



# **Avon Maitland District School Board**

## **Accessibility Plan**

For The Period December 2012 To December 2017

Revised December 2016

# Multi-Year Accessibility Plan

## Avon Maitland District School Board December **2012 – December 2017**

### **Prepared by**

### **Accessibility Planning Committee**

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

December, 2012

This publication is available through the Avon Maitland District School Board's

- Board website (<http://yourschools.ca/school-board/accessibility-information/>)
- School websites under "Accessibility"
- Education Centre/Head Office
- School Support Centres i.e. COPE, Learning Resource Centre, AMDEC
- Community Groups – a hard copy or electronic link will be sent to the following groups:
  - Associations for Community Living
  - Community Support for Families
  - Family Services Perth
  - Community Care Access Centre (CCAC)
  - Huron/Perth Accessibility Committees – County
  - Huron/Perth Health Units- County
  - Rural Response for Healthy Children
- In accessible formats to the public upon request

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## **1.0 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 will take over the five year period from 2012-2017 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 will be guided by the Board's Accessibility Standards-Customer Service Procedure.

## **2.0 Objectives**

This Plan:

- 2.1** Describes the process by which the Avon Maitland District School Board will identify, remove and prevent barriers;
- 2.2** Reviews recent efforts of the Avon Maitland District School Board to remove and prevent barriers;
- 2.3** Describes the measures the Avon Maitland District School Board will take in the period 2012-2017 to identify, remove and prevent barriers;
- 2.4** Makes a commitment to provide an annual status report on the Board's implementation of the multi-year accessibility plan;
- 2.5** Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years;
- 2.6** Describes how the Avon Maitland School Board will make this accessibility plan available to the public.

## **3.0 Commitment to Accessibility Planning**

This plan will be established, reviewed and updated in consultation with persons with disabilities and with the Board's Special Education Advisory Committee and Accessibility Advisory Committee. It will be presented to the Board for approval. The Avon Maitland District School Board is committed to:

- 3.1** Maintaining an Accessibility Planning Committee;
- 3.2** Continuing the process of consulting with the Special Education Advisory Committee and with persons with disabilities;

- 3.3** 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;
- 3.4** 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.

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

## **4.0 Description of the Avon Maitland District School Board**

The Avon Maitland District School Board is a small rural school Board, formed in 1998 through the amalgamation of the Huron County Board of Education and the Perth County Board of Education. The Board serves 15,487\* (full time equivalent) students in thirty-four (34) elementary schools and nine (9) secondary schools distributed across a geographic area of approximately 6,000 square kilometres.

The Avon Maitland District School Board will continue to experience for the rest of this decade, an enrolment decline of between 1% and 2% annually. While the Board's revenues are driven by enrolment, the expected revenue decline is tempered somewhat by the Declining Enrolment grant.

Despite budget challenges, the Board continues to focus its activities on the needs of its students, as witnessed by our Strategic Plan developed for 2012 – 2016.

<http://iamalwayslearning.ca/t>

## **“Mission/ Vision” Statement and Goals**

### **Our Mission:**

Engage, Inspire, Innovate, Always Learning

### **2012 – 2017 System Priorities:**

#### **1) We Will Create Positive, Inclusive Learning Environments**

- Honour all student pathways with a focus on individual strengths, needs and learning preferences.
- Create a culture of acceptance and inclusion.

- Ensure safe learning and working environments in collaboration with the broader community.
- Promote positive attitudes with respect to school and student achievement.

## 2) We Will Maximize Student Outcomes

- Gain competency in the following areas: collaboration, communication, creativity, critical thinking, and problem solving.
- Improve student achievement in literacy and numeracy
- Foster the effective use of technology

## 5.0 Members of Accessibility Planning Committee

The Board's Accessibility Working Group was formally created in early 2003, with the team suggesting additional individual work group members to reflect their needs. Since the AODA has heightened the requirement that Accessibility plans be prepared in consultation with people with disabilities, the Working Group continues to expand the membership to include more individuals who may have disabilities.

The Working Group reduced the number of identified categories in 2005-2006, and confirmed its intent to maintain these 5 categories for 2012-2017. The focus of the group will be developing and implementing a 5 year plan based on the new IASR requirements. The Avon Maitland Accessibility Working Group consists of the following members.

