

Public Meeting of the Board Agenda

Date: April 22, 2025
Location: Lindsay Education Centre

4:00 p.m. Commencement of the Committee of the Whole Meeting

1. Call to order

- 1.1 Motion to convene into in-camera Committee of the Whole Meeting
- 1.2 In-camera (private) agenda (for matters that fall under section 207(2) of the Ed Act).

2. Rise and report to the Public Meeting of the Board

5:00 p.m. Commencement of the Public Meeting of the Board

1. Call to order

2. Territory acknowledgement

3. National anthem

4. Roll call

5. Declaration of possible conflict of interest

6. Delegation(s)

7. Approval of agenda

8. Business of the Board

- 8.1 Approval of the minutes of the March 25, 2025 Public Meeting of the Board (pgs.3-7)
- 8.2 Approval the minutes of the April 16, 2025 Public Special Meeting of the Board (pgs.8-9)
- 8.3 Recommendations from In-camera Committee of the Whole Meeting (Trustee Childs)
- 8.4 OPSBA Elections
 - a. Board of Directors and Voting Member
 - b. Voting Member Altnerate

9. Administrative updates

9.1 Director's Report on the Strategic Plan (Director Hahn)

- a. Director's Update
 - Superintendent Portfolio Updates

10. Administrative and committee reports

10.1 For Action - Written

- a. March 26, 2025 Supervised Alternate Learning (SAL) Committee Report (Trustee Childs and SO Fraser/ pg. 10)
- b. March 27, 2025 DSC-PIC Meeting (Trustee Clodd and SO Johnston/ pg. 11)
- c. April 1, 2025 Special Education Advisory Committee (SEAC) Meeting (Trustee McInerney and SO Train/ pgs. 12-16)
- d. April 16, 2025 Governance and Policy Committee Meeting (Trustee Saunders and Director Hahn/ pgs.17-22)

11. Trustee reports

11.1 Student Trustee Reports

- a. G7 Student Senate Report (Student Trustee Maw)
- b. OSTA-AECO Report (Student Trustee McNelly)

11.2 OPSBA Report (Trustee Childs)

11.3 Trustee Community Updates

12. Correspondence

13. Next meeting

Tuesday, May 27, 2025, 6pm - Archie Stouffer Elementary School Learning Commons

14. Adjournment



Public Meeting of the Board Minutes

Date: March 25, 2025
 Location: Muskoka Education Centre
 Present: H. Bradley, E. Childs, G. Brohman, R. Maw, T. McAlpine,
 D. McInerney, T. McNelly, B. Reain, J. Saunders, C. Wilcox
 Regrets: L. Clodd
 Senior team: T. Ellis, T. Fraser, W. Hahn, T. Hubbert, J. Johnston,
 J. MacJanet, N. Train, K. Williams
 Staff Support: J. Andreasen, C. Bull, D. Raglin

4:30 p.m. Commencement of the Committee of the Whole Meeting

1. Call to order

1.1 Motion to convene into the In-Camera Committee of the Whole Meeting

Motion # 25-03-88

Moved by Trustee Wilcox, seconded by Trustee Bradley,
 That the Board do now enter Committee of the Whole In-Camera session at 4:30 p.m. to deal with
 matters under section 207(2) of the Education Act
 Carried.

1.2 In-Camera Agenda (for matters that fall under section 207(2) of the Education Act)

2. Rise and report to the Public Meeting of the Board

Motion # 25-03-89

Moved by Trustee Saunders, seconded by Trustee Bradley,
 That Trustees do now rise from the In-Camera Committee of the Whole Meeting at 4:49 p.m. and
 will report to the Public Meeting of the Board at 6:00 p.m.
 Carried.

6 p.m. Commencement of the Public Meeting of the Board

1. Call to order

The meeting was called to order at 6:00 p.m.

2. Territory acknowledgement

Trustee Childs shared the Territory acknowledgement.

3. National anthem

O Canada was played.

4. Roll call

Chairperson Wilcox advised that:

Five Trustees (Bradley, Childs, Reain, Saunders, Wilcox) attended in person at the Muskoka Education Centre.

Trustees Brohman, McAlpine and McInerney attended via electronic means.

Trustee Clodd shared regrets.

Student Trustees McNelly and Maw attended the meeting at the Muskoka Education Centre.

5. Declaration of possible conflict of interest

There were no declarations of possible conflict of interest.

6. Delegation(s)

There were no delegations.

