



**AGENDA**  
**Board Education and Business Committee**  
**Tuesday, November 24, 2020**  
**Via Zoom 4:00 PM**

Page

1. CALL TO ORDER

We respectfully acknowledge that we are meeting on the traditional and ancestral lands of the Coast Salish people where we live, learn and play.

2. ADOPTION OF AGENDA

2.1. Motion to Adopt Agenda

*"That the Board Education and Business Committee adopts the agenda of the November 24, 2020 Board Education and Business Committee meeting."*

3. MINUTES

3.1. Minutes of the October 27, 2020 Board Education and Business Committee Meeting

3 - 6

*"That the Board Education and Business Committee adopts the minutes of the October 27, 2020 Board Education and Business Committee Meeting."*

[Minutes of the October 27, 2020 BEBC Meeting](#)

4. ACTION LIST

4.1. Action List

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[Action BEBC November 24, 2020](#)

5. PETITIONS AND DELEGATIONS

6. EDUCATION

6.1. District Coordinators of Instruction and Innovation  
Rich Ready (Elementary)  
Corina Fitznar (Secondary)

6.2. Logo - Brand Standards

[Brand Standards](#)

Mike Russell, Director of Communications

- 7. BUSINESS AND OPERATIONS
  - 7.1. WorkSafe BC Rate Assessment 8 - 11  
Jason Sandquist  
[WSBC Rate Assessment](#)  
[SD79 annual rate](#)
  - 7.2. 2020-2021 Amended Annual Budget Update (to be provided at the meeting)  
Jason Sandquist
- 8. POLICY
- 9. COMMITTEES
  - 9.1. Highlights of the November 17, 2020 Advisory Committee Meeting 12 - 14  
[Highlights of the November 17, 2020 Advisory Committee Meeting](#)
- 10. ADJOURNMENT
  - 10.1. Motion to Adjourn

*"That there being no further business, the meeting be adjourned."*

**MINUTES OF THE BOARD EDUCATION AND BUSINESS COMMITTEE OF SCHOOL DISTRICT NO. 79  
(COWICHAN VALLEY) HELD ON TUESDAY, OCTOBER 27, 2020 AT 4:00 PM VIA ZOOM**

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**PRESENT:** Trustee Johanne Kemmler, Acting Chair  
Trustees Elizabeth Croft, Barb de Groot, Randy Doman, Rob Hutchins, and Candace Spilsbury  
Robyn Gray, Superintendent  
Jason Sandquist, Secretary-Treasurer  
Sheryl Koers, Associate Superintendent  
Tom Longridge, Associate Superintendent  
Larry Mattin, Director of Instruction (Secondary)  
Richard Dyble, Director of Operations  
Karen Blow, Assistant Secretary-Treasurer  
Mike Russell, Director of Communications

Claire Spencer, Recording Secretary

**APOLOGIES:** Trustee Joe Thorne

1. **Call to Order**

Trustee Kemmler called the meeting to order at 4:00 p.m. and respectfully acknowledged that the meeting was taking place on the traditional and ancestral lands of the Coast Salish people where we live, learn and play.

2. **Adoption of Agenda**

2.1. **Motion to Adopt Agenda**

Moved by Trustee Hutchins seconded by Trustee de Groot *"That the Board Education and Business Committee adopts the agenda of the October 27, 2020 Board Education and Business Committee meeting."*

CARRIED

3. **Minutes**

3.1. **Minutes of the September 22, 2020 Board Education and Business Committee Meeting**

Moved by Trustee Spilsbury seconded by Trustee de Groot *"That the Board Education and Business Committee adopts the minutes of the September 22, 2020 Board Education and Business Committee Meeting."*

CARRIED

4. **Action List**

4.1. **Action List**

Weather is restricting the ability to complete painting of the rainbow crosswalks.

5. **Petitions and Delegations**

6. **Education**

6.1. **Inquisitive Design and Technology Program - Glen Posey**

Trustee Doman joined the meeting at 4:03 p.m.

Glen Posey, District Principal of Instruction and Innovation gave Trustees an overview of the Inquisitive Design and Technology Program that is being offered through Drinkwater Elementary. This multi-grade classroom uses a blended model of remote and on-site learning and is built around the Challenge-Based Learning philosophy/pedagogical framework. The program connects the curriculum to challenges that are personally meaningful and engaging for the students, and develops skills in problem solving, design thinking, collaboration, communication, and personal social awareness.

