

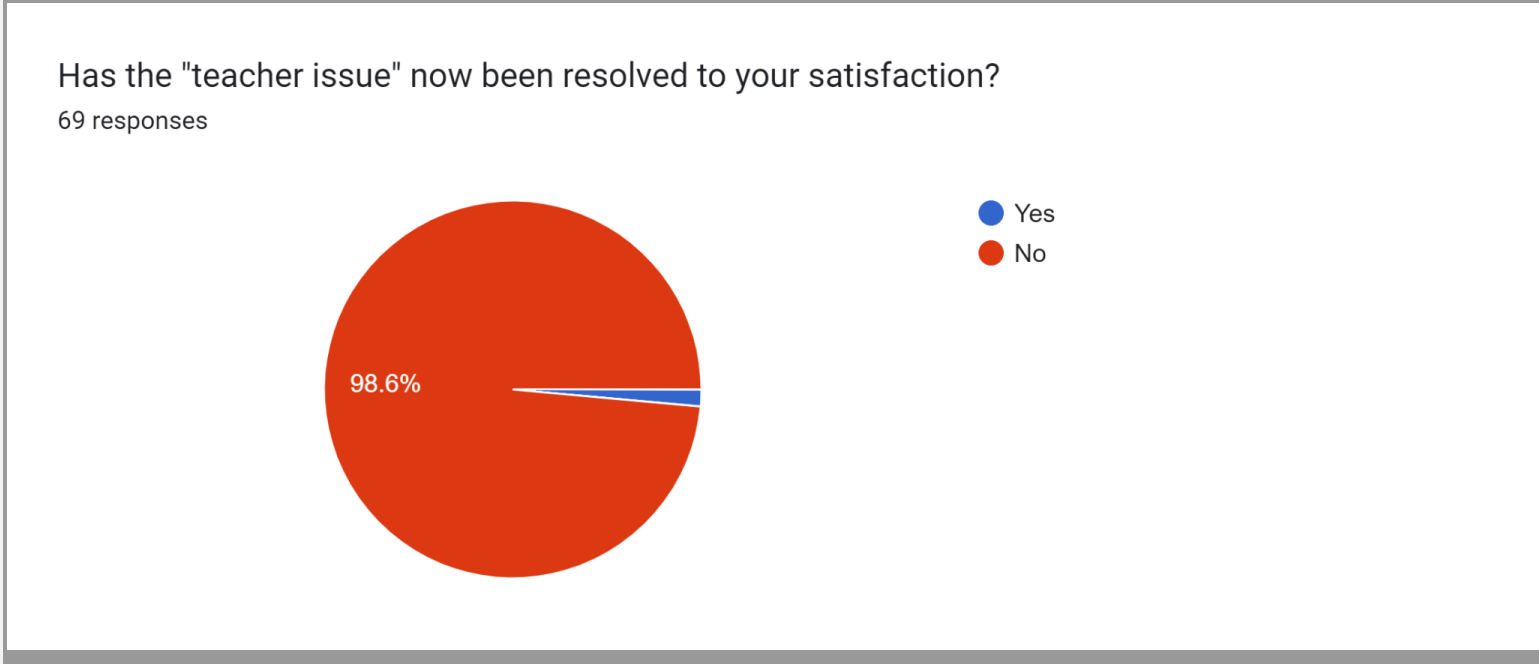
# Students First Ontario - Accountability Survey Results

