

Policy and Procedure Review

Policy and/or Procedure Name: * TVDSB Bias Aware Progressive Discipline: Suspension, Expulsion and Appeals (4008K)

New or Existing Policy/Procedure: *

☒ New
☐ Existing

Who is expected to follow the procedure/to whom does the procedure apply/who is impacted? *

☒ Employees
☒ Students/Families/Parents/Guardians
☒ Trustees
☒ External groups/individuals to TVDSB

CONSULTATION

In considering those impacted, the following have been consulted in the development/revision of this policy/procedure:

Advisory Committees:

☐ Thames Valley Student Advisory Council (TVSAC)
☒ Thames Valley Parent Involvement Committee (TVPIC)
☒ Special Education Advisory Committee (SEAC)
☒ First Nations Advisory Committee (FNAC)

School Administrators:

☒ Thames Valley Secondary School Administrators' Council
☒ Thames Valley Administrators' Committee Elementary

Employee Groups

<input checked="" type="checkbox"/> CUPE 4222	<input checked="" type="checkbox"/> CUPE 7575
<input checked="" type="checkbox"/> ETFO	<input checked="" type="checkbox"/> OPC
<input checked="" type="checkbox"/> OSSTF	<input checked="" type="checkbox"/> PSSP
<input checked="" type="checkbox"/> AAPSP	<input type="checkbox"/> Manager's Association
<input type="checkbox"/> President's Council	<input type="checkbox"/> Other <input type="text"/>

Departments:

<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Finance
<input checked="" type="checkbox"/> Learning Support Services	<input type="checkbox"/> Facility Services
<input type="checkbox"/> Corporate Services/Records	<input checked="" type="checkbox"/> Communications
<input checked="" type="checkbox"/> Diversity and Equity	<input checked="" type="checkbox"/> Health and Safety
<input type="checkbox"/> International Education	<input type="checkbox"/> Other <input type="text"/>

Other:

☐ Thames Valley Council of Home and School Associations
☒ Relevant Community Organizations
☐ Accessibility Working Group
☐ Indigenous Education Working Group
☐ Culture For Learning Advisory Committee (CFLAG)
☐ Other

In addition or instead of face to face consultation, I invited feedback by email from the following:

Health Organizations, Child Care Services, Community and Social Services, Boys and Girls Clubs, Cultural Groups, Correctional Services, Youth Organizations, LGBTQ groups

I recommend the following period of time for public input to gather additional feedback from the general community: *

- ☐ None
☐ 30 days
☒ 60 days

Rationale:

The Safe Schools Policy and Procedure has been identified has high priorities to update as a result of significant public input and feedback.

EQUITY AND INCLUSION

The 2018-2021 TVDSB Strategic Plan states the Board's intention to: • Create opportunities for equitable access to programs and services for students • Ensure students and all partners feel heard, valued and supported • Provide programs and services that embrace the culture and diversity of students and all partners. With these strategic goals in mind, please consider the following with respect your policy/procedure.

The policy/procedure: *

- ☐ Draws a distinction between groups of individuals
☐ Treats certain individuals or groups differently than others
☐ Disproportionately disadvantages or negatively impacts any group or individual
☐ Confers a particular privilege or benefit on a group(s) not shared by others
☒ None of the above

The policy/procedure relates to the delivery of a TVDSB program or service: *

- ☒ Yes
☐ No

The policy/procedure:

- ☒ Limits, restricts, or excludes access to the program or service by a particular group(s)
☒ Presents a barrier to a particular group(s) from participating in the program or accessing the service
☐ Neither of the above

What steps will be taken to address any potential barriers for accessing services?

Depending on the type of suspension students would be excluded from class. Expulsion would result in that student no longer attending their designated home school.

I anticipate challenges with respect to the implementation of this policy/procedure *

- ☒ Yes
☐ No
☐ Unsure

If yes (or unsure), describe those challenges (or potential challenges) and plans to mitigate them:

Training from our Safe Schools Team will be provided

RECORDS MANAGEMENT

There are forms,
referred to in the
procedure, that will
be used to collect
personal
information *

- ☐ Yes
☒ No

LEGAL

Legal consultation typically is not required for most policies and procedures. If you determine a legal review is required, for all or any part of the policy/procedure, please formulate the legal question you have in advance of approaching counsel.

Did you consult
legal? *

- ☐ No, it was not necessary
☒ Yes

What sections of the
procedure were
reviewed?

Suspension and Expulsion letters were
written in consultation with TVDSB General
Counsel.

SUBMITTING TO EIE

Submitted by:

Upload Documents: * [Please upload your policy and procedure documents here \(word or pdf versions are accepted\)](#)

4008K Progressive Discipline clean.pdf	1.25MB
4008K Progressive Discipline marked.pdf	1.46MB

Administrative Use Only

Action *

- ☐ Approved - Proceed to AC
☒ Proceed to EIE Committee

EIE Committee Meeting Information

Comments * Item will be timed for 2:00 p.m. Teams link to be forwarded.

Date of Next
Meeting *

10/29/2024

Time *

2:00:00 PM

Location *

Teams Meeting