

The Protestant Separate School Board of the Town of Penetanguishene (PSSBP) is committed to fostering an inclusive environment by enhancing accessibility for all students, staff, and community members. In alignment with the Accessibility for Ontarians with Disabilities Act (AODA), and the Integrated Accessibility Standards Regulation (IASR), PSSBP has developed a Multi-Year Accessibility Plan to identify, remove, and prevent barriers to accessibility.

## 1. Objectives

- **Compliance:** Ensure adherence to AODA and IASR requirements.
- **Barrier Identification:** Proactively identify and address accessibility barriers within board facilities, policies, programs, and services.
- **Awareness and Training:** Provide ongoing training to staff and volunteers on accessibility standards and best practices.
- **Feedback Mechanism:** Establish and maintain processes for receiving and responding to accessibility-related feedback.

## 2. Key Initiatives

- **Policy Review and Development:** Regularly review and update policies to ensure they reflect current accessibility standards and promote inclusivity.
- **Facility Enhancements:** Conduct accessibility audits of all board facilities and implement necessary modifications to remove physical barriers.
- **Accessible Communication:** Ensure that all information and communications are available in accessible formats upon request.
- **Inclusive Program Delivery:** Adapt educational programs and services to accommodate diverse learning needs and ensure equal access for all students.

## 3. Implementation Timeline

- **Year 1 (2025-2026):**
  - Conduct comprehensive accessibility audits of all board facilities.
  - Review and update existing policies to align with AODA and IASR standards.
  - Develop and implement staff training programs focused on accessibility awareness and best practices.
- **Year 2 (2026-2027):**
  - Prioritize and initiate facility modifications based on audit findings to remove physical barriers.
  - Enhance communication strategies to ensure information is available in accessible formats.
  - Establish a formal feedback mechanism for accessibility-related concerns and suggestions.
- **Year 3 (2027-2028):**
  - Continue facility improvements and assess the effectiveness of modifications implemented.

- Evaluate and refine staff training programs based on feedback and emerging best practices.
- Monitor and report on the progress of the Multi-Year Accessibility Plan to stakeholders.

#### **4. Monitoring and Evaluation**

The Accessibility Planning Committee will oversee the implementation of the plan, monitor progress, and provide annual updates to the Board of Trustees. Feedback from stakeholders, including students, staff, and community members, will be integral to evaluating the effectiveness of the initiatives and informing future actions.

#### **5. Procedures for Dealing with Temporary Disruptions**

Please refer to [Policy D-16C](#) for preventative and emergency maintenance along with procedures for dealing with temporary disruptions regarding accessible elements in public spaces.

#### **6. Feedback and Contact Information**

PSSBP welcomes feedback on accessibility matters. Comments can be submitted via email, verbally, by letter, or by completing the [Accessibility Feedback Form](#) available on the PSSBP website. All feedback will be directed to the Supervisory Officer of the Board, and responses will be provided in writing.

This Plan, along with further information and resources, are posted on the Board's [Accessibility Planning Webpage](#)

For more information or to request documents in an accessible format, please contact:

- **Phone:** (705) 549-6422
- **Email:** [sturner@pssbp.ca](mailto:sturner@pssbp.ca)
- **Address:** 2 Poyntz Street, Unit 48, Box 107, Penetanguishene ON, L9M 1M2

By implementing this Multi-Year Accessibility Plan, PSSBP reaffirms its dedication to creating an inclusive and accessible environment for all members of its community.