



AGENDA

BOARD OF TRUSTEES

Michelle Draper
Board Chair
(Pro Tem)


(Vacant)
Board Vice-Chair

Sherry Adams
Shelagh Dunn
Trisha Estabrooks
Ken Gibson
Nathan Ip
Michael Janz
Cheryl Johner
Bridget Stirling

Edmonton School District No. 7
One Kingsway
Edmonton, Alberta

McCauley Chambers
Tuesday, October 24, 2017
2:00 p.m.

Organizational Board Meeting

- A. O Canada 
- B. Roll Call
- C. Approval of the Agenda
- D. Communications from the Board Chair (Pro Tem)
- E. Communications from the Superintendent of Schools
- F. Reading of the Declaration of Election Results
 - 1. Declaration of the 2017 Municipal Election Results (Information)
- G. Receipt of Oaths of Office
No Enclosure
- H. Minutes:
 - 2. DRAFT – Boarding Meeting #18 – September 12, 2017
- I. Reports:
 - 3. Actions Taken Under the Delegation of Authority – 2017 Municipal Election Recess (Information)
 - 4. Confirmation of Committees, Board Representation and Regular Meetings (Recommendation)
 - 5. Report #8 of the Caucus Committee (From the Meeting Held September 12, 2017) (Information)
 - 6. 2018-19 School Year Calendar (Recommendation)
 - 7. Motion re New Board Policy for the Renaming of Schools (Recommendation)
 - 8. Motion re Affirming Commitment to Protecting the Privacy and Confidentiality of Sexual and Gender Minority Students (Recommendation)

9. Student Senate 2017-2018 Work Plan
(Information)
Note: There will be a presentation for this report
10. New Model of School Replacements in Mature Neighbourhoods
(Response to Request for Information #217)
11. History of the Development of Board Policy HFA.BP Sexual
Orientation and Gender Identity
(Response to Request for Information #225)
12. Bereavement
(Information)

J. Trustee and Board Requests for Information

K. Notices of Motion

L. Meeting Dates

M. Adjournment

DATE: October 24, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: Declaration of 2017 Municipal Election Results

ORIGINATOR: Karen Mills, Director Board and Superintendent Relations

REFERENCE: [Trustees' Handbook](#) – Section 5.1.2. – Organizational Board Meeting Process in an Election Year

ISSUE

The Corporate Secretary will read the election results issued by the City's Returning Officer at the October 24, 2017, Organizational Board meeting.

KM:sj

MINUTE BOOK**Board Meeting #18**

Minutes of the Board Meeting of the Trustees of the Edmonton School District No. 7 of the Province of Alberta held in McCauley Chambers in the Centre for Education on Tuesday, September 12, 2017 at 2:00 p.m.

Present:**Trustees**

Sherry Adams
Orville Chubb
Michelle Draper

Ken Gibson
Nathan Ip
Michael Janz

Cheryl Johner
Ray Martin
Bridget Stirling

Officials

Angela Anderson
Lisa Austin
Grace Cooke
Todd Burnstad
Ron MacNeil

Karen Mills
Leona Morrison
Kathy Muhlethaler
Lorne Parker
Kent Pharis

Darrel Robertson
Mike Suderman
Liz Yule

Board Chair: Michelle Draper

Recording Secretary: Shirley Juneau

Staff Group Representatives

Edmonton Public Teachers – Heather Quinn, President
CUPE Local 3550 – Carol Chapman, President

The Board Chair called the meeting to order with recognition that we are on Treaty 6 Territory, a traditional meeting grounds, gathering place, and travelling route to the Cree, Saulteaux, Blackfoot, Métis, Dene and Nakota Sioux. We acknowledge all the many First Nations, Métis, and Inuit whose footsteps have marked these lands for centuries.

The Board Chair advised that the fire alarm system at the Centre for Education is a Two Stage alarm system. Stage One is a single repeating alarm tone indicating a warning only and that evacuation is not required. Stage Two is a triple repeating alarm tone indicating that evacuation is required.

A. O Canada 

Ms Jordyn Scharle, a Grade 12 student from Victoria School, led the singing of O Canada.

MINUTE BOOK

B. Roll Call: (2:00 p.m.)

The Superintendent advised that all Trustees were present.

C. Approval of the Agenda

MOVED BY Trustee Adams:

“That the agenda for the September 12, 2017, board meeting be approved as printed.” (UNANIMOUSLY CARRIED)

D. Communications from the Board Chair

The Board Chair reported that on September 11, 2017, the Equali-Tea was held at the Edmonton Public Schools Archives and Museum. She explained that it was an opportunity to promote engaged and active citizenship and to ensure female students have an important and worthy voice that can make a difference. The Board Chair thanked Trustees Johner and Stirling for joining her.

The Board Chair indicated that the September 12, 2017, board meeting would be the last board meeting of the Board of Trustees’ term. She thanked the Board of Trustees and said that together they have kept the best interests of students first and foremost in their decision making. The Board Chair highlighted the following accomplishments:

- opened 14 new schools, saw the completion of four modernizations with two more in progress
- included student voice in decision making. Edmonton Public Schools introduced Alberta’s first ever Student Trustee in 2014, and established a multi-member Student Senate in 2015-2016 and will continue for the 2017-2018 school year
- expanded the District’s pre-Kindergarten programming and opened three full-day Kindergarten programs in areas of high social vulnerability, through the Edmonton Public Schools Foundation
- increased English as a second language resources and staff, along with supports for newcomers to welcome and support a rapidly increasing population
- introduced a District-wide focus on reading to support literacy instruction, assessment and interventions across all grades and subjects
- witnessed an increase in high school completion rates
- introduced Career Pathways across all grades and subjects to help students think about, explore and plan what their life might look like beyond school
- established an Equity Fund to help all schools access the supports students need to be successful, regardless of the size of school they attend

The Board Chair clarified that these accomplishments were not achieved alone and that the Trustees valued the great working relationships with the Superintendent and Administration. She

MINUTE BOOK

thanked the Superintendent and Administration, both in Central and District schools for everything they do.

The Board Chair referenced the municipal election and encouraged the public to research and to talk with candidates. She acknowledged that Trustee Martin would not be running in the 2017 municipal election and thanked him for all he has done to serve Edmonton Public Schools.

E. Communications from the Superintendent of Schools

The Superintendent welcomed everyone back and expressed his sincere gratitude to everyone that worked on the new schools and modernizations during the summer in preparation for the students. He stated that a number of staff attended summer institutes.

The Superintendent indicated that Bill 1 has helped to reduce school fees for students. He encouraged families to contact their principals or to visit the District website for information on how transportation fees are calculated and who is eligible for reduced fees. He thanked staff within the District who fielded thousands of calls in the past week.

The Superintendent congratulated Principal Brad Burns who will receive the University of Alberta Alumni Honour Award on September 25, 2017.

The Superintendent congratulated Principal Fred Hines who will be inducted into the St. Francis Xavier Hall of Honour on September 20, 2017.

F. Minutes

1. Board Meeting #17 – June 20, 2017

MOVED BY Trustee Janz:

**“That the minutes of Board Meeting #17 held June 20, 2017, be approved as printed.”
(UNANIMOUSLY CARRIED)**

G. Comments from the Public and Staff Group Representatives

There were 13 registered speakers for this item. Twelve of the 13 registered speakers were present. One speaker spoke to the amendment to the three-year capital plan 2018-2021, one speaker spoke to gender inclusiveness and 10 speakers spoke to the confidentiality of sexual and gender minority students.

