



INQUEST

TOUCHING THE DEATH OF

Jeffrey Baldwin

JURY VERDICT AND RECOMMENDATIONS

February 2014

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VERDICT/RECOMMENDATION

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CORONERS INQUEST COURTS
MINISTRY OF COMMUNITY SAFETY & CORRECTIONAL SERVICES
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Chief Coroner
Bureau du
coroner en chef

Verdict of Coroner's Jury
Verdict du jury du coroner

The Coroners Act – Province of Ontario
Loi sur les coroners – Province de l'Ontario

We the undersigned / Nous soussignés,

_____ of / de Toronto
 _____ of / de Toronto
 _____ of / de Toronto
 _____ of / de Toronto
 _____ of / de _____

the jury serving on the inquest into the death(s) of / membres dûment assermentés du jury à l'enquête sur le décès de :

Surname / Nom de famille: Baldwin Given Names / Prénoms: Jeffrey

aged / à l'âge de 5 held at / tenue à 900 Bay Street, Toronto (2nd floor), Ontario

from the / du 9th of September, 2013 to the / au 14th of February 20 14

By / Par Dr. / D^r Peter Clark Coroner for Ontario / coroner pour l'Ontario

having been duly sworn/affirmed, have inquired into and determined the following:
avons fait enquête dans l'affaire et avons conclu ce qui suit :

Name of Deceased / Nom du défunt: Jeffrey Baldwin

Date and Time of Death / Date et heure du décès: November 30, 2002, 7:46 a.m.

Place of Death / Lieu du décès: Pronounced at the Emergency Room at the Hospital for Sick Children, Toronto, Ontario

Cause of Death / Cause du décès: Pneumonia and Septic Shock secondary to chronic starvation

By what means / Circonstances du décès: Homicide

Original signed by: Foreman / Original signé par : Président du jury

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Original signed by jurors / Original signé par les jurés

The verdict was received on the / Ce verdict a été reçu le 14th day of February 20 14
(Day / Jour) (Month / Mois)

Coroner's Name (Please print) / Nom du coroner (en lettres moulées): Dr. Peter Clark Date Signed (yyyy/mm/dd) / Date de la signature (aaaa/mm/dd): 2014 FEBRUARY 14

Dr. Peter Clark
Coroner's Signature / Signature du coroner

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We, the jury, wish to make the following recommendations: (see page 2)
Nous, membres du jury, formulons les recommandations suivantes : (voir page 2)



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Verdict of Coroner's Jury Verdict du jury du coroner

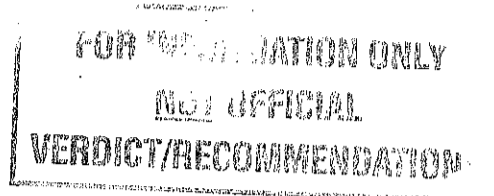
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Inquest into the death of:
Enquête sur le décès de :

Jeffrey Baldwin

JURY RECOMMENDATIONS
RECOMMANDATIONS DU JURY



WE RECOMMEND:

THE GOVERNMENT OF ONTARIO

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1. The Government of Ontario shall direct the Ministry of Children and Youth Services to, within 24 months of this recommendation, fully deliver on its pledge to implement the Child Protection Information Network (CPIN) to all children's aid societies across the province pursuant to its 2010 response to the Paediatric Death Review Committee's Review and Report on the Death of Jeffrey Baldwin. The Ministry of Children and Youth Services shall prioritize and support the implementation of CPIN by:
 - developing a statutory framework which would permit access by all societies to information contained in CPIN retained by another society;
 - designating appropriate funding for backfill arrangements for children's aid society employees who are trained on the new system to act as trainers;
 - designating appropriate funding and backfill arrangements for data cleansing, data migration and the development of queries and reports;
 - ensuring the electronic entry of all societies' records, including historical and archival records; and
 - issuing a policy directive to all societies, regardless of whether CPIN has been yet implemented, which clarifies expectations with respect to identification and disclosure of records that have not been migrated to CPIN.
2. The Government of Ontario shall direct the Ministry of Children and Youth Services upon the implementation of CPIN to undertake a feasibility study to explore amalgamating the existing children's aid societies into one coordinated agency under the Ministry of Children and Youth Services. The amalgamation plan should include stakeholder consultation with an end goal of providing seamless client service and financial efficiencies. The amalgamated children's aid society must be sensitive to the cultural and religious differences of the families they serve while recognizing that the safety of the province's children is paramount.
3. The Government of Ontario shall amend the *Child and Family Services Act* to include provisions governing the collection, retention and disclosure of information, and the Ministry of Children and Youth Services shall be directed to develop related standards, policies and guidelines in accordance with any legislative change. The revised information sharing regime shall:
 - emphasize the prioritization of child safety over common law individual privacy interests;
 - provide clear direction to Ontario's children's aid societies regarding the disclosure of records and retention of records in both CPIN and the legacy information systems that continue to exist;
 - expand access to and disclosure of information in CPIN and FastTrack Information System, as well as legacy records systems and the Child Abuse Registry, in circumstances other than child protection investigations including specifically the assessment of alternative caregivers (i.e. kinship service providers, kinship care providers and foster parents) and other adults living in a home in which children are or will be living;