Collected: March 12-24, 2023

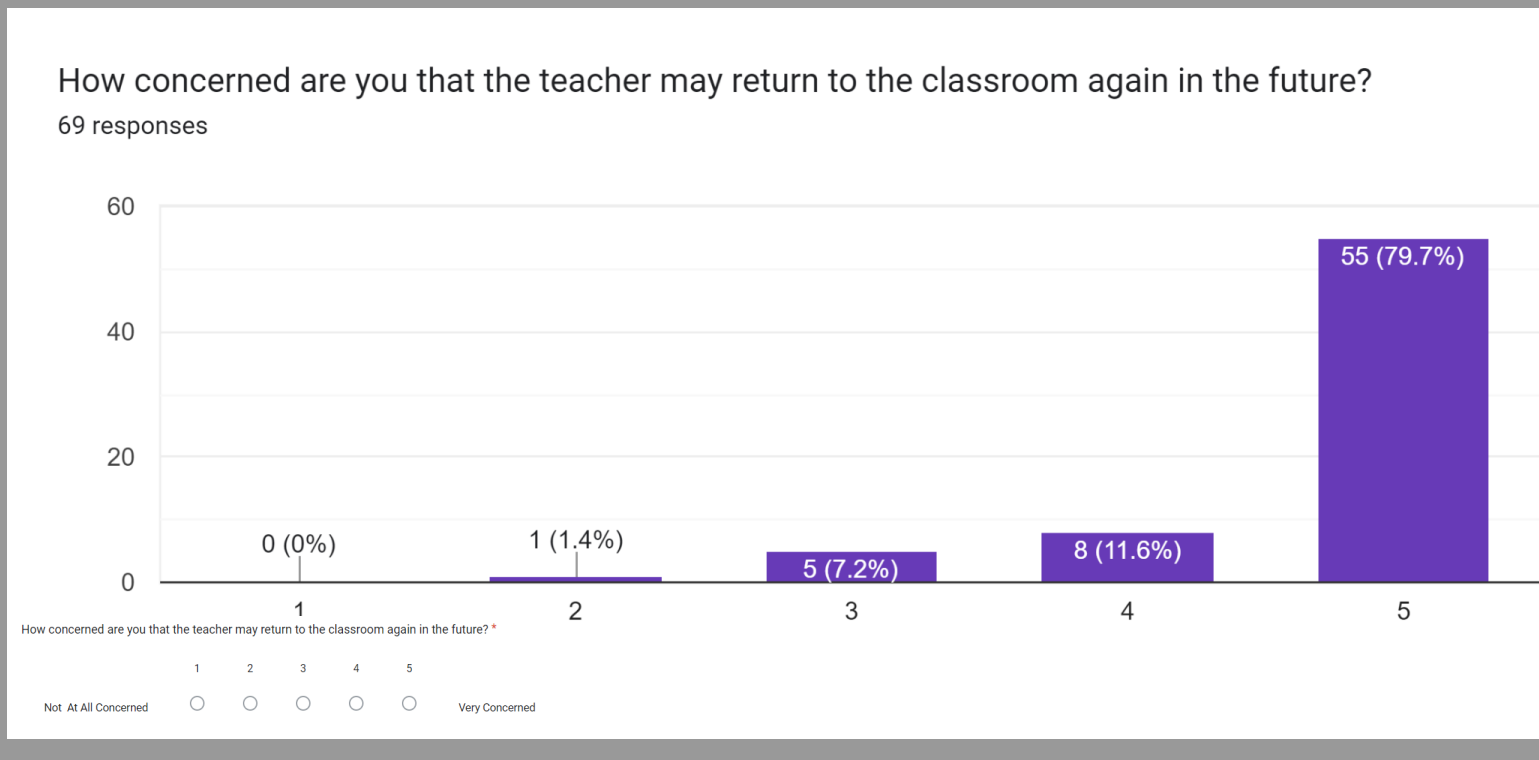
On March 1, 2023, the HDSB announced "While not currently on an active assignment, the teacher remains employed with the HDSB".

Based on the Board's statement, please complete the questions below:

