Committee of the Whole Meeting

Date: May 12, 2014
Time: 6:00 p.m.
* Committee of the Whole In Camera, if necessary, will precede or follow the Board Meeting, as appropriate.

Location: Resurrection CSS, 455 University Ave., W., Kitchener

Attendees
Board of Trustees:

Student Representatives:
Alexandru Gheorghe, Carlos Valero

Senior Administration:
Larry Clifford, Gerry Clifford, David DeSantis, Derek Haime, Maria Ivankovic, Shesh Maharaj, Laura Shoemaker

Special Resource:
Fr. Fred Scinto, CR; John Shewchuk.

Recording Secretary:
Barb Pilsner

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<table>
<thead>
<tr>
<th>ITEM</th>
<th>Who</th>
<th>Agenda Section</th>
<th>Method &amp; Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Call to Order</td>
<td>Board Chair</td>
<td>--</td>
<td>Approval</td>
</tr>
<tr>
<td>1.1 Opening Prayer &amp; Memorials</td>
<td>Board Pastoral Team</td>
<td></td>
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<tr>
<td>1.2 Approval of Agenda</td>
<td>Board of Trustees</td>
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<tr>
<td>1.3 Declaration of Pecuniary Interest</td>
<td>Individual Trustees</td>
<td></td>
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<tr>
<td>1.3.1 From the current meeting</td>
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<td>1.3.2 From a previous public or in-camera meeting</td>
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2. Consent Agenda: Director of Education (eg: operational matters from the Ministry of Education that the Board is required to do; update on the system)

2.1 |
## 3. Consent Agenda: Board (Minutes of meetings)

<table>
<thead>
<tr>
<th>ITEM</th>
<th>Who</th>
<th>Agenda Section</th>
<th>Method &amp; Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Approval of Minutes of Regular and Special Meetings</td>
<td>Trustees</td>
<td>pp. 1-4</td>
<td>Approval</td>
</tr>
<tr>
<td>3.1.1 Minutes of Meeting of Apr 7/14</td>
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</tr>
</tbody>
</table>

## 4. Delegations:

4.1 VIP Award
   4.1.1 Sebastian Malton, Resurrection C.S.S.  
   4.1.2 Jakob Main, St. John  
   4.1.3 Nathalie Giovinazzo, St. Nicholas  
   4.1.4 Nolan Ramon, St. Mark  
   4.1.5 Ruté Sousa, St. St. Vincent de Paul

4.2 St. Gabriel Update

4.3 EQAO Grade 9 Math

4.4 Restorative Justice Training

4.5 Summer Learning Program

4.6 Board Website Survey Report

4.7 Catholic Curriculum Planning Tool

<table>
<thead>
<tr>
<th>Who</th>
<th>Agenda Section</th>
<th>Method &amp; Outcome</th>
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</thead>
<tbody>
<tr>
<td>Carlos Valero</td>
<td>pp. 1-4</td>
<td>Presentation</td>
</tr>
<tr>
<td>Joyce Anderson</td>
<td>pp. 1-4</td>
<td>Presentation</td>
</tr>
<tr>
<td>Wayne Buchholtz</td>
<td>pp. 1-4</td>
<td>Presentation</td>
</tr>
<tr>
<td>Manuel da Silva</td>
<td>pp. 1-4</td>
<td>Presentation</td>
</tr>
<tr>
<td>Alexandru Gheorghe</td>
<td>pp. 1-4</td>
<td>Presentation</td>
</tr>
<tr>
<td>John Bigelow</td>
<td>pp. 5</td>
<td>Information</td>
</tr>
<tr>
<td>David DeSantis</td>
<td>pp. 6-10</td>
<td>Information</td>
</tr>
<tr>
<td>Derek Haime</td>
<td>pp. 6-10</td>
<td>Information</td>
</tr>
<tr>
<td>Sandra Quehl</td>
<td>pp. 6-10</td>
<td>Information</td>
</tr>
<tr>
<td>Derek Haime</td>
<td>pp. 6-10</td>
<td>Information</td>
</tr>
</tbody>
</table>

## 5. Ownership Linkage

5.1

## 6. Reports from Board Committees/Task Forces

6.1 Code of Conduct Task Force – draft policy  

<table>
<thead>
<tr>
<th>Who</th>
<th>Agenda Section</th>
<th>Method &amp; Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trustees</td>
<td>pp. 11-16</td>
<td>Discussion</td>
</tr>
</tbody>
</table>

