



Multi-Year Accessibility Plan
for the
Kenora Catholic District School Board
September 2019 – September 2022

Submitted to: Derek Haime, Director of Education

Prepared by: Kenora Catholic District School Board
Accessibility Working Group

*This publication is available on the Kenora Catholic District School Board's website
www.kcdsb.on.ca and in accessible formats upon request*

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Background: The Accessibility for Ontarians with Disabilities Act, 2005.

The intent of the Accessibility for Ontarians with Disabilities Act, 2005 is to improve opportunities for people with disabilities, and to provide for their involvement in the identification, removal, and prevention of barriers to their full participation in the life of the province. The goal is for Ontario to be barrier-free and accessible by 2025. The Act requires that school boards,

1. Review and revise the Multi-Year Accessibility Plan annually.
2. Consult with people with disabilities in the review and revision of the Multi-Year Accessibility Plan.
3. Make the revision of the Multi-Year Accessibility Plan 2019-2022 public.

This multi-year plan (2019-2022) was prepared by the Accessibility Working Group of the Kenora Catholic District School Board. The plan describes:

1. The measures that the Kenora Catholic District School Board has taken in the past, and
2. The measures that the Kenora Catholic District School Board will take during the years 2019-2022 to identify, remove and prevent barriers for people with disabilities.

This year, the Kenora Catholic District School Board committed to the continual improvement of access to school board facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community with disabilities. The plan also reports on the participation of people with disabilities in the development and review of its annual accessibility plans.

The Accessibility Working Group focuses on a number of barriers for people with disabilities, and recommends continued focus on identifying, removing, and preventing barriers in the areas of attitudinal, policy/practice, physical/architectural, information and communication, employment, and transportation.

1. Aim

The accessibility plan of the Kenora Catholic District School Board outlines the legislative requirements, highlights the achievements of the past and outlines current and future commitments to remove and prevent barriers for people with disabilities who work in, use or attend school board facilities and services.

2. Objectives

This plan:

1. Describes the process by which the Kenora Catholic District School Board will identify, remove and prevent barriers for people with disabilities.
2. Reviews efforts at the Kenora Catholic District School Board to remove and prevent barriers for people with disabilities during the past year(s).
3. Lists the policies, procedures, programs, practices and services that the Kenora Catholic District School Board will review in the coming year to identify barriers for people with disabilities.
4. Describes the measures the Kenora Catholic District School Board will take in the coming years to identify, remove and prevent barriers for people with disabilities.
5. Describes how the Kenora Catholic District School Board will make this accessibility plan available to the public.

3. Commitment to Accessibility Planning

The Kenora Catholic District School Board is committed to:

- Establishing an ongoing Accessibility Working Group to develop and update the Multi-Year Accessibility Plan.
- Consulting with people with disabilities in the development and review of its annual accessibility plans.
- Ensuring school board policies and procedures are consistent with the principles of accessibility.
- Improving access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community.
- Ensure new or newly renovated buildings are built to code with accessibility as a priority.

The Director of Education has authorized the Accessibility Working Group to prepare a multi-year accessibility plan that will enable the Kenora Catholic District School Board to meet these commitments.

4. Description of the Kenora Catholic District School Board

The Kenora Catholic District School board is a Roman Catholic School system dedicated to excellence in education, the Christian formation of youth, and meaningful partnerships with family, community and the Church.

The Kenora Catholic District School Board educates approximately 1500 students from diverse cultures and backgrounds through one secondary and four elementary schools. At the Kenora Catholic District School Board we welcome students to experience a quality, inclusive and value-based education in a caring Catholic School Community. Faith values are infused in all aspects of the school culture and student learning with emphasis on student achievement and well-being while creating joy in learning.

5. The Accessibility Working Group Members

The accessibility working group consists of the following members:

Working Group Member	Department	Contact Information
Alison Smith	Business Services	alsmith@kcdsb.on.ca
Krista Helsel	Human Resource Services	Khelsel@kcdsb.on.ca
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Diane Vanderzande Leslie Legros	Special Education Advisory Committee; Community Member	vandern@bell.net lesquilt@icloud.com
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6. Barrier Removal Measures

During the last several years, there have been a number of initiatives in the Kenora Catholic District School Board to identify, remove and prevent barriers for people with disabilities.

