



LIMESTONE DISTRICT SCHOOL BOARD

**Multi-Year
Accessibility Plan**

For the Period December 2012 to 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 Limestone District School Board's website (www.limestone.on.ca → Accessibility)

*In accessible formats upon request**

Revised: June 2017

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- Limestone DSB Education Centre
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* Contact the Limestone District School Board Education Centre
613-544-6920 TTY: 613-548-0279

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1. **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* (AODA). 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-Policy Statement <http://www.limestone.on.ca/board/documents/policies/BP-19.pdf>.

2. **Objectives**

The plan addresses the following:

- The processes which Limestone DSB will use to identify, remove and prevent barriers in the 2012-2017 period;
- Earlier efforts to remove and prevent barriers to people with disabilities are reviewed;
- List of facilities, policies, programs, practices, and services that LDSB will review in the coming years to identify barriers to people with disabilities are provided;
- A description of the measures LDSB will take in the coming year to identify, remove and prevent barriers to people with disabilities;
- A description of how the board will make its Accessibility Plan available to the public is included;
- An annual status report on the Board's implementation of the multi-year accessibility plan will be provided;
- The multi-year accessibility plan will be reviewed and updated at least once every 5 years.

3. **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 (SEAC) and Accessibility Planning Committee. It will be presented to the Board for approval. The Limestone District School Board is committed to:

- Maintaining an Accessibility Planning Committee;

- Continuing the process of consulting with the SEAC and with persons with disabilities;
- 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;
- 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 Limestone District School Board to meet these commitments.

4. Description of the Limestone District School Board

The Limestone District School Board offers elementary and secondary students an education that is enriched with diverse program choices and activities to complement curriculum requirements while supporting achievement and well-being and the overall success of every student.

Our Mission is to prepare students within safe and inclusive environments to embrace a changing world as lifelong learners and informed, responsible citizens.

The Board offers elementary students several unique programs in the Arts, French Immersion as well as academically advanced opportunities. The Board also offers secondary students a variety of programs that assist students to successfully access all post-secondary destinations to the workplace, apprenticeship, university or college including locally developed Focus, Co-Op and Apprenticeship programs.

The Board's district serves more than 19,000 students in 60 schools and 8 education centres covering a geographic area of 7,719 square kilometres across the City of Kingston, the Townships of Central Frontenac, North Frontenac, South Frontenac, Addington Highlands, Loyalist, Stone Mills, the Frontenac Islands and the Town of Greater Napanee.

5. Members of Accessibility Planning Committee

Working Group Member	Department/Organization	Contact Information
Manny Brandao	Capital Project Co-ordinator, Facility Services	613-544-6925 ext. 245
Sue Burnett	Special Education Program Co-ordinator, Educational Services	613-542-9871 ext. 169
Eva Carlin	Accessibility Lead, Hearing Support Resource Teacher, Educational Services	613-542-9871 ext. 287 TTY: 613-548-0279
Emily Greenham	Canadian National Institute for the Blind (CNIB)	613-542-4975
Joseph Hamilton	Assistive Tech Resource Teacher, Educational Services	613-542-9871 ext. 270
Jessi Lalonde	Assistive Tech Resource Teacher, Educational Services	613-542-9871 ext. 273
Jen Lawless	Principal, Central PS/ Sydenham PS Elementary Principal Representative	613-546-9454
Alison McDonnell	Supervising Principal	613-544-6925 ext. 319
Brian McKenzie	Canadian Hearing Society	613-544-1927
Sue McWilliams	Human Resources	613-544-6925 ext. 243
Erin Pincivero	Principal, NDSS Secondary Principal Representative	613-354-3381
Erin Sheldon	SEAC Representative – Community Living Kingston	
Karen Smith	Communications	613-544-6925 ext. 314
Karen Spanton	Classroom Teacher, Central PS, Elementary Teachers' Federation of Ontario (ETFO) Representative	613-542-5926

The Accessibility Planning Committee held 3 meetings during the 2016-2017 school year to develop the Multi-Year Accessibility Plan for 2012-17. (October 21, 2016; March 9, 2017; and May 11, 2017)

6. Strategy for Prevention and Removal of Barriers

Since the AODA came into effect in 2005, the principles of inclusionary practice, freedom from barriers and accessible environments have informed all policies, programs, procedures and services of the Limestone District School Board. Through the annual accessibility plan status report process implemented under the *Ontarians with Disabilities Act, 2001*, LDSB's programming, policies and practices will continue to be assessed to ensure continuous improvement in accessibility. This process has also been informed by feedback by the LDSB SEAC. 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. Barrier Identification Methodologies

The Accessibility Planning Committee uses the following barrier-identification methods:

