



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 22-07 AGENDA

Location: DoubleTree West Edmonton

Zoom Meeting

Meeting ID:

Passcode:

Phone: 1 (587) 328-1099

Date & Time: Thursday, September 22, 2022

10:00 am – 4:30 pm

If you would like to join the public meeting, please contact Media Relations Manager, Curtis Walty at 780-624-2060, ext. 6183 or curtis.walty@nsd61.ca

Note: If agenda is ahead of schedule, items will be moved up

A. CALL TO ORDER - Board Chair

No.	Title	Responsible	Action	Page No.
1.	Recognition of Traditional Lands	Board Chair		-
2.	Opening Prayer, Cultural Reflection or Reflection	Trustee		-
3.	Approval of Agenda	All	Motion	-
4.	In-Camera	All	Motion in/out of in-camera	-

B. MINUTES

No.	Title	Responsible	Action	Page No.
1.	Corporate Board Meeting Minutes - June 17, 2022	All	Motion	04
2.	Special Board Meeting Minutes - July 21, 2022	All	Motion	13
3.	Special Board Meeting Minutes - August 25, 2022	All	Motion	16
4.	Board Action Items	Superintendent Dr. Spencer-Poitras	Information	19



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 22-07
AGENDA**

C. CONSENT AGENDA (Motion to approve)

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Board Chair	Information	22
2.	Superintendent Report	Superintendent Dr. Spencer-Poitras	Information	23
3.	Trustee Activity, Committee and/or Board Representative/Association Reports	Trustees	Information	25

D. ACTION ITEMS

No.	Title	Responsible	Action	Page No.
1.	Monthly Financial Report	Superintendent Dr. Spencer-Poitras	Information	27
2.	Student Engagement, Attendance & Completion Report	Superintendent Dr. Spencer-Poitras	Information	30
3.	Monthly Enrollment Report	Superintendent Dr. Spencer-Poitras	Information	35
4.	Locally Developed Courses	Superintendent Dr. Spencer-Poitras	Motion	37
5.	Policy 12 Appendix A - Superintendent Evaluation Process, Criteria and Timelines	Superintendent Dr. Spencer-Poitras	Motion	38
6.	Policy 12 Appendix B - Superintendent Performance Assessment Guide	Superintendent Dr. Spencer-Poitras	Motion	42
7.	Superintendent's Evaluation Report	Associate Superintendent of Human Resources M. Marran and Secretary-Treasurer D. Aird	Motion	53
8.	Board Evaluation Report	Superintendent Dr. Spencer-Poitras	Motion	54
9.	By-Election for Ward 5	Superintendent Dr. Spencer-Poitras	Motion	55
10.	Bylaw to amend the Electoral Wards	Superintendent Dr. Spencer-Poitras	Motion	56
11.	Fort McKay School Closure	Superintendent Dr. Spencer-Poitras	Motion	69
12.	Tri-Annual Report	Superintendent Dr. Spencer-Poitras	Information	70

E. TECH TALK WITH DR. TIM STENSLAND



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F. MONITORING REPORTS (Motion to Approve)

No.	Title	Responsible	Action	Page No.
1.	Awards/Celebrations (1:00 p.m.) <ul style="list-style-type: none"> ● Pelican Mountain School - Attendance Award Winners 	Superintendent Dr. Spencer-Poitras	Information	-
2.	Board Chair Highlights	Board Chair	Information	83
3.	Superintendent Highlights	Superintendent Dr. Spencer-Poitras	Information	88
4.	Associate Superintendent Report	Deputy Superintendent Tim Stensland	Information	92
5.	Human Resources Department Report	Associate Superintendent of Human Resources M. Marran	Information	95
6.	Media Relations Report	Media Relations Manager C. Walty	Information	97

G. PRELIMINARY DISCUSSION OF BOARD ITEMS

No.	Title	Responsible
1.	PSBAA Fall General Conference: October 12-14, 2022 DoubleTree by Hilton West Edmonton	Board Chair
2.	Indspire - National Gathering for Indigenous Education: November 23 - 25, 2022 RBC Convention Center, Winnipeg, Manitoba or Virtual	Board Chair

H. ADJOURNMENT & CLOSING CULTURAL REFLECTION



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Board Meeting Minutes, June 17, 2022
REFERENCE(S):
ATTACHMENTS: June 17, 2022 Board Meeting Minutes

RECOMMENDATION:
THAT the Board of Trustees approve the June 17, 2022 Board Meeting Minutes as presented.