The Kenora Catholic District School Board, through its Special Education Plan, has addressed access for students with disabilities through modifications and accommodations of programs and services. The Special Education Plan is available on the board website at www.kcdsb.on.ca or in print, large type, audiotape or Braille from the Special Education Department at (807) 468-9851.

Barrier Removal Measures have been taken in our schools to improve accessibility with the inclusion of automatic door openers on school interior and exterior doorways, elevators where practicable, ramps for school front and rear access points, accessible washrooms and parking spaces designated for people with disabilities.

Attitudinal barriers for people with disabilities are being addressed through staff training under the requirements of the Accessibility for Ontarians with Disability Act (AODA).

Kenora Catholic District School Board's Information Technology and Communications department has taken the initiative to upgrade the existing websites to make the websites content more accessible and conform with the Web Content Accessibility Guidelines (WCAG) 2.0 level AA with added auditing tools that streamlines ADA compliance and find any possible issues that may hinder accessibility.

See "Appendix A" for the list of barrier removal achievements till date.

7. Preventing New Barriers: Plan of Action

From this point forward, all school board programs, policies, practices and services will be subject to the guiding principles of inclusionary practice. We will strive to create an environment that is accessible to all people, regardless of age or ability. Through the annual accessibility planning process, Kenora Catholic District School Board's programming, policies and practices will be assessed to ensure continuous improvement in accessibility.

The Accessibility Working Group aims to audit all the board facilities by the end of August 2020 to identify barriers for people with disabilities. After the audit, the group will prioritize the identified barriers and in consultation with the board's Executive Council will take action in a timely manner under the Multi-Year Accessibility Plan 2019 to 2022. The audit results along with the recommended actions will be posted on the website for public.

8. Barrier Identification Methodologies

The Accessibility Working Group used the following barrier identification methodologies:

Methodology	Description	Status
Liaise with Special Education Advisory Committee (SEAC)	Opportunity for input and feedback	Ongoing
Discussions with Stakeholders regarding Accessibility Issues or Concerns	Human Resources, Information Technology, Operations & Maintenance, Trustees, Executive Council, Principals, Staff Members, and Parents/guardians	Ongoing
Presentation to Employee Groups, Trustees, Executive Council	For information	Prior to submission
Conduct accessibility assessments/audits	Survey each building to identify the accessibility needs and capital opportunities	Ongoing
Survey/feedback from the parents/guardians, community users and contractors	Opportunity for input and feedback	Ongoing

9. Barriers Identified

The Accessibility Working Group review the identified barriers from the facility assessments. The results of the assessment and intended actions over the next several years is posted on the website by October 2020 for public view and feedback.

10. Review and Monitoring Process

The Accessibility Working Group 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 Working Group will ensure that in respect to 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 three (3) years the plan is reviewed and updated in consultation with persons with disabilities, with the Board's Special Education Advisory Committee and other relevant committees.
- c) The Working Group reminds staff about roles in implementing the plan.

11. Communication of the Plan

The Kenora Catholic District School Board's accessibility plan will be posted on the board website at www.kcdsb.on.ca and hard copies will be available. The board will accommodate requests for accessible formats of the plan.

Questions, comments or feedback regarding the Accessibility Plan may be directed to:

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Dr. Derek Haime

Director of Education

Kenora Catholic District School Board

Appendix A

Barrier- Removal Achievements:

Barrier	Description of Action	Effective Date
Physical	Adjustment of self-closing mechanisms with time delay for main entrance doors – All Locations	November 2013
Physical	Installation of tactile warning strips in contrasting colour on stair treads – St. Louis School	March 2014
Physical	Eliminate floor coverings installed with various elevations- Ecole Ste. Marguerite Bourgeoys	March 2014
Physical	Remove raised areas for JK/SK classrooms- Pope John Paul II School	October 2013
Communication	Installation of FM sound field systems - Grade 7 wing, St. Thomas Aquinas High School	March 2014
Architectural	Design and construct wheelchair ramp with railings at north exit - Grade 7 wing, St. Thomas Aquinas High School	October 2014
Architectural	Pavement grade to allow wheelchair access to north entrance- Ecole Ste. Marguerite Bourgeoys	June 2015
Communication	Installation of flashing light signals in accessible washrooms - All Schools	February 2016