



Bowmore School Council Meeting Minutes

Part 1 - Thursday October 15, 2020 @ 6:00 pm

Part 2 - Thursday October 22, 2020 @ 6:00 pm

Part 1 October 15, 2020

Meeting called to order by Jody Sadofsky at 6:05 pm.

Land acknowledgement – Joel

In Attendance (Zoom meeting)

Koreena, Audette	Sarah, Kelar
Shelly & Kevin, Baboollall	Gillian, Kennedy
Fin, Bartlett Cheung	Angelina, Leraci
Sarah, Baumann	Veronica, Logue
Patricia, Beiger	Fiona , Luck
Jackie , Bender	Rick, Malhotra
Steve, Blane	Laura, Martin
Jane, Brind	Ruth, Martin
Sarah, Cabott	Andrea, Maugham
Lyndsay, Camps	Matthew, Mickle
Melissa, Carter	Samantha, Morris Mastai
Shaileen, Casimiro	Rasha , Mourtada
Mary, Clarke	Afreen, Naaz
Jennifer, Cloke-Campell	Zahida, NO LAST NAME
Amanda , Crocker	Jill, Nurse
Meaghan, Cunningham	Carolynn, Otter
Monica , Curtis	Lisa , Perelman
Nicola, DMD (Worsfold)	Cindy, Perry
Hongyan (Helen), Du	Vashti, Persad
Marika, Emery	Karen, Phinney
Jenn, Engels	Natalie, Poissant
Jennifer, Fabrizio	Cynthia, Poulter
Jolane, Folts	Karyn, Robson
Erica , Fyvie	Heather, Robson
Irene, Giannoylis	Lena, Rosevear
Elizabeth, Grundon	Helen, Schneider
Kelsie, Hernandez	Graham, Seater
Lisa, Hopkins	Zahida, sheikh
Mike , Howard	Melissa, Siah
Anndrea, Hughes	Karin, Sildam Eaton
Melissa, Jacobs	Dawn , Slawter-Smith
Leah, Jarvis	Abby, Smallwood
Michaela, Jeffs	Katrin, Somermaa

Samantha, Stephens
Alisha, Swinnerton
Lisa, Telio
Jennifer, Tinker
Cristina, Toporas
Kelsey, Turner
Caroline, Vanderghem
Christina, Varga
Surya, Velamuri
Frederique, Vezina

Marycarmen Lara, Villanueva
Leah Anderson, Vojda
Dawn , Waisberg
Kristy, Ware
Angie, Winstl
Binyam H, Wolde
Tugba, Yiildirm
Sarah, Young
Jamie, Zancai
Brandi, Zebrak

Approval of Minutes

N/A

Call for New Business

N/A

Welcome New Council Members – Jody Sadofsky, Heather Groves

- Jody introduced herself and Alexis, co-chairs for this year
- The Bowmore School Council exists to bring the community and caregivers together; to provide a platform to engage with school Admin and have a voice and organized way to bring issues and ideas forward
- The Council is yours; the agenda is yours - please reach out to participate and share
- This year we all have so many more and different concerns
- Heather emphasized that all of the Bowmore community is welcome and encouraged to participate in Council
- Heather introduced this year's Council:
 - Co-chairs - Jody Sadofsky & Alexis Jennings
 - Treasurer - Sarah Young
 - Secretary - Kelsey Turner
 - Communication Coordinator - Helen Du

Parent Members:

ECO Leads - Jenn Engels
Equity & Social Justice Committee - Koreena Audette, Marycarmen Lara
Villanueva & Cindy Perry
Health & Wellness Committee - Samantha Stephens
Elections Coordinator - Michaela Jeffs
Classroom Rep - Kelsie Hernandez
Andrea Maugham
Angie Winstl Ackland
Lisa Perelman
Natalie Poissant
Sarah Kelar
Jennifer Cloke-Campbell

