



**MEMORANDUM TO:** Directors of Education  
Supervisory Officers and Secretary-Treasurers of School Authorities

**FROM:** Barry Pervin  
Assistant Deputy Minister  
Instruction and Leadership Development Division

Grant Clarke  
Assistant Deputy Minister  
Learning and Curriculum Division

**DATE:** August 29, 2013

**SUBJECT:** *Supporting Bias-Free Progressive Discipline in Schools: A Resource Guide for Schools and System Leaders*

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We are pleased to introduce a new resource to guide school and system leaders in fostering a bias-free approach to progressive discipline, prevention and early intervention practices to support positive behaviour within the school community.

The resource was developed through unprecedented collaboration between the Ministry of Education and the Ontario Human Rights Commission (OHRC) and reflects input from educators, non-teaching staff, students and parent groups across the province.

*Supporting Bias-Free Progressive Discipline in Schools: A Resource Guide for Schools and System Leaders* reflects positive changes made through amendments to the *Education Act* (including those made through the *Accepting Schools Act, 2012*), human rights settlements, and ministry initiatives focused on safe, inclusive and accepting schools to support student achievement and well-being.

The resource guide, a companion placemat version and a poster illustrating the views of the Minister's Student Advisory Council are available at: <http://www.edu.gov.on.ca/eng/policyfunding/discipline.html>.

Please note we are planning voluntary Adobe Connect sessions in the Fall/Winter 2013 to provide additional information on the resource and to promote dialogue and the sharing of practice among participants.

To further inform our work and implementation supports related to this topic, we invite school and system leaders to complete a feedback survey available at: <https://www.surveymonkey.com/s/VMH86NY>.

Three branches of the ministry collaborated in the development of the resource with the OHRC. If you have any questions please contact:

Ruth Flynn, Director, Inclusive Education Branch at [Ruth.Flynn@ontario.ca](mailto:Ruth.Flynn@ontario.ca);  
Marg Connor, Director, Learning Environment Branch at [Marg.Connor@ontario.ca](mailto:Marg.Connor@ontario.ca); or  
Barry Finlay, Director, Special Education Policy and Programs Branch at [Barry.Finlay@ontario.ca](mailto:Barry.Finlay@ontario.ca).

We recognize and acknowledge your leadership and commitment to supporting the achievement and well-being of all students in safe, inclusive and accepting school environments and we thank you for your continued support and collaboration.

Sincerely,

*Original signed by*

*Original signed by*

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Barry Pervin  
Assistant Deputy Minister

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Grant Clarke  
Assistant Deputy Minister

C: Superintendents of Education / Superintendents Responsible for Safe Schools/ Superintendents Responsible for Equity and Inclusive Education / Superintendents of Special Education  
Ruth Flynn, Director, Inclusive Education Branch  
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