There was a short break in the meeting.

H. Reports

MINUTE BOOK

2. Report #7 of the Caucus Committee (From the Meetings Held June 6 and June 20, 2017)

Information was received regarding actions taken at the June 6 and 20, 2017, Caucus Committee meetings.

3. Actions Taken Under Delegation of Authority – 2017 Summer Recess

Ms Mills reported that no actions were taken during the 2017 summer recess.

4. Amendment to the Three-Year Capital Plan 2018-2021

MOVED BY Trustee Gibson:

“That the proposed amendment to the Three -Year Capital Plan 2018-2021 as follows, be approved: amend Priority 3 in Year 1 to read “Westlawn Cluster: Concept 2” and the cost to \$40 million; amend Priority 8 in Year 2 to read “Britannia Cluster” and the cost to range between \$34 million to \$37 million; and amend Priority 12 in Year 2 to read “Rosslyn Cluster” and the cost to range between \$62 million to \$73 million.”
(UNANIMOUSLY CARRIED)

Trustee Stirling requested that information be provided to the Trustees as to how many students live in high density tower-type buildings.

5. Second, and Third and Final Reading – Board Policy HG.BP Student Behaviour and Conduct

MOVED BY Trustee Stirling:

“1. That Board policy HG.BP Student Behaviour and Conduct be read for the second time.”
(UNANIMOUSLY CARRIED)

“2. That Board policy HG.BP Student Behaviour and Conduct be read for the third time and approved.”
(UNANIMOUSLY CARRIED)

6. Highlands School Consultation Project – Closure of Montrose and Mount Royal Schools

MOVED BY Trustee Chubb:

“1. That the Board approve a motion to close Montrose School, effective on the last operational day prior to the opening of the newly modernized K-9 Highlands School.”
(UNANIMOUSLY CARRIED)

MINUTE BOOK

**“2. That the Board approve a motion to close Mount Royal School, effective on the last operational day prior to the opening of the newly modernized K-9 Highlands School.”
(UNANIMOUSLY CARRIED)**

7. Shared Approach to Curriculum Implementation to Alberta Education – Next Steps
(Response to Request for Information #218)

Next steps were provided to the Trustees regarding the shared approach to curriculum implementation to Alberta Education.

There was a short break in the meeting.

8. District Energy and Environment Strategy 2016–2019

The Trustees received a presentation providing an overview of the 2016-2019 District energy and environment strategy.

9. 2016-2017 Board Self-Evaluation

An overview of the 2016-2017 Board self-evaluation was provided by Trustee Gibson, Chair of the Governance and Evaluation committee.

10. Results of the 2017 District Feedback Survey

From April 3 to April 30, 2017, the 2017 District Feedback Survey was administered to students, staff, parents and community. The results from the surveys were compiled into a District summary report to the Trustees that provided the results for all respondent groups (students Grades 3 and 5; students Grades 8 and 11; staff, parents, and community).

11. Strategic Plan Update: Priority 3, Goal Three – Governance and Engagement

The Trustees were provided an update of the District’s Strategic Plan for Priority 3, Goal Three – Governance and Engagement. The update provided an overview of the District’s governance efforts, a summary of 2017 District Feedback Survey data relating to governance efforts and identified opportunities for next steps.

12. Bereavements

The Vice-Chair reported the passing of Ms Megan Campbell, Ms Carla Josephs and Ms Cheryl Yaremchuk.

13. Delegation of Authority – 2017 Municipal Election Board Recess

MINUTE BOOK

MOVED BY Trustee Ip:

**"1. That in accordance with Sections 67(1), 65(2) and 65(3) of the *School Act*, any special board meetings during the 2017 municipal election Board recess be at the call of the Board Chair or, in her absence, the Board Vice-Chair."
(UNANIMOUSLY CARRIED)**

**"2. That, in accordance with Section 61(1) of the School Act, effective September 12, 2017, delegation of authority to the Superintendent of Schools to make decisions during the 2017 municipal election Board recess on behalf of the Board be approved."
(UNANIMOUSLY CARRIED)**

**"3. That a report of all such decisions be brought to the October 24, 2017, public board meeting."
(UNANIMOUSLY CARRIED)**

I. Other Committee, Board Representative and Trustee Reports

Trustee Draper announced that September 29, 2017, is Orange Shirt Day. She encouraged everyone to wear an orange shirt on September 29th as a commitment to the principle that in schools and communities 'every child matters'. She also shared that at noon on September 29, 2017, at City Hall, there will be an opportunity to learn about how a story from a residential school is inspiring reconciliation, inclusion and creating awareness across Edmonton.

Trustee Martin thanked the principals and staff in Ward D for everything they did for him during his term as Trustee. Trustee Martin also thanked the Superintendent for his four years of exceptional service and the members of the Infrastructure committee for their diligence and great accomplishments.

Trustee Martin thanked his colleagues for all that has been accomplished during the 2013-2017 term and stated that he appreciated the cohesive and collaborative approach of the Board as a whole.

J. Trustee and Board Requests for Information

Trustee Gibson referenced the Sexual Orientation and Gender Identity Board Policy and requested that Administration develop a report indicating the legal requirements the District is obliged to follow, the safeguards embedded in District practices, the engagement process the District used several years ago in the development of the policy, and District experience since the policy was introduced.

K. Notices of Motion

MINUTE BOOK

Trustee Johner served notice of motion that the Board of Trustees research and create a policy setting out the conditions under which a school would be renamed and the process for doing so.

Trustee Stirling served notice of motion that the Board of Trustees affirms our commitment to protecting the privacy and confidentiality of sexual and gender minority students as stated in HFA.BP and HFA.AR, including students' participation in gay-straight alliances (GSAs) and queer-straight alliances (QSAs), and will not disclose information about students' participation in these groups to any person without the student's consent. District staff will not refer students to programs or services that attempt to change or repair a student's sexual orientation or gender identity, such as reparative or conversion therapy and that the board of trustees will write a welcome letter to all Edmonton Public Schools GSAs and QSAs including this affirmation of our support.

MOVED BY Trustee Stirling:

"That notice of motion be waived."

IN FAVOUR: Trustees, Draper, Ip, Janz, Johner, Martin and Stirling

OPPOSED: Trustees Adams, Chubb and Gibson

(DEFEATED)

L. Next Board Meeting: Tuesday, October 24, 2017, at 2:00 p.m.

M. Adjournment: 6:00 p.m.

The Board Chair adjourned the meeting.

Michelle Draper, Board Chair

Karen Mills, Director Board and
Superintendent Relations

DATE: October 24, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: Actions Taken Under Delegation of Authority – 2017 Municipal Election Recess

ORIGINATOR: Karen Mills, Director, Superintendent and Board Relations

REFERENCE: [Board Policy CHA.BP – Board Delegation of Authority](#)
[Board Policy EA.BP – Infrastructure Planning Principles](#)
[School Act](#) Sections 61, 65(2), 65(3), 67(1)
[September 12, 2017 Board Report – Delegation of Authority](#)

ISSUE

The Superintendent is obliged to report to the Board on decisions he has made under the Delegation of Authority from the Board for the 2017 municipal election recess on matters that would normally be brought to the Board.

