

School District No. 61 (Greater Victoria) 556 Boleskine Road, Victoria, BC V8Z 1E8 Phone (250) 475-4162 Fax (250) 475-4112

# Office of the Associate Superintendent

Tom Aerts - Associate Superintendent

To: Budget Advisory Committee

From: Tom Aerts, Associate Superintendent

Date: February 9th, 2023

RE: Student Symposium 2023

On January 13th, a student symposium for the 2023-2024 budget was held. The student symposium is an opportunity to hear directly from students about their learning. Topics are broad and are intended to draw out themes for decision-makers to consider when making human and financial resource allocations for the 2023-2024 budget.

66 students from all 18 of our middle and secondary schools were invited and selected by their principals. The 66 students and 24 adults attended as follows:

Middle	#	Secondary	#	Total
Arbutus	3	Spectrum	5	
Colquitz	3	Oak Bay	2	
Cedar Hill	3	Lambrick Park	5	
Central	4	SJB	3	
Monteray	3	Reynolds	5	
Gordon Head	4	Equimalt	4	
Shoreline	3	Vic High	5	
Rockheights	3	Mt. Doug	5	
Glanford	3			
Lansdowne	3			
Middle	32	Secondary	34	66

Adults	#
Trustees	2
Adminsitration	7
School Staff	7
Board Office Staff	8
Total	24

The Greater Victoria School District wishes to recognize and acknowledge the Esquimalt and Songhees Nations, on whose traditional territories, we live, we learn, and we do our work.



The day began at 9 am with students participating in the following four sessions.

- 1. Climate Action (Facilitator: Arbutus Middle School teacher Gillian Petrini)
- 2. Technology (Facilitator: District Vice Principal Josh Barks)
- 3. Cultural Responsiveness (Facilitator: Director of Indigenous Education Shelly Niemi)
- 4. Mental Health and Well-being (Facilitator: District Counsellor Monique Moore)

Facilitators were provided at each table to draw out quiet voices to ensure everyone was heard, and to provide guiding questions if the conversation was stalling. Following each session presentation, the students were given an opportunity to provide feedback to the Trustees.

Trustees attended, participated, and listened to students. Morning nutrition break and lunch were provided.

After lunch, students gathered at tables and were given a budget simulation with set revenues and expenses. With \$4m leftover as discretionary, students were asked to consider \$15m in requests from the community (schools, departments, unions, PVP etc). They need to prioritize where they would spend their money, knowing that it was not possible to accommodate all community requests.

After completing this activity and ensuring they did not have a negative balance, the students were informed that some unexcepted costs had come up, a school was flooded during Winter break and a boiler broke in a school that needed replacing. The students then needed to re-evaluate original decisions and re-calculate their budgets to balance to zero by the end. The breakdown of how each group allocated their spending is attached to this memo as Appendix "A"

The end of the day wrapped up at 2 pm with students sharing "One Thing" they wanted to make sure that Trustees and district staff were aware of.

Throughout the day, as students participated in the sessions, they placed stickie notes on chart paper about the room, along with one additional sheet, One Takeaway for the Board (if you wanted the Board to hear one thing from you today, what would it be?).

All the stickie note comments from each session are included in this report as raw data as Appendix "B".

Thank you to the trustees who were able to attend for part or all day. Thank you to all administrators that sent students. The biggest thank you is to the students. Students took time out of high-pressure, busy schedules, were honest and open about their opinions, articulated what they need for their learning, and added student voice to the 2023-2024 budget process.

This report will be shared with students at all secondary and middle schools and will be posted on the budget resources District web page under the 2023-2024 School Year Budget at <a href="https://www.sd61.bc.ca/our-district/financial/">https://www.sd61.bc.ca/our-district/financial/</a>.

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# **STUDENT SYMPOSIUM**

School District No. 61 (Greater Victoria) 556 Boleskine Road, Victoria, BC V8Z 1E8 Phone (250) 475-4106 Fax (250) 475-4112

January 13<sup>th</sup>, 2023

# **AGENDA**

9:00	Arrival & Sign-in
9:15 – 9:30	Acknowledgement & Welcome Opening Remarks Introductions Intentions of the day
9:30 – 10:00	Session 1: Climate (Sean Powell)
10:00 – 10:30	Session 2: Technology (Josh Barks)
10:30 - 10:45	Nutrition Break
10:45 – 11:25	Session 3: Cultural Responsiveness (Shelly Niemi)
11:25 – 11:55	Session 4: Mental Health and Wellbeing (Monique Moore)
11:55 – 12:45	Lunch
12:45 – 1:45	Budget Simulation
1:45 – 2:00	Takeaways from the Day The ONE Thing Closing Comments
2:00 - 2:15	Door prizes Departure

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#### **Budget Simulation - Student Symposium - January 13, 2023**

