

PIAC Working Group REPORT

Working Group	PVP Hiring										
Date	Friday, March 5, 2021										
Description/Objective	<i>The PVP working group will meet to discuss and support parent, guardian and caregiver engagement and participation in the annual PVP (Principal/Vice Principal) interview and hiring process.</i>										
Update	<p>Attendees: <i>Felicia Seto-Lau (Co-chair), D. Williams (Co-chair), Sharon Grant (W4, Co-Lead), Kaydeen Bankasingh (W8, Co-Lead), Chris Levien (W20), Patricia Seedial (W4), Susan Lee (W12) Jessica Ruiz (W4 Community Member)</i></p> <p>Agenda:</p> <ul style="list-style-type: none"> ● Update on parent engagement numbers ● Share interview panel experiences ● How to engage parents, guardians, caregivers who expressed interest and participated ● Post-interview event engagement ● PVP in the future <p>Thank you to the PCEO for providing the final numbers for the Spring 2021 PVP hiring initiative.</p> <p style="padding-left: 40px;">Spring 2021:</p> <table style="margin-left: 40px; border: none;"> <tr> <td>Training Attendance:</td> <td style="text-align: right;">49 Parents</td> </tr> <tr> <td>Parents on Interview Teams:</td> <td style="text-align: right;">23 Parents</td> </tr> <tr> <td>Cancelled:</td> <td style="text-align: right;">4 Parents</td> </tr> <tr> <td>No Shows:</td> <td style="text-align: right;">1 Parent</td> </tr> <tr> <td>Declines/Not Available:</td> <td style="text-align: right;">10 Parents</td> </tr> </table> <p>During the December 2020 PIAC meeting, we updated that a total of 150 parents/guardians/caregivers showed interest in participating as a community panel member.</p> <p>Parent training took place virtually on Tuesday, February 9, 2021. The Elementary hiring event happened on Tuesday, February 23, 2021 and Secondary hiring on Tuesday, March 2, 2021.</p> <p>Each working group lead participated on a panel and shared the following:</p> <ul style="list-style-type: none"> ● The parent engagement that happens during the PVP interview initiative is a valuable learning opportunity for parents. ● Parents gain a better perspective of the job expectations and responsibilities of the Principal/Vice Principal. ● As a parent representative, we have better insight into these expectations to share with community, parents, guardians and caregivers ● Experience is helpful for parents who will work on annual SSON and engage school community through this process ● Acknowledgment that parents who participate in this process have to be confident to ensure their perspectives are heard by administrators and staff 	Training Attendance:	49 Parents	Parents on Interview Teams:	23 Parents	Cancelled:	4 Parents	No Shows:	1 Parent	Declines/Not Available:	10 Parents
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	<ul style="list-style-type: none"> ● There are equity concerns and power dynamics as volunteers who commit to the full working day are involved alongside paid TDSB staff. ● In the essence of equitable community engagement and best practices, community parents, guardians and caregivers should receive compensation for presence, time and work offered for the day <p>It was brought forward for consideration how PIAC can continue to engage parents who participated on panel, who were trained and/or showed interest?</p> <p>Discussed the need to follow up with all parents who expressed interest and better understand their experience following their expression of interest.</p> <p>It was decided it is best to follow up with all parents, noting the feedback collected will vary depending how far into the process each went.</p> <p>A single survey for all parents to capture experiences and feedback for: all parents who showed interest parents who were trained parents who served on a panel</p> <p>Consensus was reached by the working group to make the recommendation to PIAC to develop and distribute a questionnaire to capture the parent experience participating in the PVP hiring initiative</p> <p>Welcome to Susan Lee (W12) who joined us for her first PIAC working group meeting. Thanks to Sharon Grant (W4, Co-Lead) for providing on the spot orientation and mentorship in her role as membership mentor.</p>
<p>Motion(s)</p>	<p>We move that PIAC work with the PCEO to develop and send out a survey for all parents, guardians and caregivers who expressed interest in participating in the P/VP interview process to solicit their feedback on the experience.</p>
<p>Question(s)</p>	<ol style="list-style-type: none"> 1. What could have prevented a parent who filled out the expression of interest form from receiving a link for training? 2. Of the parents who were trained, was there selection criteria or a process for parents who are selected to be on panels?
<p>Next Steps and Action items</p>	<p>Following motion approval by PIAC, WG will work with PCEO on a survey and report back findings to PIAC.</p>
<p>Co-lead(s) <i>(Name and Email Addresses)</i></p>	<p>Sharon Grant (W4) s.c.grant@hotmail.com Kaydeen Bankasingh (W8) kdeen.banks@gmail.com</p>
<p>Working Group Members <i>(Name and Email Addresses)</i></p>	<p>D.Williams (co-chair) Felicia Seto-Lau (co-chair) - Attended Sharon Grant (W4, co-lead) - Attended</p>

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	<p>Kaydeen Bankasingh (W8, co-lead) - Attended Jessica Ruiz (community member) - Attended Patricia Seedial (W4) -Attended Chris Levien (W20) - Attended Susan Lee (W12) - Attended Andrew Waters (W9) Nicole Marshall (W22) Jenny Gannon (W14) Sarah Marriott (Community Member) Saira Somani (W3) Jennifer Alexander (Community Member) Jess Hungate (W5) Wilmar Kortleever (W11) Nazerah Shaikh (W14) Jessica Ruiz (Community Member) Charlotte Schwartz (W10) Denese Gascho (W10)</p>
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