Trustee Croft joined the meeting at 4:10 p.m.

The program's teacher, Jennifer Ward, gave examples of some of its activities to date, including Zoom sessions with electoral candidates and a teenage volunteer who is a strong advocate for voting. Students are developing problem solving skills together, taking more risks, working better as a team, building stamina with writing, and learning how to persevere.

6.2. **Indigenous Education Update - Larry Mattin**

Larry Mattin, Director of Instruction (Secondary), and Charlie Coleman, Acting District Principal of Indigenous Education, provided an Indigenous Education update.

The new Indigenous Outreach Teachers are connecting face to face with students in their homes and communities during the pandemic.

Indigenous Knowledge Sessions are being offered for Indigenous Education staff, Principals and Vice-Principals, and School Board Office staff. An additional session will run from November through June for teachers and support staff across the District. The 30-minute sessions are held via Zoom and start with Dolly Sylvester, the District Elder/Knowledge Keeper, providing an acknowledgement and welcome, along with a Hul'q'umi'num' lesson. A Hul'q'umi'num' Language and Culture Advisor then shares a story, or local knowledge/history. If time allows, Charlie Coleman, provides a provocation around truth and reconciliation.

Hannah Morales, Coordinator of Indigenous Student Success, conducted a District inquiry consisting of interviews with 60 students to ask them what was/wasn't working in schools, and how we could change to enhance their experience academically and culturally. In addition, school-based inquiries were held with seven schools with high Indigenous student populations. Each school then determined one or two changes they could undertake to see if there was an effect on student engagement, attendance, etc. At CVOLC, after talking with students and staff they decided one of their focuses would be to make the beautiful but colonial-looking building more welcoming and inclusive of all cultures, particularly Indigenous. Changes increased the visibility of Indigenous artwork, language, and history. Each school landed on its own inquiry, with all schools but Khowhemun already implementing changes.

The Hul'q'umi'num' Language and Culture Advisors (formerly called Cultural Teaching Assistants, but renamed to better reflect their roles) are gearing up to do Zoom sessions with schools. When safe to do so, they will return to schools to work in cohorts. They are working to keep Indigenous ways of knowing alive in elementary schools.

Each Ts'uwatun follows a cohort of students as it advances through the school system, to provide support. The Ts'uwatun who worked with Grade 9 students at Quamichan School last year, was a much-welcomed familiar face at Cowichan Secondary school for the Grade 10 students at Cowichan Secondary. Additional Ts'uwatuns are supporting Grade 11 and 12 cohorts at Cowichan Secondary, Grade 9 at Quamichan, and Grade 7 at Khowhemun, Alexander, and other central schools. There is an intention to expand to include one more Ts'uwatun position next school year.

## 7. **Business and Operations**

### 7.1. Funding Calculation Estimate - Jason Sandquist

The Secretary-Treasurer compared the estimated funding based on the 1701 count on September 30, 2020, to the March 2020 estimate. Overall, the District is down 33.315 students (0.4%) from the prior year, and down 52 students from projection. The redistribution of students is having an impact on funding. A student enrolled in a classroom is funded at \$7,560, but a Distributed Learning (DL) student is funded at \$6,100. Redistribution of 173.875 students resulted in a \$646,018 reduction in funding. The rise in DL enrollment is widespread across the Province, meaning the Ministry will have disbursed less than its assigned allotment of funds. The Ministry may hold onto these funds in contingency due to the pandemic, or release grants to Boards later in the school year.

There was an increase of 20 Level 2 and 17 Level 3 special needs students. ELL numbers dropped by 27 students. Indigenous Education increased by 29 students. Overall, these changes resulted in an additional \$564K in revenue.

The \$646K reduction due to enrollment numbers and distribution was offset by the additional \$564K in special needs, ELL and Indigenous Education funding, resulting in an overall drop in revenue of \$91,505, with \$43,500 of revenue targeted to support the increased enrollment in Indigenous Education.

The federal safe start-up grant supported the addition of five staff members to DL to support its increased enrollment.

