



Governance Committee
Monday, June 1, 2026

EC-340D & Virtual Meeting

AGENDA: 6:00 p.m.

1. Call to Order/Roll Call
2. Land Acknowledgement
3. Approval of the Agenda
4. Committee Workplan Wrap-Up
5. Non-Union Staff Terms & Conditions – Governance Role Review (verbal)
6. [Feedback Results: Human Resources Trustee Special Committee Pilot & Next Steps](#)
7. Adjournment

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Governance Committee

Monday, June 1, 2026

Human Resources Committee – Redistribution Pilot Review

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Recommendation:

That the Governance Committee receive the report for information.

Background:

December 2025 Governance Committee and Board Direction

At its meeting on December 1, 2025, the Governance Committee considered the future of one of the Trustees' Special Committees - the Human Resources (HR) Committee, noting overlap with other committees, particularly Finance & Facilities, and potential duplication in committee work. The Committee recommended that HR Committee-related reports be redistributed to aligned committees on a pilot basis, with feedback to be collected and reported back by June 2026.

The recommendation was subsequently considered and approved by the Board, authorizing the implementation of the pilot redistribution of HR Committee-related reports.

Pilot Scope and Intent

The pilot was designed as a limited, time-bound exercise involving approximately three reporting cycles. The Human Resources Committee was not dissolved; rather, its work plan items were temporarily reassigned. All HR Committee-related reporting requirements remained in place, with no permanent structural changes intended prior to review.

The pilot was intended to:

- Improve alignment of reports to committee mandates;
- Reduce duplication;
- Assess impacts on governance oversight and quality of discussion; and
- Inform future committee structure decisions.

Status:

Overview of the Pilot

During the 2025–2026 school year:

- HR Committee-related reports were redistributed to other Board committees (e.g., Finance & Facilities, Standing Committee, or Committee of the Whole) based on alignment;
- The HR Committee did not meet as a separate committee during the pilot period; and
- Feedback was collected through a survey of trustees and staff.

A total of **15 responses** were received (7 trustees, 8 staff). All reports continued on their established cycle, with no reduction in reporting or oversight. Results of the survey can be found in [Appendix A](#).

Summary of Feedback and Governance Implications

The findings and governance implications below are intended to support trustee discussion regarding potential next steps for the Human Resources Committee structure.

Theme	Key Findings	Governance Implications
Overall Effectiveness	Majority agreed redistribution worked well (67%) and reports were appropriately assigned (73%)	Indicates redistribution supports alignment and may reduce duplication across committees
Agenda Capacity & Quality	60% positive for agenda capacity; 40% for discussion quality with high neutral responses	Highlights agenda pressure and the importance of ensuring sufficient time for meaningful discussion
“Human Lens” on HR Issues	Mixed responses (53% positive, 33% neutral, 13% negative)	Signals the need to maintain a consistent people-focused perspective in HR-related matters
Transparency & Clarity	Majority reported clarity was sufficient, with some variability in advance communication of report placement	Emphasizes the importance of predictable and transparent report placement to support trustee preparation
Engagement & Governance (<i>Trustee-specific</i>)	Mixed responses, with some increase in broader participation in HR-related discussions	Reflects broader engagement, with potential trade-offs in focus and depth of discussion
Trustee Feedback	Trustee feedback identified the importance of clear committee alignment, continuity and oversight of HR matters, and sufficient agenda space for meaningful discussion.	Indicates the need to support continuity, clarity, and depth in governance oversight of HR-related matters
Operational Feasibility (<i>Staff-specific</i>)	All staff respondents indicated the model was manageable from a preparation and coordination perspective	Confirms operational sustainability while highlighting differing trustee perspectives on governance impact

Implementation Considerations

Feedback from the pilot identifies opportunities to strengthen implementation of a redistributed model, particularly in areas of clarity and maintaining a people-focused perspective. These include:

- Enhancing clarity and advance communication regarding report placement;
- Continuing to clearly identify human resources-related items within committee agendas; and
- Supporting consistent inclusion of a people-focused perspective in reports.

During the pilot period, staff communicated report distribution to trustees and will continue refining these practices to support clarity and consistency.

Conclusion

The pilot demonstrates that redistribution of the Human Resources Committee reports is operationally feasible and reflects practices observed in other jurisdictions.