<u>FACTS</u>	ORIGINAL	Budget 1	Budget 2	Budget 3	Budget 4	Budget 5	Budget 6	Budget 7	Budget 8	Budget 9	Budget 10	Budget 11	Budget 12	Budget 13
Revenues:														
Ministry Grant - Current Year	\$100 million													
Ministry Grant - Unspent from Prior Year	\$2 million													
Expenses:														
Teachers and Administrators	\$45 million													
Education Assistants and Secretaries	\$25 million													
Custodians	\$10 million													
Classroom Resources (books, computers, supplies)	\$15 million													
Utilities (hydro, telephone)	\$1 million													
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How much is left?	\$6,000,000													
Allocated for Mental Health Initiatives	\$100,000													
Community has requested the following be included in the budget (in no														
particular order):														
Solar panels at 2 schools (unable to afford using fundraising)	\$1,000,000	\$1,000,000		\$500,000			\$1,000,000		\$1,000,000			\$1,000,000		\$1,000,000
Recycling and composting at all schools	\$1,000,000	\$500,000	\$1,000,000	\$300,000	\$1,000,000		\$1,000,000	\$1,000,000	\$500,000	\$1,000,000	\$1,000,000			
Professional development for teachers on Indigenous Grad Requirement	\$500,000			\$250,000		\$250,000	\$500,000							\$500,000
Cycersecurity prevention (ransomware, data breach)	\$150,000	\$150,000			\$150,000		\$150,000		\$150,000	\$150,000		\$150,000		
Improve Wi-Fi access across all schools (annual cost for 5-year plan)	\$600,000	\$300,000	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000	\$300,000	\$300,000	\$600,000	\$600,000	\$600,000	
New Chromebooks to increase ratio to 1 Chromebook for every 2 students	\$1,500,000					\$1,500,000				\$1,500,000				
Consent and sexual health education at all Middle and Secondary Schools	\$100,000		\$100,000	\$100,000			\$100,000	\$100,000		\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
One new counsellor added to 5 schools to help support mental health	\$500,000		\$1,000,000	\$400,000	\$600,000		\$400,000	\$500,000		\$500,000	\$500,000	\$400,000	\$500,000	\$225,000
One new counsellor added to 3 schools to help support course selection	\$300,000			\$200,000				\$300,000		\$500,000				\$225,000
Food available for hungry students in schools	\$650,000	\$400,000	\$650,000	\$650,000	\$650,000			\$650,000	\$400,000	\$650,000	\$650,000	\$650,000	\$550,000	\$650,000
Additional Education Assistants to support struggling students	\$1,000,000	\$700,000			\$1,000,000	\$700,000	\$50,000	\$1,000,000			\$1,000,000		\$800,000	
Upgrade theatre in 2 schools	\$1,000,000													
Upgrade gymnasium in 2 schools	\$1,000,000			\$500,000		\$750,000								
Culturally Responsive Learning Environments training for all school staff	\$300,000	\$150,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000	\$300,000		\$250,000	\$250,000	\$300,000	\$300,000	
Extra-curricular trips for Fine Arts and Athletics	\$400,000	\$200,000			\$400,000		\$500,000	\$400,000						
10 extra teachers to focus on literacy in elementary schools	\$1,000,000	\$400,000	\$1,000,000	\$500,000		\$1,000,000						\$1,000,000	\$800,000	
10 extra teachers to suport Inclusive Education in schools	\$1,000,000	\$400,000		\$500,000									\$800,000	
Youth and Family Counsellor to each family of schools	\$400,000	\$400,000	\$400,000					\$400,000			\$610,000	\$400,000	\$400,000	
Outdoor education program in 2 schools	\$200,000		. , 		\$200,000						/			
Convert to gender-neutral washrooms in 4 schools	\$400,000		\$400,000	\$200,000	\$600,000			\$100,000		\$400,000	\$400,000		\$400,000	\$400,000
Purchase fleet of electric buses	\$2,000,000	\$500,000												\$2,000,000
		•		\$100,000		\$350,000	\$50,000			\$100,000	\$150,000	\$750,000	\$100,000	\$150,000
				\$350,000					\$3,000,000		\$90,000			\$100,000

\$5,450,000 \$4,650,000

\$5,350,000

\$5,350,000 \$5,450,000 \$5,350,000 \$5,350,000

\$5,350,000 \$5,350,000

\$15,000,000 \$5,100,000 \$5,450,000 \$5,450,000 \$5,500,000

#### **ACTION:**

**TOTAL REQUESTS** 

Using the money that is left (\$6 million) decide what to spend it on from the list above or include some other priority of which you are aware.

#### HINTS:

Do not have to spend all the money.

Can change any of the amounts in the requests above.

You can hire any position in the District for any purpose, if you have the money.

#### Unit costs for positions:

Teacher	\$100,000
Counsellor	\$100,000
Custodian	\$50,000
Educational Assistant	\$50,000
Secretary	\$50,000

#### Budget Changes (see How Much is Left above for available funds):

Remove \$650,000 used for snowstorm (can no longer spend) -\$650,000 Add \$100,000 (must be used for mental health initiatives) +\$100,000

#### Climate

- Recycling improvement and compost program
- Promoting non-meat diets
- Bike rack storage
- Encourage students to receive free bus passes for school-age kids
- Implement LEDs when lightbulbs go out
- Recycling lightbulbs
- Education on recycling and compost
- Plants on sides of roads/large concrete areas -> absorbs water and decreases flood rates
- Solar power
- I would make it so all districts compost
- Make more bike friendly areas
- Technologically advances -> dams, solar panels, turbines
- More electrical vehicles and public transport
- Major overhaul in food stuff and consumption
- I would eliminate all the plastic use all over the world
- Make more bus routes all around to cut out how much gas is used daily
- Geothermal heat pumps
- Free bus passes
- Proper recycling and compost options
- Planting native, non-invasive species of plants and trees
- More accessibility for compost and recycling (multiple around schools, not just a few) and visible
- More electric buses
- Use less paper
- More plant-based school lunches
- Encouraging to buy local at affordable costs
- Green energy buses
- Implement car or walking pooling to and from school
- Using solar panels at more schools
- Updating services (plumbing, electrical, heating, etc.) in <u>ALL</u> schools, especially older ones (or renovating)
- Teach young kids about climate change. The younger you start the more time you have to make a difference.
- Start walking places more to reduce pollution
- Reusing scrap foods
- Schools have their own renewable energy
- Community garden

- Do more meetings like this to help get more ideas more often? The more ideas the more we can help.
- High cost now, good return later
- More greenhouses! Or build around nature, don't destroy it.
- School wide green bins
  - Compost bins in school to properly dispose of green waste
- Large scale waste removal operations in lakes, rivers, and streets
- Implementing better waste management programs
  - Compost
  - Recycling
- Implementing a program to create an incentive for green travel
  - "Bike to school week"
  - Secure and covered bike storage
  - A request to the Saanich Municipal Board to get access to free bus passes for students
  - o Providing access to bikes for those who cannot afford
- Creating and education program
  - Learning how to compost and recycle
  - Learning about closing doors so that less energy is wasted
  - Learning about green transport
  - o Learning about a meat-less diet
  - o Program should be made by students
- Solar
- Sun
- Reuse bags or bring glass food boxes
- Teaching younger kids in an age-appropriate way about climate change
- We need a district wide composting program!
- Secured, covered bike storage
  - Safe biking lanes around schools
- Make more reusable plastics
- Have more compostable items in buildings
- Cut down on the amount of paper used in schools
- Cut down on the amount of cars on the street
- Insulation
  - Better windows
- Planting plants to remove carbon from the air
- More localized control of heating system so it's consistent less waste of energy
- Having it (climate change) specifically as part of the curriculum and actionable items

