

EDMONTON PUBLIC SCHOOLS

October 13, 2009

TO: Board of Trustees

FROM: Trustee G. Rice, Conference Committee Chair

SUBJECT: Report #2 of the Conference Committee (From the Meetings Held September 29 and October 6, 2009)

RECOMMENDATION

1. That Report #2 of the Conference Committee from the meetings held September 29 and October 6, 2009 be received and considered.

Process and Timeline to Review the 2008-2009 Results and Approval of the 2009-2010 Expenditure Budget

2. That the process and timeline for reviewing the 2008-2009 Results, and approving the 2009-2010 Expenditure Budget, as outlined in APPENDIX I, be confirmed.

Joint Statement on Physical Punishment of Children and Youth

3. That the Board provide a letter endorsing the Joint Statement on Physical Punishment of Children and Youth.

Central Administrative Designation

4. That the following designation for the period November 2, 2009 to August 31, 2012 be confirmed:

Bruce Cline - Director

* * * * *

Background - Recommendation 2

Due to recent economic challenges, the Government of Alberta has delayed the submission date for the District's 2009-2010 Expenditure Budget to November 30, 2009. The recommended process and timeline will merge the 2008-2009 Results Review, the 2008-2009 Financial Audit Review and the 2009-2010 Financial Specifications Process so that Trustees can consider a recommendation to approve the 2009-2010 Expenditure Budget on November 24, 2009.

The recommended process and timeline is outlined in APPENDIX I. Every effort has been made to ensure Trustees are provided relevant programming and financial information in a timely manner and that opportunities to ask questions or express concerns are available before the 2009-2010 Expenditure Budget recommendation goes before public board on November 24, 2009. It is also important to note that the recommended process adheres to the requirements for reviewing previous year's results as specified in Board policies and regulations (APPENDIX II).

A key element of the recommended process is the Trustee subcommittee results reviews. Central reviews are scheduled on November 2, 2009 and will be held at the Centre for Education. School reviews will be held between November 3rd and 20th at specified school locations. APPENDIX III identifies the location and groupings for Trustee Subcommittee reviews. The intent of the subcommittee meetings is to facilitate direct discussion between Trustees, principals and central decision unit managers about their 2008-2009 results and the implications these results will have on their 2009-2010 operational plans. As in previous years, the school decision units with 1st and 2nd year principals will be reviewed by Assistant Superintendents.

To assist the subcommittee discussions Trustees and Assistant Superintendents will be provided copies of the 2008-2009 Results Review documents and a summary document of the updated 2009-2010 operational plan for each decision unit that they review. The updated plans will reflect the student enrolment as of September 30, 2009, a summary of current operational initiatives and the distribution of resources for the current year (as displayed in the 2009-2010 Financial Specifications).

Background – Recommendation 3

On August 20, 2009, Assistant Superintendent Barrett met with Mr. Dick Chamey, representing the Coalition on Physical Punishment of Children and Youth. Mr. Chamey provided information on the organization's Joint Statement on Physical Punishment of Children and Youth (APPENDIX IV) and requested that the District provide a letter endorsing the Joint Statement on Physical Punishment of Children and Youth.

The organization will be making a submission to the Minister of Education requesting that the revisions to the *School Act* include a formal statement opposing the use of corporal punishment in school systems. Should the Board wish to support this request our District would be added to other educational endorsements as part of their submission.

The Administration has reviewed the materials and believes they are aligned with District policy and practice.

Background – Recommendation 4

In accordance with Administrative Regulation GBA.AR – Designation, Appointment and Assignment to Leadership Positions (APPENDIX V) exempt management staff who hold a teacher contract are designated for a three-year term.

AS:mmf

- APPENDIX I - Process and Timeline (Calendar and Details)
- APPENDIX II - Results Review Requirements
- APPENDIX III - School Groups for 2008-2009 Results Review
- APPENDIX IV - Executive Summary – Joint Statement on Physical Punishment of Children and Youth
- APPENDIX V - GBA.AR – Designation, Appointment and Assignment to Leadership Positions

PROCESS AND TIMELINE (CALENDAR)