BACKGROUND

The Board passed the following motion at the September 12, 2017, board meeting:

1. *That, in accordance with Sections 67(1), 65(2) and 65(3) of the School Act, any special board meetings during the 2017 municipal election Board recess be at the call of the Board Chair or, in his absence, the Board Vice-Chair.*
2. *That, in accordance with Section 61(1) of the School Act, effective September 12, 2017, delegation of authority to the Superintendent of Schools to make decisions during the 2017 municipal election recess on behalf of the Board be approved.*
3. *That a report of all such decisions be brought to the October 24, 2017, public board meeting.*

CURRENT SITUATION

The Superintendent reports that no actions were taken in accordance with this motion.

KM:sj

DATE: October 24, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: Confirmation of Committees, Board Representation and Regular Meetings

ORIGINATOR: Karen Mills, Director Board and Superintendent Relations

REFERENCE: [Trustees' Handbook](#) (Sections 4, 5, 6 and 7)
[School Act](#) (Section 64)

ISSUE

In accordance with Section 64 of the *School Act*: *The organizational meeting of a board shall be held annually; and, in any year in which a general election takes place, shall be held within 4 weeks following the date of that election.*

BACKGROUND

A list of the Board positions and committees, along with the names of the Trustees who held these positions in 2016-2017, is provided in Recommendation 9. In accordance with Board policy, these positions are all subject to reappointment or review each year.

RECOMMENDATIONS

1. That the following standing committees of the whole be confirmed:
Caucus Committee
Audit Committee
2. That the following Board committees be confirmed:
 - a) Governance and Evaluation Committee
 - b) Infrastructure
 - c) Policy Review
3. That Board representation on the following District staff negotiating committees as required be confirmed:
 - a) Custodial Staff – CUPE Local 474
 - b) Maintenance Staff – CUPE Local 784
 - c) Support Staff – CUPE Local 3550
 - d) Teaching Staff – Edmonton Public Teachers' Local 37
4. That Board membership and representation of the Public School Boards Association of Alberta (PSBAA) be confirmed:
 - Provincial Executive
 - Provincial Executive - Alternate

5. That Board representation on the Edmonton Public Schools Foundation Board of Governors be confirmed.
6. That the following dates and times of regular meetings be confirmed:
 - a) Board: The Board will hold its regular meetings at 2 p.m. the first and third Tuesday of each month when possible, unless otherwise directed by special motion or by the Board Chair.
 - b) Caucus Committee: Caucus Committee meetings will be held on an as-needed basis at the call of the Caucus Committee Chair. The first Tuesday morning of each month will be reserved for such meetings.
7. That Board membership and representation of the Alberta School Boards Association (ASBA) be confirmed:
 - Provincial Executive
 - Provincial Executive – Alternate
 - Zone 2/3 Executive
 - Zone 2/3 Executive - Alternate
8. That the Board's ASBA Issues and Resolutions Committee be comprised of the Board Chair or Board Vice-Chair, the ASBA Provincial Executive Board of Directors representative and the ASBA Zone 23 representative be confirmed:
 - 3 Members:
 - Chair or Vice-Chair
 - Zone 2/3 Representative
 - ASBA Provincial Executive Board of Directors Representative
9. That the Board reappoint or review the following positions and committees:

1.	Standing Committee of the Whole:	2016-2017	2017-2018
	a) Board Chair	Michelle Draper	
	b) Board Vice-Chair	Ray Martin	
	c) Audit Chair	Orville Chubb	
2.	Board Committees:		
	a) Governance and Evaluation (3 members)	Ken Gibson Nathan Ip Bridget Stirling	
	b) Infrastructure (3 members)	Orville Chubb Nathan Ip Ray Martin	
	c) Policy Review (3 members)	Ken Gibson Cheryl Johner Bridget Stirling	

3.	Negotiations:	2016-2017	2017-2018
	a) Custodial Staff (CUPE Local 474) <i>(A collective agreement has been negotiated for 2014-2017)</i> <i>(2 members required for 2017-2018)</i>	n/a	
	b) Maintenance Staff (CUPE Local 784) <i>(A collective agreement has been negotiated for 2014-2017)</i> <i>(2 members required for 2017-2018)</i>	n/a	
	c) Support Staff (CUPE Local 3550) <i>(A collective agreement has been negotiated for the period September 1, 2015-August 31, 2017)</i> <i>(2 members required for 2017-2018)</i>	Sherry Adams Michelle Draper	
	d) Teaching Staff – Edmonton Public Teachers’ Local 37 <i>(A memorandum of agreement was reached for the period September 1, 2016-August 31, 2018)</i> <i>(2 members are required for 2017-2018)</i>	Michelle Draper Michael Janz	
4.	Representatives to Public School Boards’ Association of Alberta (PSBAA) (2 Provincial Executives)	Nathan Ip Cheryl Johner	
5.	Ad Hoc Committee and Board Representative Assignments: a) Edmonton Public Schools Foundation Board of Governors b) ELEVATE (2 members)	Cheryl Johner Sherry Adams Orville Chubb	
6.	Representatives to Alberta Schools’ Board Association (ASBA):		
	a) Provincial Executive <i>*Provincial Board of Directors – Director terms shall commence every November of even-numbered years for one Director and one Alternate Director and shall be eligible for re-election for one successive term of two years.</i>	n/a	
	b) Provincial Executive – Alternate	n/a	
	c) ASBA Zone 23 Executive (1-year term)	n/a	

	d) ASBA Zone 23 - Alternate (1-year term)	n/a	
7.	ASBA Issues and Resolutions Committee (1-year term – 3 positions)		
	• ¹ Board Chair or Vice-Chair	¹ n/a	¹ _____
	• ² ASBA Zone 23 Executive representative	² n/a	² _____
	• ³ ASBA Provincial Executive Board of Directors representative	³ n/a	³ _____

Note: Sections 4, 5, 6 and 7 of the Trustees Handbook will be updated to reflect the changes accordingly.

KM:sj

DATE: October 24, 2017

TO: Board of Trustees

FROM: Trustee Ray Martin, Caucus Committee Chair

SUBJECT: Report #8 of the Caucus Committee (From the meeting held September 12, 2017)

ORIGINATOR: Karen Mills, Director Board and Superintendent Relations

REFERENCE: [Trustees' Handbook](#) – Caucus Committee - Section 5.4
[Trustees' Handbook](#) – Section 6 – Board Committees
[School Act](#) – Section 61

ISSUE

The Board approved the following recommendations at the March 3, 2015, Board meeting: That a resolution be approved directing that Section 5.4 of the Trustees' Handbook be revised to give the Caucus Committee final decision-making power on certain types of matters, and yet constrain that power so it is used only when absolutely necessary.

The following recommendation was approved at the September 12, 2017, Caucus Committee meeting:

Memorandum of Agreement (MOA) with Edmonton Public Teachers Local 37 of The Alberta Teachers' Association for a 2016-2018 Collective Agreement

1. *That the Memorandum Of Agreement on local items with Edmonton Public Teachers' Local 37 from September 1, 2016 to August 31, 2018 be approved.*

BACKGROUND – Recommendation 1

In June 2017, Administration and Edmonton Public Teachers Local 37 reached an Agreement in Principle (AIP) to conclude a new collective agreement for local items. This agreement was reached following two days of negotiations. Over the summer a Memorandum of Agreement (MOA) was developed based on the AIP. Trustees Draper and Janz represented the Board of Trustees during these negotiations.

KM:sj

DATE: October 24, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: 2018-19 School Year Calendar

ORIGINATOR: Dr. Lorne Parker, Executive Director, Infrastructure

RESOURCE STAFF: Vanessa LeCaine, Bob Morter, Leanne Spelman

REFERENCE: [GCA.BP](#) – Approval of the School Year Calendar
[GCA.AR](#) – The School Year Calendar

ISSUE

Board Policy GCA.BP – Approval of the School Year Calendar, reserves to the Board of Trustees the responsibility to approve the school year calendar.

