

# MINUTES

## SCHOOL DISTRICT NO. 60 (Peace River North)

### REGULAR MEETING

Monday, November 15, 2021  
6:30 p.m.

*Present:* Helen Gilbert, Chair – Board of Education (Area 5)  
Ida Campbell, Trustee (Area 4)  
Erin Evans, Trustee (Area 5)  
Nicole Gilliss, Trustee (Area 3) *(via Zoom)*  
David Scott-Moncrieff, Trustee (Area 2)  
Bill Snow, Trustee (Area 5) *(via Zoom)*

Stephen Petrucci, Superintendent of Schools  
Angela Telford, Secretary-Treasurer  
Leah Reimer, Recording Secretary

*(Guests/Media)* Michele Wiebe, PRNTA President

*Regrets:* Madeleine Lehmann, Vice-Chair (Area 1)



---

### Call to Order

Secretary-Treasurer, Angela Telford called the meeting to order at 6:32 p.m.

*Angela Telford acknowledged the traditional territorial lands of the Dane Zaa and Treaty 8.  
(Attachment)*

*Meeting to be recorded and archived on our District website*

### Agenda

#### Approval of the Agenda

#### Motion #133-21

Evans/Campbell  
THAT the agenda be accepted as presented with the following additions

#### Other Duties

- 3.8 Audit Committee Members
- 3.9 School Liaison Reps

CARRIED.

### Election of Board Officers

#### Election of Board Chair

The Secretary-Treasurer announced the Election of Board Chair and called for nominations by secret ballot.

Ballots were picked up, sorted and counted by the Superintendent and Secretary-Treasurer. The Secretary-Treasurer then announced the following nominees and asked if they would let their name stand for Board Chair:

Helen Gilbert  
Ida Campbell

Accepted  
Declined

**The Secretary-Treasurer declared Helen Gilbert Board Chair by acclamation.**

Election of Vice-Chair

Chair Gilbert took the chair. The Secretary-Treasurer called for nominations by secret ballot for Vice-Chair.

The Superintendent and Secretary-Treasurer gathered and sorted the ballots and the Board Chair announced the following nominees:

|                   |          |
|-------------------|----------|
| Erin Evans        | Declined |
| Nicole Gilliss    | Accepted |
| Madeleine Lehmann | Accepted |

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

**A tie was declared between Trustee Gilliss and Trustee Lehmann.**

Motion #134-21

Campbell/Scott-Moncrieff

THAT the Board of Education postpone the Vice-Chair election until all Trustees can be in attendance (ie. Trustee Lehmann)

CARRIED.

Election of Provincial Councilor Rep

The Secretary-Treasurer called for nominations by secret ballot for Provincial Councilor Rep.

Ballots were gathered and sorted by the Superintendent and Secretary-Treasurer and the Secretary-Treasurer announced the following nominees:

|                |          |
|----------------|----------|
| Erin Evans     | Accepted |
| Nicole Gilliss | Accepted |

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

**The Secretary-Treasurer declared Erin Evans as the Provincial Councilor Rep.**

Election of Alternate Provincial Councilor Rep

The Secretary-Treasurer called for nominations by secret ballot for Alternate Provincial Councilor Rep.

Ballots were gathered and sorted by the Superintendent and Secretary-Treasurer and the Secretary-Treasurer announced the following nominees:

|                |          |
|----------------|----------|
| Bill Snow      | Accepted |
| Nicole Gilliss | Accepted |

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

**The Secretary-Treasurer declared Nicole Gilliss as the Alternate Provincial Councilor Rep.**

Election of BCPSEA Rep

Chair Gilbert called for nominations by secret ballot for BCPSEA Rep.

*Erin Evans, Bill Snow, and David Scott-Moncrieff declared a “conflict of interest”*

Ballots were gathered and sorted by the Superintendent and Secretary-Treasurer and the Secretary-Treasurer announced the following nominees:

|                |          |
|----------------|----------|
| Ida Campbell   | Accepted |
| Nicole Gilliss | Accepted |

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

**Chair Gilbert declared Ida Campbell as the BCPSEA Rep.**

Election of Alternate BCPSEA Rep

Chair Gilbert called for nominations by secret ballot for Alternate BCPSEA Rep.

*Erin Evans, Bill Snow, and David Scott-Moncrieff declared a “conflict of interest”*

Ballots were gathered and sorted by the Superintendent and Secretary-Treasurer and the Secretary-Treasurer announced the following nominees:

|                |          |
|----------------|----------|
| Helen Gilbert  | Accepted |
| Nicole Gilliss | Accepted |

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

**A tie was declared between Trustee Gilliss and Chair Gilbert.**

Motion #135-21

Evans/Scott-Moncrieff

THAT the Board of Education postpone the Alternate Provincial BCPSEA Rep election until all Trustees can be in attendance (ie. Trustee Lehmann)  
CARRIED.

Motion #136-21

Evans/Gilliss

THAT the secret ballots be destroyed, including paper ballots and text nominations and votes on the Superintendent's cell phone.  
CARRIED.

**Other Board Duties**

Audit Committee

- The following trustees have been appointed to sit on the Audit Committee: David Scott-Moncrieff, Madeleine Lehmann and Nicole Gilliss

#### School Liaison Assignment

- Chair Gilbert previously sent out email to trustees
- Trustee Campbell and Trustee Snow indicated that if any trustees are not able to get to their schools, they may be available to do that

**ACTION:** Move discussion to the November 29, 2021 COTW Regular Meeting

### **Presentations/Delegations**

#### **Youth Advisory Council**

- For information purposes
- Our district cooperates with the City to get this information out to schools

### **Trustee Input**

At this time, opportunity was given for Trustees to report on activities undertaken and/or information of interest:

#### Trustee Campbell

- Attended Taylor School Remembrance Day Ceremony and was asked to lay the SD #60 wreath. Very nicely done
- Attended Baldonnel School skating at Taylor Arena along with Chair Gilbert
- Attended Taylor PAC meeting via Zoom. Trying to get more members to join
- Attended BCPSEA Symposium with Chair Gilbert