## 7. Board Education

7.1

## 8. Policy Discussion

8.1

## 9. Assurance of Successful Board Performance

9.1

## 10. Assurance of Successful Director of Education Performance

10.1 Monitoring Reports & Vote on Compliance

10.2 Advice from the CEO

10.2.1 Student Trustee Elections 2014-15

<table>
<thead>
<tr>
<th>Who</th>
<th>Agenda Section</th>
<th>Method &amp; Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>David DeSantis</td>
<td>pp. 6-10</td>
<td>Information</td>
</tr>
</tbody>
</table>

## 11. Potential Agenda Items
<table>
<thead>
<tr>
<th>ITEM</th>
<th>Who</th>
<th>Agenda Section</th>
<th>Method &amp; Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>12. Announcements</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| **12.1** The following reports are posted on the Board web page: [www.wcdsb.ca](http://www.wcdsb.ca)  
a) Minutes of SEAC Meeting of  
b) Minutes of Parent Involvement Committee Meeting of | | | |
| **12.2 Upcoming Meetings/Events** (all scheduled for the Catholic Education Centre unless otherwise indicated): | | | |
| **13. Items for the Next Meeting Agenda** | Trustees | | |
| **14. Adjournment**  
Confirm decisions made tonight  
Closing Prayer | Director of Education | | |
| **15. Motion to Adjourn** | Board of Trustees | Motion | Approval |

**CLOSING PRAYER**

O Risen Lord, you have entrusted us with the responsibility to help form a new generation of disciples and apostles through the gift of our Catholic schools.

As disciples of Christ, may we educate and nurture hope in all learners to realize their full potential to transform God’s world.

May our Catholic schools truly be at the heart of the community, fostering success for each by providing a place for all.

May we and all whom we lead be discerning believers formed in the Catholic faith community; effective communicators; reflective and creative thinkers; self-directed, responsible, life-long learners; collaborative contributors; caring family members; and responsible citizens.

Grant us the wisdom of your Spirit so that we might always be faithful to our responsibilities. We make this prayer through Christ our Lord.

Amen

Rev. Charlie Fedy, CR and the Board of Trustees, 2010
Committee of the Whole Meeting

A public meeting of the Committee of the Whole was held Monday, April 7, 2014 at the KW Art Gallery, 101 Queen St., N., Kitchener.

**Trustees Present:**
Joyce Anderson; Wayne Buchholtz; Manuel da Silva; Janek Jagiellowicz; Frank Johnson; Anthony Piscitelli; Wendy Price; Greg Reitzel

**Student Trustees Present:**
Alexandru Gheorghe; Carlos Valero

**Administrative Officials Present:**
Larry Clifford; Gerry Clifford; David DeSantis; Derek Haime; Maria Ivankovic; Laura Shoemaker

**Special Resources For The Meeting:**

**Regrets:**
Peter Reitmeier; Shesh Maharaj; John Shewchuk; Fr. Fred Scinto

**Absent:**

**Recorder:**
Barb Pilsner, Executive Administrative Assistant

**NOTE ON VOTING:** Under Board by-law 5.7 all Board decisions made by consensus are deemed the equivalent of a unanimous vote. A consensus decision is therefore deemed to be a vote of 9-0. Under Board by-law 5.11 every Trustee “shall vote on all questions on which the Trustee is entitled to vote” and abstentions are not permitted.

1. **Call to Order:**
The Chair called the meeting to order at 6:01 p.m.

1.1 **Opening Prayer & Memorials**
The opening prayer was led by J. Jagiellowicz, Pastoral Team Committee. Intentions were offered for Nancy Sabo’s mother who is ill, Cheryl Casselman’s brother-in-law who passed away, a family member of Dan Ingoldsby who passed away, and S. Maharaj’s father who passed away. Please keep them in your prayers.

1.2 **Approval of Agenda**
Add 8.1 Policy Governance In-service

2014-54 -- It was moved by M. da Silva and seconded by J. Anderson:
THAT the agenda for April 7, 2014 as amended be now approved. --- Carried by consensus.

1.3 **Declaration of Pecuniary Interest**

1.3.1 From the current meeting – NIL
1.3.2 From a previous public or in-camera meeting – NIL

2. **Consent Agenda: Director of Education (e.g. day-to-day operational matters from the Ministry of Education that the board is required to do)**

3. **Consent Agenda: Board of Trustees (Minutes of meetings)**

3.1 **Approval of Minutes of Regular and Special Meetings**

3.1.1 Minutes of meeting of March 3, 2014
3.1.2 Items for Action from In-camera Meeting of Apr 7/14 Related to Awards

2014-55 -- It was moved by J. Anderson and seconded by W. Price:

THAT the Consent Agenda Board of Trustees and the recommendations contained therein be now approved. —-

Carried by consensus

4 Delegations

4.1 VIP Awards

4.1.1 W. Price presented the VIP award to Emily Masters, a student at Blessed John Paul II
4.1.2 M. da Silva presented the VIP award to Melissa Linares, a student at Holy Family
4.1.3 A. Gheorghe presented the VIP award to Casey Baleshta, Olivia Ingle, Elizabeth VanDam, students at St. Agnes

The meeting recessed at 6:25 p.m.
The meeting resumed at 6:29 p.m.

