



THE EDUCATION CENTRE - AURORA

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September 1, 2018

Cecil Roach, Coordinating Superintendent of Education
Indigenous Education and Equity

Dear Cecil,

The Board of Trustees and the Senior Team have worked collaboratively with our community to renew our Strategic Plan. As a leadership team, we have aligned the Director's Annual Plan and Board Improvement Plan to meet the priorities and goals outlined by trustees. Additionally, we have successfully put into routine practice the Minister's Directions. In short, our leadership team is poised to align our efforts and work, to collaborate with precision and diligence to ensure positive outcomes are met for students, families and staff.

As the Coordinating Superintendent of Indigenous Education and Equity, you are responsible for implementing the Equity Action Plan, the Board Improvement Equity Strategy and nurturing positive community relationships.

To enhance our alignment of purpose, I am asking that you work on the following specific priorities during the 2018-2019 school year that complement your role as Coordinating Superintendent.

- Support the Indigenous Education team to increase the availability of supports for Indigenous students.
- Work with the Indigenous Education team to Increase all students' understanding of First Nations, Metis, and Inuit history, perspectives and worldview.
- Work with Human Resource Services to increase the number and visibility of Indigenous staff in York Region District School Board.
- Lead the creation of department plans that align to the Director's Annual Plan and include all elements of a logic model inclusive of data and evidence.
- Collaborate with Associate Director, Schools and Operations to implement the recommendations made in the Employment Equity Audit.
- Collaborate with Associate Director, Schools and Operations to provide prayer space and "all access" washrooms in our sites.
- Collaborate with Associate Director, Schools and Program to analyze student achievement data and to develop and pilot interventions intended to improve outcomes for underperforming and underserved students in alignment with our Indigenous Education and Equity Strategy.
- Support the Equity and Inclusivity Advisory Committee (EIAC) committee including the By-Law review and Member Selection processes. Support the committee in their advisory work.
- Embed evidence gathering and monitoring in all elements of your practice.

I ask you to consider the above priorities and develop an implementation plan that includes timelines, outcomes and performance indicators. In our weekly meetings, I will ask that you provide updates to progress as appropriate.

Thank you for your leadership Cecil and I look forward to working alongside you in the 2018-2019 academic school year.

Sincerely,

Louise Sirisko

Louise Sirisko
Director of Education
York Region District School Board