

Tuesday, December 9, 2025

Public Session: 6:15 p.m. Grimsby Lincoln Room – Education Centre

AGENDA

A. ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY

B. CALL TO ORDER/NOTING MEMBER ABSENCES

C. APPROVAL OF THE AGENDA

D. NEW BUSINESS

1. E-15: Workplace Violence and Harassment Prevention

Michael St. John

2. E-03: Health & Safety

Stacy Veld

3. D-11: Arts Program – presenting with a recommendation to revoke

Neil Sheard / Marian Reimer Friesen

4. D-14: Assessment and Evaluation and Reporting

Neil Sheard / Marian Reimer Friesen

5. A-12: School Councils

Jennifer Feren

6. Preamble-i01: Policy General

Jennifer Feren

7. Preamble-i02: Policy Committee

Jennifer Feren

8. Preamble-i03: Policy Generating Process

Jennifer Feren

E. ADJOURNMENT

Next Meeting: February 10, 2026 @ 5:30p.m.

POLICY

SECTION:	HUMAN RESOURCES	POLICY:	E-15
TOPIC:	WORKPLACE VIOLENCE AND HARASSMENT PREVENTION	PAGE:	Page 1 of 2
		DATE:	November 2024 November 2025
REVIEW DATE:	November 2025 November 2026	REVISED:	

The District School Board of Niagara (DSBN) is committed to the prevention of workplace violence and harassment and to ensure the health and safety and dignity of all employees and workers in its workplace, pursuant to its obligations under the *Occupational Health & Safety Act*. Any threats or acts of violence or harassment by or against employees or workers or the public are unacceptable and will not be tolerated. This includes situations where an employee may be exposed to domestic violence while at work. The DSBN will take steps required to protect their workers from workplace violence from all sources. To better understand workplace violence and workplace harassment, the *Occupational Health & Safety Act*, the definitions are listed below:

Workplace violence:

- (a) Is the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker.
- (b) Is an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker.
- (c) Is a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Workplace harassment:

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome, or and to include harassment prohibited under Ontario's Human Right Code, as well as what is often called "psychological harassment" or "personal harassment." The Ontario Human Rights Commission has a role in facilitating compliance with the Human Rights Code or
- (b) workplace sexual harassment.

Workplace sexual harassment:

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
- (b) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace. Reasonable action or conduct by an employer, manager or supervisor that is part of their normal work function would not normally be considered workplace harassment.

This policy recognizes that workplace violence and harassment may occur between co-workers, workers and members of the school community and workers and strangers. This policy applies to all workplace activities that occur both at and away from the workplace. Every individual at DSBN has responsibilities to ensure a healthy, safe and respectful work environment. Everyone is expected to uphold this policy and to work together to prevent workplace violence and harassment.

The DSBN will ensure this policy, and the resolution process are implemented and maintained, and that workers and supervisors have the appropriate information and instruction to protect them from violence and harassment in the workplace.

POLICY

SECTION:	HUMAN RESOURCES	POLICY:	E-15
TOPIC:	WORKPLACE VIOLENCE AND HARASSMENT PREVENTION	PAGE:	Page 2 of 2
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All workers will adhere to this policy and the resolution process. School Administrator(s) and or Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the appropriate information they need to protect themselves.

Every worker must work in compliance with this policy and the resolution process. All workers are encouraged to raise any concerns about workplace violence and harassment and to report any violent incidents, threats of violence and workplace harassment as defined above immediately.

The DSBN will investigate and deal with all incidents and complaints of workplace violence and harassment in a fair and timely manner, respecting the privacy of all concerned as much as possible.

Student to Staff

Harassment and risks of workplace violence that may arise because of student behavior towards employees and workers will be dealt with under the ~~Safe Schools Legislation~~ Safe Schools Policy.

This policy must be reviewed at least annually.