BACKGROUND

The school year calendar is designed with a number of considerations many of which are included in Administrative Regulation GCA.AR – The School Year Calendar. This regulation includes such requirements as the fact that winter recess is two weeks long and must include December 24 and January 2. Other considerations include the draft Diploma Exam dates, Provincial Achievement Test dates, and Advanced Placement and International Baccalaureate exam dates. Finally, the calendar is designed to balance the length of first and second semesters, and aligns with the terms and conditions of the collective agreement with the local of the Alberta Teachers' Association.

RELATED FACTS

Key points of the draft 2018-19 School Year Calendar include:

- a start date for students of September 4, following the Labour Day long weekend
- a total of two days as time in recognition of duties related to reporting student achievement
- a fall break of five days of which three days include: two Board approved non-instructional days and one of the days in recognition of duties related to reporting student achievement referenced above
- five professional development days
- balanced first and second semesters

RECOMMENDATION

That the attached 2018-19 District Calendar be approved.

OPTIONS

Based on the information provided in this report, the following options are considered most appropriate:

1. Approve the attached 2018-19 school year calendar.

2. Approve the attached 2018-19 school year calendar with modifications.

CONSIDERATIONS and ANALYSIS

The attached calendar was developed in alignment with a number of District board policies and administrative regulations, most notably GCA.BP and GCA.AR. In addition, the calendar is aligned with the Letter of Understanding - "Pilot Project on Revised School Year Calendar" between the District and the local of the Alberta Teachers' Association. As such, the calendar is designed around an annual figure for teachers' instructional duties of approximately 890 hours, but no more than 896.2 hours annually, versus a weekly maximum for instructional minutes.

The proposed calendar maintains the 183 instructional days present in the 2015-16, 2016-17 and 2017-18 school year calendars. Building the calendar around the same number of days results in a greater consistency of school hours of operation from year to year, allowing schools for the most part to retain existing timetables for students and staff. This in turn assists parents with creating consistency of drop off and pick up times. Additionally, efficiency is created in Student Transportation with routing and timing of buses.

NEXT STEPS

Upon approval, the 2018-19 school year calendar will be communicated to all key stakeholders, including publication of the calendar on the District website.

ATTACHMENTS and APPENDICES

ATTACHMENT I Draft 2018-19 School Year Calendar

VL:il

2018–2019 District Calendar – DRAFT

epsb.ca

AUGUST • 2018

S	M	T	W	T	F	S
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SEPTEMBER • 2018

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OCTOBER • 2018

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NOVEMBER • 2018

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DECEMBER • 2018

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JANUARY • 2019

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FEBRUARY • 2019

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MARCH • 2019

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APRIL • 2019

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MAY • 2019

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JUNE • 2019

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JULY • 2019

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APPROVED HOLIDAYS

Labour Day	September 3
Thanksgiving	October 8
Winter Break	December 24–January 4
Christmas Day	December 25
Boxing Day	December 26
New Year's Day	January 1
Family Day	February 18
Teachers' Convention	February 28–March 1
Spring Break	March 25–29
Good Friday	April 19
Easter Monday	April 22
Victoria Day	May 20

First Operational Day (No Students)	August 30
First Day of Classes	September 4
Last Day of Classes	June 27
Last Operational Day	June 28

LEGEND

	PUBLIC HOLIDAY
	PD DAY (NO STUDENTS)
	FIRST/LAST DAY OF CLASSES
	OPERATIONAL DAY (NO STUDENTS)
	TEACHERS' CONVENTION
	TEACHERS' DAY IN LIEU (NO TEACHERS OR STUDENTS)
	BOARD APPROVED NON-INSTRUCTIONAL DAY (NO TEACHERS OR STUDENTS)
	WINTER/SPRING BREAK

DATE: October 24, 2017

TO: Board of Trustees

FROM: Trustee Cheryl Johner

SUBJECT: Motion re: New Board Policy for the Renaming of Schools

REFERENCE: [Trustees' Handbook – Section 5.2.2 – Notices of Motion](#)
[EA.BP - Infrastructure Planning Principles](#)
[EF.AR – Naming of Schools](#)
[EFA.AR – Public Recognition and Naming of Physical Spaces or Education Programs](#)

ISSUE

Notice of motion was served at the September 12, 2017, Board meeting.

BACKGROUND

An inclusive and collaborative process is required. The discussion around the renaming of schools is aimed at creating awareness around our history. History should be preserved and mistakes of the past should not be forgotten. It's important to recognize history, understand it and move forward to a better tomorrow together. However, sometimes past decisions need to be amended when we have better understandings of our world and society.

The District requires a renaming process broad enough to encompass other situations where renaming a school may be considered. For example, if multiple schools are consolidated into one existing school, families and community may wish to rename the school in recognition of a new beginning.

RECOMMENDATION

That the Board of Trustees research and create a policy setting out the conditions under which a school would be renamed and the process for doing so.

NEXT STEPS

The development of a new Board policy regarding the renaming of schools be delegated to the Board Policy Review Committee and presented to the Board of Trustees for consideration.

CJ:sj

DATE: October 24, 2017

TO: Board of Trustees

FROM: Trustee Bridget Stirling

SUBJECT: Motion re: Affirming Commitment to Protecting the Privacy and Confidentiality of Sexual and Gender Minority Students

REFERENCE: [Trustees' Handbook – Section 5.2.2 – Notices of Motion](#)
[HF.BP - Safe, Caring and Respectful Learning Environments](#)
[HF.AR - Safe, Caring and Respectful Learning Environments](#)
[HFA.BP - Sexual Orientation and Gender Identity](#)
[HFA.AR - Sexual Orientation and Gender Identity](#)

ISSUE

Notice of motion was served at the September 12, 2017, Board meeting.

BACKGROUND

Students participating in Gay Straight Alliances(GSAs)/Queer Straight Alliances(QSAs) may be uncertain of Edmonton Public Schools' policies on confidentiality of students participating in these groups, particularly given public discourse around whether schools should inform parents/guardians about students' participation.

Additionally, the lack of clarity in the *School Act* around student confidentiality and GSAs/QSAs has led to questions of the legality of protecting student confidentiality; while the *Freedom of Information and Protection of Privacy Act* protects student confidentiality, changes to the *School Act* would clarify this requirement.

RECOMMENDATION

That the Board of Trustees affirms our commitment to protecting the privacy and confidentiality of sexual and gender minority students as stated in HFA.BP and HFA.AR, including students' participation in gay-straight alliances (GSAs) and queer-straight alliances (QSAs), and will not disclose information about students' participation in these groups to any person without the student's consent. District staff will not refer students to programs or services that attempt to change or repair a student's sexual orientation or gender identity, such as reparative or conversion therapy and that the Board of Trustees will write a welcome letter to all Edmonton Public Schools GSAs and QSAs including this affirmation of our support. Further, the Board will submit a letter to the Minister of Education in support of protecting student privacy and confidentiality in GSAs in upcoming amendments to the *School Act*.

NEXT STEPS

Should the Board of Trustees approve the recommendation, the Board will send welcome letters to all Edmonton Public School GSAs and QSAs with an affirmation of support. The Board will also submit a letter to the Minister of Education supporting legislation that would clarify privacy protections for sexual and gender minority students.

