

CALGARY BOARD OF EDUCATION

Minutes of the Regular Meeting of the Board of Trustees (the “Board”) held in the Multipurpose Room, Education Centre, 1221 – 8 Street SW, Calgary, Alberta on Tuesday, December 16, 2025 at 11:00 a.m.

MEETING ATTENDANCE

Board of Trustees:

Trustee Hack (Chair)
Trustee Bolger
Trustee Close
Trustee Cordova
Trustee May
Trustee Regal
Trustee Vukadinovic

Administration:

J. Pitman, Chief Superintendent of Schools
A. Beckwith-Ferraton, General Counsel
D. Breton, Superintendent, Facilities and Environmental Services
S. Dasgupta, Superintendent, Human Resources
M. Martin-Esposito, Chief Communications Officer
M. Nelson, Superintendent, School Improvement
J. Turner, Superintendent, School Improvement
P. Minor, Corporate Secretary
M. Graham, Board Administrator

Stakeholder Representatives:

C. Gordon, Canadian Union of Public Employees (CUPE), Local 40
S. Clements, Alberta Teachers Association (ATA), Local 38

1 | CALL TO ORDER, NATIONAL ANTHEM, ACKNOWLEDGEMENT OF THE LAND AND WELCOME

Chair Hack called the meeting to order at 11:00 a.m. and students from Fish Creek School led the national anthem through a video recording.

Through a video recording, students from Crossing Park School acknowledged the traditional territories and oral practices of the Treaty 7 Nations, including the Siksikaisitapi, comprised of the Siksika, the Kainai, the Piikani, and the Amskapi Piikani Nations. We acknowledge the Tsuut’ina Nation, the Îyârhe Nakoda, comprised of the Chiniki, Bearspaw, and Goodstoney Nations, the Métis Nation within Alberta, and all people who make their homes in the Treaty 7 region of southern Alberta. This



land on which we gather is traditionally known as Moh'kinstsis, Guts'ists'l, Wîchîspa, and otôskwanihk.

As a learning organization, we are committed to advancing the Truth and Reconciliation Calls to Action focused on Education for ReconciliACTION.

Oki, Dâdânast'âda, Âba Wathtec, Tâniși, Taanishi, bonjour, hello, and welcome from Chair Hack to all staff, union representatives, and members of the public in attendance at the meeting.

2 | CONSIDERATION/APPROVAL OF AGENDA

P. Minor, Corporate Secretary, noted that the following agenda change requests were made:

- To remove item 9.2.1 Chief Superintendent's Update from the Consent Agenda and add it as item 7.1 under Matters Reserved for Board Information.
- To remove item 9.2.2 School Enrolment Report 2025-2026 from the Consent Agenda and add it as item 7.2 under Matters Reserved for Board Information.

MOVED by Trustee Close:

THAT the Board of Trustees approves the agenda for the Regular Meeting of December 16, 2025, subject to the changes noted above.

The motion was
CARRIED UNANIMOUSLY.

3 | AWARDS AND RECOGNITIONS

There were no presentations.

4 | RESULTS FOCUS

There were no reports or presentations.

5 | OPERATIONAL EXPECTATIONS

There were no reports or presentations.

6 | PUBLIC COMMENT

There were no public comments.

7 | MATTERS RESERVED FOR BOARD INFORMATION

7.1 Chief Superintendent's Update



Trustees and Chief Superintendent Pitman highlighted the CACE BRAVO! Award received by the CBE School Spotlight Series and opportunities to highlight the good work happening in CBE schools.

7.2 2025-2026 School Enrolment Report

Chief Superintendent Pitman introduced the report, noting that the report provides data reflecting changes to enrolment by the end of September every school year. She highlighted enrolment trends over the past number of years and this year's flat enrolment rate.

Superintendent Breton provided additional highlights from the report, including the flat enrolment rate; the time required to realize increased learning spaces through new school construction and modular classroom placements; a notable decrease in enrolment from Kindergarten to grade 3, strong enrolment growth in grades 4-6 and modest enrolment growth in grades 7-12; the overall system utilization rate of 95%; continued pressure to increase learning spaces to bring the system utilization rate in line with the Ministry of Education and Childcare target of 85%; and impacts on the annual Three-Year School Capital Plan report to be presented in March 2026.

Administration responded to trustee questions on matters from the report, including enrolment in specialized classes and capacity in alternative programs.

Trustees commented on the school utilization calculation formula used by the Government of Alberta and the ongoing fluctuations in enrolment throughout the school year.

8 | **MATTERS RESERVED FOR BOARD DECISION**

8.1 Annual Education Results Report 2024-2025

Chief Superintendent Pitman introduced the report, noting the analysis of data from the 2024-2025 school year demonstrating areas of progress toward goals and identifying key areas for improvement. She highlighted areas of measurable success within the main goals of the Education Plan, including early literacy and numeracy intervention, high school completion rates, and academic results; increased reports of student well-being; improvement among Students who Self-Identify as Indigenous in academic achievement, high school completion, and attendance; increased survey feedback indicating appreciation for and experiences of diversity and inclusion; and identified areas for improvement.