- Emphasis on actionable items and less broad ideas, more specific (i.e., Proper compost and recycling)
- Upgrade recycling stations
- Bring back cafeterias and community garden
- Giving bikes to students or households
- Improving bike lanes/traffic
- Taught about it earlier in our education
- To cut the government funds towards companies that mostly make plastic
- To find better alternatives for plastic-based items
- More climate talk and building awareness, bigger topic
- More localization of food, jobs and transportation
- Solar energy/panels
- Encourage riding the bus rather than car
- Electric buses
- You can use electric vehicles for renovations (not gas)
- Don't dig up more oil rigs
- Encourage riding bikes/walking to school
- Mandatory classes from elementary to high school (such as CLC) to encourage action and educate ALL students about the environment
- Compost and recycling going into the right bins
- Vending machines? How much single use plastic waste do they produce?
- Paper use. Lots of paper waste.
- Educating <u>all</u> age students on native and non-native species and how to preserve native species and get rid of invasive species
- Raise awareness about sources of materials
- Improved waste management
- More electric heating
- Ride bikes/walk more
- Solar panels (long term investment)
- More composts in school
- Even the smallest things have an effect
- Implement solar panels/solar energy
- Implement more insulation, use less heating
- Find ways to use different kinds of energy
- Have less taxes on electric cars
- Gardening club
- Beach cleaning field trips

- Encouraging and educating students about not using single driver cars as school transportation
- More trees
- Integrating climate change education in the school curriculum from the earlier grades
- Including the basics of the science of climate change in our science courses (having a mini unit about climate change in science 1 to 10
- Replace buses that run on fossil fuel with electrical
- Implement more hands-on education surrounding biodiversity and climate change
- Connecting students with the outdoors gardens, planting trees, rehabilitation for nature (science discovery, Bowker Creek)
- Photocopying limits. Reduce paper use. Use scrap paper. Reuse worksheets, etc.
- Waste management: recycling should get recycled always (not in the landfill)
- Electric buses
- Buying locally
- Compost option
- Budget for multiple bin recycling system
  - Soft plastics
  - o Refundables
  - Hard plastic
  - o Paper
- In school compost piles for gardens
- Light sensors
- Setting aside budget for climate plans
- More bins and cans at every school
- Gardens and green spaces for every school
- Look at more native/sustainable plants. Bee friendly!
- Look at switching to LED lights
- Free bus passes for high school students
- High school -> elementary or middle connections (big buddies) encouraging gardening/recycle
- Bring back recycling programs
- Easy and safe bike routes for kids allowing the to want to bike to school
- Waste bins that have sensors that if it's the correct waste it will open, but if it's not it will stay closed
- Recycle bins and district wide recycle program
- Bring back school district wide compost
- Encourage more green transportation
- Recycling and compost at every school

- 3 garbage bins (recycling, garbage, organics)
- Green energy
- More garden classes and dedicated time to support gardens at school
- More composts around the school and having that funding
  - Compost into the gardens
- Having educators come to the school to talk about climate change
- Reducing plastic packaging
  - Having a budget to have different recyclings
- Transit provide bus passes for all students/expand free bus pass program
- Focus on big impacts/things that affect all not just a few
- Engage students in hands on action through school programs/initiatives bottle depots, school gardens at high schools
  - Incentivize student participation (give credit/volunteer hours!)
- Incorporating climate education into curriculum
- Bus passes for all of Victoria municipality students
- Food waste programs
- Education of young people, incentivizing composting, recycling, etc.
- Planting trees/plants for assignments
- Bringing in guest speakers who are educated on climate change
- Having room in the budget for proper recycling and compost
- Having room in the budget to have First Nations education around natural resources (ex. Plants, ocean, animals). Happy to help!
- should focus on the restoration of Bowker Creek and working with the community!
- Assembly about recycling and its impacts
- Posters to encourage stopping littering and to recycle
- Solar paneled schools
- Garden club and salad bar for students
- School garden
- Leadership "recycle depot"
- Alignment with culinary arts/garden
- More garden partnerships at schools
- Promoting "Bike to Work/School" initiatives
- Systemic and sustainable recycling, composting and waste management.
- More "pack it in, pack it out"
- Present passion people extremely stretched
- Solar energy
- Geothermal

- Climate initiatives
- Compost
- Spend now, return on investment later
- Having professional climate change educators brought into classrooms to education student on climate issues – possibly from UVic
- Teaching younger kids about the impact they have
- Encouraging kids to take greener modes of transportation
- Building composting facilities for food waste
- Way to spend money on climate education
- Places for hard/soft plastic, cans, bottles, etc.
- Gardens (or like programs)
- Bottle drives
- Walk, bike or chose a low emission way to get to school
- Budget for compost and recycle
- Budget to educate proper disposable
- Budget for more transit
- Use the recyclables from subway lunches on your own and recycle them and use the money for our exploratories
- Solar panels

#### **Technology**

- Cyber security: good thing, but better planning around upgrading technology
- Rating 7-8.5
  - o Regular checkup for condition
  - More access to different thing
  - More Chromebooks and better Wi-Fi
- Rating 6.5/10
- Rating 4
  - o Really bad Wi-Fi
  - o Run out of Chromebooks in the library
- Rating 7.5
  - o Ok Wi-Fi, lots of new PC
- Rating 7
  - Ok Wi-Fi, library ok
- Rating 3
  - Wi-Fi don't work
  - No phones
  - No computers in lab

- Insufficient Chromebooks (1:4-5 students @
  - What happens to end of life Chromebooks? What does the district do with them?
- Lack of maintenance leave resources in dire shape and less accessible
- Missing tech
- Better Wi-Fi
- Rating 7
  - Tech availability and functionality
    - Chromebook care, availability and connectivity is an issue
- What is missing?
  - Stable Wi-Fi, headphones (schools assume students have cash to buy own)
- Rating 4/10
  - o Better Wi-Fi
  - Need more Chromebooks
- Rating 8/10
  - o Chromebooks are great
  - o Need better Wi-Fi
- Missing technology
  - Wi-Fi (reliable and consistent)
  - PCs (easier to use, Chrome doesn't allow certain programs)
    - Chromebooks have limitations
- Missing technology
  - o Reliable Wi-Fi x2
  - Better computers
  - Enough Chromebooks x2
- Class of the future
  - o More tech being used for projects, assignments, tests maybe too...?
- Preferred tech
  - Chromebooks/laptops
  - Assigned Chromebooks
- Missing technology
  - Access to libraries online (school libraries)
  - Wikipedia not allowed to access it
  - YouTube not allowed to use it
    - These can be good learning tools too
  - Wikipedia you can add correct information
    - You can check the facts at the references at the bottom
- Classroom of the future
  - o Chrome is notorious for stealing your personal information