Moved by Trustee Spilsbury seconded by Trustee de Groot *"That the Board Education and Business Committee recommends to the Board that a letter be sent to the Ministry to increase Distributed Learning funding (\$6,100) to the standard funding level (\$7,560)."*

CARRIED

### 7.2. International Student Program Update - Jason Sandquist

The Provincial Government recently announcement that it is prepared to receive international students into the K-12 public system. The Cowichan Valley School District met all the quarantine requirements and has been certified as a Designated Learning Institution. The District currently has 65 students and is expecting an additional 38 students second term. This number is still short of original projections, and will result in a net decrease of about \$200K in revenues. Being able to provide learning opportunities for students over the summer strengthened our position at the start of the year. A quarantine camp was run at Cowichan Lake Education Centre for incoming first term students.

8. **Policy**

9. **Committees**

9.1. Highlights of the October 20, 2020 Advisory Committee Meeting

Trustee Croft provided highlights of the October 20, 2020 Advisory Committee Meeting.

10. **Adjournment**

10.1. Motion to Adjourn

Moved by Trustee Croft seconded by Trustee de Groot *"That there being no further business, the meeting be adjourned."*

CARRIED

The meeting adjourned at 4:57 p.m.

**ACTION LIST FOR BEBC MEETINGS**

Description	Assigned To	Action	Disposition / Completion
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**February 26, 2019**

Rainbow crosswalks at all school sites	Jason Sandquist	Work with CDTA to create plan for Trustees to consider for installing rainbow crosswalks at all school sites	On hold until Spring
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**October 27, 2020**

Distributed Learning Funding	Candace Spilsbury	Recommend to the Board that a letter be sent to the Ministry to enforce its position around the need to increase Distributed Learning funding.	Completed
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**From:** Amanda Tapp <Amanda.Tapp@sd23.bc.ca>  
**Sent:** Thursday, November 5, 2020 2:47 PM  
**To:** Kelly Kinghorn <kkinghorn@sd79.bc.ca>; Jason Sandquist <JSandquist@sd79.bc.ca>  
**Subject:** SD79 2021 WorkSafeBC ERA Rates

Good Afternoon,

Attached is your organization’s 2021 WSBC Rate Assessment. Your organization’s net rate for 2021 is \$1.00, with a discount of 2.9%; this is compared to last year's rate of \$0.92 with a surcharge of 8.0%.

The base rate for Public Education (765008) rose 18 cents this year, from \$0.85 in 2020 to \$1.03 in 2021. So, although it appears your net rate has increased by 8 cents, it has essentially decreased by 10 cents when you factor in the base rate increase.

WSBC had been letting employers know over the last few years that they were anticipating a steep increase in the base rate. In past years, the base rate has been much lower than the actual cost of claims, due in part to good return on investments and reserve funds. While the base rate increased significantly this year to 1.03%, WSBC has advised that the actual cost of claims for our industry is 1.13%. They have limited the increase this year to minimize the effect on employers, however, we can expect another increase in 2022. This is explained in the attached rate letter.

Your 2021 rate is based on your 2019, 2018, and 2017 claims performance. *If you have any questions regarding which claims have affected this year's rates, please let me know.*

To see your organization’s trend over the past 5 years, see the graphic below. If you have any questions about the 2021 rate assessment give me a call.

	2017	2018	2019	2020	2021
Public School District Base Rate	\$0.67	\$0.69	\$0.81	\$0.85	\$1.03
You School District Net Rate	\$0.78	\$0.83	\$0.95	\$0.92	\$1.00

Thank you,

Amanda Tapp  
Reviews and Appeals, Health & Safety  
Central Okanagan Public Schools  
1040A Hollywood Road South  
Kelowna, BC V1X 4N2  
Phone: (250) 470.3202  
Fax: (250) 870.5085

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**Employer Service Centre**

Mailing Address: PO Box 5350 Station Terminal, Vancouver BC V6B 5L5  
 P 604.244.6181 | 1.888.922.2768 | F 604.244.6490 | worksafebc.com

October 29, 2020

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SCHOOL DISTRICT NO 79 COWICHAN VALLEY  
 C/O BREANNE HESLOP  
 2557 BEVERLY ST  
 DUNCAN BC V9L 2X3

Your account number	579607
Your 2020 net rate	0.92%
Your 2021 net rate	1.00%

**Your 2021 premium rate**

We're writing to provide information about your premium rate for 2021. You'll use this rate to determine your premium for your 2021 WorkSafeBC insurance - insurance that protects your firm against lawsuits from workers who suffer workplace injuries or occupational diseases and provides benefits to workers who are injured on the job.

We'd like to commend you for having no claims in more than 20 years. One of our goals is to support you in maintaining a safe and healthy workplace.

