

OSSTF 21 - Trustee Candidate Survey

emailed to all Trustee Candidates – below are the unabridged answers of all who responded

Candidate/ Ward	What do you believe is the value and importance of publicly funded education in Ontario?	What strategies would you use to ensure publicly funded education remains a priority?	If elected as school trustee, identify what your top three priorities would be.	What would you do if you believed the government's policies and actions were negatively affecting education in your community?	What impact has the provincial Funding Formula and government control of education funding and initiatives had for education in your area?	What programs and services would you be prepared to stop delivering in order to operate within the Funding Formula?	What are your views on fundraising/partnerships/corporate branding as a way to meet needs?	Do you support the purchase of Canadian, union-made products and services?	What are your views regarding: • Health and Safety • Standardized testing/EQAO • Student achievement/graduation rates	What steps are you prepared to take to promote/ensure adequate levels of teaching and support staff?
Tim Simmons Ward 3	Publicly funded Education is the cornerstone of our democracy. It helps to create a more equitable society. For profit education and/or government underfunding of our public schools undermines this important institution.	Trustees/School Boards are in a perfect position to keep the provincial government's eye on education priorities. But trustees can't do it alone. They need OPSBA, Labour and parents to advocate with them for fully funded public education. We're all in it together.	1. Continue advocating for the most marginalized students at HWDSB: poverty, special needs, disabilities and those in the minority require improved facilities, safe environments and additional resources to help them succeed and feel like they belong. 2. Continue to improve relations with our employee groups. Clear off old grievances, in-service principals on the collective agreement and find efficient ways to deal with little problems before they become big problems. Stick to the language and spirit of the collective agreement. 3. Bring language around "certified workers", "registered apprentices" and "fair wage" rules to our procurement policy.	See answer to question 2	Essentially, it has caused public education to become increasingly centralized. Ward 3 has a higher than average number of high needs children and families in poverty. Trustees are now very limited on availing additional resources to a specific problem or need; although we work hard with staff to overcome this difficulty. This also includes issues around health and safety, insufficient complement of EAs and a transportation policy that fits the limited funding we get rather than making the policy fit the needs.	Don't know. I prefer to get creative along side our employee groups and other stakeholders, rather than cut.	They should not come as a replacement of public funds. They should not be part of classroom teaching. It is difficult to advocate for this kind of partnership while we still have inadequate public funding. However, there are some cases where immediacy and necessity allow. For example: afterschool programs, breakfast programs, certified apprentice programs. Vocational schools might have a greater role to play in this area, depending on the curriculum and program. We would need to ensure that certified teachers are always in the classroom.	Yes, wherever possible.	I believe EQAO is a poor way to test our student's reading and writing. There might be more credence given to standardize math testing. But in general, you can't make competent evaluations without a broad perspective that comes with a teacher. In other words, I don't believe EQAO measures our student's abilities well because it is only a "snap shot". Standardized testing does not take into consideration student apathy, disabilities, emotional condition and cultural disposition. The test often demoralizes students and teachers and wastes considerable class time just in preparation for the test. I believe that teachers are the best way to measure a student's progress. Teachers don't take a single "snap shot" like an	Public Education is at a place where Trustees as a whole must constantly advocate for more staff funding. This is best accomplished by putting labour friendly trustees into the HR advisory committee, Finance committee and being unified on these issues in the Board Room. In the past, this is how we have slowed the erosion of teaching and caretaking staff and boasted our

Ray Mulholland Ward 4									<p>EQAO test. They are evaluating their students on a daily basis to get an overall, more accurate view of the student. Teachers also have support from educational specialists as well as their peers to discuss individual cases that might not fit into the general boxes for learning. A standardized test cannot do this kind of evaluation. With regard to student achievement and grad rates: re-instate grade 13. Also, give struggling elementary students extra resources. But when this isn't enough allow students to stay back a year to give them time to catch up. A student's self esteem takes a bigger hit when they believe they are the stupidest kid in class. I know this from personal experience. Grade 5 was much better the second time around.</p>	<p>compliment of EAs. Not that it has always been enough, but I hate to think what might have happened if Trustees had been complacent or apathetic.</p>
	<p>With regards to the importance of public education in comparison with privately funded schools public education is the "Democratic Trust" It advances in proportion as children learn to act in groups. Private education while in some cases may be efficient is full of injustice.</p>	<p>Elect a provincial government that supports public education. A trustee must be a champion of public education.</p>	<p>My priority has always been to support the entire HWDSB by providing meaningful programs in efficient facilities.</p>	<p>"No man/woman is an island" and no one trustee is a miracle worker. As a trustee it is important to align oneself with all employee groups in order to counteract bad government decisions that hurt HWDSB. A good example is the government's proposal to freeze public sector</p>	<p>The greatest impact on Ward 4 has been school closures. The reason being that this action affects transportation, staffing levels, programs and services for students attending schools in the community.</p>	<p>I am no prepared to eliminate any programs because of the funding formula. Continued pressure is required to to change the funding formula.</p>	<p>My personal opinion is that the Board should not support the acquisition of private or corporate partnerships. I believe such partnerships do not benefit the Board.</p>	<p>As a retired union member of Local 1005 I have always supported the purchase of Canadian, union-made products and services.</p>	<p>No one can argue against Occupational Health and Safety if the purpose is to enhance organizational health and employees' wellness. The problem arises when management uses and employees' unfortunate condition to their advantage. Standardized testing is one program I would eliminate.</p>	<p>My reason for being a trustee is to promote public education. A trustee is successful if he knows board employees; if their conscience is his conscience; if his voice is their thought; if their ideals direct him.</p>