Feedback highlights both strengths and areas for consideration related to clarity, quality of discussion, and maintaining a people-focused governance perspective.

The findings provide a foundation for trustee discussion regarding potential next steps, including whether to continue, modify, or discontinue the current model.

Financial Implications:

There are no known financial implications at this time.

Strategic Directions:

Upholding Human Rights, Safety & Well-Being

We will support all students and staff to feel safe and secure in our classrooms and school communities.

Providing Equitable Quality Education

We will offer equitable quality educational opportunities to improve student engagement, learning and achievement for future-readiness.

Collaborating with Students, Families & Communities

We will build reciprocal relationships and partnerships to enhance access and engagement for students, families, and communities.

Building a Sustainable Education System

We will adapt to a rapidly changing world through responsible fiscal management, investing equitably in accessible and sustainable facilities, and supporting a robust workforce.

Reinforcing Indigenous Educational Wellness & Reconciliation

We will honour our commitment to Truth and Reconciliation by nurturing respectful and reciprocal relationships among Indigenous Peoples and Treaty Partners, and by cultivating intergenerational healing and wellness in a restorative education system.

HR Committee Redistribution Pilot – Evaluation Report

In May 2026, a survey was conducted to assess a pilot that redistributed HR Committee reports to other Board committees. The goal was to evaluate effectiveness, governance impact, and operational feasibility from both trustee and staff perspectives. Survey invitations were sent to trustees, and key staff members who are impacted by trustee committee changes (N=20). There were 15 respondents (7 trustees and 8 staff)

Summary Findings

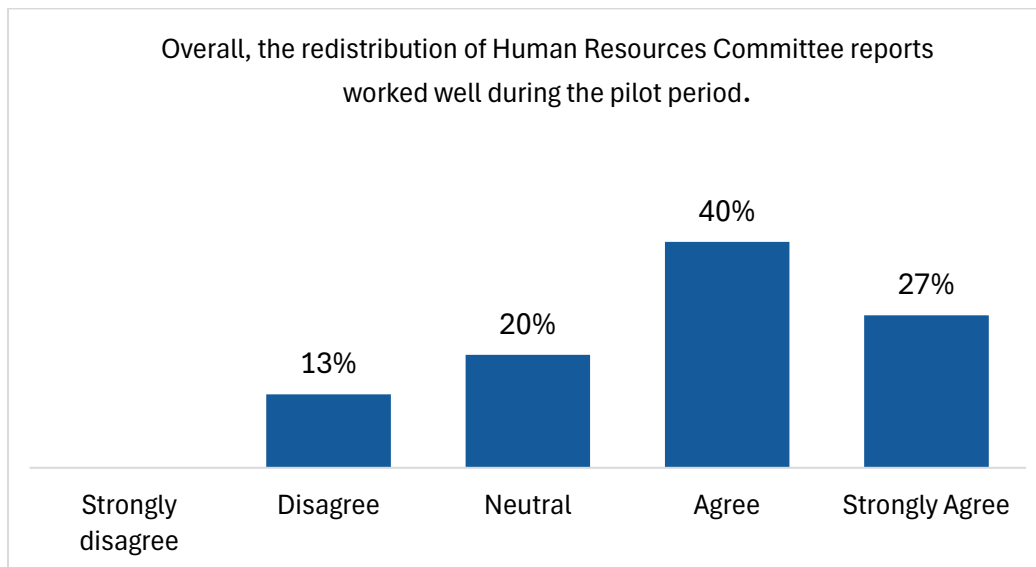
The pilot was generally successful and viable, with majority support for continuing or refining the model, but with important caveats:

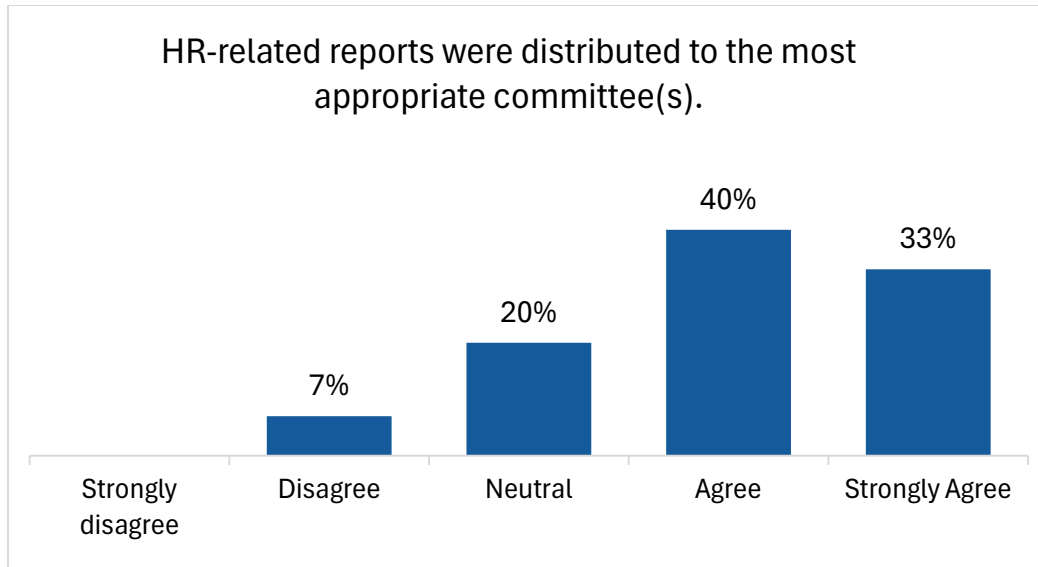
- Strong agreement that redistribution worked and aligned reports to appropriate committees
- Staff overwhelmingly found the model manageable and efficient
- Mixed views on agenda capacity and depth/quality of HR discussion
- Concerns from some trustees about loss of focus and “human lens”
- Majority of trustees saw improved breadth of engagement
- Consistent recommendation: continue with refinements rather than revert outright

Detailed Findings

1. Overall Effectiveness

- Most Agree/Strongly Agree that:
 - Redistribution worked well (67%)
 - Reports went to appropriate committees (73%)
- Small minority (7-13%) expressed disagreement