Member	Department	Contact Info	Working Group
Nancy Rothwell	Trustee	Ed Centre	N/A
Randy Wagler	Trustee	Ed Centre	N/A
Doug Pratley (alt)	Trustee	Ed Centre	N/A
Janet Baird-Jackson (co-chair)*	Supt. Of Corporate Services	Ed Centre	Built Environment
Paul Langis	Supt. Of Education	Ed Centre	Employment
Vince Trocchi	System Principal, School Effectiveness	Ed Centre	Information & Technology
Susan Hushen	Teacher-Librarian	DCVI	Information & Technology
Martin Ritsma	Principal, Secondary	SNSS	Built Environment
Ralf Mesenbrink	Principal, AMDEC, Adult and Alternative Education	AMDEC	Information & Technology
Anne Copeland	Principal, Elementary	SPS	Transportation
Luise Hoffman	Vice-Principal, Elementary	CPS	Customer Services
Rob Simmons	Vice-Principal, Elementary Vice-Principal, Secondary	SHDHS	Employment
Jodi Reiger	Teaching/Learning Coordinator Coordinator,	Ed Centre	Customer Services

<b>Member</b>	<b>Department</b>	<b>Contact Info</b>	<b>Working Group</b>
Mary Jane Karkheck Barb Pepper Kathy Campbell	President - OSSTF-OCTEA Chair-UNIFOR Secretary-UNIFOR	Federation Office HUR BRO	Customer Services
	Parent Rep. Parent Rep.		
Attesa Zizek Jessica Lamont	Student Rep. Elementary Student Rep. Elementary Student Rep. Secondary	SPS SPS	
Shelley King* MaryLou Bilcke Jason Hillier* Jamie Gibbings David Frier (co-chair)* Wes MacVicar Tim Bilcke	Human Resource Services Admin Transportation Associate Information Technology Manager Health & Safety Advisor Transportation Manager Manager of Communications Communications Associate	Ed Centre Ed Centre LRC Ed Centre Ed Centre Ed Centre Ed Centre	Employment Transportation Information & Technology Customer Services Transportation Information & Technology Information & Technology
Laurel Mitchell Mike Rau Rick Rompf Kathy Sebastian Wendy Case Michelle Murphy-Bukala Judy Hoffmeyer Diana Doctor Hugh Cox	Facilities Officer Facilities Administrator Custodial Supervisor Human Resource Services Human Resource Services 836 Bus Association Operators Library Tech System Trainer Information & Reporting Analyst	Ed Centre Ed Centre Ed Centre Ed Centre Ed Centre LRC LRC Ed Centre	Built Environment Built Environment Built Environment Employment Employment Transportation Information & Technology Information & Technology Information & Technology
Terry Marklevitz	Architect	Marklevitz	Built Environment
Julia Opie	County of Perth Accessibility Coordinator	City of Stratford	Customer Services

The Accessibility Planning Committee held 5 meetings between February, 2012 and November 2012 to develop the Multi-Year Accessibility Plan for 2012-17. The plan has been updated yearly to outline the work completed.

## **6.0 Strategy for prevention and removal of barriers**

Beginning in September 1, 2012, the principles of inclusionary practice, freedom from barriers and accessible environments have informed all Avon Maitland 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 Avon Maitland District School Board's programming, procedures and practices 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.

## **7.0 Barrier Identification Methodologies**

With every methodology chosen to identify barriers, the Avon Maitland Accessibility Work Group considered it important to ensure that people with disabilities were, and will continue to be, a part of the ongoing process, to be consulted as part of this process of barrier identification.

The Accessibility Working Group uses the following barrier identification methodologies:

- Ongoing reference to the Integration Accessibility Standards Regulation (IASR) under the 2005 AODA legislation and related communications by the AODA Working Group members - each received copies of the IASR, the 2005 AODA legislation and communications
- Brainstorming a list of known and suspected barriers to determine the extent of known and suspected barriers within the system
- Discussions with principals for information sharing and feedback
- Presentation at public Board meetings and Special Education Advisory Committee (SEAC) for information and feedback
- Communication to stakeholders through newsletters and the Board website
- Presentations at Accessibility Working Group meetings for information sharing and informal feedback

## **8.0 Recent Barrier Removal Achievements**

The most recent Annual Accessibility Plan developed in accordance with the Ontarians with Disability Act (ODA) identified a range of barriers and appropriate strategies for their removal. The detailed achievements are set out in the following chart:



<b>Type of Barrier</b>	<b>Location</b>	<b>Action Taken</b>
Physical	Clinton Public School	Automatic door opener for accessible entrance
Physical	Stephen Central Public School	Two automatic door openers for accessible entrances
Physical	Brookside Public School	Two automatic door openers for accessible entrances
Physical	Exeter Public School	Renovations to existing accessible washroom and creation of barrier free washroom in primary hall. Also included was a ceiling lift to accommodate students with physical needs.
Physical	F.E. Madill S.S., Mitchell DCVI, Stratford North Western S.S.	Power door openers
Physical	South Huron District High School	Creation of new bus lane and student drop off area for students with accessibility issues
Information & Communication	System Wide	Board and School websites will be reviewed for compliance for WCAG 2.0 standards and training for website development will occur for web site administrators
Information & Communication	System Wide	Installation of new sound systems in nineteen classrooms to address needs of students and one for a staff with hearing impairment
Information & Communication	System Wide	Purchase, installation and training of Premier Suites for technological accessibility to all students home/school
Attitudinal	System-wide	Ongoing training in Accessible Customer Service for new employees, contract employees and volunteers

New school construction has adhered to the current building code and includes level access to schools, automatic door openers, elevators in schools of more than one floor, accessible washrooms.

## **9.0 Barriers to be addressed under the Multi-Year Accessibility Plan**

The Integrated Accessibility Standards Regulation 191/11 filed in June, 2011 pursuant to the Accessibility for Ontarians with Disabilities Act, 2005 identified specific requirements to achieve accessibility in the areas of:

- Information and Communications

- Employment
- Transportation

These requirements build on the Accessibility Standards for Customer Service which came into force in 2007.

Avon Maitland District School Board intends, through this Multi-year Accessibility Plan for the period 2012-2017, 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. **The changes and upgrades to physical structures are tentative based on available funding from the ministry.**

**2012-2013**

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Develop an Accessibility Standards-Customer Service Procedure	January 1, 2013
Attitudinal – Information and Communications	Board-wide	Develop a Procedure re Accessible Information and Communications and establish a staff training and implementation plan to meet the IASR requirements	January 1, 2013
Attitudinal – Employment	Board-wide	Develop a Procedure re Accessible Employment and refine an Employee Emergency Support and Evacuation Plan form	January 1, 2013
Systemic	Board-wide	Review procurement practices to incorporate accessibility criteria for goods, services, facilities and when applicable, incorporate accessibility features when designing self-serve kiosks	January 1, 2013
Information and Communication	Board-wide	Provide accessibility awareness training for all educators / classroom-based staff on accessible instruction and program delivery Records are kept of the training	Ongoing 2012-2013

Type of Barrier	Location	Action	Effective Date
Information and Communication	Board-wide	L4All Learning Coaches coach-at-the-elbow to support inclusive practices within classrooms	September 2013
Information and Communication	Board-wide	National Day for Persons with Disabilities – schools invited to participate, 3 focus schools supported by L4All Coaches, Learning Services Staff and Community: UTES, Hullett, LDSS	December 3, 2013
Information and Communication	Board-wide	Review practices to ensure readiness to provide educational resources or materials, student records and information on program requirements in accessible formats upon request	January 1, 2013
Physical	Bluewater Coast Elementary Brookside P.S. Elma Exeter Hamlet Maitland River Elementary Goderich P.S.  Hullett C.P.S. Huron Centennial PS Sprucedale Mitchell D.H.S.	Power door operators FDK renovation with accessible washrooms FDK renovation with accessible washrooms Lowered 3 drinking fountains and 4 urinals in Jr. wing Creation of elevator shaft and elevator and relocation of power door operators; FDK renovations including accessible washrooms Completion of fully accessible new elementary school FDK renovation and daycare addition including accessible washrooms/entrances FDK addition including accessible washroom FDK renovation and accessible washroom Hydraulic chair lift & Accessible FDK washrooms, room renovations for change table	2012-2013

Type of Barrier	Location	Action	Effective Date
Physical	South Huron D.H.S. SNSS	Renovation of space to create barrier free washroom Accessible staff washrooms & lowered office countertops to accommodate wheelchairs Conversion of staff washroom to designated special needs only use Creation of handicap bus drop off area including power door operator	2012-2013