Ron English Ward 5				workers salaries.						These are the qualities that not only ensure adequate levels of staff but they instil in the organization equity.
	Publicly funded education is the glue that holds a society together and is one of the most important services our government provides (along with health care). It allows for the provision of opportunities to all the members of society and ensures every child has access to education. It also guarantees that there is a consistent standard of education across the province. It is the best institution to ensure a good quality of life for all.	I will work with the other stakeholders to ensure the government provides the resources necessary. I will provide outreach and information to the community at large to ensure the message gets out to the public and parents on the importance of public education. We need the public to know the issues and hence can put pressure on the government to ensure proper funding.	The first priority will be the ARC process. The ARCs started immediately after the election will have a major impact on the way we deliver education in this Board. There is the likelihood that some secondary schools could close, and perhaps new ones built. It is a high priority that the process is fair and transparent, and that all stakeholders provide input, especially the educators and learners. I would work to ensure there is no loss of employment, position or earning at the end of the process Second is the current funding formula. I will work with the other trustees, and local MPP's to lobby for a more effective funding formula to allow the board to provide the necessary resources Third would be provide IT support, for teachers and students. This would include a proper rotation of equipment to ensure we have current computers and peripherals, providing training so the computers are used effectively.	I would start with the other trustees, and form a unified front to fight the policies. Using our varied strengths and contacts, we would form further alliances to provide opposition to the changes. This might include employee groups, other government agencies, opposition MPP's. We would then lobby the government, through letters and media to apply pressure on the government to affect change.	Provincial funding has forced the board to cut in most areas of services. We have been forced to close schools, reduce maintenance in schools, and stretch the deployment of EA's. The poor condition of our schools is directly attributable to the funding formula. The GOOD PLACES TO LEARN funding has been very helpful in bringing school back up to standards. GROWTH funding has allowed us to open/ expand some new schools which were grossly over enrolled. Additional funding has helped provide additional resources to schools with low EQAO scores. Overall, there has been more funding in recent years, but not enough to meet all of our needs	NONE! But if I had to, then those that would least effect student learning.	I am in favour of SOME fund raising, partnerships and corporate or private branding, but opposed to most. The partnerships MUST BE for educational purposes ONLY, and not for corporate gain. I am opposed to all advertising, or any exclusive agreements for sale of products. Some corporate agreements are good for everyone, for example, the partnership with Chedoke Hospital for health care, or those involved with FIRST Robotics, and partnerships with co-op programs. In no way should fund raising, partnerships and corporate or private branding be used to replace shortfalls in Ministry funding	Yes as they provide jobs to the community and thus enhance the economic and social well being and stability of the community and the society	Every worker is entitled to a safe workplace. The BOARD is responsible to ensure that the workplace is safe and to guarantee that any employee can report an unsafe working condition without reprisal. Workers have a responsibility for helping maintain a safe work environment.	Anything and everything within my power. This would include providing the teaching and support staff with the tools they need, support meaningful and worthwhile professional development opportunities, ensure the staff have a safe and healthy work place so that the working environment contributes to the student's learning experience

<div> <div>Todd White</div> <div>Ward 5</div> </div> <div> <div>Kathy Archer</div> <div>Ward 6</div> </div>	<p>Many take publicly funded education in Ontario for granted. Some are even willing to wager it away to the private sector. As a School Board Trustee, I will fight with you to protect public education and its undeniable value, maintaining access, tolerance, equality, and high-quality education for all Ontario students.</p>	<p>Because many take it for granted, the greatest strategy to promote publicly funded education is awareness. As a School Board Trustee, I will work with all stakeholders to develop public awareness strategies to uphold the importance of publicly funded education.</p>	<p>1) Strong representation & advocacy on behalf of all teachers, parents and students 2) Student education, success, and well-being 3) Safe & fair working conditions for teachers and school staff</p>	<p>A School Board Trustee must be prepared to go to bat for their community. Since School Boards are the eyes and ears of our upper levels of government, we must not hesitate to express our concerns. An effective Trustee must be an effective advocate on behalf of all teachers, parents, and students.</p>	<p>The provincial Funding Formula has led to a \$600 million shortfall in our education system. As a result, school boards are forced to scramble for solutions, which often lead to school closures, program cuts, and substandard staffing levels. This is unacceptable; we must take back control of our school boards.</p>	<p>I am not prepared to accept program or service cuts. A responsible school board should be proactive, working to balance funding restrictions before considering program or service cuts.</p>	<p>The debate around corporate branding is an excuse to ignore the real issue at hand: the provincial government is short-changing our school boards. Rather than turning to the private sector for funding opportunities, we should pursue fair funding from the Province of Ontario.</p>	<p>I am a progressive candidate with strong labour roots. I signed my first union card at age 15 with CAW Local 414. Currently, I work for Ontario's NDP and guide the office of area New Democrat MPP and long-time United Steelworker Paul Miller. In doing so, I am a proud and active member of COPE Local 343. As a result, I always consider Canadian, union-made products and services first.</p>	<p>The Occupational Health and Safety Act is one of our province's most valuable pieces of legislation that protects our workforce. I am very supportive of the recent initiative to expand Occupational Health and Safety to include workplace violence and harassment. I share the concerns of OSSTF and HWETL/ETFO around EQAO testing. I question the validity and relevance of testing results. Until EQAO testing is restructured, we should reconsider its funding. The government's initiative to increase student achievement and graduation rates is positive; however, I fear that teachers are inheriting unnecessary pressure to advance students that are ill-prepared.</p>	<p>I do not believe that budgets should be balanced on the backs of teachers and support staff. I am prepared to stand shoulder to shoulder with my Sisters and Brothers to fight for a strong and healthy workforce in our schools.</p>
	<p>We have public input, public use of buildings and an excellent educational base.</p>	<p>Continue to support your elected government officials such as myself, Kathy Archer.</p>	<p>1. open communication 2. accountability 3. secondary school closures</p>	<p>I would voice my concerns and fight for my beliefs and for others.</p>	<p>The closure of schools in Ward 6 in 2003 had a negative impact because the facilities available were inadequate and there was insufficient replacements and resources. Children and parents were ignored. In Highview, Huntington and Lisgar had roof leaks. Sherwood High needed a new gym floor. Repairs were not made in a timely fashion. Transportation was late, disorganized until September 2003 (third week)</p>	<p>None. We did not have adequate programs and services at this time e.g. Programs of choice, alter-ed. We need programs to encourage high school diplomas.</p>	<p>We should tread cautiously, have policy in place and have school partnerships (high schools with junior schools).</p>	<p>Yes. 100%.</p>	<p>WHMIS should be implemented everywhere. Discard EQAO. We need to work harder to encourage more students to get diplomas. More programs needed.</p>	<p>Advocate to Superintendent s (Superintendents, Director of Board, Communication is the Key of Support!!</p>

