

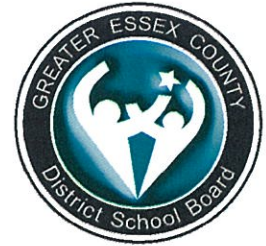
Greater Essex County District School Board

System Vice-Principal Meeting

February 5, 2013

8:30 a.m. – 3:00 p.m.

Ciociaro Club, Salon C



AGENDA

PLENARY SESSION – Salon C

8:30 am JEAP Presentation
9:00 am Diversity
9:15 am Portal Update
9:30 am Budget Consultation

D. Petryshyn / R. Khosla
S. Pyke / R. Olivero
J. Howitt
P. Allen / C. Lynd

10:00 am BREAK

10:15 am Business Workshop #1 (see below)
10:50 am Business Workshop #2 (see below)
11:25 am Business Workshop #3 (see below)

P. Allen / C. Lynd

12:00 pm Director's Message

W. Kennedy

12:15 pm LUNCH

1:00 pm IEP Audit

L. McLaughlin / M. Woodall

3:00 pm Adjournment

BUILDING TOMORROW TOGETHER

Vice-Principals will have an opportunity to attend all three (3) thirty minute carousel sessions as listed below:

Session #1 10:15 am – 10:45 am
Session #2 10:50 am – 11:20 am
Session #3 11:25 am – 11:55 am

Carousel 1 School Budget, BAS and other accounting topics
Lead by Leah Beneteau, Accounting Supervisor
Location: Meeting Room, Upstairs

Carousel 2 Roles and Responsibilities as noted in AP-BA-13, School Fund Accounting
Lead by Kathy Dominato, Accounts Payable Supervisor / School Generated Funds Liaison
Location: Salon D

Carousel 3 Purchasing Changes and FAQ's
Lead by Dawn Lamontagne, Supervisor of Purchasing & Supply
Location: Auditorium, Upstairs

GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD

MEMORANDUM

DATE: August 31, 2012

TO: xxxxx, Principal
xxxx School

FROM: Rachel Olivero
Diversity Officer

SUBJECT: N.E.W. (Network of Equity Worksites) 2012-13

The **Network of Equity Worksites** is an important tool to help facilitate our *system-wide* DIVERSITY MATTERS Program. A committed representative from each worksite is vital to the success of the program. Participation in this system wide committee is an excellent leadership opportunity and a way to become more involved.

Duties include:

- a) Pass on diversity information to staff through regular updates
- b) Serve as an on-site resource person with respect to diversity issues
- c) Preview the latest diversity teaching resources
- d) Bring forward employee/student diversity related concerns
- e) Enhance personal/professional development with respect to diversity issues

N.E.W. 2012-2013 representatives will receive monthly e-mail updates and will be called to approximately one meeting during the school year. All identified designated school representatives will be required to attend a one-day Diversity Matters training workshop. Supply Teacher coverage will be provided.

Please discuss this with your staff and submit the name of an individual who is willing to act as your worksite representative. Last year the N.E.W representative for **xxxx**. **P.S.** was **xxx**. Thank you for your cooperation. Together we can make the difference!



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*Please Return to Rachel Olivero, Diversity Officer (255-3200 ext. 10213)
By Friday, October 26, 2012.*

Name of N.E.W Representative:

(Network of Equity Worksites Representative)

Worksite Location: _____

Has attended the Diversity workshop YES _____ NO _____

**GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD
MEMORANDUM**

DATE: December 07, 2012
TO: Network of Equity Worksites Representatives
FROM: Rachel Olivero
Diversity Officer
SUBJECT: DECEMBER N.E.W. PACKAGE 2012

Thank you for agreeing to serve as the Network of Equity Worksites representative for your work location. The N.E.W. is an important tool to help facilitate our system wide Diversity Matters Program. A dedicated representative like you, from each worksite, is vital to the success of the program. Participation in this committee is an excellent leadership opportunity and a way to become more involved.

N.E.W. 2012-2013 Representative duties include:

- a) Pass on information to staff
- b) Bring forward employee/student concerns
- c) Serve as an on-site resource person with respect to diversity/harassment issues
- d) Enhance personal/professional development with respect to diversity issues

Please find enclosed **two** copies of the 2013 Multicultural Calendar. One copy is for your own personal use, the other for your school. **Please ensure that your school Principal or Attendance Secretary receives the other copy of the calendar.** This year's calendar theme is "Water".

The 2013 Multicultural Calendars:

- List Holy Days and Cultural Festivals for many faiths with explanations
- Highlight Important Religious, Cultural and National Days
- Provide an Index of Religions and Countries with dates for quick cross-reference

Also please find enclosed:

- **Embracing Diversity Project Grants Application Package 2013**
- **Windsor-Essex County Gay-Straight Alliance (GSA) for Staff Information Postcard**

Please remember to check the Diversity Conference on First Class regularly for the monthly summaries, notices of schedule alerts and information about special days that can be shared with your colleagues.

