

Public Meeting of the Board Agenda

Date: Tuesday, October 28, 2025

Location: Archie Stouffer Elementary School Learning Commons

1. Call to order
2. Territory acknowledgement
3. National anthem
4. Roll call
5. Delegation(s)
6. Declaration of possible conflict of interest
7. Approval of agenda

8. Business of the Board

8.1 Approval of the minutes of the September 23, 2025 public meeting of the Board (pgs.3-7)

9. Administrative updates

9.1 Director's report on the strategic plan

- a. Director's recognition (pg.8)
- b. Director's update
- c. Equity Outcomes in TLDSB- Specialized Services department update (SO Train)
- d. Summer construction updates (Executive Officer K. Horrigan)

10. Administrative and committee reports

10.1 For action – written reports

- a. SAL Committee Meetings - September 24 and October 22, 2025 (Trustee McInerney and SO Hubbert/ pg. 9)
- b. SEAC Meeting - October 7, 2025 (Trustee McInerney and SO Train/ pgs.10-11)

- c. Governance and Policy Committee Meeting- October 21, 2025 (Trustee McInerney and Director Hahn/ pgs. 12-16)
- d. DSC-PIC Meeting- October 21, 2025 (Chair Wilcox [for Trustee Clodd] and SO Williams/ pg.17)

10.2 For information- verbal reports

- a. Indigenous Education Advisory Committee (IEAC) Meeting - October 10, 2025 (Trustee Childs and SO MacJanet)
- b. Staff Recognition Committee Meeting -October 22, 2025 (Trustee Brohman)

11. Trustee reports- verbal

11.1 Student Trustee reports

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

11.2 OPSBA report (Trustee McAlpine)

11.3 Trustee community updates

12. Correspondence

13. Next meeting

Tuesday, November 25, 2025 at 5:30 p.m. at LEC

14. Adjournment



Public Meeting of the Board Minutes

Date: September 23, 2025
 Location: Muskoka Education Centre
 Present: H. Bradley, G. Brohman, E. Childs, L. Clodd, A. Goltz, T. McAlpine, D. McInerney, T. McNelly, B. Reain, J. Saunders, C. Wilcox
 Regrets:
 Senior team: N. Britton, T. Fraser, W. Hahn, K. Horrigan, T. Hubbert, J. Johnston, J. MacJanet, D. Sudsbury, N. Train, K. Williams
 Staff Support: J. Andreasen, C. Bull, D. Raglin

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

1. Call to order

The meeting was called to order at 5:30 p.m.

2. Territory acknowledgement

Trustee Clodd shared the territory acknowledgement.

3. National anthem

O Canada was played.

4. Roll call

Chairperson Wilcox advised that:

Nine Trustees (Bradley, Brohman, Childs, Clodd, McAlpine, McInerney, Reain, Saunders, Wilcox) and both Student Trustees McNelly and Goltz attended in person at the Muskoka Education Centre.

Motion # 25-09-10

Moved by Trustee Clodd, Seconded by Trustee McInerney,
 That Trustees accept the roll call as stated for the September 23, 2025 public meeting of the Board
 Carried.

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 the agenda

Motion # 25-09-11

Moved by Trustee McAlpine, seconded by Trustee Saunders,

That the agenda be approved.

Carried.

8. Business of the Board

8.1 Approval of the minutes of the August 26, 2025 public meeting of the Board

Motion # 25-09-12

Moved by Trustee Bradley, seconded by Trustee Childs,

That the minutes of the August 26, 2025 special public meeting of the Board be approved.

Carried.

9. Administrative updates

9.1 Director's Report on the Strategic Plan

a. Director's Report

Director Hahn shared the following updates and highlights:

- Kim Horrigan, Executive Officer for Facilities Services, Transportation Services and Capitol Innovation started with the Board on September 10, 2025
- Overall, reports from departments and schools have been that it has been a generally smooth start to the 2025-2026 school year.
- With the changes in the Senior Team portfolio assignments for 2025-2026 the team has been tasked with ensuring that there is an equity lens embedded in all professional development and system directives and decisions to support equity of outcomes for all students and equity of access to resources and support
- This fall TLDSB will be launching a parent engagement platform as a tool to engage parents/ guardians and the community in TLDSB. The platform will provide opportunities to provide feedback via surveys or other input mechanisms on topics such as school climate, policies, boundary reviews, parent/guardian surveys on specified topics etc.
- Throughout the school year school principals, council chairs and vice chairs will be provided the opportunity to meet with the Director to provide feedback and suggestions related to the board programs and services, and to discuss the direction of the school
- TLDSB continues to ensure data and evidence-based practices play a central role in decisions made regarding programs and services offered in the board.
- This year the Senior Team is working with Administrators to ensure that the focus in all schools continues to be on improving classroom instruction and instructional leadership which are proven indicators of student success.