Jeannie Martel Ward 6	<p>Having a publicly-funded education system ensures students are enrolled in an education program. Education is provided equally for all students, regardless of their race, gender or religion. The Board of Education includes staff, teachers, parent councils, trustees and the community in policy review and implementation processes. We need to ensure we maintain our publicly-funded education so that members of the community have an equal opportunity to participate in improving the education system. Parents and community members involvement in the education improves student achievement. Community organizations are able to use the schools for their meetings and events. Student's education is a shared responsibility.</p>	<p>I would advocate maintaining a publicly-funded education to ensure all students receive an equal opportunity to achieve their full potential in our schools. I would remind taxpayers (constituents) of their legal rights to be part of the policy consultation process. I would meet parent councils, teachers, and community groups to ensure they understand what education programs and services are provided to the students under this system.</p>	<p>Safety Teachers and students alike deserve to be in a safe environment. We need to support a safe, effective, and respectful environment that promotes both teaching and learning. Education Our students deserve the best possible education. By addressing the overcrowded classrooms and schools we can help students get the support they need to succeed. We need to revisit the EQAO testing program and discuss possible alternatives. Communication As trustee, I am going to be accountable and accessible to constituents and the community to help students receive the best possible education. By sitting down with parent councils and concerned members of the community, I will be able to understand and receive input on the issues facing our schools. I want to build a close-knit relationship with all concerned parties. Together, as a community, we have a greater opportunity to reach a positive resolution.</p>	<p>I would meet with staff, teachers, parent councils, concerned constituents and fellow trustees to address concerns. Teachers are a wealth of information and know first-hand if student achievement is at risk of decline in our schools. They also can recognize when policies are restricting their ability to teach course material. Parent councils would help me understand the impact the policy is having on our students and the community. Along with fellow trustees, I can determine if this is a city-wide concern or an area-specific concern. I would deal directly with a specific concern and bring city-wide concerns to the board for resolution.</p>	<p>Closures The closure of a school in Ward 6 would increase the distance students have to travel for their education, lessen their choice of programs, and risk losing excellent teachers. I will work hard to maintain the operation of all schools in this community. Not all students residing in Ward 6 attend local schools, and I will keep that in mind throughout the process. Maintenance When there is little money to pay for building upgrades and new schools corners are often cut. I do not support cutting corners on our student's education or their staffs safety in the schools. By cutting corners, we could potentially be allowing everyone in schools to be exposed to hazardous materials and conditions. Early Learning Program The Early Learning Program is not offered in every catchment area. This forces parents to drive longer distances to take their children to all-day kindergarten. These programs need to be more accessible throughout the city to ensure students are not deprived of this opportunity. Staffing Levels Without an increase in the Funding Formula, staff workloads and hours could be increased. I do not support the Board neglecting the staff's collective agreement of working hours and workload. With increased funding, staff levels could be increased having the workload and class size shrunk to improve and</p>	<p>I do not support cutting any program or service in our education system. Programs and services are developed to improve student's education. I do not support student achievement suffering because of services they could not access. I do support demanding an increase in the Funding Formula to address actual education system costs. Gathering other communities and school districts would strengthen our fight. Involving provincial politicians for support and even to introduce a private members bill in the legislature. This might finally get the attention of our current Government and have them revisit the Funding Formula.</p>	<p>We need to take a very careful approach to partnerships with corporations in our community. I am concerned corporations would want control over programs and services they financially contribute to. We can implement policies and procedures to protect our services and programs. This way, corporations will be recognized only for their financial contribution to our education system and not have the ability to dictate course material or instruction.</p>	<p>I fully support the purchase of Canadian Union-Made products and services. This will support our local economy and promote healthier working conditions.</p>	<p>Occupational Health and Safety I support promoting a healthy environment in our schools for everyone. Ensuring all contractors are working to current Health and Safety Standards will improve our schools' environment. Staff is able to ensure safety in our schools and protect students and themselves from harassment and abuse. This is a big step to helping students focus on their studies instead of being afraid to go to school. I support the staff regularly attending courses in Health and Safety, Violence Prevention, and disciplinary policies to ensure they are prepared to deal with situations in the schools. Developing a respectful environment for teachers, staff and students helps prevent the incident rate of violence in schools. Having a safe environment at schools promotes and supports student achievement and graduation rates. EQAO Testing I do not support EQAO testing. I do agree that literacy and numeracy skills are key educational priorities. Students need a well-rounded education system that recognizes the importance of all</p>	<p>I am prepared to insist the Board recognize staff achievement and years of service. Promoting staff to attend and take part in community and council meetings to include them in decisions and resolutions. Workloads and working hours for staff need to be respected. If there is too much work, then we need to address increasing support staff levels. I will lobby and advocate for the Funding Formula to be increased for more support staff.</p>
----------------------------------	--	--	--	--	---	--	---	---	---	--