## 2013-2014

Type of Barrier	Location	Action	Effective Date
Systemic - attitudinal	Board-wide	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 2013-2014
Systemic - attitudinal	Board-wide	Memo -AODA/IASR Compliance Requirements - Completion tracked on Employee Self-Service portal	December 2013
		Memo – Accessibility Awareness Training – General awareness and lesson plans	May 2013 - November 2013
		Memo – Online Mandatory Training – Accessible Customer Service Records are kept on the accessibility awareness training	November 2014
		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: feedback process – e.g. AP 147 Monitoring and Feedback on Accessible Customer Service	January 1, 2014

Type of Barrier	Location	Action	Effective Date
Information and Communications	Board-wide	Provide emergency procedures, plans or public safety information that is made available to the public, in an accessible format upon request public, in an accessible format upon request AP 144 – Notification of Disruption of Service 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. Secondary Principals and webmasters were provided with the following link so that they may assess their current level of compliance: <a href="http://www.achecker.ca/checker">www.achecker.ca/checker</a>	January 1, 2014
Information and Communications	Board-wide	Train staff on the requirements and how to make school websites compliant – started with school websites and moved to teacher webpages	2013-14
Information and Communications	Board-wide	Develop training videos for those who are posting to websites so they learn how to post without errors Provide two resource documents – Clear Print Guidelines and customized AMDSB Communications Guidelines that provide recommendations and tips for producing compliant documents, to assist staff in meeting IASR	2014-2015
Information and Communications	Board-wide	Memo – May 20 – Avon Maitland Communication Guidelines and Newsletter Guidelines. Guidelines posted on all First Class staff conferences	May 2014

<b>Type of Barrier</b>	<b>Location</b>	<b>Action</b>	<b>Effective Date</b>
Information and Communication	Board-wide	Train school secretaries on the Guideline resources to make school newsletters compliant	May 2014 October 2014 - reissued September 2014
Systemic - Employment	Board-wide	Review and update Human Resources procedures and practices with regard to recruitment, job accommodations, alternative accessible formats and communication supports, individual accommodation and emergency response plans for employees that require it, return to work, performance appraisal, career or professional development, redeployment	January 1, 2014
Systemic - Employment	Board-wide	Memo –Employee Accommodation Information Individualized Accommodation Plans and Emergency Response Plans are reviewed yearly	November 2013
Information and Communication – Student Transportation	Board-wide (Student Transportation and Special Education)	Consult with parents -develop individual school transportation plans for students with disabilities, clarifying roles and responsibilities identified in the plan to the appropriate parties	January 1, 2013
Information and Communication – Student Transportation	Board-wide (Student Transportation and Special Education)	Plan formats finalized and implemented (i.e., Bus Safety Plan, Student Support Plan, Medical Management Plan)	January 2014
Information and Communication – Student Transportation	Board-wide (Student Transportation and Special Education)	Bus driver training on the use of plans and supporting students with accommodations on buses provided <a href="http://yourschools.ca/2014/10/28/hpsts-emergency-training-week/">http://yourschools.ca/2014/10/28/hpsts-emergency-training-week/</a>	February 2014 and October 2014
Information and Communication – Student Transportation	Board-wide (Student Transportation and Special Education)	Memo – Transportation for Students with Special Needs Form	November 2013 May 2014

Type of Barrier	Location	Action	Effective Date
Information and Communication – Student Transportation	Board-wide (Student Transportation and Special Education)	Update AP 589 Transportation to align with AODA requirements	January 2015
Information and Communication	School Libraries	Review the readiness of school libraries to provide accessible or conversion-ready formats of print resources upon request	Ongoing 2013-2014 in anticipation of the 2015 compliance date
Physical	Bedford Brookside Central Perth Howick Huron Centennial Listowel Eastdale Mornington North Easthope Upper Thames FEMSS	FDK addition and renovation with accessible washrooms. Power door operator and sloped concrete ramp at front entrance Sloped concrete ramp at front entrance Relocation of power door operator to create barrier free front entrance and sloped concrete ramp Modification to washroom and fixtures for special needs student FDK addition and renovation with accessible washrooms. Power door operator and sloped concrete ramp at front entrance FDK addition and renovation with accessible washrooms. Power door operator and sloped concrete ramp at front entrance FDK addition and renovation with accessible washrooms. Power door operator at front entrance FDK renovation with accessible washroom FDK renovation with accessible washroom Accessible concrete ramp to grade 7/8 playspace at exterior of school	2013-2014

