



# Policy and Program Committee Meeting

Monday, March 9, 2026

6:30 p.m.

Boardroom, Education Centre

## AGENDA

### A - 1 **Opening Call to Order**

- (a) Roll Call
- (b) Declaration of Conflict of Interest
- (c) Welcome/Land Acknowledgement

*The Grand Erie District School Board recognizes Six Nations of the Grand River and Mississaugas of the Credit First Nation, as the longstanding peoples of this territory. We honour, recognize, and respect these communities as well as all First Nations, Métis and Inuit Peoples who reside within the Grand Erie District School Board. We are all stewards of these lands and waters where we now gather, learn and play, and commit to working together in the spirit of Reconciliation.*

### B - 1 **Approval of the Agenda**

*"THAT the Policy and Program Committee agenda be approved."*

### C - 1 **Consent Agenda**

#### **Recommended Motion:**

*"THAT the Policy and Program Committee accept the March 9, 2026 Consent Agenda and the recommendations contained therein."*

- \* (a) Approve the minutes of:
  - (i) Special Policy and Program Committee meeting dated February 23, 2026

### D - 1 **Business Arising from Minutes and/or Previous Meetings**

### E - 1 **New Business - Program**

- \* (a) Grades 7, 8 and 10 History Curriculum Updates (L. Munro) (I)

### F - 1 **New Business - Policy**

- \* (a) Exclusion of Students Policy (SO-32) (K. Graham)  
**Recommended Motion:**  
*"THAT the Exclusion of Students Policy (SO-32) be forwarded to the April 27, 2026 Regular Board meeting for approval."*
- \* (b) Copyright – Fair Dealing Guidelines Policy (SO-24) (L. Munro)  
**Recommended Motion:**  
*"THAT the Copyright- Fair Dealing Guidelines Policy (SO-24) be forwarded to the April 27, 2026 Regular Board meeting for approval."*
- \* (c) School Food and Beverages Policy (SO-21) (K. Graham)  
**Recommended Motion:**  
*"THAT School Food and Beverages Policy (SO-21) be forwarded to the April 27, 2026 Regular Board meeting for approval."*
- \* (d) Voluntary Indigenous Self-Identification Policy (SO-16) (J. White)  
**Recommended Motion:**  
*"THAT the Voluntary Indigenous Self-Identification Policy (SO-16) be forwarded to the April 27, 2026 Regular Board meeting for approval."*
- \* (e) Privacy and Records Information Management Policy (IT-02) (L. Munro)  
**Recommended Motion:**  
*"THAT the Privacy and Records Information Management Policy (IT-02) be forwarded to the April 27, 2026 Regular Board meeting for approval."*



# Policy and Program Committee Meeting

Monday, March 9, 2026

6:30 p.m.

Boardroom, Education Centre

## AGENDA

- \* (f) Acceptable Use of Information Technology Policy (IT-01) (L. Munro)  
**Recommended Motion:**  
*"THAT the Acceptable Use of Information Technology Policy (IT-01) be forwarded to the April 27, 2026 Regular Board meeting for approval."*
- \* (g) Reporting of Wrongdoing Policy (HR-23) (J. Tozer)  
**Recommended Motion:**  
*"THAT the Reporting of Wrongdoing Policy (HR-23) be forwarded to the April 27, 2026 Regular Board meeting for approval."*
- \* (h) Hiring of Employees Policy (HR-03) (J. Tozer)  
**Recommended Motion:**  
*"THAT the Hiring of Employees Policy (HR-03) be forwarded to the April 27, 2026 Regular Board meeting for approval."*

G - 1 **Adjournment**  
*"THAT the Policy and Program Committee meeting be adjourned."*

H - 1 **Next Meeting Date: April 13, 2026 at 6:30 p.m.**



## Special Policy and Program Committee

Monday, February 23, 2026

6:15 p.m.

MS Teams

### MINUTES

**Present:** Chair: B. Doyle, Trustees: S. Gibson, L. Passmore, T. Sault, C.A. Sloat, C. VanEvery-Albert, T. Waldschmidt

**Administration:** Director: J. Roberto, Superintendents: D. Atanas, K. Graham, L. Thompson, J. Tozer, R. Vankerbroeck, J. White, R. Wyszynski, Associate Director: L. Munro, Senior Manager: R. Strang, Senior Executive Assistant: C. Dero, Recording Secretary: K. Ireland-Aitken

**Visiting Trustees:** J. Bradford, E. Thomas, L. Whiton

A - 1 **Opening**

(a) **Roll Call**

The meeting was called to order by Chair B. Doyle at 6:15 p.m. and roll call was confirmed.