b. Summer Learning Update

Superintendents MacJanet, Williams, Fraser, and Train outlined the summer programs offered by TLDSB in summer 2025 in both the elementary and secondary panels, as well as the student programs and educator professional development opportunities offered related to Mental Health and Special Education.

c. Attendance Pilot Project

Superintendent Fraser shared an overview of the findings from the Attendance Pilot Project that operated in five TLDSB schools 2024-2025. The findings from the project and the corresponding report will assist all schools in TLDSB to employ effective strategies to address known barriers to attendance and positive student attendance.

10. Administrative and committee reports

10.1 For Action- Written

a. September 2, 2025 SEAC Report

Trustee McInerney shared a report related to business of the September 2, 2025 SEAC Meeting.

Motion # 25-09-13

Moved by Trustee McInerney, Seconded by Trustee Reain,
That Trustees receive the report related to the September 2, 2025 Special Education Advisory Committee Meeting.

Carried.

b. September 17, 2025 Finance and Administration Committee meeting

Trustee McAlpine shared an overview of the business of the September 17, 2025 Finance and Administration Committee Meeting.

Motion # 25-09-14

Moved by Trustee McAlpine, Seconded by Trustee Saunders,
That Trustees ratify the Finance and Administration Committee's recommendation to approve the 2024-2025 Q3 report.

Carried.

Motion# 25-09-15

Moved by Trustee McAlpine, Seconded by Trustee Brohman,
That Trustees receive the report related to the September 17, 2025, Finance and Administration Committee Meeting.

Carried.

c. September 17, 2025 Audit Committee Meeting

Trustee Clodd shared a summary of the September 17, 2025 Audit Committee Meeting.

Motion# 25-09-16

Moved by Trustee Clodd, Seconded by Trustee Reain,
That Trustees receive the Audit Committee's Annual Report approved by the Committee on September 17, 2025, with direction for staff to submit the report to the Ministry of Education to meet annual reporting requirements.

Carried.

Motion # 25-09-17

Moved by Trustee Clodd, Seconded by Trustee Childs,
That Trustees receive the report related to the September 17, 2025 Audit Committee Meeting.
Carried.

d. Recommendations for Trustee Membership on Committees

Chairperson Wilcox presented the recommended membership for TLDSB Board Committees for 2025-2026 and presented a recommendation to establish three Ad Hoc Committees.

Motion # 25-09-18

Moved by Trustee Reain, Seconded by Trustee McAlpine,
That Trustees approve the establishment of three Ad Hoc Board Committees: One related to the planning and implementation of staff recognition events for 2025-2026, one related to the development of the School Year calendar for 2026-2027, and one related to planning for Outdoor Education in TLDSB. Further, that each of the three Committees begin work in fall 2025 and be dissolved once the committee mandate is met, or at the end of the 2025-2026 school year (in June 2026); whichever comes first.

Carried.

Motion # 25-09-19

Moved by Trustee Reain, Seconded by Trustee Bradley,
That Trustees approve the Trustee Committee Membership for 2025-2026
as outlined in this report, and in alignment with Board By-law 15, and that Trustees commence participation as committee members to their assigned committees starting September 24, 2025.

Carried.

10.2 For Information- Written

a. Occupational Health and Safety Report 2024-2025

Superintendent of Human Resources Services Jennifer Johnston presented the 2024-2025 Occupational Health and Safety Report.

b. Initial Enrolment Update

Superintendent of Human Resources Services Jennifer Johnston shared the Preliminary Student Enrolment Report for TLDSB as of September 12, 2025.

11. Trustee Reports

11.1 Student Trustee Reports

a. G7 Student Senate

Student Trustee Goltz shared an update related to the activities of the G7 Student Senate, including providing an update on the first G7 Student Senate Meeting of the year that occurred on September 16, 2025.

b. OSTA-AECO Report

Student Trustee McNelly shared a review of OSTA-AECO, including sharing information about the provincial Terry Fox Campaign and Truth and Reconciliation Campaign.

