



March 25, 2021

Ref: 244966

Mike McKay  
Hadrian Educational Consulting  
**Email:** s.22

Dear Mr. McKay:

Thank you for your work as part of the special advisory committee to the Chilliwack Board of Education.

I have now received your report and am reviewing it thoroughly. Your investigation into how well the Chilliwack Board of Education is functioning will help inform any next steps.

The well-being of students and staff in our education system remains my highest priority.

Again, thank you for your work on this important issue.

Sincerely,

Jennifer Whiteside  
Minister



April 6, 2021

Ref: 246129

Willow Reichelt, Chair  
Board of Education  
School District No. 33 (Chilliwack)  
**Email: willow\_reichelt@sd33.bc.ca**

Dear Ms. Reichelt:

I am writing further to my letter of December 22, 2020, concerning the appointment of a special advisory committee to the Chilliwack School District.

As you know, the special advisory committee has recently completed its work in reviewing the progress of the Chilliwack Board of Education in respect of the improvement of student achievement, and inspecting and evaluating specific matters as set out in my previous correspondence.

After reviewing the findings of the special advisory committee, I have concerns about the Board's ability to establish and maintain a safe, welcoming and inclusive school community for all students and staff, regardless of characteristics including background, ability, sex, sexual orientation, or gender identity or expression. In addition, I have concerns about the Board's ability to meet its obligations in a cooperative manner and that the Board's Code of Ethics for Trustees is not being adhered to by all trustees resulting in negative impact on the Board's effectiveness in carrying out its governance role and in focusing on monitoring progress in student achievement and other core mandate areas. I am similarly concerned about the impact this has on senior staff's ability to focus on student achievement.

In order to establish and maintain a safe, welcoming and inclusive school community for all students and staff, it is my expectation that the Board will:

- Review and revise its policies and codes of conduct for students to ensure the policies and codes promote a safe, welcoming, and inclusive school environment; and
- Establish a plan for enhancing student achievement in the District, with a particular focus on inclusive education, children and youth in care and Indigenous students.

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In addition, to adhere to principles of good governance and ethical, civil and cooperative trustee behaviour, it is my expectation that the trustees of the Board will:

- Develop a policy regarding inclusive board practices, after the Board has obtained and considered input from the school community;
- Review and, if necessary, revise Board Policy 205 “Code of Ethics for Trustees”, after the Board has obtained and considered input from the school community;
- Arrange and participate in training provided or recommended by the Office of the Human Rights Commissioner so there is a common understanding and application of human rights obligations under the law; and
- Collaborate with Indigenous people and local First Nations to develop Board policies and procedures that allow for meaningful engagement and strong and positive relationships with Indigenous community members.

Under the authority of Section 81 of the *School Act*, I am requesting that the Board prepare and submit to me two reports, the first by June 30, 2021 and the second by October 31, 2021, on the status of the Board’s progress in addressing the concerns and expectations identified above.

I am also re-appointing Mr. Mike McKay as Special Advisor until November 12, 2021, to assist the Board and evaluate its progress in taking the steps outlined above. Mr. McKay will report to me in respect of progress made by the Board at least every two months and will provide a final report and recommendations by October 31, 2021. Further details of the appointment are set out in the attached Order. I will continue to look to you and your team to work collaboratively with Mr. McKay over the coming months.

Lastly, as you may be aware, SD 33 is currently participating in the accelerated Continuous Improvement Program Pilot. As such, the District is receiving comprehensive, tailored, ongoing support including a one-on-one data room and strategic planning session to improve educational outcomes. The Ministry of Education will continue to assist and support the District through coaching and coordinating professional learning communities. Attention to the work of continuous improvement will help the Board focus its energy and efforts on its core mandate.

Thank you for your attention to this very important matter, and I look forward to hearing from you.

Sincerely,



Jennifer Whiteside  
Minister

Attachment: Ministerial Order

pc: Rohan Arul-Pragasam, Interim Superintendent  
Mike McKay

**PROVINCE OF BRITISH COLUMBIA**

Ministerial Order No. M147

**ORDER OF THE MINISTER OF EDUCATION**

I, Jennifer Whiteside, Minister of Education, make the order set out in the attached Schedule.

