



Huron-Superior Catholic
DISTRICT SCHOOL BOARD

MULTI-YEAR ACCESSIBILITY PLAN

FOR THE PERIOD JANUARY 2018 – DECEMBER 2023

UPDATED FOR THE PERIOD DECEMBER 2023 – SEPTEMBER 2026



Huron-Superior Catholic
DISTRICT SCHOOL BOARD

MULTI-YEAR ACCESSIBILITY PLAN

Huron-Superior Catholic District School Board

January 2018 – December 2023

Updated for the Period December 2023 – September 2026

Prepared by

Accessibility Planning Committee in accordance with

**Accessibility for Ontarians with Disabilities Act
Integrated Accessibility Standards Regulation**

This publication is available through the Huron-Superior Catholic District School Board's

- Website (www.hscdsb.on.ca → OUR BOARD → Accessibility)
- Catholic Education Centre (705-945-5400 or 1-800-267-0754)
- In accessible formats upon request to the Human Resources Department

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1. Aim

This multi-year Accessibility Plan is developed in accordance with the Integrated Accessibility Standards Regulation under the Accessibility for Ontarians with Disabilities Act, 2005. It incorporates the intentions of the Board to meet its obligations under the Ontarians with Disabilities Act, 2001. The Plan describes the measures that the Board took over the five- year period from 2018-2023 to identify, remove and prevent barriers to people with disabilities who work, learn and participate in the School Board community and environment including students, staff, parents and guardians, volunteers and visitors to the Board and its schools. The plan has been updated to reflect the measures that the board will take over the next three-year period. The plan will be guided by the Board's Accessibility Standards Policy 7013.

2. Objectives

This Plan:

- a) Describes the process by which the Huron-Superior Catholic District School Board will identify, remove and prevent barriers;
- b) Reviews recent efforts of the Huron-Superior Catholic District School Board to remove and prevent barriers;
- c) Describes the measures the Huron-Superior Catholic District School Board took in the period 2018-2023 and update for the measures the Board will take in the period December 2023 to September 2026 to identify, remove and prevent barriers;
- d) Makes a commitment to provide an annual status report no later than at the September Board meeting on the Board's implementation of the multi-year accessibility plan;
- e) Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years;
- f) Describes how the Huron-Superior Catholic District School Board will make this accessibility plan available to the public.

3. Commitment to Accessibility Planning

This plan will be established, reviewed and updated in consultation with the Municipal Accessibility Committee and with the Board's Special Education Advisory Committee. It will be presented to the Board. The Huron-Superior Catholic District School Board is committed to:

- a) Maintaining an Accessibility Planning Committee;
- b) Continuing the process of consulting with the Special Education Advisory Committee and with the Municipal Accessibility Committee;
- c) Ensuring, wherever practicable, that Board policies, procedures and practices are consistent with the principles of accessibility and inclusive/universal design. The Accessibility Planning Committee will provide input re: accessibility issues, where appropriate, with regard to new policies and procedures and to those under review;
- d) Improving access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community. Consideration of ongoing identification of barriers will be the responsibility of the Accessibility Committee and will, wherever practicable, be incorporated in the multi-year plan.

Multi-Year Accessibility Plan

The Director of Education has authorized the Accessibility Committee to review and update the Multi-Year Accessibility Plan that will enable the Huron-Superior Catholic District School Board to meet these commitments.

4. Description of the Huron-Superior Catholic District School Board

The Huron-Superior Catholic District School Board:

- Mission/Vision/Belief statements – more information can be located on the Huron- Superior Catholic District School Board’s website (www.hscdsb.on.ca) and hard copies are available upon request.
- Geographic area covered – Over 70,000 sq. km
- Number of schools – 16 Elementary and 2 Secondary
- Auxiliary Buildings – 4 (Board Office, Mount St. Joseph Centre, Carpenters Shop, St. Kateri)
- Number of students – approximately 5,000
- Number of staff – approximately 1,100
- Budget total – approximately \$100,000,000.