- o Chromebooks that stay in the classroom
- One for each class
- How about <u>full</u> laptops instead of Chromebooks?
- Preferred technology device
  - o Chromebooks give you more freedom of where you can work
  - Chromebook typing and docs
  - Phone for researching
  - Chromebooks, but sometimes it can get uncomfortable to sit in front (better desk setup)
- I am not very interested in cyber security; however, I think it is important to know for the future
- Cyber security
  - o Yes, interested in tighter security so I don't get ads, etc. sent to me
  - Change email addresses to student numbers
- Cyber security
  - Student Connect better security
- Preferred device
  - Reliable Chromebooks
  - o iPads for younger grades
  - o Printers
  - o Projectors/media package
- Missing tech
  - More Zoom access
  - Printer access availability
  - o 3D printers schoolwide
- Rating 6
  - o In high school more software is needed to complete projects
- Rating 6
  - We do mainly have access to technology, but the reliability is patchy
  - Wi-Fi consistency
- Missing technology
  - More software
    - Celtix
  - o Access to Microsoft at home
  - o Bring back PCs in LLC
- Preferred device
  - PC ✓ ✓ ✓ or Thinkpad/laptop
    - We discussed portability, functionality and students
      - Felt that Chromebooks are very limiting

- Cyber security
  - Important to secure data on school computers
  - o So many devices lead to security cracks
  - Thin line on secure browsing
- Preferred device
  - Middle: Chromebooks
  - o High: PC
- Classroom of future
  - Plan appropriate uses for AI
  - o VR
- Exploration of sites
- Meta-like environment
- Classroom of the future
  - No paper
  - A lot of tech
    - PC
    - Laptop
- Cyber security
  - o Yes!
  - Online we sometimes have to give a bit of personal info and this is worrisome.
     Some student preferred paper and pen
  - Identity theft
- Classroom of the future
  - o Hands on learning balance between tach and traditional
  - Projectors
  - Funtioning, accessible Chromebooks/tech
- Cyber security
  - More Chromebook security
    - Protect students from danger, malicious comments/acts
- We may need to educate students as to why cyber security is important
- Rating
  - $\circ$  IRN 7.5/10
  - $\circ$  SD61 4/10
- Cyber security is very important
  - o No one wants to be hacked or have other people find out their personal info
- Better wifi and Chromebooks
- Rating 7/10 –
- Rating 8
- Cyber security

- I am interested in cyber security because technology is the future and I want to protect myself
- Rating 6/10
- Future classroom
  - Top notch projector
  - o Use Al
  - Great computers
  - More technology choices
- Missing tech
  - o Better wifi
- Rating 8/10
  - Chromebook access
  - Decent technology
  - Software could be better
  - Wifi
  - Tech packages
- Very accessible
- Desktops -> replaced with laptops for staff
- Better Chromebooks
- Rating 6/10 for accessability and functionality
  - o Better Chromebooks and Wi-Fi
- Cyber security
  - o Important to protect students because we are minors
- Missing technology
  - Laptops for staff
  - Properly working projectors
  - Speakers (upgrade)
  - User friendly
  - Useful Wi-Fi
- Cyber security why or why not
  - Yes, for personal knowledge
  - Dispose of student info
  - Personal privacy
- Classroom of the future
  - Every classroom has own source of technology (always accessible)
- Missing tech
  - o Increase of tech so use of phone isn't an option
  - Student printers
  - Keep the PCs

- o Computer lab
- Future
  - o Same tech as now, too high-level tech can make students reliant
    - However, basics should be upgraded
- Cyber security
  - o NetEase?
- Rating
  - Good availability, better access of software
  - Some more desktop PCs
  - o Better Wi-Fi
  - Should be less investing in laptops, more PCs
- Missing tech
  - Charging stations
- Preferred tech
  - PCs (desktop)
- Preferred tech device
  - Chromebooks x4
- I think cyber security could be very interesting
- Classroom of the future
  - o Everything getting done on tablets or Chromebooks and having AI teachers
- Preferred tech devices
  - o Chromebooks
- Missing tech
  - o Phone
  - Good monitor projector
- Missing
  - We just want enhanced Wi-Fi (other technology access is good)
- Missing technology
  - o Better projector for the classrooms
- Preferred tech
  - Laptops/Chromebooks
- Preferred technology
  - Desktops or my phone
- Less need for lower lifespan tech such as laptops, and instead invest in renewable and upgradable PCs
  - Less cost, less waste
- The classroom of the future
  - Al teachers
  - o All work done on tech

- Cyber security
  - Important
  - o More security for the office computer
- Classroom of future
  - Use AI to think critically/analyze AI produced essays
  - Use AI as a tool for learning and shift methods of teaching
- More tech
  - Charging stations for libraries
  - More PC (to access software)
  - Self-checkout for libraries
- Classroom of the future
  - o More accessible for those who can't use paper and pens to finish assignments
  - Workshops for staff (to support learners of all sorts especially with tech
  - Google classroom
- Rating
  - o Function 2.3
  - o Access 7
    - Access is strong, functionality is lacking
    - Computer (Admin) says "phone is trusted", but phone won't connect to the Wi-Fi
- Preferred devices
  - Desktop
  - o Chromebooks
  - o Projectors
- Cyber security
  - I think cyber security is more important in the offices rather than the student accounts
- Wishlist
  - Improve tech packs
  - o doesn't have computer lab
  - o Have media production space, more uses per room
  - o Headphones, other accessories
  - Printer access
  - Wi-Fi, dead zones, network connections
- Preferred technology
  - o Chromebook
    - Useful, available
  - o PC
- Wi-Fi connects

- o Phone
  - Diverse
- iPads
  - Science, photography
  - Elementary and middle schools
- Preference
  - Chromebooks
    - Can't sign in on iPads
- Class of future
  - Writing AI for easy work
  - Automated work assignments
  - Desktops
- Classroom of the future
  - Chromebooks for all students
  - Reliable projectors
  - Moving to digital
    - Fast network
    - Digital discussions
  - Filming online lectures
    - Wi-Fi networks that are reliable
- Rating 9/10
  - Missing technology
    - More desktops needed in the library
      - Only four
      - Can't print from Chromebook
      - Coding etc. can't be done on the Chromebooks
    - Add desktop ONLY for printing
  - Preferred technology
    - Desktops
    - Laptops
  - Classroom future
    - Staff getting taught how to use technology
    - Google classroom
- Missing technology
  - Printers
  - Diversity of tools
  - o Functional Wi-Fi
  - More effective sharing (documents, information)
  - Social media