4.2 KW Art Gallery Tour

N. Neufeld (KW Art Gallery) and Christine Bencina (Arts Consultant) gave trustees a brief overview of the school programs and teacher professional development offered at the Gallery. They gave trustees and senior staff a tour of the Expressions 39 Exhibit. Students from St. Aloysius presented a series of artwork they currently have on display in the gallery.

4.3 2014-15 School Year Calendar

D. DeSantis, M. Ivankovic and a Steering Committee prepared the 2014-15 school year calendar aligning wherever possible with the WRDSB. The calendar will be on the Consent Agenda: Director of Education for approval April 28th.

4.4 Student Leadership Conference

D. DeSantis spoke of the student leadership conference developed for this year titled “Fearless Leadership, Breaking Boundaries, Building Bridges”. Teachers and principals who attended provided positive feedback. Administrators and teachers chose four students from grade 7 and 8 who would most benefit from the conference. The conference provided them with the starting skills to be successful leaders in the future.

4.5 Draft Treatment of Staff Survey

L. Clifford presented a draft Treatment of Staff survey developed by Dr. L. Shoemaker for discussion and input from the trustees. The results of the survey would be used for the Board Improvement Plan and then the School Improvement Plan. Trustees provided comments for consideration. L. Clifford would like to have two trustees work with senior staff on the survey.

5. Ownership Linkage (Communication with the External Environment)

6. Actions From Board Committees/Task Forces

7. Board Education (at the request of the Board)

7.1 OCSTA 2014 AGM Resolutions

Trustees reviewed the resolutions that will be presented for approval at the AGM in April. They discussed the proposed revisions to the by-law and supported presenting a resolution on rural schools.

8. Policy Discussion

8.1 Policy Governance In-service

Governance Committee discussed a review of policy governance and was supportive of obtaining a facilitator to provide professional development for trustees and senior staff if all were interested and available to attend. Trustees agreed Governance would draft a list of questions at the next meeting for all to answer. It will be brought back to the Board.

9. Assurance of Successful Board Performance
10. Assurance of Successful Director of Education Performance

10.1 Monitoring Reports & Vote on Compliance

10.1.1

10.2 Advice from the CEO

10.2.1 Areas of Priority (Strategic Alignment)
L. Clifford reported:

Heart of the Community (Nurturing Our Catholic Community)
- Diocesan Mass is to be hosted entirely by French Board
- GSNs presented by simulcast.
- United Way luncheon at St. Aloysius school
- School visits by Director are complete
- Grade 12 class visits
- Blessed John Paul II will become St. John Paul II on April 27th. Bishop Miehm will celebrate mass May 16th
- Margo Jones will be the next KW Oktoberfest Chairperson

A Place for All (Building Capacity to Lead & Learn)
- Administrator moves will be announced shortly
- Senior staff at the OCSOA AGM Apr 8 – 11
- EQAO – St. Mary’s grade 9 applied math good news story.

Success for Each (Student Achievement & Well Being)
- Linkages Committee invited MPPs to visit 4 secondary schools.
- Bishop’s Dinner is May 13th
- Staff Recognition is May 6th
- Relay for Life June 13th at 7:00 p.m. organized by Dutton Drive staff. Trustees invited to participate
- Director’s Easter message released April 16th
- CTV News poll – “Should Catholic Schools Receive Government Funding”

10.2.2 WCDSB Promotional Postcards
L. Clifford provided a copy of the postcards to be distributed to schools and real estate offices for distribution. Additional phone contacts and numbers will be added in future additions.

10.2.3 Rural West Waterloo ARC Update
L. Clifford attended the ARC meeting at St. Nicholas on Mar 27th. The committee’s vote selected a preferred closure option. The next public meeting will be April 10th 4 to 6:00 p.m. at Holy Rosary.

10.2.4 Motion to Move to Private, Private, Private

2014-56 -- It was moved by M. da Silva and seconded by F. Johnson: THAT the Board of Trustees move to a private, private, private meeting. --- Carried by consensus.

The meeting moved to a private, private, private meeting at 8:36 p.m.
The public meeting reconvened at 9:55 p.m.

2014-57 -- It was moved by G. Reitzel and seconded by J. Jagiellowicz: THAT the Board of Trustees approve the actions arising from the March 24/14 and April 7/14 private, private, private meeting – Carried by consensus

11. Potential Agenda Items

12. Announcements

12.1 The following reports are posted on the Board web page: www.wcdsb.ca
a) Minutes of SEAC Meetings
b) Minutes of Parent Involvement Committee Meetings
13. Items for the Next Meeting Agenda/Pending Items

13.1 Items for the Next Meeting Agenda

13.2 Pending Items:


The Recording Secretary confirmed the meeting decisions.