Your premium rate is dependent on the classification unit assigned to your firm: **Public School District (765008)**. It's very important that you review the enclosed description of this classification unit; if it does not reflect your business operations, please call us right away.

**How we calculate your 2021 premium rate**

First, we determine a base premium rate, which reflects the historical cost of injuries in your industry's rate group. Then, we compare your firm's claims and payroll history with other firms in your rate group to determine if you qualify for an experience rating discount or if a surcharge applies. Please refer to the following pages for information about your claims and how your firm's claims and payroll history compares to others in your industry.

Base premium rate	1.03%	The base premium rate is stated as a percentage of assessable payroll. It's the same for all firms in your classification unit.
Experience rating discount of 2.9%	-0.03	You've earned a discount of 2.9% based on your firm's claims and payroll history.
Your firm's 2021 net premium rate	<b>1.00%</b>	Multiply this rate by your assessable payroll to determine your premium. For 2021, the maximum assessable payroll per worker is \$100,000.

In 2021, your industry will be charged a base premium rate of 1.03%. However, the rate needed to cover the costs of injuries and prevention activities in your industry is 1.13%. As this is much higher than your 2020 rate of 0.85%, we are limiting the increase for 2021. You can expect another increase in 2022.

Your insurance premium is currently due on a quarterly basis. The first payment for your 2021 premium will be due in April 2021. We'll notify you if your payment schedule changes and will send you more information about reporting your payroll and calculating your premium before your payment is due.

**We're here to help**

If you have any questions about your WorkSafeBC insurance, please call us at 604.244.6181 (or toll-free at 1.888.922.2768) between 8:30 and 4:30, Monday through Friday. You can find more information about our rate setting process and do business with us anytime at worksafebc.com.

ARN/1016

Employer account: 579607 - SCHOOL DISTRICT NO 79 COWICHAN VALLEY  
 Classification unit: 765008

## How we determined your 2021 experience rating

### How your firm's claims and payroll history compares to others in your industry's rate group

To determine your experience rating, we compare your firm's claims and payroll history with that of your industry's rate group. We look at your recent history, as outlined below, as well as your earlier history, to ensure your experience rating accurately and fairly reflects your claims performance.

	Year the injury occurred		
	2017	2018	2019
Your claim costs paid to June 30, 2020	\$211,356	\$181,922	\$187,913
Your firm's assessable payroll	\$58,481,206	\$63,569,495	\$67,114,455
Your firm's claim costs as a percentage of assessable payroll	0.3614%	0.2861%	0.2799%
Your rate group's claim costs as a percentage of assessable payroll	0.3550%	0.3407%	0.3082%
How your firm compares	Worse than average	Better than average	Better than average

The table above summarizes your recent claims and payroll history. To put this recent history into proper perspective and ensure your experience rating fairly reflects your claims performance, we also look at your earlier history, as appropriate. That history is also reflected in your experience rating for 2020 which was a 8.0 percent surcharge.

Based on this information, your experience rating for 2021 is a 2.9 percent discount.

To see the list of claims we used to calculate your experience rating, visit our secure online services at [worksafebc.com](http://worksafebc.com). Create or log in to your online services account, then select View rate information to see the details of your claims. From online services, you can also use our Employer Health and Safety Planning Tool Kit to learn more about how changes in your claim costs impact your experience rating.

## More information about your insurance premium

### What are the injury trends?

The most common injuries in B.C. workplaces are strains, cuts, contusions (bruises), and fractures.

On average, each year 29 out of every 1,000 people working in industries that share the same risk profile as yours have claims where they have to miss a day or more of work. The average cost of these claims is \$8,400. Claims for the most severe of these injuries can cost as much as \$1,000,000.

You can find more information about claims and injuries in your industry on [worksafebc.com](https://worksafebc.com) - search "Industry health and safety."

### How do I calculate my insurance premium?

Multiply your firm's net premium rate (on the previous page) by your assessable payroll. Your assessable payroll is the total remuneration you paid your workers and any active shareholders. For 2021, the maximum assessable payroll per worker is \$100,000. That means if a worker's total remuneration is above \$100,000, you would only include \$100,000 in the calculation of your premium. For more information on calculating your premium, please visit [worksafebc.com](https://worksafebc.com).

### How can I influence my premium rate?

**Ensure you have a strong health and safety program.** We have many resources on [worksafebc.com](https://worksafebc.com) to help you build or maintain a safety program and prevent injuries. Your industry association may also be able to help.