- Rating 5/10, 7/10, 8/10
  - o The tech is available, but the function is not good
- Classroom of the future
  - o Looks similar
  - New technology/better working
- Cyber sec
  - As more of our world becomes digital it becomes even more important, needs more attention
- Future class
  - Smartboard
  - Easy sign in method
  - Pagers
    - Easier to find student/teacher
  - Working Wi-Fi
- Rating
  - 0
    - 7 for availability
    - 6 for functionality
  - 0
    - 8 for availability
    - 7 for functionality
  - 0
    - 6 for availability many classes
    - 4 for functionality Wi-Fi issues, dead zones
  - - 8 for availability lots of computer labs
    - 4 for functionality
  - 0
    - 8 for availability lots of Chromebooks
    - 5 for functionality
- Preferred technology
  - o Phones
  - Laptop
  - o Chromebook
- Rating 5/10
  - o Pros: projectors, alternative learning resources
  - o Cons: Wi-Fi, vandalized Chromebooks, outdated, computers
- Missing tech
  - o Better Wi-Fi

- Preferred device
  - o My phone
  - o Chromebook
- Future class
  - Mostly done over laptops
  - o More catered to each individual
- Cyber security
  - o The school account doesn't matter, but keep personal files very secure
- Missing
  - Charging ports
- Preferred tech
  - o Easy I PCs (E2 43 HP Monitors)
- Future classroom
  - o Student input on curriculum
  - Allowance of dictionaries during tests and essays
- Rating 7/10 -
  - Issues
    - More printing and computers in library
    - Wi-Fi is okay often in and out for classrooms, not in computer for labs
    - Charging ports in library and commons
  - o IT training courses for teachers to help with tech understanding
  - Use Google Classroom
    - All teachers
    - Super helpful for student organization
- Cyber security
  - It is important because all of our work is on our gmails and it can protect people/students from getting scammed etc.
- Cyber security
  - o I want to feel like my information is protected
- Chromebook
- PCs
- iPads are only used for photos and videos
- Rating 8.5
- Future classrooms
  - Current and working well technology
- Rating 6.5ish

#### **Cultural Responsibility**

- More guest speakers so students can hear more stories
- There IS racism within school although more hidden
  - o Find a way to responsibly take action
- Educating students on words such as "cultural genocide" and making sure they understand the true significance
- Bringing together all age groups so everyone can learn together and feel more like a family
- Proper education for all ages to build on what you learn so it's not the same every year
- Learn about all aspects of the culture both good and bad
- Gain more hands on and heart felt classes that allow students to feel closer and truly understand the culture
- Having a large student voice for all
- Allowing people to safely share their culture/beliefs
- Global intercultural studies in ALL subjects
- Budget for Elders to teach the youth about reconciliation
- Budget for cultural food/food studies
- Budget for more resources
- Exercise tolerance
- Listen to others
- Be kind
- Be culturally sensitive and observant
- Don't be afraid to ask!
- Ask from a place of respect
- Including other holidays that belong to cultures is great
- Why hasn't the district refurbished the Sno'uyutth pole at given to you and it is so sad it is falling apart. Happy to help.
- We need to have a better Indigenous education in all levels of education (elementary, middle, high school)
- We need Indigenous counsellors and support!
- Incorporate the 94 Calls in schools!
- · Having budget to have different cultural teachers come in and talk about their culture
- Having more people's cultures heard
  - o Not just Indigenous and white cultures, but also immigrants and others
  - Expand to global studies
- Diverse teaching and awareness on other perspectives
- Good step forward to have grad requirement to take Indigenous studies course

- Having each/all classes to teach about culture (ex. Foods class to make other culture's food)
- Awareness is key
- 94 Calls to Action
- Field trips with Indigenous people teaching people about their culture
- Integrating First Nations art
- Education on the topic of the cultural genocide of Indigenous peoples brings awareness, then reconciliation
- Indigenous educators are ridiculously important
- Creating support in schools
  - Staff that can see you, hear you, and hold space for you
- Having enough representation for all the diverse cultures that students bring to the table. At \_\_\_\_\_\_, we have we have a <u>Minority Empowerment Club</u> which are working on showing student cultures and creating an inclusive environment.
- Privilege
  - o Recognizing the opportunities that I have that others don't
  - The benefits that I receive because of social status, position
- More accessibility to BIPOC, more opportunities
- From personal experience TOLERANCE is a carabiner that should be instilled within the whole family (district)
  - Just ask you will never get a response if you never ask marginalized, underrepresented school. Ask from a place of goodness and progress not just to check off a box on a list
- Not acknowledging someone's race too much because it doesn't matter what race they
  are
- BC curriculum needs to be more culturally safe
- When we do talk about BIPOC and diversity we always ALWAYS highlight the negatives.
   Why can we not celebrate our cultural ethnicities
- More BIPOC authors/illustrators in school libraries
- Assignments with more diversity involved
- BIPOC and more diverse counsellors and teachers/staff
- Sometimes small changes go a long way (ex. posts any cultural holidays)
- Adjusting to different learning styles (ex. Outdoor ed, connecting with the land, flexibility and variety of teaching styles that suit diverse learners
- Getting beyond the Canadian/North American perspective
- Informing teachers more about cultural backgrounds (older teacher)
- Informing and celebrating different holidays to gain public knowledge
- Cultural knowledge: we need to teach history from different viewpoints to understand where other people are coming from

