

## **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, November 13, 2018 at 12:00 noon

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### MEETING ATTENDANCE

#### Board of Trustees:

Trustee T. Hurdman, Chair  
Trustee A. Adams  
Trustee M. Bradshaw  
Trustee L. Davis  
Trustee M. Dennis  
Trustee R. Hehr  
Trustee J. Hrdlicka

#### Administration:

Mr. D. Stevenson, Chief Superintendent of Schools  
Ms. J. Everett, Acting Deputy Chief Superintendent of Schools  
Mr. D. Breton, Superintendent, Facilities and Environmental Services  
Mr. G. Francis, Superintendent, Human Resources and General Counsel  
Mr. B. Grundy, Superintendent, Finance/Technology Services  
Ms. S. Smith, Acting Superintendent, Learning  
Ms. M. Martin-Esposito, Chief Communications Officer  
Ms. T. Minor, Associate Corporate Secretary  
Ms. D. Perrier, Recording Secretary

#### Stakeholder Representatives:

Mr. B. Cocking, Alberta Teachers' Association, Local 38  
Ms. H. Colbourne, Senior High School Principals' Association  
Ms. J. Copithorne, Calgary Board of Education Staff Association  
Ms. S. Fowler-Browne, Principals' Association for Adolescent Learners (PAAL)  
Mr. T. Killam, Canadian Union of Public Employees, Local 40  
Ms. N. Lisi, Senior High School Principals' Association  
Mr. D. Swift, Principals' Association for Adolescent Learners (PAAL)  
Ms. A. Taylor, Elementary School Principals' Association

### 1 | **CALL TO ORDER, NATIONAL ANTHEM AND WELCOME**

Chair Hurdman called the meeting to order at 12:03 p.m. and O Canada was led by Sara, a Grade 11 student from Western Canada High School. On behalf of the Board, Trustee Hehr thanked Sara for leading the singing of O Canada and Principal M. Poirier for accompanying her to the meeting.



Chair Hurdman acknowledged the traditional territories and oral practices of the Blackfoot Nations, which includes the Siksika, the Piikani, and the Kainai. She also acknowledged the Tsuut'ina and Stoney Nakoda First Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.

Chair Hurdman acknowledged and welcomed representatives from the aforementioned organizations, staff and students in the public gallery. She introduced Ms. Leonard and her Grade 3 students from Evergreen School, who have moved their classroom to the historical Beltline district and downtown. Their week has them investigating the question, "What matters for the future of Calgary?" Through examining unique perspectives from the land, the people and the built environment, students will gain an understanding of how the past shapes our present and they might plan for the future of Calgary.

## 2 | **CONSIDERATION/APPROVAL OF AGENDA**

MOVED by Trustee Hehr:

**THAT the agenda for the Regular Meeting of the Board of Trustees, Tuesday, November 13, 2018 be approved as submitted.**

The motion was  
CARRIED UNANIMOUSLY.

## 3 | **AWARDS AND RECOGNITIONS**

There were no awards or recognitions.

## 4 | **PUBLIC COMMENT**

There were no public comments.

## 5 | **RESULTS FOCUS**

### 5.1 **Cedarbrae School Presentation**

Area 6 Acting Director J. Hutton introduced the presentation. He noted that Cedarbrae School accommodates 265 diverse and complex students from Kindergarten to Grade 6, from the communities of Cedarbrae and the Tsuut'ina Nation. They have an indigenous learning leader who supports teachers and students around holistic learning that focusses on indigenous ways of knowing. The school celebrates culture by hosting dance demonstrations and drummers, inviting families to traditional feasts, and working closely with elders, the school is dedicated to reconciliation through education. Acting Director Hutton stated that the school presentation will highlight student work and achievement with Mathematics. He introduced and called forward Principal K. Jardine and Assistant Principal L. Thomson to give the presentation.

Principal Jardine noted that more 25 percent of their students are indigenous, 25 percent are identified as special education students, and 15 percent are English language



learners. The school community is based on inclusion, relationships and creating a warm and welcome environment. They work closely with their indigenous learning leaders to bring indigenous ways of knowing to the forefront, and with various community agencies to meet the needs of their students. She stated that students at Cedarbrae School made significant gains in Math achievement over the last year.