5. Members of Accessibility Planning Committee (or other name)

<i>Working Group Member</i>	<i>Department</i>	<i>Contact Information</i>
<i>Fil Lettieri</i>	Director of Education	Phone: 705-945-5600 e-mail: Fil.Lettieri@hscdsb.on.ca
<i>Justin Pino (Committee Lead)</i>	Sr. Management/Purchasing	Phone: 705-945-5624 e-mail: Justin.Pino@hscdsb.on.ca
<i>Franca Spadafora</i>	Sr. Management/Special Education	Phone: 705-945-5677 e-mail: Franca.Spadafora@hscdsb.on.ca
<i>Syndy Withers</i>	Sr. Management/Human Resources	Phone: 705-945-5610 e-mail: Syndy.Withers@hscdsb.on.ca
<i>Andrew Chi</i>	Elementary School Administrator	Phone: 705-356-2204 e-mail: Andrew.Chi@hscdsb.on.ca
<i>Tiziana Palumbo</i>	Secondary School Administrator	Phone: 705-945-5540 e-mail: Tiziana.Palumbo@hscdsb.on.ca
<i>Dave Coccimiglio</i>	Plant Services	Phone: 705-945-5640 e-mail: Dave.Coccimiglio@hscdsb.on.ca
<i>Anthony Mannarino</i>	Transportation Consortium	Phone: 705-945-5642 e-mail: Anthony.Mannarino@hscdsb.on.ca
<i>Patrick Pelletier</i>	Information Technology	Phone: 705-945-5650 e-mail: Patrick.Pelletier@hscdsb.on.ca
<i>Kenzie Vanderberg</i>	Communications	Phone: 705-945-5666 e-mail: Kenzie.Vanderberg@hscdsb.on.ca
<i>Rosanne Zagordo</i>	Special Education	Phone: 705-945-5677 e-mail: Rosanne.Zagordo@hscdsb.on.ca

The Accessibility Planning Committee will conduct at least one (1) meeting per year.

6. Strategy for prevention and removal of barriers

The principles of inclusionary practice, freedom from barriers and accessible environments have informed all Huron-Superior Catholic District School Board policies, programs, procedures and services. Through the annual accessibility plan status report process implemented under the Ontarians with Disabilities Act, 2001, the Huron-Superior Catholic District School Board’s programming, policies and procedures have been assessed to ensure continuous improvement in accessibility. This process will continue through the establishment of a multi-year accessibility plan which places particular emphasis on the provisions of the regulations made under the AODA with regard to customer service, information and communications, employment and school transportation.

7. Barrier Identification Methodologies

The Accessibility Planning Committee uses the following barrier-identification methods:

<i>Methodology</i>	<i>Description</i>	<i>Status</i>
Input of Stakeholders re IASR Accessibility Issues	Standing opportunity for input on the Board’s website	Initiated April 2014
Accessibility Feedback Results	Committee reviews and reports annually	Review by Accessibility Planning committee
Accessibility Planning Committee considers results of review	Potential actions re identified accessibility issues discussed within multi-year strategy	In progress
Accessibility Planning committee also considers Facilities Report re physical environment	Surveys of buildings considered and identification of criteria for action within multi-year strategy	In progress
Communications steps: Board, SEAC, Employee Groups, Public	Annual Report presented to Board and posted on Board’s website	No later than each September

The Huron-Superior Catholic District School Board intends, through this Multi-year Accessibility Plan for the period 2018-2023 and updated for the period 2023-2026, to take action to address barriers to accessibility related to the Standards areas of current Regulations. This is in addition to ongoing work the Board is undertaking with regard to identification and removal of barriers in the Board’s physical environment.

MEASURES IN PLACE

All programs, policies, practices and services will be subject to the guiding principles relative to inclusionary practices that are free from barriers to provide an accessible environment for people with disabilities.

