



KAWARTHA PINE RIDGE
DISTRICT SCHOOL BOARD

Multi-Year Accessibility Plan
for the
Kawartha Pine Ridge District School Board
September 2011 – December 2015

Presented to:

Resource Committee

March 5, 2014

Prepared by

Kawartha Pine Ridge District School Board

Accessibility Working Group

This publication is available on the Kawartha Pine Ridge District School Board's
Website at www.kprschoools.ca and in accessible formats upon request

LEADING IN A CHANGING WORLD

This Multi-Year Accessibility Plan outlines the policies and actions that the Kawartha Pine Ridge District School Board (KPR) will put in place to improve opportunities for people with disabilities. It reflects the strategic directions outlined in KPR's Strategic Plan, Living, Learning and Leading in a Changing World.

Statement of Commitment

The Kawartha Pine Ridge District School Board values equity, diversity, inclusiveness and the dignity and humanity of each individual. It is the policy of the Board, therefore, to ensure that the principles of equity, valuing diversity and inclusion are integrated into our goals, policies, practices, structures, programs and institutional, individual and collective interactions, so that they bolster the overall culture of the Board and its contribution to the communities it serves.

The Kawartha Pine Ridge District School Board is committed to:

- ▶ Establishing and maintaining an ongoing Accessibility Working Group,
- ▶ Consulting with people with disabilities and related service agencies in the on-going development and implementation of its accessibility plans, and
- ▶ Continuously improving access to policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community living with disabilities, particularly in customer service, employment, transportation, information and communications technology, and the built environment.

Review and Monitoring

The Accessibility Working Group (AWG) will:

- ▶ Post the Multi-year Accessibility Plan on the KPRDSB website,
- ▶ Provide the plan in an accessible format, upon request,
- ▶ Prepare an annual status report on the progress in implementing the plan, and
- ▶ Review and update the plan at least once every five years.

Accessibility and Leading in a Changing World

In an evolving and rapidly changing world, our students' future success will be influenced significantly by their ability to, not only keep the pace, but often set the pace. To help our students lead the future, KPR's Strategic Plan focuses on four aspects of Leading in a Changing World during the next four years: Science and Technology, Environment, Careers and Partnerships.

The following table identifies accessibility enhancements the Board has undertaken, or will put in place, to support Leading in a Changing World.

Lead Department	Deliverables	Compliance Date/Status
ENVIRONMENT		
Board	<input type="checkbox"/> Develop, implement and maintain policies governing how KPR will achieve accessibility.	Completed
Director's Office	<input type="checkbox"/> Develop and communicate a process for infusing the principles of equity, diversity and inclusion into policy review cycle.	Completed
PARTNERSHIPS		
Board	<input type="checkbox"/> Maintain a Multi-Year Accessibility Plan.	Completed
T&L and STSCO	<input type="checkbox"/> Identify the needs of students with disabilities and develop an individual school transportation plan for each.	Completed
HR and T&L	<input type="checkbox"/> Review and enhance current procedures for service animals, to better support all members of the KPRDSB community.	Completed

LIVING IN A CHANGING WORLD

About the Kawartha Pine Ridge District School Board

The Kawartha Pine Ridge District School Board includes the Municipality of Clarington as well as Northumberland and Peterborough Counties. The Board encompasses almost 7,000 square kilometers to serve the communities located in the Kawarthas to the north, and south to Lake Ontario. Hastings County is our eastern border and our western border extends to the City of Kawartha Lakes and to the edge of the City of Oshawa. KPR provides learning opportunities to approximately 31,500 students within its 15 secondary, 76 elementary schools and three adult and alternative education centers. Approximately 22% of these students receive special education services, including itinerant services for students who are vision and hearing impaired.

Accessibility and Living in a Changing World

Well-being and a sense of belonging are as important as academics to student development and overall success. Our schools should be places where our students learn and feel valued in equal measure. KPR's Strategic Plan states that Kawartha Pine Ridge will focus on the following aspects of Living in a Changing World during the next four years: Belonging and Inclusion, Healthy Living, At-Risk Supports and Student Engagement.

The following table identifies accessibility enhancements the Board has or will put in place, to support Living in a Changing World.

Lead Department	Deliverables	Compliance Date/Status
BELONGING AND INCLUSION		
Facilities Services	<input type="checkbox"/> Develop, annually update and disseminate <u>Accessibility Features of Kawartha Pine Ridge DSB Buildings</u> , an overview of the physical accessibility features available at all KPRDSB sites.	Completed
All Depts.	<input type="checkbox"/> Develop and communicate <u>Public Request for Disability-Related Accommodations</u> , an internal process for responding to accommodation requests received from members of the general public.	Completed
HEALTHY LIVING		
HR	<input type="checkbox"/> Implement <u>Employee Medical Safety and Emergency Plan</u> procedures supporting employees with disabilities.	Completed
STUDENT AND STAKEHOLDER ENGAGEMENT		
STSCO	<input type="checkbox"/> Provide integrated, accessible student transportation services as well as alternative services when required.	Completed

LEARNING IN A CHANGING WORLD

As a school district, student achievement continues to be our top priority. We focus on many facets of student achievement, many of which are mandated and legislated by the provincial Ministry of Education. In addition to our many successful academic and vocational programs, we will focus on four areas of student achievement for Learning in a Changing World: Equitable Access, Critical Thinking, Consistency, and Continuing Education.