#### Trustee Evans

- Attended Remembrance Day Ceremony
- Attended BCSTA Provincial Council Meeting

#### Trustee Gilliss

- Coaching Hudson's Hope girls' volleyball team

#### Vice-Chair Lehmann

- Absent

#### Trustee Scott-Moncrieff

- Been in contact with most liaison schools and things seem to be ok

#### Trustee Snow

- Visited liaison schools...all is going well

#### Chair Gilbert

- Attended BCSTA Climate working group meeting and will attend the next meeting on November 22
- Attended bargaining meeting
- Attended Bert Bowes PAC meeting
- Attended BCPSEA Symposium
- Baldonnel – work is done on outdoor skating rink...waiting for flooding
- Sent information regarding Board Chair meetings to trustees
- Appreciated Remembrance Day assemblies put on virtually at schools and attended the FSJ Ceremony
- Attended NPAA meeting today

## Minutes of the Regular Board Meeting

### Approval of the Minutes

#### Motion #137-21

Evans/Snow

THAT the Regular Meeting Minutes of October 18, 2021 be adopted.  
CARRIED.

### Business Arising from the Minutes

The following business arose from the above noted Minutes:  
*None*

## Approval of Excerpts

#### Motion #138-21

Campbell/Scott-Moncrieff

THAT the excerpts from the September 20, 2021 In Camera Meeting Minutes be approved and appended to these Regular Meeting Minutes.  
CARRIED.

## Announcements & Reminders

|                           |  |            |                |
|---------------------------|--|------------|----------------|
| November 15               | NPAA Meeting                                       | 4:00 p.m.  | Virtual        |
| November 15               | Board Meetings                                     | 5:00 p.m.  | Board Room     |
| November 17               | Labour Management Meeting                          | 1:00 p.m.  | Board Room     |
| November 23               | SUP-PAC Meeting ( <i>Snow</i> )                    | 12:00 p.m. | Virtual        |
| November 24               | Early Dismissal Day                                |            |                |
| November 25               | Early Dismissal Day                                |            |                |
| November 26               | NID Day (Parent-Teacher Interviews)                |            |                |
| November 29               | COTW Meetings                                      | 12:30 p.m. | Board Room     |
| November 29               | Policy Committee Meeting                           | 11:00 a.m. | Board Room     |
| November 29               | *City of FSJ/NLC Christmas Mingle 4:30 – 6:00 p.m. |            | Festival Plaza |
| December 2-4              | BCSTA Trustee Academy                              |            | Vancouver      |
| December 6                | **NPAA Meeting (Christmas Dinner)                  |            |                |
| December 8                | BCPSEA AGM Motion Submission Deadline              |            |                |
| December 13               | Board Meetings                                     | 5:00 p.m.  | Board Room     |
| December 20-<br>January 3 | Christmas Vacation                                 |            |                |
| January 7                 | Provincial Council Submission Deadline             |            |                |
| January 10                | NPAA Meeting                                       | 4:00 p.m.  | Virtual        |
| January 10                | COTW Meetings                                      | 12:30 p.m. | Board Room     |
| January 24                | Board Meetings                                     | 5:00 p.m.  | Board Room     |
| January 25                | SUP-PAC Meeting ( <i>Lehmann/Campbell</i> )        | 12:00 p.m. | Virtual        |
| January 27/28             | BCPSEA AGM   |            | Vancouver      |
| January 28                | NID Pro-D Day (Semester Turnaround)                |            |                |

*\*\*NPAA is in the process of sending out a survey to members in regards to the Christmas Dinner. Chair Gilbert indicated Trustees would be willing to not attend the dinner "in person" if that helped with the planning for a smaller group due to COVID restrictions*

*\*City Christmas Mingle – discussion took place regarding Executive Staff not being included this year in the invitation as in the past. Also, the Northern Lights College Board invitation was extended late. Will follow up with them for a meeting in the spring.*

## Senior Staff Reports

### Superintendent's Report

A written and electronic report was presented. Topics discussed and reported included:

#### **Human Resources Summary for Teachers & AO's**

- For information purposes

#### **Superintendent's Report**

- For information purposes

#### **Out of District Field Trip**

- See motion below

#### **Community Coaches**

- See motion below

#### Motion #139-21

Evans/Scott-Moncrieff

THAT the Board accept the Superintendent's Report and with the exception of the Out of District Field Trip and Community Coaches items  
CARRIED.

#### Motion #140-21

Evans/Campbell

THAT the Board of Education approve the attached Out of District Field Trip.  
CARRIED.

#### Motion #141-21

Evans/Campbell

THAT the Board of Education approve the attached Community Coaches.  
CARRIED.

### Secretary-Treasurer's Report

A written report was presented. Topics discussed and reported included:

#### **Finance Update to October 31, 2021**

- For information purposes
- Alberta Students – money comes mostly in the spring. Approximately 10 students.
- Deficit of \$796,297 is on par for this time of year. Majority of construction work is done in the summer, so we move forward with larger expenditures. Funding from 1701 comes in January

#### **Bert Ambrose Construction Update**

- Road has been completed and activity has stopped around the school at this time. Road has been paved by the City. The district will be looking into paving the parking lot next year.
- Discussion followed regarding prior discussion with City staff to have the same contractor pave the road and the school parking lot

#### **ECE Funding Update for Students**

- Ministry is looking at funding \$40,000 each for three districts for up to 120 ECE students (SD #60, SD #81 and Northern Lights College)
- This is part of the support/agenda from Ministry for more daycare spaces and preparing for the ability to staff them

- What kind of support are they looking for from us? Practicum placements, etc.

#### **Human Resources Summary Report**

- For information purposes
- Trustees have requested that “job classes” be broken down on the report to provide them with more awareness
- Discussion followed on confidentiality issues

**ACTION:** Secretary-Treasurer will look into the confidentiality piece further with BCPSEA

Motion #142-21

Scott-Moncrieff/Snow

THAT the Board accept the Secretary-Treasurer's Report.