BS:km

DATE: October 24, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: Student Senate 2017-2018 Work Plan

ORIGINATOR: Karen Mills, Director, Board and Superintendent Relations

RESOURCE STAFF: Marnie Beaudoin, Nancy Petersen

REFERENCE: [October 4, 2016 Board Report- Strategic Plan Update: Student Senate 2016-17 Work Plan](#)

ISSUE

The Student Senate is presenting their work plan for the 2017-18 school year to the Board of Trustees.

BACKGROUND

The 2016-2017 school year was the first year for the District's Student Senate. The Student Senate serves as a youth engagement model to promote active student participation in youth governance within education and to provide the Board of Trustees with a meaningful way to access student voice. To help focus the direction and energy of the Student Senate, they establish a yearly work plan informed by the voice of their peers. The Student Senate reports on their efforts to meet their work plan goals at three public Board meetings throughout the year.

In the spring of 2017, District high schools selected up to two students per high school to provide representation on a 2017-2018 Student Senate. The 2017-2018 Student Senators met once in June with the 2016-2017 Student Senate to ensure transition between the two groups of students. The 2017-2018 Student Senate met twice in September 2017 to complete the following tasks:

- elect three Student Trustees
- elect the Student Senate Executive
- plan a youth engagement process for their schools
- identify the priority topics for the Senate work plan, based on the information yielded through the youth engagement process

CURRENT SITUATION

On September 27, 2017, members of the Student Senate identified the following priority topics for inclusion in their work plan:

1. Mental Health Awareness: reflecting alignment to Priority 2: Goal One *A Focus on Well-being and Student Citizenship*. The youth engagement data collected around this topic reflected students' interest in and sensitivity to the importance of the topic of mental health.

2. Time Management and Workload: reflecting alignment to Priority 1: Goal Two *Success for Every Student*. Students in District high schools prioritized the importance of having strategies to help balance homework expectations and personal commitments.
3. Transitioning to Postsecondary School: reflecting alignment to Priority 1: Goal Three *Success Beyond Schooling*. Students identified the need for information and supports for transitioning to postsecondary school, including scholarships and planning a career path through their courses.

KEY POINTS

- Student Senators engaged with students from their high schools to inform the identification of focus areas to serve as a basis for their 2016-2017 work plan.
- The three priority topics are:
 - Mental Health Awareness
 - Time Management and Workload
 - Transitioning to Postsecondary School
- Student Senators have established committees to begin working towards their goals in each area.
- Student Trustees will report their progress towards their work plan goals at the February 20, 2017 public Board meeting.

ATTACHMENTS and APPENDICES

N/A

MB:mb

DATE: October 24, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: New Model of School Replacement in Mature Neighbourhoods
(Response to Request for Information #217)

ORIGINATOR: Dr. Lorne Parker, Executive Director

RESOURCE STAFF: Krista Brandon, Todd Burnstad, Terri Gosine, Roland Labbe, Christopher Wright

REFERENCE: May 9, 2017 Caucus Committee Meeting (Trustee Gibson)

ISSUE

The following information was requested:

That Administration develop a framework to define total cost savings that are expected to be achieved in the new model of school replacement in mature neighbourhoods, starting with Ivor Dent, and then Highlands. The purpose for developing a framework is to assist the Board in determining the value in asking Administration to collect the corresponding data once the schools are open, in support of community conversation and advocacy with government.

BACKGROUND

Ivor Dent School opened to students on September 1, 2017. This new school opening represents the first replacement school opening in a mature area of the city, as a result of the consolidation and closure of two or more schools into one new replacement school. A similar project will take effect upon the modernization and new addition of Highlands School, which will consolidate Montrose, Mount Royal and Highlands schools into a single K-9 facility. Additional community engagement has been initiated with three school community groups, referred to as "Space for Students in Mature Communities." These are the Britannia, Rosslyn and Westlawn clusters. In all instances, the intent is to provide students in mature areas of the District with equitable access to 21st century learning and working environments that facilitate addressing the District Strategic Plan Priority 2, "Provide welcoming, high quality learning and working environments."

CURRENT SITUATION

In order to address the questions posed, analysis has been conducted regarding:

- allocations for staffing, instructional and operational supplies, equipment and services for four school clusters (Lawton/Ivor Dent, Highlands, Britannia and Westlawn)
- life cycle costing analysis to compare cost-benefits of two school clusters not yet funded for consolidation (Britannia and Westlawn)

Allocation Efficiencies

In terms of allocation efficiencies, the following four school clusters are articulated in a table (Attachment I). The Lawton Cluster (Lawton, R.J. Scott and Rundle schools consolidated into Ivor Dent School) has resulted in a net annual allocation reduction of \$606,832, based on 2016-2017 allocation levels and the spring proposed budget for the current school year. It is estimated that Highlands, Montrose and Mount Royal schools, consolidated into the renewed K-9 Highlands School, will result in a net annual allocation reduction of approximately \$1,052,850, based on 2016-2017 allocation levels. Consolidation of the four Westlawn Cluster schools (Afton, Glendale, Sherwood and Westlawn schools) into two schools will result in a net annual allocation reduction of approximately \$2,154,653, based on 2016-2017 allocation levels. Consolidation of the four Britannia Cluster schools (Brightview, Britannia, Mayfield and Youngstown schools) into one or two schools, should that be the outcome of the community consultations, would result in a net annual allocation reduction estimated to be in the range of \$1,904,785 to \$2,167,564, based on 2016-2017 allocation levels.

Life Cycle Cost Analysis

An analysis of capital and building operation savings has been completed by external cost consultants for two of the three clusters of school communities which were engaged with over the past two years, as part of the Space for Students in Mature Communities initiative. The school clusters were the Britannia and Westlawn clusters. The analysis compares the status quo for facilities, with concepts developed to inform discussions with the respective communities, which includes initial capital costs, as well as future capital and building operation costs, over a projected 40 year life cycle of the facilities. The life cycle cost analyses are presented in summary tables (Attachment II). Life cycle cost analyses were not completed for the Ivor Dent School cluster of consolidated schools and the Highlands Cluster, as the decision to consolidate occurred before the work was contracted. Concepts for the Rosslyn Cluster will require further community engagement and refinement prior to confirmation.

The status quo cost to capitalize, operate and maintain the four schools in the Westlawn Cluster over 40 years is estimated to be \$100,408,549, compared with consolidation/replacement concepts being considered ranging between \$80,659,433 and \$86,617,240.

The status quo cost to capitalize, operate and maintain the four schools in the Britannia Cluster over 40 years is estimated to be \$119,987,767, compared with consolidation/replacement concepts being considered ranging between \$76,697,193 and \$80,026,616.

While initial capital costs are lower with status quo facilities, the longer term capital renewal and higher operating and maintenance costs indicates up to a 40 per cent reduction could be realized over 40 years in a consolidated school context. It should be noted that status quo facility costs do not include costs to alter instructional areas significantly from traditional individual classroom configurations, to meet unique program-specific instructional requirements, or innovative teaching and learning space. Collaborative, flexible, program-oriented space required to deliver high quality, 21st century learning environments is estimated to better be realized in new replacement facilities.

KEY POINTS

- Consolidation of two or more schools would realize reduced education and operation funding allocations, which could be re-directed to support other District needs for the provision of educational services to students.