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- require all Societies to produce records (including, where applicable, an adult client's childhood history) in their entirety to other Societies when requested in accordance with the *Child and Family Services Act*, without requiring consent of individuals whose information is contained in the records, and to clarify that shared records become part of the receiving Society's record for the purpose of subsequent disclosure; and
 - protect children's aid societies and their personnel from liability for disclosure when the *Child and Family Services Act* permits or requires disclosure of records.
4. The Government of Ontario shall direct respective statutory regimes and governmental and regulatory bodies overseeing those professions subject to the professional duty to report under s. 72(5) of the *Child and Family Services Act*, including but not limited to:

- *Regulated Health Professional Act*-governed colleges (health professionals);
- the Ontario College of Teachers (teachers);
- the Law Society of Upper Canada (lawyers);
- the Ministry of Community Safety and Correctional Services (police);
- the Ministry of Education (day nurseries); and
- the College of Early Childhood Educators (early childhood educators).

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to review their practices regarding promotion of the duty to report and ensure that the legal obligations of professionals are given adequate attention. Consideration shall be given to a policy that the professional annually sign an undertaking confirming that they have reviewed any related materials distributed by their respective governing body.

5. The Government of Ontario shall enact a regulation under the *Child and Family Services Act* requiring caregivers, prospective alternative caregivers and other adults who are or will be living in an alternative care home to surrender identification for reasonable inspection upon the demand of an authorized child protection worker.
6. The Government of Ontario must work with all levels of government to increase funding for community based services including mental health services so that individuals seeking these services in compliance with a Children's aid society case plan or supervision order have timely access to them.

MINISTRY OF CHILDREN AND YOUTH SERVICES

Accountability

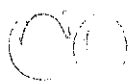
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7. The Ministry of Children and Youth Services shall conduct and fund a review of all child protection standards, including the provincial Kinship Service Standard, undertaken in consultation with the Ontario Association of Children's Aid Societies (OACAS), with a view to ensuring that the standards provide optimal protection for children. The following considerations and/or recommendations shall form part of the review:
- a. The review of the Kinship Service Standards shall specifically consider the 30 day kinship assessment, home inspection tools/format and training needs of kinship families;
 - b. The review shall specifically explore options for training of kin service providers. The Ministry of Children and Youth Services, in consultation with the Ontario Association of Children's Aid Societies, shall develop and fund a training program that is consistent with the resultant best practices;
 - c. A standardized Kinship Services Home Study Comprehensive Assessment format, modelled on the SAFE Assessment Home Study form shall be developed to enhance the consistency and thoroughness of kinship assessments across Ontario;
 - d. The Kinship Service Standards shall be amended to permit a kin service file to remain open for up to 12 months with a clearly stated rationale for service, instead of the 3 month maximum currently in place;
 - e. The Kinship Service Standards shall be amended to require an annual kinship service home visit for children five and under residing with alternate caregivers and following the closure of the case file. Any necessary changes to the *Child and Family Services Act* to permit this practice shall be put in place; and
 - f. A needs assessment of kin service providers shall be conducted to determine their service support requirements.