Methodology	Description	Status
Accessibility Planning Committee considers Facilities report re physical environment and IASRS	Audit of buildings considered and identification of criteria from IASRS for action within multi-year strategy	Ongoing
Communication steps: Board, SEAC (via Public Committee Meeting), Employee Groups, Public (Via website)	Opportunity for input or feedback prior to approval and posting on website	Ongoing

8. Recent Barrier Removal Achievements for the 2016-2017 School Year

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

School	Details	Status
Amherstview PS	- adjust automatic door opener	complete
Bayridge PS	- contrast painting – mullions, door frames, exterior steps - accessible entry to two courtyards - primary yard re-ramped	ongoing ongoing complete
Bayridge SS	- various doorways not accessible for students with physical disabilities - install new height adjustable change table	ongoing complete
Calvin Park	- reconfigure washroom – install 2 grab bars, remove stall wall, sensor paper towel and soap, move mirror	complete
Centennial PS	- swing taps, white toilet seat, platform surround for toilet, lower soap dispenser, replace with sensor type	complete
Glenburnie PS	- install X-Y ceiling track in accessible washroom	complete
LaSalle SS	- raised area in classroom to be removed - additional grab bar in accessible washroom - contrast painting required for student with vision loss	complete ongoing
LCVI/Calvin Park	- modifications for contrast painting, etc. for student with low vision	ongoing
Molly Brant ES	- install height adjustable change table	complete
NDSS	- automatic door openers: main office and library - new ramp to School to Community room - various fire alarm pulls to be covered (CORA104, STAIRA102, CORA101, CORB101)	complete
NAEC	- ramp to front entrance of school - automatic door openers at front of building	complete ongoing
Perth Road PS	- barrier free accessible washroom	complete
Prince Charles Public School	- install automatic door opener - install outdoor railing	complete
Sydenham HS	- barrier free accessible washroom - additional work needed for students with vision loss – handrails, contrast nosing to stairs	complete ongoing
Tamworth ES	- install sink and mirror in washroom with change table	complete
Trudell PS	- contrast strip on steps into library - universal barrier free washroom - install automatic door openers – front door - install automatic door opener - jr/int playground door	complete

9. 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.

Limestone 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 Standard's 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.

2012-2013

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-wide	Develop Accessibility Policy Statement	January 1, 2013	Accessibility Committee	Complete
Attitudinal – Information and Communications	Board-wide	Develop a Procedure re: Accessible Information and Communications	January 1, 2013	Accessibility Committee	Complete
Attitudinal – Employment	Board-wide	Develop Procedure re: Accessible Employment	January 1, 2013	Human Resources	Complete
Systemic	Board-wide	Review procurement practices to incorporate accessibility criteria for goods, services, facilities	January 1, 2013	Facility Services	Complete
Information and Communication	Board-wide	Provide accessibility awareness training for all educators/ classroom-based staff on accessible instruction and program delivery	Ongoing 2012-2013	Educational Services Human Resources	Complete

2012-2013 Cont'd

Type of Barrier	Location	Action	Effective Date	Accountability	Status
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	Educational Services	Ongoing
Physical	Granite Ridge (new build) Southview PS(new build) Sir John A (new build) Selby (accessible door, washroom) Fairfield PS (accessible washroom) RG Sinclair (ramping) Centennial (FDK (NB)	Installation of accessibility features (i.e. color contrasting throughout school, accessible, barrier-free washrooms, elevator, accessible signage, acoustics fm systems)	Ongoing 2012-2013	Facility Services Educational Services	Complete

2013-2014

Type of Barrier	Location	Action	Effective Date	Accountability	Status
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	Human Resources	Complete Ongoing training for new staff and volunteers

2013-2014 Cont'd

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Information and Communication	Board Offices	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 above.	January 1, 2014	Communications Department	Complete
Information and Communication	Board-wide	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.	January 1, 2014	Information Technology Department	Complete Ongoing – School websites
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 plans, return to work, performance appraisal, career or professional development, redeployment	January 1, 2014	Human Resources	Complete

2013-2014 Cont'd

Type of Barrier	Location	Action	Effective Date	Accountability	Status
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	January 1, 2014	Tri-Board Transportation and Educational Services	Ongoing. Working toward a consistent form across Tri-Board consortium
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	Accessibility Sub-committee	Ongoing
Physical	Granite Ridge (new build) Lord Strathcona (FDK), Yarker (FDK)	Installation of accessibility features (i.e. Universal barrier-free washrooms in FDK additions and FM systems, contrast painting)	Ongoing 2013-2014	Facility Services Educational Services	Complete

2014-2015

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Information and Communication	Board-wide	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. (Consider access to board meetings/school events)	January 1, 2015	Educational Services/Schools	Complete