Reference:

[Policy E-09: Human Rights](#)

[Policy G-02: Safe Schools](#)

[Occupational Health & Safety Act](#)

POLICY

SECTION:	EMPLOYEE SERVICES - GENERAL	POLICY:	E-03
TOPIC:	HEALTH AND SAFETY	PAGE:	Page 1 of 1
REVIEW DATE:	November 2025 <u>December 2026</u>	DATE:	November 2024 <u>December 2025</u>
		REVISED:	

The District School Board of Niagara (DSBN) is committed to the health and safety of all its employees, by protecting ~~all employees~~ them from workplace injury or occupational illness. All supervisors and workers must be dedicated to sharing the responsibility of reducing the risk of injury and illness by working in compliance with the law and with work practices and procedures established by the DSBN.

The DSBN shall:

~~1.~~ Establish a Multi-Workplace Joint Health and Safety Committee (MWJHSC) consistent with terms of the Ontario *Occupational Health and Safety Act* and the DSBN MWJHSC Terms of Reference.

~~2.~~ Make every reasonable effort to ensure that all administrators/supervisors know their responsibilities as described in the Occupational Health and Safety Act, and regulations thereunder, the DSBN MWJHSC Terms of Reference and this policy.

All supervisors* must:

- Maintain safe and healthy work conditions for staff under their authority.
- Ensure that ~~staff~~ employees work in accordance with safe work practices and procedures.
- Correct unsafe or unhealthy conditions and acts by initiating appropriate corrective action.
- Report and investigate all accidents/incidents.
- Instill safety awareness in workers through education and training.

* NOTE: A supervisor, as defined by the Occupational Health and Safety Act, Section 1. (1) means a person who has charge of a workplace or authority over a worker. A supervisor will be held accountable for the health and safety of the employees under their authority. Supervisors are responsible for ensuring that the workplace is safe and that employees work in compliance with established safe work practices and procedures.

~~3.~~ Make every reasonable effort to ensure that all ~~staff~~ employees know their responsibilities as described in the Occupational Health and Safety Act, the DSBN MWJHSC Terms of Reference and this policy.

All ~~staff~~ employees must:

- Follow safe work procedures and practices.
- Use protective equipment supplied.
- Report any work-related illness or injury immediately to their supervisor.
- Report all unsafe and unhealthy acts and conditions to their supervisor.
- Complete appropriate training in their specific work tasks to protect their health and safety.

References

Policy E-15: Workplace Violence and Harassment Prevention
Health and Safety Act (OHSA) Workplace Harassment
MWJHSC Terms of Reference

POLICY

SECTION:	EDUCATIONAL PROGRAMS AND STUDENT SERVICES	POLICY:	D-11
TOPIC:	ARTS PROGRAM	PAGE:	Page 1 of 1
		DATE:	February 2021
REVIEW DATE:	February 2026	REVISED:	

It is the goal of the District School Board of Niagara's (DSBN) Arts Program to make the Arts integral to the complete education of every child. Students will have the opportunity to receive a balanced, culturally relevant, inclusive and comprehensive Arts Program which supports the development of communication, leadership, creativity, and critical thinking.

It is the policy of the DSBN to provide comprehensive education in the Arts according, yet not limited, to current Ministry of Education curriculum standards. Through the arts, an appreciation and understanding of a variety of cultures will be fostered.

The DSBN supports, through a variety of means, comprehensive personal and professional development in the Arts for teachers. The DSBN is committed to assisting teachers with Arts Programs and to providing leadership in the development, implementation, maintenance, and review of Arts Programs.

Curricular Program

The DSBN supports an Arts education that provides every student with the opportunity to participate in a wide variety of artistic explorations, investigations, and expressions. The curriculum areas are: Dance, Drama, Instrumental Music, Vocal Music, Visual Arts, and Media Arts. In the Elementary School Arts Program, students are taught aspects of each Arts strand. As students advance through the Secondary School Arts Program, areas of specialization may be available.

Co-curricular Program

The DSBN recognizes the value of including Arts performances and exhibitions in the culture of each school. Involvement of students individually or as members of a group in co-curricular Arts activities at the school and district level is encouraged. The purpose of the Arts Program is to develop within the students an appreciation for, and an interest in, the Arts which will foster their personal growth and development.