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8. The Ministry of Children and Youth Services shall direct the Kinship Service Standards to be amended to require child protection workers who are assessing potential alternate caregivers to interview all adults living or regularly present in the home and to interview all children living in the home. In the interim, the Ministry of Children and Youth Services shall issue a direction requiring this to be done.
9. The Ministry of Children and Youth Services, in consultation with the Ministry of the Attorney General, shall develop, print and distribute a publication for children's aid societies to provide to clients advising them of the role of independent legal advice, their right to seek legal advice, referral resources in each jurisdiction and the availability of the Child and Family Services Review Board. This publication shall include referral resources unique to minors, such as youth advocacy centres, legal aid clinics, or the Office of the Children's Lawyer, as appropriate.
10. The Ministry of Children and Youth Services shall amend the applicable standards and guidelines to require a comprehensive Vulnerable Sector Screening for the assessment of caregivers such as kin, foster parents and adoption applicants, as well as for adults living in a home where the child will reside.
11. The Ministry of Children and Youth Services shall clarify that the Child Protection Standards requires a minimum of direct personal client contact with the family and child once per month. Even when a supervision order states that supervision is at the discretion of the society, the standards should clearly reflect that the one time per month minimum number of home visits still applies.
12. The Ministry of Children and Youth Services shall fund Parent Resources for Information, Development and Education (PRIDE) training and make it available through the Ontario Association of Children's Aid Societies to alternate caregivers who desire such training who are subject to the kinship service standards.
13. The Ministry of Children and Youth Services shall initiate in 2016 and repeat thereafter every five years a review, undertaken in consultation with the Ontario Association of Children's Aid Societies, of all standards and tools that guide child protection case management and supervision (including, but not limited to, child in care standards and tools, kinship standards and tools and child protection standards and tools). The aforementioned automatic review should be supported by a comprehensive research and evaluation process, in partnership with academia, to monitor and track outcomes for clients and impact upon service providers of the Differential Response Model, Permanency Options and court-related Alternate Dispute Resolution Options.
14. The Ministry of Children and Youth Services shall issue a directive for all Ontario children's aid societies mandating that society staff inform clients, in particular clients who are minors, of their right to seek independent legal advice where a given children's aid society:
 - is likely to commence an application for a finding that a child in the clients' care is in need of protection; or
 - participates in the assessment of a plan whereby the care and custody of a child in the clients' care will be entrusted to an alternative caregiver.
15. The Ministry of Children and Youth Services and the Ontario Association of Children's Aid Societies shall immediately establish best practices regarding the production and use of government-issued identification and other identification documents to confirm the identity of caregivers who are the subject of a child protection investigation, alternate prospective caregivers, and children in their care. Issues to consider shall include, at a minimum, a clear expectation that a child protection worker ask for identification in the course of an investigation, the timing of a request for identification, types of acceptable documents, how and whether to record the type of identification taken, storage of documents and appropriate action if documents are unavailable or production is refused.
16. The Ministry of Children and Youth Services shall amend the Child Protection Standards and Kinship Service Standards to reflect the best practice regarding the production and use of government issued identification.

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17. The Ministry of Children and Youth Services, in consultation with the Ontario Association of Children's Aid Societies, shall develop a framework for resourcing and implementing co-teaming in child protection services when there is a risk of worker safety. The framework will address the following factors:
- child protection workers are often the first responders to crisis situations where children are at risk of harm;
 - child protection workers enter into homes where the risk of harm to the worker is unknown; and
 - the presence or required actions of a Child Protection worker can escalate the threat of violence, including physical and verbal assaults.
18. The Ministry of Children and Youth Services, in consultation with Ontario's children's aid societies and the Ontario Association of Children's Aid Societies shall conduct a study of the feasibility of a common 1-800 referral line for Ontario's children's aid societies. To that effect, the use of a common 1-800 number for the screening and eligibility function should be explored for piloting across the children's aid societies in the City of Toronto which would include the Children's Aid Society of Toronto, the Catholic Children's Aid Society of Toronto, Jewish Family and Child Services and Native Child and Family Services.
19. The Ministry of Children and Youth Services and Ministry of Community Safety and Correctional Services, in consultation with the Ontario Association of Children's Aid Societies and provincial police authorities shall expand the Child and Youth Advocacy Centre model across Ontario and provide the funding necessary to sustain this province-wide expansion.
20. The Ministry of Children and Youth Services, Ministry of Community Safety and Correctional Services, the RCMP and the Ontario Association of Children's Aid Societies shall strike a committee to:
- a. ensure that children's aid societies are provided with timely and comprehensive child welfare police checks province-wide; and
 - b. determine the viability of completing Vulnerable Sector Screening in child protection investigations.

The relevant federal and provincial authorities shall implement the committee's recommendations.

