

## Special Meeting

October 6, 2020

A special meeting was convened at 5:30 p.m. on Tuesday, October 6, 2020, by electronic means, in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#), with Alexander Brown, Chair of the Board, presiding.

The following members were present: Trustees Michelle Aarts, Alexander Brown, Rachel Chernos Lin, Stephanie Donaldson, Trixie Doyle, Harpreet Gill, Parthi Kandavel, Shelley Laskin, James Li, Dan MacLean, Chris Mammoliti, Chris Moise, Robin Pilkey, Yalini Rajakulasingam, David Smith, Anu Sriskandarajah, Jennifer Story, Chris Tonks, Manna Wong and Student Trustee Mays Abusaifan.

Regrets were received from Trustee Alexandra Lulka, Patrick Nunziata and Zakir Patel

All trustees participated by electronic means, in accordance with amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings.

### 1. Purpose

The purpose of the meeting was to consider reports from the Committee of the Whole (Special Meeting) regarding the Director Search Committee: Search Criteria and a private personnel matter.

### 2. Declarations of Possible Conflict of Interest

No matters to report

### 3. Committee of the Whole (Special Meeting), Report No. 27, October 1, 2020 (see page 7)

Trustee Doyle, seconded by Trustee Chernos Lin, moved: **That Report No. 27 of the Committee of the Whole (Special Meeting) be adopted.**

The motion was carried.

### 4. Committee of the Whole (Special Meeting), Report No. 29, October 6, 2020 (see page 9)

Item 1, Director Search Committee: Director Search Criteria (see page 9)

Trustee Kandavel, seconded by Trustee Mammoliti, moved: **That the search criteria for the position of Director of Education, as presented in the report, be approved.**

The motion was carried.

## **5. Resolution Into Committee of the Whole (Private)**

At 5:38 p.m., on motion of Trustee Doyle, seconded by Trustee Laskin, the special meeting resolved into Committee of the Whole (Private) to consider matters on the private agenda of the Committee of the Whole, in accordance with section 207(2)[1] of the *Education Act*.

## **6. Reconvene**

At 6:14 p.m., the special meeting reconvened.

## **7. Committee of the Whole (Private), Report No. 190, October 6, 2020 (see page 6)**

Trustee Doyle, seconded by Trustee Moise, moved: **That Report No. 190 of the Committee of the Whole (Private) be adopted.**

The motion was carried.

## **8. Report From the Interim Director Search Committee**

The Chair announced that Associate Director, Dr. Kathy Witherow was appointed as Interim Director of Education for the period October 10 to December 30, 2020.

## **9. Urging the Province of Ontario to Support Toronto Public Health's Call for a 28-Day Pause to Protect School Re-openings**

Trustee Chernos Lin, seconded by Trustee Li, moved: **That the matter, Urging the Province of Ontario to Support Toronto Public Health's Call for a 28-Day Pause to Protect School Re-openings, be deemed as emergency business.**

The motion was carried.

Trustee Chernos Lin, seconded by Trustee Li, moved:

**Whereas, the City of Toronto is seeing case counts of COVID-19 rise on an unprecedented, upward trajectory; and**

**Whereas, according to Toronto Public Health, between September 20 and 26, 2020, there were 45 active community outbreaks, and of these outbreaks, 44 percent were in restaurants, bars and entertainment venues; and**

**Whereas Toronto's Medical Officer of Health recommended a comprehensive plan to the province on October 2, 2020, including Toronto's version of a modified Phase 2 re-opening -- a 28-day pause on activities and areas that have fostered transmission. This pause includes a restriction to indoor dining in bars and restaurants; limits on indoor gym and fitness activities; requirements for large event venues to provide physical distancing plans to Toronto Public Health; and a recommendation that residents stay home as much as possible and limit social activities; and,**

**Whereas, jurisdictions that acted early have managed to stop the virus, yet jurisdictions that have not acted early, have faced months of resurgence of the virus;**

**Therefore, be it resolved:**

**That the Chair write to the Premier of Ontario, the Chief Medical Officer of Ontario, Dr. Williams, and the Minister of Education, urging them to act early and decisively to prioritize the health, safety and education of students and staff of the Toronto District School Board by implementing the 28-day pause in Toronto recommended by the City's Medical Officer of Health in an effort to stop the spread of COVID-19 and preserve school re-openings.**

The motion was carried on a recorded vote (see Recorded Vote 128, page 5).

