

SPECIAL EDUCATION ADVISORY COMMITTEE

Wednesday, September 6, 2023, at 6:00pm

Hybrid Meeting:

In-Person: St. Francis Room (2nd Floor) Catholic Education Centre

Online: [Click here to join the meeting](#)

WCDSB Mission Statement

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

CO-CHAIRS: Cindy Benedetti and Laura Shoemaker

MEMBERS

WCDSB Trustee - **Bob Sikora**

WCDSB Trustee - **Sally Fuentes**

Waterloo Regional Down Syndrome Society - **Kim Murphy**

Waterloo Regional Police - **John Gilbert**

Family and Children's Services of Waterloo Region - **Cindy Benedetti**

Waterloo Region Family Network - **Erin Sutherland**

Centre for ADHD Awareness - **Daina Colbourne**

International Dyslexia Association Ontario - **Laura Shoemaker**

Autism Ontario - **Monica Wenzlaff**

Member at Large - **Jeanne Gravelle**



**Waterloo Catholic
District School Board**
Quality, Inclusive, Faith Based Education

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Kitchener, ON, Canada N2H 3Z1
519-578-3660
info@wcdsb.ca



SEAC Committee Meeting Agenda

Date& Time:	September 6, 2023, at 6:00 p.m.
Location (Hybrid):	In-Person: St. Francis Room(2 nd Floor), Catholic Education Centre Online: Via Teams Click here to join the meeting
Next Meeting:	October 4, 2023, at 6:00 p.m.
Committee Members: Kim Murphy, John Gilbert, Cindy Benedetti, Erin Sutherland, Daina Colbourne, Laura Shoemaker, Jeanne Gravelle, Monica Wenzlaff, Bob Sikora, Sally Fuentes	
Administrative Officials: Gerald Foran, Erin Lemak	

1. Opening Prayer Welcome	Erin Lemak
2. Approval of Agenda Motion by: Seconded:	
3. Declared Pecuniary Interest N/A	
4. Approval of the June 7th minutes: Motion by: Seconded:	
5. School System Operational Business 5.1 Equity 5.1. Revised Brochure 5.2. Special Education Plan 5.3. PA Day Update 5.4. PAAC on SEAC resources/review- direct committee to resources/review roles	L.Garrioch Senior Manager of Equity Services E. Lemak G. Foran
6. Ministry Updates (10 min)	
7. SEAC Committee Functions 7.1. Agenda Topics for Year 7.2. CIPC Funds (\$2500)	All
8. Policy Advice to the Board	
9. Updates	
10. Pending Items	
11. Adjournment	



Motion by: Seconded:	
12. Action Items Place Holder	



SEAC Committee Meeting Minutes

Date& Time:	June 7, 2023, at 6:00 p.m.
Location (Hybrid):	In-Person: St. Mary's Board Room(1 st Floor), Catholic Education Centre Online: Via Teams Click here to join the meeting
Next Meeting:	September 6, 2023, at 6:00 p.m.
Committee Members: Kim Murphy, John Gilbert, Cindy Benedetti, Erin Sutherland, Daina Colbourne, Laura Shoemaker, Jeanne Gravelle, Bob Sikora, Sally Fuentes	
Administrative Officials: Gerald Foran, Erin Lemak Regrets: Bob Sikora, Erin Sutherland	

1. Opening Prayer Welcome	Erin Lemak
2. Approval of Agenda Motion by: Jeanne Gravelle Seconded: Kim Murphy	
3. Declared Pecuniary Interest N/A	
4. Approval of the May 17th minutes: Motion by: Sally Fuentes Seconded: Jeanne Gravelle	
5. School System Operational Business 5.1. Equity • Equity Services at the Board Presentation to continue in 23-24 school year. 5.2. PD Plans for 23/24 • PD schedule • Upcoming IEP Brochure updates	L.Garrioch Senior Manager of Equity Services E. Lemak
6. Ministry Updates (10 min) • \$2500 received from CPIC (Catholic Parent Involvement Committee) Ideas on how to spend these funds by August 31 st : ➢ Printing existing IEP Individual Education Plan) brochure ➢ Printing First Communion Booklets for students with special needs ➢ Printing and updating IPRC (Identification, placement and review committee) pamphlet. ➢ Translation of IEP or IPRC documents	G. Foran
7. SEAC Committee Functions N/A	
8. Policy Advice to the Board N/A	
9. Updates:	