21. The Ministry of Children and Youth Services should require that where a society receives three or more reports involving a single family which do not result in an investigation, the society shall consider opening a full investigation and that CPIN has the functionality to provide the trigger.
22. The Ministry of Children and Youth Services shall amend standards to require that where a new allegation that a child may be in need of protection is received with respect to a child or a family already seeking or receiving services under the *Child and Family Services Act*, that an intake investigator in conjunction with the active worker be assigned to do the investigation.
23. The Ministry of Children and Youth Services shall continue to focus on implementing the Transformation Agenda, adopted in 2007, with an aim of fully realizing the supporting principles of the Research/Evaluation Framework, Single Child Welfare Information System and Outcomes Focused Approach to Accountability.
24. The Ministry of Children and Youth Services must continually work to recruit new Foster Parents through a variety of traditional and newer media formats including social media.
25. The Ministry of Children and Youth Services should, when providing a witness to give evidence at an inquest, ensure that the witness is at a sufficiently senior level to allow the witness to respond to questions.
26. The Ministry of Children and Youth Services should seek standing as a party at inquests that touch on the death of a child or youth where there was substantial intervention of a children's aid society.

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Quality Assurance

27. The Ministry of Children and Youth Services shall, in consultation with the Ontario Association of Children's Aid Societies and Quality Network (QNET), consider the Quality Assurance data and reports or summary reports collected by Ontario's children's aid societies and determine what data should be shared throughout the province and what data should be shared with the public for the purpose of meaningful education and awareness.
28. The Ministry of Children and Youth Services shall develop means by which there can be increased accountability and transparency within Ontario's children's aid societies on issues of outcomes, finances, quality assurance and other governance issues without compromising the privacy of people seeking or receiving services under the *Child and Family Services Act*.

Information Management

29. The Ministry of Children and Youth Services should ensure that CPIN has the functionality to trigger an alert to the worker when "must know" information (i.e. criminal checks, psychiatric assessments, parenting capacity assessments and outdated home visits), about the client is missing from CPIN.
30. The Ministry of Children and Youth Services must allow access to CPIN and Fast Track Information System without the requirement of consent of the person subject to an investigation and/or for the intended placement of a child.
31. The Ministry of Children and Youth Services shall immediately amend its information sharing policies for Fast Track Information System and for CPIN to make access to information on these databases available to all child protection workers (including Emergency After Hours workers) and for the purpose of assessing proposed alternative caregivers as well as searches of all adults residing in a home, where a child may be placed for foster care, kinship care, kinship service or adoption.
32. The Ministry of Children and Youth Services shall immediately amend its Information Sharing Policy for Fast Track Information System by inserting the words "or for the purposes of conducting alternative caregiver assessments for foster parents, kinship service, kinship care or adoption, and records searches of all adults living in a home where a child may be placed for foster care, kinship service, kinship care or adoption" before the words "is prohibited" on page 3 of that policy.
33. The Ministry of Children and Youth Services shall review the functionality of the Fast Track Information System to ensure it is fully and consistently operational. The help lines for Fast Track Information System and CPIN, when implemented, should be operational on a 24 hour basis.
34. The Ministry of Children and Youth Services shall, in consultation with the Ontario Association of Children's Aid Societies, provincial police authorities and others, immediately develop province-wide standards on the sharing of information arising out of child protection investigations. Such standards should be modelled after the *Addendum: Children's Aid Society and Policy Protocols – Investigations and Suspicious Child Deaths*, which addresses the investigation of suspicious child deaths and was developed in response to recommendations 163 and 165 of the Inquiry into Paediatric Forensic Pathology in Ontario (the Goudge Inquiry).

Duty to Report

35. The Ministry of Children and Youth Services shall develop and sustain a public awareness and education program about:
 - the duty to report concerns about the care and protection of children;
 - the harmful effects of child neglect and child abuse and the importance of early detection and intervention;
 - the need for proper supervision and care of very young children in order to help prevent tragic accidents and death;
 - the obligation of community members to report their concerns regardless of their belief that a children's aid society is currently aware of a young person at risk; and

- its ability to contact a children's aid society anonymously.

The comprehensive and ongoing public awareness and education campaign regarding the duty to report child abuse and neglect shall include print, media, advertising and website information.

36. The Ministry of Children and Youth Services shall liaise with all professional groups, as noted in Recommendation #4, who work with children and are subject to s. 72(5) of the *Child and Family Services Act* to ensure that employees are obtaining direct, annual training on their duty to report child abuse and neglect and the process to follow in making a report.
37. The Ministry of Children and Youth Services must review and revise the *Child and Family Services Act* to introduce penalties for non-professionals who have direct and substantive knowledge of child abuse and neglect and fail to report.

