



Annual Accessibility Plan

For

Algoma District School Board

June 2007

Prepared by

**The Algoma District School Board
Accessibility Steering Committee**

This publication is available on the ADSB web site www.adsb.on.ca)
and in accessible formats on request.

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1. History and Purpose

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 requires each school board to prepare an annual accessibility plan; to consult with people with disabilities in the preparation of this plan; and to make the plan public.

This plan was prepared by the Algoma District School Board Steering Committee and will be updated annually to reflect the current needs of the board. The plan describes: (1) the measures that the Algoma District School Board has taken in the past, and (2) the measures that the Algoma District School Board will take during the year to identify, remove and prevent barriers for people with disabilities. The Accessibility Steering Committee will forward recommendations to be included in the annual planning process.

Algoma District School Board is 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 Algoma District School Board plays a crucial role in ensuring that persons with disabilities have access to services, programs, and opportunities.

2. Definition of Disability

The ODA adopts the broad definition for disability that is set out in the *Ontario Human Rights Code*. "Disability" is:

1. any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device.
2. a condition of mental impairment or a developmental disability;
3. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
4. a mental disorder, or

5. an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act 1997*.

3. **Aim**

The ODA builds on practices that currently exist by requiring Boards to:

- Prepare and update an annual accessibility plan;
- Make the plan public;
- Appoint and consult with an Accessibility Steering Committee.

The Ontarians with Disability Act allows organizations the flexibility to determine their own priorities. The ODA expects organizations to develop and implement accessibility plans within existing planning processes and using existing resources.

4. **Objectives**

This plan:

- Describes the *process* by which the Algoma District School Board will identify, remove and prevent barriers for people with disabilities.
- Reviews efforts that the ADSB has made to remove and prevent barriers for people with disabilities during the *past* year(s).
- Lists the policies, procedures, programs, practices and services that the Algoma District School Board will review in the *coming* year to identify barriers for people with disabilities.
- Describes the *measures* that the Algoma District School Board will take in the coming year to identify, remove and prevent barriers for people with disabilities.
- Describes how the Algoma District School Board will make this accessibility plan *available to the public*.

5. **Commitment to Accessibility Planning**

The Algoma District School Board is committed to:

- ✓ maintaining an Accessibility Steering Committee
- ✓ Ensuring school board policies and procedures are consistent with the principles of accessibility
- ✓ Address children's' rehabilitation through accessibility
- ✓ Consulting with people with disabilities in the development and review of its annual accessibility plans

- ✓ Improving access to facilities, policies, programs, practices and services for students, parents/guardians, staff, volunteers and members of the community.

The Director of Education has authorized the Accessibility Steering Committee to prepare an accessibility plan that will enable the Algoma District School Board to meet these commitments.

6. Description of the Algoma District School Board

In January 1, 1998 the Algoma District School Board was formed through the amalgamation of six former school boards: The Sault Ste. Marie Board of Education, The North Shore Board of Education, the Central Algoma Board of Education, The Hornepayne Board of Education, The Chapleau Board of Education and The Wawa Board of Education.

The Algoma District School Board currently serves 7,500 elementary and 4,900 secondary students and their parents in 14 communities providing 40 elementary and 11 secondary schools, 3 administration buildings and covers a geographic area of approximately 71,000 square kilometers. Our school community stretches from Hornepayne on the North West to Chapleau on the North and East to Spanish with our headquarters located in Sault Ste. Marie.

The Algoma District School Board is one of the largest geographical English Public School Boards in Ontario. The Algoma District School Board employs a diverse staff to ensure quality education and a positive environment for teaching and learning.

Our appreciation is extended to all organizations within the Sault Ste. Marie and District area that partner with us to enhance the learning opportunities for all our students.

The ADSB is faced with and is committed to deal with the many difficulties that the diverse weather, lack of available public transportation, narrow rural road and a large complement of aging facilities provides. The ADSB will work with our diverse communities to ensure that emergency evacuation sites provide the proper access and appropriate facilities to meet the needs of students and staff requiring accessibility.