11.2 OPSBA Report

Trustee McAlpine shared that the first OSPBA Board of Directors Meeting is occurring at the end of September.

On Saturday, November 1, 2025 from 10am-2pm TLDSB will be the host for the OPSBA Central East Meeting in Lindsay.

11.3 Trustee Community Updates

Trustee Bradley advised that there is a local business in Lindsay supporting free or pay-what-you-can student lunches to support students experiencing food insecurity in the community.

Trustee Brohman shared that he recently attended a golf tournament that raised significant funds that will support students and families in the Haliburton Community

Trustee McInerney shared information related to the Ridgewood Community Welcome Breakfast that occurred on the PA Day. The breakfast is a welcome event for students, parents/guardians, siblings, grandparents to attend to meet the teachers and staff prior to the start of the school year.

12. Correspondence

There was no correspondence.

14. Next meeting – Public Board Meeting

Date: October 28, 2025
Location: Archie Stouffer Elementary School
Time: 5:30 p.m.

14. Adjournment

Motion # 25-09-20
Moved by Trustee Reain, seconded by Trustee Clodd,
That the Board of Trustees do now adjourn at 7:12 p.m.
Carried.

Colleen Wilcox, Chairperson of the Board

Wes Hahn, Director of Education

Jen Andreasen, Recording Secretary



Director's Recognition Award

Extraordinary contributions by staff members, students, school volunteers, or community members are recognized each Board meeting by the Director of Education. The following individual was nominated in recognition of outstanding commitment and dedication to student achievement and well-being in TLDSB.

Recipient: Jennifer Mills, Principal, Haliburton Highlands Secondary School

Nominated by: Consultant Claire Imrie, Student Trustees Taliah McNelly & Alex Goltz

Jenn Mills is the Principal of Haliburton Highlands Secondary School. Recently, Principal Mills demonstrated extraordinary commitment by supporting students to have an incredible learning experience at the Canadian Student Leadership Conference (CSLC). This national conference is a platform that actively empowers youth by connecting them with diverse peers from across the country. This leadership conference inspires students to become more effective and confident leaders, playing a direct role in fostering community impact. A perfect fit for Mrs. Mills as she believes deeply in the power of student leadership.

Principal Mills went above and beyond, fundraising with community organizations and facilitating relationships with local entrepreneurs to secure their expertise and enable student access to the conference. Her dedication was crucial to the conference's success and provided students with the best possible learning experience, including valuable opportunities to apply their French language skills.

Principal Mills is a strong advocate for student leadership, believing it significantly enhances school spirit and improvement. She readily dedicates extra time, such as the weekend spent at the CSLC, to provide students with opportunities to lead and grow. During the conference, she consistently connected with HHSS and G7 students and ensured their safe return home.

Mrs. Mills proudly shares stories of the leadership demonstrated by TLDSB students during this special weekend. Her care, compassion, energy, and dedication are invaluable in inspiring young people to make a difference. We could not have achieved this without her support.

Thank you, Principal Mills, and congratulations on this well-deserved recognition.

Trillium Lakelands District School Board

Supervised Alternative Learning (SAL) Administrative Report

Date: October 22, 2025
To: Board of Trustees
Origin: Trustee Deb McInerney / Superintendent of Learning Traci Hubbert
Subject: Supervised Alternative Learning Committee (SAL) Report
Reference: Regular Meeting of the Board - October 28, 2025

Purpose

To share an update with Trustees related to the activities on Supervised Alternative Learning (SAL) meetings on September 24, 2025 and October 22, 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 Deb McInerney, Superintendent Traci Hubbert, AAEC Principal Katie Ferguson, Community Representative Lynda Nydam, District Manager of Mental Health Allison Jones, Re-engagement Counsellors Stephanie Harvey and Lauren Thompson, Executive Assistant Jessica Dragusica. The Chair of the committee is Deb McInerney, with the support of Superintendent of Learning, Traci Hubbert.

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 were on September 24, 2025 and October 22, 2025.

At the September 24 meeting the Committee discussed the following:

- 6 students were admitted to a Supervised Alternative Learning Plan
- 29 students were admitted to a R.E.A.L Supervised Alternative Learning Plan

At the October 22, 2025 meeting the Committee discussed the following:

- 10 students were admitted to a Supervised Alternative Learning Plan
- 11 students were admitted to a R.E.A.L Supervised Alternative Learning Plan
- 1 student was demitted from the R.E.A.L Supervised Alternative Learning Plan

Action

Recommendation that Trustees receive the report related to the September 24, 2025 and October 22, 2025 meetings of the Supervised Alternative Learning (SAL) Committee.