<p>Association Updates:</p> <ul style="list-style-type: none">• WRPS<ul style="list-style-type: none">➤ On June 21, WRPS Equity, Diversity & Inclusion Unit will be joined by Waterloo Region Family Network (WRFN) for a presentation on neurodiversity and how to recognize and support individuals with all exceptionalities. Cristina Stanger, Self-Advocacy Liaison at WRFN, will speak about neurodiversity and neurodivergence. Erin Sutherland, Family Resource Coach, will speak about her role and how WRFN supports families with all exceptionalities. John Gilbert, a WRPS member, Director on the WRFN Board of Directors, and a parent of a child with exceptionalities will also speak about his experience working with Erin after his child's diagnosis and his role as a volunteer Parent Mentor at WRFN.• CADDAC<ul style="list-style-type: none">➤ ADHD Awareness Education Advocacy Newsletter and Information LINK• Trustee Updates<ul style="list-style-type: none">➤ WCDSB Board Meeting Bulletin — May 2023	
<p>10. Pending Items N/A</p>	
<p>11. Adjournment Motion by: Jeanne Gravelle Seconded: John Gilbert</p>	
<p>12. Action Items Place Holder N/A</p>	



Date: September 6, 2023
To: SEAC
From: Director of Education, Superintendent of Learning: Special Education
Subject: Equity

Type of Report:

- ☐ Decision-Making
- ☐ Monitoring
- ☒ Incidental Information concerning day-to-day operations

Type of Information:

- ☐ Information for Board of Trustees Decision-Making
- ☐ Monitoring Information of Board Policy **XX XXX**
- ☒ Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Anti-Racism Act 2017 S.O. 2017 c. 15

Policy Statement and/or Education Act/other Legislation citation:

Ontario's Equity and Inclusive Education Strategy (2009)
APC037: Equity and Inclusive Education Policy
Ontario's Well-Being Strategy for Education: Discussion Document (2016)
Ontario Ministry of Education Equity Action Plan (2017)

Special Education Plan:

Alignment to the MYSP:

☒ **Awaken to Belong**

- ☒ Every student can see themselves reflected in their learning.
- ☐ Staff experiences a positive, healthy, and inclusive workplace.
- ☒ Are aware of and/or use the available resources to assist in navigation of the school system.

☐ **Ignite to Believe**

- ☐ Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.
- ☐ Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.



☐ The relationship between home, parish and school is strengthened.

☒ Strengthen to Become

- ☒ Every student reaches their full potential.
- ☒ Staff see their impact on student achievement.
- ☐ Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

The Senior Manager of Equity Services will present to SEAC on September 6th, 2023. The purpose of this presentation is to provide information to SEAC with what equity currently looks like at our board. The committee will have an opportunity to explore the WCDSB equity website at <https://www.wcdsb.ca/equity-diversity-and-inclusion-webpage/> and also learn about the D2L websites available to staff at the board, the JEDI Professional Development Resources for WCDSB Staff site and the First Nations, Métis, Inuit, and Equity Representatives site.

As part of the presentation, we will explore the difference between equity and equality and why equity should ground the work that educators and administrators do. The foundation of equity and inclusive education is excellence. We will discuss the guiding principles of maintaining excellence in our schools: meeting individual needs, identifying and eliminating social and academic barriers, promoting a sense of belonging, involving the broad community, and building on and enhancing previous and existing initiatives that are grounded in research. All these grounding principles are throughout the board, not just in schools or in a particular classroom.

While we cannot go into all the guiding principles in detail for a 2-hour presentation, we will identify some of the barriers. Specifically, we will explore the “isms” and “phobias” that exist in Canadian society and play out in our schools. We will look at “isms” and “phobias” at the internalized, interpersonal, institutional, and structural levels. We will briefly discuss the recent research from [EGALE](#) (EGALE is Canada’s leading organization for 2SLGBTQI people and issues), and the research from [UBC and Angus Reid Institute](#) about racial bullying in Canadian schools.

For the second half of the presentation, we will discuss culturally relevant and responsive pedagogy. The culturally relevant pedagogy focuses on multiple aspects of student achievement and supports students to uphold their cultural, social, and academic identities. There are three main components: (1) a focus on student learning and academic success, (2) developing students’ cultural humility to assist students in developing positive ethnic and social identities, and (3) supporting students’ critical consciousness or their ability to recognize and critique societal inequalities. All three components need to be utilized if an educator is engaging in culturally relevant pedagogy. Culturally responsive pedagogy is student-centred. Educators help students identify their unique cultural, social, and academic strengths and then help nurture those strengths to promote student achievement and a sense of well-being. The presentation ends with a concrete example of culturally relevant and responsive teaching where we explore growth mind set using music, language, history, geography, and dance. The participants will learn about the Xhosa language and culture and how it is related to the growth mindset, a way of viewing challenges and setbacks positively. Individuals who hold a growth mindset believe that even if they struggle with certain skills, their abilities are not set in stone. They believe that with effort, their skills can improve over time.

The presentation will end by linking culturally relevant and responsive pedagogy to high academic expectations and equity. With equity we know that every child receives what one needs to develop to one’s full academic and social potential.

Recommendation:

Presented for your information.

Prepared/Reviewed By: Tyrone Dowling
Director of Education
Gerald Foran
Superintendent of Learning: Special Education

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.