7. Approval of agenda

Motion # 25-03-90

Moved by Trustee Reain, seconded by Trustee Bradley,

That the agenda be approved.

Carried.

8. Business of the Board

8.1 Approval of the minutes of the February 25, 2025 Public Meeting of the Board

Motion # 25-03-91

Moved by Trustee Saunders, seconded by Trustee McAlpine,

That the minutes of the February 25, 2025 Public Meeting of the Board be approved.

Carried.

8.2 Recommendations from the In-Camera Committee of the Whole Meeting

Vice Chairperson Childs shared that there were no recommendations coming out of the March 25, 2025 In-Camera Committee of the Whole Meeting.

9. Administrative updates

9.1 Director's Report on the Strategic Plan

a. Director's Recognition

Director Hahn recognized OPP Community Liaison Officer Samantha Bigley for her incredible commitment to supporting and fostering safe and caring schools, and for her positive impact on students, families, and the community.

b. Director's Update

Director Hahn highlighted and recognized the following:

- Superintendents have been meeting with Administrators to communicate common messages, work on leadership development, and share system updates. The most recent Administrator's meetings, which occurred by region, highlighted strategies and supports for students via the TLDSB Mental Health Strategy.
- 51 applicants applied to the Principal or Vice Principal Pool in TLDSB this year and interviews occurred in November for City of Kawartha Lakes and Haliburton area and in March for Muskoka area. Maintaining a Principal and Vice Principal Pool supports TLDSB's Leadership Succession Planning Strategy.
- Professional Development is continuing for all staff roles in TLDSB. The focus continues to be on effective instructional practices and supporting instructional leadership in schools.
- The Outdoor Education Committee will have its first meeting in May 2025; the Committee will be exploring options for enhancing outdoor education programming in TLDSB.

Director Hahn welcomed Superintendent Williams to provide an update as well as data related to Pathways programs for students in TLDSB. Superintendent Williams highlighted data related to student participation in Specialist High Skills Majors (SHSM), Ontario Youth Apprenticeship Programs (OYAP) and Dual Credit Programs. TLDSB student participation in these programs continues to grow year over year.

10. Administrative and committee reports

10.1 For Action- Written

a. School Year Calendar 2025-2026

Superintendent Train shared the proposed 2025-2026 school year calendar for approval.

Motion # 25-03-92

Moved by Trustee Reain, Seconded by Trustee Saunders,
That Trustees approve the 2025-2026 Elementary School Year Calendar and the Secondary School Year Calendar; and that the proposed 2025-2026 Elementary and Secondary school year calendars be submitted to the Ministry of Education for further approval.
Carried.

b. March 4, 2025 Special Education Advisory Committee (SEAC) Meeting Report

Trustee McInerney shared an update related to the March 4, 2025 SEAC Meeting.

Motion # 25-03-93

Moved by Trustee McInerney, Seconded by Trustee Bradley,
That Trustees receive the report related to the March 4, 2025 Special Education Advisory Committee Meeting.

Carried.

10.2 For Information- Verbal**a. February 26, 2025 Equity Task Force Meeting Report**

Superintendent Johnston share an update related to the February 26, 2025 meeting of the Equity Task Force Committee on behalf of Trustee Childs highlighting the current work of the committee and the subcommittees.

11. Trustee Reports**11.1 Student Trustee Reports****a. G7 Student Senate**

Student Trustee Maw shared the G7 Student Senate Report highlighting the most recent activity of the G7 Student Senate. Student Trustee May advised that the great grain challenge is currently occurring across all high schools, elections for the 2025-2026 Student Trustee will occur on April 14, and there will be a menstrual equity campaign and survey in May targeting students in grades 7-12.

b. OSTA-AECO Report

Student Trustee McNelly shared an update related OSTA-AECO. Student Trustee McNelly advised that student trustees continue to work with other provincial OSTA-AECO Student Trustees in the advocacy interest groups (AIG). Student Trustee McNelly is serving on the Curriculum and School Community AIG, while student Trustee Maw is working with the Student Well-Being AIG.

11.2 OPSBA Report

Trustee Childs advised that TLDSB is hosting the OSPBA Central East Meeting on April 5, 2025 at IEWSS. As part of the meeting, TLDSB will be showcasing Indigenous Student Voice and discussing best practices with other boards' Trustees.

11.3 Trustee Community Updates

Trustee Reain advised that Nipissing University recently hosted the annual robotics challenges, TLDSB was represented by five schools and Huntsville High School won the competition. Both IEWSS and HHS will be participating in the upcoming Ontario Provincial Championships. TLDSB had more schools represented in North Bay than in any other school Board in Ontario.