## Q1.



## Q2.



### Q3.

## What should the HDSB do to ensure a similar situation will not reoccur?

67 responses

- enforce professional conduct and dress code in timely fakhion
- Prepare an unambiguous procedural document that provides clear instructions on dress and decorum for staff and administrators.
- Deploy a code of conduct that is binding for both students and teachers plus all those within the HDSB patroll to conduct themselves with decorum . This includes proper, professional clothing; language; sensitivity to racial and ethnic groups; Seniors and those who are disables.
- Adopt the student dress code for teachers
- Institute proper policies, dismiss (fire) HDSB trustees involved in these decisions
- Put in binding protocol for Teachers conduct
- Introduce a dress code Policy as clear as the student dress code policy.
- Clean house at the school board - Ennis and others should be removed from their positions.
- The teacher should be fired. His teaching credentials revoked and he should not be allowed to teach every again in any school in Canada. His pension and benefits should be stripped away also. The teacher's union should also be penalized because they have been silent and allowed this type of behaviour to go on within their union. The school board trustees association should also have more say in HR situations within their schools. So should parent councils. The school is meant to be a reflection of the parents and values of the community it serves. Not the values and agenda of the teachers union and the government. These people have completely forgotten who pays their wages and who they answer to. The school administration needs to be replaced and penalized - as does the board administration. (replaced by who though unfortunately - too many of them think the same way and believe they answer to no one.)
- Implement the necessary policy in terms of dress and prosthetics
- Implement a dress code which prohibits the wearing of fetish gear or oversexualized attire in the classroom and have clear consequences for disobedience.
- create a dress code policy for teachers/staff
- Enforce professionalism policies alerady in place. If they are unclear around legailites put teacher on paid leave.
- The HDSB should implement a professional dress code for teachers (similar to , if not identical to the student dress code). I would also like to see a culture change at the HDSB. The fact that parents are blocked, disregarded, and dismissed from voicing their opinions is unacceptable. The fact that staff (teachers, administrators, etc.) are also afraid or unable to speak out according to their conscience and personal beliefs for fear of limiting their opportunities for advancement within the board is also unconscionable.
- Clear guidelines for what is and isnt' appropriate for staff.
- HDSB should not have an employee who endangers the lives and wellbeing of students. This teacher should not be employed by hdsb anymore (she should not have been employed in the first place...bad judgement!). Make her redundant and remove her from the payroll. Our taxes should not have to pay for her to sit at home and do nothing. Please end this now, get rid of her employment and let's just move on!!!
- Fire with no pension.
- Set clear professionalism policies

- New "leadership"
- Dismiss anyone at Board who was involved with failing to deal with this situation - curtis ennis - sari taha - jacqueline newton -
- It needs clear policies and procedures to deal with this type of behaviour. There needs to be a re-orientation of Board leadership philosophy to understand issues of professionalism. They cannot view every situation through their misguided prism of EDI, where any type of behaviour by a purported member of an underprivileged community is supported and even encouraged. The Board needs to understand the rights of students and parents, and that those rights need to balance or be weighed in conjunction with any other rights. Responsiveness to parent communities needs to be established; the fact that the Board has completely ignored the OTHS parent community is unacceptable. There should also be accountability for the unnecessary disruption they have put our school through over the past 6 months, only now to arrive at a decision the rest of us saw as the appropriate action from the start. In my opinion, Ennis and Taha should be dismissed from their positions. Embarrassing as it may be, there should be an acknowledgement and apology for the mistakes the Board has made, and the disruption it has put us through.
- Institute a robust teacher dress and conduct policy which would result in either the teacher being deemed inappropriate to teach high school students (and hence fired) or being forced to dress less provocatively at work.
- My concern has never been about firing this particular teacher. My concern has always been about implementing a professional and appropriate dress code. As anyone even asked this teacher to dress appropriately?
- Put the students well-being first for a change!!!
- Dress code for teachers
- Have a professional dress code in place for staff as well.
- Approve a dress code for teachers.
- Have a CLEAR dresscode. Use common sense when employing teachers, so that the well-being of students are priority
- It's really simple: The teacher must be disciplined and not allowed to return to the classroom or near HDSB property or students wearing oversexualized attire. If a dress code for staff needs to be implemented, then implement it. If a dress code is considered discriminatory, eliminate it for the students, to be fair; and create a professionalism policy that addresses the issue. All the HDSB need to do is have the willingness to solve it. So far, it has neglected its fiduciary duty to the students and parents while enabling unprofessional behaviour in the name of human rights.
- What measures are being put in place to ensure this does not happen again. It is so obvious that there was something underhanded in play.
- Stop using vague language and bring clarity to the rules of professional conduct
- Realize they've been "gamed" and made to look extremely foolish and incompetent, perhaps that will give them the impetus to actually "do" something concrete to address this kind of egregious behaviour on the part of this staff member.
- Develop some common sense. Establish some professional standards. A complete change of trustees would send the proper message.
- Institute a common sense dress code for teachers and staff that includes professional conduct standards agreed upon by the parents /stakeholders and respects the RIGHTS OF THE STUDENTS to live and work at school in an environment that respects and protects their innocence

