



MINUTES

Central Committee for Catholic School Councils Meeting

Thursday, March 6, 2025, 7:00 p.m.
Boardroom, Catholic Education Centre

Members	Natasha Kovar-Euler	Chair and Mississauga South Elementary
	Drago Radic	Superintendent
	Peter Cusumano	Board Representative
	Tannice Ashman	Mississauga West Elementary Alternate
	Karen Barnett	Mississauga South Secondary
	Paul Basran	Principal/Vice-Principal Association Elementary
	Tanya Bell	Brampton West Secondary Alternate
	Michael Brunetto	Brampton North/Caledon/Dufferin Secondary Alternate
	Jennifer Cazabon	Vice Chair and Mississauga West Secondary
	Juanita Celenza	Brampton West Secondary
	Karen Dancy	Brampton South Malton Secondary Alternate
	Sunny Kanabe	Brampton North/Caledon/Dufferin Secondary
	Amanda LeBlanc	Mississauga West Elementary
	Dianne Lopes	Brampton South Malton Secondary
	Sophia Maloney	Principal/Vice-Principal Association Secondary
	Thomas Murphy	OECTA Elementary Rep
	Gabriel Ogundele	Diocesan Representative
	RoseMarie Pazzelli	Principal/Vice-Principal Association Elementary
	Shandelle Randall	Mississauga South Secondary Alternate
	Diana Speranza	Principal/Vice-Principal Association Secondary
	Ramez Takawy	Ontario Associations for Parents in Catholic Education (OAPCE)
	Sheena Tennessee	Brampton South Malton Elementary
	Rita Zambri	Brampton North/Caledon/Dufferin Elementary
Recorder:	Dianne Cassar	Executive Assistant

A. Routine Matters

1. Chair N. Kovar-Euler called the meeting to order at 7:00 p.m.
2. Chair N. Kovar-Euler led the Opening Prayer
3. Land Acknowledgment – Superintendent Radic
4. Welcome and Introduction
 - i. Declaration of Conflict of Interest – Nil
 - ii. Declaration of Alternates by Family of Schools – Michael Brunetto, Tanya Bell, and Karen Dancy
 - iii. Identification of Observers and Guests – Diana Carlesimo

5. Approval of Minutes, February 3, 2025

Moved by – D. Lopes

Seconded by – J. Celenza

THAT THE MINUTES BE APPROVED.

CARRIED

6. Approval of Agenda, March 6, 2025

Superintendent Radic noted a change to the agenda. There will be no presentations from the City of Mississauga and the City of Brampton Transportation Coordinators. This presentation will take place at our April CCCSC meeting.

Moved by – S. Kanabe

Seconded by – D. Lopes

THAT THE AGENDA BE APPROVED.

CARRIED

B. Information / Committee Updates

Wayne Brunton, Superintendent of Equity and Indigenous Education

Introduction of Equity Team; Nancy Cargioli, Coordinator of Equity and Inclusive Education and Jaclynn Deveaux-Matthews, Consultant of Equity and Inclusive Education and Graduation Coaches for Black Students; Sharise Sealy-McCallum and Demari Grant.

The work of equity is rooted in our faith as Catholic Educators, as part of our system goals we work to deepen the understanding of how social justice actions are guided by Catholic Social Teachings and faith development for all learners.

Our department works to ensure that the work of equity and social justice are interwoven in all that we do.

Addressing injustices requires that we centre the humanity of students by honouring the human dignity of all and working alongside and in solidarity with those experiencing barriers to ensure the well-being and success of all students.

The forefront of our work is grounded in our faith, and we align it with our system goals. We think of the tenet of Believe, we deepen the understanding of how social justice actions are guided by Catholic Social Teachings and faith development for learners.

Affinity groups are designated "safe spaces," where everyone in that group shares a particular identity. For people who are often underrepresented, underserved, and often excluded by the systems in which they operate, an affinity space can offer community and reduce feelings of isolation through the benefit of shared experiences. Removing barriers for all students and addressing injustices is offering an approach within educational spaces through a lens of equity. Ensuring that all students excel requires that we identify and eliminate disproportionalities and disparities.

Through the work of the Equity team, we support professional development to educators at varying levels.

Addressing Discriminatory Language in Learning Environments: This expectation was developed and driven through an approach grounded in broad-level data, research, and student, family, and community voice. The Dufferin-Peel Catholic District School Board (DPCDSB) expectation on Discriminatory language, specifically the n-word, was revisited to include the complexity, nuances and historical impact of the n-word grounded in racial literacy. To accompany this expectation, as this messaging was shared system wide, our Coordinator and Consultant developed a series of lesson plans that span over thirty-two lessons that are aimed at supporting messaging within the staff professional development videos. All lesson plans were designed with mentor texts that are part of the identity affirming books available in schools. These lessons invite students into age-appropriate conversations surrounding building and sustaining racial and equity literacy that are in alignment with curriculum expectations, our faith and through a lens of anti-oppression and social justice.