Covid Update - Tom Snowden & Jason Fenton

- Our Health Coordinator is on site to deal with students who display symptoms; they are acting as medics in this uncharted waters
- Our Health rooms are stocked with PPE
- If someone is feeling ill a quick evaluation is done at the door for the 3 major symptoms (fever, sore throat, cough); if present medic puts on PPE, isolates the student then and calls parents for pick up
- For other symptoms (upset stomach, runny nose, etc.) it is trickier to evaluate but if necessary we will call home for the student to be picked up
- The Health room is available for first aid, not just Covid-related concerns
- We also have a quiet room next door where we can isolate kids without covid-related symptoms
- Parents know their kids better than anyone, therefore we reach out for critical history/context
- Dr Moody (PHD) raised a concern about cohorting the kindergarten students in before/after care to avoid broader contact (as Kew Beach and Norway have done); Heather will follow up with our Health & Safety coordinator
- Heather added that for the daycare and EDP at school, all decisions were made based on Toronto Public Health's advice; we will continue to look at cohorting and re-cohorting

Equity and Social Justice Committee update - Cindy, Marycarmen & Koreena

Bowmore Census (Cindy)

- Looking at the 2017 Parent Survey census data we found some interesting stats for Bowmore:
 - About 1/3 of students' families are non-white
 - 1/3 report religions other than Christianity in their home
 - Approximately 1/3 speak a language other than English in the home
 - 16% identify as LGBTQ (TDSB average is 7%)
- Joel will share more detailed results
- These points are important because Council has not traditionally reflected the diversity of the school
- We want to be very thoughtful about the environment we create on Council so that we are welcoming to everyone
- Because the Council is not representative; we need to be aware about who is not in the room when making decisions on behalf of all caregivers and families at Bowmore

Equity Transfer (Cindy)

- We are again this year proposing an equity transfer
- Last year we were able to allocate 5% to a model school, anonymously
- We worked with a community support worker to identify a school who could do the most with additional funds
- This year we put forth a recommendation to transfer 10% to a model school
- There are 150 Model schools – schools that generally cannot raise funds because parents are living in challenged households and are not able to be involved as much (Ingrid Palmer)
- Heather introduced Ingrid - a phenomenal leader in our community who works with Model schools and the CNIB advocating for the greater good
- We hope to have Ingrid speak at Bowmore and share more with us in the future

Committee Name (Marycarmen)

- We have intentionally changed the name of this committee
- We want to be intentional about the work we want to do in the school

- We will not want to be just performative and we do not want to infer whiteness; we are intentional about speaking to antiracism and other anti-oppressive work
Koreena
- The term “inclusion” infers whiteness; we want to this space to be open and acknowledge privilege and oppression
- We have been talking about how to open up the dynamics of the Council to be more representative of the population of Bowmore
- This will include talking about topics of racism and privilege
- Last year we had Michelle Monroe give a seminar on how to talk to your kids about racism
- At the Council meeting next month Chelsea Takalo will speak with us and facilitate a discussion about making space for everybody in Council to be more representative
- We have started a Facebook group to share resources and how to talk to our kids about race <https://www.facebook.com/groups/2427836244199043>

Meeting was interrupted and closed at 7:00pm

Meeting was reconvened Thursday October 22 at 6:00pm

Land acknowledgement – Marycarmen Villanueva, English and Ruth Martin, French

Admin Team Update

Equity Work at Bowmore - Jamie Zancai, Ruth Martin and Brianna Daly

- Heather: very glad to have our teacher representatives doing such important work at our school
- Over the summer a video went out to the Bowmore community in response to the death of George Floyd to acknowledge the impact and reinforce a message of working together towards positive justice
- Unfortunately we didn't check with our Equity team and we missed the impact that it could have had on our racialized community and black community
- Jamie, Ruth and Brianna are doing great work to look critically at areas of our school

Equity Work Happening at Bowmore (Ruth)

