

Ministry of Education

Minister

315 Front Street West
Toronto ON M7A 0B8

Ministère de l'Éducation

Ministre

315, rue Front Ouest
Toronto ON M7A 0B8



June 8, 2020

Brad MacDonald
Chair
Peel District School Board
brad.macdonald@peelsb.com

Dear Chair MacDonald,

On May 18, 2020, I received the report on the Investigation of the Peel District School Board submitted by Arleen Huggins and dated May 15, 2020. I am enclosing a copy of the report.

As you will see, the Report discloses non-compliance with certain directions that were issued on March 13, 2020. In particular, the Report discloses evidence that the board has not complied with Direction 1, which relates to the Board's ability to demonstrate good governance. It also discloses evidence of potential non-compliance with the remaining substantive Directions as a result of the Board's current leadership and governance capacity.

Having carefully reviewed the Report, I am providing a Direction to the Board in accordance with subsection 230.3 (1) of the *Education Act*.

I want to preface the Direction by noting a key observation from the Mediator's interim report, and which is reiterated in the Investigator's Report. In the context of the Board's responsibility to address anti-Black racism and systemic inequities unduly impacting those in the minority, it is critical how the Board engages, responds to and includes the minority voices as represented on the Board.

I also wish to highlight a recurring theme in the Investigator's Report – the board's technical approach to compliance, rather than a substantive and purposeful approach to the Directions. This is affecting the Board's meaningful implementation of the Directions.

Having regard for the seven findings in the Investigation Report, I am therefore issuing the following Direction:

I am directing the Board to demonstrate to my satisfaction that it is able to sustainably work together, and with the Director of Education and Associate Directors, to provide good governance in the interests of all students of the Board.

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In meeting this Direction, the Board must, by June 22, 2020 submit a report, to my satisfaction, that includes the Board's plan to address the findings in the Investigation of the Peel District School Board Report and the Peel District School Board Mediation Interim Report. The Board's report must include:

- the specific steps that the Board will take to address the division among members and within the senior management of the Board;
- a comprehensive plan to consult with all community groups; and
- timelines and deliverables that the Board will meet to implement the plan.

The Board's submission in respect of this Direction must be approved by the Board and include an explanation as to:

- the process by which the Board developed the plan; and
- the process by which the viewpoints of all members were considered.

Each member of the Board may make written submissions as to the sufficiency of the plan, their support for the plan, or any other matter relevant to the development and content of the plan. The Board must include all submissions as part of the report. I will take those submissions into consideration in determining whether the plan is satisfactory.

I reiterate my concerns and expectation that the Board commit itself to the change needed to fulfill its responsibilities to all students of the Board. Please note that I may issue further directions related to the Investigator's report at any time.

If you have any questions or require clarification on this Direction, please contact Patrick Case, Assistant Deputy Minister of Education, at Patrick.Case@ontario.ca.

I look forward to receiving your submission.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Lecce', with a stylized, cursive script.

The Honourable Stephen Lecce
Minister of Education

Encl.

David Green, Vice Chair – Peel DSB

Peter Joshua, Director Education – Peel DSB

Nancy Naylor, DM – Ministry of Education

Patrick Case, ADM, Education Equity Secretariat – Ministry of Education