CARRIED.

*Trustee Gilliss left the meeting at 7:38 p.m.*

### **Reports of Regular Committee of the Whole Meeting**

#### Approval of the Minutes – November 1, 2021

Motion #143-21

Evans/Snow

THAT the Board accept the Regular Committee of the Whole minutes of November 1, 2021 and its recommendations.

CARRIED.

#### Business Arising from the Minutes

The following business arose from the above noted Minutes:

#### K-12 Sector Guidelines for Vaccination Policies for Staff (Attachment)

- Guidelines are now out of “draft” format. One of the edits was clarifying/confirming that the decision whether or not to develop a vaccine policy be done in an In Camera board meeting
- Recommending that the guidelines be placed on our website and Facebook page for information purposes and to include a pre-amble that it is a Ministry document and to refer to the Ministry website for further information

**ACTION:** The Superintendent will look into having the guidelines placed on our district's website and Facebook page and Chair Gilbert will construct a pre-amble that it is a Ministry document and to refer to the Ministry website for further information

#### Policy Committee

- Nothing to report

### **Other Reports**

#### **BCSTA**

#### Provincial Council Meeting – Motion Update

- Budget and grants were passed
- 9.1 Provincial Teacher Shortage – passed unanimously

- Trustee Evans commented to ask BCSTA staff to be cognizant of the AHCOTE when there are less seats and they don't run the program. When you're looking at a teacher shortage and we have 13 students, we should still be able to run the program.  
Passed unanimously
- 9.2 Declaration of National Opiate Death Crisis – passed unanimously
- 9.3 Increase Funding for the Annual Facilities Grant – passed unanimously

*Last Minute Motion* – COVID 19 Health Authority

- Motion was defeated by a large margin
- Had a few amendments that were defeated
- Exposure notices are time consuming on our staff and may not serve the purposes that they are intended for. We have a good relationship with our health authority which the board that brought this motion forward does not. Most districts have a good relationship with their health authorities.
- Decided that a motion would destroy some of those relationships

**BCSTA Partnership Liaison Meeting Report** (*Attachment*)

- Assessment Wait Times – moving to regional hubs for support for students with needs with or without a diagnosis
- Causes a degree of controversy
- Superintendent – trying to create an alignment from a medical model to prevalence model
- New acronyms:
  - (EDI – Equity Diversity & Inclusion – theme from Ministry and BCPSEA)
  - FCIP – Framework Continuous Improvement Program

**BCPSEA**

- Nothing to report

**Board Pro-D Committee**

- Nothing to report

**Correspondence**

*None*

**Unfinished Business**

*None*

**New Business**

**Framework Peer Review Process**

- FCIP – Framework Continuous Improvement Program – a rubric is being formed
- From a staff perspective, we have a good understanding and a robust Framework and a Board Strategic Plan
- Would like to choose Option 1 that doesn't require more work and review than we have already done
- Receiving formative feedback in December 2021



**PRNTA Update – Michele Wiebe, President**

- Congratulations to the board on their elections
- There is elementary school report card exhaustion...all are working hard making sure students are being assessed and cared for
- AHCOTE – need to highlight our district...it's a great place to work, teach and learn. Anything trustees can do to get more teachers here, is great

**CUPE Local #4653 Update – Jennie Copeland, President**

- Not present

**District Parent Advisory Council (DPAC) Report – Cassandra Kramer, President**

- Not present

**Questions from Press/Public**

At this time, opportunity was given for questions from the press  
*None*

**Adjournment**

Motion #144-21

Evans/Snow  
THAT the meeting be adjourned. (8:12 p.m.)

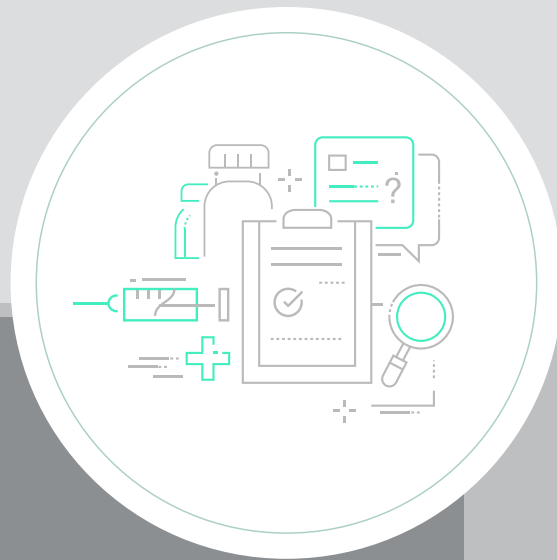
\*\*\*\*\*

\_\_\_\_\_  
HELEN GILBERT, CHAIR,  
BOARD OF EDUCATION

\_\_\_\_\_  
ANGELA TELFORD,  
SECRETARY-TREASURER

2021

# K-12 SECTOR GUIDELINES *for* **VACCINATION POLICIES**



BRITISH  
COLUMBIA

Ministry of  
Education

# Introduction

On October 5th, 2021, the Ministry of Education convened an Advisory Committee comprised of Ministry and sector representatives to design a coordinated approach for boards of education (“boards”) and independent school authorities (“authorities”) who choose to implement vaccination policies (see Appendix 1 for Terms of Reference). The following principles, roles, and guidelines have been developed to support boards and authorities as they consider options regarding the possible implementation of vaccine mandates for their staff. For clarity, these guidelines are for policies being contemplated for employees only, which should be interpreted broadly to include any employee of the board or authority, including contracted employees, regardless of classification or location.

The Ministry of Education fully respects the authority of individual First Nations to make decisions about the operation of First Nations schools in the best interests of their students, schools, and communities.

## Context

The health and safety of students and staff in BC schools has been the main focus of all K-12 partners throughout the COVID-19 pandemic and recovery. A coordinated approach to health and safety guidelines and measures across the sector is a key part of why schools have remained open to provide in-person education to students. In-person learning supports social and emotional development and provides many students access to programs and services that are integral to their overall health and well-being.