**Make first aid a priority.** Prompt treatment can reduce the severity of an injury.

**Help injured workers recover faster.** When workers are injured and temporarily unable to do some or all of their usual work activities, partner with them, their health care provider(s), and our team to determine if there is safe and meaningful modified or alternate work they can do to support their recovery. Providing a collaborative and accommodating workplace for injured workers may help them recover significantly faster. Research also shows that getting back to suitable work as soon as possible following an injury can prevent longer-term disabilities.

Learn more at [worksafebc.com](https://worksafebc.com).

### Have concerns with your firm's premium rate?

If you think we've made an error in the claim costs we've assigned to your firm or anything else related to establishing your firm's net premium rate, please contact us before January 12, 2021. We can explain our decision and take into account any information of which we were previously unaware. You can request a review of this decision any time before January 27, 2021. Please note that claim costs can only be changed for 90 days from when they are first used in calculating your firm's experience rating. For more information about our review processes, please visit [worksafebc.com/review-appeal](https://worksafebc.com/review-appeal).

## HIGHLIGHTS OF THE ADVISORY COMMITTEE MEETING OF SCHOOL DISTRICT NO. 79 (COWICHAN VALLEY) HELD ON TUESDAY, NOVEMBER 17, 2020 AT 4:30 PM VIA ZOOM

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### **PRESENT:**

Trustee Elizabeth Croft, Chair  
Trustees Randy Doman, Rob Hutchins, Johanne Kemmler,  
Candace Spilsbury, and Joe Thorne  
Robyn Gray, Superintendent  
Jason Sandquist, Secretary-Treasurer  
Sheryl Koers, Associate Superintendent  
Tom Longridge, Associate Superintendent  
Larry Mattin, Director of Instruction (Secondary)  
Mike Russell, Director of Communications  
Karen Blow, Assistant Secretary-Treasurer  
Richard Dyble, Director of Operations  
Naomi Nilsson, CDTU  
Charlie Coleman, CVP/VPA  
Brent Ranger, CVP/VPA  
Sherrene Ross, CUPE  
Carmen Sundstrom, DPAC  
Veronica Meyer, DSAC

Claire Spencer, Recording Secretary

### **APOLOGIES:**

Trustee Barb de Groot  
Chris Rolls, LCTA

#### 1. **Call to Order**

Trustee Croft called the meeting to order at 4:30 p.m. and respectfully acknowledged that the meeting was taking place on the traditional and ancestral lands of the Coast Salish people where we live, learn and play.

#### 2. **Check-In**

Sherrene Ross: Thank you to District staff for the efforts made around COVID and for being available to address any issues. CUPE is working hard to keep within their cohorts and address any concerns individually. They are still receiving some requests for plexiglass, which are being addressed. For the first time in her career CUPE spent its swag budget on masks and lanyards for members.

Veronica Meyer: DSAC just held its second meeting. Students at FKSS enjoyed hearing the great ideas to bring spirit back into school for Halloween. Every school found its own way to recognize the importance of Remembrance Day. Secondary schools have been switching over to the second quarter. Students have been adjusting really well, and are so grateful for teachers and their support.

Carmen Sundstrom: DPAC members have been juggling personal/work/volunteer priorities. The next DPAC meeting is this Thursday, November 19. DPAC will be hosting a Zoom presentation by Tamara Strijack on anxiety in children, which may also be useful for parents dealing with anxiety. The event will be held from 6:30-8:30 p.m. on Wednesday, November 25, 2020 and is open to all, including staff.

Naomi Nilsson: Thank you for the weekly meetings with the District's leadership team as it helps to reduce teachers' anxiety. Teachers are scared by the exposures in Ladysmith and Nanaimo Districts. BCTF is pushing for a mandatory mask mandate, and have initiated a process through the Labour Relations Board.

Brent Ranger: The Raptor Centre brought five birds of prey to Ecole Cobble Hill and did presentations to one cohort at a time yesterday. A group of Grade 7 students participated in an equine assisted learning program in Cobble Hill. Hats off to Karen Petersen who is putting together POPARD events throughout the District.