BARRIER-IDENTIFICATION METHODOLOGIES

The Accessibility Working Group (staff as required) will make use of the following barrier-identification methodologies:

<i>Methodology</i>	<i>Description</i>	<i>Status</i>
Discussion with Administrative Council upon receipt of a barrier concern	Opportunity for input and feedback	Ongoing

BARRIERS IDENTIFIED

In its review, the Accessibility Working Group will identify barriers. Over the next several years, the Accessibility Working Group will focus on specific barriers. The list is divided into the following areas:

- Customer Service
- Information and Communication
- Employment
- Transportation
- Physical / Architectural

8. Sample Board Plan

<i>Type of Barrier</i>	<i>Description of Barrier</i>	<i>Strategy - Removal/Prevention</i>
Customer Service	Awareness and responsiveness to the needs of individuals with disabilities.	The Board will provide appropriate training for all new staff, trustees, and volunteers (if appropriate) in a reasonable timeframe.
Information and Communication	All websites and web content conform with Web Content Accessibility Guidelines – WCAG 2.0 Level A.	Ensure all staff that participate in the creation of a website or web content is aware of WCAG 2.0 Level A guidelines.
Employment	Ensuring that individuals with disabilities have the same opportunities and services as all employees and prospective employees.	Ensure Supervisory Officers, Managers, Principals and other staff that have responsibility for hiring and employee selection and/or supervise the work of employees of the Board will ensure the provisions of the employment Standard procedures are implemented.
Transportation	Identify annually students with disabilities that require specific transportation services.	The school principal in consultation with the Special Education Department and parents/guardians will identify the students and prepare an individual identification plan which will be communicated to all parties involved.
Physical / Architectural	Ensure physical / architectural barriers are identified (e.g., parking spaces not wide enough or washrooms not accessible).	Survey each school and provide update of projects in accordance with renewal projects (to be attached as Appendix).

REVIEW AND MONITORING PROCESS

The Accessibility Planning Committee will meet annually (in June) or as required to review progress. Throughout the year, the effectiveness of implementing the barrier-removal and prevention strategies will be discussed in preparation for appropriate revisions. Please note that the recommendations made by the Accessibility Planning Committee are subject to available funding.

Through the Accessibility Planning Committee, the Board will plan for the gradual review of programs, policies, practices and services based on the guiding principles of inclusionary practice. The Board will strive to create an environment that is accessible to all students, employees, family members, volunteers and visitors. The annual accessibility planning process ensures that the Board's programming, policies and procedures are assessed to demonstrate continuous improvement in accessibility.



Huron-Superior Catholic
DISTRICT SCHOOL BOARD

**9. INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR)
REQUIREMENTS FOR SCHOOL BOARDS**

2013

Effective Date	IASR Requirement	IASR Section
April 2013	<p>Policy/Statement</p> <p>“shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements referred to in this Regulation”</p> <p>“shall include a statement of organizational commitment to meet the accessibility needs of persons with disabilities in a timely manner in their policies”</p> <p>“prepare one or more written documents describing its policies, and make the documents publicly available, and provide them in an accessible format upon request.”</p>	s.3
June 2013	<p>Accessibility Plans</p> <p>“establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization’s strategy to prevent and remove barriers...”</p> <p>“post the accessibility plan on their website and provide the plan in an accessible format upon request”</p> <p>“review and update the accessibility plan at least once every five years”</p> <p>“update accessibility plans in consultation with persons with disabilities and the accessibility advisory committee”</p>	s.4
April 2013	<p>Procurement</p> <p>“shall incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities, except where not practicable” “if the organization determines that it is not practicable...it shall provide, upon request, an explanation</p> <p><i>Section 6 of the IASR requires that self-service kiosks be accessible</i></p>	s.5
Jan 2014	<p>Educational and training resources and materials:</p> <p>Every educational or training institution shall if notification of need is given: Provide educational or training resources or materials in an accessible format that takes into account the accessibility needs due to a disability of the person to whom the material is to be provided by, procuring through purchase or obtaining by other means an accessible or conversion ready electronic format, where available, or arranging for the provision of a comparable resource if resources cannot be</p>	s.15

Multi-Year Accessibility Plan

	procured or converted into an accessible format Provide student records and information on program requirements, availability and descriptions in an accessible format to persons with disabilities.	
Jan 2014	School Boards....shall provide educators with accessibility awareness trainings related to accessible program or course delivery and instruction, and keep a record of training provided (dates and number of individuals trained)	s.16