Public health officials have been clear that vaccines are the most effective way to reduce the risk of COVID-19 transmission in schools and communities. The vaccines used in B.C. are highly effective against COVID-19, including among variants of concern. Vaccinated people aged 12 and older tend to have milder illness if they get infected and are also less likely to spread COVID-19 than unvaccinated people 12 and older. The latest [BCCDC Situation Report for K-12 Schools](#) confirms that diagnosed cases of COVID-19 increased among 5-11 year-olds in British Columbia (BC) during the first two weeks of the school year, primarily in regions with lower community vaccine coverage. Most COVID-19 cases, hospitalizations, and deaths are now among unvaccinated adults. Unvaccinated individuals are 9 times more likely to become a COVID-19 case and 40 times more likely to be hospitalized or die. The most effective means to protect students from COVID-19 is for adults in their community, including their school community, to be vaccinated. This is particularly true for those students under the age of 12 who cannot yet be vaccinated.

Boards and authorities have the ability as employers to set terms and conditions of employment and to create policies and procedures on a range of measures related to employee and workplace well-being and health and safety. Within the current COVID-19 context, some boards and authorities may be contemplating implementing a vaccine policy as part of their overall health and safety strategy. Education partners have agreed that there is value in having a coordinated approach to implementing such policies so as to avoid highly variable health and safety standards in schools and other K-12 workplace settings.



## Guiding Principles

» **Prioritizing health and safety**

A safe environment for students and staff supports learning and development

» **Reducing impacts to in-person learning**

Minimizing school closures and disruptions (*i.e. self-isolation periods*)

» **Consistency in approach**

Working collaboratively on policy /procedure development and implementation while acknowledging that different regions, districts, and schools may have different needs.

---

## Roles and Responsibilities

### **Ministry of Education**

Provides provincial guidance and direction to boards and authorities as well as system leadership and coordination relating to the statutory framework.

### **Boards of Education**

Employer of all staff in their district and responsible for any employment related conditions, policies, or procedures.

### **Independent School Authorities**

Employer of all staff in their schools/authorities and responsible for any employment related conditions or policies.

### **BC Public School Employers' Association (BCPSEA)**

Legal bargaining agent representative for all 60 public school districts and provides operational guidance and labour relations and human resources support on employment matters.

### **Unions & Employee Organizations**

- ❑ **BC Teachers' Federation (BCTF)**  
Represents the interests of teachers working in the public system.
- ❑ **Canadian Union of Public Employees (CUPE)**  
Represents the interests of most support staff (*e.g., Educational Assistants, Custodial, Support Workers, etc.*) working in the public education system.
- ❑ Other support staff unions and associations, including those for excluded employees.

### **Public Health**

Provides provincial and/or regional advice to boards and authorities on public health risks.

# Guidance On Creating a Vaccine Policy

As set out in the *School Act* and *Independent School Act*, boards and authorities are the employers of the staff in their school district or school. As such, they have full responsibility for hiring and managing the necessary staff to meet operational and statutory requirements, and must do so in alignment with collective agreements, where applicable. Under the current K-12 statutory framework<sup>1</sup>, any decision to implement a vaccine policy for staff is a board/authority decision.

Boards and authorities that decide to implement a vaccine policy as a workplace health and safety measure should allow time for consultation with local partners, should be transparent in their communications with staff, and should provide sufficient time to allow currently unvaccinated staff to become vaccinated before final implementation. Given the complexities of such a decision, boards and authorities should also take the following steps. **If boards and authorities choose not to follow the steps as outlined in this document, they should be aware there may be legal or financial implications.**





# Creating a Vaccine Policy - Roadmap

THESE GUIDELINES DO NOT CONSTITUTE LEGAL ADVICE FROM THE MINISTRY OF EDUCATION. THEY ARE INTENDED TO DESCRIBE POLICY GUIDANCE DEVELOPED BY THE ADVISORY COMMITTEE.



## 1. Gather data and evidence in alignment with privacy rules

Boards and authorities should start by working with employee groups to encourage and promote vaccination and gather existing evidence on vaccination rates. It is important to note that discussions related to employee terms and conditions of employment and proof of vaccination requirements should be held in-camera. Other considerations include:

❑ Gather preliminary data to assess the number of staff who may be unvaccinated. This can be done using [public health data on vaccinated adults](#) as a proxy and/or through voluntary self-disclosure. The Ministry will support with data and analysis if requested.

❑ If gathering information on vaccine status through voluntary self-disclosure:

→ Review existing technology to assess whether the board/authority has a method to collect proof of vaccine status data in a manner that meets privacy requirements.

*If no existing technology is in place, review potential solutions (e.g. a mobile app) to gather vaccination status and use as a verification mechanism if a vaccination policy is implemented.*

→ Comply with the Freedom of Information and Protection of Privacy Act or the Personal Information Protection Act with respect to the collection, use and disclosure of personal information.

❑ Collect data and assess findings by employee type and scope to consider the full range of implications of a vaccine policy on the delivery of education and educational programs.


❑ Review existing staffing complements, TTOC lists, EOC lists and availability.

❑ It is recognized that some boards/authorities may deem this step sufficient, in which case they may choose not to proceed with steps two through five.






## 2. Confirm alignment with legal advice, public health guidance and Orders

- 
- Ensure any vaccine policy is informed by legal advice, including assessing implications of Charter rights, human rights and existing employment and labour case law, including liability and indemnification. For boards this legal advice will be coordinated by BCPSEA. *(BCPSEA will coordinate this for boards given their role in the K-12 governance structure).*
  - [Review alignment of policy with human rights guidance](#)
  - Consult with Medical Health Officers and local health authorities with respect to any proposed approach. Local Medical Health Officers can advise on considerations related to the effectiveness of vaccine policies, including local epidemiology, patterns of transmission, and community vaccine coverage.
  - Align policy with the health and safety requirements already in place for schools as outlined in the [Provincial COVID-19 Communicable Disease Guidelines for K-12 Settings](#) as well as any provincial [PHO Orders or regional restrictions](#) in place that apply to K-12 schools.