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
SEPT			1	2	3	4	5
	6	7 LABOUR DAY	8 BOARD	9	10	11	12
	13	14	15 CONFERENCE <i>Update on District's Financial Situation to Conference</i>	16	17	18	19
	20	21	22 BOARD	23	24	25	26
	27	28	29 CONFERENCE <i>Process and Timeline to Conference</i>	30 <i>Staff Advised of Process & Timeline BPS Planning & Results Review</i>	1	2	3
OCT	4	5	6 CONFERENCE <i>Basis of Allocation to Conference Refine Subcommittee format</i>	7	8	9	10
	11	12 THANKSGIVING DAY	13 BOARD	14	15	16 <i>Actual Allocations to Schools & Central</i>	17
	18	19	20 CONFERENCE	21	22	23 <i>Results Review Documents Due to Assistant Superintendents</i>	24
	25	26	27 BOARD <i>Introduce Budget with Updated Planning Base to Board</i>	28 <i>Financial Specifications Due</i>	29	30 <i>Results Review Packages to Trustees</i>	31
	NOV	1	2 CENTRAL TRUSTEE SUBCOMMITTEE MEETINGS	3 SCHOOL TRUSTEE SUBCOMMITTEE MEETINGS NOV 3-20	4	5	6
8		9	10 BOARD <i>Update Planning Base, Financial Specifications, Staff FTE to Board</i>	11 REMEMBRANCE DAY	12	13	14
15		16	17 CONFERENCE <i>Audited Financial Statement to the Audit Committee</i>	18	19	20 <i>Date to report results to community</i>	21
22		23	24 BOARD <i>Results Review, Audited Financial Statement, Budget Approval</i>	25	26	27	28
29		30 <i>Budget Submitted to Alberta Education</i>	1	2	3	4	5

PROCESS AND TIMELINE (DETAILS)

Timeline	Process
September 15, 2009	<ul style="list-style-type: none"> Update on District's Financial Situation presented to Conference.
September 29, 2009	<ul style="list-style-type: none"> Process and Timeline presented to Conference.
September 30, 2009	<ul style="list-style-type: none"> Staff advised of Process and Timeline. Budget Planning System (BPS) Planning & Results Review sections open.
October 6, 2009	<ul style="list-style-type: none"> Basis of Allocation presented to Conference. Trustees have opportunity to discuss subcommittee format.
October 2009	<ul style="list-style-type: none"> Schools will invite the chairperson of the school council and other parents to attend the subcommittee review. School council members and business representatives will be invited to the review of central department results.
October 16, 2009	<ul style="list-style-type: none"> Schools receive 2009-2010 allocations based on September 30th enrolment. Central departments receive 2009-2010 allocations.
October 23, 2009	<ul style="list-style-type: none"> Results Review documentation from schools is due to assistant superintendent. Results Review documentation from central departments is due to assistant superintendent.
October 27, 2009	<ul style="list-style-type: none"> Introduction of Budget with Updated Planning Base presented to Board.
October 28, 2009	<ul style="list-style-type: none"> Financial Specifications due to Budget Services.
October 30, 2009	<ul style="list-style-type: none"> Copies of 2008-2009 Results Review documentation will be made for individual Trustees for the schools to be reviewed by that Trustee. Copies of 2008-2009 Results Review documentation will be made for individual Trustees for the central decision units to be reviewed by that Trustee.
November 2, 2009	<ul style="list-style-type: none"> Each central department presents its results at a public meeting to designated Trustees. Minutes of the meetings will be kept, including a record of questions and responses. The minutes will be made available to all Trustees.
November 3 to 20, 2009	<ul style="list-style-type: none"> Each group of principals presents its results at a public meeting to designated Trustees. First and second year principals will present to assistant superintendents. Minutes of the meetings will be kept, including a record of questions and responses. The minutes will be made available to all Trustees.
November 10, 2009	<ul style="list-style-type: none"> Updated Planning Base presented to Board as a result of updated financial specifications data.
November 17, 2009	<ul style="list-style-type: none"> Audited Financial Report presented to Conference.
By November 20, 2009	<ul style="list-style-type: none"> All schools will communicate their results to their community. Where this is done through a community meeting, schools will advise the board office of the time and place. This information will be provided to Trustees.
November 24, 2009	<ul style="list-style-type: none"> Trustees will have an opportunity to comment on the results review

Timeline	Process
	process, share perspectives regarding the District's 2008-2009 Results, and identify trends they have noted. <ul style="list-style-type: none"> • Audited Financial Report presented to Board. • Budget presented to Board for approval.
November 30, 2009	<ul style="list-style-type: none"> • Approved Budget submitted to Alberta Education. • Results review documentation will be provided to Edmonton Public Libraries and posted on the District website.