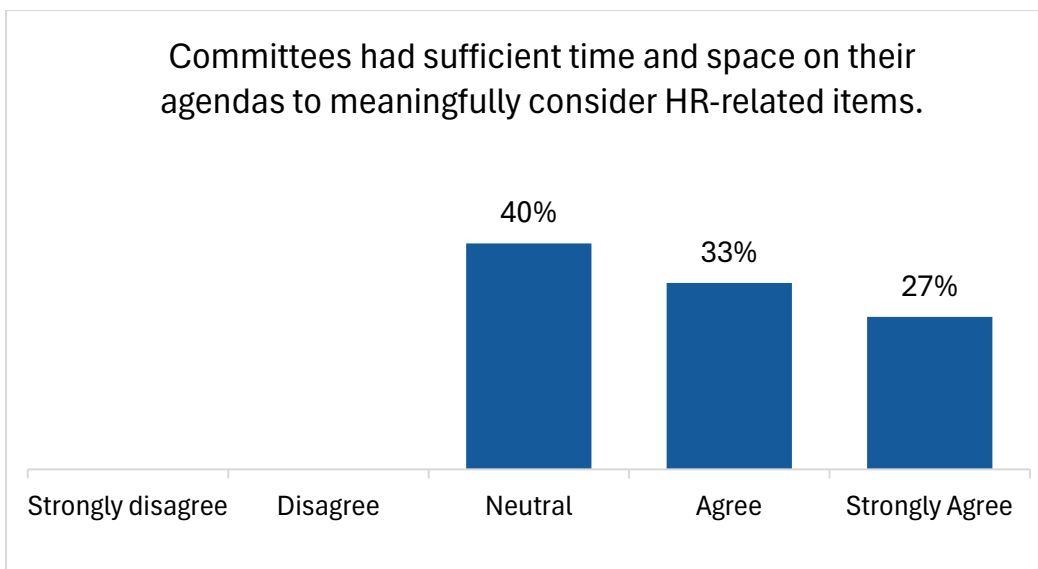


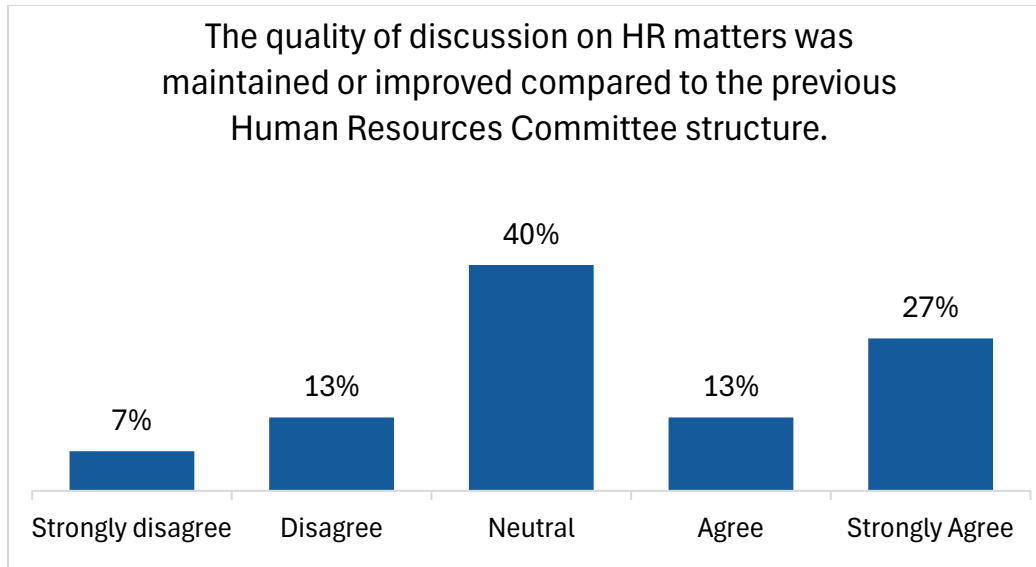
Interpretation:

The core premise of redistribution is validated, i.e., most participants believe the model functions effectively.

2. Agenda Capacity & Quality

- 60% agree/strongly agree committees had sufficient time and space (40% neutral)
- 40% agree/strongly agree quality of discussion was maintained/improved (40% neutral, 20% disagree/strongly disagree)



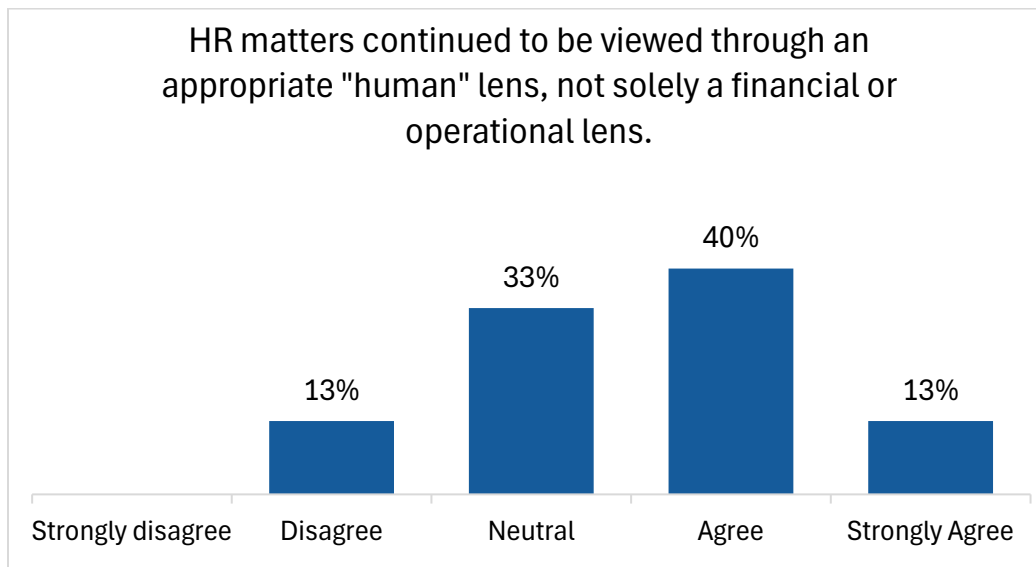


Interpretation:

Agenda pressure and discussion quality are key tension points.