2014

Effective Date	IASR Requirement	IASR Section
Jan 2014	Training “shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to: all employees, and volunteers; all persons who participate in developing policies; all other persons who provide goods, services or facilities on behalf of the organization” “training...shall be appropriate to the duties of the employees, volunteers and other persons” “every person...shall be trained as soon as practicable” “every large organization shall keep a record of the training provided including the dates on which training is provided and the number of individuals to whom it is provided.”	s.7
Jan 2014	Feedback “Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communications supports, upon request” “..shall notify the public about the availability of accessible formats and communications supports	s.11
Jan 2014	Accessible websites and web content: new sites/new content Shall make new internet websites and new web content conform with WCAG2.0 initially at Level A. Applies to websites and web content the organization controls and to web content published after January 1, 2012.	s.14
Jan 2014	Recruitment Notify employees and the public re availability of accommodation for applicants with disabilities in their recruitment process. Notify that accommodations are available in recruitment process re materials or processes to be used. Consult with applicants and arrange accommodation in a way that takes into account accessibility needs due to the disability. Shall notify the successful applicant of its policies for accommodating employees with disabilities.	s.22 s.23 s.24

Multi-Year Accessibility Plan

Jan 2014	Shall inform employees of policies used to support employees with disabilities including job accommodations – provide information to new employees as soon as practicable after hiring and provide updated information to employees when there are changes to existing policies.	s.25
Jan 2014	Consult with employee and provide/arrange for accessible formats and communication supports for information needed to perform the employee’s job and for information generally available to employees in workplace; Consult with employee re suitability of the accessible format or communication support	s.26
Jan 2014	Document individual accommodation plans Develop a written process for developing documented individual accommodation plans for employees with disabilities. Process to include: manner for employee to participate; means of individual assessment; manner for employer requesting outside medical evaluation; manner for employee to have union or other representation; steps to protect privacy; frequency of review and how it will be done; if plan is denied, how reasons will be provided; means for providing plan in accessible format. Plan shall include on request information re accessible formats and communication supports provided, individualized workplace emergency response information if required; identify any other accommodation to be provided.	s.28
Jan 2014	Document individual accommodation plans Develop a written process for developing documented individual accommodation plans for employees with disabilities. Process to include: manner for employee to participate; means of individual assessment; manner for employer requesting outside medical evaluation; manner for employee to have union or other representation; steps to protect privacy; frequency of review and how it will be done; if plan is denied, how reasons will be provided; means for providing plan in accessible format. Plan shall include on request information re accessible formats and communication supports provided, individualized workplace emergency response information if required; identify any other accommodation to be provided.	s.28
Jan 2014	Return to Work Process Put in place a RTW process for employees absent due to disability and who require accommodation upon return to work; document the process which outlines steps employer will take to facilitate RTW and use documented individual accommodation plans. This does not replace RTW process under any other statute.	s.29

Multi-Year Accessibility Plan

Jan 2014	Performance Management Shall take into account accessibility needs and individual accommodation plans in using performance management process (activities re assessing/improving performance and effectiveness with goal of employee success.	s.30
Jan 2014	Career development and advancement If career development/advancement is provided employer shall take into account accessibility needs and individual accommodation plans. (Career development means providing added responsibility in current job or moving to higher job usually based on merit or seniority)	s.31
Jan 2014	Redeployment Employer shall take into account accessibility needs and individual accommodation plans in redeployment process if one exists.	s.32
Jan 2014	School Transportation: School boards shall consult with parents in identifying students with disabilities before commencement of each school year; develop individual school transportation plans that detail assistance needs and plans for boarding, securement and de-boarding; identify and communicate to appropriate parties the roles and responsibilities of the transportation provider, parents of students, operator of vehicle, appropriate school staff.	S.75

2015

Effective Date	IASR Requirement	IASE Section
Jan 2015	Accessible formats and communication supports “shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities: in a timely manner that takes into account the person’s accessibility needs due to disability, and; at a cost no more than regular cost charged to other persons” “shall consult with the person making the request in determining the suitability of an accessible format or communication support” “shall notify the public about the availability of accessible formats and communication supports.	
Jan 2015	Producers of educational or training material Upon request...accessible or conversion ready versions of textbooks	s.17
Jan 2015	Libraries of educational or training institutions ...shall provide, procure or acquire an accessible or conversion ready format of print resources for a person with a disability upon request.	s.18