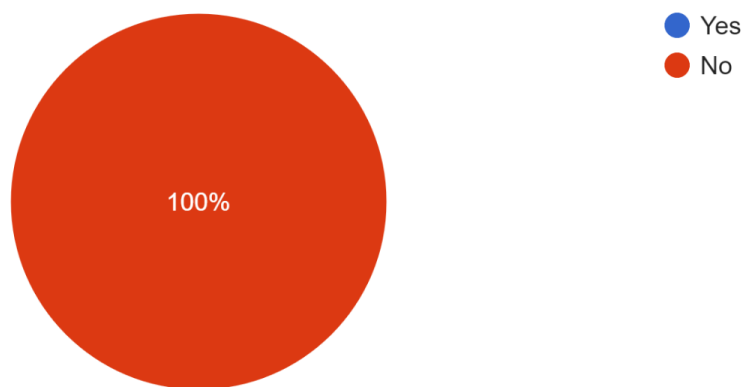
- concrete policy for dress code as well as how to deal with transgressions that clearly have disrupted our children's safety and educational environment
- Implement policies and transparent decision making
- It is as simple as putting proper dress code for both students and teachers. This is a school, not a club
- implement a dress code that is the same as the student dress code
- Fire the Superintendent, who seemed unable to make a decision or show any sort of leadership. It proves how unbelievably incompetent some of these people are.
- The schoolboard needs to actually have a resolution to this type of situation. They still do not, and show no ability or willingness to take a position. They appear to be frozen in fear that any decision will have consequences, yet their no decision has left the students with 5 months of distraction and stress.
- Create an approved strict professionalism and dress code policy
- Write and enforce a policy to prevent teachers from wearing pornographic costumes to work. The student dress code is a starting point. Make it have teeth so that if the teacher shows up looking like Kayla did, that they are sent home with no pay until they conform to professional standards.
- Put the children 1st, no child should be exposed to any sort of extreme when in a learning environment where they expect to be cared for, safe and have their best interests at heart
- Dress code / professionalism policy asap
- Have an effective dress and professionalism policy and Code of Conduct policy for the HDSB teachers!!
- An explicit dress code for staff
- Listen to parent concerns and work with the teacher union to acknowledge concerns and expectations for a dress code.
- Ensure a proper dress code for teachers
- This person needs to change professions.
- Establish well defined professional dress code
- enforce and strengthen existing professionalism policies
- First, return to planet Earth! Second, look in the mirror, YOU ARE A SCHOOL BOARD!!! You are not a Trans Activist Organization. My god, you should not need to be reminded that the children/students ARE THE PRIORITY HERE. I can't believe I have to even type this. DO YOUR JOB!
- Fire Ennis, create and execute a dress code and professionalism policy
- 1. Establish a clear cut dress code for teachers 2. Not allow political issues into any classroom with specific guidelines 3. Provide an opportunity for parents to come and speak with and discuss the current state of Transgender issues (Gender Dysphoria) and have the media present. 5. have Dr. Ann Gillies (PHD) speak to them on the real issues of what's going on (cross-.sex identification)!
- How about a dress code for teachers? One school in my Board ordered some extra large t-shirts that students have to wear if they show up breaking the dress code. How about the same for the teachers? As a former Occasional teacher myself, I was disappointed that I was expected to "dress professionally" but the teachers on contract didn't have to bother.
- Bring in clear guidelines / policy re: acceptable dress code - including the wearing of prosthetics.
- Implement a clear policy in place.
- The HDSB lacks leadership. It's appalling that this situation was allowed to go on as long as it did. The community lacks confidence in the board and its ability to act. The entire community's safety was put at risk