					<p>support student achievement. Transportation Every student is not able to travel the extra distance in the event of a school closure or to access services not provided at their local school. This is an equity issue and deprives students of achieving their full potential. We need to support students so they can develop and grow into professional responsible adults. Programs and Services The same services and programs need to be offered in every catchment area. Under the funding offered by the Government, we are not able to accomplish this. Schools are offering specialized programs, which I find personally impressive; however it deprives students who are unable to attend the schools offering their programs of choice. We need to address the severity of poverty in our city. We need to ensure students, regardless of catchment area, are given full opportunity to attend the school offering the programs they want to major in. Offering this support will make a big difference in drop-out rates, increase the graduation rates, and improve our community as a whole. No student should be left behind!</p>				<p>programs offered such as science, social studies and physical education. The Government has faced a great deal of criticism regarding the validity of the tests and the use of data collected. The pressure to achieve positive results comes at a high price. The Government spends millions of dollars each year designing programs to improve the overall test results. This money should be spent on on classroom materials, education assistants, and new classrooms. I am concerned the Government will use the EQAO test results to increase its control over our school board. The Ministry of Education has clearly indicated its intention to use the EQAO results to expand its authority to take over a school board. School boards that are failing to make progress in student achievement could loose the independent authority they have to make decisions. Bill 177 will undermine the responsibilities and roles of local school boards and elected trustees. It sets limits to their ability to advocate and act on behalf of their constituents. These tests do not help parents understand how their</p>	
--	--	--	--	--	--	--	--	--	--	--

									<p>children are progressing in school. Parents deserve to know how their children are performing on these tests. The results are used to rank schools, students, and teacher performance. Teachers should not be the focus of low-test results, but of how hard they are working to provide the best education to our students. Students will not realize their full potential if they do not have a well-rounded, well-resourced education system. Student Achievement/ Graduation Rates I believe if we encourage students to become more involved in school, especially before and after school, the drop out rates would decrease and graduation rates would increase. We need to address every roadblock to student achievement, whether it is poverty, gang/drug involvement, etc. When we remove roadblocks, a students' potential linked with a support system, is boundless. We need to be accountable to students to help them reach their full potential in our education system. We need to implement and provide the missing links our youth need to succeed in today's world. Not everyone's situation is the same, and</p>	
--	--	--	--	--	--	--	--	--	---	--

Laura Peddle Ward 6									therefore, individual assessment should be focused on. We could develop tools at the parent council meetings that would assist schools in helping students in need of support. Teachers are essential in this process also.	
	All children, no matter what their family income, face, means, etc, should have access to public education - there should be no boundaries, no discrimination, no limitations. Each generation has a responsibility to prepare the young to take their place in society. Education is the means.	advocating with local MPPs to continue supporting early learning initiatives and early identification. Through Governance sub-ctte and Board mtgs, bring forward motions that raise awareness of proactive identification and solutions/enhancements in programing that addresses those early identified needs while children are young thus reducing the drain on the health system later on (fix things at the front end....starting with the political arena)	#1 Secondary School Accommodation Review getting started, finishing the first phase of ctte work by June 2011 (so as not to cross over the school year). #2 Good labour relations including health and safety improvements with the various union groups. #3 is HeadQuarters for HWDSB - to correct the working environment of many staff and thus the efficiencies.	First, raise awareness of the impact. Second, lobby for change. Third, assuming they aren't listening, engage the pulic. Fourth, pass formal motions around solutions to the problems	There is a gap in funding related to salaries. HWDSB is not reimbursed dollar for dollar on the salary lines. The maintenance budget is also short. Transportation Consortium is not as efficient as it is envisioned. Closures, or more correctly the lack thereof at the secondary panel, is to be fair, somewhat self-inflicted in Hamilton. Solving it has been too long a journey	None. We need creative solutions in some areas, and quite frankly more funding in others.	Corporate Branding is a slippery slope. The recent Nutritional Policy and Tender for cafeteria services has exposed some flaws in the system. I am not comfortable with the "pepsi scholarships" that appear each June at graduation....they are to me a contradiction	Yes. As a public entity, we are of course obliged to follow tender processes	H&S is #1 for me. I hold a management position with the WSIB and clearly understand this issue. HWDSB must improve in this area, and I don't mean by targetting any particular labour group. The overall H&S culture must be cultivated. I'm ok with EQAO. It may have its flaws, but it does give us a year over year perspective. The paper has recently run stories about so called "cheating" on these tests, and more concerning, the response of some school boards toward the teachers involved. I had absolutely no idea that teachers were being treated this way. It is absolutely unacceptable. It takes little to persuade me that the teachers all had the best interest of the kids at heart. One editorial response provided suggestion around a moderator being responsible for unsealing and resealing tests once completed..... I concur ! Student	Trustees have a view into the budget for staff allocation, into HR and labour relations for emerging issues through HRAC. I am prepared to have frank and open conversations that surface gaps or perceived gaps, and then work toward solutions.