Trillium Lakelands District School Board

Special Education Advisory Committee

Administrative Report

Date: October 17, 2025
To: Board of Trustees
Origin: Trustee D. McInerney/ Superintendent N. Train
Subject: Special Education Advisory Committee (SEAC) Report
Reference: Regular Meeting of the Board – October 28, 2025

Purpose

To share an update with Trustees related to the October 7, 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, October 7, 2025 at the Haliburton Education Centre.

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

- Director Hahn provided system updates to SEAC members highlighting how the senior team is committed to embedding equity and addressing disproportionality among marginalized students in the region. Key initiatives include addressing the negative impact of social media on youth, transforming the intermediate division, and focusing on attendance through a pilot project that identified various reasons for absenteeism, including social and separation anxiety. Director Hahn also mentioned that a proposal to build an outdoor education centre in TLDSB is currently with the Ministry of Education for consideration and approval. Director Hahn also highlighted the Board's strong emphasis on community engagement and supporting families, especially those with special education needs.
- Superintendent Train shared data regarding attendance rates for students with special education needs, both identified and non-identified. While slightly lower than students without an IEP, there were reasonable explanations for why this might be the case

when considering appointments and therapies. Explained absences are higher in the elementary panel, while unexplained absences are higher in the secondary panel.

- The importance of engaging with families and building a supportive community around schools was emphasized, especially for families struggling with attendance. Initiatives include postcards to families with attendance concerns and teachers making direct contact with families.
- Currently the SEAC Handbook requires the meeting minutes be advanced to a TLDSB Board meeting as an attachment to the Administrative report. A motion was passed to approve changing the practice to align with all other board committees. Currently all other board committees bring a verbal and written administrative report via the committee Trustee to each board meeting; minutes are posted publicly on tldsb.ca/committees/ after they have been ratified by the Committee. SEAC will be adopting similar practice moving forward.
- Various professional development opportunities that have been offered in the Board were highlighted, including a session on explicit teaching and routines, with an upcoming in-person professional development day for educational assistants focused on inclusion and autism, as well as upcoming professional development for system class teachers.

The minutes from the September 2, 2025 meeting were ratified by the Committee and will be posted to tldsb.ca/committees/.

The minutes from the October 7, 2025 meeting will be posted on the website following ratifications at the next committee meeting.

Action

Recommendation that Trustees receive the report related to the October 7, 2025 Special Education Advisory Committee meeting.

Trillium Lakelands District School Board Governance and Policy Committee Administrative Report

Date: October 21, 2025
To: Board of Trustees
Origin: Trustee McInerney / Director Hahn
Subject: Governance and Policy Committee Meeting October 21, 2025
Reference: Public Board Meeting – October 28, 2025

Purpose

To provide Trustees with an overview of the October 21, 2025 Governance and Policy Committee 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 regarding approving new policies or changing existing policies to the Board of Trustees for ratification.

Content

At the October 21, 2025 meeting, the Governance and Policy Committee acclaimed Trustee McInerney as Committee Chair for 2025-2026 and approved the Committee Terms of Reference for the same term.

The Committee reviewed the proposed changes to the following existing TLDSB policies:

- BD-2500 External Presentations and Third-Party Speakers Policy
- HR-4200 Health & Safety Policy
- HR-4509 Principal/ Vice Principal Evaluation Policy

Motions were passed by the Committee recommending all three policies be advanced to the next meeting of the Board of Trustees for ratification. Copies of the policies with the recommended changes outlined are attached.

The Committee also discussed:

Next steps for the development of the Board of Trustees Self-Assessment process.

- The Committee agreed to utilize the same feedback mechanism that was used in 2025 as a starting template. A copy will be shared at the Trustee Learning Session in November and discussed at the next Governance and Policy Committee Meeting.

- A change in date to the November meeting for the Governance and Policy Committee.
 - The Committee agreed to move from November 18, 2025 to November 19, 2025 due to a conflict in scheduling.

At the meeting Committee Members approved the minutes of the August 21, 2025 Governance and Policy Committee Meeting which will be posted on the tldsb.ca public website.

The minutes from the Governance and Policy Committee meeting from October 21, 2025 will be posted following ratification at the next committee meeting.