15. Motion to Adjourn

2014-58-- It was moved by J. Jagiellowicz and seconded by M. da Silva: THAT the meeting be now adjourned. The meeting was adjourned by consensus at 9:58 p.m.

Chair of the Board

Secretary
St Gabriel – Construction Update

Committee of the Whole

Figure 1 - View of School from Corner of Baldwin and Guelph Avenue – April 30, 2014

Figure 2 - Main High Roof - Watertight waiting for gravel – May 7, 2014

Figure 3 - Front of School - East end - Showing spray foam insulation

Figure 4 - Second floor - Main corridor looking west
## WCDSB Website Survey

### What is your role with the Board?

<table>
<thead>
<tr>
<th>Role</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>14</td>
<td>9%</td>
</tr>
<tr>
<td>Parent</td>
<td>36</td>
<td>23%</td>
</tr>
<tr>
<td>Community member</td>
<td>3</td>
<td>2%</td>
</tr>
<tr>
<td>Teacher</td>
<td>52</td>
<td>33%</td>
</tr>
<tr>
<td>Trustee</td>
<td>0</td>
<td>%</td>
</tr>
<tr>
<td>School Administrator</td>
<td>4</td>
<td>3%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>36</td>
<td>23%</td>
</tr>
<tr>
<td>Senior Administration</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>CEC Staff</td>
<td>14</td>
<td>9%</td>
</tr>
</tbody>
</table>

**Total Responses:** 160 100%

### How satisfied are you with our website?

<table>
<thead>
<tr>
<th>Satisfaction Level</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very satisfied</td>
<td>36</td>
<td>22%</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
<td>62</td>
<td>39%</td>
</tr>
<tr>
<td>Neutral</td>
<td>26</td>
<td>16%</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
<td>23</td>
<td>14%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>14</td>
<td>9%</td>
</tr>
</tbody>
</table>

**Total Responses:** 161 100%

### Satisfaction Comments

**Response Count: 56**

- I used it to find out school boundaries and busing information for my daughter and was able to find the information I was looking for. It was very user friendly.
- Some areas are easy to follow and navigate - e.g. when looking for someone's contact info.
- Very difficult to find what I am looking for.
- Search doesn't work well, hard to find things under StaffNet. Things that I think are obvious and should be in certain spots aren't always where I think they should be.
- Difficult to find what I'm looking for. Not aesthetically attractive.
- Most items are relatively easy to locate.
- Very often the information on the website is either out of date, or very late being put on the site...i.e. JK registration for the current year is put up too late for the purposes of the school.
- For the most part, I can navigate through the board website. However, there are often times when it is hard to find what I am looking for. I don't think the "search" feature does a good job of leading users to where they want to go.
- It's awkward to navigate and the layout is old.
- You need to make accessing teacher email addresses much more transparent. This information should also be reproduced on each schools' websites. You are public employees. We deserve to have easy access to that information! It's like you don't want us to contact teachers.
- This past winter, when I needed to find updates on bus cancellations etc., I found the website very non user friendly. I actually ended up accessing my information from the WDSCB site. On their home page is a quick links field that lists school cancellations as well as other important, need-it-in-a-hurry info.
- It's difficult to find information on the website. No clear instructions regarding how to register for school. Main page does not contain enough content.
Sometimes have to contact Board Office to see where what I am looking for is in.

Newsletter for St Luke School is not accessible. When I link to the school website from the board website, I cannot get the newsletter or current information. The school is too busy making the homepage colourful than providing parents with information that we need.

too many passwords

Huge overall needed

Difficult to find what I want.

The search bar is not very effective, often not locating the material requested.

Find it difficult to search

Forms are duplicated in several areas and may be different as they are not always updated in both areas. Find the search for forms to not be very effective - if you don't know the right words to search you may not find it - Categories may be easier

Site is not intuitive with regard to information organization. A simple task like finding the school year calendar takes a long time to complete because the calendar is not in an intuitive place on the site. This type of non-intuitive organization occurs throughout the site

Should have quick links for teachers to access webmail, etc. it is frustrating that from home I need to login to staff net to then login to webmail!

Easy to navigate!

All the resource pages associated with Program Services have been taken down over the past few years - now they simply lead to the Ministry site for curriculum. This is unfortunate since a lot of work went into creating the material that used to be on these sites for parents to access.

Its very hard to find necessary forms.

The pictures have not been updated for over 10 years. If a website is not current, it does not reflect the organization that it represents.