- Adopt a common sense and professional dress code for teachers.
- uphold a level of professional standards and dress code
- Provide dress code at least comparable to students
- protect the children by indefinitely suspending the teacher
- Fire Lemieux. Implement teacher dress code for everyone immediately. No exceptions
- specific written dress code in regulations
- Fire the Dir of Ed and Superintendent of Ed, Publish names of Schoolboard Trustees so parents will not re-elect them again and ask parents to petition MPPs and the Minister of Education to defund the HDSB.
- The Director of Education and the Superintendent of Human Resources initially incorrectly advised the Board they could not act due to Human Rights Law and the Labour Relations Act freeze period. Despite much evidence to the contrary, the Board supported this narrative. In doing so, they continued to put students at moral and physical risk, which is a failure to fulfill their fundamental role. They also thwarted parent input to the matter. If last in place, they will behave the same way when the next such matter arises. They should all be removed by discharge for cause, replaced in elections or defunded by the Ministry of Education.
- Fire them. They are not professional in any way

#### Q4.

Do you believe that the HDSB has taken the steps necessary to assure parents they could effectively manage a similar staff situation in the future?

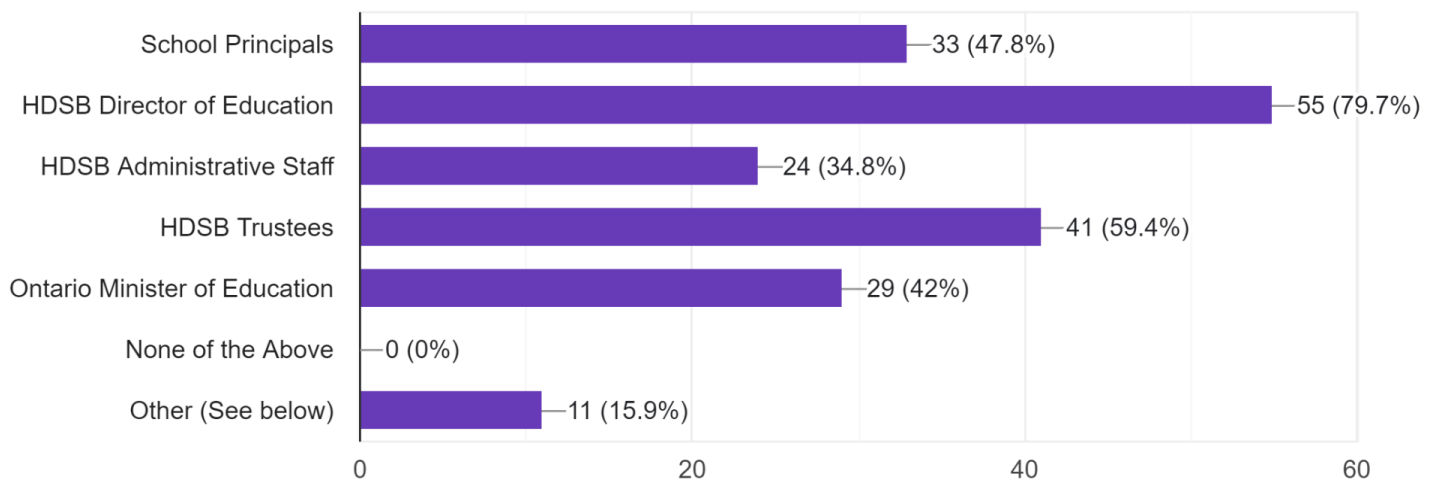
69 responses



## Q5.

Who do you believe is most responsible for allowing the "teacher situation" to escalate and remain unresolved?