- The average operating allocation savings per year for the Ivor Dent School consolidation is estimated to be \$606,832, which equates to \$1,428 per student per year (based on last year's 425 student enrolment and a three to one school consolidation).
- The average operating allocation savings per year for the Highlands School consolidation is estimated to be \$1,052,850, which equates to \$1,737 per student per year (based on last year's 606 student enrolment and allocations).
- The average operating allocation savings per year for the Westlawn Cluster (Afton, Glendale, Sherwood and Westlawn schools) is estimated to be approximately \$2,154,653, which equates to \$2,440 per student per year savings (based on last year's 883 student enrolment and allocations, in the proposed four to two school consolidation).
- The average operating allocation savings per year for the Britannia Cluster (Brightview, Britannia, Mayfield and Youngstown schools) is approximated to be between \$1,904,785 and \$2,167,564, which equates to a savings of up to \$2,720 per student per year (based on last year's 797 student enrolment and allocations, assuming a four to two or four to one school consolidation).
- The estimated savings are predicted to be higher in situations where student counts increase as a result of consolidation; all consolidations are expected to lead to increased enrolment over the course of the next or following few years after opening; actual enrolment, costs and allocations can be monitored and reported in subsequent years to assess outcomes.
- The Westlawn Cluster cost benefit analysis indicates that between \$13.8 million to \$19.7 million could be saved over 40 years of school capitalization and operation.
- The Britannia Cluster cost benefit analysis indicates that between \$40 million to \$43.3 million could be saved over 40 years of school capitalization and operation.
- Status quo facility costs do not include costs to alter instructional areas significantly from traditional individual classroom configurations to provide high quality 21st century learning environments to:
 - meet unique program-specific instructional requirements, or
 - provide flexible, collaborative and innovative teaching and learning space
- Collaborative, program-oriented space required to deliver high quality 21st century learning environments would better be realized in new replacement facilities.

ATTACHMENTS and APPENDICES

Attachment I Summary of Cost Operational Savings for Ivor Dent (Lawton) and Highlands Clusters

Attachment II Summary of Cost Benefit Analyses – Britannia and Westlawn Clusters

RL:kk

Estimated Annual Allocation Efficiencies

		Sep-16	2016-17	Ave Per
Ivor Dent (Lawton) Cluster		Enrol	Budget Alloc	Enrol
	Rundle	156	\$ 1,743,995	\$ 11,179
	R.J. Scott	105	\$ 1,271,492	\$ 12,109
	Lawton	164	\$ 1,666,748	\$ 10,163
	Total	425	\$ 4,682,235	\$ 11,017
	Ivor Dent 2017-2018 Spring Alloc.	425	\$ 4,075,403	\$ 9,589
3 to 1 Consolidation	Annual reduction in Allocations		\$ 606,832	
		Sep-16	2016-17	Ave Per
Highlands Cluster		Enrol	Budget Alloc	Enrol
	Highlands	230	\$ 1,924,781	\$ 8,369
	Montrose	158	\$ 1,745,367	\$ 11,047
	Mount Royal	218	\$ 1,764,922	\$ 8,096
	Total	606	\$ 5,435,070	\$ 8,969
	Using Ave. Alloca.	606	\$ 4,382,220	\$ 7,231
3 to 1 Consolidation	Annual reduction in Allocations		\$ 1,052,850	
		Sep-16	2016-17	Ave Per
Westlawn Cluster		Enrol	Budget Alloc	Enrol
	Westlawn	268	\$ 2,547,335	\$ 9,505
	Sherwood	160	\$ 1,671,848	\$ 10,449
	Glendale	153	\$ 1,723,341	\$ 11,264
	Total	581	\$ 5,942,524	\$ 10,228
	Using Ave. Alloca.	581	\$ 3,787,871	\$ 6,520
4 to 2 Consolidation	Annual reduction in Allocations		\$ 2,154,653	
	Afton (Status Quo Alloc.)	302	2,188,896	7,248
		Sep-16	2016-17	Ave Per
Britannia Cluster		Enrol	Budget Alloc	Enrol
	Britannia	138	\$ 1,528,569	\$ 11,077
	Brightview	202	\$ 2,132,865	\$ 10,559
	Mayfield	119	\$ 1,235,834	\$ 10,385
	Youngstown	338	\$ 2,466,394	\$ 7,297
	Total	797	\$ 7,363,662	\$ 9,239
	Using Ave. Alloca.	797	\$ 5,196,098	\$ 6,520
4 to 1 Consolidation	Annual reduction in Allocations		\$ 2,167,564	
	Britannia	138	\$ 1,528,569	\$ 11,077
	Brightview	202	\$ 2,132,865	\$ 10,559
	Mayfield	119	\$ 1,235,834	\$ 10,385
	Total	459	\$ 4,897,268	\$ 10,669
	Using Ave. Alloca.	459	\$ 2,992,483	\$ 6,520
4 to 2 Consolidation	Annual reduction in Allocations		\$ 1,904,785	
	Youngstown (Status Quo alloc.)	338	\$ 2,466,394	\$ 7,297

Summary of Cost Benefit Analyses – Britannia and Westlawn School Clusters
BRITANNIA SCHOOLS CLUSTER - Capital and Building Operation Cost Comparison

Concept	Project	Building Area (in m2)	Capital cost (Excluding Design Fees and Cost Escalation)	Total Life Cycle Cost (asset replacement)	Total Operations & Maintenance Benchmark Cost (over 40 years)*	Total Life Cycle Capital, Operation and Maintenance Cost over 40 Years	Total Savings on Life Cycle Capital, Operation and Maintenance Cost over 40 Years
Concept 1	Britannia New Build 4-9	4,770	\$23,802,618	\$3,940,380	\$16,875,726	\$44,618,724	
Concept 1	Youngstown New Build Pre K-3	3,350	\$18,370,993	\$2,767,353	\$11,851,925	\$32,990,271	
Concept 1	TOTAL	8,120	\$42,173,611	\$6,707,733	\$28,727,651	\$77,608,995	\$42,378,772
Concept 2	Britannia New Build 4-9	4,770	\$23,802,618	\$3,940,380	\$16,875,726	\$44,618,724	
Concept 2	Mayfield Addition Pre K-3	1,096	\$5,051,981	\$1,230,779	\$3,877,525	\$10,160,285	
Concept 2	Mayfield Modernization Pre K-3	3,639	\$8,437,397	\$2,971,041	\$13,839,169	\$25,247,607	
Concept 2	TOTAL	9,505	\$37,291,996	\$8,142,200	\$34,592,420	\$80,026,616	\$39,961,151
Concept 3	Youngstown New Build Pre K-9	8,597	\$36,637,860	\$9,644,110	\$30,415,223	\$76,697,193	\$43,290,574
Concept 4	Britannia New Build Pre K-9	8,597	\$36,695,752	\$9,644,110	\$30,415,223	\$76,755,085	\$43,232,682
Status Quo	Project	Building Area (in m2)	Deferred Maintenance Value (From Building Condition Audit)	Total Life Cycle Cost (asset replacement)	Total Operations & Maintenance Benchmark Cost*	Total Life Cycle Capital, Operation and Maintenance Cost over 40 Years	
	Brightview	3,244	\$8,919,918	\$ 4,354,999.00	\$ 12,336,978.00	\$25,611,895	
	Britannia	5,758	\$14,515,308	\$ 6,465,838.00	\$ 21,897,757.00	\$42,878,903	
	Mayfield	3,773	\$4,681,456	\$ 4,226,331.00	\$ 13,839,169.00	\$22,746,956	
	Youngstown	4,589	\$6,386,814	\$ 4,911,166.00	\$ 17,452,033.00	\$28,750,013	
Status Quo	TOTAL	17,364	\$34,503,496	\$19,958,334.00	\$ 65,525,937.00	\$119,987,767	

* As the projects are still in an early stage, the Operations & Maintenance Costs are based on benchmark costs.

