

## ATTENDANCE

Duke of Connaught: C. Shea, C. Gambacort, Kelli Helpert, Abby Pierce, Emilie Adams

SAC: Bev Grondin (Chair), Tanya Barrett (Chair), Margie Akins (Secretary), Daniela Fermo (Treasurer), Stacey Iseman (Parent Rep), Lisa Casino (Parent Rep)

Sign-In: Lisa Lebeer, Julia Purdy, Jennifer Etekes, Steve Denheyer, Angie Law, Aron McGrath, Laurie Barnett, Holly Jordan, Marie Snyder, Julia Fanant, Laura Byers, Jo Arnott, Susan Munn, Meghan Cox, Melissa Nurse, Karen Pumpa, Jill Hollingsworth, Liz Lundy, Chris Shea, Stephanie Kelford, Morag Pat

## **AGENDA**

- 1) Welcome and request for all other business
  - a) Treaty Acknowledgment
- 2) Approval of Minutes: Margie Akins
- 3) Treasurer's Report: Daniela Fermo
- 4) Ward Report (5 min): Kelly Ackerman
- 5) Committee Report (5 min): Creator Fair (Lisa Casino)
- 6) Principal's Report (10 min)
  - Academic review
  - Staffing
  - Extracurricular
  - Facilities
- 7) Other Business
  - a) School Safety Issues
    - i) Changing lunch format (Margie Akins/Lisa Lebeer)
    - ii) Peer mentoring
    - iii) Empathy
    - iv) Weekly email communication
    - v) Quiet spaces & sensory rooms
    - vi) Self-regulation strategies
    - vii) Aggression & Safety (Stacey Iseman)
  - b) EQAO (A. McGrath)
  - c) Robocalls (A. McGrath)
  - d) Music Classes for Kindies (A. Law)
  - e) Yearbook (A. Law)
  - f) Action 4 Education Mtg Summary (S. Munn)

**1) Welcome and request for all other business**

- a. Busy night and a lot of issues to discuss with an 8pm cut-off, so if any additional issues are missed please write it down and we'll try our best to address it in the NTR.

**2) Approval of Minutes**

- Motion to approve minutes from February, seconded, approved.

**3) Treasurer's Report**

- Adult Social – close to \$10,000 raised. Generous budget of \$7,400. Haven't disbursed a lot of money yet. Upcoming, grade 8 grad, teacher funding requests are coming in. Currently sitting with \$35,181 as of March 1<sup>st</sup>. We had requests of over \$32,000 to spend. We'll meet all the requests and have some carryover to start next year.
- Musical was a great success. \$4,000 net. No discussion this year or last year that the \$ would go directly towards arts and musical. It's hard to promise that money specifically to the music program without the documentation. Discussion to be continued.
- Cash Online – Jenn in the Main Office has just gone for training.
- Parenting Workshop on self-regulation was well attended and we were able to do it because of the PRO Grant.

**4) Ward Report**

- Ward Rep not in attendance.

**5) Committee Reports**

- Creator Fair save the date is coming up – June 6<sup>th</sup> (Thursday). More of a focus on maker fair vs. carnival. Thankful for Adult Social leftover auction items. Always looking for parent volunteers to help and also to share their knowledge (e.g. magician or other craft/hobby).

**6) Principal's Report**

- Caring & Safe Schools Committee – kids who volunteered to do road safety awareness campaign put up signs around school and writing safety announcements.
- Co-ed basketball reached finals. School clean-up day is tomorrow – annual event and classes will be cleaning out the school yard. Eco crew is going out to clean up the pit. Planting in some flower beds. Waste audit results are in the last Duke newsletter and beside Rm 3.
- Staffing & School Model:
  - Mandated to do staffing in 2 phases. First phase has been completed, with allocation provided to us and we built our school models. School is staffed. April 23<sup>rd</sup> a 2<sup>nd</sup> wave of funding was supposed to come in. Mid-next week we'll be into phase 2. 1.5 staff given to us based on school needs. Down from 51 to 46 staff next year. Central coaches, ESL, swim instructors, etc. allocation is coming in later dates. Working well into May before we've finished staffing. Look at staffing in our June SAC meeting.
  - LOI – how is it based? It's set based on the top 300 neediest schools based on income. This year we were directed to apply the LOI allocation to our Junior division classrooms.

- 2 SNAs who support children with social/emotion/transitions needs
- How many teachers are considered surplus because of Ontario government cuts? Regular staffing process drives surplus on a yearly basis. We have staff who hold central positions and this often impacts the number of staff we surplus in the early stages of staffing. This year we surplused 1 teacher, but we are in the early stages of staffing and that is not final as yet. Once we know about the central teachers who may or may not keep their current positions, we'll know whether we can recall the surplused teacher. It's always a process that has information coming to us at different stages in staffing.

## 7) Other Business

### a. School Safety Issues

#### i. Changing Lunch

- 101 signatures asking for a change.
- Why was it changed? Now there are 3 supervisors in the back field and 3 in the front yards. Under current model we have a better handle of where kids are at all times, in case of a fire alarm for example.
- Q: 7/8s last year were allowed to stay in the small eating area for entire lunch period beside the cafeteria, now they are not. Now there is not enough time for the kids to consume their purchased lunch inside the room. Can we think about the older kids feelings of being kicked out and roaming aimlessly. Additionally, the room is too small. The kids are just wandering because they have nowhere else to go.
- **Contact SAC if you want to join the committee, staff, supervisors, kids and parents.**

#### ii. Aggression & Safety

- Stacy Iseman invited parents who were upset about safety to email parent rep email. Lack of supervision, culture of fear and bullying, culture of violence towards kids and staff, kids afraid to walk in halls, stairs, cafeteria because of different ages moving at the same time. What is the protocol to this violence? How do we assess the success of the strategies? We don't see any forward momentum so what recourse do we have? How do kids who are witnessing this violence get help to deal with it? **Lack of communication** is the biggest issue. Parents can't debrief with their own children if they don't get informed of an incident.
- Violence against teachers is on the rise. What are the protocols for the kids who have witnessed this? Will parents be informed of an incident so they can address it with their children? What is the feedback in the classroom after an incident? Is it repeated behaviour and how can we deal with it at home?
  - Protocol for head injury – parents are notified immediately and we will continue to monitor.
  - The magnitude of the problem is being exaggerated. Duke has 2 or 3 incidents daily (on average) in a school of 914 children.