Apr 6, 2021

Date



Jennifer Whiteside  
Minister of Education

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*(This part is for administrative purposes only and is not part of the Order.)*

**Authority under which Order is made:**

Act and section: School Act, R.S.B.C. 1996, c. 412, s. 171.1

## **SCHEDULE**

- 1** Mike McKay of Victoria, BC is appointed as a special advisor to the Board of Education for School District No. 33 (Chilliwack) (the “Board”).
- 2** The term of the appointment ends on November 12, 2021.
- 3** The special advisor will assist the Board in the conduct of the affairs of the school district in respect of the following matters:
  - (a) In respect of the Minister’s expectation that the Board will establish and maintain a safe, welcoming, and inclusive school community for all students and staff, regardless of characteristics including background, ability, sex, sexual orientation, or gender identity or expression, the special advisor will assist the Board in
    - i. reviewing and revising the Board’s policies and codes of conduct for students to ensure the policies and codes promote a safe, welcoming, and inclusive school environment; and
    - ii. establishing a plan for enhancing student achievement in the district with a particular focus on inclusive education, children and youth in care, and Indigenous students; and
  - (b) In respect of the Minister’s expectation that the trustees of the Board will adhere to principles of good governance and ethical, civil and cooperative trustee behaviour, the special advisor will assist the trustees of the Board in
    - i. developing a policy regarding inclusive board practices, after the Board has obtained and considered input from the school community;

- ii. reviewing and, if necessary, revising Board Policy 205 “Code of Ethics for Trustees” after the Board has obtained and considered input from the school community;
  - iii. arranging and participating in training provided or recommended by the Office of the Human Rights Commissioner;
  - iv. collaborating with Indigenous people and local First Nations to develop Board policies and procedures that allow for meaningful engagement with Indigenous community members.
- (c) In respect of any other matter where the trustees of the Board request the special advisor's assistance and the special advisor believes his assistance is appropriate.
- 4 The special advisor will inspect and evaluate the Board's progress in respect of
  - (a) the matters set out in section 4 of Ministerial Order No. M481 - 2020
  - (b) the matters referenced in section 3, and
  - (c) relationships with senior Board staff.
- 5 The special advisor must submit reports to the Minister in respect of progress made in carrying out the duties set out in section 3 as follows:
  - (a) at least every two months, and
  - (b) a final report on or before October 31, 2021.
- 6 The special advisor's final report will include any recommendations of the special advisor in respect of the matters referenced in sections 3 and 4 as well as any other recommendations of the special advisor with respect to the conduct of the Board.
- 7 Remuneration for the special advisor will be paid by the Board.



December 22, 2020

Ref: 243150

Willow Reichelt, Chair  
Board of Education  
School District No. 33 (Chilliwack)  
**Email: willow\_reichelt@sd33.bc.ca**

Dear Ms. Reichelt:

I am writing to advise you that I have decided to appoint a special advisory committee to School District No. 33 (Chilliwack).

Honourable Lynn Smith and Mr. Mike McKay will serve as a special advisory committee to the District for a term beginning immediately and ending on February 26, 2021. I have asked the special advisory committee to review the progress of the Chilliwack Board of Education in respect of the improvement of student performance and to inspect and evaluate:

- the Board's ability to fulfill its duties and the ability of the trustees to work together cooperatively in order to fulfill its duties;
- the Board's ability to establish and maintain a safe, welcoming and inclusive school community for all students and staff, regardless of characteristics including background, ability, sex, sexual orientation, or gender identity or expression;
- the extent to which the actions of trustees, in their role as trustees, are consistent with the human rights of students who are enrolled with the board;
- the Board's relationship with members of the school community and partner groups; and
- the adherence of the Board's trustees to the Board's "Code of Ethics for Trustees".

The special advisory committee will report back to me with a formal report by February 26, 2021. Further details of the appointment are set out in the attached Order.

Under section 171.2 of the *School Act*, a special advisory committee may:

- a) attend any meeting of the Board,
- b) enter a school building or any other building used in conjunction with the school or offices of the board, or any part of them, for the purposes of performing his or her duties, and
- c) inspect any record of the Board.

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Section 171.3 of the *School Act* requires boards and their employees to assist a special advisory committee in carrying out his or her duties. I will look to you and your team to work collaboratively with Ms. Smith and Mr. McKay over the coming months.

The well-being of students and staff in our education system and ensuring a school system that is safe, inclusive and welcoming to all students is a top priority.

Sincerely,

A handwritten signature in cursive script, appearing to read "J. Whiteside".

Jennifer Whiteside  
Minister

Attachment: Ministerial Order

pc: Rohan Arul-Pragasam, Superintendent  
Lynn Smith  
Mike McKay



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Withheld pursuant to/removed as

s.13 ; s.22