

## **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, January 13, 2026 at 11:00 a.m.

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### MEETING ATTENDANCE

#### Board of Trustees:

Trustee L. Hack (Chair)  
Trustee P. Bolger  
Trustee C. Cordova  
Trustee N. Close  
Trustee C. May  
Trustee J. Regal  
Trustee S. 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  
B. Grundy, Superintendent, Finance/Technology Services  
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:

A. Bobenick, Elementary School Principals Association  
C. Cornea, Sr. High School Principals Association  
K. Godfrey, Principals Association for Adolescent Learners (PAAL)

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

Chair Hack called the meeting to order at 11:01 a.m. and students from New Brighton School led the national anthem through a video recording.

Chair Hack acknowledged the traditional territories and oral practices of the Treaty 7 Nations, including the Siksikaitsitapi, 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'I, 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, Dādánast'áda, Âba Wathtec, Tâniši, 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 a request was received 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.

MOVED by Trustee Close:

**THAT the Board of Trustees approves the agenda for the Regular Meeting of January 13, 2026, subject to the changes noted above.**

The motion was  
CARRIED UNANIMOUSLY.

## 3 | **AWARDS AND RECOGNITIONS**

There were no presentations.

## 4 | **RESULTS FOCUS**

### 4.1 **Results 2: Academic Success – Annual Monitoring**

Chair Hack noted that the presentation and questions of this meeting would focus on Indicators One, Two, and Three contained in the report. The balance of the report will be presented at the January 27, 2026 regular Board meeting.

Chief Superintendent Pitman introduced the report, highlighting that data from the 2024-2025 school year provides evidence of reasonable progress toward ensuring that students are literate, numerate and able to integrate and apply knowledge, skills, and competencies across all academic disciplines; evidence is drawn from report card data, provincial assessments, and the Alberta Education Assurance Measures; the impacts of numerous contextual factors including the ongoing implementation of new curriculum and associated needs for professional learning, the introduction of new grade 6 Provincial Achievement Tests (PAT) in English Language Arts and Mathematics, continued enrolment growth and increased classroom complexity, and lingering impacts of the COVID-19 pandemic that includes gaps in learning. She also noted that this report is based on the previous Results 2: Academic Success policy reasonable interpretations and indicators. The revised reasonable interpretations and indicators approved by the Board of Trustees in September 2025 will be used for the current monitoring cycle and appear in next year's annual monitoring report.



Superintendent Nelson provided further highlights from the report, including strong high school completion rates across cohorts; year-over-year improvements in high school completion rates for Students who Self-Identify as Indigenous and English as an Additional Language (EAL) learners; a decline in five-year high school completion rates across cohorts, noting that the cohort that began high school in 2020 had higher rates of completion in three and four years, which may be why five-year rates appear lower; persistent gaps that remain for EAL and Indigenous learners compared to provincial averages; the impacts of absenteeism; learning gaps in foundational skills missed during transition years between the old and new curriculum; diploma exam results with 43 out of 44 cohort comparisons showing higher rates of acceptable and excellence grades than the provincial averages; PAT results showing both areas of improvement and decline, including ongoing challenges in mathematics; evidence that system-wide impacts of work done to support Indigenous learners has improved results; continued challenges for EAL students showing the need for continued explicit language and disciplinary language learning; and the importance of early intervention in literacy and writing skills, stronger calibration of assessment practices and foundational mathematical skills.

Superintendent Turner shared further details from the report, including a summary of report card data showing strong performance in division 4 in both English Language Arts and Mathematics; notable gains by students who Self-Identify as Indigenous and students with identified special education needs; declines in divisions 1 and 2 in writing skills and mathematics, aligning with provincial assessment results showing gaps in foundational literacy and numeracy skills; and a summary of ongoing strategies to address areas needing improvement, including targeted supports, calibrated assessment practices, increased alignment with Outcomes Based Assessment, targeted professional learning; and use of the Math Equity and Identity Guide.

Chief Superintendent Pitman made closing statements summarizing the context of CBE classrooms, the goal of improving literacy and numeracy skills, and strategies for continuing reasonable improvement.

Administration responded to trustee questions on matters from the report, including mathematics teaching practices; enabling cross-team literacy collaboration; alignment of student results with requirements for post-secondary entry; building capacity through professional learning, structures, processes and resources; staffing capacity; strategic planning for professional learning; trends in absenteeism; high school completion rates for English as an Additional Language learners; Level 30 language course challenges; proactive intervention plans for English as an Additional Language learners continuing through fourth and fifth years of high school; achievement measure evaluation standards set by Alberta Education for students who Self-Identify as Indigenous; and the improvement in report card results for students who Self-Identify as Indigenous in Divisions 1 and 2 English Language Arts and Mathematics.

A trustee made a comment on appreciation for the CBE's focus on academic excellence.

## 5 | OPERATIONAL EXPECTATIONS



5.1 OE-4: Treatment of Employees – Annual Monitoring

Chief Superintendent Pitman introduced the report, highlighting that data from the 2024-2025 school year provides evidence of compliance with twelve of thirteen indicators of meeting Board of Trustee expectations to foster a safe, supportive and respectful workplace culture that is welcoming, safe, and inclusive; the impact of external contexts on the workplace; one instance of non-compliance that has been reviewed and resulted in the implementation of corrective measures; the responsibility to establish and implement standards and practices for recruitment, retention and fair compensation of highly qualified employees, to administer clear and consistent personnel rules and procedures, and to ensure appropriate Board of Trustee oversight of collective bargaining and exempt employee compensation decisions.