Lillian Orban Ward 7									achievement/graduation rates needs to and has been improving. Our focus is on the early years, but that doesn't mean we've lost sight of the kids who've passed through the early years phase.	
	Publically funded education in Ontario is inclusive because no one in Ontario is denied education and when the Hamilton-Wentworth District School Board passed its own Equity Policy. Publically Funded education was validated as to its inclusivity and significance.	Strategies to ensure that publically funded remains a priority: a plan of advocacy for improved funding quality education with adequate funding; a corporate plan of communication and engagement with parents, partners and stakeholders; an annual Board Work Plan that outlines the business of the Board; and monitor effects of declining enrolment.	My three top priorities: continue to advocate for review of the funding formula, specifically special Education (EA's) and accommodation issues; advocate for One Publically Funded Transportation Policy, and review of the Board's Transportation Policy to retain students; and to continue to build strong working relationships with all parents, staff, stakeholders and partners in an environment of mutual trust and respect.	Boards of Education, with the support of the Ontario Public School Boards' association (OPSBA) must continue to be vigilant in monitoring government reactions to surfacing issues that may negatively impact on education. Specifically at OPSBA regional meetings, pending legislation, regulations, memos are debated with feedback to the Ministry of Education. Media releases raise public awareness. Annually, the Board presents its capital plan to the City with opportunities for questions. Important are scheduled meetings with mpp's and stakeholders. The support of Opposition Parties could be more enthusiastically solicited. The Premier's remarks could trigger another	The use of Ward Information Networking (WIN) and Town Hall meetings with senior management present results in community engagement to address questions whenever provincial funding concerns had to be addressed. Both the city councilor, trustee and principal would meet with neighbours regarding traffic flow in school zone areas. At meetings with school councils issues were clarified. In this last term, the closure resulted in an under capacity new K to grade 8 elementary school. In its third year, French Immersion enrolment resulted in over capacity that necessitated five portables on the site. Substantive growth in FI will now be reviewed in the district, but the issue of even more portables continues. Regulation 444 and the sale of associated lands with school closures as well as vacant land sites sold at market value were deemed double dipping by a majority of taxpayers. Municipal ward boundries and board catchment areas are of concern. Many ward 7 students attend the two secondary schools in ward 6 reside in ward 7, and so, the accommodation issue may by	There will be challenges in maintaining levels of programs and services within the funding formula. But the Government does provide millions of additional enhancement dollars to supplement the deficit therein. For example, for me, both the staffing of care-taking services and education assistants' numbers supported by data are debated vigorously every year at both the Finance Advisory Sub-Committee and at the Committee of the Whole levels. Audited statements of specifically these two concerns should have been submitted to the government for serious review. To strategize by envelopes, rather than tackling the entire funding formula has possibilities to bring about desired outcomes. Education is the enabler –and it is necessary for poverty reduction. Sustainable breakfast programs for	HWDSB has numerous partnerships and relationships with area organizations both private and corporate. So that alignments with our Strategic Directions are embraced and the operational budget's integrity is maintained, partnership agreements are processed through the Office of "Partnership and Community Engagement". This process ensures that provincial funding is reserved for core programming only. However, private and corporate funding offer opportunities for student development and growth--- Then public education is a collective responsibility. Hence the maxim "It takes a Village to raise a Child".	Economic growth in Canada needs investments in 'Made in Canada' union products. And union employees need the protection of union contracts for salaries and benefits to maintain family integrity. I do not believe in contracting out services! Rather the Board provide opportunities for growth and skills' training by offering courses and workshops in this ever-changing society.	- Occupational Health and Safety: Stewards have done a great job regarding safety concerns at schools. However, I am more concerned in the well-being of Staff. A report, documenting accidents and related concerns does come to the Board for either information or with recommended actions for Board approval. Monthly informal group meetings with each teacher group, and Cupe worked in the past. With a trustee and resource personnel present, problems were addressed and/or resolved. - Standardized testing/EQAO: Education Quality and Accountability Office was initially necessary for provincial accountability for tax dollars spent on education. Now that EQAO results are plateauing --- a moratorium for a period of two years is a valid request for trustee support to table the standardized testing. Once the focus on K to	The HWDSB already achieved its mandated levels of class sizes with adequate staff levels. The annual trustees' Work Plan with time lines, ensures that trustees receive reports from senior management. The challenge is to monitor daily student enrolments, and the need for adequate level of education assistants, and care-taking and secretarial staffing. Department heads and managers have a responsibility to present rationale for additional support staff (social workers,

Wes Hicks Ward 8				debate with respect to the “Use of Electronic Devices in the Classroom.	of concern. Changes in the transportation formula will help retain students and provide access to schools for programs of choice for needy families. Because Early Learning Full Day Kindergarten programs will not be implemented until 2014, the parents are questioning its value. Actually, substantive enrolment in junior kindergarten increased capacity levels in some schools. The need for EA’s continues, and care-taking services based on enrolment is invalid as size of buildings (square footage) remain constant. The System Program of Choice—the Academy of the Arts’ summer programs continue. Good Places to Learn Grants’ renovation continue. And Arabic language programs are on the rise etc.	needy children are a start. Attention to Maslow’s hierarchy of Needs helps.			grade 2 Early Learning Literacy, and full day Kindergarten is implemented, the annual Director’s Performance Appraisal (DPA) could be deemed the only measure of student success needed. - Student achievement graduation rates: If you drill down what is meant by student achievement, it really means “students achieving their full potential”. Strategies, to monitor, to increase steady improvement in achievements of all students could see substantive increases to graduation rates, and to pathways to employment opportunities. The addition of literacy teachers in elementary schools have made a difference. Celebrations of student and staff excellence made us proud as a District. Specific targets that show gap in achievements between boys and girls is narrowing, and English and French language learners continue to excel. Once again, the significance of the annual DPA for me, is the report card for the District.	psychologists, speech pathologists etc.) throughout the school year. Unions could show more enthusiasm for staffing levels during negotiations.
	Public Education forms the cornerstone of our democracy. We are educating students to take a	The HWDSB has always fought the Ministry for more funding and to change the funding formula, which we	- Secondary Pupil Accommodation Review Process - Funding which has resulted in a reduction of	(question missed)	There is never enough money to fund all initiatives therefore a number of areas have been affected, such as reduction of supplies and textbooks,	Several years ago, I went on record as having supported not balancing the budget which made a	Partnerships are appropriate when they enhance the learning environment and must reflect the Board’s mission	Yes.	a) I support Occupational Health and Safety issues if it truly benefits the employees of our Board . b) Standardized tests	As a trustee, I have always tried to made decisions that will ensure that