- Note: see attached document - [R Martin Equity presentation_22_2020.pdf](#) for the full presentation
- It is an honour to work at Bowmore with the staff, students, parent council and staff Equity team
- We are very passionate about diversity and we want to share some of the amazing things happening in our school
- Thank you to the parent council for being so supportive of these initiatives and to the school Admin; there is such a big difference between Administration that is supportive and one that is involved and supportive
- There are 10 teachers on the Equity team and so much interest in the school; there are 55 students from intermediate excited to join; junior and primary TBD
- This presentation shows some of the Equity work that is happening in every classroom
 - Display board: children from different classrooms have contributed; shows a feature month and artifacts made by the children
 - Posters around the school created by students to raise awareness of heritage month and issues of diversity and antiracism
 - BLM being taught and acknowledged in many classes

- Grade 5 class doing a full-year unit looking at language and the importance of language
- Junior classes are using books in classroom discussions, for example discussing the different kinds of family
- Grade 7 class looking at a novel called Bifocal about racism and the Muslim experience in Canada

Queer Straight Alliance (Jamie and Brianna)

- Note: see attached document - [J Zancai and B Daly presentation 22 2020.pdf](#) for the full presentation
- Jamie and Brianna are the teacher reps for the Queer Straight Alliance; working together to do a number of initiatives at Bowmore this year
- There is a new pride flag outside Bowmore; the new elements and colours speak to representing antiblack racism and the intersection with the queer community, and the trans community within the queer population
- The Queer Straight Alliance is open to grades 6-8, students will sign up next week
- Our focus is on student leadership, this year looking at intersectionality and talking about all different equity issues
- Some of the initiatives we hope to take on this year include:
 - Creating an art installation in the school
 - Gender neutral bathrooms for Primary; last year we got signage for gender neutral bathroom in Senior school and it is also very relevant and important for younger kids to have a space to go to the bathroom. We will educate students what it is about. Last week we discovered an unused bathroom in the main stairwell that we're going to investigate revitalizing.
 - Updating signage and posters around the school (please let us know if you are aware of any places to find free resources re: Queer, Mental health, Indigenous issues and awareness)
- We're also hoping to bring in the Get Real Movement again; they are a nonprofit organization focused on combatting queer discrimination and bullying in schools and supporting mental health through workshops facilitated by their leaders
- The workshops are now available online and can accommodate up to 200 students (incidentally there is better participation online when students can submit questions anonymously)
- Last year we got great data about Bowmore students struggling with their identity and in need of resources and support
- This year we'd like to bring in the Get Real Movement 2 times for half-day workshops on antiblack racism and Trans 101

Heather

- I want to acknowledge and thank families for attending last week and thank Council for reconvening and ensuring a safe space to share ideas and work in partnership
- I am so proud of the staff that have joined today; there is a grassroots movement really growing, it is so positive to see opportunities for students to learn and grow

Staffing Changes at Bowmore (Stephen)

- I want to echo Heather, we have quite a strong staff and Admin team serving your students
- Please follow Bowmore on Twitter – it is a great venue to create a community of learners
- In terms of staff changes there was another reorg a couple of weeks ago
- We lost one teaching position in primary French and one primary English; this resulted in collapsing those classes and redistributing students
- It's going very well and we thank our teachers for being flexible

- There have also been extra lunchroom supervisors added and due to Covid restrictions we now have many fewer students outside at one time with just as many lunch supervisors
- There are also supervisors in the hallways which has curtailed vandalism in the bathrooms
- We also added extra office staff
- One ECE was promoted to supply teacher
- That ECE vacancy is currently filled by supply and will post soon
- We are also short a special needs assistant; hard to find in the Board right now and therefore we have supply turnover quite often
- And we need to post POR positions that teachers apply for (Admin positions to oversee a division or curriculum subject)
- (Joel) One of our caretakers is also leaving us; we'll get someone new next week

Chromebook update (Joel)