Community Partnerships

The DSBN endorses visits to arts venues, linking the learning process in schools with arts organizations in the community, and involving professional artists to complement and enrich school programs. The DSBN encourages the schools and students of the DSBN to interact with the local communities by providing exhibitions and performances at suitable venues.

References

POLICY

SECTION:	EDUCATIONAL PROGRAMS AND STUDENT SERVICES	POLICY:	D-14
TOPIC:	ASSESSMENT AND EVALUATION AND REPORTING	PAGE:	Page 1 of 1
REVIEW DATE:	<u>December 2030</u> <u>May-2026</u>	DATE:	<u>May 2024</u> <u>December 2025</u>
		REVISED:	

The District School Board of Niagara is committed to policies for assessment, evaluation, and reporting as outlined in the Ministry of Education's document *Growing Success – Assessment, Evaluation and Reporting in Ontario Schools (First Edition, Covering Grades 1 to 12) 2010* and Ministry of Education: Assessment & Evaluation (2024) -

~~The primary purpose of assessment and evaluation is to improve student learning. We support the Ministry of Education's seven fundamental principles which provide the foundation for rich and challenging practice. Teachers have a leading role to play in the implementation of the seven fundamental principles and procedures that:~~

Assessment and evaluation practices in the DSBN reflect the Ministry of Education's seven fundamental principles (below) which support the collection of meaningful information to inform instructional practice, support student engagement, and improve student learning. Teachers have a leading role to play in the implementation of these principles by using practices and procedures that:

- AAAre fair, transparent, and equitable for all students
- SSupport all students, including those with special education needs, those who are learning the language of instruction (English or French), and those who are First Nation, Métis, or Inuit
- AAre carefully planned to relate to the curriculum expectations and learning goals and, as much as possible, to the interests, learning styles and preferences, needs, and experiences of all students
- AAre communicated clearly to students and parents/guardians at the beginning of the school year or course and at other appropriate points throughout the school year or course
- AAre ongoing, varied in nature, and administered over a period of time to provide multiple opportunities for students to demonstrate the full range of their learning
- PProvide ongoing descriptive feedback that is clear, specific, meaningful, and timely to support improved learning and achievement
- DDevelop students' self-assessment skills to enable them to assess their own learning, set specific goals, and plan next steps for their learning

References

Ontario Ministry of Education. Growing Success – Assessment, Evaluation and Reporting in Ontario Schools (First Edition, Covering Grades 1 to 12) 2010.
Ministry of Education: Assessment & Evaluation (2024)
DSBN Policy D-09 Framework for the Provision of Special Education Services
Learning for All - A Guide to Effective Assessment and Instruction for All students, Kindergarten to Grade 12

POLICY

SECTION:	EDUCATIONAL PROGRAMS AND STUDENT SERVICES	POLICY:	D-14
TOPIC:	ASSESSMENT AND EVALUATION AND REPORTING	PAGE:	Page 2 of 1
		DATE:	May 2024 <u>December 2025</u>
REVIEW DATE:	<u>December 2030</u> May 2026	REVISED:	

References

Ontario Ministry of Education. *Growing Success—Assessment, Evaluation and Reporting in Ontario Schools*
—(First Edition, Covering Grades 1 to 12) 2010.

District School Board of Niagara

POLICY

SECTION:	BOARD GOVERNANCE AND ADMINISTRATION	POLICY:	A-12
TOPIC:	SCHOOL COUNCILS	PAGE:	1 of 1
REVIEW DATE:	February 2026 December 2030	DATE:	February 2024 December 2025
		REVISED:	

The District School Board of Niagara (DSBN) is committed to encouraging a partnership with parents/guardians that will enhance the education of our students and foster increased sharing of information between schools and the community about the programs being offered in our schools. In order to facilitate these partnerships, a school(s) shall establish and maintain a School Council.