WESTLAWN SCHOOLS CLUSTER - Capital and Building Operation Cost Comparison

Concept	Project	Building Area (in m2)	Capital Cost (Excluding Design Fees and Cost Escalation)	Total Life Cycle Cost (asset replacement)	Total Operations & Maintenance Benchmark Cost (over 40 years)*	Total Life Cycle Capital, Operation and Maintenance Cost over 40 Years	Total Savings on Life Cycle Capital, Operation and Maintenance Cost over 40 Years
Concept 1	Westlawn New Build K-9	8,597	\$39,523,124	\$10,721,076	\$30,415,233	\$80,659,433	\$19,749,116
Concept 2	Afton New Build K-3	3,350	\$18,256,137	\$3,180,443	\$11,851,925	\$33,288,505	
Concept 2	Westlawn New Build 4-9	5,593	\$28,030,376	\$5,510,951	\$19,787,408	\$53,328,735	
Concept 2	TOTAL	8,943	\$46,286,513	\$8,691,394	\$31,639,333	\$86,617,240	\$13,791,309
Concept 3	Glendale New Build K-3	3,350	\$16,640,183	\$3,180,443	\$11,851,925	\$31,672,551	
Concept 3	Westlawn New Build 4-9	5,593	\$28,030,376	\$5,510,951	\$19,787,408	\$53,328,735	
Concept 3	TOTAL	8,943	\$44,670,559	\$8,691,394	\$31,639,333	\$85,001,286	\$15,407,263
Status Quo	Project	Building Area (in m2)	Deferred Maintenance Value (From Building Condition Audit)	Total Life Cycle Cost (asset replacement)	Total Operations & Maintenance Benchmark Cost (over 40 years)*	Total Life Cycle Capital, Operation and Maintenance Cost over 40 Years	
	Afton	4288	\$5,938,134	\$3,977,427	\$16,307,326	\$26,222,887	
	Glendale	1928	\$3,350,553	\$2,636,602	\$7,229,530	\$13,216,685	
	Sherwood	2451	\$4,579,686	\$3,618,427	\$9,321,188	\$17,519,301	
	Westlawn	6548	\$9,452,732	\$9,094,806	\$24,902,138	\$43,449,676	
Status Quo	TOTAL	15215	\$23,321,105	\$19,327,262	\$57,760,182	\$100,408,549	

* As the projects are still in an early stage, the Operations & Maintenance Costs are based on benchmark costs.

DATE: October 24, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: History of the Development of Board Policy HFA.BP Sexual Orientation and Gender Identity (Response to Request for Information #225)

ORIGINATOR: Marlene Hanson, Director

RESOURCE STAFF: Amanda Barrett, Kerry Maguire

REFERENCE: September 12, 2017 Board meeting (Trustee Gibson)
[Canadian Charter of Rights and Freedoms](#)
[Alberta Family Law Act](#)
[Alberta Human Rights Act](#)
[School Act](#)
[HFA.BP - Sexual Orientation and Gender Identity](#)
[HFA.AR - Sexual Orientation and Gender Identity](#)

ISSUE

The following information was requested: That, in reference to Board Policy HFA.BP Sexual Orientation and Gender Identity, administration develop a report of the legal requirements the District is obliged to follow, the safeguards embedded in District practices, the engagement process the District used several years ago in the development of the policy, and District experience since the policy was introduced.

BACKGROUND

In November 2011, Board Policy HFA.BP Sexual Orientation and Gender Identity came into effect, following a [recommendation](#) by the Board of Trustees' Policy Review Committee in March 2011, to, *"develop a policy that affirms the District's commitment to providing a welcoming environment, free of discrimination and harassment, for all students and employees who self-identify as lesbian, gay, bisexual, transsexual/ transgendered and queer (LGBTQ)."* The development of the policy included a review of [relevant policies](#) and legislation in Canada, resources such as publications from the Public Health Agency of Canada: [Q & A: Sexual Orientation in Schools](#), and input from students, staff and members of the public. Input from the public was gathered through a web survey from May 5 to June 9, 2011, from which 2,096 responses were received and compiled into a summary, organized by comment topic, theme and frequency. The Policy Review Committee made adjustments to the draft policy based on the totality of feedback received. Final approval was given at public board on November 29, 2011.

In September 2012, Administrative Regulation IFA.AR Sexual Orientation and Gender Identity (now HFA.AR) was approved to support the Board Policy on Sexual Orientation and Gender Identity. An Advisory Committee was created, comprised of Edmonton Public School Trustees, school and central services staff, parents, and community leaders. It met from April 2012 through to May 2013, to support implementation of the policy.

In January 2016, Alberta Education released its [Guidelines for Best Practices: Creating Learning Environments that Respect Diverse Sexual Orientations, Gender Identities and Gender Expressions](#). Our Board Policy HFA.BP Sexual Orientation and Gender Identity currently meets provincial guidelines.

CURRENT SITUATION

Edmonton Public Schools is committed to creating and maintaining welcoming, inclusive, safe and healthy learning environments, and to ensuring that personal information of students is protected.

This commitment is guided by provincial legislation, ministerial directives and policies that are in place to recognize, support and protect the rights of students, family members and school staff (Guidelines for Best Practices, Alberta Education, 2016).

Board Policy [HFA.BP Sexual Orientation and Gender Identity](#) provides that, “All members of the school community have the right to learn and work in an environment free of discrimination, prejudice, and harassment. This right is guaranteed under the [Canadian Charter of Rights and Freedoms](#), [Alberta Human Rights Act](#), and [Alberta School Act](#). These rights shall be supported, and enforced so that all members of the school community may work together in an atmosphere of mutual respect and appreciation for individual differences. The Board will not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person's actual or perceived sexual orientation, gender identity, or gender expression.”

According to the *Canadian Charter of Rights and Freedoms*, Section 15. (1), “every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.”

Sexual orientation, gender identity and gender expression are expressly prohibited grounds of discrimination under the *Alberta Human Rights Act* (December 11, 2015).

The *School Act* requires that when students ask, “to establish a voluntary student organization, or lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the principal shall:

- (a) permit the establishment of the student organization or the holding of the activity at the school, and
- (b) designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity.”

The *Act* also gives students the right to select a respectful and inclusive name for their organization, including the name Gay-Straight Alliance (GSA) or Queer-Straight Alliance (QSA).

District schools are guided by legislation which governs student privacy in relation to joining a GSA/QSA. [The Freedom of Information and Protection of Privacy Act](#) (FOIP) includes the following relevant provisions that would impact the protection of a student's privacy:

- Section 17 requires a school board to, “refuse to disclose personal information to an applicant if the disclosure would be an unreasonable invasion of a third party's personal privacy.”
- Section 38 protects all members of the school community by requiring that a school board, “protect personal information by making reasonable security arrangements against such risks as unauthorized access, collection, use, disclosure or destruction.”

- Section 84(1)(e) would only allow a guardian to exercise privacy and access to information rights on behalf of a minor if, “the exercise of the right or power by the guardian would not constitute an unreasonable invasion of the personal privacy of the minor.”

If there is any conflict or inconsistency between FOIP and the rights of guardians under the *Family Law Act* regarding the personal information of students, the provisions under FOIP would prevail in accordance with section 5 of FOIP.