Trustee McInerney advised that FFSS hosted their annual parent and community night last week. The event was very well attended by parents, staff, and community partners.

12. Correspondence

13. Next meeting

Date: April 22, 2025
Location: Archie Stouffer Elementary School
Time: 6:00 p.m.

14. Adjournment

Motion # 25-03-94
Moved by Trustee Childs, seconded by Trustee Reain,
That the Board of Trustees do now adjourn at 6:56 p.m.
Carried.

Colleen Wilcox, Chairperson of the Board

Wes Hahn, Director of Education

Jen Andreasen, Recording Secretary



Special Public Meeting of the Board Minutes

Date: April 16, 2025
 Location: Muskoka Education Centre
 Present: H. Bradley, G. Brohman, E. Childs, L. Clodd, T. McAlpine,
 D. McInerney, B. Reain, J. Saunders, C. Wilcox
 Regrets:
 Senior team:
 Staff support: J. Andreasen, C. Bull, D. Raglin

12:30 p.m. Commencement of the Public Meeting of the Board

1. Call to order

The meeting was called to order at 12:30 p.m.

2. Territory acknowledgement

Trustee Wilcox shared the Territory acknowledgement.

3. National anthem

O Canada was played.

4. Roll call

Chairperson Wilcox advised that:

Seven Trustees (Bradley, Childs, Clodd, McAlpine, Reain, Saunders, Wilcox) attended in person at the Muskoka Education Centre.

Trustees McInerney and Brohman attended via electronic means.

5. Declaration of possible conflict of interest

There were no declarations of possible conflict of interest.

6. Delegation(s)

There were no delegations.

7. Approval of agenda

Motion # 25-04-95

Moved by Trustee Clodd, seconded by Trustee McAlpine,
That the agenda be approved.

Carried.

8. Business of the Board

8.1 Proposed change to Board Meeting schedule for April and May 2025

Motion # 25-04-96

Moved by Trustee Clodd, Seconded by Trustee Reain,
That Trustees amend the Board meeting schedule that was approved via motion #24-12-57 and that the April 22, 2025 Public meeting of the Board be re-scheduled to be hosted at the Lindsay Education Centre at 5pm, and the May 27, 2025 Public Board Meeting be rescheduled to be hosted at Archie Stouffer Elementary School Learning Commons at the regularly scheduled time of 6 p.m.

Carried.

9. Next meeting

Date:	April 22, 2025
Location:	Lindsay Education Centre
Time:	5:00 p.m.

10. Adjournment

Motion # 25-04-97

Moved by Trustee Saunders, seconded by Trustee Bradley,
That the Board of Trustees do now adjourn at 12:37 p.m.

Carried.

Colleen Wilcox, Chairperson of the Board

Wes Hahn, Director of Education

Jen Andreasen, Recording Secretary

Trillium Lakelands District School Board

Supervised Alternative Learning (SAL) Administrative Report

Date: March 26, 2025
To: Board of Trustees
Origin: Trustee Esther Childs/ Associate Superintendent of Learning Tanya Fraser
Subject: Supervised Alternative Learning Committee (SAL) Report
Reference: Regular Meeting of the Board - April 22, 2025

Purpose

To share an update with Trustees related to the activities on Supervised Alternative Learning (SAL) meeting on March 26, 2025.

Context

Supervised Alternative Learning (SAL) is a statutory Committee that meets minimum every 20 school days per regulation 374/10.

The committee membership includes Trustee Esther Childs, Associate Superintendent Tanya Fraser, AAEC Principal Lisa Uldriks, Community Representative Lynda Nydam, Mental Health District Manager Allison Jones, Re-engagement Counsellor Stephanie Harvey, Re-engagement Counsellor Lauren Thompson, Executive Assistant Naomi Shipley.

The chair of the committee is Esther Childs, with the support of associate superintendent of learning, Tanya Fraser.

The purpose of the committee is to provide alternative learning opportunities for students having difficulty attending or succeeding in a regular school program in order to increase achievement and thereby increase the likelihood of re-engagement in an in-school program.

Content

The most recent meeting(s) of the SAL committee was on March 26, 2025.

The Committee discussed the following:

- 6 students were admitted to a Supervised Alternative Learning Plan
- 3 students were demitted from a Supervised Alternative Learning Plan
- 10 students were admitted to a R.E.A.L Supervised Alternative Learning Plan
- 3 students were demitted from a R.E.A.L Supervised Alternative Learning Plan

Action

Recommendation that Trustees receive the report related to the March 26, 2025 meeting of the Supervised Alternative Learning (SAL) Committee.

