

VISION

We envision an inclusive education system in Ontario in which:

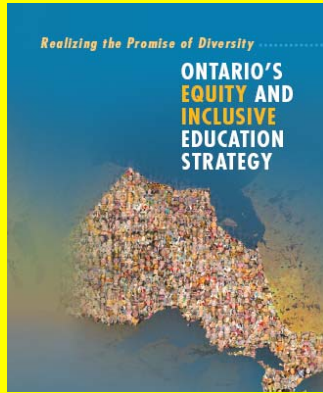
- all students, parents, and other members of the school community are welcomed and respected;
- every student is supported and inspired to succeed in a culture of high expectations for learning.

To achieve an equitable and inclusive school climate, school boards and schools will strive to ensure that all members of the school community feel safe, comfortable, and accepted. We want all staff and students to value diversity and to demonstrate respect for others and a commitment to establishing a just, caring society.


Guiding Principles of the Equity and Inclusive Education Strategy

Equity and inclusive education:

- is a foundation of excellence;
- meets individual needs;
- identifies and eliminates barriers;
- promotes a sense of belonging;
- involves the broad community;
- builds on and enhances previous and existing initiatives;
- is demonstrated throughout the system.



The Simcoe Path



Relevant, purposeful learning supporting high achievement, well-being and learning for life

- Design and delivery of effective and appropriate programs which meet individual learner needs; and
- Engaging parents and community partners in supporting student learning

Inclusive, equitable and safe learning and working environments

- Integrate “Commit to Character” attributes in teaching, learning and leading;
- Promote and sustain safe, healthy, respectful and welcoming learning and working environments;
- Include the voices of our diverse communities; and
- Understand, identify and remove the barriers in order to achieve student sense of belonging and future prospects.

Confidence in Public Education

- Communicate in order to build relationships, inform and educate; Welcome public engagement

Responsible stewardship of resources

- Cultivate student voice, leadership and participation in the community

RELATIONSHIPS

Board Improvement Plan for Student Achievement

Community, Culture and Caring Goal

Students see themselves reflected in the curriculum, program and culture of their school. The school, the home and the community work together to support students. This pillar focuses on:

- School Action Plans to Address Equity and Inclusive Education
- School Climate
- Student Voice and Leadership
- Fostering Positive Relationships
- Bridges Out of Poverty

KNOWLEDGE

Policy and Procedures Memorandum 119 – Developing Equity and Inclusive Education Policies in Ontario

Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation

By the beginning of the 2010–11 school year (September 2010), boards will have in place an equity and inclusive education policy that addresses the eight areas of focus outlined in this memorandum, a guideline on religious accommodation, and an implementation plan.

School board policies must be comprehensive and must cover the prohibited grounds of discrimination set out in the Ontario Human Rights Code. The code prohibits discrimination on any of the following grounds: race, colour, ancestry, place of origin, citizenship, ethnic origin, disability, creed (includes religion), sex, sexual orientation, age, family status, and marital status.

**SIMCOE COUNTY DISTRICT SCHOOL BOARD
 EQUITY AND INCLUSIVE EDUCATION MULTI-YEAR PLAN**

ACTION						
Leading Learning: Equity and Inclusive Education Multi-Year Plan						
Area of Focus	Year for Implementation	Action Items	2009 / 2010 Strategies	2010 / 2011 Strategies	2011 / 2012 Strategies	
Board Policies, programs, guidelines and practices	2009-2010	<ul style="list-style-type: none"> Develop or revise policies on equity and inclusive education for implementation by September 2010 	<ul style="list-style-type: none"> Presented strategy to administrators / school staffs / managers / Education Centre staff / Trustees Outlined key focus areas and presented to Policy Committee Attended Barrie Network Conference to build team capacity Consulted with administrators / school staffs / school councils / Parent Involvement Committee / Special Education Advisory Committee / Native Advisory Committee / student senate / managers / Education Centre staff / parents and community Presented parent / community consultation session "All Voices Heard" Posted approved Policy, APM and Religious Accommodation Guidelines on website 	<ul style="list-style-type: none"> Include equity and inclusive education goal(s) in Multi-Year Plan and Board Improvement Plan for Student Achievement Include an equity and inclusive education goal(s) in all School Improvement Plans Develop common messages for student agendas and school newsletters 		
	2010-2011	<ul style="list-style-type: none"> Implement equity and inclusive education policies Embed equity and inclusive education principles in board and school improvement plans Provide information about equity and inclusive education policies 				<ul style="list-style-type: none"> Review and propose updates to HR policies and procedures related to Equity and Inclusive Education Update the Workplace Conflict and Objectionable Behaviour APM Implement the proposed integrated accessibility standard Implement revised Guide to the Principles of Progressive Discipline Complete the installation of public access defibrillators in all elementary and secondary schools Analyse data in School Climate and Workplace Violence survey to determine areas of need
	2011-2012	<ul style="list-style-type: none"> Implement positive employment practices that support equitable hiring, mentoring, retention, promotion and succession planning Establish processes that include performance indicators to monitor and assess the effectiveness of policies, programs and procedures 				