2014-2015 Cont'd

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Information and Communication	School Libraries	Ensure readiness of school libraries to provide accessible or conversion-ready formats of print resources upon request	January 1, 2015	Schools	Complete
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	Information Technology Department	Ongoing
Physical	10 additions/renovations for FDK	Installation of accessibility features (i.e. accessible washrooms and FM systems in FDK, contrast painting)	Ongoing 2014-2015	Facility Services Educational Services	Ongoing

2015-2016

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-wide	Review status of accessibility Awareness training to ensure new staff have been trained	Ongoing	Human Resources	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	Accessibility Committee	Ongoing

2015-2016 Cont'd

Type of Barrier	Location	Action	Effective Date	Accountability	Status
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	Information Technology	Ongoing
Physical	Molly Brant Elementary School (new build) Kingston Secondary (new build)	Installation of accessibility features (i.e. colour contrasting, accessible barrier-free washrooms, elevator, accessible signage, acoustics, FM systems in new builds)	Ongoing 2015-2016	Facility Services Educational Services	Ongoing

2016-2017

Type of Barrier	Location	Action	Effective Date	Accountability	Status
Systemic	Board-wide	Review status of accessibility awareness training to ensure new staff have been trained	Ongoing 2016-2017	Human Resources	Ongoing
Systemic	Board-wide	Review status of Board accessibility policies and procedures and update as required	Ongoing 2016-2017	Accessibility Committee	Complete
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	Accessibility Committee	Ongoing

2016-2017 Cont'd

Type of Barrier	Location	Action	Effective Date	Accountability	Status
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 AAA standards	Ongoing preparation for 2021 deadline	Information Technology	Ongoing
Physical	Kingston North – secondary needs NAEC (front entrance)	Installation of accessibility features (i.e. colour contrasting, accessible barrier-free washrooms, elevator, accessible signage, acoustics, FM systems in new builds)	Ongoing 2015-2016	Facility Services Educational Services	Ongoing; Complete

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

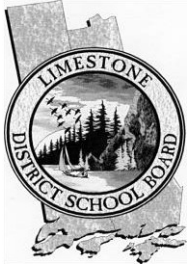
In addition to the public availability of the plan as referenced earlier on Page 2, Limestone District School Board will post an annual status report on the progress of the Multi-year Accessibility Plan on the Board's website. The Board will accommodate requests for accessible formats of the Plan.

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

Alison McDonnell, Chair
Accessibility Planning Committee
Limestone District School Board

or

www.limestone.on.ca/accessibility



LIMESTONE DISTRICT SCHOOL BOARD

Facility Services

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APPENDIX "A"

Accessibility Level by Family of Schools

Accessibility Level by Family of School as of April 2017

School	Level One Building is not currently accessible	Level Two Building is accessible but requires some modifications, i.e., access to various levels within the school: stage, second floor, lower levels, court yards. Also may need doors widened	Level Three Building is fully accessible
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Bayridge Secondary School & Family-Of-Schools

			Level Three
Bayridge Secondary School (Kingston)			Level Three
Bayridge Public School (Kingston)		Level Two	
Cataragui Woods E. S. (Kingston)		Level Two	
Lancaster Drive Public School (Kingston)		Level Two	
R.G. Sinclair Public School (Kingston)		Level Two	
Truedell Public School (Kingston)		Level Two	

Ernestown Secondary School & Family-Of-Schools

			Level Three
Ernestown Secondary School (Odessa)			Level Three
Amherst Island Public School (Amherst Island)	Level One		
Amherstview Public School (Amherstview)		Level Two	
Bath Public School (Bath)			Level Three
Fairfield Elementary School (Amherstview)			Level Three
Odessa Public School (Odessa)		Level Two	
Yarker Public School (Yarker)			Level Three

Frontenac Secondary School & Family-Of-Schools

			Level Three
Frontenac Secondary School (Kingston)			Level Three
Collins Bay Public School (Kingston)			Level Three
J. R. Henderson Public School (Kingston)		Level Two	
W. J. Holsgrove Public School (Kingston)		Level Two	
Module-de-L'Acadie (Kingston)			Level Three
Welborne Avenue Public School (Kingston)		Level Two	

Granite Ridge Education Centre & Family-Of-Schools

			Level Three
Granite Ridge Education Centre (Sharbot Lake)			Level Three
Clarendon Central Public School (Plevna)		Level Two	
Land O'Lakes Public School (Mountain Grove)		Level Two	

Accessibility Level by Family of School as of April 2017 Cont

School	Level One Building is not currently accessible	Level Two Building is accessible but requires some modifications, i.e., access to various levels within the school: stage, second floor, lower levels, court yards. Also may need doors widened	Level Three Building is fully accessible
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Kingston Collegiate Vocational Institute & Family-Of-Schools