Action

Recommendation 1: that the Trustees ratify the Governance and Policy Committee recommendation to approve the BD-2500 External Presentations and Third-party Speakers Policy.

Recommendation 2: that Trustees ratify the Governance and Policy Committee recommendation to approve the HR-4200 Health and Safety Policy.

Recommendation 3: that Trustees ratify the Governance and Policy Committee recommendation to approve the recommended changes to the HR-4509 Principal/Vice Principal Evaluation Policy, inclusive of changes the name to HR-4509 Principal/ Vice Principal Performance Appraisal Policy.

Recommendation 4: that Trustees receive the report related to the October 21, 2025 Governance and Policy Committee Meeting.



BD-2500 External Presentations and Third-party Speakers Policy

Approval date: 2024 2025

Review date: 2025 2030

Purpose

As a learning organization, Trillium Lakelands District School Board values opportunities to enhance Ontario curriculum connections for students and for staff professional development. In accordance with the *Better Schools and Student Outcomes Act*, the Board will ensure that third party guest speakers, performers, and presentations taking place across the district will respect intellectual diversity and open dialogue, and are designed to support school environments that advance freedom of expression, respect our differences, and promote the achievement, safety, well-being, and sense of belonging of students and staff.

To help strengthen public confidence, the Board is committed to ensuring transparency and accountability through detailed communications with families in advance of third-party speakers and external presentations taking place in schools for student audiences. Information about such presentations and events will be clearly communicated to families with a minimum of fourteen (14) calendar days advance notice. Schools will be required to communicate any changes to event and presentation planning that occur due to unforeseen circumstances as soon as final arrangements are confirmed.

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



HR-4200 Health and Safety Policy

Approval date: 20254

Review date: 20265 (to be reviewed annually)

Purpose

Trillium Lakelands District School Board recognizes and is committed to its responsibilities to provide for the health and safety of all workers (including supervisors) while at work.

In order to achieve this objective, all workers are required to be active in health and safety and accident prevention by performing their tasks in accordance with the Occupational Health and Safety Act including the Regulations under the Act, the Internal Responsibility System, established safety procedures, and safe work practices while on the job.

The Board will take every precaution in the circumstances to protect the health and safety of workers, students, volunteers, visitors and contractors. This shall be accomplished by developing, documenting, and implementing safety policies and procedures which include the use of personal protective equipment (PPE).

The Board recognizes and endorses the Internal Responsibility System whereby all workplace parties participate in building a robust safety environment. Principals/Supervisors are to ensure workers are made aware of existing or potential dangerous conditions and that safe work procedures and training are implemented and followed to maintain a safe and healthy workplace.

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



HR-4509 Principal/Vice Principal Performance Appraisal Evaluation Policy

Approval Date: 20250

Review Date: 203025

Purpose

Trillium Lakelands District School Board (TLDSB) believes in the development, promotion of effective, impactful leadership to guide and promote effective, support teaching and learning as outlined in the Ontario Curriculum ~~in Ontario schools~~, to ensure meaningful learning, the process and success for every ~~of all~~ students ~~on Ontario~~. The ongoing development of principals/vice principals is critically important to ensure high levels of student achievement and wellbeing in TLDSB.

The principal/vice-principal performance appraisal process is an asset oriented, growth-based model intended to develop, support, and sustain leadership of the highest possible quality including through setting and achieving individual professional goals.

Within a learning organization, ~~C~~ollaborating in a spirit of mutual trust is a key condition for the success of the appraisal process and the continuous improvement of leadership practices.

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

Trillium Lakelands District School Board

District School Council - Parent Involvement Committee

Administrative Report

Date: October 22, 2025
To: Board of Trustees
Origin: Trustee Louise Clodd / Superintendent Kim Williams
Subject: DSC-PIC October 21, 2025 Meeting
Reference: Board Meeting - October 28, 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 October 21, 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 first DSC-PIC meeting of the school year was held on October 21, 2025 at the Archie Stouffer ES and virtually. There were 31 attendees, including school council representatives, TLDSB staff, and trustees.

In addition to a presentation by the Pathways Consultants, Penta Ledger, Steve Spiers and Ian McTavish, the following topics were discussed:

- DSC-PIC and school council orientation
- New Parent Engagement Platform
- School council funding
- Parent Reaching Out Grants (PRO)

The minutes of the October 21, 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 October 21, 2025 meeting of the District School Council - Parent Involvement Committee.