69 responses



## Q6.

**If you answered "Other" to the question above, please explain.**

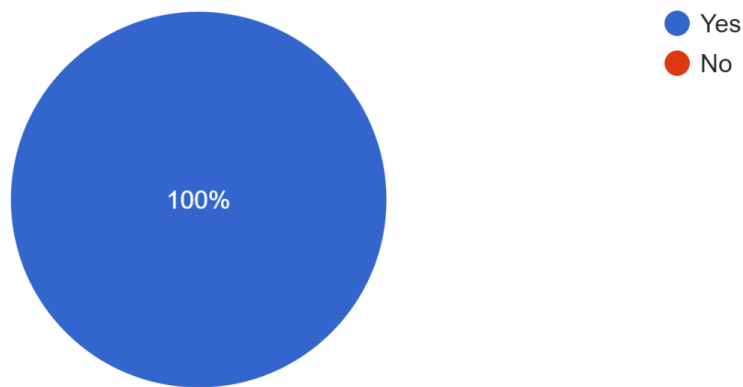
11 responses

- Difficult question to answer. However I would add the Ministry of Education itself and Parent Council at the school. The Ministry of Education and the curriculum have been teaching and pushing that this type of behaviour is OK for both teachers and students alike. However it is most definitely not. Again they should be replaced - but by who?
- Ontario College of Teachers
- All of the above
- There desperately needs to be a process through which each layer of leadership is accountable to the next, based on a policy checklist upon whose foundation is squarely centred on students' safety and education. EVERYONE has been complicit in this debacle.
- Parents who are not responsible to fight this none sense
- I do not understand how has the authority here to make a decision. I am not sure if it is the principle or the HDSB Director or trustees.
- HDSB's Head of Human Resources for not having a proper Dress Code and Professionalism Policy and Code of Conduct Policy in place!!
- teacher unions and gender activists followed by weak director and boards who bow to the unions
- the teachers unions they are also in on this contagion and they have millions of dollars to promote and implement it(including harassment and bullying techniques they use with the teachers to get them to comply!!! have personally experienced thios as a teacher with over 30 years of experience!!
- Superintendent of HR
- Superintendent of Human Resources

## Q7.

Do you believe that those who were responsible for managing the "teacher situation" should be held responsible for their action/inaction?

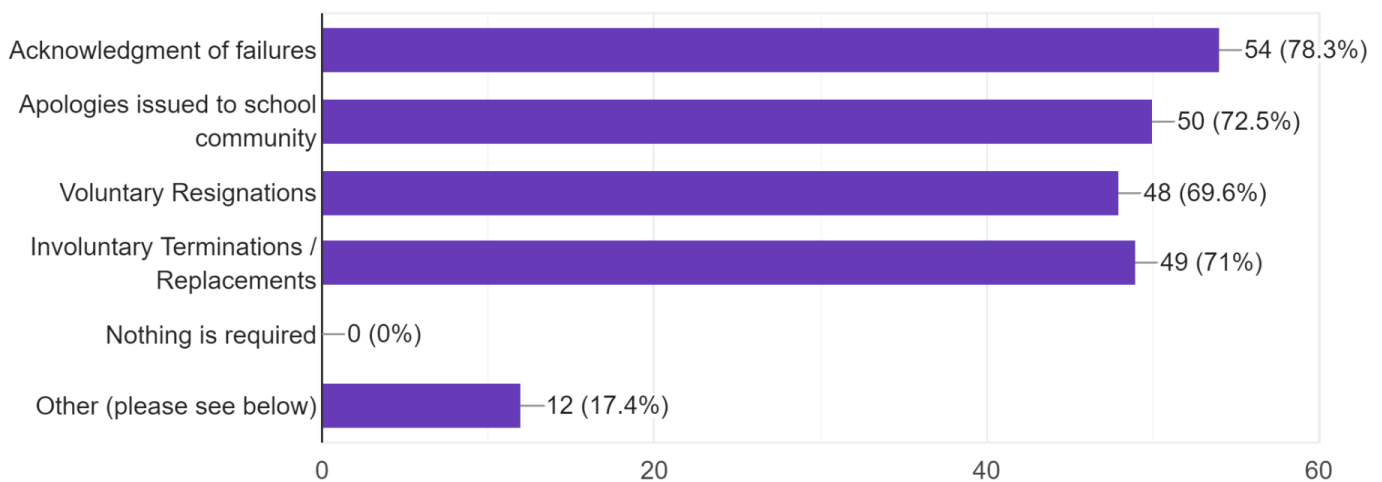
69 responses



## Q8.

What accountability measures are required to help you regain trust and confidence in the abilities and priorities of education leadership?