(b) **Declaration of Conflict of Interest** - Nil

(c) **Welcome /Land Acknowledgment Statement**

Committee Chair B. Doyle read the Land Acknowledgement Statement.

B - 1 **Approval of the Agenda**

Moved by: T. Waldschmidt

Seconded by: T. Sault

THAT the Special Policy and Program Committee agenda be approved.

**Carried**

C - 1 **Consent Agenda**

Moved by: T. Waldschmidt

Seconded by: S. Gibson

THAT the Policy and Program Committee accept the February 23, 2026 Consent Agenda and the recommendations contained therein.

Approve the minutes of:

(i) Policy and Program Committee meeting dated January 23, 2026

**Carried**

D - 1 **Business Arising from Minutes/Previous Meetings** - Nil

E - 1 **New Business - Program**

(a) **Alternative Education Programming Updates**

Presented as printed.

F - 1 **New Business – Policy** - Nil



C-1-a-i

## Special Policy and Program Committee

Monday, February 23, 2026

6:15 p.m.

MS Teams

### MINUTES

G - 1 **Adjournment**

Moved by: T. Waldschmidt

Seconded by: T. Sault

THAT the Policy and Program Committee meeting be adjourned at 6:26 p.m.

**Carried**

H - 1 **Next Meeting Date:** March 9, 2026



# Grand Erie District School Board

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**TO:** JoAnna Roberto, Ph. D., Director of Education, CEO & Secretary of the Board  
**FROM:** Lisa Munro, Associate Director of Curriculum & Student Achievement  
**RE:** **Grades 7, 8 and 10 History Curriculum Updates**  
**DATE:** March 9, 2026

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## Background:

The Ministry of Education has released revisions to the [Grades 7 and 8 History](#) and [Grade 10 Canadian History \(CHC2D/CHC2P\)](#), with mandatory implementation beginning in the 2026–27 school year. The updated curriculum is publicly available, while the current curriculum remains in effect for the remainder of the 2025–26 school year. The early release supports advanced planning and high-quality implementation.

## Key Features and Changes:

The updated curriculums provide expanded learning on Black history and contributions highlighting the role of Black individuals and communities in Canada's development and the systemic barriers they faced. New Grade 10 learning expectations address extreme ideologies, the Holocaust, rising antisemitism, and the Holodomor, in supporting an understanding of human rights and democratic values.

## Implementation Supports:

To support educators and ensure high-quality implementation, the following strategies are in place:

- Ministry-led educator webinars beginning April 2026
- Key-changes documents for Grades 7, 8, and 10
- Classroom-ready resources through partners including Archives of Ontario, TVO, Friends of Simon Wiesenthal Centre, Liberation75, and the Toronto Holocaust Museum
- In-district professional learning for educators

## Communication with Parents and Families:

Parent/caregiver overviews with key changes for [Grades 7, 8](#), and [10 History](#) are available. Families will be provided with information in advance of implementation.

## Grand Erie Multi-Year Plan:

This report supports all three indicators of Learn Lead Inspire and the following statement: we will support a culture of learning, student achievement, well-being and belonging.

Respectfully submitted,

Lisa Munro, Associate Director of Curriculum & Student Achievement



## POLICY

## SO-32

<b>EXCLUSION OF STUDENTS</b>	
<b>Superintendent Responsible:</b> Superintendent of Education, Safe Schools	<b>Initial Effective Date:</b> 2020/01/27
<b>Last Updated:</b> 2023/02/24	<b>Next Review Date:</b> 2026/02/24

**Superintendent Responsible:**

Superintendent of Education, Safe Schools

**Initial Effective Date:** 2020/01/27**Last Updated:** 2023/02/24**Next Review Date:** 2026/02/24**Objective:**

To support schools in creating and maintaining positive school environments that are safe, caring and welcoming for all students, employees, and school communities.

**Policy Statement:**

The Grand Erie District School Board (Grand Erie) believes that, in addition to learning, mental health and well-being, a school promotes responsibility, respect, and civility in an environment that is safe, inclusive, caring and accepting by supporting the use of positive partnerships. In instances where safety of others is a concern, a student may be excluded from school for a period of time. This action maximizes student potential by reducing disruption to the learning environment and encourages a positive school climate for all members of the school community.