- Inviting older generations that are currently in <u>power</u> to learn with our younger generations
- Broadening what cultures and events we learn about in not only history classes, but the importance of cultures in STEM
- Making sure that teachers are also educated on all cultures, so they are properly informed
- The way we treat the Sno'uyutth welcome pole is a visual reminder of how the district feels about reconciliation
- Access to actual tampons and pads <u>in washrooms</u>
- A different or better introduction to the Indigenous studies grad requirement
  - The introduction this year created a lot of anger and harm
- Reviewing Indigenous education content
  - Holding space for Indigenous students in those classes
  - What it means to hear your culture talked about as a dead culture or people
- Carabiner Acknowledgement of differences
- is a very whitewashed school, but we do have amazing Indigenous resources
- Respect to all race, sex, gender identity and though most people are good there are a few who do not respect others
- · Being aware of different intersectionalities
- Cultural education
  - o Black cultural education
- Cultural awareness
- Putting in an effort to learn and acknowledge other cultures
- Supporting others in cultures
- Implementing a plan where Indigenous culture is a recurring topic
  - Have people with Indigenous backgrounds sharing their teachings, stories, skills and the history of their nation
  - Learning from people from national all around BC; not just the 2 nations in with our school district resides
  - Each nation has specific and unique teaching and perspectives, and their knowledge is valuable
- Carabiners
  - o I feel safe and that I can get the help I need
  - o Although I would like more chances to practice my culture (Native)
- There are always bias
- Bring diversity into culture conversations/actions
- Tackling homophobia, transphobia, etc.
- The earlier we are taught about other cultures the less time for misinformation and prejudice to grow

- Cultural awareness
- Representative of <u>all</u> culture
- Support of cultures and people
- Something my school needs to do to be more culturally appropriate is making more clubs for people with different backgrounds
- Don't make demographic assumptions without any data
- More diverse representation in the Challenge Program
- More training for our teachers around cultural responsiveness, access to speakers who can speak from experience
- I feel like a lot of the schools here are whitewashed
  - We need black history month at schools!
- We should have things like culture week
- Cultural awareness to more students
- Make sure students know about the teachings of the First Nations
- More counsellors available in school settings to work on the racism issue
- Implement education for more/all races, religions and beliefs
- Workshops for teachers not using outdated language
- Continuous educations about cultural responsiveness from elementary school through to high school
- School district representatives (of different races, religions, etc.) to go and teach at school on their specific race/belief
- Racism is active in schools
  - More action taken when an incident is reported
- Carabiner
  - o I feel like my school has good resources for most stuff
  - Everyone at the school feels like family though there are some students that are troublesome
- Defining words
  - Educate students at an early age of Indigenous cultures
    - Talks from Aboriginal people
    - Drum circles and other opportunities to experience culture
      - Leads to empathy and more cultural awareness
      - Awareness can lead to change
      - We can support students to make change and support
      - Student voice
- Open mind (understanding)
  - Education
  - Home environment (empathy)
    - Can influence/bring stereotypes in action

- Educate and keep an open mind to understand other point of views
- Giving opportunities for people to help
  - o Help people write calls to action
    - Support and use tools to help bring awareness to the Call to Action plan
      - Make sure students are aware and they can be involved
- Incorporate different cultural ideas into everyday school life
  - Music (create a larger cultural spectrum of written music library)
  - o Drum circles (in music classes) run by local Elders from Indigenous communities
  - Work to find resources and opportunities to include cultural education into our class education
- Carabiner
  - They should add a program for people to understand the culture or identity of others
- Improve teachers' knowledge about Indigenous history and culture
  - o Pro D days focused on these
  - Inform teachers better on genders, sex and pronouns
- Improve teachers' knowledge about LGBTQ+ communities and how to accommodate all students
- Improve teaching language in general
  - "Boys and girls", "Christmas", "Mom and Dad"
- Introduction of more diverse authors of literature works in English classes
  - Less Shakespeare, Lee, Poe, etc. and more African American/Canadian, French,
     Chinese, First Nations, Japanese, etc. authors
- Lessen the "whiteness" of school culture
  - Christmas (already done, but there's still a lot of influence)
  - Winter break can be moved (in the middle of important academic period mainly there because of Christmas)
- I feel safe at my school
- Honouring other races. People here are not respectful towards races. They don't learn about in school (ex. Black people)
- Workshops and education opportunities for students, teachers, etc. and even parents and others
- Encourage a growth mindset and open mind in early age so they are more likely to understand other people's biases
- Creating a safe space for people to share their biases
- Keeping everyone on the same level and don't think you're better than someone because they're not the same as you and have different beliefs and choice
- Honouring cultural diversity and holding space and acceptance in our schools

- Calling out racism for what it is and properly dealing with it as a community
- We must make school as safe as possible for as many people as we possibly can and give everybody a voice and have safe spaces for them. We must erase criticism against people unlike you, with different beliefs.
- Gender neutral bathrooms/changerooms
- I think that I feel culturally safe at my school because it feels like a safe place
- People can have opinions and even if you don't agree you don't have to say anything
- You can tell someone about reconciliation and that someone could feel like they can
  make a difference, but eventually the power they thought they could use fades away
  from them.
- I'm Christian and believe that God created the heavens and the earth and don't really believe in stuff that I'm taught, and some people think I'm crazy
- Focusing on all aspects of cultures
- Respect pronouns
  - Not using dead names
  - Training for teachers and staff
- Bringing in Elders or experts (telling stories/history)
  - Integration is key
- Continuing to improve the curriculum to incorporate Indigenous history in both a local, provincial and national setting
  - Made by people with Indigenous learning
  - Not one unit that once finished is never brought up again
  - Talking about the difficult topics, they happened and unless we as a population learn from them no progress is going to be made

#### **Mental Health**

- Mental health days
- has amazing counsellors, but we need more hours for



- Resources more accessible through the school
- Helping kids at their own pace
- Supporting others
- Being flexible with due dates
- Helping people open up or understand each other
- Being able to talk to someone you know you can trust
- Do not cut mental health
- More confidentiality
- Understanding that not everyone wants to talk about their feelings
- Taking things step by step

- Better counselling
- Better plans for middle schools involving the students in the process
- Flexible teacher able to work at your own pace
- The district/world needs to focus here on bullying. In my school there is a ball academy
  and a lot of the girls there used to get favoured because they all played on a certain
  team and the people that weren't on the team would be ignored. That had a huge
  impact on me, and I know if did to others as well. It made me feel not good enough and
  other negative thoughts
- Access to quiet spaces
- Having more counsellors in schools so kids who need the help can seek it as fast as they can
- Comfort room/staff room type space for overwhelmed and struggling students throughout the day
- More attention (positive, obviously) towards mental health. The expectation shouldn't be that nobody has any mental health issues. Mental health should be talked about as freely and normally as physical health
- Accountability for unjust behaviour and oppression
- Better mental health training for educators
- More mental health supports
- Improve communication between teachers and students
  - At start of year make the teacher give clear options the students can have if they're struggling mentally (ex. If you're not feeling mentally well, email me and you can have a maximum of \_\_\_\_\_\_ to put off work and focus on yourself)
  - Very open communication options (mail, phone, etc.)
- We do not always have access to the trusted adults in our lives
- Openness with teachers
  - De-stigmatization
  - Extensions
  - Training for teachers
  - o Have teachers
- Reducing stigma
  - Allowing personal days
- Building trust
  - Proving reliability showing time and time again the importance and understanding
    - More training for teachers
  - Increasing counsellors and resources
- Jokes and comments
  - Being inclusive and not shaming people for choices or addictions