Our team continues to provide ongoing professional development to newly hired teachers through the New Teacher Induction Program, as well as the program department, social work, and early childhood educators that centre best practices in anti-oppression, racial literacy, culturally responsive and relevant pedagogy, and humanizing pedagogies.

The Department of Equity provides ongoing professional development through offering a variety of resources available to all staff in our board. Educators access the Equity SharePoint for support in classroom best practices, lesson plans and resources to ensure learning engagements for students are centered in acceptance and belonging.

Our team also continues to support the system with consultations surrounding instances of racism, homophobia, transphobia, discrimination, and other forms of oppression that negatively impact students.

As we continue to respond to our system goals, part of our work as a department of Equitable and Inclusive Education is to continue to build and sustain capacity with educators in selecting resources that are alignment with curriculum expectations, our faith and age appropriate for our learners.

Our team receives an extremely high volume of requests to review resources for staff across the board. Often these requests are asking for an approved list of books, movies, music, lessons, and presentations that can be provided or to review a series of resources for educators.

Every school has a designated Catholic Equity Lead in their school that is offered continued and sustained professional development every year. This year the Catholic Equity Leads Interactive Presenter Series for the 2024-2025 school year is rooted in the Ontario Catholic School Graduate Expectations and embodies the 2025 Catholic Education Week theme of Hope.

Also, our team works to ensure students are able to thrive in our system through identifying and eliminating systemic barriers and instructional practices that negatively impact the success and well-being of students and staff that lead to inequitable outcomes.

According to the Ministry of Education, evidence shows that Black students face systemic racism and barriers towards achievement in education. Promoting equity and human rights is about creating change across the education system. To support systemic changes and help remove barriers within classrooms and school communities, as a result the Graduation Coach Program for Black Students has been implemented province wide. The graduation coach model has shown to have a positive impact on student success and overall well-being and is designed to help effect system changes so that Black students feel welcome, have a sense of belonging and a have a better school experience.

Within the DPCDSB, we have two Graduation Coaches for Black Students, Sharise Sealy-McCallum, and Demari Grant. We both work out of St. Marcellinus Catholic Secondary School and Cardinal Leger Catholic Secondary School. As the schools that we support change from year to year, when selecting schools, our department makes these decisions based off of a variety of factors using council advisory along with census data findings.

In our role we support with culturally relevant and responsive planning within our schools, working to improve the well-being and academic achievement of Black students and help effect system changes. Responding to goals outlined in the Ministry of Education, we work to:

- use data to identify Black students who are disengaged and underachieving to participate in the program
- use data to identify existing barriers to engagement, learning and well-being of Black students
- regularly meet to monitor attendance, engagement, assignments, course completion, grades, credit accumulation and tracking for graduation to triage, intervene and facilitate participating students' journey towards their chosen pathways
- assemble a "Circle of Caring Adults" that will provide customized and personalized support to participating students
- establish the protective factors necessary for participating students to thrive, including integrating and linking new programs and supports to existing ones

- create a welcoming environment in the school for all Black students, including allocating a welcoming and culturally responsive dedicated room/space.

The coaches work also extends system wide through planning culturally relevant and responsive learning experiences across all Secondary Schools, leading the Black Community Advisory Council student representative collective, planning post-secondary educational experiences, and connecting with elementary students in intermediate grades offering learning engagement opportunities.

The Strategic Plan to Dismantle Anti-Black Racism (SPDABR) was developed and driven through an approach grounded in broad-level data, research, and student, family, and community voice. The new iteration of this plan is in alignment with the DPCDSB Multi-Year Strategic Plan (MYSP) and responds to 2021-2022 Census Data findings which continue to identify disparities and disproportionalities experienced by Black students as result of systemic injustices. The development process included extensive consultation with members of the Black Community as a way of centering their voices, experiences and ideas involving varying members of the DPCDSB Black Community Advisory Council (BCAC) and wider community inclusive of Parents/Guardians/Caregivers, students, educators, members within the department of Equity and Indigenous Education, and input from Critical Advisor, Dr. Carl James.