Trillium Lakelands District School Board

District School Council - Parent Involvement Committee

Administrative Report

Date: March 28, 2025
To: Board of Trustees
Origin: Trustee Louise Clodd / Superintendent Jennifer Johnston
Subject: DSC-PIC March 27, 2025 Meeting
Reference: Board Meeting - April 22, 2025

Purpose

To provide an overview to Trustees of the District School Council - Parent Involvement Committee (DSC-PIC) and a summary of the meeting that occurred on March 27, 2025.

Context

All school boards in Ontario are required to have a parent involvement committee (PIC). The PIC is formed to encourage parent involvement in support of student achievement, equity and well being. It operates as a direct link between parents and a board's director of education and trustees.

Four times a year, all TLDSB school council chairs are invited to attend the District School Council - Parent Involvement Committee (DSC-PIC) meeting to learn about current initiatives and support for students as well as to share best practices and ask questions of one another. All TLDSB schools are invited to send at least one representative from their school council at these meetings.

Content

The third DSC-PIC meeting of the school year was held on March 27, 2025 at Archie Stouffer Elementary School and virtually. There were 37 attendees, including school council representatives, TLDSB staff, and trustees.

In addition to presentations on Mental Health Services programming and resources and an overview of the Board's budget process in relation to the use of DSC-PIC funds, the following topics were discussed:

- EQAO preparation
- Inclement weather and school closure decision-making process
- Student attendance
- Budget surplus
- Parent Reaching Out (PRO) grant and Parent Engagement Grant (PEG) funding
- Skills Ontario and FIRST Robotics events

The minutes of the March 27, 2025 meeting will be shared on the DSC-PIC page on the Board's website.

Action

Recommendation that Trustees receive the report related to the March 27, 2025 meeting of the District School Council - Parent Involvement Committee.

Trillium Lakelands District School Board

Special Education Advisory Committee

Administrative Report

Date: April 14, 2025
To: Board of Trustees
Origin: Trustee Deb McInerney/ Superintendent N. Train
Subject: Special Education Advisory Committee (SEAC) Report
Reference: Regular Meeting of the Board – April 22, 2025

Purpose

To share an update with Trustees related to the April 8, 2025 meeting of the Special Education Advisory Committee.

Context

SEAC is a statutory advisory committee that meets ten times per year, as per section 57.1(1) of the Education Act and Ontario Regulation 464/97.

The committee membership includes community partner agency representatives, community members, and trustees. The meeting is chaired by Janice Balfour, with the support of Superintendent Nikki Train and the Department of Special Education Services staff.

The purpose of the committee is to provide feedback and suggestions to Board staff regarding special education programming and initiatives for students.

Content

The Special Education Advisory Committee met on Tuesday, April 8, 2025 at the Lindsay Education Centre and the Muskoka Education Centre. The meeting was originally scheduled for April 1 but was rescheduled due to the ice storm.

The meeting covered a range of important topics and included updates on the following:

- some professional development cancellations due to inclement weather, prioritizing in-class student learning
- the conclusion of the "Truth About Reading" video series which focused on research-based reading strategies
- the Diplôme d'études en langue française (DELF) assessment for students seeking a French language certification is occurring now
- secondary math professional development with a focus on programming for students with Learning Disabilities
- reviewing IPRC (Individual Placement Review Committee) decisions across the system, with a focus on appropriate student placements and integration
- a presentation of the multi-year accessibility plan, outlining its four key components: identifying, removing, and preventing barriers for people with disabilities

The March 4, 2025 minutes that were approved at this meeting are attached. The minutes from the April 8, 2025 meeting will be posted on the TLDSB Committees website following ratifications at the next committee meeting.

Action

Recommendation that Trustees receive the report related to the April 8, 2025 Special Education Advisory Committee meeting.



Special Education Advisory Committee Minutes

Date: March 4, 2025
 Location: Lindsay Education Centre | Muskoka Education Centre
 Time: 5:00 p.m.

1. Call to order

Chair J. Balfour called the meeting to order and confirmed that a quorum was present.

2. Student voice video

A video highlighting students from the Practical Academics & Life Skills Class was presented.

3. Approval of agenda

Moved by D. McInerney, seconded by B. Reain, that the agenda be approved.
 Carried.