Robert Barlow Ward 9/10	leadership role in their communities and their own personal lives and to be good citizens and make a successful contribution to society. Publicly funded education in Ontario is open to all students regardless of race, religion or socio-economic background. Everyone is on an equal playing field.	believe has always been unfair to our board because of the number of high needs students and low socio-economic status of many of the families. One funding formula doesn't fit all. Our collective efforts to ensure each students' educational needs are met and our continuing efforts to improve our communication with parents and the community at large offer some of the best strategies to ensure ongoing support for publicly funded education.	programs, user fees for supplies and programs, and large class size. - Building teacher and administrator capacity. - A safe and orderly environment focused on equity, bullying and character building. - Positive home, school and community relations.		maintenance and repairs have been delayed, and user fees have been increased to cover a extra -curricular activities and school trips. For trustees, these decisions have been difficult ones to make, but compromises must be made to ensure adequate levels of teaching and support staff are in place.	statement to the Ministry that our Board was underfunded.	and vision. Example – computers for the classroom. Corporate partnerships with companies which result in exclusivity and profit and run contrary to Board values are not appropriate and should not be allowed.		constitute only one of a variety of tools professional educators use to monitor students' progress. Identifying and providing support for struggling students at an early age is essential for improving student achievement. EQAO should not be used as the only diagnostic tool. It is critical that EQAO results be used in conjunction with ongoing assessment by the child's teacher to tailor instruction to best meet the individual child. Although I understand the value of EQAO testing, I thoroughly recognize that EQAO testing is stressful for some students and teachers, is time consuming and many teachers feel that they have been put in the position of "teaching to the test".	every student will attain their full potential. This means that I fully support adequate teaching and support levels to meet student needs.
	Our future economic and global effectiveness is all tied into public education today. Also creates a well educated populace and is important to equalize lower income communities.	First priority has to be a new funding formula - not a continual band aid to a unfair an inequitable formula currently in use. We must continue to lobby the Minister and the govt of the day as well as keep 'talking the talk' in the community to increase public opinion on the importance of proper funding for public education.	Increase resources in the classroom for students and staff Better grievance process Increase the awareness around mental health issues with students.	Raise the importance of policy / issue with groups like staff / school councils / H&S and media. Govt appears to only react to public opinion this day so need to get support for issue through public opinion	Funding formula and student count has caused / will continue to cause school closures. Capital maintenance has been deferred for years in some cases causing major concern. Important staff positions have disappeared over the years. Transportation used against our board for recruitment to other board due to transportation funding formula. Special Needs student services have in some area suffered as well due to the funding formula.	None.	No fundraising for education services - leery about some partnerships as it says to the Ministry ' Don't worry we can raise the cash - which then leads to an inequitable situation. Like the 50000 just put into Saltfleet by Future Shop - great equipment it bought, but none of the other HS now have similar computer equipment. Do not support corporate branding at all - Ministry tested the corporate naming of schools with parent involvement committees	Yes	Important. Support ETFO call for two year moratorium to step back and consider testing. Public demands some type of accountability, but is there a better way? EQAO testing narrow as well. Student achievement is important of course, but worrying about graduation rates could put staff into a spot if pressured to pass a student for instance where not earned to increase rate.	The collective agreement first of all has to be looked at as 'all our agreement'. The culture that some principals and HR staff have to find ways around the agreement has to end. Will continue to monitor HR activities. Will also continue

John Davidson Ward 9/10							last year - fortunately our PIC said no way.			to support moving some enveloped money around to increase staff levels where possible.
	DESTINATION WHERE FAMILY PUBLIC SUPPORTERS WANT TO SEND THEIR CHILDREN.	PUBLIC EDUCATION CAN ONLY WORK IF PEOPLE TAKE THEIR ROLE IN IT PERSONALLY.ADDRESS THE HIGH COST OF INFLEXIBILITY OF GOVERNMENT BUDGET.	Responding to family members who attend our schools is the real basis of my commitment.2. Let professional teachers provide excellence both basic and modern 3. Budget is antiquated- there is a need for invigoration and new schools throughout the whole school board.	Advocate against such policy. Communities must have some say.	Negative- We must look at the effect that funding and government control has on the total school system.. we need bright-minded and educated people to ask difficult and searching questions about how our education service is structured and organized and how management sets its priorities.	none	limited. only as last resort. But i have observed teacher lead programs that did work.These were a lot of work on the part of the teacher.	Yes	I support ohs against do not know if there is any value	To be flexible. A Budget must be affordable for the Taxpayer. Negotiate fairly and openly without disrupting our students education.Also work with teachers to obtain a working budget.
Alex Johnstone Ward 11/12	Public education is the cornerstone of a fair, productive and socially cohesive society. It is key to individual and collective opportunity, it is linked to the province's economic success and global competitiveness, and it is an effective tool used to level the playing field between have and have-not families. Over the last two decades, 94.6% of the province's students attended publicly funded schools. They impact our all of our lives	As a trustee, I will advocate for increased funding for basic education and local priorities. I will also lobby the Ministry of Education for a comprehensive funding formula that reflects the true costs and local needs involved in today's education system. While the current funding formula is still intact, I will advocate for a user-friendly and expedited grant application process so that no child is left behind.	1. Ensuring equal opportunity for kids 2. Ensuring teachers have the resources and supports they need to support kids 3. Eliminate school fees in the classroom and extracurricular activities	1. Speak with community stakeholder to learn how they interpret the questioned policy or action 2. Lobby the Ministry of Education 3. Bring the issue to the attention of the public by holding a press conference and town hall meetings.	All of the above! Government control of education funding has resulted in the chronic underfunding of education. Health and safety has been jeopardized because schools are not getting the repairs they need and maintenance workers have been laid off. Construction of much needed new schools in my area has undergone unreasonable delays leaving overcrowded and rundown learning and working conditions to persist. Our most vulnerable students with special needs are left to fall through the cracks because the grant application process is overly complex and time consuming. The grant itself is not enough to cover the true	I do not condone further cuts at the Hamilton-Wentworth District School Board. Instead I will look for ways to save programs by reshuffling pockets of money, finding ways to share programs and services between schools, and collaborating with the other school board. I will also call on the government to end the wasteful duplication of education services in the Catholic Board. In the event that a program faces termination, I would apply pressure to the	HWDSB should be extremely cautious about entering private or corporate partnerships. Boards can become dependent on these arrangements, in turn jeopardizing the Board's integrity and ability to pursue the best interests of students. As a general principle, the Board should not enter private or corporate partnerships to provide basic education. It is the provincial governments' responsibility to cover the costs of basic education. Fundraising is also problematic because it widens the gap between	Absolutely! Not only should we invest in our local economy, but we should invest in quality jobs with fair wages and safe working conditions.	A) Occupational health and safety is paramount for student learning and for teachers to be able to do their jobs effectively. B) I believe the money could be better invested in actual programming. It appears that EQAO has more value as a political tool than a measure of learning. I believe we could derive a similar value by testing samples instead of the entire population. While it is important to policy planning to have extensive data, I hold several concerns about the reliability of EQAO test scores. It is well	I believe that Boards should adhere to the working parameters agreed to in collective bargaining. If the Board would like to make changes to these agreements, they should do so in the appropriate context during labour negotiations. Boards and their administration