As Catholic Educators we are called to respond to acts of injustice. This plan allows us to identify and work to eliminate the sin of racism within our system. Grounded in social justice and human dignity, the action steps embedded within the SPDABR provide concrete ways to foster spaces that are truly inclusive; we All Belong. Through the pillar of trust our department works to cultivate and sustain relationships with staff, students, families, and community members experiencing systemic barriers.

To that end, in 2021 the DPCDSB formed a system council for members from the Black community. The Black Community Advisory Council meets regularly throughout the year with members from our Equity department to foster ongoing dialogue centered around Black student success. The council mandate is: "The Dufferin-Peel Catholic District School Board (DPCDSB) Black Community Advisory Council (BCAC) plays an active role in reviewing, advising, and making recommendations to the Board of Trustees on strategies to identify and dismantle anti-Black racism within all educational spaces. The council works towards creating equitable outcomes with a commitment to the implementation of policy, practice, and pedagogy that is aimed at supporting student achievement and eliminating the barriers faced by Black students. As part of this commitment, the focus is to confront and dismantle anti-Black racism in productive, cooperative, and effective ways that offer real solutions and are supported through accountability measures. The council will work in collaboration with DPCDSB to fulfill our shared vision to ensure that Black students thrive academically, socially, emotionally, and spiritually."

Over the years the council has been involved in offering advisory on system goals including expectations that work to dismantle anti-Black racism including dress code guidelines and expectations surrounding addressing usage of words rooted in racism. In collaboration with the council our board has planned system wide community engagement nights that centre opportunities for Black representation in S.T.E.A.M and Community Engagement nights with local authors.

The work of social justice is ongoing work as we continue to centre the dignity of all students, ensuring that all students can feel a sense of acceptance and belonging.

1. K. Barnett: Do you support mandatory anti-Black racism training for staff especially those teaching our children?

Superintendent Brunton: It is complicated when you say mandatory because when you are working with a group of educators who are represented by an association, no courses other than the courses they are taking in teachers college to be certified as a teacher is mandatory other than the qualifications required to be a teacher. However, that being said we can work around in terms of things such as anti-Black racism and equity training in general for our new teaching induction program. For example, all teachers who are

newly hired to the Board our team meets with them in their first year to talk about things we presented today but more of a hands equitable language when they step into the classroom. The second way of getting to them is through staff meetings. All schools have a staff meeting once a month. Equity and inclusive education is an agenda item on that staff meeting. The way to get mandatory sessions and training and professional development through any area of equity is through staff meetings. Our equity team is also at every Family of Schools meetings working with their superintendents, principals, and vice-principals. Giving them the tools to take back and work with their staff at their staff meetings.

Superintendent Radic: Professional development throughout the year also happens at our Family of Schools monthly meetings with principals and vice-principals.

N. Cargioli: Professional development for teachers through the Catholic equity lead, which is one teacher in every school that has training. The focus last year was a four-part session on dismantling anti-Black racism along with this year there was two specific sessions on dismantling anti-Black racism.

2. D. Lopes: Of all this work you are putting together are you tracking on the back end who is actually doing it and who is not? I would like to know the click rate, the success rate, and the return on investment of all this work you have put together is actually being used.

Superintendent Brunton: In terms of attendance, yes, we track that. In terms of the impact it will have at the school level that is really where we have the consultation at our Family of Schools meeting with the principals. Part of the responsibility is to go back to the schools to say what they have learned. The hope is that when you come to one of our sessions you will go back to the school and share that information.

3. M. Brunetto: How can you expand your mandate to ensure that we are covering those with special needs across all our schools?

Superintendent Brunton: I think because of the way our Board is structured our equity team does a lot of work in a lot of different lenses. But when you look at students with exceptionalities and programs historically and often, we have always relied on our Special Education Advisory Council. (SEAC) They take on the mandate of what their parent engagements events are going to look like, what they are going to do with their program funding and what sort of events and resources they are going to have.

4. K. Barnett: How can parents be engaged in conversations with the Board?

Superintendent Brunton: For parents to get your voice heard is through your local Catholic School Council. Particularly if we are talking about Black identifying families. We also have a number of parents sitting on our Black Community Advisory Council (BCAC) understanding that because there are a certain number of members within that council it does not mean that they do not want to hear from our parent communities. We have multiple parents sitting on BCAC that are happy to talk about some of the concerns parents have but I would argue that it would be more powerful if you brought it to your local Catholic School Council, this is where it will have more of an impact.

5. J. Cazabon: You have shared that there are resources for the educators and students. Are there any that can go back and share with the council? We have had lots of questions from our elementary schools about resources that they can start sharing so that when the grade 8's come into grade 9 they are already there. Parents want to have these conversations, and parents are at the beginning stages of the journey.