69 responses



## Q9.

**If you answered "Other" in the question above, please explain.**

10 responses

- The Director of Education should either resign or be involuntarily replaced. The trustees have finally stepped up by asking questions of the director and by pursuing advice from outside sources- acknowledgements of their earlier failure to act should be made but resignation is not appropriate assuming that they have learned to no longer ignore the voices of parents.
- In person meeting with OTHS community



- Immediate changes within school curriculum. Teachers and schools act if is the curriculum set out by the Ministry of Education is the gospel and the only people they have to answer to. They do not own those classrooms. The Ministry of Education needs to be reviewed and many people there writing 'policy' need to be fired. They have no interest in what is best for children, they want their ideas and agenda to be pushed out and taught to the children. They answer to no one at this point and there is no repercussions for their behaviour. This is the same at colleges and university levels also.
- Some sort of statement clarifying, that in a political situation, they are committed to student protection
- Task Force with a specific year deadline to create change that will prevent/mitigate such a debacle to happen again
- Resignation of the Director of Education and head of Human Resources for the HDSB
- a teacher is on leave because she questioned the sexual books in the library, a student is arrested in another board because he refuses to believe there are more than two genders, and this highly sexualized dressing is allowed? childhood innocence is under attack and if that is coming from the top then what to do? the problem is bigger than this teacher's dress
- Find a experienced /qualified journalist to cover the story and find the truth of what is really going on behind this! (research and expose the Diversity Inclusion and Equity(DIE) departments in public education /universities which is a political socialist movement which came alive during COVID!
- There should be a write-up about the teacher's lack of professional judgement put in their employment file, and if another lack of professional judgement occurs, the teacher should be removed from the classroom to take some courses on professional judgement. Once that has been completed (and proof provided) , the teacher may be allowed back in the class. If a third incident occurs, the case should be sent to the Ontario College of Teachers for a hearing.
- Replacement of Trustees the next election and/or Ministry defunding of the School Board.

## Q10.

### Please share any additional thoughts you may have on how HDSB can regain the trust and confidence of the community.

34 responses

- The director of education and HR superintendent should be fired for cause (poor performance)
- Offer an open forum for asking questions rather than using a vetted digital form. Seek out more parent feedback on all issues, policies and procedures being implemented within the HDSB. Be more aware of the policies and procedures that are controversial and may not align with the perspectives of families and transparently seek input on these matters.
- Stick up for the Majority of students rights, not the minority..as in woke ideology
- Respond to emails
- I personally don't see a way any education system in Ontario can regain that trust. They have proven that they have no interest in what is best for children. They are there to serve themselves and push their ideas and agenda onto their community and 'educate' them. There is no way to fire or remove a teacher / admin. They don't want to be held accountable in any way. They continuously hide behind the 'directives from the Ministry of Education'. They deliberately hide things from parents & community. Why in the world would you think any of the above would make any parent trust them again? I repeatedly tell people to LEAVE the public education system if at all possible. They are not your friend. They are in reality your enemy. They think they know better how to raise your children. They think it's a better idea for them to be raised by the system - how very communist of them.