The ADSB is committed to providing educational opportunities that will assist every child in personal and intellectual development. In an effort to ensure that programs and services are meeting student needs, regular program reviews are conducted.

7. ADSB Mission Statement

The Algoma District School Board exists to provide positive learning opportunities of the highest standard for all learners to realize their full potential.

8. Accessibility Steering Committee Members

The Accessibility Steering Committee was formally constituted in January 2003 and consists of the following members:

Kime Collver – Superintendent of Education - Board Office, Sault Ste. Marie
Bob Backstrom – Superintendent of Business - Board Office, Sault Ste. Marie
Chris Deller - Manager of Plant - Northern Ave, Sault Ste. Marie
Glynnice Cappellani – Avery – Elementary Principal – R.M. Moore Public School
Frank Greco – Elementary Principal, Rosedale Public School
Aldo Iacoe – Health and Safety Officer – Board Office
Pav Pottekkat – Manager of Information Technology –Board Office, Sault Ste. Marie
Brad Lees – Area Coordinator – East Area – Elliot Lake
Holly Wickett – Secondary Principal - Korah Collegiate & Vocational School

Board staff and the Special Advisory Committee have provided information about barriers for students and staff with disabilities.

During the year the working group will consult with school administrators, employee groups, the Special Advisory Committee and community organizations to assist in reviewing and implementing the accessibility plan.

It is our intent in the following years to expand our focus and include more avenues to collaborate with people with disabilities in the review of our annual accessibility plan.

9. Barrier Removal Initiatives

Within the last several years, there have been a number of initiatives that the Algoma District School Board has identified to remove and prevent barriers for people with disabilities.

Physical/Architectural Barriers

- Accessibility for people with physical disabilities has been facilitated with the installation of ramps to facilitate entry to buildings, barrier free parking and the renovations of washrooms for barrier-free access.
- Renovations to existing buildings to necessitate the need for track lifting for students with physical disabilities.

Attitudinal Barriers

- Attitudinal barriers for people with disabilities are being addressed through ongoing staff and student in-service about diversity, assessing diversity policy/procedures and examining other policies and procedures for impediments to accessibility.

10. Barriers Identified

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

1. Physical
2. Architectural
3. Information or Communication-based
4. Attitudinal
5. Technological
6. Policies and Practices
7. Communicational

11. Definitions

1. **Physical Barrier**- objects added to the environment – doors, windows, elevators, furniture, etc
2. **Architectural Barrier** - building design, area adjacent to the building, shape of room, size of doorways, etc
3. **Information Barrier**- inadequate or incomprehensible signage, difficulties reading brochures, forms, manuals, websites, fax transmissions, equipment labels, computer screens, etc
4. **Attitudinal Barrier** – staff who do not know how to communicate with people with disabilities, staff who refuse to provide service, discriminatory behaviours
5. **Technological Barrier** – computers, photocopiers, fax machines, telephone switches, assistive technology
6. **Policy or Practice Barrier** – rules. Regulations and protocols that prevent one performing their job satisfactorily, or from serving the public, or that restrict participation
7. **Communication Barrier** – difficulties receiving information in person, or by telephone, difficulties interacting with receptionists or other staff, difficulties receiving training

In the first years of the ADSB plan we have focused on the immediate needs of students and staff. We will continue to assess the status of our facilities and the accessibility that is provided.

12. Review and Monitoring Process

Methodology	Description	Status
Presentation to Senior Administration	Opportunity for input and feedback	Ongoing, as required
Presentation to Trustees	For information	September 2007
Presentation to SEAC	Opportunity for input and feedback	September 2007
Presentation to employee groups	For information	October 2007
Focus groups	Opportunity for input and feedback	As required
Communication with Public	ADSB Accessibility Plan posted on website Public Board Meeting	September 2007
ADSB Accessibility Committee	Review, plan and make recommendations for next year Report progress and status	Bi annual meetings 2007 – 2008

13. Barriers to be Addressed

1. Continue with the physical and architectural review of our facilities
2. Provide information to employees and students on attitudinal barriers
3. bring awareness to school personnel of various barriers for individuals who experience these barriers
4. assistive technology for students'/individuals' needs

14. Communication of Accessibility Plan

The Algoma District School Board 's Accessibility Plan will be posted on the board website at www.adsb.on.ca and hard copies will be available.