3. "Human Lens" on HR Issues

- 53% positive
- 33% neutral
- 13% negative

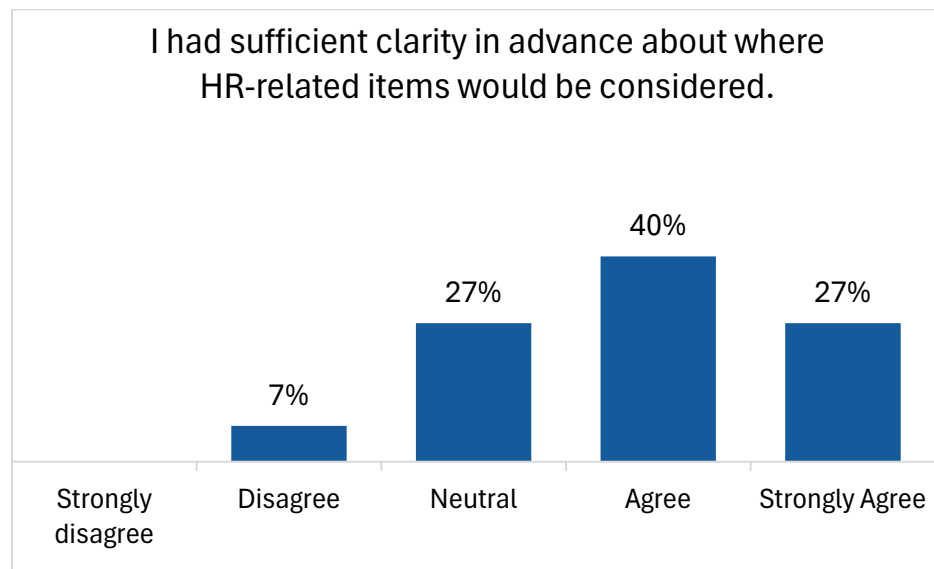
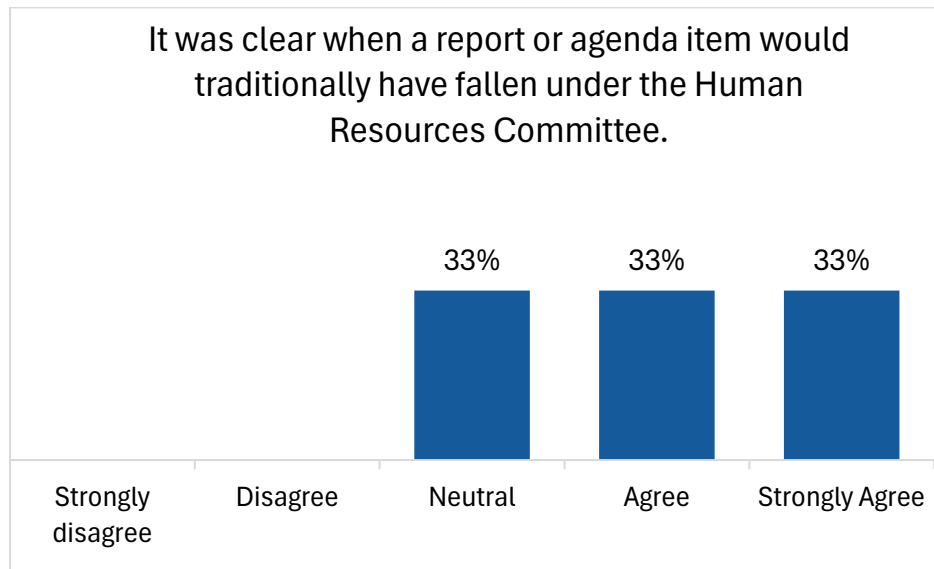


Interpretation:

This is a slightly divided. Some stakeholders worry HR issues risk being reframed as operational/financial rather than people-focused.

4. Transparency & Clarity

- 66–67% agree/strongly agree reporting clarity was sufficient
- Remaining responses were mainly neutral with 7% disagreeing that there was sufficient clarity in advance about where HR-related items would be considered.