BACKGROUND:

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-06 MINUTES

Location: Central Office, Peace River
Via Zoom

Date: Friday, June 17, 2022 Time: 9:00 a.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Dr. Nancy Spencer-Poitras	Superintendent of Schools
✓	Cathy Wanyandie	Board Vice-Chair Ward 2	✓	Dr. Tim Stensland	Deputy Superintendent
✓	Bonnie Lamouche	Trustee Ward 3	✓	Douglas Aird	Secretary-Treasurer
✓	Jesse Lamouche	Trustee Ward 4	✓	Curtis Walty	Media Relations Manager
x	Skye Durocher	Trustee Ward 5	✓	Murray Marran	Associate Superintendent of Human Resources
✓	Thomas Auger	Trustee Ward 6	✓	Mark Owens	Director of Student Engagement, Attendance & Completion
✓	Robin Guild	Board Chair Ward 7	✓	Cheryl Osmond	Executive Assistant
✓	Loretta Gladue	Trustee Ward 8	x	Scott Meunier	Associate Superintendent
✓	Julia Cardinal	Trustee Ward 9	x	Cal Johnson	Associate Superintendent
✓	Aimee McCamon	Trustee Ward 10	x	Michael Maciach	Director of Technology

A. CALL TO ORDER

1. Call to Order

Chair Guild called the meeting to order at 9:29 a.m. with a traditional land acknowledgment.

2. Opening Reflection

Trustee B. Lamouche provided the opening prayer, cultural reflection or reflection.

3. Adopt Agenda

MOTION: Trustee Auger moved that the Board of Trustees acknowledge that Trustees have reviewed and approved the agenda with the following additions:

1. Reschedule of the Organizational Meeting
2. 2022-2023 Corporate Board Meeting Schedule
3. New Logo Attire
4. Trustee Disqualification

25506/22 CARRIED

4. In Camera Session

Trustee McCamon moved that the meeting go in camera at 9:31 a.m with Administration.



**NORTHLAND SCHOOL DIVISION
BOARD MEETING NO. 22-06
MINUTES**

Mark Owens left the meeting at this time.

25507/22 CARRIED

5. Regular Session

Trustee McCamon moved that the meeting revert to regular session at 11:24 a.m.

25508/22 CARRIED

6. Auditor Presentation

Jeff Alliston with the Metrix Group presented to the Board of Trustees the End of Fiscal Year 2021-2022 Audited Financial Statements.

B. MINUTES

1. Regular Board Meeting Minutes - May 20, 2022

MOTION: Trustee McCamon moved that the Board of Trustees approve the May 20, 2022 regular meeting minutes, as presented.

25509/22 CARRIED

2. Board Action Items

Motion: Trustee McCamon moved that the Board of Trustees receive as information the Board Action items, as presented.

25510/22 CARRIED

C. CONSENT AGENDA

1. Adopt Consent Agenda

MOTION: Trustee Gladue moved that the Board of Trustees approve the Consent Agenda which approves the following items:

- C1. Board Chair Report
- C2. Superintendent Report
- C3. Committee and/or Board Representative Reports
- C4. Trustee Activity Reports/Association Reports

25511/22 CARRIED



NORTHLAND SCHOOL DIVISION
BOARD MEETING NO. 22-06
MINUTES

Break from 12:20 p.m. - 1:00 p.m.

D. ACTION ITEMS

1. Monthly Financial Report

MOTION: Trustee McCamon moved that the Board of Trustees approve as information, the Monthly Financial Report as presented.

25512/22 CARRIED

2. Student Engagement, Attendance & Completion Report

MOTION: Trustee McCamon moved that the Board of Trustees accept as information the Student Engagement, Attendance & Completion Report as presented.

25513/22 CARRIED

3. Monthly Student Enrolment Report

MOTION: Trustee Gladue moved that the Board of Trustees receive as information, the June 2022 Student Enrolment Report as presented.

25514/22 CARRIED

4. Policy 11 - Board Delegation of Authority

MOTION: Trustee Gladue moved that the Board of Trustees accept as information that the Policy Committee has reviewed and made no revisions to Policy 11 - Board Delegation of Authority as presented.