The listing of schools and info for address is fine

Takes a lot of digging to find information

Easy to find information

I have been able to work my way though to find policy documents. I can never find the email link buried in the staff net page.

It is extrememly difficult to navigate and to find the materials/items you are looking for. Some of it is also quite outdated but that happens with all websites...

Information is outdated and difficult to find

Outdated information, not a streamlined format

Old files have to be cleaned out.

The website is well organized. Everything is easy to find.

It appears clean and uncluttered

Navigation is difficult sometimes. A Search function should be available.

I like the content that is available, such as APO memos, cancellation notices, maps of the school locations, but it is not very intuitive to find these things. I usually end up searching through Google rather than navigating the website.

Site layout is good and easy to find information

Sometimes have difficulty locating what I am looking for.

It is easier to find things on the public website than on the StaffNet.

Needs to be more dynamic and engaging - it really needs to be updated and refreshed. Need to make Catholicity more obvious.

Your website is hard to find what you need. Too many categories I don't really need.

There are too many options. It needs to be simplified with the most used very obvious. I find it hard to negotiate through to find simple things like information on particular schools or contact information for a specific person in the Board.

The website is excellent. Some websites are too busy and it is difficult to find what you are looking for. Information is easy to find and the website is not overly cluttered.

I Like It Alot

website contains the information that I need.

I LIKE the changes that have been made to the menu used to access the AP memos. I find the new format far more use-friendly - it's much easier to find these documents.

I always just go to YouTube when I come to this site, seeing as I get directed here when I select Google Chrome. But it looks great, nonetheless.

The website is good.

I would like to see all the forms located in one place for ease of search.
Everything i like is BLOCKED!!!!

Although, it would appear that the sites has up to date info, the site itself looks rather dull and stale. You would not know that it has updated info because it looks the same and has been for a while.

-difficult to navigate -content is dated -not inviting

The website is pretty good but it would be good to have Staff Contact information in its own place instead of going to the schools website.

Like the smilin' folks. Good call. Shows you are focused on kids.

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Thinking of your last visit to the website, which one of the following is true?

<table>
<thead>
<tr>
<th>Question</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>You found exactly what you were looking for</td>
<td>68</td>
<td>43%</td>
</tr>
<tr>
<td>You found part of what you were looking for</td>
<td>47</td>
<td>30%</td>
</tr>
<tr>
<td>You found something better than what you were looking for</td>
<td>0</td>
<td>%</td>
</tr>
<tr>
<td>You had no specific agenda in mind when visiting</td>
<td>10</td>
<td>6%</td>
</tr>
<tr>
<td>You were not able to find what you were looking for</td>
<td>32</td>
<td>20%</td>
</tr>
</tbody>
</table>

Total Responses: 157 100%

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Please rate the following attributes of our website.

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Poor</td>
</tr>
<tr>
<td>Ease of navigation</td>
<td>12%</td>
</tr>
<tr>
<td>Accuracy of information</td>
<td>3%</td>
</tr>
<tr>
<td>Quality of content</td>
<td>3%</td>
</tr>
<tr>
<td>Quantity of content</td>
<td>4%</td>
</tr>
<tr>
<td>Meeting your needs</td>
<td>8%</td>
</tr>
<tr>
<td>Layout/design</td>
<td>13%</td>
</tr>
<tr>
<td>Search Feature</td>
<td>22%</td>
</tr>
</tbody>
</table>

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Rating Comments

Response Count: 22

When I am at home signing in, I have to enter login id and password "twice" and I think it is very unnecessary to log in the second time. I think once you key the correct id and password you should not have to re-enter, ie. jumping from one menu item to another.
Also, the YouTube icon is of great use, but it does require one more step as it directs me to the official WCDSB YouTube channel, which I am subscribed to.

The website is good.

Easy to find schools, access staffnet

I am often not able to find the documents I am looking for using the search feature (they are generally less relevant)

You have too much on there that doesn’t really help you.

The information on who was the VP was inaccurate and very out of date.

Need a search feature!

Search feature doesn’t work well. Very outdated website.

Perhaps I don’t have very good computer skills but I do find it challenging to find information.

see above comment box

The search feature is probably the worst attribute of the site.

The interface of the website is not great, but other than that, it’s pretty good.

Lots of content is outdated - especially on StaffNet

Classroom teachers, special education teachers and parents are often not able to locate the forms or information they are looking for, and contact me to find it and either send them a link, or download and attach the form for them.

I would move staffnet, classnet and ezfind to the top of the page

I’ve never used the search feature so I can’t comment on it. I feel like the website is not organized with the user in mind. It contains a massive amount of information but with no clear understanding of who might access that information.

See above for Search Feature comment.

Being part of staff, I still find it difficult to find what I am looking for.