4. Committee action items

4.1 Approval of the minutes of the February 4, 2025, meeting

Moved by D. McInerney, seconded by B. Reain that the minutes dated February 4, 2025 be approved.
 Carried.

5. Administrative updates

5.1 System updates – Director W. Hahn

W. Hahn provided updates on student attendance, the focus on early reading screeners for K-3, student mental health webinars for parents, reducing screen time in elementary grades, and participation in a Ministry pilot project for Artificial Intelligence (AI) usage in schools.

- Committee members requested a data breakdown of student attendance, specifically showing the percentage of students with low attendance who utilize special education resources.
- It was agreed that this data would be provided at a future meeting.

5.2 System updates – Superintendent N. Train

N. Train shared updates on support for reading, Individual Education Plan (IEP) reviews, and the collaboration between Special Education, the Mental Health and Curriculum departments participating in workshops related to autism and inclusion.

5.3 Department updates – District Principal M. Lefler

M. Lefler shared updates on system class professional development focused on literacy and math, de-escalation strategies, reinforcements, and sensory tool training for Educational Assistants, Universal Design for Learning (UDL) book study for staff, and transition meetings for students moving from grade 8 to 9.

5.4 Presentation – Autism Ontario

T. Jewell from Autism Ontario provided an overview of their programs and services, including information about the Ontario Autism Program (OAP), access to resources, and support for families and individuals with autism.

6. SEAC projects

6.1 Project priorities and work plan

M. Lefler shared the IEP draft video scripts and requested feedback from members.

7. Other business

7.3 Association and community news

S. Bullock of Community Living Huntsville shared updates on Inclusive Education Month and preparation for the summer job peer coach program.

R. McHugh of Community Living Trent Highlands shared that there will be upcoming community engagement events in May for Community Living Month.

8. Correspondance

8.1 Response letter to Limestone DSB SEAC from Linda Lacroix, Registrar and CEO, Ontario College of Teachers

The committee discussed the Ontario College of Teachers' response and agreed to draft a response letter on behalf of TLDSB which will be reviewed by the committee at the April meeting.

The committee also discussed the draft Additional Qualification (AQ) Course Guidelines and decided to provide feedback to the Ontario College of Teachers website on behalf of TLDSB.

9. Next meeting

Date:	April 1, 2025
Location:	Lindsay Education Centre Muskoka Education Centre
Time:	5:00 p.m.

10. Adjournment

Moved by D. McNerny, the meeting was adjourned.

Trillium Lakelands District School Board Governance and Policy Committee Administrative Report

Date: April 16, 2025
To: Board of Trustees
Origin: Trustee Saunders/ Director Hahn
Subject: Governance and Policy Committee Meeting April 16, 2025
Reference: Public Board Meeting – April 22, 2025

Purpose

To provide Trustees with an overview of the April 16, 2025 Governance and Policy Committee Meeting, and to share recommendations resulting from the meeting.

Context

The Governance and Policy Committee mandate is to provide input and leadership into governance matters related to the Board and the role of the Trustee.

The Committee is also responsible for the development and review of Board policies, and for advancing recommendations for new policies or for updates or changes to policies to the Board of Trustees for ratification.

Content

At the April 16, 2025 meeting, the Governance and Policy Committee reviewed the proposed changes to existing policies.

Discussions included recommendations changes to:

- OP-6025 Video Surveillance Policy
- ES- 5570 Promotion, Retention, or Acceleration of Students Policy
- ES-5007 Subject Exemption and Substitution Policy
- ES-5001 Volunteers in Trillium Lakelands District School Board Policy
- HR-4040 Performance Appraisal- Staff Policy

Motions were passed by the Governance and Policy Committee to accept all of the recommended changes related to four of the policies and to advance them to the public meeting of the Board for ratification.

The policies, with the proposed changes outlined, are attached to this report.

In addition, the Committee received updates on the status of the drafts of the BD-2050 Trustees attendance at Board Meetings, Standing Committee Meetings, and Committee of the Whole Meetings Policy, and the BD-2045 Trustee Code of Conduct Policy, both of which will be brought forward to the June 2025 Governance and Policy Committee Meeting.

The Committee also discussed upcoming professional development opportunities for Trustees, as well as approved the additional of a June 3, 2025 Committee meeting at the Lindsay Education Centre.

At the meeting Committee Members approved the minutes of the February 5, 2025 Governance and Policy Committee Meeting.