## **10. Pausing Redeployment of Vice-principals**

Trustee Laskin, seconded by Trustee Chernos Lin, moved: **That the matter, Pausing Redeployment of Vice Principals, be deemed as emergency business.**

The motion was carried.

Trustee Laskin, seconded by Trustee Chernos Lin, moved:

**Whereas, as part of the elementary reorganization process this week, senior staff determined their own process to redeploy vice-principals to virtual schools; and**

**Whereas, policy P052, Selection, Promotion and Placement of School Principals and Vice-principals states:**

**4.2. The selection, promotion and placement of principals and vice-principals will be conducted through a procedure that is fair and equitable....;**

**And;**

**Whereas, procedure PR705, Selection, Promotion and Placement of School Principals and Vice-principals states**

**7.2.6 The entire slate of principal and vice-principal placements will be presented to the Board for approval;**

**And;**

**Whereas, the TDSB is now operating two systems – one bricks and mortar and one virtual and the Board has not approved any principals or vice-principals for the Virtual School;**

**Therefore, be it resolved:**

**That the transfer of vice-principals to virtual schools be paused until such time as the Director presents a report as soon as possible on the process followed to redeploy vice-principals to the Virtual School, to ensure the Board clearly understands how solving one issue does not create another.**

The motion was defeated.

## **11. Adjournment**

At 7:45 p.m., on motion of Trustee Chernos Lin, seconded by Trustee Kandavel, the meeting adjourned.

Alexander Brown  
Chair

Confirmed by the Board at the meeting held on  
October 21, 2020

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Alexander Brown, Chair of the Board

Summary of Recorded Votes

Trustee	Recorded Vote 128 (see pg. 2)
Aarts	Y
Brown	Y
Chernos Lin	Y
Donaldson	Y
Doyle	Y
Gill	Y
Kandavel	N
Laskin	Y
Li	Y
Lulka	A
MacLean	Y
Mammoliti	N
Moise	Y
Nunziata	A
Patel	A
Pilkey	Y
Rajakulasingam	N
Smith	N
Sriskandarajah	Y
Story	Y
Tonks	N
Wong	N
Total Y	13
Total N	6
Total A and C	3

**Y** Vote in favour      **N** Vote against      **A** Absent      \* No vote cast (the Chair). The Board's Bylaws, Section 28.5 states: "The chair may vote once on each motion under consideration."  
**N\*** No vote cast. The Board's Bylaws, Section 28.3 states: A member, except the chair, who is present and who fails to vote on a motion shall be deemed to have voted against the motion.  
**C** Absent due to declaration of a possible conflict of interest.

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Committee of the Whole (Private), Report No.190, October 6, 2020

**Committee of the Whole (Private)**  
**Report No. 190, October 6, 2020**

A meeting of the Committee of the Whole (Private) was convened at 5:38 p.m. on Tuesday, October 6, 2020, by electronic means, in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#), with Trixie Doyle presiding.

The following members were present: Trustees Michelle Aarts, Alexander Brown, Rachel Chernos Lin, Stephanie Donaldson, Trixie Doyle, Harpreet Gill, Parthi Kandavel, Shelley Laskin, James Li, Dan MacLean, Chris Mammoliti, Chris Moise, Robin Pilkey, Yalini Rajakulasingam, Anu Sriskandarajah, Jennifer Story and Chris Tonks.

Regrets were received from Trustee Alexandra Lulka, Patrick Nunziata, Zakir Patel, David Smith and Manna Wong.

All trustees participated by electronic means, in accordance with amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings.

**1. Interim Director Search Committee Report**

The Committee heard an oral update from the Interim Director Search Committee (Private) (as shown in the private minutes of the Committee of the Whole).

The Committee of the Whole (Private) **RECOMMENDS** that the report of the Interim Director Search Committee (as attached to the private minutes of the Committee of the Whole) be adopted.