Searching key words usually yields no results found even when key words in documents are used.

there is a lot of out of date information and no one seems to take responsibility to update it

How does our website compare to other school board websites you have visited?

<table>
<thead>
<tr>
<th>Comparison</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our website is much better</td>
<td>18</td>
<td>12%</td>
</tr>
<tr>
<td>Our website is somewhat better</td>
<td>15</td>
<td>10%</td>
</tr>
<tr>
<td>About the same</td>
<td>36</td>
<td>23%</td>
</tr>
<tr>
<td>Our website is somewhat worse</td>
<td>31</td>
<td>20%</td>
</tr>
<tr>
<td>Our website is much worse</td>
<td>13</td>
<td>8%</td>
</tr>
<tr>
<td>Nothing to compare with</td>
<td>42</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Total Responses:</strong></td>
<td><strong>155</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

What other features would you like to see added to our website?

Response Count: 27

- schools survey
  1. The weather/temp in every city where the Catholic Board has school(s).
  2. Any news affecting the Catholic School System. For example, I read and heard on the news that the Ontario Superior Court has ruled that student at a Catholic high school who is entitled to be excused from religious courses must also be excused, if they wish, from religious field trips and attending mass. It would be very informative if this info is also posted on the site as News Headlines etc. Any communications about this, for example, will be beneficial to school offices and parents/guardians in case there are procedural changes. Everyone is, therefore, on the face page and gets the information right away.
- Mobile web or apps for schools with calendar subscriptions
- Make the YouTube icon bigger.
- I would like to see a series of buttons that you can click to get to access specific information instead of having to go to the bar across the top and pick a department.
<table>
<thead>
<tr>
<th>Suggestion</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Include tweets, links to blogs on the homepage</td>
<td></td>
</tr>
<tr>
<td>the addition of a portal for direct interaction with the board would be</td>
<td>helpful.</td>
</tr>
<tr>
<td>Nothing</td>
<td></td>
</tr>
<tr>
<td>Easy links to updated school web sites.</td>
<td></td>
</tr>
<tr>
<td>Better links to individual schools and there newsletters, school info,</td>
<td>maps, contact info for people that is updated.</td>
</tr>
<tr>
<td>contact info for people that is updated.</td>
<td></td>
</tr>
<tr>
<td>Change the photos more often. Include all the schools in the photos.</td>
<td>Send someone around to capture events from every school. Teachers</td>
</tr>
<tr>
<td>don't have time to submit them, so you are showing the same photos for</td>
<td>years and the home page looks stale.</td>
</tr>
<tr>
<td>years.</td>
<td></td>
</tr>
<tr>
<td>Would be great if constant updating of school happenings were done. I do</td>
<td>realize that it is time consuming. Also staff names would be nice if</td>
</tr>
<tr>
<td>realize that it is time consuming.</td>
<td>updated on some of the school's websites.</td>
</tr>
<tr>
<td>a search engine for in staff net that if I'm searching about school board</td>
<td>policies that I get to the right section, not an article</td>
</tr>
<tr>
<td>policies that I get to the right section, not an article</td>
<td></td>
</tr>
<tr>
<td>Not sure but it does need sprucing up ~ perhaps more colour</td>
<td></td>
</tr>
<tr>
<td>a very good search feature for parents and staff looking for information.</td>
<td></td>
</tr>
<tr>
<td>a focus on Arts programs</td>
<td></td>
</tr>
<tr>
<td>quick links to things like contact information at the school, cancellations,</td>
<td>I would have never thought to look under &quot;our schools&quot; and then general</td>
</tr>
<tr>
<td>I would have never thought to look under &quot;our schools&quot; and then general</td>
<td>information. Needs to be easier ways to find FAQs</td>
</tr>
<tr>
<td>information. Needs to be easier ways to find FAQs.</td>
<td></td>
</tr>
<tr>
<td>SEARCH - please!</td>
<td></td>
</tr>
<tr>
<td>Access to forms like the one for extended absence from school</td>
<td></td>
</tr>
<tr>
<td>Resources for parents i.e. how can I help my child in various subject</td>
<td>matters. Resources for students i.e. study tips; links to educational</td>
</tr>
<tr>
<td>matters. Resources for students i.e. study tips; links to educational</td>
<td>activities etc.</td>
</tr>
<tr>
<td>activities etc.</td>
<td></td>
</tr>
<tr>
<td>Is there an area were support staff can share information around tools used</td>
<td></td>
</tr>
<tr>
<td>in the classroom or with students.</td>
<td></td>
</tr>
<tr>
<td>Better titles and pull down lists for better searching.</td>
<td></td>
</tr>
<tr>
<td>-ticker tape running with updated info such as on MSN -youtube PSA's on</td>
<td>anti-bulling (as an example) -a student portal</td>
</tr>
<tr>
<td>anti-bulling (as an example) -a student portal</td>
<td></td>
</tr>
<tr>
<td>The menu down the side of the spec. ed. section is useful. Add more</td>
<td>explanation to pages - especially step by step instructions regarding</td>
</tr>
<tr>
<td>explanation to pages - especially step by step instructions regarding</td>
<td>how to register for school.</td>
</tr>
<tr>
<td>how to register for school.</td>
<td></td>
</tr>
<tr>
<td>An annotated index so you can find things more efficiently.</td>
<td></td>
</tr>
<tr>
<td>Properly functioning search engine, and perhaps some sort of fast links</td>
<td>to common documents. I don't think I'm the only one looking for some of</td>
</tr>
<tr>
<td>to common documents. I don't think I'm the only one looking for some of</td>
<td>these things... maybe in the tech newsletter highlighting some information</td>
</tr>
<tr>
<td>these things... maybe in the tech newsletter highlighting some information</td>
<td>to remind us it's there?</td>
</tr>
<tr>
<td>to remind us it's there?</td>
<td></td>
</tr>
<tr>
<td>Stronger search elements and site maps. More consistency amongst</td>
<td>individual school sites and the overall board site.</td>
</tr>
<tr>
<td>individual school sites and the overall board site.</td>
<td></td>
</tr>
</tbody>
</table>
Policy Statement:

Waterloo Catholic District School Board Trustees represent all the citizens of Waterloo Region and are responsible to separate school supporters through the democratic process. The separate school supporters of Waterloo Region have entrusted Trustees, through the democratic process, with the education of all students in its schools and serve as their advocates. The public is entitled to expect the highest standards from the school Trustees it elects.

In addition to the duties of a Trustee under Section 218 of the Education Act and Regulations of Ontario, Catholic Trustees honour a set of additional expectations that have been set for them by the Catholic community. These include, but are not limited to:

- An appreciation that Catholic schools are an expression of the teaching Ministry of the Church;
- The facilitation of the best possible Catholic education according to the programs approved by the provincial Minister of Education and supported by the Canadian Conference of Catholic Bishops;
- A recognition and defense of the constitutional right of Catholic education and the democratic and corporate authority of the Board;
- An affirmation of a strong sense of Catholic community; and
- Prayer, support and encouragement for the efforts of all persons engaged in the ministry of Catholic education in Canada.
- The promotion of a positive image of the Board.
- Finally, Trustees will not cause or allow any conditions, procedures, actions or decisions that are undignified unprofessional, or contrary to the preservation of Catholic values and teaching.
Individual Trustees are expected to:

- Familiarize themselves with their duties and any requirements of them as prescribed by the Education Act and Regulations;
- Familiarize themselves with their duties and any requirements of them as prescribed by the Municipal Freedom of Information and Protection of Privacy Act and their related regulations;
- Familiarize themselves with positions, policies and directions of the Ontario Catholic School Trustees Association;
- Comply with the Municipal Conflict of Interest Act in declaring any and all direct and indirect pecuniary interests in a matter before the Board. Trustees are responsible and accountable for exercising good judgment and avoiding situations that might present a conflict of interest or an appearance of a conflict of interest;
- Respect and treat others fairly regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability;
- Agree that all information deemed private or confidential that is provided is for Board business only, and will not be communicated beyond those to whom it has been provided;
- Commit to being fully prepared to participate and deliberate on all matters before the Board;
- Share in the distribution of Board workload including preparing, attending and participating in meetings, committees, public events such as graduations or other assignments as appointed.
- Trustees who sit on committees of the Board will bring on-going reports back to the Board of Trustees describing the work and any new learning and information gained as a result of the work of the committee.
- Trustees will treat each other with the respect and dignity requisite with their office including proper use of authority and appropriate decorum when acting as Board members.
Statutory Duties of a Trustee:

Trustees are expected to comply with the duties of a Board member as set out in Section 218.1 of the Education Act and Regulations.

A board member shall:
- Carry out his or her responsibilities in a manner that assists the Board in fulfilling its duties under this Act., including but not limited to the Board’s duties under Section 169.1;
- Attend and participate in meetings of the board, including meetings of Board committees of which he or she is a member;
- Consult with parents, students and separate school supporters on the Board’s multi-year plan under clause 169.1(1) (f);
- Uphold the implementation of any Board resolution after the Board has made a decision;
- Maintain focus on student achievement and well-being through the development of policies.

Relationship with the CEO and staff:

Board members may not attempt to exercise individual authority over the organization.