The role of the School Council is advisory in nature, focussed on forging parent/guardian/community alliances to enhance the input provided to the school on issues, thereby allowing the school to respond to its community. The Council has a major role in establishing partnerships with parents/guardians and the community for the improvement of student learning. The role of School Councils is intended to be meaningful and relevant to the local school community, developed through local consultation, and consistent with the *Education Act* and Regulations 612/00 and the constitution and by-laws of the Council. Members of the Council are encouraged to regularly participate in meetings and in activities within the school community. A person shall not receive any remuneration for serving as a member or officer of a School Council.

The DSBN has established the Parent Involvement Committee to offer support (including some assistance with expenses) to School Councils, to co-ordinate the work of School Councils and to facilitate additional communication between Councils and the DSBN.

The DSBN believes that all parents should have equal access to contribute to School Councils and the Parent Involvement Committee and every effort should be made to remove any barriers for parents to participate.

The District School Board of Niagara (DSBN) recognizes School Councils as important advisory bodies that foster partnerships among parents/guardians, school staff, students, and the broader community. School Councils provide input to school administrators and serve as a communications link to families, helping ensure that school policies, programs, and services meet the needs of the school community. The role of Councils should be focused on achievement and well-being for all students. This policy applies to all DSBN schools and is consistent with the Education Act, Ontario Regulation 612/00, and Ministry of Education guidelines.

Parent/guardian members must form the majority of the Council and must meet at least four times per year. Meetings are to be open to the school community, and members are encouraged to participate regularly. Every effort shall be made to remove barriers to parent participation and ensure equitable access. In seeking membership School Councils are encouraged to reflect the diversity of the school community. Councils are encouraged to establish by-laws regarding membership selection, conflict of interest, and conflict resolution, reviewed annually. School Councils must adhere to DSBN policies on financial accountability, fundraising, and conflict of interest.

The DSBN Parent Involvement Committee supports School Councils, coordinates their work, and facilitates communication between Councils and the Board.

References

Policy A-08: Parent Involvement Committee
Policy B-03: Financial Accountability of School Generated Funds
Policy G-19: Fundraising/Canvassing Initiated by School
[Ministry of Education: School Councils – A Guide for Members](#)

POLICY

SECTION:	PREAMBLE	POLICY:	i-01
TOPIC:	POLICY - GENERAL	PAGE:	Page 1 of 1
REVIEW DATE:	February 2026 <u>December 2030</u>	DATE:	February 2024 <u>December 2025</u>
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The District School Board of Niagara (DSBN) will establish policy in the general areas of:

- A. Board Governance and Administration
- B. Business
- C. Community Relations
- D. Educational Programs and Student Services
- E. Human Resources - General
- F. Facility Services and Operations
- G. General School Operations
- H. Support Staff
- I. Teaching Staff
- J. Transportation

All clauses of the *Education Act* and the Regulations of the Ministry of Education which apply to public elementary schools or secondary schools shall be considered as part of the governance of the DSBN.

~~1.~~ **DEFINITION OF POLICY**

Policy may be defined as the statement of formal guidance that provides the operational framework within which the organization functions. Policy statements help focus attention and resources on high priority issues by aligning and merging efforts to achieve the organizational vision.

~~2.~~ **POLICY MANUAL AND CONTRACTUAL AGREEMENTS**

~~(a)~~ The Policy Manual shall include all ~~policies~~Policies passed by the Board of Trustees.

~~(b)~~ If there is any conflict between the collective agreements and a DSBN ~~policy~~Policy, the terms of the collective agreement(s) shall take precedence.

~~3.~~ DSBN ~~policies~~Policies are available on the external website.

References

Education Act
DSBN Website - Policies

POLICY

SECTION:	PREAMBLE	POLICY:	i-02
TOPIC:	POLICY COMMITTEE	PAGE:	1 of 1
REVIEW DATE:	February 2026	DATE:	February 2021
		REVISED:	

RATIONALE

The District School Board of Niagara (DSBN) recognizes that input is valuable in the formulation of sound organizational policies. The Policy Committee shall provide access to policy input from all stakeholders including staff, students, parents, and members of the community. The DSBN Board of Trustees understand their legislative responsibility for making policy.