- 120 Chromebooks and about 40 iPads were taken away and redistributed within the TDSB; those students still have the devices
- Board wide 55,000 devices were redistributed for online learning in the spring
- In September we were told we would get 24 iPads back; we also purchased 48 Chromebooks that haven't arrived yet (due to global shortage) and 20 iPads that have arrived
- We will purchase more devices and in the meantime everyone seems to be managing ok; no word from students or staff
- If you received devices in the spring do not return them to the school; the TDSB says keep it until further notice (just in case)

School Improvement Plan (Heather, Joel, Stephen)

- We are in the process of reviewing last year's plan - every school is committed to working on the pillars of student wellbeing, student achievement and equity
- It should be complete by the end of October and we'll seek parent Council oversight from the chairs and Equity Committee
- We're looking to have PORs support and invite staff with an interest in leadership to help develop shared goals
- Everyone has been struck by Covid in some way, anxiety is pretty high and the kids feel it - we want to be able to support and embed support within the curriculum; e.g., yoga practice, being outside more
- We know we need to message better and more clearly with parents as partners
- We thank the parent community for keeping Bowmore safe
- Our relationship with the nurse practitioner will be very important going forward, she will answer the questions that were submitted and we'll share out

Joel

- The direction has been changed over the years but beginning last year it was changed to fit our school and this year we want to get more specific
- We're building goals that are SMART (Specific, Measurable, Attainable, Relevant, and Time-Bound)
- Mental health and Equity are being weaved together more intentionally into achievement and into teaching and learning

Budget Review - Alexis

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- Note: see attached document - [Finance doc Oct 22 2020.pdf](#) for the full detail
 - Council's budget is formed from money fundraised by the Bowmore community
 - In the past we've raised a sizable amount of money to fund programs and improvements like technology, artist in the classroom, fans, etc.

- The document provided shows where all the funds came from last year and how it was spent, vs the plan
- Due to Covid and the work-to-rule periods, not everything could be spent last year and will be carried over to this school year
- Fundraising will not be the focus of Council this year

Spending Plan 2020/21 - Alexis

- Note: see attached document - [proposed spending plan Oct 22 2020.pdf](#) for the full detail
- This document outlines the proposed School Council spending plan based on Council feedback about how they'd like to see funds to be spent this year
- (Jody) the budget we have is funds raised last year and the carry over to be spent this year
- The plan includes requests from teachers and parents
- Voting members of the Council will hold a private vote prior to the next Council meeting to approve the Plan
- If you have questions please reach out and we will follow up
- (question) \$17,000 was donated back to the school from cancelled pizza lunches in the spring
- (Marycarmen) The webinars for parents listed are proposed by the Equity committee – they will focus on antiracism and support our work anchored in an intersectional approach and framework (e.g., talking to kids about gender, combatting trans phobia and homophobia)
 - We intend to work in parallel with the teacher Equity committee so that the work with parents parallels and reinforces the work with students
 - We are open to suggestions from the community
 - We will reach out to community educators, activists etc.
 - Last year we had Michelle Monroe to talk to parents about talking about race with children – great turn out, great feedback
 - Continue that work of unlearning and learning

Snack Program Update - Shaileen

- Shaileen and Annabellw are the Nutrition Coordinators at Bowmore
- This program is a morning meal Bowmore provides, funded by Student Success
- It is a nutritious meal of 2-3 food groups served every morning
- We take allergies and other dietary needs into account
- Covid has taken its toll – we're still in talks with Admin about protocols and procedures to be safe
- We are dealing with constraints of this year: the snack is to be consumed prior to morning recess, that is now staggered; we can't have the usual number of volunteers allowed, etc.
- But we're in the midst of getting it going
- If you have questions, please email us at bowmoresnack@gmail.com

New Business

- N/A

Closing remarks (Jody)

For the questions that were submitted we will share out answers ASAP

Any additional questions can be emailed to the Council: bowmoresc@gmail.com

Our next meeting will be in about 4 weeks' time

Meeting adjourned 8:06 pm.