REQUIREMENTS

Requirements for the Results Review and Three-Year Planning Process

- Trustees, staff, parents, students, and the community will be satisfied with their opportunity to review the results of all schools and central departments, to be involved in the three-year planning process, and to obtain additional information as required.
- The Board will approve the District three-year plan, annual amendments, and the annual operating budget and will be informed of district level results achieved.
- The District three-year education plan and budget are approved by the Board preceding implementation.
- By November 17 of each school year, the Board will be informed of the district's previous year's achievement results.
- Plans are developed and results reported in accordance with the District mission and priorities which are in alignment with the provincial requirements.
- Processes implemented for the reporting and review of results, and the development, review, approval, and amendment of plans and budgets are accepted and supported by the Board, staff, parents, and the community.
- The format for reporting results and three-year plans is consistent among schools and among decision units.
- The authority to propose and amend plans, and to expend funds is in accordance with responsibility for results.
- The budget accurately reflects the anticipated costs of meeting the identified educational requirements of students, is developed in accordance with government requirements and generally accepted accounting procedures, and includes specific identification of surpluses and deficits, amortized purchases, school generated funds, and internal and external revenues.
- The basis for the allocation of resources is equitable and is so perceived.
- Trustees are provided with the opportunity to identify initiatives to be included in school or central department planning.

References:

Edmonton Public Schools Board Policies and Regulations, AFA.AR, Results Review
Alberta Education, Guide for Education Planning and Results Reporting

School Groups for 2008-2009 Results Review
Trustee Review

**Review by Ward Trustee and
Trustees from Other Wards**

Ward A

Trustee Bev Esslinger Trustee Don Fleming
<u>Athlone</u> Caernarvon Dickinsfield Lauderdale

Trustee Bev Esslinger Trustee Gerry Gibeault
Baturyn <u>Dunluce</u> Evansdale Lago Lindo

Trustee Bev Esslinger Trustee Don Fleming
Glengarry Institutional Services <u>Killarney</u> Northmount

Trustee Bev Esslinger Trustee Gerry Gibeault
Lorelei <u>Major General Griesbach</u> Mary Butterworth McArthur

Trustee Bev Esslinger Trustee Don Fleming
Mee-Yah-Noh Queen Elizabeth Rosslyn <u>Scott Robertson</u>

The principal of the school underlined in the trustee subcommittee groupings is asked to identify to the Board Office the location of the meeting, to act as host of the meeting, and arrange for the taking of minutes. Please e-mail the location of the meeting to Manon Fraser. Dates and times will then be set by the Board Office and communicated as soon as possible. Further instructions will be provided to the host schools closer to the plan review dates.

Ward B

Trustee Ken Shipka Trustee Bev Esslinger
Balwin <u>Bannerman</u> Belvedere Delwood

Trustee Ken Shipka Trustee Catherine Ripley
Belmont <u>Fraser</u> Horse Hill Kirkness

Trustee Ken Shipka Trustee Bev Esslinger
Homesteader <u>J.A. Fife</u> John D. Bracco Kildare

Trustee Ken Shipka Trustee Catherine Ripley
Outreach Programs Sifton <u>Steele Heights</u> York

Trustee Ken Shipka Trustee Bev Esslinger
Londonderry <u>M.E. LaZerte</u> McLeod Princeton

Ward C

Trustee Sue Huff Trustee Ken Shipka
<u>Afton</u> Brightview Crestwood Mayfield

Trustee Sue Huff Trustee Dave Colburn
<u>Dovercourt</u> Grovenor Jasper Place Prince Charles

Trustee Sue Huff Trustee Ken Shipka
<u>Edmonton Christian West</u> Glenora Inglewood Westlawn

Trustee Sue Huff Trustee Dave Colburn
<u>James Gibbons</u> Meadowlark Meadowlark Christian

Trustee Sue Huff Trustee Ken Shipka
Parkview <u>Westminster</u> Youngstown

Trustee Sue Huff Trustee Dave Colburn
Ross Sheppard Stratford <u>Winterburn</u>

Ward D

Trustee Dave Colburn Trustee Ken Gibson
<u>Eastglen</u> Highlands Mount Royal Virginia Park