The Board of Trustees hereby delegates to the Student Discipline Committee the authority to hear and decide appeals of a Principal's decision to exclude a student from school made pursuant to Section 265(1)(m) of the *Education Act* and that the Committee shall conduct such appeals pursuant to the rules under relevant policies and bylaws, including Student Expulsions Policy (SO-07), Student Discipline Committee Terms of Reference, and the *Statutory Powers Procedure Act of Ontario*.

**Reference(s):**

- Exclusion of Students Procedure (SO-032)
- [Education Act, R.S.O. 1990, C. E.2](#)
- Progressive Discipline and Promoting Positive Student Behaviour Procedure (SO-011)
- [Statutory Powers Procedure Act, R.S.O. 1990, c. S.22](#)
- Student Expulsions Policy (SO-07)
- Student Expulsions Procedure (SO-007)



## POLICY

## SO-24

## COPYRIGHT - FAIR DEALING GUIDELINES

<b>Superintendent Responsible:</b> <del>Superintendent of</del> <a href="#">Associate Director of Curriculum &amp; Student Achievement</a>	<b>Initial Effective Date:</b> 2021/03/09
<b>Last Updated:</b> 2023/02/24	<b>Next Review Date:</b> 2026/02/24

**Objective:**

To comply with the Fair Dealing Guidelines as developed by the Council of Ministers of Education Canada Copyright Consortium.

**Policy Statement:**

The Grand Erie District School Board (Grand Erie) will communicate the Fair Dealing Guidelines to all Grand Erie locations on an annual basis in order to ensure that all employee(s) understand the obligations of Grand Erie in accordance with the *Copyright Modernization Act*.

**Reference(s):**

- Copyright – Fair Dealing Guidelines Procedure (SO-024)
- [Copyright Modernization Act](#)
- Fair Dealing Guidelines - Council of Ministers of Education Canada Copyright Consortium



## POLICY

## SO-21

<b>SCHOOL FOOD AND BEVERAGES</b>	
<b>Superintendent Responsible:</b> Superintendent of Education, Secondary Schools	<b>Initial Effective Date:</b> 2019/05/27
<b>Last Updated:</b> 2023/02/27	<b>Next Review Date:</b> 2026/02/27

<b>Superintendent Responsible:</b> Superintendent of Education, Secondary Schools	<b>Initial Effective Date:</b> 2019/05/27
<b>Last Updated:</b> 2023/02/27	<b>Next Review Date:</b> 2026/02/27

**Objective:**

To commit to a healthy environment, schools in the Grand Erie District School Board (Grand Erie) will comply with the Ministry of Education's School Food and Beverage Policy as outlined in Policy/Program Memorandum (PPM) 150.

**Policy Statement:**

Grand Erie is committed to making schools healthier places for students. Student learning, achievement, mental health, social, emotional, cognitive, well-being and belonging are enhanced in a healthy school environment. All contracts for school food and beverage services provided in our schools will comply with PPM 150.

**Reference(s):**

- School Food and Beverages Procedure (SO-021)
- [Ministry of Education School Food and Beverage Policy \(PPM 150\)](#)



## POLICY

## SO-16

## VOLUNTARY INDIGENOUS SELF-IDENTIFICATION

<b>Superintendent Responsible:</b> Superintendent of Education, Indigenous Education	<b>Initial Effective Date:</b> 2020/02/24
<b>Last Updated:</b> 2023/02/27	<b>Next Review Date:</b> 2026/02/27

### Objective:

To recognize that all First Nation, Métis and Inuit (FNMI) students have the right to self-identify to receive improved access to services and instructional supports.

### Policy Statement:

The Grand Erie District School Board (Grand Erie) believes in establishing strong partnerships with Indigenous families, organizations and communities both on and off-reserve, First Nation governments, and Indigenous Services Canada with a goal to improve student learning, achievement, mental health, well-being and belonging for all FNMI students.

Grand Erie is required, by the Ministry of Education, to collect data on FNMI student achievement to determine if programs currently delivered are successful and to provide information for the development of future programs and courses to better meet the needs of FNMI students. In order to collect this data, ~~the~~ Grand Erie needs to ensure that all parent(s)/caregiver(s) for FNMI student(s) under the age of 18 and student(s) over the age of 18 have the opportunity to voluntarily self-identify as Indigenous FNMI. The data collected will be shared with the schools, Board of Trustees, and the Ministry of Education in order to assess the progress in improving FNMI student learning, achievement, mental health, well-being and belonging.