- Prioritize the health and safety of students
  - It can start young it's not just a high school issue
- Make the students feel welcome to open up to the therapists
- Prioritizing mental health can improve quality of life and could make you happier.
   Mental health could improve you as a person and sets you up for success
- Building trust between teachers and students
- Build trust with teachers
- Mental health training
- Medicine accessibility
- Drug abuse control
- Removal of stigma
- If you don't, people can get depressed from things and then off themselves
- We need more counsellors! We don't have enough and they're so overworked that often times they can't even meet with students!
- Need to have more sympathetic, caring teachers/staff so students will build a connection and feel comfortable talking about what's going on and what's bugging you
- Access to resources such as fidgets
- Affects every aspect of your life therefore very important
- More understanding about substance abuse
- Students need to be educated and being more aware of what they're doing. Like if you say something mean to somebody, you never know what's happening in their life.
- Students shouldn't have to feel unsafe in classrooms
- Teachers being more involved/aware, creating a safe space
- Mental health talks
- Educate teachers
- More counselling budget
- Depression and anxiety are linked to imbalances in the brain, not just sadness/nervousness and this needs to be taken more seriously
- Mental and physical health
  - Mental health is the key to learning, if your mental health isn't doing good,
     you're not going to be doing good which in turn is going to make you feel worse
- Prioritizing is important because having a bad mental health can lead to worser things like suicide or suicidal thoughts that could've been prevented if either something was changed or getting help
- Greater funding for YFCs most important part of
- More YFCs for student body
- Our school counsellor is really busy. I think that we should have move counsellors in our schools.
- More therapists in middle school

- We should be able to share to our teachers
- More counsellor time (no .5 positions in middle and high)
- Better access and awareness of services available in the community
- More than one YFC at some schools
- 3/5 of the youth at our table don't have regular access to school counsellors or YFCs we need more across the district!
- More inclusive spaces that support students' mental health and well being
- Accessible resources on who to go to and the ability to access a counsellor whenever you need one (easier)
- Teachers being more understanding about deadlines towards students with ADHD/ADD
- More funding towards counsellors so that we get quality help and support
- Helping students through hard times and not shaming them
- More counsellors
- Teachers that will help you through hard times
- More resources and <u>better education</u> about those resources
- Implementing a district wide program where teachers are able to learn how to help make a safe environment where students can ask for help and teachers are able to understand
  - Mental health training for teachers because most students don't feel comfortable being vulnerable with counsellors since they don't know them
  - Teachers being educated in a way that helps them empathize when their students are struggling
- Not understanding concept that are being taught in class can be really stressful and embarrassing, especially if it seems like everyone else understands them
  - Mount Doug has a youth-led tutor program. Thought this isn't directly related to mental health, having a support system set up when students need additional support can be extremely beneficial
- Stigma
  - Days off for everyone for one day every month
  - Workshops for teachers on how to talk about mental health for students
    - Encourage discussion/email
- Early mental health education during whenever people feel ready for it
- Resources to set up good healthy mental health and improve communications
- Making people struggling with mental health feel less alone
  - Trust (build trust via team building skills)
- More ways for students to talk with counsellors or people they can trust
- Stop blaming the victims of substance abuse
- Better resources to help students cope with school stress
  - More time for students to socialize/work on schoolwork

- Ministry of Health should work on reducing the time to get a learning disability assessment
  - Our district can help with this by providing these students with alternative learning options while still being in school
    - Leads to less stress on those students
    - For slower learners less stress
    - Learning healthier options should be available for all
- Encourage discussion at the Snapshots in school
  - o Start a monthly (per month) thing to talk about the topic of the Snapshot
    - We are given a Snapshot topic, but if we want to talk about this, we don't get to
      - School (optimal) discussions
      - Learning workshops
- Funding for drug abuse education and prevention
- Education on SH (self-harm)
- More counselling
- More consent education
- Funding for more resources
- · Educating teachers on to help signs and how
- We need to build trust
- More access to coping skills
- For problems like racism, bullying and fights not to be pushed under the rug like they are not worth the help
- People that need more help for proper education are given the support they need
- More knowledge on the support we have!
- A lot of the students that I know of who are struggling with their mental health are
  associated with substances like vapes, marijuana, cigarettes, and other illicit substances.
  As a student who studies human biology and have studies about how these substances
  affect young bodies, they are damaging!
- More easily accessible tools for mental health (posters, CLC/CLE assignments)
- Extra focus on students with things like ADHD or Autism or support for them in class
- Teacher mental health support and competency workshops on how to support students
- Early education on healthy coping strategies
- Group workshops on self-care and -love advocacy
- Funding for more counsellors
- More focus on funding for more counsellors and prioritizing on making sure every student is ok to prevent suicide and SH (self-harm)
- Communication improvement on how to access counsellors and resources
- Create more support and trust between students and staff

- I have one teacher that I trust in the entire school
- More school counsellors that can help with different needs, anxiety, depression, school stress, mental health, home life AND trust that information won't be shared
- Implementing mental health into curriculum <u>more</u> to reduce stigma and normalize the conversation
- Better resources for victims of sexual assault
- Quiet spaces for students
- Regular checkups on people's mental health statuses
- It takes lots of bravery to seek for help. I think lots of mental illness are there because they are too scared to seek for help or they just can't find the right person to talk about.
- I think that school can sometime be a stressful place. You might get lots of work to do and with all the pressure you might collapse and then your grade will drop and then experience depression and stuff.
- Educating teachers on the stress that students feel to balance all classes and classwork
- More counsellors within the schools so students have somewhere to go when they need help
- Better support for LGBTQ+
- More fidgets for people with ADHD
- Students indicated (at our table) that teachers give <u>no</u> consideration to students who take mental health days
- Educating teachers on why mental health is important for school as well
- For speakers/presentation be more open for all classes to get the help not just gym classes, but to higher level/stress classes (Gr. 11 and 12s)
- For educators to truly aid students who are struggling with substance abuse instead of just shaming them for their students' decisions
- More sex education
- Announcements for accessible counsellors that are available
- Mental health isn't just depression, anxiety, etc. It is also about cultural safety. PLEASE
  have POC counsellors brought in. How are students from diverse backgrounds going to
  be heard/seen and relate to the experiences of the counsellor in our schools?
- Incorporate topics such as wellbeing into CLC (or other mandatory classes)
- Resources and supports need to be more advertised and available (I knew about 2 of them)
- More gender-neutral bathrooms
- Better programs for emotional understanding
- Talking about individual learning needs
- Consent education
- At we are understaffed when it comes to counselling
- Mental health needs to be taken more seriously