Charlie Coleman: As Veronica mentioned, turnaround is a big deal for secondary schools who have to recreate timetables. High school administrators report students have been good about COVID protocols. Schools are working closely with newly-hired remote learning teachers and Indigenous outreach teachers to connect with families of students who aren't attending (or not attending regularly). Cultural Teaching Assistant positions have been reclassified as Hul'q'umi'num Language and Cultural Advisors, recognizing their post-secondary work and fluency in the language. Recognizing and acknowledging their skills is another step towards truth and reconciliation. Positions supporting kids are being increased where possible.

Robyn Gray: All our work is focusing on students. When you get to meet with DSAC and hear how settled and stable and excited the students are, you know that all those efforts paid off. We remember how important it was to be part of the social sphere at their age and developmental level. Thank you for the nice comments on the work we do here to collaborate with you. The Ignite Sans Bite on November 26 from 4:00 - 5:30 p.m. will offer eight different learning sessions for staff including reporting, building an empathy toolkit, truth and reconciliation, holistic assessment, using Teams in Office 365, and more. Work is also ongoing on the draft actions for the Operational Plan; getting feedback from schools and administrators. This month she visited Tansor Elementary, and had the great fortune to visit the friendship forest, Lake Cowichan School, and Palsson Elementary, which was a joyful experience.

Candace Spilsbury: She is grateful to be part of this district and to hear about all the amazing things being done for kids and staff. While our main focus is on learning, it's also the adults who are learning. Thank you Veronica for sharing the wonderful words on how students are feeling about teachers. We also really appreciate them. The Board is concerned about COVID being in neighbouring districts, and is grateful for the health and safety protocols in place. They are aware of the measures being taken in our schools and other sites to protect our students, staff, community members and ourselves. The work being done at the Board level is around areas like finance, but financial implications of change to distance learning numbers is making our budget projections lower than they were in past. The Board is trying to have distance learning funded the same as in-class students. Another area they are working on is the community of care message. In terms of learning, the Board is excited about working together at the Fall Trustee Academy which will have amazing speakers on equity, how to maintain public education systems of high quality during times of crisis, and Jesse Hirsh will speak on the future of education. If you have time, Youtube has amazing video of what Jesse Hirsch thinks the future of education will look like. Work is also continuing on the Cowichan Secondary School replacement project.

Jason Sandquist: Work is being done to prepare a snapshot of the budget for the Board at the November 24 BEBC meeting. There is a lot of work being done to meet government reporting requirements on the spending of COVID grants, the classroom enhancement fund, and on remedy. The Project Board for the Cowichan Secondary replacement project meets next week. Cheryl Fotos began work in the School Board Office today as she prepares to take over for Gina Kueber when she retires from her role as Health and Wellness Coordinator next month. A recent Zoom pro-d session on mental health in the workplace had quite a few takeaways. One example is that we are currently running a marathon as far as mental health goes (during COVID), and we should expect knees to buckle when we cross the finish line. We need to be preparing to manage mental health concerns when the pandemic is over.

### 3. **Old Business**

#### 3.1 **Community of Care Pledge**

A discussion was held on the draft pledge. A suggestion was made that the LGBTQ2+ community be encompassed in the pledge. Other groups such as DPAC, PACs, GSA clubs and SOGI reps may be interested in adopting their own versions of the pledge. It may be beneficial to have the pledge available in French and Hul'q'umi'num.

### 4. **New Business**

#### 4.1 **Strategies and Actions in Schools that are Benefiting Students**

Committee members were asked for feedback on actions/activities in the District that are benefiting students so that we can build on these successes. Items brought forward included:

- Remote teaching has been successful.
- Paired classes within a cohort that allows kids to get involved in a lot of hands-on activities is good for students' emotional health.
- Buddy classes allow kids to find strength in the social/emotional wellness of each other.
- Being back in the building is critical for kids; keep them in schools as long as possible as kids are benefiting in so many ways.
- School isn't just a building where kids go to learn, but is a place where students feel welcome and safe.
- Students appreciate their connections with teachers and principals who reach out and talk to them, and even text them after school if they need extra help.
- Students have still been able to participate in clubs and interact with others, and students really recognize the efforts that have gone in to maintain this.
- The work of the whole school community (including bus drivers, custodians, etc.) supports our families to try to find ways to maintain a sense of normalcy while following health and safety protocols.
- Being able to continue events like pumpkin parades has been important.
- Having Remembrance Day ceremonies by Zoom allowed parents to participate and feel included.

#### 5.0 **Adjournment**

The meeting adjourned at 5:25 p.m.