### Reference(s):

- Voluntary Indigenous Self-Identification Procedure (SO-016)
- [Constitution Act, 1982, Sections 35\(2\)](#)
- [Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. F.31](#)
- [Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56](#)
- [Ontario First Nation, Métis and Inuit Education Policy Framework](#)
- Ontario Student Records Procedure (SO-104)



## POLICY

## IT-02

## PRIVACY AND RECORDS INFORMATION MANAGEMENT

<b>Superintendent Responsible:</b> <a href="#">Associate Director of Curriculum &amp; Student Achievement</a> <del>Superintendent of Education;</del> <del>Privacy and Records Information Management</del>	<b>Initial Effective Date:</b> 2018/01/29
<b>Last Updated:</b> 2022/10/17	<b>Next Review Date:</b> 2025/11/25

### Objective:

The Grand Erie District School Board (Grand Erie) is committed to the protection of personal information and management of records information to which it is entrusted and to the individual's right of privacy regarding personal information that is collected, used, disclosed, and retained within its care and custody.

### Policy Statement:

Grand Erie complies with all applicable provisions under the *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)*, the *Personal Health Information Protection Act (PHIPA)*, the *Education Act*, including the *Ontario Student Record Guidelines*, and the *Personal Information and Protection of Electronic Documents Act (PIPEDA)* and such other relevant statutes and regulations of the Province of Ontario and the Government of Canada.

Grand Erie commits to follow a national standard called the *Canadian Standards Act (CSA) Model Code* for the protection of personal information which is comprised of 10 Fair Information Principles grounded in legislation.

The Director of Education shall serve as Freedom of Information Head for all purposes outlined in the *Municipal Freedom of Information and Protection of Privacy Act*, in accordance with s.3(1) and the Privacy Officer as Freedom of Information Coordinator, in accordance with s.49(1). The Director shall be informed of any privacy concerns.

### References

- [Education Act, R.S.O. 1990, c.E.2](#)
- [Municipal Freedom of Information and Protection of Privacy Act \(MFIPPA\)](#)
- Ontario Student Record (OSR) Guideline 2000
- Ontario Student Record Procedure (SO-104)
- [Personal Health Information Protection Act \(PHIPA\)](#)
- [Personal Information Protection and Electronic Documents Act \(PIPEDA\)](#)
- Privacy Breach Response Procedure (IT-003)
- Volunteers Procedure (SO-126)
- \*The position of Head of Institution was delegated to the Director of Education in a Board motion September 17, 2012.



## POLICY

## IT-01

## ACCEPTABLE USE OF INFORMATION TECHNOLOGY

<b>Superintendent Responsible:</b> <a href="#">Superintendent of Education, Information Technology Services</a> <a href="#">Associate Director of Curriculum &amp; Student Achievement</a>	<b>Initial Effective Date:</b> 2014/10/20
<b>Last Updated:</b> 2022/10/17	<b>Next Review Date:</b> 2025/11/25

### Objective:

To support the appropriate use of information technology resources by providing guidelines and expectations for all Grand Erie District School Board (Grand Erie) users to support building a culture of learning, well-being and belonging.

### Policy Statement:

Grand Erie believes that every user of Information Technology resources has a responsibility to comply with all related policies, procedures and relevant legislation and take all reasonable measures and precautions to assist in ensuring the safe, secure, ethical and appropriate use of Information Technology resources at all times.

Grand Erie believes that students and employee(s) should have opportunities to:

- be both consumers and creators of information;
- collaborate and communicate with both local and global communities;
- develop knowledge and skills that will be useful throughout their lives.

Grand Erie will make all reasonable efforts, using the resources available, to create and maintain a positive, productive, safe and secure Information Technology environment.