Kingston Collegiate Vocational Institute (Kingston)		Level Two	
Central Public School (Kingston)		Level Two	
Marysville Public School (Kingston)			Level Three
Module Vanier Unit (Kingston)		Level Two	
Rideau Public School (Kingston)	Level One		
Sydenham Public School (Kingston)	Level One		
Winston Churchill Public School (Kingston)		Level Two	

LaSalle Secondary School & Family-Of-Schools

LaSalle Secondary School (Kingston)			Level Three
Glenburnie Public School (Glenburnie)		Level Two	
Joyceville Public School. (Joyceville)		Level Two	
Ecole SJA Macdonaldl (Kingston)			Level Three
Storrington Public School (Battersea)	Level One		

Loyalist-Collegiate Vocational Institute & Family-Of-Schools

Loyalist-Collegiate Vocational Institute (Kingston)		Level Two	
Calvin Park Public School (Kingston)		Level Two	
Centennial Public School (Kingston)		Level Two	
Lord Strathcona Public School (Kingston)		Level Two	
Polson Park Public School (Kingston)		Level Two	

Napanee District Secondary School & Family-Of-Schools

Napanee District Secondary School (Napanee)		Level Two	
Centreville Public School (Centreville)		Level Two	
Enterprise Public School (Enterprise)			Level Three
Newburgh Public School (Newburgh)	Level One		
The Prince Charles School (Napanee)		Level Two	
Selby Public School (Selby)		Level Two	
Southview Public School (Napanee)			Level Three
Tamworth Elementary School (Tamworth)	Level One		

North Addington Education Centre

North Addington Education Centre (Cloyne)		Level Two	
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Accessibility Level by Family of School as of April 2017 cont

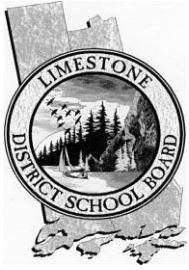
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(Former) QECVI & Family-Of-Schools

Molly Brant Elementary (Kingston)			Level Three
Rideau Heights Public School (Kingston)		Level Two	
J.G. Simcoe Public School (Kingston)		Level Two	

LaSalle Secondary School & Family-Of-Schools

LaSalle Secondary School (Kingston)			Level Three
Glenburnie Public School (Glenburnie)		Level Two	
Joyceville Public School. (Joyceville)		Level Two	
Ecole SJA Macdonaldl (Kingston)			Level Three
Storrington Public School (Battersea)	Level One		



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APPENDIX "B"

List of Supporting Policy and Procedures

List of Supporting Policy and Procedures

- [ADMINISTRATIVE PROCEDURE 151](#)
Accessibility Standards for Customer Service
- [ADMINISTRATIVE PROCEDURE 152](#)
Monitoring and Feedback on Accessible Customer Service
- [ADMINISTRATIVE PROCEDURE 153](#)
Notification of Disruption of Service
- [ADMINISTRATIVE PROCEDURE 154](#)
Use of Assistive Devices by the General Public
- [ADMINISTRATIVE PROCEDURE 155](#)
Use of Service Animals by General Public
- [ADMINISTRATIVE PROCEDURE 156](#)
Use of Support Person by the General Public
- [ADMINISTRATIVE PROCEDURE 157](#)
Providing Accessible Information and Communications Services (Accessibility Standards for Information and Communication)
- [ADMINISTRATIVE PROCEDURE 161](#)
Accessibility Standards for School Transportation
- [EMPLOYEE WORKPLACE EMERGENCY RESPONSE PLAN](#)
- [LIMESTONE DISTRICT SCHOOL BOARD POLICY NO. 19](#)
- [LIMESTONE DISTRICT SCHOOL BOARD ACCESSIBILITY & DISABILITY MANAGEMENT PROGRAM](#)
- [INTEGRATED ACCESSIBILITY STANDARDS REGULATION \(IASR\)](#)
E-Access News, Volume 1, Issue 1, Dec. 10, 2013
- [INTEGRATED ACCESSIBILITY STANDARDS REGULATION \(IASR\)](#)
E-Access News, Volume 1, Issue 2, Dec. 12, 2013
- [INTEGRATED ACCESSIBILITY STANDARDS REGULATION \(IASR\)](#)
E-Access News, Volume 1, Issue 3, Dec. 16, 2013
- [INTEGRATED ACCESSIBILITY STANDARDS REGULATION \(IASR\)](#)
E-Access News, Volume 1, Issue 4, Dec. 19, 2013
- [ACCESSIBLE FORMAT/COMMUNICATION SUPPORT REQUEST FORM](#)
- [ACCESSIBLE FORMATS AND COMMUNICATION SUPPORTS PROCESS](#)
- [ACCESSIBLE FORMATS AND COMMUNICATION SUPPORTS REFERENCE TABLE](#)
- [ACCESSIBLE DOCUMENT ACCESS–ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT \(AODA\)](#)
- [SAMPLE REQUEST FOR RENOVATION](#)