- Thank you for putting together this survey though and thank you for doing all of this and not letting this go! I very much appreciate your tenacity and it does not / will not go unnoticed!
- Only with the removal of the Director can trust be restored, he is ultimately responsible and there is no indication he would do anything different if another issue arised in the future.
- An apology to Mrs Lemieux who has been forced to become martyred for this cause and has had to become a worldwide laughing stock, polarizing people, the object of scorn and ridicule. In reality, she evidently needed clearer guidance about her role as an employee - what professionalism looks like, and to be intentional about her influence over the next generation, to have clear boundaries between who she is and what she is hired to do. etc
- I'm embarrassed for her.
- Thank you for fighting for the kids and parents.
- There also needs to be a clear responsibility for the Board to respond to parent concerns. Even the statutory obligations to respond to issues raised by School Council are irrelevant when the responses are unresponsive, and there is no opportunity to engage and challenge such inadequate responses.
- Keep up the good fight. Thank you.
- Keep small agenda groups out of schools along with politics . Leave kids alone let the parents screw them up like all past generations
- It's also quite simple: Fire Ennis. His neglect has caused all of it. And taxpayer money has had to be redirected to address his neglect, and the consequences of his neglect.
- I really don't know. I was ready to pull my child out of school and nothing has really been said or done to put our minds at ease, from the poor management and fluffiness around the bomb threats to the principal taking mental leave and no proper correspondence around that and the fact that OT, the parents and children were made a mockery of for almost 6 months without decent action being taken. No one listened to the democracy of unhappiness. The fact that we were told the bomb threats aren't credible is to say the least shocking. We are completely disappointed and coming from a 3rd world country and expecting more from the system has left us completely underwhelmed.
- Not sure this is possible at this point, as I wonder what other crises and embarrassments this entity may be hiding from the view of parents and public. I believe an audit of board 'issues' and perhaps a slate cleaning is in order
- 
- a town hall meeting with oths parents
- The kids were let down...the lack of leadership was embarrassing.
- I think Curtis Ennis should resign. He ability to address questions, respond to concerns or challenges, or lead through a resolution process has been beyond pathetic. He is not up to the task for this type of challenge or issue. He is in over his head. There is nothing wrong with acknowledging this.
- This thing is not resolved at all. It is not sustainable to allow teachers that are unacceptable to present in class to sit unassigned and paid. Normally workplaces would require employees to dress appropriate or be fired.
- Truly listen to parents' concerns. Stop the woke insanity and get back to focusing on academics like reading, writing and math etc. Stop the sexualization of minor children in schools. Respect the authority and consent of mothers and fathers regarding their children.
- Resignation of the Director and head of HR f the HDSB
- provide open and inclusive board meetings and listen to parents and provide transparency about the agendas they are pushing into our public education system
- At this point, I can't see how. This has been so poorly managed and with such sad consequences. My faith rests in the parents and children of the HDSB, alone.
- Return to planet Earth! Teach Children/Students, it is really that simple.

- SEE ABOVE, remove any trustees and superintendents/directors that are stopping the taxpayer from being heard as they pay the bills, hold the Conservatives in Ontario (call your MPP) responsible as they have allowed these departments to flourish in all areas of government!
- HDSB is already in the position where regaining the trust and confidence of the community is going to be a steep uphill climb. Putting the teacher out of the classroom at full pay is not the answer, and is only rewarding a person with very questionable judgement.
- To be fair - it was a difficult situation and the teacher completely blindsided everybody involved. Having said that, pupil welfare should have been first and foremost - not the teacher's. That's where HDSB went wrong. They need to admit they handled the situation poorly - but given how difficult the situation was. Other actors were then allowed to hijack the situation putting the students in the international spotlight and then having them subjected to bomb threats etc. Lessons need to be learned and if the HDSB has to draw a line in the sand in future then it needs to draw it and be prepared to defend it's position in the courts if need be. Actual courts - not the woke courts of social media!
- It is absolutely unacceptable that children, while attending a mandatory institution, have to have their safety compromised daily, because preference is given to the right of one individual over the right of another. The responses that concerned parents and guardians received from the Board and from the school indicating that the weekly and sometimes daily bomb threats 'are under control' is absolutely unacceptable and despicable. The Board and the School must prioritize safety of their students and should be accountable for the mental and emotional stress these unacceptable events caused to the students. There should be higher measures of safety implemented for the students and the teacher in questions should be dismissed and not allowed to teach in schools for the remainder of their career.
- Adopt a dress code and enforce it!
- Curtin Ennis and Sari Tara should be fired
- Get parents back in charge of ethical school boards everywhere immediately
- HDSB Trustees must be responsive to parents and listen to their concerns. Neither of these have been taken into consideration by the current Board!
- Many recent issues in Canada and USA demonstrate the elected school boards do not listen to parents and are not fulfilling their duty to their students. Based on their poor performance in the shop teacher matter, I do not trust the current HDSB to change, so they should be replaced. If the next group are not responsive to parents and responsible towards students needs, the Ministry of Education must change the Board's charter to allow a stronger parent voice in their education and well being.
- Mr. Ennis needs to step down. Ideally superintendent Tara as well. And Meredith cannot come back to our school as principal.