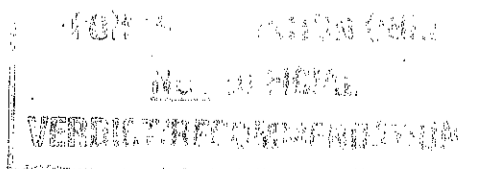
Funding

38. The Ministry of Children and Youth Services, in consultation with the Ontario Association of Children's Aid Societies shall, in one year's time, review and reassess the amendments to Regulation 70 and accompanying practice of Accountability Agreements to assess the impact of implementation and ensure that they are not increasing risks to children and hampering the ability of children's aid societies to meet the legislative mandate.
39. The Ministry of Children and Youth Services shall make appropriate funds available to ensure that all children's aid societies employ the services of Health Specialists when necessary in delivering care to their clients.
40. The Ministry of Children and Youth Services shall modify the new funding model to provide contingency funding to Ontario's children's aid societies to address unexpected and exceptional circumstances.

Training

41. The Ministry of Children and Youth Services shall establish and fund an authorization process for new child protection workers. Only authorized child protection workers will have the authority to provide child welfare services that include, but are not limited to, conducting investigations, apprehending children or making child protection applications to a child welfare court.
42. The Ministry of Children and Youth Services shall ensure the provincial child welfare training program includes a competency based curriculum to support the authorization process for new child protection workers. The curriculum will, at a minimum, include the following as topics:
 - interview techniques;
 - investigative techniques;
 - legal and court processes;
 - guarding against cognitive bias and the importance of re-evaluating conclusions on an ongoing basis and in light of new information;
 - balancing the demands of direct client contact with timely adherence to documentation requirements;
 - the importance and relevance of family history as part of child welfare investigations and assessments; and
 - the importance of comprehensive and accurate demographic information including aliases, nicknames, former names and maiden names.
43. The Ministry of Children and Youth Services must ensure child protection workers subject to the authorization process are required to pass oral and/or written exams to demonstrate their learning.

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44. The Ministry of Children and Youth Services must ensure workers, subject to the authorization process, participate in field practice assignments and assume increasing levels of casework responsibility until they have achieved demonstrated minimum competencies. Field assignments, at a minimum, will include the shadowing of authorized experienced child protection workers, coaching and mentoring and a supervisory assessment.
45. The Ministry of Children and Youth Services shall enact a regulation under the *Child and Family Services Act* to define the specified criteria for authorization and require that the Executive Director of a children's aid society may designate a worker as authorized once satisfied that the worker has met the prescribed criteria and demonstrated the required competencies.
46. The Ministry of Children and Youth Services shall design and implement the Ontario Child Protection Training Program (OCPTP) strategy for current authorized child protection workers which would ensure the uniformity of competencies amongst all child protection workers through the provision of a refresher training program and the assessment of demonstrated skills and knowledge of child protection.
47. The Ministry of Children and Youth Services shall develop a specific training module to assist child protection workers, to gain appropriate assessment and intervention techniques to assist when working with those children and adults who experience emotional, cognitive or developmental delays.
48. The Ministry of Children and Youth Services will fund and administer all training initiatives as outlined in these recommendations.

CATHOLIC CHILDREN'S AID SOCIETY OF TORONTO

49. The Catholic Children's Aid Society of Toronto must ensure "excellent communication skills" are incorporated into the key qualifications for positions within the agency that require client contact. A practical assessment should be included in the application process.
50. The Catholic Children's Aid Society shall immediately revise the Kinship Service Home Study Report Comprehensive Assessment to set out and elicit maiden names, aliases, nicknames or other former names, as is done in the SAFE Home Study Report.
51. The Catholic Children's Aid Society shall work with the Ontario Association of Children's Aid Societies' provincial training program to develop a case study that captures the learning from the death of Jeffrey Baldwin and its aftermath to ensure that the themes emerging from this case are addressed in the foundational and supervisory training curricula of the provincial training system, including the authorization process resulting from recommendations #41 to #48 above. In furtherance of this recommendation:

The Ontario Association of Children's Aid Societies shall include the Jeffrey Baldwin case and its themes in its ongoing curriculum review of foundational training and these themes shall include:

- eliciting complete and accurate demographic information about alternative caregivers and adults in a household;
- timely and comprehensive documentation;
- conducting interviews and investigations;
- the importance and relevance of family history as part of child welfare decision making; and
- the dangers of cognitive bias and the importance of re-evaluating conclusions on an ongoing basis and **in light of new information.**

CHILDREN'S AID SOCIETIES

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52. Children's aid societies shall review the section directed at the Catholic Children's Aid Society of Toronto and consider whether they should be applied to their specific society.
53. Children's aid societies must ensure there are sufficient Fast Track Information Systems licenses for weekend and after-hours staff.

