



Annual Accessibility Report

For the Period September 2018 to August 2019

Rainy River District School Board

Submitted to:

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Rainy River District School Board

Prepared by:

Rainy River District School Board
Accessibility Committee

In accordance with the Accessibility for Ontarians with Disabilities Act
Integrated Accessibility Standards Regulation

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- Website (www.rrdsb.com >> OUR BOARD >> PUBLICATIONS)
 - Education Centre
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1.0 Introduction

The Rainy River District School Board remains committed to supporting the objectives and meeting the requirements of the Integrated Accessibility Standards Regulation under the *Accessibility for Ontarians with Disabilities Act (AODA), 2005*. The Board continues to meet all of its obligations outlined by the AODA and is committed to the continual improvement of access to school board facilities, policies, programs, practices and services for people with disabilities.

The purpose of the Annual Accessibility Report is to highlight the progress the Board has made during the 2017-2018 school year to identify, remove and prevent barriers to people with disabilities who work, learn and participate in the School Board community and environment. This progress builds upon independence, dignity, integration and equity of opportunity of access for students, parents/guardians, volunteers, staff and the public.

2.0 Objectives

This report:

- 2.1** Provides a description of the Rainy River District School Board including its vision and commitment statements;
- 2.2** Outlines the composition of the Board's Accessibility Committee;
- 2.3** Describes recent efforts of the Board to identify, remove and prevent barriers;
- 2.4** Provides an annual status report on the Board's implementation of the multi-year accessibility plan and its process for review and monitoring; and
- 2.5** Describes how the Board will make this accessibility plan available to the public.

3.0 Description of the Rainy River District School Board

Mission:

Together, we empower all students to believe in themselves, to achieve, and to dream.

Vision:

The Rainy River District School Board is an innovative community, nurturing hearts and minds, to build a foundation for tomorrow, today.

Commitment Statements:

At the Rainy River District School Board, we are committed to providing our students with the highest quality learning experiences, to support them as lifelong learners. Our knowledgeable and skillful staff work daily in support of student achievement and well-being. Our schools are welcoming, supportive learning environments for students and their families. There’s no better place for your child to learn, grow and succeed. In the Rainy River District School Board:

- We are committed to the well-being, safety and success of your children.
- We set high expectations for achievement. Our students consistently achieve academic and personal excellence.
- We offer a variety of programs of choice and extracurricular activities to meet the needs of every student and support creativity and innovation through technology to engage each student.
- Our schools are safe, welcoming, and inclusive.
- Our dedicated, caring staff help students achieve to their full potential.
- We welcome and value parent and community involvement.

Profile:

The Rainy River District School Board was formally established in 1998 following the amalgamation of the Atikokan Board of Education and the Fort Frances – Rainy River Board of Education. Mine Centre District School Board Authority amalgamated with the Rainy River District School Board on September 1, 2008.

The Rainy River District School Board serves 2696 students through three secondary and twelve elementary schools. Our schools are dedicated to lifelong learning by “believing, achieving, and dreaming” in an accessible learning environment. All students, regardless of special talents or challenging needs, can believe, achieve, and dream in accessible school community which offers accessible programs through accessible services.

4.0 Members of Accessibility Committee

Committee Member	Department	Contact Information
Gabrielle Falk, CHRL	Human Resources	807-275-4981 gabrielle.farah@rrdsb.com
Kevin Knutsen	Human Resources	807-275-4980 kevin.knutsen@rrdsb.com

Travis Enge	Plant Operations & Maintenance	807-275-4983 travis.enge@rrdsb.com
Charlayne Bliss	Special Education Administrator and Vice Principal of School Support Services, SEAC Representative	807-274-9855 ext. 5015 charlayne.bliss@rrdsb.com
Heather Latter	Community Outreach	807-275-4989 heather.latter@rrdsb.com
Cindy Homer	Information Technology Services	807-274-9855 ext. 5402 cindy.homer@rrdsb.com
Nikki Armstrong	Student Transportation Services	807-274-9855 ext. 5101 nikki.armstrong@rrdsb.com
Matt Armstrong	Finance/Purchasing	807-274-9855 ext. 5205 matthew.armstrong@rrdsb.com

5.0 Barriers Removal Achievements in 2018-2019

The Rainy River District School Board intends, through this Annual Status Report for the period 2018-2019, to highlight the action taken to address barriers to accessibility related to the current areas of the Integrated Accessibility Standards Regulation.

Type of Barrier	Location	Action	Effective Date
Attitudinal/ Systemic	Board-Wide	The Safety First newsletter provided information on scent-free awareness.	September 2018
Attitudinal/ Systemic	Board-Wide	Distribution and communication of the "Understanding Your Sick Leave" flyer	October 2018
Physical	Nestor Falls School	Installation of an accessible drinking fountain.	November 2018
Attitudinal/ Systemic	Board-Wide	Distribution and communication of the "Understanding Bill 47" flyer including Sick Leave under Ontario's <i>Employment Standards Act</i> .	January 2019
Information and Communication	IT Department	Development of guides on creating accessible Word Documents, PDFs and PowerPoint presentations to assist with requests to provide contact in an accessible format.	January 2019
Systemic	Board-Wide	Development of the Board's Procedure 2.72 Healthy Meetings and Workshops which considers dietary restrictions when food and beverages are offered and considers safety and accessibility when	January 2019