## 3. Consult with employee groups and Indigenous rightsholders and engage community

- 
- Engage in early consultation and engagement with employee groups and Joint Occupational Health and Safety Committees.
    - *Consider policy applicability to all employee groups (e.g., teachers, support staff, principals, administrators, custodial staff, administrative staff, building and maintenance staff, contractors) and all employees, regardless of their working location.*
    - *Review existing collective agreements and align policy with those agreements.*
    - *Review human resource and labour relations policies including the Duty to Accommodate for employees who cannot be vaccinated for reasons that are legally protected (e.g., health status) and consider alternative measures for employees who choose to remain unvaccinated (e.g., testing, educational training, modification to job duties, alternate working arrangements and/or leave without pay).*

*Develop staffing contingency plans to ensure educational delivery can continue in the event that a significant number of staff require accommodations, alternative measures, or are placed on leave without pay.*

→ *Follow BCPSEA guidance, including the potential for an enabling arrangement under collective agreements.*

- Consult with First Nations, as well as Metis and Inuit communities, on broader policy impacts through existing mechanisms.
- Engage with Parent Advisory Committees and broader community to understand potential implications for implementing a vaccination policy.





## 4. Decide whether to create a proof of vaccination policy and announce decision

- ❑ Communicate that intent in developing a policy is to promote health and safety for all students and staff and minimize educational disruptions.
- ❑ When deliberating on final decisions, ensure that labour relations discussions (e.g. employee work terms and conditions) remain in-camera.
- ❑ Adopt the provincial safety procedure when finalized by BCPSEA.
- ❑ Consider adopting a fixed time-limit for the policy after which time it will be reviewed.
- ❑ Encourage unvaccinated staff to become vaccinated in advance of policy coming into effect.  
Examples of local policy could include:
  - *Support and encourage vaccination where possible, including promoting access to vaccine leave and sharing information about vaccine clinics.*
  - *Provide enough time for unvaccinated staff to become compliant.*
  - *Confirm date by which employees must demonstrate proof of vaccination status.*



## 5. Implement operational plan

- ❑ Confirm a consistent process/tool for assessing proof of vaccination status data.
  - *Be aware that any mandated testing requirements must be managed directly by the board or authority; and that boards/authorities will need to review how testing will be paid for.*
- ❑ Review operational plans to ensure that negative impacts on student learning will be minimized during the rollout of any vaccine policy.
- ❑ Implement policy and monitor compliance.







# Appendix 1: Terms of Reference

## Advisory Committee on K-12 Sector Vaccine Policies

WHEREAS there is currently no Provincial Health Office (PHO) Order requiring mandatory vaccinations for K-12 sector employees;

WHEREAS it is recognized that timely action to support local school communities is needed;

WHEREAS consideration of mandatory vaccinations for this committee applies to all K-12 sector employees and not students;

WHEREAS the health and safety of students and staff remains the guiding principle of the COVID-19 response in the K-12 sector;

WHEREAS keeping K-12 schools open and accessible for learning is an important and shared priority;

The Ministry of Education has created an Advisory Committee on K-12 Sector Vaccine Policies to provide timely leadership and guidance to local school communities on this matter.

## Purpose of committee

The Advisory Committee on K-12 Sector Vaccine Policies (the “Committee”) will provide advice to the Ministry regarding the creation of guidelines for Boards of Education and independent school authorities to take into account if they are considering implementing a vaccine mandate or proof of status policy. The Committee will serve the best interests of the education sector by having one common source of guidance, enabling a coordinated approach across a diverse education system, and collaborating on timely and consistent messages to local school communities. The Committee’s work is temporary and will conclude upon the creation of the guidelines.

## Deliverables

- “K-12 Sector Guidelines for Vaccine Policies” published by the Ministry, that must:
  - *Be consistent with the [Provincial COVID-19 Communicable Disease Guidelines for K-12 Settings](#).*
  - *Not enable any local policy that exceeds the statutory roles and responsibilities afforded to Boards of Education and independent school authorities.*
- Coordinated communications materials and common messaging which promote the benefits of vaccines and encourage vaccine uptake.

## Meeting frequency

- Meetings will commence immediately following the Provincial government’s announcement to require full vaccinations for all employees of the B.C. public service (October 5, 2021).
- The Committee will meet frequently at first given the necessity to move quickly and support local school communities; meetings may be less frequent after a two-three-week time period as final versions are reviewed and completed.

# Membership

The Committee will be comprised of one (1) member from each of the following organizations:

- ❑ Ministry of Education (Chair)
- ❑ BC Association of School Business Officials (BCASBO)
- ❑ BC Public School Employers Association (BCPSEA)
- ❑ BC School Superintendents Association (BCSSA)
- ❑ BC School Trustees Association (BCSTA)
- ❑ BC Teachers Federation (BCTF)
- ❑ BC Principals' and Vice Principals' Association (BCPVPA)
- ❑ CUPE BC
- ❑ Federation of Independent Schools Association (FISA)
- ❑ First Nations Education Steering Committee (FNESC)

Up to one (1) representative from the Office of the Provincial Health Officer (PHO) or a regional Health Authority may attend as needed to address alignment with public health initiatives.

The Committee will be supported by a secretariat provided by the Ministry of Education. The secretariat will be accountable for scheduling meetings, establishing agendas, and recording all committee materials. Secretariat support will result in up to two (2) additional attendees from the Ministry.

## Principles for working together

The Chair will ensure that the following principles of engagement are followed by members:

- ❑ Respectful and collaborative dialogue
- ❑ Listening with an open mind and seeking clarification where needed
- ❑ Allowing space and time for all organizations to provide feedback
- ❑ Challenging ideas and concepts, not individual members

## **Partner Liaison Meeting Oct. 14 and 15<sup>th</sup>**

Submitted by Helen Gilbert Board Chair

Thursday October 14<sup>th</sup> was Board Chair Meeting Day. The agenda for this day was planned by the BCSTA.