54. Children's aid societies must ensure that all Alternate Caregivers receive adequate training in documenting any disclosure from children removed from traumatic environments.
55. Children's aid societies must provide Alternate Caregivers with adequate financial and emotional support and adequate counselling services when they receive children who have suffered through traumatic events.
56. Children's aid societies must provide, Alternate Caregivers, with a summary history and background of children who they are receiving into their homes.
57. Children's aid societies must provide immediate referrals to mental health care professionals and make these referrals a case management priority for children who have been exposed to traumatic events which have precipitated their being placed with Alternate Caregivers.
58. Children's aid societies should consider the immediacy and the type(s) of service(s) provided to parents when their child is apprehended by the children's aid society and who are left to deal with the circumstances that caused them to lose their child.
59. Children's aid societies must ensure that appropriate family planning counseling referrals are provided as required to all young and/or special needs parents who have become involved with a children's aid society.
60. Children's aid societies must ensure they intervene when parental access visits are denied.
61. Children's aid societies should ensure that transferred case files are thoroughly reviewed by both the receiving worker and the supervisor. Adequate time must be assigned to achieve this review. A case review conference must be held by the supervisor and the worker to discuss the findings of the review.
62. Children's aid societies should ensure that files not be closed until final legal custody has been determined and subsequent verification obtained for the file.
63. Children's aid societies must ensure that professionals who report child abuse/ neglect are provided with an acknowledgement that their report has been received. Every effort must be made to "close the loop" of a reported allegation.
64. Children's aid societies should continue with shared services (i.e. purchasing, finance, human resources) for efficiencies and cost savings where practical.

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THE ONTARIO ASSOCIATION OF CHILDREN'S AID SOCIETIES

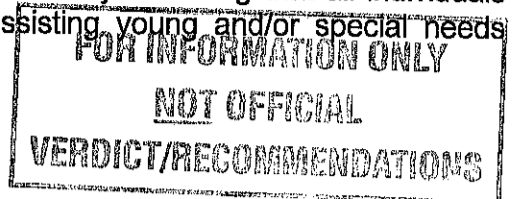
65. The Ontario Association of Children's Aid Societies shall review the adequacy of training offered by its provincial training program for supervisors to ensure that such training is sufficiently robust, particularly in the area of clinical supervision. Specifically:
 - a. The training curriculum shall reflect the paramount purpose of the *Child and Family Services Act* which is to promote the best interests, protection and well-being of children.
 - b. A mandatory curriculum for supervisors shall be developed that covers the roles, purpose, tasks and responsibilities of supervision in child protection work, with a particular emphasis on the clinical role;
 - c. A coaching and mentoring program requirement for child protection supervisors shall be integrated into the mandatory training program for supervisors;
 - d. The coaching and mentoring program shall include tools for assessing the acquisition of learning and demonstrated skills; and
 - e. A transfer of learning and coaching guide for the training of supervision shall be developed for service managers who supervise frontline protection supervisors.
66. The Ontario Association of Children's Aid Societies shall work in conjunction with the Ontario Police College to develop a training program related to joint investigation techniques. This training will include the process of how to conduct joint investigations. It will delineate the role and mandate within a joint investigation between children's aid societies and police. The curriculum will provide training specific to interviewing children and approaches appropriate to age and child development.

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MINISTRY OF THE ATTORNEY GENERAL

67. The Ministry of the Attorney General should ensure through on-the-job training that all individuals who serve as Duty Counsel are appropriately trained in assisting young and/or special needs parents who are dealing with legal issues.



INFORMATION AND PRIVACY COMMISSIONER OF ONTARIO

68. The Municipal Freedom of Information and Protection of Privacy Act should be amended to include under Part II, section 32; where disclosure is permitted to include under subsection "g" the phrase "or a child investigation under the *Child and Family Services Act*".