	<p>daily. As such, I am interested in advocating on behalf of students, staff, parents and the wider community for a fully funded public education system. I also recognize that education staff are the backbone of our system and deserve our support!</p>				<p>costs of special education. Teachers face appalling working conditions. Their classes are overcrowded, they do not have enough EA's, and supports and resources are limited. These barriers limit the teacher's ability to effectively do their job. Funding shortages have resulted in school fees and increased fundraising expectations for school councils, creating greater inequality between have and have-not communities. Most importantly, the government's funding formula does not adequately address local priorities such as rural busing, child poverty and ESL.</p>	<p>Ministry of Education to release the necessary funds by holding a press conference and brining the situation to the public's awareness. If this tactic fails, I work with my fellow trustees to develop criteria for program/service termination. Criteria creation will involve community consultation from all the major stakeholders and the general public. A decision of this magnitude is not up to the individual trustee alone. The Education Act requires public consultation.</p>	<p>have and have-not communities, thus creating a two-tiered education system. As a trustee, I will advocate for adequate funding for public education.</p>		<p>documented that standardized testing discriminates against students from poor socio-economic backgrounds or with English as a second language. EQAO also has a narrow focus as it does not test the arts, sports, or social sciences. In effect, EQAO does not present a complete picture of student learning. C) While student graduation rates continue to grow in Ontario, post-secondary institutions claim that students are less prepared for continued education than three years ago. The provincial government is determined to reach a graduation rate of 85% by 2011. The rate dropped to 60% after grade 13 was cut and students found the four year program too difficult. Rather than restoring grade 13 the government reduced course standards and made a high school diploma easier to obtain. Professors report students are less disciplined and punctual and claim an under-resourced secondary school system is to blame. The issue has become so problematic that many colleges and universities have created catch-up courses for struggling students. In this way, the provincial government is</p>	<p>who work on their behalf should not ask employees to work beyond their collective agreement. As a Trustee, I will remain vigilant that the Board's administration is acting appropriately on their behalf and honouring their contractual relationships. At the wider level, I will advocate for adequate funding for teachers and support staff.</p>
--	--	--	--	--	--	--	---	--	--	--

Jessica Brennan Ward 13									shifting the costs of education onto the individual. The problem is, not everyone can afford post secondary catch-up courses. As a trustee I will call on the government to restore our standards in education.	
	Providing a quality public education is the responsibility of a civilized society. Getting such an education is the fundamental right of each child and family in Ontario. And as a right, it needs to be vigorously defended and protected. I am a graduate of an excellent public education system and want to guarantee that the current and future generations have the same opportunities. I see my role as Trustee as the best means for me to influence the enhanced development of a strong public education system.	I would continue to advocate for the revision of the funding formula and for adequate funding of our Board (through various Board mechanisms and in alliance with local organizations, other Boards and the Ontario Public School Board Association). Although there have been investments in education over the last few years, we still do not know how future funding is to be calculated. The formula structure needs to be understandable and predictable. The provincial government should completely overhaul the formula. In addition, in the run up to the provincial election next fall, I would recommend that as a Board of Trustees we demonstrate to each local nominated candidate what a strong public education system is and what must be preserved or	My top three priorities are: funding predictability; respectful practices in Human Resources and implementation of the Equity Policy. Active advocacy for funding adequacy and predictability is one of my top three priorities, as I have outlined in my answer to Question 2. A culture of respectful practices in Human Resources must not only be stated but realized. While I am pleased with the recent changes in the department, I look forward to meaningful improvements in relations with our employee groups. I will be encouraging the Board of Trustees to set definite goals that are reflected in the Director's Performance Assessment Guide and to monitor progress against those goals. In this way, the Director and Executive Council are accountable for the kind of relations we have with our employee groups. I will continue to advocate for the implementation of the Equity Policy. We have	I would work with local organizations, provincial associations and political allies in changing the government's direction or in changing the government. At the time of the Tory government conflict with the Board of Trustees and ultimate supervision of the Hamilton-Wentworth District School, I co-founded both the Community Coalition for Public Education (CC4PE) and Parents for Responsible Educational Change in Dundas (PRECID) to bring awareness of the issues and organize people for action. I would do as I did then.	The funding formula must move beyond assigning school resources based only on the number of students. By calculating finances this way and by assuming a standardized student with standardized needs, the impact of the formula is wide-spread: staffing levels are often inadequate; the availability of and quality of programming are compromised; empty buildings are not fully maintained and emptier buildings are closed. Fundamentally, buildings crowded or empty need cleaning and repairing. Costs of maintenance and repair remain the same. Even when additional investments have been made as I have mentioned in Question 2, the lack of predictability makes multi-year planning of programs and services difficult. Again, the provincial government must revise the formula.	Frankly, I don't think the funding formula can be tweaked at the margins and delivered as currently designed. The formula structure needs to be re-conceived. Under the circumstances as described in this question, I would advocate for change again with the government or of the government. At the same time, I would seek further mechanisms by which our Board could co-deliver services with our co-terminous Board. Currently we have made some savings through a Transportation consortium with the Catholic Board. Here too we would move towards a truly joint venture by having students from both Boards on the same route on the same buses at the same time.	We need to be cautious about fundraising and corporate partnerships. Fundraising at local schools must not be for basic educational needs that are the responsibility of the Provincial Government. To ensure this a review of fundraising at HWDSB (the activities, the purposes and allocations) needs to be conducted on a regular basis. Corporate partnerships as well as all relationships with companies or agencies must be filtered through agreed upon criteria that represent our commitment to public education. If these partnerships are made attractive because of lack of ministry funding, then pressure may arise as in other public jurisdictions to consider private-public partnerships (P3's). P3's present serious challenges about the real costs, lack of transparency and the loss of public accountability. Privatization does not benefit public services, but increases profits for private investors. Focusing on profits undermines the	Yes, I do.	A) Occupational health and safety I would want the focus of health and safety to be on fixing the problem caused by physical and environmental hazards rather than on fixing the person. The focus must be on reducing injury in a thoughtful proactive way rather than on attendance management. Therefore, the oversight for occupational health and safety needs to be co-located in Facilities Management and not just an extension of Human Resources. B) EQAO It is time to take a step back, review EQAO - its goals and effect - and ask some hard questions. Is this the best and only way to measure a school system's effectiveness? Would bi-annual testing be better? Or would random sample testing get at the professed systemic measurement? C) Student achievement/graduation rates It is important to maintain standards for student achievement. In	We must continue to work with employee groups in honouring their contracts and in respecting collective bargaining. Adequate levels of teaching and support staff are obligations of the Board of Trustees through the budget development process and in expressed expectations in the Director's Performance Appraisal Framework. I will be vigilant in ensuring that these levels are adequate.

