



# **MULTI-YEAR ACCESSIBILITY PLAN**

**September 2020- August 2025**



Lakehead  
Public  
Schools

**Your Children Our Students**

# **MULTI-YEAR ACCESSIBILITY PLAN**

## **LAKEHEAD DISTRICT SCHOOL BOARD**

**September 2020 – August 2025**

**Prepared by the Accessibility Planning Committee**

**In accordance with the Accessibility for Ontarians with Disabilities Act  
Integrated Accessibility Standards Regulation**

**The Multi-Year Accessibility Plan can be found**

- 1. Board's website: [www.lakeheadschools.ca](http://www.lakeheadschools.ca) ABOUT BOARD  
Accessibility**
- 2. At the Jim McCaig Education Centre, 2135 Sils St, Thunder Bay, ON  
P7E 5T2**
- 3. In accessible formats upon request**

<b>1.</b>	<b>Overview of the Accessibility for Ontarians with Disabilities Act Standards</b>	<b>1</b>
<b>2</b>	<b>Aim</b>	<b>2</b>
<b>3</b>	<b>Objectives</b>	<b>3</b>
<b>4</b>	<b>Commitment to Accessibility Planning</b>	<b>3</b>
<b>5</b>	<b>Description of Lakehead District School Board</b>	<b>4</b>
<b>6</b>	<b>Members of the “Accessibility Planning Committee”</b>	<b>5</b>
<b>7.</b>	<b>Strategy for Prevention and Removal of Barriers</b>	<b>5</b>
<b>8</b>	<b>Barrier Identification Process</b>	<b>6</b>
<b>9</b>	<b>Recent Barrier Removal Achievements</b>	<b>6</b>
<b>10</b>	<b>Barriers to be addressed in 2020-2025 Multi-Year Plan</b>	<b>7-11</b>
<b>11.</b>	<b>Review and Monitoring Process</b>	<b>12</b>
<b>12</b>	<b>Communication of the Plan</b>	<b>12</b>
<b>A</b>	<b>Accessibility Policy and Procedures</b>	
<b>B</b>	<b>Employee Emergency Response Plan</b>	





**This standard relates to paid staff members. Compliance involves, but not limited to the**







The  
identification

Process		
<b>Presentations to Senior Administration</b>		
<b>Presentations to the Board</b>	Opportunity for informal questions	
<b>Presentations to Special Education Advisory Committee</b>	Opportunity for feedback and constituent input from their representative groups	
<b>Communication of Plan</b>	Plan posted on website	Ongoing
<b>Review of Feedback</b>	Accessibility Planning Committee to review input received and make recommendations	Ongoing

**90 Recent Barrier Removal Achievements 2020-2021**

Type of Barrier	Location	Action Taken
Systemic	Board wide	Update Accessibility Policy and Procedures (Appendix A)
Physical	CDHwe, Valley, WhveWWP	Physical

**Lakehead District School Board is continually looking to improve the accessibility of our services and facilities. Some of the recent barrier removal achievements include:**

<b>Type of Barrier</b>	<b>Location</b>	<b>Action Taken</b>
<b>Attitudinal/ Systemic</b>	<b>Systemwide</b>	

Item No.	Description	Status	Comments
1	Installation of playground structures	Ongoing	
2	Standard for existing	Established and ongoing	
3	Visual state fire panels	Ongoing	
4	Installation of playground structures	Ongoing	

<b>Systemic- Employment</b>	<b>Human Resources</b>	<b>Review and update HR recruitment, selection and promotion practices, communication supports / accessible formats, workplace accommodations, return to work processes, and performance management to ensure accessibility criteria are included</b>	<b>Established and ongoing</b>
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			<b>Comments</b>
		<b>Review fire alarms and</b>	<b>Ongoing</b>
		<b>Review</b>	<b>Ongoing</b>
			<b>Ongoing</b>
<b>Information and Communication</b>	<b>Systemwide</b>	<b>Review of the process for accessible formats and communication supports</b>	<b>Ongoing</b>

**Information and Communication      Systemwide      Review school fire drills      0**

<b>General</b>	<b>Systemwide</b>	<b>Post annual update to the Multi-Year Accessibility Plan</b>	<b>Ongoing</b>
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**2023-2024**

<b>Type of Barrier</b>	<b>Location</b>	<b>Action</b>	<b>Comments</b>
<b>Physical</b>	<b>Systemwide</b>	<b>Visual strobe fire alarms and panels</b>	<b>Ongoing</b>
<b>Physical</b>	<b>Systemwide</b>	<b>Installation of playground structures</b>	<b>Ongoing</b>
<b>Physical</b>	<b>Systemwide</b>	<b>Washroom renovation structures</b>	<b>Physicang</b>

<b>2024-2025</b>			
<b>Type of Barrier</b>	<b>Location</b>	<b>Action</b>	<b>Comments</b>
<b>Physical</b>	<b>Systemwide</b>	<b>Visual strobe fire alarms and panels</b>	<b>Ongoing</b>
<b>Physical</b>	<b>Systemwide</b>	<b>Installation of playground structures</b>	<b>Ongoing</b>
<b>Physical</b>	<b>Systemwide</b>	<b>Washroom renovation</b>	<b>Ongoing</b>
<b>Physical</b>	<b>Systemwide</b>	<b>Door hardware conversion</b>	<b>Ongoing</b>
<b>General</b>	<b>Systemwide</b>	<b>Begin work on completion of the 2025-2030 Multi-Year Accessibility Plan</b>	

## **120 Communication of the Plan**

**In addition to the public availability of the plan as referenced earlier on the inside cover; Lakehead District School Board will post an annual status report on the progress of the Multi-year Accessibility Plan on the Board's website and will be available in accessible formats upon request**

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

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