

September 20, 2021

**Ministry of  
Education**

315 Front  
Street West  
Toronto  
ON M7A 0B8

**Ministère de l'Éducation**

315, rue Front Ouest  
Toronto ON M7A 0B8



**Memorandum  
to:**

Directors of Education  
Secretary-Treasurers of  
School Authorities

**From:**

Yael Ginsler  
Assistant Deputy Minister (A)  
Student Achievement Division

Patrick Case  
Assistant Deputy Minister  
Education Equity Secretariat

Denys Giguère  
Assistant Deputy Minister  
French-Language Teaching,  
Learning and  
Achievement Division

**Date:** September 20, 2021

**Subject:** **Board Improvement and  
Equity Planning with  
Demographic Data**

In recent years, school boards have made great strides to create schools and classrooms that are safe and welcoming. However, we recognize that our education system, like other institutions, is still not free of all forms of discrimination, and that as a result, not all students are realizing their full potential. Our efforts to improve educational outcomes must recognize these realities and we must work to dismantle the practices and policies that underpin the systemic barriers that continue to disadvantage particular communities of students.

It is with this context that we are sharing a draft overview (Attachment 1) of a new school board planning tool, the *Board Improvement and Equity Plan (BIEP)*.

Demographic data can play a powerful role in advancing equity. With a clearer understanding of who their students are, school boards can more precisely identify where gaps in achievement between groups of students exist and where policies and programs have different and adverse impacts on particular communities of students. Understanding which students are underserved by our education system – and working to address that – is at the crux of the new BIEP process, and therefore all boards are expected to be in the process of collecting voluntary student demographic data by September 2022.

Building on the evidence-informed continuous improvement cycle of the *Board Improvement Plan (BIP)* and the *Board Improvement Plan for Student Achievement (BIPSA)*, the new BIEP will replace the former BIP and BIPSA. Along with the *Board Action Plan on Indigenous Education*, the BIEP increases accountability and standardizes commitments for advancing human rights and equity across the education system.

The BIEP sets out province-wide goals and performance indicators under four educational priority areas, 1) *Achievement*; 2) *Human Rights and Equity*; 3) *Mental Health, Well-Being and Engagement*; and 4) *Transitions and Pathways*. School boards are also expected to set their own local goals and priorities that involve local communities and are responsive toward their needs. We have included a document that outlines the rationale for the performance indicators included in the BIEP (Attachment 2).

The ministry will release the BIEP template in Fall 2021, with instructions and guidance for completion. The BIEP will be submitted annually commencing May 2022, and would outline the boards' plan for the coming school year. Boards will also be required to share a parent-friendly version of their plan with board communities. The ministry will welcome feedback on the BIEP template and process throughout the upcoming school year.

We would like to acknowledge the hard work of school boards to support the success and well-being of all of Ontario's students. We look forward to working together to plan for improved achievement, human rights and equity, well-being and transitions for all students.

Yael Ginsler  
Assistant Deputy Minister

Patrick Case  
Assistant Deputy Minister

Denys Giguère  
Assistant Deputy Minister

c: Executive Director, Association des conseils scolaires des écoles publiques de l'ontario (ACÉPO)  
Executive Director, Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)  
Executive Director, Ontario Catholic School Trustees' Association (OCSTA)  
Executive Director, Ontario Public School Boards' Association (OPSBA)  
Executive Director, Council of Ontario Directors of Education (CODE)  
Executive Director and Secretary-Treasurer, Association des enseignantes et des enseignants franco-ontariens (AEFO)  
General Secretary, Ontario English Catholic Teachers' Association (OECTA)  
General Secretary, Elementary Teachers' Federation of Ontario (ETFO)  
General Secretary, Ontario Secondary School Teachers' Federation (OSSTF)  
Chair, Ontario Council of Educational Workers (OCEW)  
Chair, Education Workers' Alliance of Ontario (EWAO)  
Co-ordinator, Canadian Union of Public Employees – Ontario (CUPE-ON)  
Executive Director, Association des directions et directions adjointes des écoles franco-ontariennes (ADFO)  
Executive Director, Catholic Principals' Council of Ontario (CPCO)  
Executive Director, Ontario Principals' Council (OPC)

Attachments (2):

Attachment 1 - Board Improvement and Equity Plan (BIEP) Overview  
Attachment 2 - Rationale for Performance Indicators in Board Improvement and Equity Plan (BIEP)