TORONTO DISTRICT SCHOOL BOARD

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69. The Toronto District School Board shall, as part of its ongoing and comprehensive review of policies and procedures and prior to the start of the 2014-2015 academic year, review and update its "P045" and "PR560" policies in consultation with Toronto children's aid societies, the Ministry of Children and Youth Services, the Ontario Association of Children's Aid Societies and BOOST.
70. The Toronto District School Board shall immediately deliver a directive to principals and staff that, where a member of staff suspects a child may be in need of protection within the meaning of the *Child and Family Services Act*, the staff member has a statutory obligation to report that directly to a children's aid society. The staff member should not investigate or discuss the concern prior to making the call to the children's aid society. The Toronto District School Board shall amend "PR560" to accord with the directive.
71. The Toronto District School Board shall, as part of its ongoing and comprehensive review of policies and procedures and prior to the start of the 2014-2015 academic year, implement annual training on the duty to report child abuse and neglect.

Annual training shall at minimum, include

- how to recognize the signs of child abuse and neglect;
- the legal professional duty to report;
- when, how and to whom to report; and
- how to manage the consequences of making a report.

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The training, which would include both oral instruction and distributed material, should where possible be delivered by either trained school social workers or child protection workers. The training shall be mandatory for all staff, including teachers, early childhood educators, administrators, lunchroom supervisors, trustees, caretakers and office staff, with proof of attendance to be retained and recorded by the Toronto District School Board.

72. The Toronto District School Board shall implement a procedure to address situations in which children who are eligible to be enrolled in school but are not yet required to attend. Specifically, the Board shall:
- liaise with community partners, including children's aid societies, libraries, religious centres and community centres, in order that the Board be alerted to school age children in the community who are eligible to be enrolled in school;
 - take reasonable steps to encourage enrolment when appropriate; and
 - address any barriers to enrolment perceived by the guardians, such as situations where a child is not yet toilet-trained.
73. The Toronto District School Board shall issue a directive that a child not be refused or discouraged from enrolment due to lack of toilet training.
74. The Toronto District School Board shall incorporate its Developmental History Form as part of the registration process for students from Kindergarten to Grade 2. The Toronto District School Board shall take all reasonable steps to ensure that the information elicited by the Developmental History Form is collected.
75. The Toronto District School Board shall support parents and/or guardians who need assistance in completing the Developmental History Form.

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76. The Toronto District School Board shall, as part of its ongoing review of policies and procedures, amend the Attendance Protocol for Students up to Age 18 to properly define "attendance problem" and delineate precisely when the School Process/Responsibilities should be engaged.
77. The Toronto District School Board shall make all reasonable efforts to incorporate attendance flag alerts to the Trillium program in advance of the 2014-2015 academic year.
78. The Toronto District School Board shall avail itself of those opportunities available in the present curriculum to educate students about neglect in an age-appropriate manner, while the Ministry of Education develops its curriculum.
79. The Toronto District School Board shall implement a policy or procedure to take effect in the 2014-2015 academic year requiring that a Vulnerable Sector Screening be completed for all volunteers, with an updated Vulnerable Sector Screening to be completed by each volunteer no less than every five years.
80. The Toronto District School Board shall continue to require that an Annual Offence Declaration be completed by all volunteers at the start of every school year.

MINISTRY OF EDUCATION

81. The Ministry of Education should review all of the recommendations in the section directed at the Toronto District School Board and consider whether they should be applied at other school boards across the province.
82. The Ministry of Education should introduce a province-wide Developmental History Form that includes the names and birthdates of all other children in the home, and information about their schooling if they are of school age and not attending the same school as that child. The form shall require parents/legal guardians to declare the information to be truthful upon signing it.
83. The Ministry of Education shall explore incorporating sibling and family composition information as part of the standard Ministry of Education Registration form.
84. The Ministry of Education should work to upgrade their attendance management systems including the Trillium system to allow for alerts for attendance tracking and the receipt of the Developmental History Form.
85. The Ministry of Education should direct all school boards to revise their documents and policies to include the term "neglect" along with term "abuse" where appropriate.
86. The Ministry of Education should implement the Safe Arrival Program province-wide.
87. The Ministry of Education should conduct a review of the Ontario Teacher's College curriculum to ensure that the College adequately covers training in identifying signs of abuse and neglect in children and the duty to report.
88. The Ministry of Education, in consultation with the Ministry of Children and Youth Services and the Ontario Association of Children's Aid Societies, shall review and consider the sufficiency of its requirements of school boards regarding the training of teachers, employees and trustees with respect to child abuse and neglect and the duty to report.
89. The Ministry of Education, having due regard to the challenges of engaging young children with issues of child abuse and neglect, shall consider incorporating into the Physical and Health Education curriculum a requirement that students from Kindergarten through Grade 12 be educated about neglect in an age-appropriate manner. The Ministry of Education shall consult with youth with lived experience and experts on the education of children and youth about child abuse and neglect in developing this curriculum.
90. The Ministry of Education should encourage and fund programs for child abuse prevention delivered through schools (i.e. BOOST's "I'm a Great Kid" and "I'm a Great Little Kid," child abuse prevention and intervention programs).