25515/22 CARRIED

5. Policy 12 - Role of the Superintendent

MOTION: Trustee McGillivray moved that the Board of Trustees approve the housekeeping changes to Policy 12 - Role of the Superintendent as presented.

25516/22 CARRIED

6. Policy 18 - Alternative Programs

MOTION: Trustee Gladue moved that the Board of Trustees approve the housekeeping changes to Policy 18 - Alternative Programs as presented.

25517/22 CARRIED



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-06 MINUTES

7. Year End Audit

MOTION: Trustee McCamon moved that the Board of Trustees approve the 2021-2022 audit plan as presented and authorize the Board Chair to approve the engagement letter as presented.

25518/22 CARRIED

8. Educational Assistant Restructure

MOTION: Trustee Mcamon moved that the Board of Trustees approve the restructure of the Educational Assistants II positions to be based on a 10 month pay schedule effective September 1, 2022 and that the Division continues to provide health and medical benefits during the summer months to employees who are recalled as presented.

25519/22 CARRIED

9. Increase in Hours - Educational Assistants

MOTION: Trustee McCamon moved that the Board of Trustees approve the increase in hours for Educational Assistants from 6.0 hours to 6.5 hours per day effective September 1, 2022 as presented.

25520/22 CARRIED

10. Bursaries and Scholarships

MOTION: Trustee Wanyandie moved that the Board of Trustees accept as information, from the Bursary and Scholarship Committee, the recipients of bursaries and scholarships with the funds coming from the current year end budget as presented.

25521/22 CARRIED

11. Contract Facilitation for Superintendent and Board Evaluations

MOTION: Trustee McCamon moved that the Board of Trustees authorize the Administration to proceed with the process of contracting Terry Gunderson with Alberta School Board Association (ASBA) to conduct the Superintendent's and Board of Trustees' annual evaluation as presented.

25522/22 CARRIED



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-06 MINUTES

12. Housing Renovation Tenders for Units 56, 57, 59 and 160

MOTION: Trustee McCamon moved that the Board of Trustees award the housing renovation tenders to Lavergne Construction in the amount of \$376,372.50 including GST with the funds coming from capital reserves.

25523/22 CARRIED

13. Housing Renovation Tenders for Units 133, 135, 161 and 162

MOTION: Trustee McCamon moved that the Board of Trustees award the housing renovations tenders to North Lake Contracting in the amount of \$642,810 including GST with the funds coming from capital reserves.

25524/22 CARRIED

14. Housing Foundation Excavation Tender

MOTION: Trustee Wanyandie moved that the Board of Trustees award the housing foundation excavation tender to North Lake Contracting in the amount of \$199,867.50 including GST with the funds coming from capital reserves.

25525/22 CARRIED

15. Multifunctional Devices Tender

MOTION: Trustee Gladue moved that the Board of Trustees award the five year contract for multifunctional devices to Ricoh Canada Inc. in the amount of \$163,067.06 plus GST per year, with a 5 year contract total of \$815,335 with the funds coming from the operations budget.

25526/22 CARRIED

16. Interactive Displays

MOTION: Trustee Gladue moved that the Board of Trustees approve the purchase and installation of 101 Viewsonic 75" Interactive Displays from Inland AV in the amount of \$468,796 including GST with the funds coming from the Computer Technology Budget.

25527/22 CARRIED



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-06 MINUTES

17. Bus Tender - Two (2) 70 Passenger School Buses

MOTION: Trustee McCamon moved that the Board of Trustees award the purchase of two (2) 70 passenger school buses to Western Canada IC Bus in the amount of \$134,363.51 each, including GST with the funds coming from capital reserves.

25528/22 CARRIED

18. Northland Online School Programming

MOTION: Trustee J. Lamouche moved that the Board of Trustees authorize the Administration to add Grade 10 programming to the Northland Online School effective September 1, 2022.

25529/22 CARRIED

19. Sale of Mobile Unit 245

MOTION: Trustee McCamon moved that the Board of Trustees approve the sale of Unit 245, by either real estate listing, auction or tender and that the proceeds be used towards housing repairs, renovations and/or the purchase of additional housing units.

25530/22 CARRIED

20. Reschedule of the Organizational Meeting

MOTION: Trustee Wanyandie moved that the Board of Trustees approve the rescheduling of the June Organizational meeting to September 23, 2022 as presented.