2020

Effective Date	IASR Requirement	IASR Section

Multi-Year Accessibility Plan

Jan 2020	Producers of educational or training material Upon request accessible or conversion ready versions of printed based educational or training supplementary learning resources	s.17
Jan 2020	Libraries of educational or training institutions ...shall provide, procure or acquire an accessible or conversion ready format of digital or multimedia resources for a person with a disability upon request	s.18

2021

Effective Date	IASR Requirement	IASR Section
Jan 2021	<p>Accessible websites and web content Shall make internet websites and web content conform with WCAG 2. initially at Level A</p> <p>Increase to Level AA for all internet websites and web content except for live captions and audio descriptions. Where practicable, applies to websites, content, applications that organization controls directly or through a contract that allows modification and to content published after Jan 1, 2012. To determine if not practicable, consider availability of commercial software/tools, significant impact on a plan initiated before Jan 2012</p>	s.14

COMPLIANCE PROVISIONS

IASR Section	IASR Provision
s.83	<p>Administrative Penalty Determined by Director (appointed by Deputy Minister) taking into account the severity of the impact of the contravention, contravention history of the person or organization over current 2 reporting cycles, whether the person or organization is incorporated. In case of a corporation penalty will use Schedule 3. In case of major contraventions by a corporation the Director may impose penalty of up to \$100,000 per day.</p> <p>Contravention is minor where it involves an administrative requirement, moderate for organizational preparedness, major if it poses a health or safety risk to persons with disability.</p> <p>Contravention History is minor if no more than 1 previous contravention within the current 2 reporting cycle periods, moderate if 2-5 contraventions within the 2 cycles and major if 6 or more with the 2 cycles. Administrative penalty to be paid within 30 days of order</p>
s.84	<p>Review of Order May be appealed to Licence Appeal Tribunal – administrative penalty</p> <p>Penalty to be paid within 30 days of decision of review tribunal unless otherwise specified</p> <p>Penalty Schedule: \$500 to \$15,000 depending on impact of contravention and history of contravention</p>

s.85	Reporting cycle is the period beginning on 1 st day of a reporting cycle and ending on last day of 2 nd reporting cycle.
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IASR PROVISIONS ALREADY IMPLEMENTED

Effective Date	IASR Requirement	IASR Section
July 2011	<p>School Transportation</p> <p>Ensure integrated accessible school transportation services or ensure appropriate alternative accessible transportation services for students with disabilities where integrated services are not possible or not the best option due to nature of the disability or safety concerns</p>	s.75
Jan 2012	<p>Emergency procedure, plans, public safety</p> <p>If emergency procedures, plans or public safety information is made available to the public the organization shall provide in accessible format or with communication supports as soon as practicable upon request</p>	s.13
Jan 2012	<p>Workplace emergency response information</p> <p>Provide individualized workplace emergency response information to employees who have a disability if disability is such that this information is necessary and the employer is aware of the need for accommodation</p> <p>If the employee requires assistance and so consents, the employer shall provide the emergency response information to the person designated to assist.</p> <p>Information under this section to be provided as soon as employer becomes aware of the need.</p> <p>Review individualized emergency response when employees moves, accommodation needs change, and employer reviews its emergency response policies</p>	s.27

10.

ACCESSIBILITY PLAN

2018-2023 updated 2023-2026

Type of Barrier	Responsibility	Action	Effective Date
Customer Service	Human Resources Department	Provide training to all staff, volunteers on accessibility standards requirements and on Human Rights Code provisions re disabilities and ensure third-party providers have similar training	Ongoing
Information and Communication	Director / designate	Provide accessibility awareness training for all educators / classroom-based staff on accessible instruction and program delivery	Ongoing
Information and Communications	Director / designate	Review practices to ensure readiness to provide educational resources or materials, student records and information on program requirements in accessible formats upon request.	Ongoing
Physical / Architectural	Director / designate	Installation of accessibility features (Appendix attached)	Ongoing