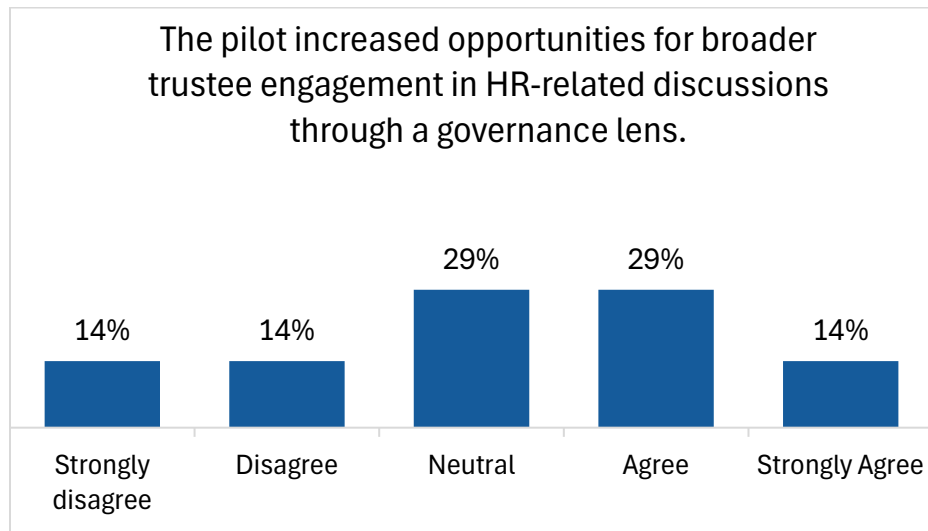
Interpretation:

Clarity was generally acceptable but not consistent.

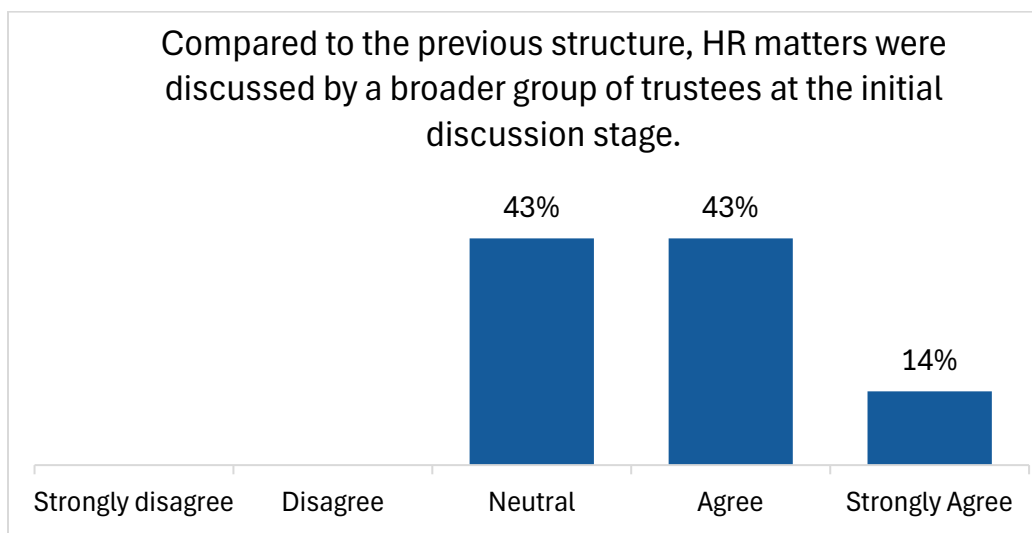
Trustee-Specific Findings

1. Engagement & Governance

- 43% agree/strongly agree the pilot increased opportunities for broader trustee engagement in HR-related discussions through a governance lens
- 29% neutral
- Remaining 28% were in disagreement



- 57% agree/strongly agree that in the new structure, HR matters are discussed by more trustees
- 43% neutral
- 0% disagree



Interpretation:

There is moderate evidence of improved engagement, but not universal consensus.

2. Trustee concerns on what the Board should consider from a governance perspective when deciding on the committee structure for the next term

- Need to consider new staff and new trustees and how this will make sense to them
- Must ensure that there is a fit for every topic with a committee before coming to Board
- Risk of losing holistic oversight of HR items
- Ensure agendas and reports support robust discussions