CORONATION PRINTERS
 MINISTRY OF EDUCATION
 15 GROSVENOR STREET
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91. The Ministry of Education should ensure that all school boards have access to the appropriate resources to communicate and debrief after a traumatic event has occurred at a school.

MINISTRY OF HEALTH AND LONG TERM CARE

92. The Ministry of Health and Long Term Care shall ensure that Emergency Medical Service Providers, including paramedics and dispatchers, are provided with on-the-job ongoing training on both the duty to report and recognition of the signs of child abuse and neglect.

THE COLLEGE OF PHYSICIANS AND SURGEONS OF ONTARIO

93. The College of Physicians and Surgeons of Ontario shall ensure that medical doctors are provided with on-the-job ongoing training on both the duty to report and recognition of the signs of child abuse and neglect.

THE ONTARIO ASSOCIATION OF FIRE CHIEFS

94. The Ontario Association of Fire Chiefs shall ensure that all Ontario firefighters are provided with on-the-job ongoing training on both the duty to report and recognition of the signs of child abuse and neglect.

MINISTRY OF COMMUNITY SAFETY AND CORRECTIONAL SERVICES

95. The Ministry of Community Safety and Correctional Services should develop a means by which children's aid workers can obtain a Canadian Police Information Centre (CPIC) check 24 hours a day, 7 days a week.
96. The Ministry of Community Safety and Correctional Services must work with all stakeholders including Police Service Boards to develop a process to improve response time for all criminal records checks.
97. The Ministry of Community Safety and Correctional Services, Public Safety Division, shall direct all Police Chiefs in Ontario to consider implementing analogous procedures as those found in Recommendations 100, 101 and 102 made to the Chief of Police of the Toronto Police Service.

The Chief of Police of the Toronto Police Service

98. The Chief of Police of the Toronto Police Service shall amend the Service Procedure on the disclosure of personal information pursuant to O. Reg. 265/98 of the *Police Services Act* to provide guidelines on the circumstances in which its members shall consider disclosure of personal information to a person or agency engaged in the protection of the public, or, to an individual at risk, to reduce the potential risk of harm to persons or class of persons, including children.
99. The Toronto Police Service shall amend the procedure to specifically address disclosure of personal information to child protection workers in circumstances where the Joint Protocol of Child Physical and Sexual Abuse does not apply.
100. The Toronto Police Service shall issue regular communiqués to all members of the Toronto Police Service advising of the amendments to the procedure and the important role disclosure of information can play in protecting persons or classes of persons at risk.

Ontario Police Chiefs

101. Ontario Police Chiefs shall review their educational curricula for new officers and ensure that officers are being properly trained to take comprehensive notes when attending any call, including a Safety Escort Attendance.
102. Ontario Police Chiefs must ensure that the Child Abuse Investigator Course training emphasizes to officers and child protection workers the importance of relationship building and the understanding of the roles each agency plays during an investigation and for public safety.

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COMMUNITY INVESTIGATOR
MINISTRY OF COMMUNITY SAFETY & CORRECTIONAL SERVICES
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The Office of the Coroner

103. The Office of the Chief Coroner shall request that all organizations and institutions receiving these recommendations provide reports updating their responses within a year of receipt. To inform the public of the contents of these reports, the Office of the Chief Coroner shall convene a press conference a year from the date that the recommendations were sent out to the recipient parties. Copies of the reports shall be forwarded to the jurors, who will be invited to attend the press conference.

FINAL COMMENTS

Given the tragic circumstances surrounding the death of Jeffrey Baldwin, the jury is hopeful that the City of Toronto or another senior level of government, honour Jeffrey Baldwin's memory by establishing a permanent memorial, such as a parkette in his name. This would provide the important ongoing public safety message that the protection of vulnerable children in Ontario is every citizen's responsibility.

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CORONERS INQUEST COURTS
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BA *RTH*