The first session looked at Student assessment as a mechanism for equity. The speakers were Denise Augustine from the Ministry of Education, Debra Jeffries FNEESC, Charles Ungerleider Managing Partner and Director of Research Directions Evidence and Policy Research Group.

These sessions highlighted the importance of data including FSA Results in helping to inform development of targeted interventions that support First Nations learners and children and youth in care. Data is an important element in addressing the racism of low expectation experienced by First Nations Students. 60% of children and youth in care or formerly in care in BC public schools are Indigenous.

Charles Ungerleider delivered a strong message, good intentions are not good enough.

See attached slides about the work of a school board

Afternoon Joint BCASBO-BCSTA discussion of board accumulated reserves, new policy requirements and political advocacy.

We have covered much of the information that was presented here at our board table already and in some of our discussions at Board Advance related to Financial Literacy.

Afternoon BCPSEA discussion of employer priorities. There was a brief discussion/presentation related to this topic and then it became a discussion about development of vaccination policies. There was discussion related to conflict of interest where strong thoughts and feelings were expressed. BCPSEA talked about the supports they would be developing for school districts related to guide the process. The conversations from this meeting were reflected in the Frequently asked Questions Related to Conflict of Interest that came out later.

Minister Whiteside was to join us at 3:15 but due to traffic ended up arriving late. The time spent waiting was used to get a feel for the room in relationship to the development of vaccination policies. Emotions were running high about this decision being downloaded to boards. As this was to be Minister's Whiteside first face to face meeting with board chairs there was desire to keep the meeting productive and friendly so thoughts were gathered and then when Minister Whiteside arrived questions based on the group discussion were directed to Minister Whiteside by Stephanie Higginson BCSTA President. After a general introduction and comments Minister Whiteside began to answer questions. The session ran quite long.

Friday October 15<sup>th</sup> Ministry of Education BCSTA Annual Partner Liaison meeting.

Theme Equity In Education

Minister Whiteside-Response to five questions that were given to her ahead of time.

One of the questions was ours related to supports for **rural and remote districts**. In a very circular answer there was a fore shadowing of the announcement by Ministry of Children and Family about Hubs that will serve special needs families whether they have a diagnosis or not and a move away from early intervention funding for autism.

Reconciliation and the Declaration Act Craft Action Plan Jennifer McRae

Slides attached.

Framework for Enhancing Student Learning Slides Marnie Mayhew Attached slides.

Equity in Education

-Cowichan Valley The Days Ahead an Indigenous Appreciative Inquiry-attached

-Equitable and Inclusive Schools Questions-attachment

K-12 Anti Racism Action Plan-key slides, this will be an expected focus.

Attachments to this reflect highlights of the two days.

## Going Forward

- Available data, including FSA results, must inform targeted interventions that support First Nations learners and children and youth in care.
- These results must continue to be available to First Nations, FNESC, and the system at large through the [\*How Are We Doing Report\*](#).
- Data has an key role in helping address the racism of low expectations experienced by First Nations students.
- Increased capacity building of the system to address needs of First Nations children and communities.
- Implement an Indigenous-specific Anti-Racism Strategy.

4

*Charles Ungereider*  
Presentation Slide ①

## Good intentions are not good enough

- Have clear and measurable goals and objectives
- Require system-wide standards for evaluating the performance and outcomes of students
- Disaggregate data about sub-populations of students
- Monitor regularly over time
- Hold the superintendent responsible for results



directions

## School boards fail to meet their main responsibilities when they:

- Do not have clear and measurable goals and objectives
- Do not monitor results
- Do not hold the superintendent responsible for the results
- Do not require system-wide standards for evaluating the performance and outcomes of students
- Do not disaggregate data about sub-populations of students
- Accept misinformation about standardized assessments



Charles Ungewitter  
(3)

## School boards have two fundamental responsibilities

- Improve student performance
- Evaluate the programs and services provided to students





✓ Truth and Reconciliation

① Jennifer  
McRae Presentation

Deborah  
Jeffrey

## Building Blocks: Local Education Agreements

- LEAs are more than a financial transaction, they serve as a mechanism for building relationships and creating accountability to support improved outcomes for First Nation students.
- 2/3rd of BC First Nations with students living on reserve and attending public schools have an LEA in place.
- Under BCTEA, BC and FNEC are to develop a Provincial LEA template that is expected to:
  - serve as a precedent available to First Nations and school boards
  - apply, at the request of a First Nation, where there is no existing LEA between a First Nation and a school board
- The Parties will also collaborate to identify: new legislation or revisions to legislation; and new policies, and revisions to existing policies; ... to support the negotiation and implementation of LEAs.



oo Truth and Reconciliation

Jennifer McCreel  
②

## **DRIPA: Education Related Actions**

- There are 10 education-related actions in the *Draft DRIPA Action Plan*:
  1. Legislation requiring Local Education Agreements
  2. Anti-Indigenous racism and discrimination strategy, including mandatory course or bundle of credits related to First Peoples as part of graduation requirements
  3. External review of Indigenous-specific racism and discrimination in the provincial public education system
  4. Full-course offerings in First Nation languages
  5. Strategy to increase literacy and numeracy achievement levels



5

Truth and Reconciliation

Jennifer McRae

Deborah Jeffery

(3)