Superintendent Dasgupta provided further highlights from the report, including data from the 2024 Employee Well-being Survey highlighting the importance of workload balance, leader support and access to mental wellness resources; ongoing expansion of wellness resources and professional development in response to feedback; employee recruitment and retention; annual salary and benefits review; clear personnel roles and procedure communication; collective bargaining settlements; and assurance that CBE practices align with Board expectations while supporting a stable, supportive and professional workforce.

Administration responded to trustee questions on matters from the report, including employee retention monitoring; Professional Improvement Fellowship (PIF) trends and eligibility; processes for tracking and preventing workplace violence; Administrative Regulations related to crisis intervention; and exempt employee salary reviews.

Chair Hack asked trustees to identify their intentions to bring forward any motions related to compliance, exceptions or commendations for OE-4: Treatment of Employees to the Corporate Secretary and to trustees by noon, Thursday, January 22, 2026. She stated that if no motions come forward, the item will be placed on the January 27, 2026 consent agenda with a motion that the Board of Trustees approves that the Chief Superintendent is in compliance with the provisions of OE-4: Treatment of Employees.

5.1 OE-8: Communicating and Engaging With the Public – Annual Monitoring

Chief Superintendent Pitman introduced the report, highlighting data from the 2024-2025 school year evidencing compliance with all indicators and the importance of strong and foundational connections between students, staff, families, and community.

Chief Communications Officer Martin-Esposito provided further highlights from the report, including an overview of the communication and engagement opportunities available across the system; annual School Planning Engagement with teachers and administrators; feedback from K-9 teachers and administrators regarding workload pressures and reporting and assessment practices; school council engagement; and concerns and complaints response processes.



Administration responded to trustee questions on matters from the report, including the Funding and Enrolment Governance Group; measures and commitment to reduce teacher workload; feedback on K-12 assessment practices; feedback and questions received through system-level communications; opportunities to provide feedback on school-based budgets; and rates of responsiveness to engagement opportunities.

Chair Hack asked trustees to identify their intentions to bring forward any motions related to compliance, exceptions or commendations for OE-8: Communicating and Engaging With the Public to the Corporate Secretary and to trustees by noon, Thursday, January 22, 2026. She stated that if no motions come forward, the item will be placed on the January 27, 2026 consent agenda with a motion that the Board of Trustees approves that the Chief Superintendent is in compliance with the provisions of OE-8: Communicating and Engaging With the Public.

**6 | PUBLIC COMMENT**

There were no public comments.

**7 | MATTERS RESERVED FOR BOARD INFORMATION**

**7.1 Chief Superintendent's Update**

Chief Superintendent Pitman introduced the report, highlighting Middle and High School Student Well-Being Symposiums focused on Social Emotional Learning (SEL) through the theme *Creating Through Connecting*; extracurricular programming, including athletics; and collaborative work with teachers and administrators on learning and assessment priorities.

Administration responded to trustee questions on matters from the report, including Outcomes Based Assessment; K-9 Reporting and Assessment document posted on the website; Administrative Regulations regarding use of Artificial Intelligence by teachers; development and review of report card comments; and the Books on Buses program.

Trustees made comments on record high student transportation registrations and collaboration with transportation companies regarding transportation to and from new and developing communities.

**8 | MATTERS RESERVED FOR BOARD DECISION**

There were no reports or presentations.

**9 | CONSENT AGENDA**

**9.1 Items Provided for Board Decision**

**9.1.1 Proposed Amendments to Board Meeting Procedures**

**THAT the Board of Trustees approves the amendments to Board Meeting Procedures, as provided in Attachment I to the report.**



9.2 Items Provided for Board Information

Chair Hack noted the public portion of this meeting is now adjourned; and that the Board would reconvene in private to discuss one legal and two land matters. She stated the next public Board meeting is on Tuesday, January 27, 2026.

Recessed: 1:04 p.m.

Reconvened: 1:31 p.m.

10 | **PRIVATE SESSION**

Motion to Move In Camera

MOVED by Trustee Cordova:

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, January 13, 2026 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 Bolger:

**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 Cordova:

**THAT, subject to Ministerial approval, the Board of Trustees approves registration of a General Utility Agreement on Calgary Board of Education (CBE) school lands; and**

**THAT the Board of Trustees authorizes the Chair to correspond with the Minister of Education and Childcare regarding approval for registration of a General Utility Agreement on CBE School lands, as provided in Attachment I to the report.**

The motion was  
CARRIED UNANIMOUSLY.

MOVED by Trustee Close:



**THAT the Board of Trustees ratifies the amendments to the Request for Proposal for Governance Consultation Services.**

The motion was  
CARRIED UNANIMOUSLY.

MOVED by Trustee Regal:

**THAT the Board of Trustees directs the Chief Superintendent to engage with the consultant as discussed in camera.**

The motion was  
CARRIED.

In favour: Trustee Bolger  
Trustee Close  
Trustee Cordova  
Trustee Hack  
Trustee Regal

Opposed: Trustee May  
Trustee Vukadinovic

11 | **TERMINATION OF MEETING**

The meeting terminated at 3:47 p.m.