Trixie Doyle  
Chair of the Committee

**Adopted October 6, 2020 (see page 2)**

## **Committee of the Whole (Special Meeting) Report No. 27**

CW: 29A

Thursday, October 1, 2020

Electronic Meeting

Members Present      Alexander Brown (Chair), Michelle Aarts, Rachel Chernos Lin, Stephanie Donaldson, Trixie Doyle, Harpreet Gill, Parthi Kandavel, Shelley Laskin, James Li, Dan MacLean, Christopher Mammoliti, Chris Moise, Patrick Nunziata, Zakir Patel, Robin Pilkey, Yalini Rajakulasingam, David Smith, Anu Sriskandarajah, Jennifer Story, Chris Tonks, Manna Wong

Regrets                      Alexandra Lulka

Trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#)

### **PART A: Committee Recommendations**

No matters to report

### **PART B: Information Only**

#### **1. Call to Order and Acknowledgement of Traditional Lands**

A special electronic meeting of the Committee of the Whole was convened on Thursday, October 1, 2020 from 4:30 to 5:04 p.m. with Alexander Brown presiding.

#### **2. Declarations of Possible Conflict of Interest**

No matters to report

### **3. Delegations**

The following delegations were heard in accordance with the Board's procedure for hearing delegations:

#### **re Director of Education Search Criteria**

1. Robert Spencer, Parent R. H. King Academy, Former Trustee and Shared Services Liaison
2. Joy Henderson, Parent St. Andrews Public School and David and Mary Thompson Collegiate Institute
3. Felicia Samuel, Executive Officer, Elementary Teachers of Toronto
4. Aysha Campbell, Sponsorship Coordinator, Five Fingers of Selfless Service

### **4. Adjournment**

On motion of Trustee Doyle, seconded by Trustee Laskin, the meeting adjourned at 5:04 p.m.

### **PART C: Ongoing Matters**

No matters to report

Submitted by: Alexander Brown, Committee Chair

## **Committee of the Whole (Special Meeting) Report No. 29**

CW: 31A

Tuesday, October 6, 2020

Electronic Meeting

**Members Present** Trustees Alexander Brown (Chair), Michelle Aarts, Rachel Chernos Lin, Stephanie Donaldson, Trixie Doyle, Harpreet Gill, Parthi Kandavel, Shelley Laskin, Dan MacLean, Christopher Mammoliti, Chris Moise, Yalini Rajakulasingam, Anu Sriskandarajah, Jennifer Story, Chris Tonks, Manna Wong and Student Trustee Mays Abusaifan

**Regrets** Trustees James Li, Alexandra Lulka, Patrick Nunziata, Zakir Patel, Robin Pilkey and David Smith

Trustees participated by electronic means in accordance with [amendments to Section 7 of Ontario Regulations 463/97, Electronic Meetings](#)

### **PART A: Committee Recommendations**

#### **1. Director Search Committee: Director Search Criteria**

The Committee considered correspondence from the Director Search Committee (see CW:031A, page 1 and below) presenting the search criteria for the position of Director of Education.

**Moved By:** Trustee Moise

**Seconded By:** Trustee Kandavel

The Committee of the Whole **RECOMMENDS** that the Director search criteria, as presented in the report be approved.

**Carried**

## **PART B: Information Only**

### **1. Call to Order and Acknowledgement of Traditional Lands**

A special electronic meeting of the Committee of the Whole was convened on Tuesday, October 6, 2020 from 4:00 p.m. to 4:24 p.m. with Alexander Brown presiding.

### **2. Declarations of Possible Conflict of Interest**

No matters to report

### **3. Delegations**

re Director Search Committee Director of Education Search Criteria

1. Liben Gebremikael, Executive Director TAIBU Community Health Centre
2. Alexis Dawson, BSACAC Co-Chair

### **4. Adjournment**

On motion of Trustee Donaldson, seconded by Trustee Doyle, the meeting adjourned at 4:24 p.m.

## **PART C: Ongoing Matters**

No matters to report

Submitted by: Alexander Brown, Committee Chair

**Director of Education – Toronto District School Board****Search Criteria – October 2, 2020****The sections for the Search Criteria are:**

1. Role Opportunity
2. Role Priorities
3. Career Experience & Accomplishments
4. Education & Professional Development
5. Leadership Attributes & Personal Values

**1. Role Opportunity:****Key Role Attractors Include the Following:**

Evolve, implement, and lead learning innovation
Serve a diverse and complex school board and city
Working with multiple stakeholders and people in the community
Lead a complex/large public multi-educational institution/platform (K12 and Adult programs)
Oversee a large workforce/budget, multiple facilities