25531/22 CARRIED

21. 2022-2023 Corporate Board Meeting Schedule

MOTION: Trustee McCamon moved that the Board of Trustees approve the 2022-2023 Corporate Board meeting schedule as presented.

25532/22 CARRIED

22. New Logo Attire

MOTION: Trustee Wanyandie moved that the Board of Trustees authorize the Administration to purchase clothing attire with the new logo in the amount of \$60,000 with the funds coming from the operations budget.

25533/22 CARRIED



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-06 MINUTES

23. Trustee Disqualification

MOTION: Trustee McCamon moved that the Board of Trustees proceed with the process of the disqualification of Ward 5 Trustee as per section 87 (1)(i) of the Education Act.

25534/22 CARRIED

E. TECH TALK

Dr. Tim Stensland demonstrated to the Board of Trustees the various settings in Google mail such as the out of office notification.

F. MONITORING REPORTS

MOTION: Trustee McCamon moved that the Board of Trustees approve as information, the Monitoring Reports, as presented and attached.

- F1. Awards/Celebrations
- F2. Board Chair Highlights
- F3. Superintendent Highlights
- F4. Associate Superintendent Report
- F5. School Food Services Department Report
- F6. FNMI Department Report
- F7. IT Department Report
- F8. Human Resources Department Report

25535/22 CARRIED

AWARDS/PRESENTATIONS

The Board of Trustees acknowledged the following individuals:

- Johnathan McDonald, student from Elizabeth School in receiving a Honourable Mention for the ASBA Honouring the Spirit Award
- Leanne Bunning, school secretary with Bill Woodward School for her dedication in organizing the Anzac/Bill Woodward Dinner & Diamonds fundraiser for the last 10 years.



NORTHLAND SCHOOL DIVISION

**BOARD MEETING NO. 22-06
MINUTES**

G. PRELIMINARY DISCUSSION OF BOARD ITEMS

The Board of Trustees discussed who would be representing Northland School Division at the 2022 National Trustee Gathering on Indigenous Education & Canadian School Board Association Congress (CSBA) which is taking place July 6-8, 2022 in Saskatoon, Saskatchewan.

Interested in attending:

- Trustee C. Wanyandie
- Trustee J. Lamouche
- Trustee L. McGillivray

H. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee McCamon moved that the Board of Trustees declare the meeting adjourned at 2:19 p.m.

25536/22 CARRIED

Robin Guild, Board Chair

Dr. Nancy Spencer-Poitras,
Superintendent of Schools

Douglas Aird, Secretary-Treasurer



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Special Board Meeting Minutes, July 21, 2022
REFERENCE(S):
ATTACHMENTS: July 21, 2022 Special Board Meeting Minutes

RECOMMENDATION:

THAT the Board of Trustees approve the July 21, 2022 Special Board Meeting Minutes as presented.

BACKGROUND:

RISK ANALYSIS:



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 22-01
MINUTES**

Location: Via Zoom

Date: Thursday, July 21, 2022

Time: 6:30 p.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Dr. Nancy Spencer-Poitras	Superintendent of Schools
x	Cathy Wanyandie	Board Vice-Chair Ward 2	✓	Douglas Aird	Secretary-Treasurer
✓	Bonnie Lamouche	Trustee Ward 3	✓	Michael Maciach	Director of Technology
x	Jesse Lamouche	Trustee Ward 4	✓	Cheryl Osmond	Executive Assistant
x	Skye Durocher	Trustee Ward 5			
✓	Thomas Auger	Trustee Ward 6			
✓	Robin Guild	Board Chair Ward 7			
x	Loretta Gladue	Trustee Ward 8			
x	Julia Cardinal	Trustee Ward 9			
✓	Aimee McCamon	Trustee Ward 10			

A. CALL TO ORDER

1. Call to Order

Chair Guild called the meeting to order at 6:30 p.m. with a traditional land acknowledgment.

2. Opening Reflection

Chair Guild provided the opening prayer, cultural reflection or reflection.

3. Adopt Agenda

MOTION: Trustee McGillivray moved that the Board of Trustees acknowledge that Trustees have reviewed and approved the agenda.