Type of Barrier	Location	Action	Effective Date
Physical	SHDHS SCSS SNSS Various Schools	<p>Modification to water fountains, washroom and lockers doors for special needs student</p> <p>Visual cues on elevation changes (sidewalks, stairs, handrails)</p> <p>Power door operator for accessible washroom.</p> <p>Modification of sloped ramps to 4 portables</p> <p>Updated signage on washroom doors</p> <p>Accessible playgrounds – wheelchair accessible swings, paint highlighting different level changes, engineered woodfibre in place of peastone allowing wheelchairs and walkers to get to the equipment, accessible ramps, key gardens allowing wheelchair accessibility, etc.</p>	2013-2014
Information and Communication	Board-wide	<p>Identify and have ready access to resources that enable the Board to provide information and communication supports upon request and in a timely manner to persons with disabilities. (e.g. Consider access to board meetings/ school events)</p> <p>Shall consult with the person making the request in determining the suitability of an accessible format or communication support</p> <p>Shall notify the public about the availability of accessible formats and communication supports</p>	January 1, 2015



Type of Barrier	Location	Action	Effective Date
Information and Communication	Board-wide	AP 143 – Use of Assistive Devices by the General Public <b>Review procedures</b> AP 116 – Community Access to Schools A\p 112 – Communications and Media Relations AP 208 –The Design of Board Documents AP – 495 Volunteer Programs in Schools (re training on accessibility standards) Work with Apple on accessibility features with Board iPad projects	January 1, 2015
Information and Communication	Board-wide	Ignite Parents Workshops: <b>a)</b> Kevin Ball - What if all of society was as welcoming as our school system? <b>b)</b> Roger Miltenburg – What if there were access for all? <b>c)</b> Missy Pfaff – What if you included me? <b>d)</b> Richard Saunders – What if every child had an ipad? <a href="http://yourschools.ca/school-board/accessibility-information/">http://yourschools.ca/school-board/accessibility-information/</a> <b>e)</b> Frank Stretton, Deb Hotchkiss – The Work Experience Project: <a href="http://yourschools.ca/school-board/accessibility-information/">http://yourschools.ca/school-board/accessibility-information/</a>	April 2014
Information and Communication	Board-wide	Learning Together Secondary Symposium with focus on school team training on equity, social justice and inclusive practices <a href="http://yourschools.ca/2014/09/26/learning-together-student-symposium-goes-monday/">http://yourschools.ca/2014/09/26/learning-together-student-symposium-goes-monday/</a>	September 2014

Type of Barrier	Location	Action	Effective Date
Information and Communication	Board-wide	Coaching to Inclusion Awards – nominee and winner recognition Video – Board Meeting Minutes <a href="http://yourschools.ca/2014/10/14/board-meeting-highlights-tuesday-october-14-2014/">http://yourschools.ca/2014/10/14/board-meeting-highlights-tuesday-october-14-2014/</a>	October 2014
Information and Communication	Board-wide	ETFO Equity Workshop Everyone is Able: introduced members to a new resource called Everyone Is Able. Staff uncovered their own assumptions, myths, stereotypes, and increase sensitivity and awareness around abilities/disabilities.	November 2014
Information and Communication	Board-wide	Inclusive Education Round Table	May 2014
Information and Communication	Board-wide	Learning For All Coordinators are part of the planning committee for this south-western Ontario multi-board, university and Community Living discussion group Focus – meeting the challenge of including all students – leadership, collaborative practices, challenges	November 2014
Information and Communication	Board-wide	National Day for Persons with Disabilities – schools invited to participate <a href="http://yourschools.ca/2013/12/06/international-day-of-persons-with-disabilities/">http://yourschools.ca/2013/12/06/international-day-of-persons-with-disabilities/</a> Application for David C. Onley Award for Leadership in Accessibility	December 3, 2014
Information and Communication	School Libraries	Ensure readiness of school libraries to provide accessible or conversion-ready formats of print resources upon request Purchasing ebooks and audiobooks	January 1, 2015