N. Cargioli: That is something we really want to start working on supporting because we have lots of resources for educators but there is nothing to say that we cannot put that in a parent/caregiver friendly sort of manner so that can support administrators and teachers in that consistent messaging.

C. Standing Items

1. Trustee Report – Nil
2. Chairs Report – N. Kovar-Euler
 - i. Upon request, Superintendent Radic and I did look into having a presentation in the Dufferin County for parents, presented by Caledon/Dufferin Victim Services hosted by CCCSC on the topic of Human Trafficking Awareness Prevention for Parents. Given we already have two very similar presentations this year booked this will be looked into for booking perhaps early next academic year. I will share more details later on in my report when speaking to upcoming parent engagement.
 - ii. I have followed up a few times now with Gabriel around his two requests. To have the Bishop attend our year end meeting in June and also to bring all of the Parish Representatives together. Superintendent Radic and I have confirmed absolutely His Excellency Bishop Ivan Camilleri would be most welcomed and blessed to have his presence and perhaps have him lead our liturgy. We are waiting for confirmation from Gabriel if His excellency is available.

Superintendent Radic and I have also confirmed our full support in bringing the Parish Representatives together here at the Board Office upstairs in room 301 (meeting room we use for the year end volunteer of the year gathering as well). We have confirmed to support also with refreshments, and I have suggested it would also be beneficial to include the OAPCE representatives in this gathering. We are waiting on Gabriel to provide us with his availability of dates for end of March and April 2025 so we can co-ordinate and book.
 - iii. At our December meeting, it was discussed as part of the Superintendents report that our website is being overhauled. I have received one email with suggestions for website changes, however before forwarding if anyone else has any other suggestions, kindly forward by the last business day of March (Monday, March 31, 2025) so that I can make one consolidated list, absent of duplication on behalf of CCCSC to bring forward collectively as suggestions.
 - iv. We have the following upcoming parent engagement events.
 - a. **Thursday, March 27, 2025**, BRAVE Education on the topic of Understanding Bullying. Doors open at 6:15pm and the presentation will be 6:30-7:45pm. Light Refreshments will be served thanks to the students in our hospitality program. * Location is Cardinal Leger CSS
 - b. **Tuesday, April 15, 2025** – Karl Subban on the topic of How Parents Bring Out the Best in Children * Location TBD, Time, and more details to follow shortly.
 - c. **Wednesday, April 30, 2025** – Peel Region Police Safe Schools * Location is St. Aloysius Gonzaga C.S.S * More details to follow
 - d. **Thursday, May 15, 2025** – Chris Bray – Doors Open @ 6:15pm and workshop to start @ 6:30pm to 7:45pm. Location is St. Paul's C.S.S and this will be a FAMILY event (students and siblings are welcomed and encouraged to attend).
 - e. **Thursday, May 29, 2025** – Peel Region Police Safe Schools * Location is St. Marguerite D'Youville C.S.S * More details to follow
 - f. **June 2025** - We are in the planning stages of an event for our special education students and their families to attend, connect, network, and have fun. More details to follow.
 - v. Associate Director Vecchiarino will be attending either our April or May 2025 meeting.
 - vi. The feedback surrounding Director Mazzorato attending our February meeting was positive. Unfortunately, she sends her regrets as she will not be able to attend our May meeting.
 - vii. Dufferin-Peel Catholic District School Board Community Events.
 - a. Over March Break – DPCDSB Sugarbush event at Silver Creek FREE for all DPCDSB families on March

13th & March 14th – 11:00am to 2:30pm (the flyer was emailed out to all families of our board with further details).

- b. **Wednesday, March 26, 2025** – 7:00-8:00pm Special Education Advisory Committee (SEAC) Community Supports & Services Parent online virtual information session. (Sheena will share more in her SEAC report)
- c. **April 1, 2025** – An additional EQAO Information Webinar (the flyer was emailed out to all families of our board with further details to register). This is not a DPCDSB initiative.
- d. **May 24, 2025** – The annual OAPCE Conference. This year the event will take place in Niagara Falls. Registration link and further details have yet to be shared.
- e. **July 2025** – Elementary Literacy Numeracy Summer program for grades 6, 7 and 8 hosted by DPCDSB educators. More information about registration will be sent out next month, April 2025. This program is free of charge to families hosted by our Board to help support students further their education.

Superintendent Radic put forth the following motion.

Motion to extend our CCCSC meeting by 20 minutes.

Moved by – J. Cazabon

Seconded by – G. Ogundele

THAT THE MEETING EXTENSION BE APPROVED.