25537/22 CARRIED

4. Technology Expenditures

Trustee Auger moved that the Board of Trustees authorize Administration to purchase technology supplies in the amount of \$900,000 with the funds coming from capital and operating reserves as required.

25538/22 CARRIED

B. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 22-01
MINUTES**

1. Adjournment

MOTION: Trustee McCamon moved that the Board of Trustees declare the meeting adjourned at 6:48 p.m.

25539/22 CARRIED

Robin Guild, Board Chair

Dr. Nancy Spencer-Poitras,
Superintendent of Schools

Douglas Aird, Secretary-Treasurer



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 22-02
MINUTES**

Location: Via Zoom

Date: Thursday, August 25, 2022

Time: 6:30 p.m.

Membership					
x	Lorraine McGillivray	Trustee Ward 1	✓	Dr. Nancy Spencer-Poitras	Superintendent of Schools
✓	Cathy Wanyandie	Board Vice-Chair Ward 2	✓	Douglas Aird	Secretary-Treasurer
✓	Bonnie Lamouche	Trustee Ward 3	✓	Murray Marran	Associate Superintendent of Human Resources
✓	Jesse Lamouche	Trustee Ward 4	✓	Scott Meunier	Associate Superintendent
x	Skye Durocher	Trustee Ward 5	✓	Cheryl Osmond	Executive Assistant
✓	Thomas Auger	Trustee Ward 6			
✓	Robin Guild	Board Chair Ward 7			
x	Loretta Gladue	Trustee Ward 8			
x	Julia Cardinal	Trustee Ward 9			
✓	Aimee McCamon	Trustee Ward 10			

A. CALL TO ORDER

1. Call to Order

Chair Guild called the meeting to order at 6:32 p.m. with a traditional land acknowledgment.

2. Opening Reflection

Chair Guild provided the opening prayer, cultural reflection or reflection.

3. Adopt Agenda

MOTION: Trustee Auger moved that the Board of Trustees acknowledge that Trustees have reviewed and approved the agenda.

25540/22 CARRIED

4. In Camera Session

MOTION: Trustee Wanyandie moved that the meeting go in camera at 6:40 p.m. with Administration.

25541/22 CARRIED

5. Regular Session

MOTION: Trustee McCamon moved that the meeting revert to regular session at 7:15 p.m.

25542/22 CARRIED



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 22-02
MINUTES**

6. SUV Tender

MOTIN: Trustee Auger moved that the Board of Trustees approve the purchase of eight (8) 2023 Chevrolet Traverses in the amount of \$352,751.68 including GST with the funds coming from capital reserves.

25543/22 CARRIED

7. Bus Tender - Two (2) 70 Passenger

Trustee J. Lamouche moved that the Board of Trustees approve the purchase of two (2) 70 passenger school buses from the Western Canada IC Bus in the amount of \$134,363.51 each, including GST with the funds coming from capital reserves.

25544/22 CARRIED

8. Salary Grids

Trustee McCamon moved that the Board of Trustees approve the salary grids effective September 1, 2022.

25545/22 CARRIED

B. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION
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1. Adjournment

MOTION: Trustee Wanyandie moved that the Board of Trustees declare the meeting adjourned at 7:26 p.m.

25546/22 CARRIED

Robin Guild, Board Chair

Dr. Nancy Spencer-Poitras,
Superintendent of Schools

Douglas Aird, Secretary-Treasurer



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Board Action Items
REFERENCE(S):
ATTACHMENTS: Board Action Items

RECOMMENDATION:
THAT the Board of Trustees receive as information the Board Action items as attached.

BACKGROUND:

RISK ANALYSIS:

Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action
Board	2/18/2022	Board Chair	In Camera	For the next school year the Board of Trustees will issue a media release on the high cost of insurance	9/30/2022	In Progress	
Board	2/18/2022	Administration	Discussion	Include PSBAA logo on website	3/30/2022	In Progress	Will be completed when the website is refreshed this summer/fall.
Board	6/17/2022	Administration		Fort McKay Land Transfer		In Progress	
Board	6/17/2022	Administration		Fort Chipewyan Land, Housing & School Transfers	8/31/2022	In Progress	
Board	6/17/2022	Administration		Sale of Calling Lake Housing Property	8/31/2022	In Progress	
Board	6/17/2022	Administration		Audit & Finance Committee	8/31/2022	In Progress	Re-post public member, and schedule meeting (Nov.)