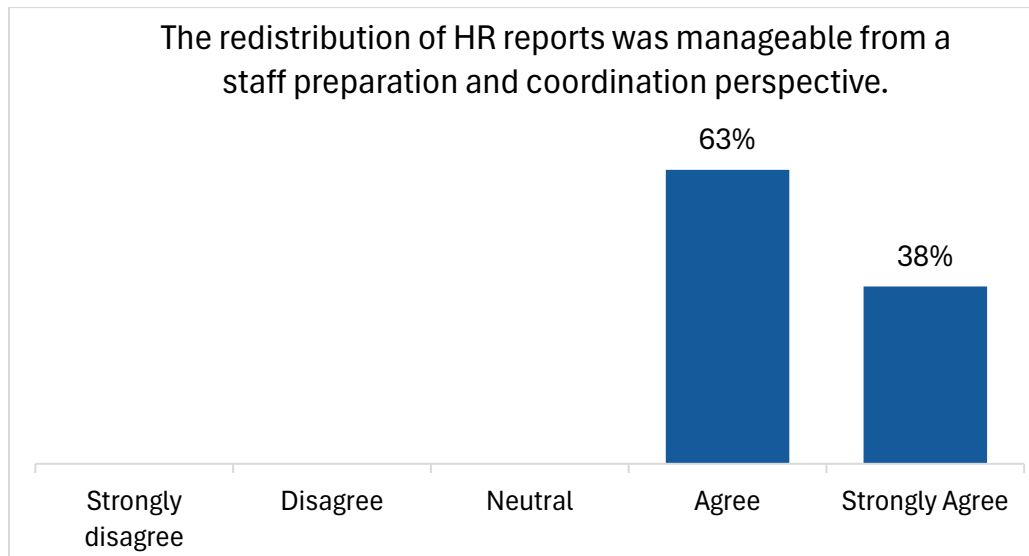
Interpretation:

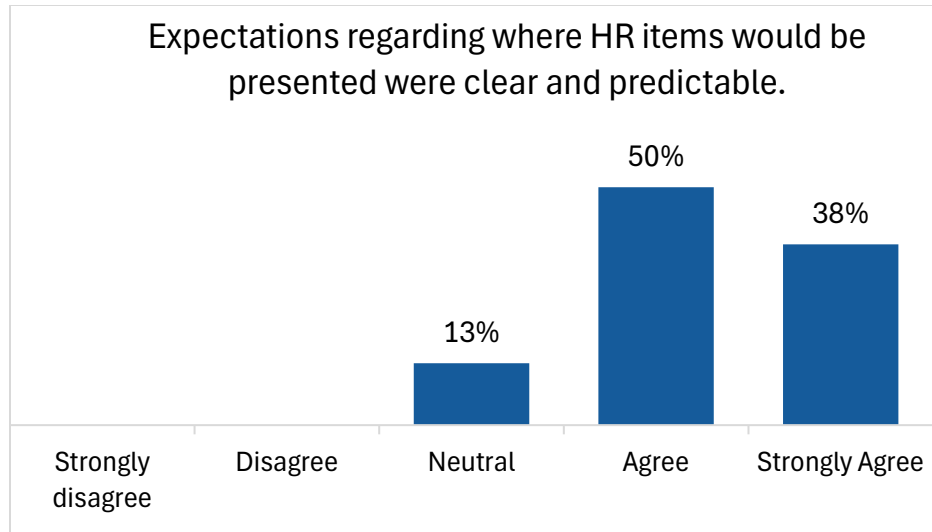
Trustees want to ensure the new process, if it continues, is supported by solid practice that retains meaning and depth of quality.

Staff-Specific Findings

1. Operational Feasibility

- 100% agree/strongly agree redistribution was manageable from a staff prep and coordination perspective
- 88% agree/strongly agree and 13% neutral that it was clear and predictable where HR items would be presented





Interpretation:

Strong endorsement from staff—the model is operationally sustainable.

2. Staff perceptions on what improvements would support the effectiveness of this approach, if continued

- The process works
- Consider splitting meetings to make them shorter
- Refine for 2026-2027 to determine what reports are still required and when
- Ensure reports maintain a governance focus

Interpretation:

- Staff view this as an efficiency and coordination success
- Trustees evaluate it more through governance quality and oversight depth

Overall Findings

This pilot has demonstrated that:

- Redistribution is viable and largely effective
- Perceptions of operational success (staff) exceed perceptions of governance confidence (trustees)

With targeted refinements, the model has a high likelihood of becoming a sustainable and improved governance approach, rather than reverting to the previous HR Committee structure.