Type of Barrier	Location	Action	Effective Date
Information and Communication	School Libraries	Ordering books that have text to speech capabilities Media Centre has resources including CD/book kits and books on CD. e.g. Playaway-type devices (MP3 player style) with audiobooks and novels. These will be circulated in single title kits Working with Perth and Huron Public Libraries to use ebook and audiobook	January 1, 2015
Information and Communication	Board-wide	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
Systemic	Board-wide	<b>Procurement:</b> Develop Guidelines Ensure and document third party providers comply with the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) Include in contracts with third party providers clear conditions about complying with AODA requirements and sole liability for any financial penalties that are imposed for non-compliance Review and Update AP 516 Purchasing Procedures AP 517 – Purchasing Authority Provide training to appropriate employee groups involved in procuring goods, services, facilities	November 2014 to June 2015
Physical	Central Perth	New front door system; relocate power door opener; installation of sloped concrete ramp Modification of interior space to accommodate spec ed student	2014-2015

Type of Barrier	Location	Action	Effective Date
Physical	Exeter Hamlet Howick New North Perth Elem North Woods Seaforth/Ed Centre CHSS F.E Madill SHDHS SCSS SNSS Various schools	Painting of visual cues on playground; installation of concrete walkway for accessibility; power door operator upgrade at front door; new power door operator to south bus drop off Sensory room refurbishing Modifications to washroom to accommodate spec ed student Continued construction of fully accessible 2 storey school JK - grade 8 to be opened Sept 2016 Work on front entrance ramp in conjunction with canopy repair New security camera system Power door operators to lower level New door system with accessible power door operator on east side Accessible concrete sidewalk/ ramp and handrails to access grade 7/8 playground; power door operator to tech wing door system Modifications to water fountain, washrooms, etc to accommodate spec ed student Visual cues on elevation changes to exterior stairs and handrails; also visual cues on internal staircases Modifications to quiet room Upgrade washrooms including accessibility features Miscellaneous projects including grab bars, mirrors, sensor controlled soap dispensers, etc. Review procedures: AP 550 – Use of Facilities AP 535 Playground Equipment	2014-2015

Type of Barrier	Location	Action	Effective Date
Physical	Ontario Building Code (OBC)	Design of Public Spaces Standards: - Outdoor playspaces - Exterior paths of travel - Parking - Maintenance	Effective January 2016

## 2015-2016

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained.	Ongoing
Information and Communication	School Libraries	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	Producers of educational or training material	Upon request accessible or conversion ready versions of printed based educational or training supplementary learning resources	Ongoing preparation for 2020 deadline
Information and Communication	Board-wide	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	Avon Bluewater Coast Brookside Elma Goderich PS	Modification of space to accommodate student needs Modifications to washroom and adjacent area for special needs student Upgrade washroom in west wing including accessibility features Upgrade south side washrooms including accessibility features Modifications to interior ramp	Ongoing preparation for 2021 deadline

Type of Barrier	Location	Action	Effective Date
Physical	Hullett Milverton North Woods Romeo Seaforth Upper Thames LRC FEMSS SNSS Ed Centre Other schools Ontario Building Code (OBC)	Modification to washroom for accessibility Upgrade main east wing washrooms including accessibility features Two sloped ramps at front entrance Replacement of water fountain with specialized controls Replace front entrance door with power door operator Power door operator and modifications in spec ed washroom Replace front door system with power door operator Railing for concrete walkway Modification of freight elevator Power door operators to library and main entrance Power door operators to north entrance and lower east entrance Facility study to develop strategic plan for the building to address infrastructure needs and accessibility Facilities in consultation with Learning Services will identify projects to be undertaken Once it is published, we will analyze and interpret the updates to the applicable sections of the Building Code and determine the implications to our school sites	Ongoing preparation for 2021 deadline
Information and Communication – Student Transportation	Board-wide(Student Transportation and Special Education)	Updated AP 589 Transportation to align with AODA requirements	January 2016

## 2016-2017

Type of Barrier	Location	Action	Effective Date
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained Implementation of Safe Schools software for 24/7 access to accessible training	Ongoing 2016-2017
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required AP 145 Use of Support Person by the General Public AP 146 Use of Service Animals by the General Public	Ongoing 2016-2017
Information and Communication	School Libraries	Review status of capacity of school libraries to provide accessible or conversion-ready formats of all resources upon request	Ongoing preparation for 2020 deadline
Information and Communication	Board-wide	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	Central Perth Downie Huron Centennial Sprucedale Upper Thames	Overhead track lift Accessible washroom and upgrade to washrooms with accessibility Review washrooms including accessibility features and revisiting existing accessible washroom Upgrade washrooms with accessibility features Replace front entrance door system with power door operator	Ongoing 2016- 2017