The minutes from the April 16, 2025 Governance and Policy Committee meeting will be posted on the Governance and Policy Committee page on the Board's website following ratifications at the next committee meeting.

Action

Recommendation 1: that the Trustees ratify the Governance and Policy Committee recommendation to approve the changes to the OP-6025 Video Surveillance Policy.

Recommendation 2: that Trustees ratify the Governance and Policy Committee recommendation to approve the changes to the ES- 5570 Promotion, Retention, or Acceleration of Students Policy.

Recommendation 3: that the Trustees ratify the Governance and Policy Committee recommendation to approve the changes to ES-5008 Subject Exemption and Substitution Policy, inclusive of changing the name to ES-5008 Subject Exemption Policy.

Recommendation 4: that the Trustees ratify the Governance and Policy Committee recommendation to approve the changes to the HR-4040 Performance Appraisal- Staff Policy.

Recommendation 5: that Trustees receive the report related to the April 16, 2025 Governance and Policy Committee Meeting.



OP-6025 Video Surveillance Policy

Approval date: 202025

Review date: 202530

Purpose

~~Trillium Lakelands District School Board is committed to maintaining safe and secure environments for all individuals.~~

~~Video surveillance systems complement other means being used to promote and foster a safe and secure environment under the Education Act and The Safe Schools Act. Video surveillance systems are resources to:~~

- ~~a) Provide for the safety of students, staff, and community members;~~
- ~~b) Protect board property against vandalism and theft (for example, by aiding in the identification of intruders).~~

The Trillium Lakelands District School Board is committed to maintaining safe and secure learning environments for students, staff, community members and visitors within our schools and board facilities.

To support this commitment, TLDSB utilizes video surveillance systems at schools, board facilities, and on school buses, if deemed necessary to support a safe and secure environment. These systems are resources to monitor and protect property, assist in the detection and deterrence of inappropriate behaviour and activities, and provide a historical record for investigations.

The use of video surveillance systems is in accordance with the Education Act, the Safe Schools Act and the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA). As these systems collect, retain, use, disclose and dispose of personal information, this is in alignment with the TLDSB Privacy and Information Management and Access to Information policy.

If you require this information in an accessible format, contact Communications Services at info@tldsbc.on.ca.



ES-5570 Promotion, Retention and Acceleration of Students Policy

Approval Date: ~~2020~~ 2025

Review Date: ~~2025~~ 2030

Purpose

Trillium Lakelands District School Board, in partnership with students and their families, is committed to **understanding and meeting the learning needs of all students.** ~~ensuring the best placement for students at all grade levels.~~ It is the practice of Trillium Lakelands District School Board that students of the same age be grouped together in classrooms and are differentiated for, **thereby engaging all students in learning that is authentic, meaningful, and relevant,** regardless of the grade level expectations, within individual programs. It is intended in Trillium Lakelands District School Board that retention and acceleration shall only be used in ~~rare~~ **exceptional** cases.

If you require this information in an accessible format, please contact Communications Services at info@tlds.on.ca.



ES-5008 Subject Exemption ~~Substitution~~ Policy

Approval Date: ~~2020~~ 2025

Review Date: ~~2025~~ 2030

Purpose

Trillium Lakelands District School Board ~~recognizes the value and importance of subject exemption and subject substitution as tools to help facilitate students reaching the goal of graduation under the guidelines established by the Ministry of Education.~~ **is committed to understanding and meeting the learning needs of all students and recognizes that subject exemption can be considered to support students to be successful.**

If you require this information in an accessible format, please contact Communications Services at info@tlds.on.ca.



HR-4040 Performance Appraisal - Staff Policy

Approval Date: 2025⁰

Review Date: 2030²⁵

Purpose

It is the policy of Trillium Lakelands District School Board to conduct performance appraisals with **all permanent** employees of the Board on a regularly scheduled basis.

Trillium Lakelands District School Board believes that exemplary —employees demonstrate integrity, commitment, willingness to work as team members, and personal desire for continuous growth and improvement. **Competency in this policy is defined as meeting or exceeding the expectations of the position.**

Trillium Lakelands District School Board believes that regularly scheduled performance appraisals provide opportunities for employees to demonstrate and be recognized for professional growth towards exemplary practice. **The Board also believes that regularly scheduled performance appraisals provide opportunities for employees and their supervisors to identify areas of strength and areas for growth. Further the appraisal process provides feedback to employees to support their growth and improvement where needed for the subsequent evaluation cycle.**

If you require this information in an accessible format, please contact Communications Services at info@tldsbc.on.ca.