CARRIED

3. Superintendent Report – Superintendent Radic

- i. Any suggestions brought forward for updating our Board website will be presented to ICT.
- ii. Currently there is no further information about vaping monitors. I will ask the question at our next instructional meeting.
- iii. Reminder that when bringing forward parent concerns please start with your principal.
- iv. Our Catholic identity is really the corner stone on what we do in schools. There was an announcement made by the Board effective September 2025, significant enhancement changes to our religious education and adult faith formation department through the restructuring of chaplaincy services across all schools. The key changes are that they will no longer be represented by the secondary teachers' union which limits the service to only secondary students. Currently our chaplaincy complement is roughly half teaching staff and other part are chaplains who come from youth ministry. As a result, chaplains will continue to be physically based in secondary schools. They have a connection with elementary grade 7 and 8 students for retreats and will be managed through the Board but assigned through secondary schools. There will be no chaplaincy job loss. If there are chaplaincy positions available, the Board will post and make sure these positions are filled and every one of our twenty-six secondary schools has a chaplain.

- 1. J. Celenza: Are they removing our current chaplain from our school and replacing him with someone else?

Superintendent Radic: If someone is a teaching chaplain and they wish to remain a chaplain they can. If they choose to go back to the classroom they can. If they choose to go back to the classroom they will be replaced with another chaplain.

- 2. J. Cazabon: Can the Board look at snow removal contracts? There were five schools that did not have snow removal of handicapped access. Parents had to go and shovel.

Superintendent Radic: That question did come up at the Board meeting.

4. OAPCE Report – R. Takawy, OAPCE Director

- i. A virtual meeting was held for all the reps on February 13th, and we had guest speaker Dr. Josephine Lombardi. She spoke about the Jubilee year of hope and its significance in Catholic faith. She explained the traditions and the symbolism of the Jubilee year.
- ii. OAPCE conference confirmed for Saturday May 24 at St. Michaels High School in Niagara Falls. Check the OAPCE website for details.
- iii. Survey was sent out to parents across the province to help advocate for parents in Catholic education and provide feedback to the Ministry of Education.

5. SEAC Report – S. Tennessee

- i. SEAC meeting took place on February 19th, with a Psychology month presentation by T. Galway.
- ii. ADHD resources have been added to the Dufferin-Peel website. It can be found under the program and resources tab, special education, support services, psychology, resources, and ADHD resources. We have asked for an updated direct link.
- iii. Project SEARCH is a unique, business-led, one-year, transition-to-work program for young people with developmental or intellectual disabilities. The main objective is to prepare students for employment with job skills training through a combination of classroom instruction and hands-on career training. This program takes place entirely at the workplace. The singular goal of Project SEARCH is competitive employment for every program graduate. DPCDSB will be adding one host site with a maximum of 10 students. Eligibility, they must be in their final year of secondary with an intellectual or developmental disability. Information and application will be available in the spring.
- iv. Virtual Parent Reaching Out Event on March 26th from 7:00-8:00 pm. Topics will include community supports and services, service coordination, funding options, and respite care. Register by March 24th, information to follow as soon as it is received.
- v. We are trying to get our schools more information on special Olympics so that everyone has equal access to the program. A sports festival for elementary students will take place on May 8th at St. Aloysius Gonzaga Secondary School. They will be having a floor ball tournament and teaching students and families how to handle the stick. More information to follow.

6. Diocesan/Parish Representative Report – G. Ogundele

- i. Waiting for confirmation from the bishop's office with respect to June 19th. We would like him to come and say mass and be present for the award.
- ii. Hoping to gather the Parish and OAPCE representatives to meet for a couple of hours.

D. Action Items

Good News Items – Chair, N. Kovar-Euler

- i. Please share and email me ahead of time about any events initiated by your school council and any good news reports. We can all learn, share, and grow with one another.
- ii. St. Dominic's School Council hosted their annual Shrove Tuesday event. The event was free of charge for students; however, they were asked to bring a non-perishable food item. As a result, we collected 350 pounds for our local food bank.
- iii. St. Dominic also launched their own SWAG wear, and it was a huge success.
- iv. St. Dominic for the first time tried Big Box of Cards fundraiser and to our surprise ended up selling 301 boxes.

E. Closing Prayer

Closing Prayer was led by Superintendent Radic.

F. Future Meetings

Thursday, April 10, 2025

Thursday, May 22, 2025

Thursday, June 19, 2025 - Volunteer of the Year Award Presentation and final meeting of the school year.

G. Adjournment

Moved by – S. Kanabe

Seconded by – R. Takawy

THAT THE MEETING BE ADJOURNED AT 9:31 P.M.

CARRIED