CONTACT INFORMATION FOR ACCESSIBLE FORMAT REQUESTS:

Please contact the Human Resources Department at (705) 945-7327

**ALGOMA DISTRICT SCHOOL BOARD Barrier Free Access Plan
Accessibility of School Buildings**

Handicap Access Upgrades

2007/2008

Estimates

Central Avenue PS	door operator; entrance ramp	\$75,000
Echo Bay	door operator	\$20,000
	Total	\$95,000

2006/2007

Cost

Anna McCrea	remodel classroom; remodel boy's washroom; remodel kitchen; doors & door operators	\$42,511
Aweres	door operator; entrance ramp	\$21,062
Echo Bay	remodel boys' washroom	\$8,586
East View	door operator; entrance ramp	\$10,200
Greenwood	door operator; entrance ramp	\$10,200
Johnson Tarbutt	door operator; remodel boy's washroom	\$9,131
Kiwedin	door operator; entrance ramp	\$10,200
Michipicoten	door operator; entrance ramp	\$10,200
River View	door operator; entrance ramp	\$10,200
Spanish	door operator; entrance ramp	\$10,200
Sir James Dunn PS	new elevator installed; door operator	\$47,202
White Pines	seating upgrade	\$18,122
	Total	\$165,306

June 2007

Algoma District School Board

Handicap Accessibility Upgrades – Historical Spending

2005\2006

Actual Cost

Aweres P.S.	install handicap door operator and ramp if required	\$16,736
Anna McCrea P.S.	door operator and ramp entrance	\$40,000
Greenwood P.S.	install handicap door operator and ramp if required	\$15,000
Iron Bridge P.S.	handicap washroom and ramp/sidewalk upgrades	\$5,553
Kiwedin P.S.	handicap entrance	\$20,000
Johnson Tarbutt P.S.	new washroom, ramps, door operator	\$89,835
Etienne Brule P.S.	exterior ramps	\$5,000
Pinewood P.S.	exterior ramps	\$8,000
Grandview P.S.	exterior ramps	\$5,000
Rockhaven	removal of raised stage	\$3,500
Echo Bay P.S.	Install barrier free washroom	\$8,586
Anna McCrea P.S.	Install barrier free washroom and ramp entrances	\$42,511
Sir James Dunn P.S.	refurbish elevator & add handicap operator to main door	\$63,909
White Pines Auditorium	handicap seating upgrades	\$15,558
Total		\$339,188

2004/2005

Actual Cost

Bawating C & V S	ramps	\$131,516
White Pines C & V S	ramp	\$59,167
Spanish P.S.	auto door	\$34,140
Rockhaven	auto door	\$8,500
Alexander Henry H.S.	ramps/washroom/door operator	\$123,237

Anna McCreca P.S.	ramp	\$12,242.00
Arthur Henderson P.S.	ramp	\$977.00
Sir James Dunn C & V S	washroom upgrades	\$15,000.00
Elliot Lake S.S.	auto door	\$8,500.00
W.C. Eaket S.S.	auto door	\$33,385.00
Thessalon P.S.	handicap access	\$31,619.00
	Total	\$458,283.00

2003/2004

Actual Cost

Riverview P.S.	handicap washroom	\$15,000.00
Echo Bay P.S.	handicap washroom	\$12,000.00
Tarentorus P.S.	door operator	\$6,200.00
White Pines C & V S	interior ramps	\$100,000.00
Korah C & V S	door operator/interior ramp	\$38,000.00
Blind River P.S.	door operator	\$6,000.00
	Total	\$177,200.00

2002/2003

Actual Cost

Rockhaven	pave driveway/ ramp access	\$40,000.00
Queen Elizabeth P.S.	handicap washroom	\$12,300.00
Riverview P.S.	ramp entrances	\$5,000.00
Bawating C & V S	faucet and change table upgrade	\$2,500.00
	Total	\$59,800.00