them in school.

The motion was
CARRIED UNANIMOUSLY.

Chair Cochrane noted that there was only one item on the consent agenda and that this item had been pulled:

9.1.1 September 30 Enrolment (EL-14E, (d))

Mr. P. Carlton, Director, Community Engagement and Operational Planning introduced the report. He explained that a difference of 37 students was discovered after the enrolment numbers were announced, as one school had inadvertently not completed the process to delete students not registered in their school. The report has been corrected to reflect this revision.

Trustees asked questions that were responded to by Administration and are summarized as follows:

Director Carlton explained the difference of 37 students included 36 students from one school (grades K-4) plus one high school student. Enrolment is up by 544 students compared to September 30, 2008. Director Carlton noted that a more detailed report will be provided in November including school by school and grade level reporting.

MOVED by Trustee Ferguson:

THAT the Board of Trustees receives the September 30, 2009 Student Enrolment Summary for information and for the record.

The motion was
CARRIED UNANIMOUSLY.

10.0 TRUSTEE NOTICES OF MOTION

Recessed at 6:53 p.m.
Reconvened at 7:09 p.m.

11.0 IN-CAMERA ISSUES

11.1 Motion to Move In Camera

MOVED by Trustee King:

Action By:

THAT the Regular Meeting of the Board of Trustees moves in camera.

The motion was
CARRIED UNANIMOUSLY.

During the in-camera session, at 7:54 p.m. Chair Cochrane received the consent of the Board to proceed to the end of the Agenda.

11.2 Motion to Revert to Public Meeting

MOVED by Trustee Dirks

THAT the Regular Meeting of the Board of Trustees moves out of in camera.

The motion was
CARRIED UNANIMOUSLY.

12. ADJOURNMENT

Chair Cochrane declared the meeting adjourned at 9:04 p.m.