Trustee Dave Colburn Trustee Gerry Gibeault
Aspen at Woodside <u>Eastwood</u> Glenrose

Trustee Dave Colburn Trustee Ken Gibson
Abbott/RJ Scott Amiskawciy <u>Beacon Heights</u>

Trustee Dave Colburn Trustee Gerry Gibeault
<u>McCauley</u> Norwood Parkdale Victoria

Trustee Dave Colburn Trustee Ken Gibson
Delton Riverdale <u>Rundle</u>

Ward E

Trustee Ken Gibson Trustee Don Fleming
Lynnwood Talmud Torah Thorncliffe

Trustee Ken Gibson Trustee George Rice
Aldergrove Michael A. Kostek Patricia Heights

Trustee Ken Gibson Trustee Don Fleming
Elmwood LaPerle Lymburn

Trustee Ken Gibson Trustee George Rice
Centennial Rio Terrace S. Bruce Smith

Ward F

Trustee Don Fleming Trustee Sue Huff
Allendale <u>Avalon</u> Lendrum Belgravia

Trustee Don Fleming Trustee Ken Gibson
McKee <u>McKernan</u> Mount Pleasant Strathcona

Trustee Don Fleming Trustee Sue Huff
Centre High <u>Garneau</u> Grandview Heights Lansdowne

Trustee Don Fleming Trustee Ken Gibson
Old Scona <u>Oliver</u> Parkallen Windsor Park

Ward G

Trustee George Rice Trustee Ken Shipka
<u>Academy at King Edward</u> King Edward Argyll Avonmore

Trustee George Rice Trustee Catherine Ripley
<u>Capilano</u> Donnan Forest Heights Gold Bar

Trustee George Rice Trustee Ken Shipka
Clara Tyner Fulton Place Hazeldean <u>W.P. Wagner</u>

Trustee George Rice Trustee Catherine Ripley
Jackson Heights <u>Kenilworth</u> L'Academie Vimy Ridge

Trustee George Rice Trustee Ken Shipka
<u>Holyrood</u> Julia Kiniski McNally Rutherford

Trustee George Rice Trustee Catherine Ripley
<u>Hardisty</u> Ottewell Velma E. Baker Waverley

Ward H

Trustee Catherine Ripley Trustee Bev Esslinger
Brander Gardens Brookside <u>D.S. MacKenzie</u> Duggan

Trustee Catherine Ripley Trustee George Rice
George H. Luck Keheewin Lillian Osborne <u>Richard Secord</u>

Trustee Catherine Ripley Trustee Bev Esslinger
Earl Buxton <u>Greenfield</u> Harry Ainlay

Trustee Catherine Ripley Trustee George Rice
<u>Riverbend</u> Sweet Grass Vernon Barford

Trustee Catherine Ripley Trustee Bev Esslinger
George P. Nicholson Steinhauer <u>Westbrook</u>

Ward I

Trustee Gerry Gibeault Trustee Sue Huff
Bisset Crawford Plains Daly Grove <u>Kate Chegwin</u>

Trustee Gerry Gibeault Trustee Dave Colburn
J. Percy Page Kameyosek <u>Lee Ridge</u> Malcolm Tweddle

Trustee Gerry Gibeault Trustee Sue Huff
Edith Rogers Ellerslie Greenview <u>Pollard Meadows</u>

Trustee Gerry Gibeault Trustee Dave Colburn
Menisa <u>Meyokumin</u> Meyonohk Weinlos

Trustee Gerry Gibeault Trustee Sue Huff
Grace Martin Millwoods Christian Minchau <u>T.D. Baker</u>

**School Groups for 2008-2009 Results Review
Assistant Superintendent Reviews**

Review by Assistant Superintendent

Assistant Superintendent Donna Barrett
Belmead Braemar Hillview L.Y. Cairns

Assistant Superintendent Bruce Coggles
Britannia Ekota John A. McDougall Ormsby

Assistant Superintendent Donna Barrett
Laurier Heights Spruce Avenue Tipaskan

Assistant Superintendent Ron MacNeil
John Barnett Lawton Malmo

Assistant Superintendent Jenise Bidulock
Callingwood Hillcrest Mill Creek Westmount