Accessibility and Learning in a Changing World

The following table identifies training and information sharing that the Board has undertaken or will undertake, to promote awareness of accessibility issues in support of Learning in a Changing World.

Lead Department	Lead Department	Compliance Date/Status
EQUITABLE ACCESS		
All Departments T&L/ICT/Schools Central Services Board Communications Communications and HR HR HR HR HR HR ICT	<ul style="list-style-type: none"> <li data-bbox="388 272 1686 443"> <input type="checkbox"/> The following will be made publically available, as well as in accessible formats upon request: <ul style="list-style-type: none"> <li data-bbox="420 321 940 345">i. Educational or training resources and materials, <li data-bbox="420 345 1312 370">ii. Student records and information re: program requirements, availability and descriptions, <li data-bbox="420 370 1060 394">iii. Emergency Procedures, plans, and public safety information, <li data-bbox="420 394 598 418">iv. Policy, and <li data-bbox="420 418 1627 443">v. All educational or training textbooks, supplementary learning resources produced by the Board and print-based materials. <li data-bbox="388 467 1617 516"> <input type="checkbox"/> Provide appropriate, timely, similar, cost-comparable communication supports and accessible formats in consultation with the person making the request for accommodation. <li data-bbox="388 540 1554 565"> <input type="checkbox"/> Communicate the availability of accommodations for applicants with disabilities in recruitment and selection processes. <li data-bbox="388 589 1501 613"> <input type="checkbox"/> Implement procedures for documenting individual accommodation plans that support employees with disabilities. <li data-bbox="388 638 1606 662"> <input type="checkbox"/> Regular updating and communication of policies and procedures regarding accommodations for employees with disabilities. <li data-bbox="388 686 1585 711"> <input type="checkbox"/> Documentation of return to work processes for employees with disabilities who require disability-related accommodations. <li data-bbox="388 735 1680 792"> <input type="checkbox"/> Amendment of performance management processes to ensure they account for the accessibility needs of employees as well as any individual accommodation plans. <li data-bbox="388 816 1375 841"> <input type="checkbox"/> Ensure that all new websites, and web content on the existing site, conform with WCAG 2.0 Level A. 	Completed Completed Completed Completed January 1, 2015 January 1, 2015 Completed Completed Completed/Ongoing Completed/Ongoing Completed/Ongoing Completed/Ongoing
CRITICAL THINKING		
T&L All Depts.	<ul style="list-style-type: none"> <li data-bbox="388 933 1627 982"> <input type="checkbox"/> Provide educators with accessibility awareness training related to accessible program or course delivery and instruction. Keep records of the training dates and the number of individuals to whom it is provided. <li data-bbox="388 1006 1680 1079"> <input type="checkbox"/> Provide training on the requirements of the accessibility standards and on the <i>Ontario Human Rights Code</i> as it relates to disability to all employees and volunteers, all people who participate in developing policies, and all other people who provide goods, services, or facilities on behalf of the Board. Keep records of the training dates and the number of individuals to whom it is provided. 	Completed/Ongoing January 1, 2014*
CONSISTENCY		
Purchasing and Facilities All Departments	<ul style="list-style-type: none"> <li data-bbox="388 1177 1564 1250"> <input type="checkbox"/> Employ accessibility criteria and consider accessibility features when purchasing goods, services or facilities. Provide an explanation, upon request, if unable to do so. <li data-bbox="388 1274 1627 1331"> <input type="checkbox"/> Ensure any feedback processes are made accessible to persons with disabilities by using multiple formats and communication supports. 	Completed Completed/Ongoing

* The compliance reporting timeline for these items has been extended to December 31, 2015.

For more Information

For more information on the Kawartha Pine Ridge District School Board's accessibility and equity policies and related resources, please go to the Board website at [www. kprschools.ca](http://www.kprschools.ca)

For more information on this accessibility plan, please contact Leslie Woolcott, Manager of Equity, Diversity and Employment Systems, at:

Phone: 1-877-741-4577 or (705) 742-9773 Ext. 2249

E-mail: leslie_woolcott@kprdsb.ca

An accessible format of this document is available free, upon request. Please contact the Communications Department at Kawartha Pine Ridge District School Board at:

Phone: 1-877-741-4577 or (705) 742-9773 Ext. 2353

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