## Committee of the Whole (Special Meeting), Report No.29, October 6, 2020

**2. Role Priorities:****Top Priorities for the Director of Education – First 18 months (in no order):**

Continue to lead the Board through its Covid-19 planning and safe return to school.
Continue to effectively lead and achieve greater equity within in the Board; build on the Board's focus on inclusion, equity and anti-Black racism; demonstrate a deep commitment to unpacking race, gender identity, ability and socioeconomically diverse communities and ability to apply an intersectional framework in relation to the multiple sources of oppression; leading to systemic change to combat racism and discrimination.
Continue to ensure academic excellence, transformation, and achievement by our students through the implementation of effective educational and learning practices, including the evolution of remote learning pedagogy (e.g., distance education/digital/e-learning, outdoor education etc.), as well as a commitment to support all students with special education needs.
Continue to oversee, update, maintain momentum, and implement the Multi-Year Strategic Plan (MYSP) including the "Vision for Learning" plan.
Maintain and improve the public's confidence and trust in the Board; build, positive relationships and engagement with parents and community partners.
Maintain/develop TDSB shared leadership approach, the Leadership Capacity Plan and prioritizing staff succession planning and morale.
Implement the new internal and external communications strategy.
Lead research in the service of evidence-based decision-making.

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### **3. Career Experience & Accomplishments:**

**The ideal candidate for the Director of Education should possess the following experience and background (Top 7 are in order of priority):**

Demonstrated meaningful leadership and a proven track-record in equity, diversity, inclusion, anti-racism, anti-Black racism, anti-oppression programs, Indigenous education, LGBTQ and related policies, and initiatives.
Professional knowledge and demonstrated leadership/respect in academic instruction and achievement; (public K-12, or possibly at the post-secondary level); “global mindset” with the vision and expertise to oversee transformation of all forms/models of learning innovation and instruction including remote/digital/e-learning, outdoor education, etc.
Engaging, building, and maintaining relationships/partnerships with multiple and diverse community members, parents, students, trustees, staff, unions/federations and government.
Leading a complex organization, multiple employees, and staff at all levels.
Demonstrated commitment to continuous improvement, service excellence, strategic planning and moving complex projects forward.
Serving the needs of children and youth in ensuring their mental and physical well-being.
An understanding and championing for special education and disability-related issues especially in identifying and removing barriers for adults, children/youth education environments and the application of the Accessibility for Ontarians with Disabilities Act (AODA).

#### **Additional important criteria that was provided from the stakeholder consultations:**

Demonstrated experience with funding models for public education and/or a large publicly funded organization; advocating with governments at all levels for the needs of a strong public education system.
Demonstrated experience in administration, fiscal management/finance (understanding of capital and operating budgets), operations management including oversight of facilities.
Experience managing, motivating, engaging large staff/employee teams at all levels to success, implementing leadership development and succession planning programs; creating a positive/unifying work environment.
Focused orientation for utilizing data driven models and metrics for decision making/standards.
Direct experience in working in a similar large urban centre with a highly diverse population.
An orientation for implementing ideas and complex projects through completion.
Proven commitment to good governance, risk management, compliance and establishing, working with and maintaining positive relationships with an elected board or similar body.
An excellent communicator with the ability to engage at all levels with a holistic message that is clear, genuine and understood; knowledge of a second language or multi-lingual would be an asset.

**4. Education & Professional Development:**

- a. A minimum Master's level education and ideally post-graduate work, doctorate or similar and relevant certifications
- b. Demonstrated commitment to on-going learning and personal development
- c. Participation/leadership in public speaking and thought leadership

**5. Leadership Attributes & Personal Values:**

The Director of Education will embrace and be an advocate for the TDSB [Equity Leadership Competencies](https://www.tdsb.on.ca/About-Us/Equity/Equity-as-a-Leadership-Competency) (<https://www.tdsb.on.ca/About-Us/Equity/Equity-as-a-Leadership-Competency>)

**The ideal candidate will also possess the following leadership attributes and personal values (in no order):**

Building Trust/Transparency
Collaboration
Communication/Listening/Public Speaking
Empathy/Relationship Builder/Seeks Consensus
Intellectual Curiosity
Personal Integrity/Accountability
Political Acuity
Problem Solving/Inquisitive/Deals with Complexity/Critical Thinking
Resilience
Vision Builder/Strategic Orientation

**Article I. Other:**

Meets Ministry criteria in terms of qualifications as Supervisory Officer under the [Education Act](#)

and/or Minister's confirmation that the person to be appointed is eligible for the position

Link to [The Ontario Leadership Framework](#)