## **DRIPA: Education Related Actions cont'd**

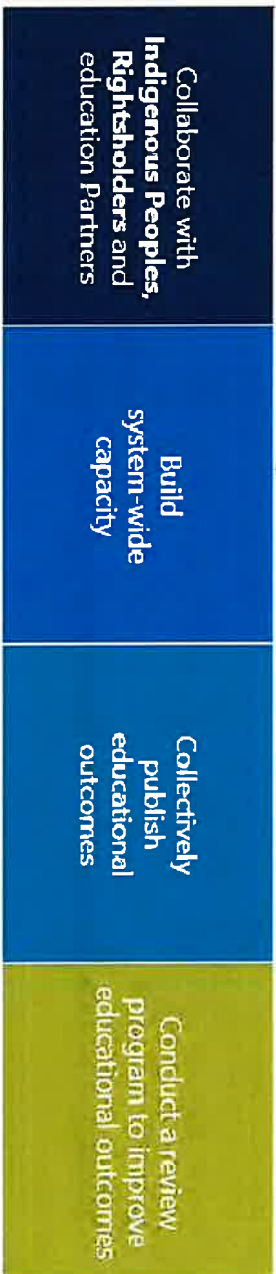
6. Recruitment and retention strategy to increase the number of Indigenous teachers
7. Indigenous Education Councils
8. Mechanisms and approaches to enable boards of education to better support Indigenous students, including increasing and ensuring equitable access to education
9. Working group and strategy for the preservation and revitalization of Indigenous languages
10. K-12 First Nation Language Policy and associated implementation plan










# Ministry Commitments to Setting Clear Expectations for Learning

Marnie  
 Mayhew  
 Lisa McCullough  
 Ministry  
 Framework for  
 Enhancing  
 Student Learning



The Ministry is committed to supporting responsive and collaborative relationships throughout the FCIP implementation process. Through this work, we collectively build capacity within the education system and foster robust strategic planning practices to enhance educational outcomes. In support, the Ministry will build and maintain:

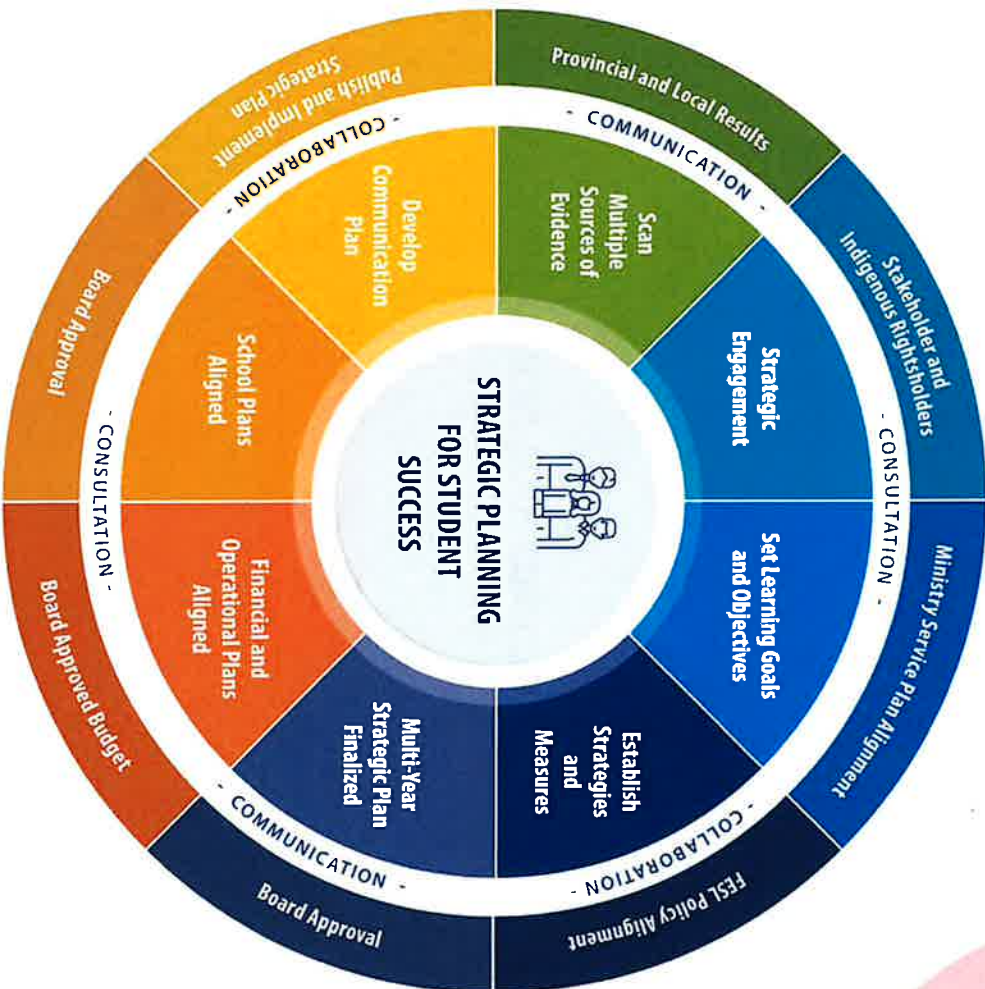
|   |   |   |   |  |
|---|---|---|---|--|
|  |  |  |  |     |
| An <b>Indigenous Peoples, Rightsholders</b> Roundtable                            | A Framework in Action learning series   | A set of sector resources available through The Source and Framework Website        | A Continuum of Supports through a Communities of Practice pod structure             | A process for the on-going review of district strategic planning and results reporting |