Superintendent Nelson presented on the report, providing an overview of the updated report structure and noting that it ensures transparency, demonstrates compliance with Alberta Education and Childcare's requirements, and provides assurance and confidence to the community that CBE is using data strategically to support continuous improvement. He provided further highlights from the report, including progress in literacy and mathematics across all grades; the impact of newly developed and implemented grade 6 Provincial Achievement Tests (PAT) based on new curriculum; fair and equitable assessment practices, including Outcome Based Assessment (OBA); clear indicators of readiness for work or continued education after



high school, including strong diploma exam results and high school completion rates; identified areas for improvement including writing skills for students in Division 2, English as an Additional Language (EAL) students, and students with identified special education needs; mathematics achievements as indicated in grade 6 and 9 PAT results; and actions to address areas for improvement including targeted professional learning in evidence-based writing instructions, support for the continued implementation and assessment of the new math curriculum and continuing to build foundational number sense in grades 4–6, delivering middle-years interventions focused on algebra and problem-solving supported by MathUP cycles, and increasing the availability of career-focused programming across schools.

Superintendent Turner provided further highlights on indicators of well-being from the report including improvements in the areas of emotional and physical health, resiliency, and adaptability and a reduction in overall absenteeism; increases in key measures for diversity and inclusion; the work of Collaborative for Academic, Social and Emotional Learning (CASEL); employee well-being and participation in the Employee and Family Assistance Program; targeted professional development in stress management, resiliency, leadership and mentorship; actions to continue to improve employee well-being; and improvement in survey feedback regarding students' sense of safety in school and teacher and peer relationships, though this remains an area for improvement. She also provided highlights from the report on key measures related to truth and reconciliation, diversity, and inclusion, including improvements for Indigenous students; improvements in attendance; the ongoing process of embedding inclusive teaching and learning into daily practice and the positive impact on students; improved teacher confidence related to the EAL Strategist Model as a result of intentional professional development and support; and areas for improvement including attendance and feelings of inclusion, strengthening inclusive teaching and learning practices across all grades, addressing barriers to belonging, and addressing declining perceptions of education quality and access to supports.

Chief Superintendent Pitman concluded the presentation by further highlighting indicators of clear progress and transparency regarding identified areas for improvement.

Administration responded to trustee questions on matters from the report, including changes to the format of the report; new consistent cohorts data tracking; short and long term actions to monitor and address teacher workload; actions to improve overall literacy outcomes; high school absenteeism rates; in-school social emotional learning designate staff; referrals for and capacity of supports and services; the Literacy, English, and Academic Development (LEAD) program; Outcomes Based Assessment and percentage grades in high school; early identification of at-risk students; the impact of students not participating in PAT exams on overall results; capacity in dual credit and exploratory courses; and school leadership capacity and development.

Recessed: 1:04 p.m.

Reconvened: 1:17 p.m.



Administration continued to respond to trustee questions on matters from the report including certification, supervision and evaluation of new teachers and technological and digital tools in the classroom.

MOVED by Trustee Cordova:

THAT the Board of Trustees approves the Annual Education Results Report 2024-2025 and authorizes its submission to Alberta Education.

In debate of the motion, trustees made comments on areas of progress and areas for improvement; confidence in strong academic foundations, outcomes, and readiness for work or continued education after high school; the comprehensiveness of the report; initiatives in place to support student and staff well-being and learning; alignment with the 2024-2027 Education Plan; work to address complexity in classrooms; focus on literacy and numeracy skills; the identified need to focus on writing skills; the impact of flat-rate per-student funding; ensuring students have timely access to necessary supports; the alignment with governance goals and requirements of the Education Act; and the need to continue advocacy work to ensure student needs are met.

Chair Hack called for a vote.

The motion was
CARRIED UNANIMOUSLY.

9 | CONSENT AGENDA

9.1 Items Provided for Board Decision

9.1.1 Board Meeting Minutes

- October 31, 2025 Organizational Meeting
- November 4, 2025 Regular Meeting
- November 20, 2025 Regular Meeting

THAT the Board of Trustees approves the Minutes of the Organizational Meeting held October 31, 2025 and the Regular Meetings held November 4 and 20 2025, as submitted.

9.2 Items Provided for Board Information

9.2.1 Construction Project Status Update

Chair Bolger noted the public portion of this meeting is now adjourned; and that the Board would reconvene in private to discuss one strategic planning, two legal, two land, and four labour matters. She stated the next public Board meeting is on Tuesday, January 13, 2026.

Recessed: 1:43 p.m.

Reconvened: 2:10 p.m.

10 | PRIVATE SESSION



Motion to Move In Camera

MOVED by Trustee Bolger:

Whereas the Board of Trustees is of the opinion that it is in the public interest that matters on the private agenda for the Regular Meeting of the Board of Trustees, December 16, 2025 be considered at a private session; therefore, be it

Resolved, **THAT the Regular Meeting of the Board of Trustees moves in camera.**

The motion was
CARRIED UNANIMOUSLY.

Motion to Move Out of In Camera

MOVED by Trustee Cordova:

THAT the Regular Meeting of the Board of Trustees moves out of in camera.

The motion was
CARRIED UNANIMOUSLY.

Motions to Action In-Camera Recommendations

MOVED by Trustee May:

THAT the Board of Trustees authorizes the Chair to communicate with the Alberta Electoral Boundaries Commission as discussed in camera.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee Close:

THAT the Board of Trustees approves the process for the Chief Superintendent's Annual Summative Evaluation as outlined in Attachment I to the report.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee May:

THAT the Board of Trustees directs the Chief Superintendent as discussed in camera.

The motion was
CARRIED.

In favour: Trustee Bolger
Trustee Close
Trustee May
Trustee Regal



Trustee Vukadinovic

Opposed: Trustee Cordova
Trustee Hack

11 | TERMINATION OF MEETING

The meeting terminated at 5:52 p.m.

Chair

Corporate Secretary
Adopted: January 27, 2026

PROPERTY OF THE CALGARY BOARD OF EDUCATION

