

Table of Contents

<i>Dedication</i>	iii
<i>Foreword to the First Edition</i>	v
<i>Preface</i>	vii

1 The Changing Role of the Principal 1

Introduction	1
Changes Introduced by the Ford Government	4
Life After Bill 160	8
Safe Schools Amendments to the Education Act	18
The Enhanced Role of the Principal.....	33
Duties of Principals.....	36
Duties of Teachers	41
School Councils	46
Human Rights	49
Conclusion	52

2 Labour Relations55

Introduction	55
School Boards Collective Bargaining Act, 2014	56
Labour Relations Act, 1995.....	59
Voluntary Versus Required Duties	68
Suggested Strategies in Managing Staff.....	73
Occupational Health and Safety	74
Hiring Practices	79
Conclusion	81

3 Negligence and Liability85

Introduction	85
--------------------	----

Duty of Care	87
Standard of Care	90
Duty to Provide Proper Supervision	101
Duty to Keep School Safe and in Good Repair	129
Breach of Privacy	132
Educational Malpractice.....	139
Reporting the Presence of Communicable Diseases.....	141
Suggested Measures.....	142

4 Emergency Response Planning 145

Introduction.....	145
Why Do We Need Emergency Response Strategies?.....	147
School Lock-Downs	156
Bomb Threats	159
Tornadoes.....	163
Emergency Response Planning Strategies	164
Activating the Emergency Response Plan	168

5 Confidentiality and Disclosure of Student Records 171

Introduction.....	171
Ontario Student Record	172
The OSR in Legal Proceedings.....	178
Municipal Freedom of Information and Protection of Privacy Act.....	182
Youth Criminal Justice Act.....	191
Confidentiality	194

6 Appraising and Documenting Teacher Performance 201

Introduction.....	201
A Duty to Appraise and Document.....	202
Procedures for Performance Appraisals.....	206
Conclusion.....	233

7 Dealing with the Problem Parent 235

Introduction.....	235
Parental Harassment	236
Developing an Appropriate Response	237

Civil Proceeding	246
Occupational Health and Safety Act	255
Criminal Code	260
A Parent Protocol	263

8 The Rights of Non-Custodial Parents..... 265

Introduction	265
Relevant Legislation	266
Role of the School	267
Rights of Non-Custodial Parents	268
Student Names	276
Managing School Relationships	278

9 School Attendance 279

Introduction	279
Obligation to Attend School.....	280
Responsibility for Enforcing School Attendance	281
Dealing with the Problem of Non-Attendance.....	283
Preventing Attendance Problems	288

10 Managing Medical Conditions in Schools..... 291

Introduction	291
Duty and Standard of Care in Ordinary Circumstances	293
Duty and Standard of Care in an Emergency	300
Assignment to Administer Medication	302
Managing Students with Diabetes.....	306
Managing Students with Asthma	309
Managing Students with Allergies.....	310
Managing Medical Cannabis.....	315
Naloxone Kits in Schools	318
Conclusion	320

11 Suspensions and Expulsions 321

Introduction	321
Progressive Discipline	325
Responding to Incidents.....	328
Notification	330
Delegation of Authority Regarding Discipline	331

The Suspension Process	332
The Expulsion Process	342
School Disciplinary Proceedings and Criminal Charges	351
Investigating Incidents.....	353
Interviewing Witnesses	355
Conclusion.....	361

12 Safe Schools 365

Introduction.....	365
School Transfers Related to School Safety.....	368
Reporting to the Principal	372
Off-School Conduct	377
Cyberbullying	382
Police Investigations on School Premises	390
Search and Seizure in Schools	399
Dealing with Trespassers	411
Reporting Child Abuse.....	415
Creating a Problem-Solving School Culture.....	423

Index429