

# MULTI-YEAR ACCESSIBILITY PLAN

2021 – 2025

IN ACCORDANCE WITH:

*Ontarians with Disabilities Act, 2001*

*Accessibility for Ontarians with Disabilities Act, 2005*

*Ontario Regulation 429/07 – Customer Service Accessibility Standard*

*Ontario Regulation 191/11 – Integrated Accessibility Standards*

Available at [www.ncdsb.on.ca](http://www.ncdsb.on.ca) and all our NCDSB school sites and in accessible formats upon request.

Feedback on this plan can be provided at:

<https://www.ncdsb.on.ca/accessibility.php>

Updated June 22, 2021



## Executive Summary

The purpose of the *Ontarians with Disabilities Act, 2001* (ODA) 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. To this end, the ODA mandates that each school board prepare an annual accessibility plan.

The plan, prepared by the Accessibility Planning Committee of the Northeastern Catholic District School Board (NCDSB), describes the measures that the NCDSB has taken and the measures that the Board will take during the period of the Multi-year Accessibility Plan to identify, remove and prevent barriers to people with disabilities who use the facilities and services of the Board, including staff, day students, summer students, parents of students and other members of the community.

The NCDSB has committed itself to the continual improvement of access to school premises, facilities and services for students and staff with disabilities; the participation of people with disabilities in the development and review of its annual access plans; and the provision of quality services to all students,

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**Multi-Year Accessibility Plan (2021-2025)**  
**Message from the Director of Education**

The Northeastern Catholic District School Board (NCDSB) is a Catholic learning community that values the dignity and worth of every individual in its care. We strive to fulfill our vision of being faithful and thoughtful learners, working together to transform the world.

In this context, the NCDSB remains committed to the development, implementation, and monitoring of various action plans that support the health, safety, and well-being of all its members. The Multi-Year Accessibility Plan is just one important example of our collective efforts to address the needs and



**Northeastern Catholic District School Board Mission Statement**

*Learning together. Striving for excellence. In service to God and each other.*

**Northeastern Catholic District School Board Vision Statement**

*Faithful and thoughtful learners, working together to transform the world.*

**Members of the Accessibility Planning Committee:**

Working Group Member	Department	Contact Information
David Horton	Facility & Plant Manager	Board Office - Timmins
Catherine Hoven	Special Assignment Teacher, Special Education	Board Office - Timmins
Keld Scott	Superintendent of Business - Chair	Board Office – Timmins
Shelley McGee	Parent/Public Representative	Board Office - Timmins
Michele Mahaffy	Policy & Director's Office Representative	Board Office – Timmins
<del>CE</del>	Principal Representative	Board Office – Timmins
Andrew Marks	Recording Secretary	Board Office – Timmins

The coordinator of the Accessibility Planning Committee will be the Superintendent of Business.

All decisions of the committee will be by consensus.

**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.

**NCDSB 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 Northeastern 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.

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when accessible elements are not in working order. This includes providing notice of the temporary disruptions and contact information both on-site and electronically, when possible. Malfunctioning or broken accessibility components will be prioritized on work orders.

The following accessibility features have also been installed in some schools several years ago from existing capital budgets and/or grants:

- Washroom modifications
- Ramps
- Automatic Door Openers
- Elevator Repairs
- Lifting Devices
- Accessibility Parking





**Identification of Barriers:**

The Ministry of Community and Social Services has categorized types of barriers that stand in the way of people with disabilities doing many day-to-day activities

1. Architectural and physical barriers are features of buildings or spaces that cause problems for people with disabilities. Examples are hallways and doorways that are too narrow for a wheel chair, counters too high for a person with short stature, poor lighting for people with low vision, telephones not equipped with telecommunication devices for people who are deaf.
2. Information or communication barriers happen when a person cannot easily understand information. Examples are print is too small to read, websites that do not support screen-reading software, signs that are not clear or easily understood.
3. Attitudinal barriers are those that discriminate against people with disabilities. Examples are thinking that people with disabilities are inferior, assuming that a person who has a speech impediment cannot hear you.
4. Technology barriers occur when technology cannot be modified to support various assistive devices. An example is a website that does not

**2021-2022**

<b>Type of Barrier</b>	<b>Responsibility</b>	<b>Action</b>	<b>Effective Date</b>
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	Ongoing
Information and Communication	Director / designate	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon	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. (Appendix attached)	Ongoing 2021-2022

**2022-2023**

**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

Please refer to Appendix B for a listing of school renovations and accommodations that have taken place within the Northeastern Catholic District School Board. Also, a listing of Accessibility Features by School at our Board are provided.

### **Multi-Year Capital Expenditures for Accessibility to School Buildings**

Future accessibility plans will be dependent on funding allocations and needs. The Ministry is strongly encouraged to increase allocation in capital funding to enable the Board to develop a long-term plan.

A copy of the Board's budget is available upon request. The budget is also posted on the Board's website.

### **Multi-Year Accessibility Plan 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.

**Multi-Year Accessibility Plan Appendixes:**

Appendix A: NCDSB Policy F-1 Accessibility Standards for Customer Service and Planning

Appendix  
B: NCDSB  
Listing of  
School  
Renovations  
and  
Accommoda  
tions