COMPOSITION OF COMMITTEE

The Policy Committee shall be a standing committee of the Board which will meet a minimum of three times per year between the months of September and June or as required.

~~The Policy Committee shall consist of five trustees.~~

- ~~1. _____~~
- ~~2. _____ Two (2) administrative resource people designated by the Director shall assist the Committee.~~
- ~~3. _____ Depending on the issues to be discussed, additional resource people may be invited to the meeting if it is deemed desirable.~~
- ~~4. _____ Trustees are the only voting members of the committee and will make the final decision.~~

CHAIR OF THE COMMITTEE

~~The position of Chair shall be held by a Trustee representative who will preside over the Committee and be responsible for reporting on the policies discussed at a subsequent Regular Meeting of the Board.~~

SETTING AGENDA

~~The Chair and the two resource people designated by the Director shall form an agenda committee to determine which items will be placed on the agenda for each meeting.~~

~~Annually, at the final Policy meeting policies that will be reviewed according to the cycle and any new policies will be distributed for information purposes. A three step process will be followed to gather input from stakeholders.~~

THREE STEP PROCESS

Policies scheduled for review will be made available to stakeholders via posting on the DSBN public website and an email distribution list will be developed to alert stakeholders. This webpage will enable stakeholders to provide their input electronically on any policy within the review timeframe of 8 weeks.

A summary of the input shared will be presented to the Trustees at each of the Policy Committee meetings

At the Policy Committee meeting, after the expiration of the review timeframe, the revised Policy will be presented. Individuals or organizations may make a presentation to the Policy Committee provided they have followed the application process and been approved. Presentations will follow the ~~Delegation By-Laws R-6-R-8-8.2~~ DSBN By-Laws & Rules of Order relevant to Delegations as ~~located-published~~ on the DSBN website. ~~Following the Policy Committee meeting, a report will be presented to the Board of Trustees by the Chair of the Policy Committee.~~

References

District School Board of Niagara By-Laws and Rules of Order

POLICY

SECTION:	PREAMBLE	POLICY:	i-03
TOPIC:	POLICY GENERATING PROCESS	PAGE:	1 of 1
REVIEW DATE:	November 2025 <u>December 2030</u>	DATE:	November 2020 <u>December 2025</u>
		REVISED:	

The District School Board of Niagara (DSBN) Board of Trustees are required under the *Education Act* to develop and maintain policies to:

- Promote student achievement and well-being
- Promote positive school climate that is inclusive and accepting of all pupils, including pupils of any race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability
- Promote the prevention of bullying
- Deliver effective and appropriate education programs to its pupils.

Recommendations for development of Policy may be initiated by a variety of sources: Trustees, students, staff, members of Senior ~~Administration~~Leadership, Ministry of Education or parents/guardians and community. ~~This may occur through individual, group or committee action. Stakeholder input into the agenda may be done through written submission to the Chair who will bring it to the agenda setting meeting.~~

Recommendations for Policy development will normally be channelled through the Policy Committee for consideration by the Board of Trustees. Where this is not possible or practical, due to short timelines or other constraints, the recommendation may be routed directly to the Board of Trustees ~~and subsequently reviewed by the Policy Committee.~~

The development or approval of some specific Policy matters (e.g., Finance, Board Governance) may be directed to other ~~District School Board of Niagara~~DSBN Committees.

The Policy Committee may also review any existing Policy and recommend to the Board of Trustees reconsideration, revision, modification, deletion or any other course of action.

Whether generating or reviewing Policy, the ~~District School Board of Niagara~~DSBN is committed to ensuring a learning and working environment, through inclusive programs, curriculum, services, and operations, in which everyone is treated with respect, and no one is subject to discrimination. This commitment confirms and upholds the principles enshrined in the Canadian Charter of Rights and Freedoms, ~~the Constitution Act, 1982~~, the Ontario Human Rights Code (~~“the Code” hereafter~~) and the *Education Act*.

Reference

Education Act