



**Well-Being Committee Minutes
Education Centre
February 27, 2017 – 9:15 a.m.**

COMMITTEE MEMBERS PRESENT: Brooke Caul, Secretary, Atikokan High School; Greg McKay, Custodian, Robert Moore School; Marlys Morden, Teacher, North Star Community School; Cecilia Stewart, Teacher, Mine Centre School; Dana George, Educational Support Personnel, Robert Moore School; Mary Jarvis, Teacher, Fort Frances High School; Shawnee Guimond, Teacher/Long Term Occasional, Donald Young School; Shari Reynolds, Teacher, Sturgeon Creek School; Heather Schram, Designated Early Childhood Educator, Crossroads School; Shane Bliss, Principal, Sturgeon Creek School (teleconference); Rebecca Tolen, Educational Support Personnel-Library, Rainy River High School; Wendy Orchard, Teacher, Rainy River High School; Mike McInerney, Occasional Teacher; Sarah Irwin-Gardner, Mental Health Leader; Ann Cox, Human Resources Manager; Heather Campbell, Director of Education

STAFF PRESENT: Nancy Taggart, Recording Secretary

GUEST: Kathleen Gratton, School Boards' Co-operative Inc.

1. Call to order and Introductions

The meeting was called to order by the Director of Education at 9:15 a.m. and introductions were made.

2. Approval of agenda

A motion to approve the agenda as circulated was moved by Brooke Caul and seconded by Greg McKay.

3. Disclosure of Conflict of Interest

There was no conflict of interest disclosed.

4. New Business

a) Terms of Reference

Heather Campbell gave an overview of the terms of reference and asked if there were any proposed changes. No changes were put forward. Director Campbell also advised members that the Committee's focus on strategies or solutions could not involve contractual items as there is a process already in place to address such items. The Committee reviewed the terms of reference.



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b) Wellness Presentation – Kathleen Gratton, SBCI

The Committee received a presentation on Healthy Workplace and then paired up to discuss topics from the presentation that were important to each pair. The Committee as a whole discussed the following areas of interest/priority for members:

- The Employee Family Assistance Program
- Other options to access counselling
- Building trust, respect and empathy for employees with mental illness within the organization
- Support for staff in home/work balance
- Research on best practices/strategies within the sector to support employee well-being

Kathleen advised that it is vital for this Committee to plan and be clear about the plan, as well as to manage expectations, in order to be successful.

c) Strategic Planning

The Director of Education presented the outcome of the Strategic Planning session that was held on February 14th, involving trustees, senior administration and students. One of the priorities that was identified through this session was Culture of Caring which encompasses student and staff well-being. Heather Campbell asked Committee members for their initial thoughts on the proposed changes to the plan.

d) Survey

The Committee members completed the online SBCI Healthy Workplace Audit survey.

5. **Future Meeting Dates**

The next meeting will be held on March 22, 2017 at 9:15 a.m.

6. The meeting adjourned at 11:30 a.m.