Assistant Principal Thomson shared the processes they undertook to enhance their teaching of Math and assessment of student achievement. She noted the work is driven by data and guided by the CBE's Three-Year Education Plan, the CBE Math strategy and their school development plan. Videos were shown highlighting teacher reflections on their experience with Math over the last year and how their work directly connects to the Three-Year Plan, and students sharing their experience with Math learning.

On behalf of the Board, Trustee Hrdlicka thanked the presenters for sharing the incredible work being accomplished at Cedarbrae School. She noted that their presentation showed that the Math strategy is alive and thriving in the CBE.

## 6 | **OPERATIONAL EXPECTATIONS**

### 6.1 **OE-4: Treatment of Employees – Annual Monitoring**

Chair Hurdman noted that this report was introduced at the November 6, 2018 meeting where trustees posed questions and received clarification on various matters. The Board must now formally act on the monitoring report to determine compliance with this policy.

Administration responded to points of information raised by trustees on matters including: the reporting process for Whistleblower investigations; clarification of indicator #1 for policy subsection 4.2, regarding the probationary period; and the review tools used for CBE exempt employees, in relation to indicator #3 for policy subsection 4.2.

MOVED by Trustee Bradshaw:

**THAT the Board of Trustees approves that the Chief Superintendent is in compliance with the provisions of OE-4: Treatment of Employees.**

In debate of the motion, trustee comments included: the evidence that has been provided clearly shows compliance; some of the indicators for OE-4 are activities as opposed to outcomes; and indicators are approved by the Board.

Chair Hurdman called for the vote on the motion.

The motion was  
CARRIED UNANIMOUSLY.



MOVED by Trustee Bradshaw:

**THAT the Board of Trustees commends the Chief Superintendent for exemplary performance in establishing and implementing standards and practices that have resulted in the retention of highly qualified employees at the Calgary Board of Education.**

In debate of the motion, trustee comments included: the motion is based on the evidence reported under indicator #1 and specifically with regards to beginning teachers, and indicator #2 of policy subsection 4.2; the 2-year anniversary noted in indicator #1 is a short window of time; it should be recognized that people may leave for legitimate reasons, and that some attrition is healthy; it is important to note that indicator #1 speaks to all CBE employees; and, the CBE is in very tough competition with other employers in the city to have highly qualified individuals and must attract people to work in the system and support them with a good working environment.

Chair Hurdman called for the vote on the motion.

The motion was  
CARRIED.

In favour:	Trustee Bradshaw Trustee Dennis Trustee Hehr Trustee Hrdlicka Trustee Hurdman
Opposed:	Trustee Adams Trustee Davis

## 7 | **MATTERS RESERVED FOR BOARD ACTION**

There were no matters for Board action.

## 8 | **CONSENT AGENDA**

The Chair noted that items on the consent agenda are approved with the agenda as follows:

### 8.1 Approval of Minutes

**THAT the Board of Trustees approves the minutes of the Regular Meetings held September 18 and October 2, 2018 as submitted.**

### 8.2 Items Provided for Board Information

- 8.2.1 Correspondence
- 8.2.2 Chief Superintendent's Update



Chair Hurdman noted that the Board would meet in camera following this public portion of the meeting to discuss one legal matter. She noted the next public Board meeting is scheduled for Tuesday, November 27, 2018.

Recessed: 12:56 p.m.  
Reconvened: 1:15 p.m.

9 | **IN-CAMERA SESSION**

Motion To Move In Camera

MOVED by Trustee Adams:

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, November 13, 2018, be considered at an in-camera session; therefore, be it

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

The motion was  
CARRIED UNANIMOUSLY.

Motion To Revert To Public Meeting

MOVED by Trustee Bradshaw:

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

The motion was  
CARRIED UNANIMOUSLY.

10 | **ADJOURNMENT**

Chair Hurdman declared the meeting adjourned at 1:47 p.m.