FCIP Framework Continuous Improvement  
 Program





*Framework for Enhancing Student Learning*





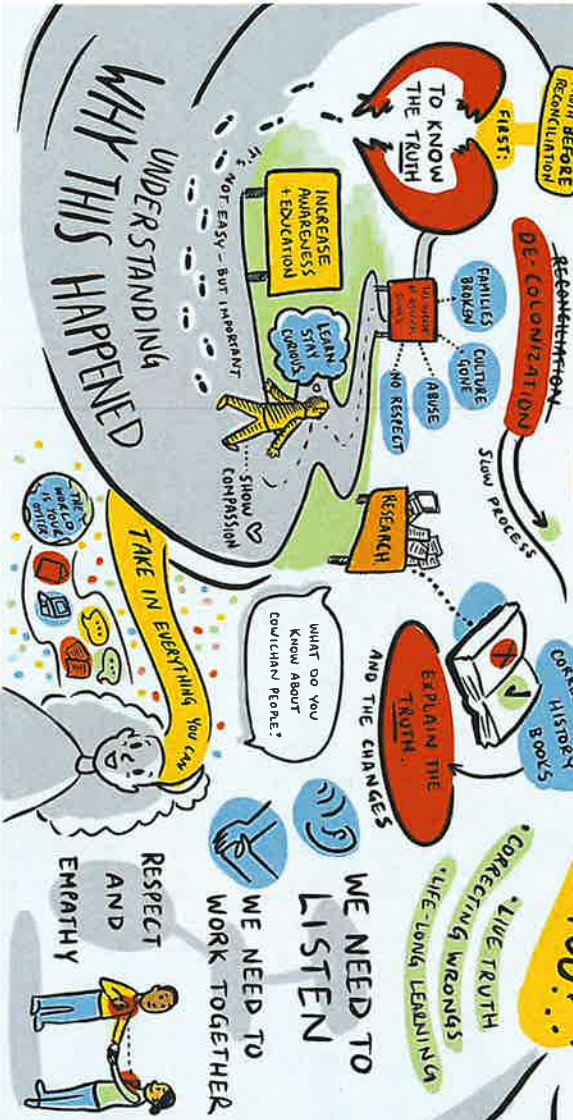
# Cowichan Valley The Days Ahead

## An Indigenous Appreciative Inquiry

# YOUTH LEADING RECONCILIATION

MARCH 4, 2021 -

## WHAT DOES RECONCILIATION MEAN TO YOU?



## WHERE COULD IT HAPPEN OR WHERE IS IT HAPPENING?

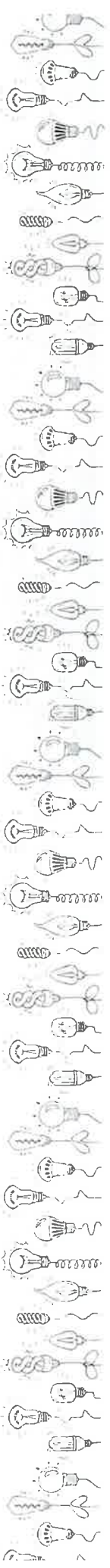
- MORE INDIGENOUS SPORT
- MORE ACCURATE BOOKS ON INDIGENOUS CULTURE
- LISTEN TO THE STUDENT VOICE
- REAL-LIFE LEARNING
- SHARE FOOD + LEARN OF INDIGENOUS CEREMONY
- LEARN MORE INDIGENOUS CULTURE
- LIBRARY IS WELCOMING

WE HAVE A BUDGET!

WHAT CHANGES COULD YOU MAKE?



# Equitable and Inclusive Schools Questions



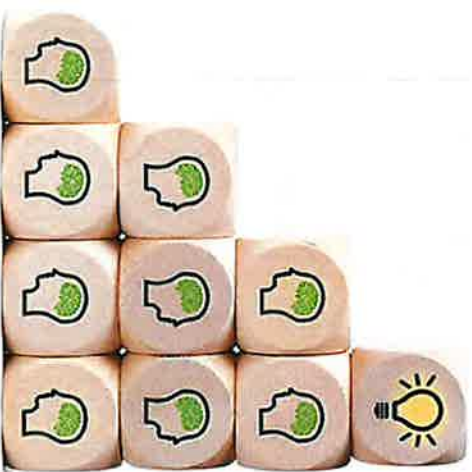
## Questions

1. In your district, are there opportunities to uncover and address issues of privilege, bias and racism as possibly impacting decisions and processes?
2. Are there opportunities for all staff to develop skills and understanding of diverse worldviews and perspectives?
3. Do you have policies and procedures that reflect a dedication to diversity, equity and inclusion? How often do you review your policies and procedures to look for structural inequity and to uncover bias?





# Guiding Principles for the K-12 Anti-Racism Action Plan



- Honour Indigenous rights and sovereignty
- Build collaborative partnerships
- Amplify and defer to the voices and perspectives of those with lived experiences of racism
- Demonstrate humility and respect
- Apply evidence-based decision making to create systems change



## 2021 Second Minister's Community Roundtable



### **Key themes to what we heard:**

- Co-development of actions and implementation strategies
- Distinctions-based Indigenous anti-racism strategy
- Youth, elder, and parent voices and perspectives
- Diverse workforce representation and inclusive environments
- Support for educator professional learning
- Data collection, evidence-based decision making and accountability
- Action plan clarity, detail and timelines



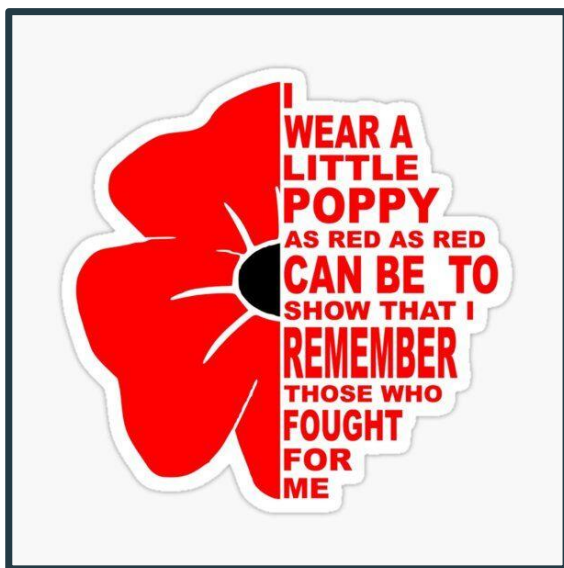
## 2021 Second Minister's Community Roundtable



### **Key Themes to What We Heard:**

- Emotional labour for racialized people
- Safe reporting processes
- Trauma-informed approach
- Curriculum content grounded in racial equity
- Need for immediacy
- Racism is on the rise





# MMMCS

Here is the land, here is the sky.  
Here are my friends and here am I.  
We thank and acknowledge the  
Dene Zaa people on whose land we  
work and play and we promise to  
take care of it every day.

## 2021-2022

O Canada

O Canada