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Shared and Committed Leadership	2011 - 2012	<ul style="list-style-type: none"> Provide opportunities for students, administrators, teachers, support staff and trustees to participate in equity and inclusive education training and leadership initiatives 	<ul style="list-style-type: none"> Provided training to school teams in inclusive education, restorative practices and Ontario Equity and Inclusive Education Strategy School teams provided in-service at school level Presented Ontario Equity and Inclusive Education Strategy at Program Standing Committee/Policy Committee Presented "All Voices Heard" consultation session Attended Barrie Regional Network and OESC conferences Provided opportunities for schools to present school-wide initiatives at the Character Recognition Evening 	<ul style="list-style-type: none"> Provide co-leadership in two Barrie Regional Network projects: <ul style="list-style-type: none"> Everyone has biases - What are yours? Youth Forum Speak Up Projects 	
School - Community Relationships	2009 - 2010	<ul style="list-style-type: none"> Review existing community partnerships to support the principles of equity and inclusive education and to reflect the diversity of the broader community Implement strategies to identify and remove discriminatory barriers that limit engagement by students, parents and the community, so that diverse groups and the broader community have better board-level representation and greater access to board initiatives 	<ul style="list-style-type: none"> Identified school-community partnerships, and strategies used by schools to engage students, parents and communities in the review and development of initiatives to support and promote equity and inclusive education Attended Barrie Regional Network Conference Presented "All Voices Heard" consultation session in collaboration with Ameno (Anti Racist Multicultural Educator's Network of Ontario) and the Ministry of Education which resulted in the development of the brochure entitled "Tips for Boards and Schools on Community Outreach and Parent Engagement" released to Directors of Education in January 2011 	<ul style="list-style-type: none"> Complete gap analysis based on existing partnerships and completed consultation and develop action plan Develop supports for schools based on project work completed through "Everyone has Biases – What are Yours? and the Youth Forum" Participate in Circle of Learning Conference: Parent Involvement Committee Present Partner Recognition Evening 	<ul style="list-style-type: none"> Introduce resources developed through the Barrie Regional Network initiatives in 2010/2011 including: <ul style="list-style-type: none"> visuals for schools strategies for student engagement booklet walk-through self assessment document lesson plans

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Inclusive Curriculum and Assessment practices	2009 - 2010 2010 - 2011	<ul style="list-style-type: none"> Review student assessment and evaluation policies and practices to identify and address systemic bias that may exist in the way students' work is assessed and evaluated Support schools' review of classroom strategies that promote school-wide equity and inclusive education practices 	<ul style="list-style-type: none"> Identified policies were reviewed, revised and presented to the Policy Committee including Policy 4105 - Curriculum 	<ul style="list-style-type: none"> Develop template using the equity lens for PLC / TLCP process Develop lesson plan template Update and provide list of resources to schools Participate in the Teacher Librarian Conference Begin implementation of Growing Success Continue implementation of Learning for All Develop multi-year plan for SEA equipment 	<ul style="list-style-type: none"> Begin implementation process of templates Introduce resources developed through the Barrie Regional Network Initiatives in 2010/2011 to support implementation
Religious Accommodation	2009 - 2010	<ul style="list-style-type: none"> Develop religious accommodation guidelines for 2010 and communicate these guidelines to the school community 	<ul style="list-style-type: none"> Developed guidelines. Presented key focus areas to parents / community at "All Voices Heard" consultation session Provided resources to schools. 	<ul style="list-style-type: none"> Posted APM A7125 with Religious Accommodation Guidelines on website and communicated to school communities Develop system calendar for observances 	<ul style="list-style-type: none"> Implement system calendar for observances
School Climate and the prevention of discrimination and harassment	2009 - 2010	<ul style="list-style-type: none"> Implement strategies to remove discriminatory barriers that limit engagement by students, parents and the community so that diverse groups and the broader community have better board-level representation and greater access to board initiatives Put procedures in place that will enable students and staff to report incidents of discrimination and harassment safely and that will also enable the board to respond in a timely manner 	<ul style="list-style-type: none"> Revised school climate survey to include equity and inclusive education questions Developed school profile sheets Presented "All Voices Heard" consultation session Implemented reporting procedures through Bill 157 Identified policies were reviewed, revised and presented to the Policy Committee including Policy 3031 – Workplace Harassment 	<ul style="list-style-type: none"> 100% of schools to include equity and inclusive education goal(s) in School Improvement Plan Attend OESC Equity Conferences (Board Team) Continue Director's Day student panels Continue introduction of restorative practices Expand student leadership program 	<ul style="list-style-type: none"> Establish Equity and Inclusive Education Data Project Team to analyse equity trends from School Climate survey data

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REPORT NO. PRO-I-2
APPENDIX A - 5
MARCH 2, 2011

ACTION					
Leading Learning: Equity and Inclusive Education Multi-Year Plan					
Area of Focus	Year for Implementation	Action Items	2009 / 2010 Strategies	2010 / 2011 Strategies	2011 / 2012 Strategies
Professional Learning	2010 – 2011	<ul style="list-style-type: none"> Support the schools' review of classroom strategies that promote school-wide equity and inclusive education practices 	<ul style="list-style-type: none"> Baseline anecdotal data collected from schools pertaining to strategies used to engage students, parents and community in the review, development and implementation of initiatives to support and promote equity and inclusive education 	<ul style="list-style-type: none"> Complete gap analyses to identify needs and system trends – How do we support schools to embed Equity and Inclusive Education into classroom practice? “What does it look like?” Develop TLCP template and lesson plan template Provide PD on the Human Rights Code 	<ul style="list-style-type: none"> Introduce resources developed through the Barrie Regional Network initiatives of 2010/2011 to support schools
Accountability and Transparency	2010 – 2011	<ul style="list-style-type: none"> Establish processes that include performance indicators to monitor progress and assess the effectiveness of policies, programs and procedures 		<ul style="list-style-type: none"> Include equity and inclusive education goal(s) in Multi-Year Plan and Board Improvement Plan for Student Success Review of equity and inclusive education goal during mid-course adjustment process Review of School Improvement Plans by Superintendent of Education 	