- Board members interaction with the CEO, or with staff, must recognize the lack of authority vested in individuals except when explicitly authorized by the Board;
- Board members interaction with the public, press or other entities must recognize the same limitation of any board member to speak for the Board;
- Except for participation in Board deliberation about whether reasonable interpretation of Board policy has been achieved by the CEO, Board members will not express individual judgments of performance of employees of the CEO.
- Board members will respect the confidentiality appropriate to issues of a sensitive nature and all issues in-camera;
Enforcement of Code of Conduct and Municipal Conflict of Interest Act:

Notwithstanding policies and procedures contained in other Board bylaws, in accordance with the provisions of section 218.3 of the Education Act, a breach of this Code of Conduct may be dealt with by the following procedures:

- A Trustee who has reasonable grounds to believe that another Trustee has breached this Code of Conduct may bring the alleged breach to the attention of the Board. Alternatively, a Roman Catholic elector may petition the Board of Trustees directly.
- If an alleged breach is brought to the attention of the Board, the Board shall make inquiries into the matter and shall, based on the result of the inquiries, determine whether there has been a breach.
- If the Board determines that a Trustee has breached this Code of Conduct, the Board may impose one or more of the following sanctions. A progressive approach to sanctions will be considered that could personal contact, clarification, redirection, request for an apology, reprimand, censure or other sanctions as per board motion. These could include a) Censure of the Trustee b) Barring the Trustee from attending all or part of a meeting of the Board or a meeting of a committee of the Board c) Barring the Trustee from sitting on one or more committees of the Board for a period of time determined by the Board or d) Removal of the Chair or Vice-Chair of the Board or Committee. A Trustee who is removed from attending all or part of a meeting of the Board or a meeting of a committee of the Board is not entitled to receive any materials that related to that meeting or that part of the meeting that are not available to any member of the public.
- In appropriate circumstances, the Board may also resolve to disassociate the Board from any action or statement of a Trustee.
- If a Board determines that a Trustee has breached this Code of Conduct, the Board shall give the Trustee written notice of the determination and of any sanction imposed by the Board.
- The notice shall inform the Trustee that he or she may make written submissions to the Board in respect of the determination or any sanction imposed by the Board.
- The notice shall inform the Trustee that he or she may make written submissions to the Board in respect of the determination or sanction by the date specified in the notice that is at least 14 days after the notice is received by the Trustee.
- The Board shall consider any submissions made by the Trustee and shall confirm or revoke the determination within 14 days after the Trustee’s submissions are received.
- If the Board revokes a determination that a Trustee has breached this Code of Conduct, any sanctions imposed by the Board are also revoked.
- If the Board confirms a determination that a Trustee has breached this Code of Conduct, the Board shall, within 14 days after the Trustee’s submissions were received, confirm, vary or revoke the sanction(s) imposed by the Board.
- If a sanction is varied or revoked, the variation or revocation shall be deemed to be effective as of the date the original determination about the alleged breach was made by the Board.
- Despite subsection 207 (1) of the Education Act which requires meetings of the Board to be open to the public, but subject to the requirements below for specific resolutions of the Board to be made in public, the Board may close to the public the part of the meeting during which a breach or alleged breach of this Code of Conduct is considered when the breach or alleged breach involves any of the following matters:
  1. The security of the property of the Board;
  2. The disclosure of intimate, personal or financial information in respect of a Trustee or committee, an employee or prospective employee of the Board or a student or his or her parent or guardian;
  3. The acquisition or disposal of a school site;
  4. Decisions in respect of negotiations with employees of the Board or
  5. Litigation affecting the Board.

The Board shall do the following things by resolution at a meeting of the Board, and the vote on the resolution shall be open to the public:
- Make a determination that a Trustee has breached this Code of Conduct;
• Impose a sanction on a Trustee for a breach of this Code of Conduct;
• Confirm or revoke a determination regarding a Trustee’s breach of this Code of Conduct;
• Confirm, vary or revoke a sanction after confirming or revoking a determination regarding a Trustee’s breach of this Code of Conduct.

A Trustee who is alleged to have breached this Code of Conduct shall not vote on any of the resolutions listed above. When a resolution listed above is passed, the resolution shall be recorded in the Minutes of the meeting.

The Statutory Powers Procedures Act does not apply to any of the enforcement provisions under section 218.3 of the Education Act. Nothing in this Code of Conduct prevents a Trustee’s breach of the Municipal Conflict of Interest from being dealt with in accordance with that Act.

A Trustee who is subject to a board inquiry to determine whether the Trustee has breached the Code of Conduct has a right to retain and be represented by legal counsel throughout the process. Legal expenses will not be paid unless extraordinary circumstances are determined by Board motion.

The required vote on any resolutions of determination will be made by a simple majority of all Trustees on the Board not including the accused Trustee.