### Reference(s):

- [Acceptable Use of Information Technology Procedure \(IT-001\)](#)
- [Artificial Intelligence Strategy](#)
- Code of Conduct Policy (SO-12)
- Code of Conduct Procedure (SO-012)
- Copyright – Fair Dealing Guidelines Policy (SO-24)
- Copyright – Fair Dealing Guidelines Procedure (SO-024)
- Cyberbullying Policy (SO-09)
- Cyberbullying Procedure (SO-009)
- Duties and Expectations of Teachers Procedure (HR-103)
- Grand Erie Social Media Guidelines
- [Municipal Freedom of Information and Privacy Protection Act](#)
- Privacy and Records Information Management Policy (IT-02)
- Privacy Breach Response Procedure (IT-003)
- Progressive Discipline Procedure (HR-119)
- [Progressive Discipline and Promotion of Positive Student Behaviour Procedure \(SO-011\)](#)
- [The Provincial Code of Conduct and School Board Codes of Conduct \(PPM 128\)](#)



## POLICY

## HR-23

## REPORTING OF WRONGDOING

<b>Superintendent Responsible:</b> Superintendent of Human Resources	<b>Initial Effective Date:</b> 2022/03/28
<b>Last Updated:</b> 2023/05/30	<b>Next Review Date:</b> 2026/12/01

**Objective:**

To ensure ethical and professional conduct at the Grand Erie District School Board (Grand Erie) and to demonstrate a commitment to maintaining and enhancing public confidence in the integrity of its employees; to ensure protection against reprisal related to reporting of suspected wrongdoing.

**Policy Statement:**

Grand Erie is committed to ensuring that its actions and operations are performed, with transparency, to the extent permitted by law, accountability, honesty, and integrity.

This imposes a duty on every Grand Erie employee(s), independent contractor, agent and volunteer to Report, in confidence, any reasonable knowledge or suspicion of wrongdoing as defined herein. If warranted, the alleged wrongdoing will be investigated, and appropriate action will be taken on the report of the investigation. This is also available without obligation, to anyone, and in particular students of Grand Erie, past or present, who believe they have been victim to sexual misconduct by a Grand Erie employee(s) or volunteer.

This establishes that any person or legal entity reporting any wrongdoing reasonably and in good faith, ("Reporting Party") shall not be subject to any reprisal as defined herein.

For greater clarity, the role and relationships between ~~the~~ Grand Erie and the Reporting Party shall not, in any way be adversely affected by any Report made reasonably and in good faith.

The Reporting of suspected Wrongdoing of Trustees of the Board is not included by this Policy. Trustee Code of Conduct – Governance Policy #4, applies in those circumstances.

**Definitions:****1.0 Wrongdoing**

- Any action or inaction, past, present, or intended by a Grand Erie employee, independent contractor, agent and volunteer which is contrary or prohibited by any Federal or Provincial Legislation, or Regulations enacted thereunder, Common Law, or Municipal By-law.
- It also includes but is not limited to:
  - Professional Misconduct as defined by relevant Professional Organizations
  - Intentional breach of Grand Erie's Policies, By-Law, and Procedures
  - Instructing, counselling or extorting anyone to commit an act of wrongdoing
  - Statutory or Common Law Conflicts of Interest
  - Mismanagement or maladministration of ~~Board~~ Grand Erie operations
  - Dishonest or unethical behaviour
  - Sexual misconduct of any nature or description

**2.0 Reprisal**

- Any action, inaction or threat of any such action or inaction against a Reporting Party by reason of a Report, including but not limited to:
  - Employment status

- Working conditions
- Legal relationship with Grand Erie
- Discipline
- Threats, intimidation or bullying

**Reference(s):**

- Reporting of Wrongdoing Procedure (HR-023)
- Harassment and Objectionable Behaviour Policy (HR-05)
- Harassment and Objectionable Behaviour Procedure (HR-005)
- Progressive Discipline Procedure (HR-018)

DRAFT



# POLICY

# HR-03

## HIRING OF EMPLOYEES

<b>Superintendent Responsible:</b> Superintendent of Human Resources	<b>Initial Effective Date:</b> 2021/06/26
<b>Last Updated:</b> 2023/06/26	<b>Next Review Date:</b> 2026/06/30

### Objective:

To develop a workforce that is diverse and reflective of the Grand Erie District School Board (Grand Erie) community.

### Policy Statement:

Grand Erie is committed to the development and implementation of hiring practices that are fair, equitable, inclusive, consistent, and transparent.

### Reference(s):

- Hiring of Employees Procedure (HR-003)
- Conflict of Interest Related to Hiring, Selection, Promotion and Evaluation of Employees Policy (HR-07)
- [Education Act, R.S.O. 1990, c. E.2](#)
- [Education Act, Ontario Regulation 298](#)
- Equity and Inclusive Education Policy (SO-14)
- ~~Equity and Inclusive Education Procedure (SO-014)~~
- Hiring Procedures (HR-013)
- Ministry of Education School board teacher hiring practices policy (PPM 165)
- Ontario Human Rights Code