- Funding for counselling
- Better funding for: Drug use courses, consent education, mental health, safe sex
- My friends because I can connect with them and they knew me on the inside and my friend know some things that my parents don't so if I'm feeling bad I will always open up to my friends
- More resources and the ongoing reassurance that it is okay to ask for help
- More options for support that do not just involve counsellors
- Move resources provided for Grade 12 etc. to ease the stress of the jump into university
- Collaborating with people associated with cultural responsiveness to help with racism etc.
- Incorporated well-being classes
- Access to resources educating students about consent, boundaries, etc.
- Importance of sleep
- Student help numbers
- Education about self-harm and substance dependency
- More funding for counselling
- Awareness around mental health get rid of stigma
- Awareness around how addiction is linked to mental health issues
- Having more funding for counsellors so that students can have those resources
- Change the shame and stigma to listening and acknowledging
  - Listen to student voice
- Educating adults in the students lives (their guardians/parents and teachers)
- Teaching the teachers about recognizing and acknowledging students' mental health
  - Having different forms of education
    - Check-ins
    - Mind break
- Increasing the understanding around mental health
- It's ok to have breaks, but if you have too much you feel that you always need a break
- Counsellors 1 full time/100 students
- Teaching students about mental health now will help society in the future, understanding how to help later
- We need to have more sexual health conversations. Two classes from school are not enough and this needs to change now.
- It is so important to learn about sexual health and healthy relationships, there are nowhere near enough lessons and classes to teach students about sexual health when it is so crucial
- Teach teachers that there are more learning ways to show our understanding and work. Certain techniques need to be changes

- Training programs on mental health for teachers to be more understanding. Many do not feel welcome to share.
- Available resources for focus and anxiety
- De stigmatization
- Education of coping strategies

#### The One Thing

- Don't cut <u>music</u> Elementary strings
- Educate teachers
  - o Indigenous Ed.
  - o Mental health
  - Indigenous grad
- Tech. in the library
  - Desktop
  - Charging ports
- Outdoor Ed. and Tech hands on work
- I'm really worried about climate change, and I want to make a difference
- Please improve LGBTQ+ inclusion in schools
- Improve or maintain music funding
  - Helps improve academic prowess/creativity in students
- Do not cut mental health and improve mental health services
- Don't cut counsellors and middle school band
- Work towards cultural safety
- More help to kids learning needs and wants
- Have more outside activities for climate change
- Add more funding for counsellors in middle and elementary schools
- From the bottom of my heart, I ask that the district does not slash EA salary or recruitment. They are crucial to all aspects of student success and learning (support teachers, students and those with special needs!)
- The importance of having a vast and accessible support team is huge and not always considered. Students need to feel heard
- More support from <u>Indigenous staff</u> counsellors for <u>Indigenous students</u>. More training for teachers teaching Indigenous content (not talking about them like a dead culture). I don't feel safe or normal safe at school.
- Add more funding for equal gender sports (ex. More money and support for girls' sports)

- Health, mental and physical
- More money for applied learning
- Recycling and compost at schools and education on how to use
- More counsellor training for teachers and more understanding
- BIPOC authors/illustrators in libraries
- BIPOC counsellors
- More BIPOC celebrated cultures in BC curriculum
- Mental health awareness!
- Education towards students about resources and supports. Also, increasing resources and counsellor funding.
- Better food options
- Improvements in the compost and recycling programs
- We need more inclusivity and funding toward education about different culture and awareness and workshops
- Extracurricular activities matter!
- Counsellors in every school 1/100 student ratio! We need mental health help.
- Keep cuts <u>away</u> from kids!! We need our in-school supports.
- My school's textiles budget this year was \$40. I used that much in 2 months. It runs entirely on donations. Please fun art more!
- We need gender neutral bathrooms in new schools
- Counsellors are very important. They take on additional responsibilities outside of counselling students, so they are vital to the fabric of our schools.
- Keep listening to students' voices!
- Middle school music still needs to be funded with ample funds
- Add more mental health and academic counsellors
- Upgrade gym equipment
- Keep strings funding (especially for <u>all</u> level of strings-elementary, middle and secondary). As someone who has been part of the school strings music program since grade 4, I find it extremely valuable to access music and music lessons as it may not be accessible for many others. Additionally, I'd like to leave you with this quote/saying "We all may come from different cultures and speak different languages, but music is one we all understand".
- Add more extracurricular activities that are educational (ex. Coding, engineering)
- There needs to be more budget into exploratories, janitors, and counselling
- Mental health promotion and workshops on self-love, -care and -advocacy!!!
- Games?
- Gen Z has some of the worst mental health of any modern gen, please keep this in mind
- More money towards the performing arts

- Have more non gender/gender neutral bathrooms
- Fine arts rules
- Helping kids with their mental health and focusing more on that its okay to take breaks and go at your own pace
- Mental health
  - Awareness and resources
  - \*Counsellors
- Prioritize <u>authentic</u> mental health!
- Focus on student mental health and wellness
- It is important to hear what student need. Student voice Matter –
- Music
- I really enjoyed the mental health presentation
- Add to athletic sports team funding for coaches, training, equipment, tournaments
- Mental health support, specifically neurodiversities (like ADHD)
- Keep the Band program
- Simplify the presentations to students' big questions
- needs funding for school dances like every other school
- Invest to reduce climate change!!
- Don't cut the music programs!!
- I think we need to support struggling students (in both mentally and emotionally) in any way possible
- Create less of an impact on the environment
- More counsellors
- We need more support from peers