		<p>changed. To this end, I personally would work with allies in the community and province to ensure that strong public education is a fundamental commitment for each of the political parties. Where that is not the case or where there are deliberate ambitions to splinter the public education system, I will be a strong vocal advocate for coordinated, collective action.</p>	<p>made great strides in the development of the policy, yet we continue to have inequities – based on race, income, gender, ability and sexual orientation - for our staff and students. It is now time for a focussed, integrated implementation of the Equity Policy.</p>				<p>interests of the public in providing high quality, sustainable and accountable public services. Therefore, the Board of Trustees must advocate at both the local and provincial level to secure adequate resources. We need to be cautious about fundraising and corporate partnerships. Fundraising at local schools must not be for basic educational needs that are the responsibility of the Provincial Government. To ensure this a review of fundraising at HWDSB (the activities, the purposes and allocations) needs to be conducted on a regular basis. Corporate partnerships as well as all relationships with companies or agencies must be filtered through agreed upon criteria that represent our commitment to public education. If these partnerships are made attractive because of lack of ministry funding, then pressure may arise as in other public jurisdictions to consider private-public partnerships (P3's). P3's present serious challenges about the real costs, lack of transparency and the loss of public accountability. Privatization does not benefit public services, but increases profits for private investors. Focusing on profits undermines the interests of the public in</p>		<p>addition, a graduation certificate must have real meaning. At the same time, there are different paths that students may take to achieve success and to graduate. There may be tension between these things but vigilance on managing that tension is an expectation I as a trustee will have of the Director of Education and the Executive Council.</p>	
--	--	--	---	--	--	--	--	--	--	--

Karen Turkstra 14/15							providing high quality, sustainable and accountable public services. Therefore, the Board of Trustees must advocate at both the local and provincial level to secure adequate resources.			
	The value of publically funded education in Ontario (and Canada wide) is the right to obtain a good education no matter what a person's social or economic status is. Educational opportunities should have no boundaries or barriers. The importance of publically funded education is that it is valued and relevant to today and tomorrow's society.	To ensure publicly funded education remains a priority, I would continue to promote an inclusive and safe educational environment. I will also continue to promote community schools as they are seen as very important to parents and guardians.	My top 3 priorities are to increase the opportunities for students to graduate from high school, ensure that education remains relevant and responsive to the local and global economy, and to keep our schools welcoming and safe for all students, staff and community members	If I felt the government's policies and actions were negatively affecting education in my community, I would bring it to the attention of the Board of Trustees and the OPSBA through letter writing and other advocacy avenues. I would ask the school communities to write or call the government representative in the area about the situation. .	The Funding Formula is very complex and is primarily based on enrolment to roll out funding. There are areas of the Formula that should not be solely based on enrolment. Demographic factors should carry a much higher weight factor in many of the envelopes, especially Special Education. The current government has addressed many of these gaps in education but there is still work to be done in many areas. I have been Chair of the Finance Committee for the past 4 years and the budgets have been good news budgets for the HWDSB overall.	In order to operate within the Funding Formula, local priorities would be abandoned. This would be detrimental to education as each Board has different local priorities. The Funding Formula needs to have a heavier local factor since one size does not fit all. Instead of stopping the delivery of programs and services, the Funding Formula should be more flexible for Boards to make their own funding decisions in some areas as long as the total is within budget.	I wish schools did not have to fundraise but government resources are finite. Partnerships are important to school communities for nutrition programs, after school activities and the like. Corporate branding has no place in schools.	I support my community and economy locally, provincially and Canada wide.	I support all three. A safe and healthy working environment should be a top priority. I support standardized testing to support student achievement and staff professional development. Looking at the data and responding to data are imperative for support and improvement. I support the curriculum being taught with relative uniformity wherever you are in Ontario. I think it helps student transitions. The number one goal of an education system should be for its students to graduate from high school. If students are leaving school early, it is our responsibility to find out why and what can be done to help them achieve this important life stage.	Adequate levels of teaching and support staff are currently driven by the average class size formula and student enrolment. It is our responsibility to review and monitor the data to make sure the levels are in sync with the demographics of the area. Equity of outcomes need to drive this formula.