In addition, the Honourable David Eggen, Minister of Education, issued a directive to Alberta school authorities on April 3, 2017, advising school districts that parental notification should not occur in relation to students who are part of GSAs and QSAs. In his email to superintendents (Appendix I), Minister Eggen confirms that, “*While we recognize the importance of communication between students and their parents, some students may not have shared their sexual orientation, gender identity or gender expression beyond the school community.*”

Safeguards Embedded in District Practice

Safeguards to protect students and staff are embedded in [HFA.BP Sexual Orientation and Gender Identity](#). Some of these include:

- Ensuring that all staff recognize the confidentiality of the sexual orientation and gender identity of all students and protect them from unwanted disclosure of such information.
- Respecting the right to self-identification.
- Being responsive to student and family requests related to name and gender marker changes.
- Providing access to washroom and athletic facilities, to allow for appropriate privacy, and with consideration given to individual needs.
- Providing support to schools for the establishment of GSAs or QSAs.

In general, implementation of Board Policy HFA.BP Sexual Orientation and Gender Identity and Administrative Regulation HFA.AR Sexual Orientation and Gender Identity, has been very successful across the District. Due to the proactive nature of the policy and administrative regulation, and the comprehensive resources that have been put in place to support schools, Edmonton Public Schools has been a leader in implementation of this policy. From designating a person to be a ‘Safe Contact’ and establishing ‘Safe Space’ signage in every school; to providing Introductory and advanced training for Safe Contacts, complete with resource packages; to ensuring students who ask to have a GSA or QSA in a school have the support they need, there are numerous safeguards that have evolved to protect our students and staff, and to ensure that they can fully participate as members of an inclusive school community.

In addition, District Diversity Education consultants provide support to schools in relation to understanding sexual orientation, gender identity and gender expression. They provide confidential consultations to school administration, professional development of staff, presentations at School Council meetings, and they meet with families and school staff, to support the needs of the student. They organize District-level participation in Edmonton’s annual Pride Festival and in Pink Shirt Day.

During the past few years, GSAs and QSAs have been established, with consultant support, in approximately 60 schools. The scope of these groups has ranged from providing a safe space for a small group of students to meet with an adult facilitator for emotional support about their feelings and experiences, to larger groups of students who organize social activities and communicate messages about healthy relationships and prevention of bullying.

Opportunities have emerged during recent years to further refine our practices to safeguard students, staff and families. An increase in requests by families for name or gender marker changes on student records has led to an update of District records in 2016-2017, in collaboration with Alberta Education, to enable usage of preferred name and gender on student records.

An increase in requests by schools for supporting staff training, consultations about washrooms and athletic facilities, for setting up a GSA/QSA, or for consulting with parents or guardians of children who identify as gender diverse has led to an increase of Diversity Education consultants in central staffing.

Regular communication of policy implications and emerging best practices occurs with all District schools through internal mechanisms such as messages from the Superintendent, Need to Know News, Staff Bulletin Board, the Safe Contact network and training sessions, our internal District Sexual Orientation and Gender Identity website, and via a news bulletin called *Supporting our LGBTQ students, staff and families* that was sent to all schools for distribution in 2016 (Appendix II) and was posted on the District website. The news bulletin included a summary of Alberta Education guidelines regarding privacy and confidentiality, washrooms and change rooms, names, and participation on overnight trips and sports teams.

KEY POINTS

- Edmonton Public Schools was a leader in developing policy to support and protect students, staff and families who identify as gender diverse.
- District practices are guided by legislation, ministerial directives, and policies to keep students and staff safe and to protect their privacy.
- Edmonton Public Schools is committed to continuing to provide ALL students with welcoming, inclusive, safe and healthy learning environments, and to ensuring that personal information of students is protected.

ATTACHMENTS and APPENDICES

APPENDIX I Message from Minister of Education

APPENDIX II *Supporting our LGBTQ students, staff and families*

MH:mh



Support for all students

EDC Minister <Education.Minister@gov.ab.ca>

Mon, Apr 3, 2017 at 4:35 PM

Good afternoon,

Our government has stated repeatedly that we will never waver in our support for all students. I know that all of you share this goal and that you work every day to ensure that schools you are responsible for are welcoming, caring and safe.

I have been concerned in recent days about comments with regards to parental notification of students who are part of the many Gay-Straight Alliances and Queer-Straight Alliances in this province. I am telling you today that such notification should not occur.

The School Act gives students the right to form GSAs or QSAs and name them as such. They do not need permission from a principal or superintendent.

While we recognize the importance of communication between students and their parents, some students may not have shared their sexual orientation, gender identity or gender expression beyond the school community.

We have heard loud and clear from students that GSAs and QSAs save lives. I ask all of you to support students in the establishment of these groups if they are choosing to form them.

Working together, we make life better for all students and we can continue to protect and improve education in our province.

Sincerely,

David Eggen,
Minister of Education

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Supporting our LGBTQ students, staff and families

Alberta Education recently created guidelines to help school districts support and protect LGBTQ students, staff and families. Edmonton Public Schools has had a policy in place since 2011, so very little will change about the day-to-day activity in our schools.



PRIVACY and CONFIDENTIALITY

If a student tells us about their sexual orientation or gender identity, but isn't ready to tell anyone else, we must respect their privacy until they're ready to share.

Our goal in these situations is to help students feel safe and supported. We encourage students to talk to their parents and work to bridge that conversation by giving students the support they need.



WASHROOMS and CHANGE ROOMS

All students can use a washroom that meets their needs for privacy and comfort.

Students may ask to use a different washroom or change room for a number of reasons, including medical, religious, cultural and gender identity. There are many ways we can meet their needs, depending on the situation and what kind of washrooms are in the building.



NAMES

Using a student's preferred name is an important part of helping them feel respected and supported.

The same is true of words like she/her, he/him or they/their. When a student wants to change their name or what they're called at school, we talk about it with them and their family.



OVERNIGHT TRIPS

We make decisions about sleeping arrangements for transgender or gender-diverse students on overnight trips carefully, together with the student and their family.

Because sleep spaces can vary a lot, depending on the location of the trip, there is no one-size-fits-all solution.



PHYS ED and SPORTS TEAMS

Students may participate in school sports based on the gender they identify as.

The Alberta Schools' Athletic Association's 2015-2016 Policy Handbook supports this.

MORE QUESTIONS?

If you have any questions about how our Sexual Orientation and Gender Identity policy works in your child's school, please talk to your principal or visit bit.ly/SOGI_epsb

DATE: October 13, 2017

TO: Board of Trustees

FROM: Darrel Robertson, Superintendent of Schools

SUBJECT: Bereavement

ORIGINATOR: Angela Anderson, Managing Director, Human Resources

**RESOURCE
STAFF:** Mrinalini Mella

REFERENCE: [AEBC.AR Acknowledging Student, Staff and Trustee Deaths and Bereavements](#)

Mr. Lyle Lindberg passed away on September 5, 2017, at the age of 59 years. Mr. Lindberg was hired to the District as a temporary Sheet Metal Worker in June 1997, and became permanent staff in 2001. He worked with Infrastructure Maintenance until August 2017, when he took a leave of absence. Mr. Lindberg was on a leave of absence at the time of his passing. He is survived by his spouse, Joanne, and daughters, Elizabeth and Chantal. A celebration of life was held on September 12, 2017, at Evergreen Memorial Gardens.

AA:mm