We have to make judgment calls on what needs to be responded to first, based on severity. Only 3-5% of the student population has a major issue.

- Can I expect the school to inform parents of efforts being made to address the issue or should I expect my (often uncommunicative) child to come to me and tell me, for example that an empathy coach visited today? The help the “witnesses” are getting needs to be communicated.
  - Answer: Some classes receive more obvious or overt support wherein a weekly program is being run (with a specific curriculum) to support the children in developing communication/conflict resolution skills etc. Supports are available for classes on an as needed basis. We do have some
  - How are the “witnesses” being helped? Or are they just forgotten? A variety of supports are offered and implemented on an as needed basis. This could be by teacher identification or a parent request, as per usual.
- Connecting to parents of evacuated classes has to occur. The kids are affected every time they’re evacuated. Why aren’t parents notified when evacuations happen? Are evacuations just a regular occurrence of the school now for this class?
  - Answer: We used to remove children who were dysregulated or who were having serious difficulty. Training has changed now – kids cannot be removed physically anymore because it’s traumatic to the child and the staff, and people were getting hurt. Evacuations (which is a heightened term, it’s really a temporary relocation), are meant to give a child space to cool down and to be less traumatizing to everyone involved/witnessing. Parents will not be notified every time the class is evacuated. It’s prefaced as not alarming in the moment by the teacher.
- Concern this is an epidemic now. Parents are individually and constantly assured that these are isolated when clearly that’s not the case. Individual teachers are constantly texting us about activities so why can’t they inform us of incidents so we can talk to our children?  
**Due to regular evacuations in certain classrooms the children are not getting sufficient or any academics.**
- Agree that academics are suffering considerably in the classrooms where there are regular evacuations. Is there a line in the sand? When is it enough? Is the aggressor’s parent contacted after each incident?
  - Answer to last question: Yes, the parent(s) of the child who has had the difficulty is informed.
  - This is not a regular occurrence, nor an epidemic. We address

these situations on an individual case. There is no line in the sand, we provide supports as needed. Our goal is to reduce the frequency, intensity and duration of any of this kind of dysregulation.

- I understand that a lot of the response is TDSB Policy but the policy has a lot of grey areas, leaving some discretion to the administration.
  - Answer: please send remaining policy questions to the SAC and we will try to get clarification.
- We need to remember that it's not just Duke. It's a province-wide issue and we need to make our voices heard beyond the school. Something is wrong with the system.
- A young child in school is self-harming because she is being bullied aggressively. Teachers and admin have been contacted about each incident and little to nothing is being done about it. Bullied children are displaying concerning behaviours at home and school and feel they have nobody trying to help them in the school.
- Suggestion: low budget communication with form style re-enactment of what social grace is and how to behave properly. Is a weekly incident report from each teacher feasible?
  - Answer: Needs more discussion because it focuses on what went wrong instead of what went right. Response: things are still going wrong whether you want to acknowledge them or not.
- Are evacuations tracked? Answer: It's in the FAQ.
- Quiet spaces and sensory rooms: Intervention CYW is working on developing calming centres. Creating a space where kids can be time-tabled into the rooms for self-regulation work or work on mindfulness. Either staff would be staffing it or it could be scheduled. A child can ask to go to the room if they feel they are losing their cool.

**b. Mock EQAO**

- Need better timing for next year. This year kids were taken out of the musical viewing to write it and missed part of it. And notification to parents would be appreciated. The assessment window is 2 weeks for the EQAO, a letter will be going out next week. Carl Gambacort is the point person.

**c. Robocalls**

- There are a lot of issues with it. Some people are receiving too many, some people aren't receiving any knowing full well their child isn't in school. Kathleen can address any contact information changes.

**d. Music Classes for Kindies**

- Music resource is being reduced from 2 to 1.5 – is it true? A: Music teacher is going on leave, who currently spends 0.5 of time on music, 0.5 time on drama. This music teacher is not being directly replaced; it may be two different staff members, each doing 0.5, combining to offer the full program. Plan is not to reduce music for any of the grades. Still be the equivalent of 2.0 next year.

Duke of Connaught

SAC MEETING – April 25, 2019 (6:30-8:00 p.m.)

- Does Music incorporate Dance and Theatre? Every year the staffing committee changes prep to fit the needs they've seen.
  - Staffing committee didn't come to a consensus over this model.
  - Angie Law would like to be involved in any discussion over music but Carol Shea indicated some things cannot be discussed with parents.
- e. **Yearbook**
- Angie Law is working on it. If you have pictures you can share send to [dukeyearbook@gmail.com](mailto:dukeyearbook@gmail.com).
  - Angie was asked to send SAC last year's numbers for those that were subsidized so we can anticipate that spending.
- f. **Action 4 Education Summary**
- Sue Munn attended the session about a group of parents that are mobilizing around funding issues with Ontario government. Looking at increasing parent driven action. Planning with a West End group and a province wide group. To get involved, find the group on Facebook: East End Parents 4 Public Education.
- g. May 9<sup>th</sup> – Screenagers screening

**Meeting adjourned at 8:00 p.m.**

Minutes by SAC Secretary M. Akins