Thank you for your support! Have a safe and happy Holiday Season.

GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD

MEMORANDUM

DATE: December 07, 2012

TO: Network of Equity Worksites Representatives

FROM: Rachel Olivero
Diversity Officer

SUBJECT: Embracing Diversity Project Grants

The Diversity Office of the Greater Essex County District School Board is pleased to present *Embracing Diversity Project Grants*.

Embracing Diversity Project Grants is designed to encourage and support schools and other worksites in the development of school based initiatives to assist with the implementation of the Board's Vision, Mission and Belief Statements. An information sheet and an application form for the program are attached.

The Network of Equity Worksites (N.E.W.) Executive Committee will review all applications. Decisions will be based on the criteria outlined in the attached information sheet. Funding for this initiative comes from the revenue generated by the Board's Diversity Office providing Diversity Training to community partners.

For more information, please contact Rachel Olivero at 519-255-3200 ext. 10213.

Attachments

Embracing Diversity Project Grants

Purpose: To provide support for schools and other Worksites to undertake diversity projects that reflect the Board's vision and mission statements.

Specifically, these projects should provide an opportunity to reaffirm and celebrate Canada's identity as a proud multicultural mosaic.

Criteria:

1. project clearly demonstrates how it is related to the Board's Mission and Vision statements;
2. project clearly demonstrates how it is related to the curriculum;
3. project clearly demonstrates how it is related to the School's Plan for Continuous Improvement;
4. project involves staff, students, and if applicable, parents and community member groups;

Ineligible Projects:

1. continuation of activities previously undertaken;
2. activities not closely related to Board/Ministry curricula;
3. purchase of materials (i.e. textbooks, learning resources) covered by an existing budget line.

Applications will be reviewed approximately every two months during the school year.

Assistance under this program is available only once per school year. Maximum amount of grant per worksite is \$300.00. **NOTE: For the project to be considered, the application form must be signed by the Principal or Worksite Supervisor.**

For further information, please call Rachel Olivero, Diversity Officer at 519-255-3200 ext. 10213.

Embracing Diversity Project Grants

CONTACT PERSON: _____

SCHOOL/WORK SITE: _____

N.E.W. REPRESENTATIVE: _____

PHONE: _____ **DATE:** _____

1. Brief description of Project:

2. Objective of Project in relation to the Board's Vision and Mission statements:

3. Description of how the project provides an opportunity to reaffirm and celebrate Canada's identity as a proud multicultural mosaic.

4. Brief description of the curriculum focus of the project. (please refer to the Ministry of Education/Board curricula – Language Arts, Mathematics, Science, etc.)

Date of the Events/Activity: _____

Number of Participants: _____

Project Budget (indicate major expenses): _____

PLEASE NOTE:

The Designated NEW Rep will be notified IF the Project is approved.

At the conclusion of an Approved Project a brief final report and final expense report including original, detailed, itemized receipts MUST be completed and submitted.

Schools will ONLY be reimbursed upon receipt of a proper signed final report and final expense report.

Name of Principal/Worksite Supervisor (please print)

Signature of Principal/Worksite Supervisor

Date

Please Return to:

Rachel Olivero
Diversity Officer
Board Office

Embracing Diversity Project Grants

FINAL REPORT

Contact Person: _____

N.E.W. Rep.: _____

School/Worksite: _____

Phone: _____

Date: _____

Evaluation & Reflection of Project:

Name of Principal/Worksite Supervisor (please print)

Signature of Principal/Worksite Supervisor

Date

Please Return to:
Rachel Olivero
Diversity Officer
Board Office

Embracing Diversity Project Grants

FINAL EXPENSE REPORT

Contact Person: _____

N.E.W. Rep.: _____

School/Worksite: _____

Phone: _____

Date: _____

Description of Expense	Amount	Receipt Attached
Total		

Name of Principal/Worksite Supervisor (please print)

Signature of Principal/Worksite Supervisor

Date

Please Return to:

Rachel Olivero
Diversity Officer
Board Office

**GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD
MEMORANDUM**

DATE: November 04, 2011

TO: Elementary and Secondary School Principals

FROM: Rachel Olivero
Diversity Officer

SUBJECT: FREQUENTLY ASKED QUESTIONS DURING THE HOLIDAYS

COPY TO: Network of Equity Worksites Representatives

1. CAN CHRISTMAS CONCERTS BE HELD AT OUR SCHOOLS?

A school may have such a concert. The process, nevertheless, of how a school celebrates Christmas is not simple and straightforward. The context for faith celebrations including Christmas concerts is vitally important.

The Minister of Education in a 1992 letter to Chairpersons of public school boards, with copies to Principals, wrote that "schools may continue to organize school concerts". However, please note that the Minister used key phrases such as "must be sensitive", "must not indoctrinate in", or "give primacy to".

The Minister wrote:

"Christmas is a major celebration traditionally enjoyed by many Ontarians. Such activities as concerts and festivities may certainly be organized by school staffs to educate students about the customs and beliefs related to Christmas.