Assistant Superintendent Ron MacNeil
Satoo Sherwood Westglen

**School Groups for 2008-2009 Results Review
Assistant Superintendent Reviews**

Review by Assistant Superintendent

Assistant Superintendent Tanni Parker
Alberta School for the Deaf / Tevie Miller Coronation Dan Knott Montrose

Assistant Superintendent Betty Tams
Edmonton Christian High Edmonton Christian Northeast Kensington

Assistant Superintendent Tanni Parker
Overlanders Rideau Park Sakaw

Assistant Superintendent Betty Tams
Calder Glendale Queen Alexandra

Executive summary

Background

The Joint Statement on Physical Punishment of Children and Youth was developed by a national partnership of organizations concerned with the well-being of children and their families. It has been formally endorsed by many Canadian organizations and individuals involved in a broad range of issues related to children and youth.

Purpose and audience

Based on extensive research evidence, the statement provides an overview of the developmental outcomes associated with the use of physical punishment on children and youth. Scenarios depicting disciplinary situations ground the document in the realities well known to parents and caregivers. The statement will also be of interest to professionals, policy and program planners, members of the public, and children and youth themselves. Resources are identified for those interested in learning more about effective discipline and parenting.

Highlights of findings

The research evidence now available permits us to move beyond the debate about whether physical punishment is harmful to children and youth or is even effective as discipline.

- There is no clear evidence of any benefit from the use of physical punishment on children.
- There is strong evidence that physical punishment places children at risk for physical injury, poorer mental health, impaired relationships with parents, weaker internalization of moral values, antisocial behaviour, poorer adult adjustment and tolerance of violence in adulthood.
- Few parents believe that physical punishment is effective, most believe it is unnecessary and harmful, and a majority think the most common outcome is parental guilt or regret.
- Parents are more likely to use physical punishment if they approve of it, experienced it themselves as children, feel anger in response to their children's behaviour, are subject to depression, or are burdened by particular forms of stress.

Conclusion and implications

On the basis of the clear and compelling evidence—that the physical punishment of children and youth plays no useful role in their upbringing and poses only risks to their development—parents should be strongly encouraged to develop alternative and positive approaches to discipline. The implications of this evidence and this goal are examined in relation to Canadian law, human rights and actions taken by other countries.

Recommendations

Recommendations for action in Canada include: (1) delivery of public awareness messages to inform all Canadians that physical punishment is harmful to children's development and is ineffective as discipline; (2) development of universal parenting education; and (3) provision of the same protection of children from physical assault as is given to Canadian adults and to children in a growing number of countries. Responsibility for action lies within the jurisdiction of national, provincial and territorial and local levels of government, the mandates of organizations, and the expertise of professionals who serve children and youth. The statement as a whole may be considered an urge to action by parents and caregivers—within and beyond their families.

Edmonton Public Schools Board Policies and Regulations

CODE: GBA.AR	EFFECTIVE DATE: 28-09-2007
TOPIC: Designation, Appointment and Assignment to Leadership Positions	ISSUE DATE: 31-09-2007
	REVIEW DATE: 09-2012

1. DEFINITIONS

- a. Designation or designated refers to a leadership position given to an individual who holds a teacher contract.
- b. Appointment or appointed refers to a leadership position given to an individual who does not hold a teacher contract.
- c. Assignment or assigned refers to the location or area of responsibility of those designated or appointed to leadership positions.

2. DESIGNATIONS

- a. Principals are designated by the Board of Trustees for a two-year term prior to designation by the Board of Trustees for an indefinite term and are assigned by the Superintendent of Schools.
- b. Assistant Principals designated by the Board of Trustees prior to 1996-1997 continue to hold the designation of Assistant Principal until the designation is terminated.
- c. Exempt management staff who hold a teacher contract and are designated as Assistant Superintendent, Managing Director, or Director are designated for a three-year term.
- d. Exempt management staff who hold a teacher contract and are designated as Supervisor are designated for a one-year term.
- e. All designations not included in 2. a., b., c., or d. above are for a one-year term.

3. APPOINTMENTS

Exempt management staff who do not hold a teacher contract are appointed for an indefinite term.

Reference(s):

[GAA.BP](#) - Personnel Policies Priority Objectives

[GB.BP](#) - Authority for Personnel Decisions

[School Act](#) Sections 19 and 96