Type of Barrier	Location	Action	Effective Date
Physical	FEMSS GDCI LDSS DCVI SHDHS SCSS Other Schools	Work on pathway for incline compliance and finished with stone dust  Northwest entrance system accessible with power door operator  Review existing Lift in gym to cafeteria  Replace northwest entrance system accessible with power door operator  Washroom and change room upgrade with accessibility features  Security camera system  Main entrance door system with power door operator  Change room upgrade with accessibility features  Consultation and review of accessibility concerns for a specific student. Work included modification of hand rails on 3 stair wells and modifications to an exterior on-grade door.  Facilities in consultation with Learning Services will identify projects to be undertaken	Ongoing 2016-2017



Type of Barrier	Location	Action
Physical	2016 Review will also include: Outdoor Play Spaces Outdoor Public-Use Eating Areas Exterior Paths of Travel Recreational Trails Accessible Parking	<p>Where new construction, such as at MRES and possibly the new North Perth school, we will work with the schools and playground consultant/vendors to incorporate accessibility features (eg sensory and active play) for various people with different abilities. Consideration will be given to firm, stable and slip resistant ground surface with impact absorbing properties.</p> <p>Where existing surfaces such as peastone, in existing playground equipment, need replacement, we will move to a wood fibre surfacing material which forms a solid mat and which provides a firm stable accessible ground surface.</p> <p>Where new construction of a pavilion may be contemplated, possibly at MRES or the new North Perth school, if tables such as picnic tables are being incorporated in the design we will work to ensure that a minimum of 20% and no fewer than one (1) table is accessible for persons using mobility aids, and that there is firm stable ground surfacing leading to and under such tables, with appropriate knee clearances.</p> <p>Our new construction at the new North Perth school has provided for accessible paths connecting the school and area to the north along with Binning Street to the school. We have been systematically working at installing an accessible ramp to replace a step into our schools as part of planned renovations which include exterior work. This work has often included provision of a power door operator as well.</p> <p>While no new construction is planned on the trails at Northwoods, and some areas may not be able to be addressed, some review will be undertaken.</p> <p>Prior to this requirement coming into effect, we had already worked to ensure designated, signed, accessible parking spaces at all Board properties.</p>

Type of Barrier	Location	Action
Physical	Service-related Elements Maintenance	<p>This includes service counters, a portion of which is to be accessible, with appropriate countertop height and clear floor space in front of it. This feature will be incorporated when school office renovations are undertaken going forward.</p> <p>This includes having procedures in place for preventative and emergency maintenance of accessible elements and procedures for dealing with temporary obstructions when accessible elements are not in working order. A review of existing facilities procedures and updating as appropriate is being conducted.</p>

Type of Barrier	Location	Action	Effective Date
Systemic - Employment	Board-wide	Review and update Human Resources procedures and practices with regard to recruitment, job accommodations, alternative accessible formats and communication supports, individual accommodation and emergency response plans for employees that require it, return to work, performance appraisal, career or professional development, redeployment	Ongoing
Information and Communications	Board-wide	<p>Memo – Oct 31 2016 – AODA/ IASR Compliance Requirements memo issued, covering topics including: updated staff training, Accessible Document Guidelines, website Accessibility.</p> <p>Accessibility statement with links to the Board Accessibility Plan and feedback form posted as a footer on the employee portal, The Core.</p>	Oct 2017 - reissued

## 2017-2018

Type of Barrie	Location	Action	Effective Date
Physical	Other schools	Facilities in consultation with Learning Services will identify projects to be undertaken	

## 10. Review and Monitoring Process

The Accessibility Planning 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, with the Board’s Special Education Advisory Committee and other relevant committees.

## 11. Communication of the Plan

In addition to the public availability of the plan as referenced earlier on Page 2, Avon Maitland 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.

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

Chair  
 Accessibility Planning Committee  
 Avon Maitland District School Board

Or

For general comments:

<http://yourschools.ca/school-board/contact-avon-maitland/> and identify that it is an AODA related comment.

For accessible document requests:

<http://yourschools.ca/school-board/accessibility-request-form/>