Ontario's public schools must be sensitive to various faiths and cultures that make up our province, and must not indoctrinate in or give primacy to any particular religious faith. This means that schools may continue to organize Christmas concerts and festivities, just as they should make every effort to educate students, at appropriate times throughout the school year, about celebrations of other religious traditions. Music, festivals, dances, and drama are some of the ways in which children of many backgrounds can have an opportunity to display their talents and share their celebrations."

2. CAN CHRISTMAS CONCERTS BE MULTICULTURAL?

Christmas is celebrated by many different cultures in a variety of ways around the world. This is a great opportunity for schools to reflect this diversity.

3. HOW CAN WE MAKE "CHRISTMAS CONCERTS" MORE INCLUSIVE?

The traditional Christmas concert in Canadian schools would be inclusive if there were concerts for the other faiths in the school and greater community at the time of their most

important holidays. That “route” to inclusivity can be problematic because of the amount of time that would be taken from other curriculum areas for concerts during the school year. Frequently, schools have attempted to make the Christmas concert more inclusive by making the concert a multifaith celebration. Some communities are satisfied with this arrangement.

However, please be aware that there are at least three possible concerns which may arise:

1. Some Christians may feel that the celebration of Christmas is being diluted (“taking the Christ out of Christmas”). This concern can be exacerbated if the only “Christmas” music presented is secular in nature.
2. Other faith groups may feel that it is inappropriate to celebrate, for example, Eid or Diwali in December.
3. Some parents, both Christian and others, may feel that it is inappropriate for a religious /cultural festival such as Chanukah to be given “equal billing” at the ‘Christmas Concert’.

4. WHAT ARE SOME OF THE WAYS THAT A SCHOOL CAN BE INCLUSIVE IN ITS FAITH CELEBRATIONS?

Visual representations of faith celebrations, classroom discussions, announcements, and/or assemblies are other ways of being inclusive. Therefore, concerts are not the only way of recognizing faith. (It is important to repeat that the practice, whereby a number of celebrations are held at Christmas rather than at their respective appropriate time, tends to imply that those are not as important as Christmas but need to be recognized anyway.)

5. HOW CAN A PUBLIC SCHOOL ADDRESS FAITH ISSUES?

A school that is equitable and inclusive is able to put faith celebrations within the appropriate context. The Greater Essex County District School Board is committed to a curriculum in which all children see themselves reflected and their identity affirmed. The identification of significant faith days to be celebrated within your school community should be shared activities including parents, students and staff. This planning process offers a rich opportunity for parents and children to learn more about the diversity in Greater Essex County and Canadian society.

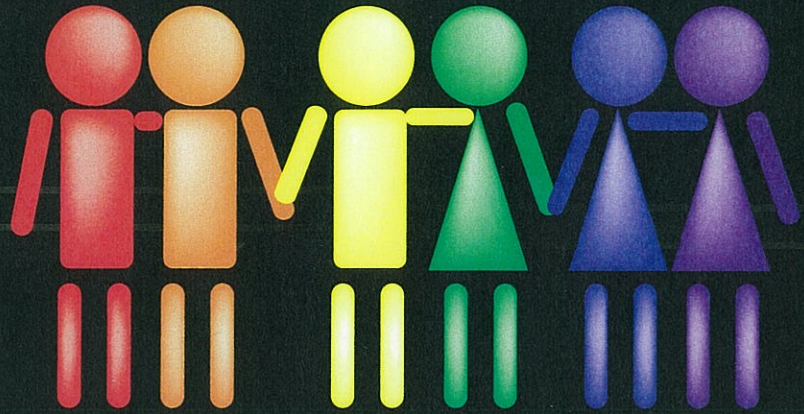
The following suggestions may help:

- consult with community and faith leaders
- have activities be curriculum based – this tends to be of an instructional nature and doesn’t compromise a student’s beliefs
- recognize that holiday activities are only part of many other kinds of activities about a cultural group

In the final analysis, if you decide to have a Christmas concert, what other faith celebrations or recognitions throughout the year do you plan to have?

At the Greater Essex County District School Board, **“Our Diversity is Our Strength”**.

**Windsor-Essex County Gay-Straight Alliance (GSA) for Staff
PRIDE IN EDUCATION**



Resources and information can be found on FirstClass in the Diversity/GSA conference or Facebook: Gay-Straight Alliance for Staff

MISSION STATEMENT:

- 1) To provide a supportive, safe environment for Greater Essex County District School Board (GECDSB) staff members and their supporters who are gay, lesbian, bisexual, transgendered, two spirited, intersexual, queer, questioning (LGBTIQ) and straight to meet.
- 2) To provide a voice for the GECDSB regarding issues of gender and sexual diversity.
- 3) To provide a vehicle of social and educational interaction in regards to gender and sexual diversity.
- 4) To act as an ally to other organizations dealing with issues pertinent to LGBTIQ community.
- 5) To provide board-wide educational resources, advice for classroom inclusivity, and also support for student-run GSAs.