2017-2018

Type of Barrier	Responsibility	Action	Timeline
Information and Communication	Director / designate	Review process for receiving / responding to feedback to ensure accessibility to persons with disabilities and readiness to provide accessible formats and communication supports upon request. Notify the public re above.	January 1, 2018
Information and Communications	Director / designate	Review Board and school websites to assess level of accessibility. Ensure that new sites and web content published after Jan 1, 2012 meet WCAG 2.0, Level A standards.	January 1, 2018
Transportation	Director / designate	Consult with parents and develop individual school transportation plans for students with disabilities, clarifying roles and responsibilities.	Ongoing
Physical / Architectural	Director / designate	Installation of accessibility features. -Holy Family -Holy Cross -St. Kateri	Completed

Multi-Year Accessibility Plan

		(Appendix attached)	
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2018-2019

Type of Barrier	Responsibility	Action	Effective Date
Information and Communication	Director / designate	Ensure readiness of school libraries to provide accessible or conversion-ready formats of print resources upon request	Ongoing
Information and Communication	Director / designate	Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards	Ongoing preparation for 2021 deadline
Physical / Architectural	Director / designate	Installation of accessibility features. -St. Mary's (B. River) (Appendix attached)	Completed

2019-2020

Type of Barrier	Responsibility	Action	Effective Date
Customer Service / Information and Communication	Director / designate	Review status of accessibility awareness training to ensure new staff have been trained.	Ongoing
Information and Communication	Director / designate	Review status of capacity of school libraries to provide accessible or conversion-ready formats of digital or multimedia resources upon request in anticipation of 2020 deadline	Ongoing preparation for 2020 deadline
Information and Communication	Director / designate	Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards	Ongoing preparation for 2021 deadline
Physical / Architectural	Director / designate	Installation of accessibility features. -St. Francis FI (Appendix attached)	Completed

2020-2021

Type of Barrier	Responsibility	Action	Effective Date
Customer Service / Information and Communication	Director / designate	Review status of accessibility awareness training to ensure new staff have been trained.	Ongoing
Information and Communication	Director / designate	Review status of Board accessibility policies and procedures and update as required	Ongoing
Information and Communication	Director / designate	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon request	Ongoing
Information and Communication	Director / designate	Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards	Completed
Physical / Architectural	Director / designate	Installation of accessibility features. -Our Lady of Fatima (EL) -Our Lady of Lourdes (EL) (Appendix attached)	Ongoing 2020-2026

2021-2022

Type of Barrier	Responsibility	Action	Effective Date
Customer Service / Information and Communication	Director / designate	Review status of accessibility awareness training to ensure new staff have been trained.	Ongoing
Information and Communication	Director / designate	Review status of Board accessibility policies and procedures and update as required	Ongoing
Information and Communication	Director / designate	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon request	Ongoing
Information and Communication	Director / designate	Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards	Ongoing
Physical / Architectural	Director / designate	Installation of accessibility features. -St. Basil (White River) (Appendix attached)	Completed

2022-2023

Type of Barrier	Responsibility	Action	Effective Date
Customer Service / Information and Communication	Director / designate	Review status of accessibility awareness training to ensure new staff have been trained.	Ongoing
Information and Communication	Director / designate	Review status of Board accessibility policies and procedures and update as required	Ongoing
Information and Communication	Director / designate	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon request	Ongoing
Information and Communication	Director / designate	Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards	Ongoing
Physical / Architectural	Director / designate	Installation of accessibility features. -Our Lady of Fatima (EL) -Our Lady of Lourdes (EL) (Appendix attached)	Ongoing 2020-2026

2023-2024

Type of Barrier	Responsibility	Action	Effective Date
Customer Service / Information and Communication	Director / designate	Review status of accessibility awareness training to ensure new staff have been trained.	Ongoing
Information and Communication	Director / designate	Review status of Board accessibility policies and procedures and update as required	Ongoing
Information and Communication	Director / designate	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon request	Ongoing
Information and Communication	Director / designate	Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards	Ongoing
Physical / Architectural	Director / designate	Installation of accessibility features. -Our Lady of Lourdes (SSM) -St. Paul (SSM) (Appendix attached)	Completed