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		physical activity/body breaks are offered.	
Systemic	Board-Wide	Board Procedure 2.31 Notification of Disruption of Service , Procedure 2.33 Use of Service Animals by the General Public , Procedure 2.34 Use of Support Person by the General Public , Procedure 2.35 Monitoring and Feedback on Accessible Customer Service , and Procedure 2.37 Accessibility Standards for Information and Communication were reviewed and updated.	March 2019
Attitudinal/Systemic	Board-Wide	Distribution and communication of the "Understanding Leaves of Absence to Care for Family" to encourage understanding of options for family status accommodation.	May 2019
Attitudinal/Systemic	Board-Wide	Implementation of the "Not Myself Today" mental health initiative for staff to raise awareness, reduce stigma, and build a safe and supportive work environment.	June 2019
Systemic	Board-Wide	Annual Status Update on Multi-Year Accessibility Plan.	June 2019
Systemic	Board-Wide	Board Policy 2.30 Accessibility Standards was reviewed and updated.	June 2019
Attitudinal/Systemic	Board-Wide	Participation in the Autism Spectrum Disorder pilot program including providing Education Assistants with targeted training and professional learning sessions and the hiring of professionals with ABA expertise to support students.	2017/18 and 2018/19 school years
Attitudinal/Systemic	Board-Wide	Implementation of the After-School Social Skills Program to support students with Autism Spectrum Disorder and other students to build friendship skills.	2017/18 and 2018/19 school years
Physical	Donald Young School	Installation of a lift in the gymnasium.	2018/19 school year
Physical	Fort Frances High School	Installation of swing-clear hinges on doors.	2018/19 school year
Attitudinal/Information and Communication	Robert Moore School	Training to staff on supporting people who are deaf and blind.	2018/19 school year
Information and Communication	School Libraries	Review status of capacity of school libraries to provide, procure or acquire an accessible or conversion-ready format of digital or multimedia resources upon request in anticipation of 2020 deadline.	Ongoing preparation for January 1, 2020 deadline

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Information and Communication	Board-Wide	Review accessibility features of all updates and purchases related to board and school websites in anticipation of conforming to WCAG, 2.0, Level AA standards (excluding live captions and audio descriptions).	Ongoing preparation for January 1, 2021 deadline
Physical	Donald Young School	Incorporate accessibility features into the renovation of the existing gym and classroom section. Make new or re-developed public spaces accessible.	Ongoing 2018-2019
Physical	Atikokan K-12, Rainy River K-12	Incorporate accessibility features into the renovation of the new K-12 facilities. Make new or re-developed public spaces accessible.	Ongoing 2018-2020
Systemic	Rainy River District Transportation Consortium Services	Provision of Education Assistants to ride school bus to support students. Arrangement of individual or small-group taxi transportation and parent-provided transportation for students unable to ride the school bus.	Ongoing
Information and Communication	IT Department, Board-Wide	All school websites and the Board website continue to meet Level A criteria of WCAG 2.0 (Web Content Accessibility Guidelines).	Ongoing
Information and Communication	IT Department, Board-Wide	Availability of large-screen and touch-screen Chromebooks through special request for staff and students.	Ongoing
Attitudinal/Systemic	Human Resources Department	All job advertisements were produced in an accessible format and stated that accommodation in the recruitment process is available upon request for applicants with disabilities.	Ongoing
Attitudinal/Systemic	Human Resources Department	Staff members with disabilities were provided medically-supported workplace accommodations either on a temporary and permanent basis.	Ongoing
Attitudinal/Systemic	Human Resources Department	The Accessible & Healthy Workplace program provided information and support for staff, who may have been dealing with a temporary or permanent disability, with information regarding available supports and programs designed to improve overall health and wellness.	Ongoing
Attitudinal/Systemic	Board-wide	Review completion status of accessible customer service standard training to ensure new	Ongoing

		staff, volunteers, third party contractors/ consultants, students/ interns, persons who participate in policy development, and any other members of our organization have been trained.	
Attitudinal/Systemic	Board-wide	Provide awareness and training for managers and principals. Implement psychological health & safety standard.	Ongoing
Attitudinal/Systemic	Board-wide	Continue to promote a fragrance-free workplace via Health & Safety newsletter, posters, and staff meeting topics.	Ongoing

6.0 Review and Monitoring Process

The Accessibility Committee will continue to work in partnership with the Rainy River District School Board and the community to review, revise and implement this Accessibility Plan. The Accessibility Committee meets regularly during the year to review progress and evaluate the effectiveness of implementation of barrier-removal and prevention strategies and to plan for increased accessibility throughout the Board.

The Accessibility Planning Committee will ensure that in respect of the Multi-Year Accessibility Plan the following steps take place:

- (a) An annual status report on the progress of the measures taken to implement the plan is prepared.
- (b) At least once every 5 years the plan is reviewed and updated in consultation with persons with disabilities, the Board’s Special Education Advisory Committee, the Accessibility Committee and other relevant committees.

7.0 Communication of the Annual Status Report and Multi-Year Plan

The Rainy River District School Board’s Annual Status Report and the Multi-Year Accessibility Plan will be posted on the Board website at www.rrdsb.com and hard copies will be available at the Education Centre. The documents can be made available in alternative formats upon request.

Barrier identification is encouraged through the Accessibility Feedback form located in all of the Board’s schools and at www.rrdsb.com. Contact information for Accessibility Feedback Form requests is Sherri Belluz, Administrative Assistant/Privacy Information Officer, at (807) 275-4979 or sherri.belluz@mail.rrdsb.com.