2024-2025

Type of Barrier	Responsibility	Action	Effective Date
Customer Service / Information and Communication	Director / designate	Review status of accessibility awareness training to ensure new staff have been trained.	Ongoing
Information and Communication	Director / designate	Review status of Board accessibility policies and procedures and update as required	Ongoing
Information and Communication	Director / designate	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon request	Ongoing
Information and Communication	Director / designate	Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards	Ongoing
Physical / Architectural	Director / designate	Installation of accessibility features. -St. Mary (Masey) -St. Mary's French Immersion (SSM) -St. Mary's College (SSM) (Appendix attached)	2024-2025

11. Review and Monitoring Process

The Accessibility Planning Committee meets annually in June or as required 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 at the June committee meeting and to be presented to the Board no later than at its September Meeting.
- b. At least once every 5 years the plan is reviewed and updated in consultation with the Municipal Accessibility Committee, with the Board's Special Education Advisory Committee and other relevant committees.

12. Communication of the Plan

In addition to the public availability of the plan as referenced earlier on Page 2, the Huron- Superior Catholic District School Board will post an annual status report on the progress of the Multi-year Accessibility Plan on the Board's website. The Board will accommodate requests for accessible formats of the Plan.

13. Preventative and emergency maintenance procedures

In the event of required emergency maintenance of accessible elements, individuals should contact the board representative at the following number (705) 542-5269. When accessible elements are not in working order, the board will post a notice of temporary measures which are in place to remedy the deficiency.

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

Fil Lettieri, Director of Education

Huron- Superior Catholic District School Board Phone: 705-945-5600

Email: Fil.Lettieri@hscdsb.on.ca www.hscdsb.on.on.ca →"Contact Us"

Accessibility - Facilities Improvement Plan 2016-2024

Year	Facility	Estimated Cost	Actual Cost	Completed	Description
2016/17	HNOJ (Hornepayne) – Phase1	\$32,000	\$32,000	✓	Washroom modifications.
	St. Francis FI – Phase 1	\$80,000	\$80,000	✓	Washroom modifications.
2017/18	Holy Family	\$70,000	\$70,000	✓	Universal Washroom
	Holy Cross	\$65,000	\$65,000	✓	Universal Washroom
	St. Kateri	\$65,000	\$65,000	✓	Universal Washroom
2019/20	St. Francis FI – Phase 2	\$250,000	\$290,000	✓	New Universal Washroom, interior handrails, tactile attention indicators and washroom modifications.
	St. Mary’s (Blind River)	\$400,000	\$430,000	✓	Exterior ramps, washroom modifications and tactile attention indicators.
2020/21	Our Lady of Fatima (Elliot Lake)	\$450,000	\$630,000	✓	New Universal Washroom, washroom modifications and new JK/SK classrooms.
	Our Lady of Lourdes FI (Elliot Lake)	\$685,000	\$728,000	✓	New JK/SK classrooms.
2021/22	St. Basil’s (White River)	\$250,000	\$212,000	✓	Exterior ramps, tactile attention indicators, new Universal Washroom, door and washroom modifications.
2022/23	Our Lady of Fatima (Chapleau)	\$300,000	N/A	On Hold	
2023/24	Our Lady of Lourdes	\$250,000	\$310,000	✓	Interior ramp, exterior ramps, tactile attention indicators, new Universal Washroom and washroom modifications.
	St. Paul	\$225,000	\$207,000	✓	Exterior ramps, tactile attention indicators, new Universal Washroom and washroom modifications.
2024/25	St. Mary (Massey)	\$330,000	\$349,000	✓	Interior and exterior ramps, tactile attention indicators, drinking fountains, washroom and door modifications.
	St. Mary’s FI	\$330,000	\$295,000	✓	Exterior ramps, tactile attention indicators, accessible parking, drinking fountains, washroom and door modifications.
	St. Mary’s College	\$29,000	\$29,000	✓	Conversion of Public Washroom to a Universal Washroom.
2025/26	St. Augustine FI (Wawa)	\$250,000			
	HNOJ (Hornepayne) – Phase 2	\$300,000			
Notes:	Facilities Not Included: Mount St. Joseph Catholic Education Centre, St. Mary’s College, St. Basil and Sacred Heart (Espanola)				