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools

SUBJECT: Approval of Consent Agenda

REFERENCE(S) & ATTACHMENTS:

RECOMMENDATION:

THAT the Board of Trustees approves the consent agenda which approves the following items:

- C1 - Board Chair Report**
- C2 - Superintendent Report**
- C3 - Committee and/or Board Representative Reports**
- C4 - Trustee Activity Reports/Association Reports**

BACKGROUND:

The consent agenda process is based on the assumption that everyone reads all the consent agenda items, and asks questions outside the meeting. Questions about the items can be directed to the Superintendent, who will answer them by email, letting all trustees know the question, and the response.

Consent agenda items can be pulled from the consent agenda and put into the regular agenda if a trustee feels there needs to be action on something contained in the item. This needs to be done prior to the approval of the agenda and simply requires a trustee to request the item be pulled from the consent agenda and placed on the regular agenda.

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

BOARD CHAIR REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Robin Guild, Board Chair, Ward 7

SUBJECT: Board Report as of September 16, 2022

June 15, 2022	St. Theresa Kindergarten Grad
June 16, 2022	NSD Long Service Awards, Peace River
June 17, 2022	NSD Monthly Corporate Board Meeting, Peace River
September 10, 2022	St. Theresa Gold Tournament
June 23, 2022	Alberta Pacific Donation Presentation, Calling Lake School St. Theresa Grade 6 Send Off
June 25, 2022	Bill Woodward School Graduation
July 6-8, 2022	National Trustee Gathering on Indigenous Education & CSBA Congress, Saskatoon, Saskatchewan
July 21, 2022	Special Board Meeting via Zoom
August 10-12, 2022	PSBAA Conference, Edmonton
August 25, 2022	Special Board Meeting via Zoom
September 6, 2022	Agenda Review Meeting via Zoom Policy Committee Meeting via Zoom
September 13, 2022	Minister of Education Meeting, Edmonton



Superintendent's Report

September 22, 2022

Principals' Meeting	June 15, 2022
Met with the Principals to discuss year end items.	
Long Service Awards	June 16, 2022
Travel to Peace River for the Long Service Awards and the monthly Corporate Board Meeting.	
Corporate Board Meeting	June 17, 2022
Attended the monthly Corporate Board Meeting at the Central Office in Peace River.	
Northland Online ECS & Grade 9 Celebration	June 22, 2022
Attended the ECS and Grade 9 Celebration for the Northland Online School.	
Executive Team Evaluations	June 27 - 29, 2022
Conducted individual evaluations on the Executive Team in Edmonton.	
Peace River Broadcasting Interview	July 13, 2022
Participated in an interview with Peace River Broadcasting highlighting the Division's successes.	
Legal Meeting	July 16, 2022
Met with Legal Counsel to discuss legal issues.	
Special Board Meeting	July 21, 2022
Attended the Special Board Meeting.	
CASS/ASBOA Summer Learning Conference	August 15-17, 2022
Attended the annual CASS/ASBOA Summer Learning Conference in Calgary.	
NSD/Alberta Education Attendance Quarterly Meeting	August 19, 2022
Met with Alberta Education providing an update on NSD's student attendance and accomplishments.	
Special Board Meeting	August 25, 2022
Attended the Special Board Meeting.	

New Teacher/Principal Orientation	August 23-25, 2022
Attended the annual New Teacher and Principal Orientation/Meeting in Edmonton.	
CBC Interview	August 31, 2022
CBC Interview on the NSD Finding Fire Within Book.	
Policy Committee Meeting	September 6, 2022
Attended the Policy Committee Meeting via Zoom and reviewed Policy 12 Appendix A - Superintendent Evaluation Process, Criteria and Timelines and Policy 12 Appendix B - Superintendent Performance Assessment Guide.	
Agenda Review Meeting	September 6, 2022
Attended the September 2022 Agenda Review meeting via Zoom.	
Central Office Staff Meeting	September 8, 2022
Attended the Central Office Staff meeting.	
NSD Website Design Presentation Meeting	September 8, 2022
Attended the Northland School Division website design presentation meeting.	
Minister of Education Meeting	September 13, 2022
Met with the Minister of Education and Board of Trustees to discuss various educational needs.	
Principals' Meeting	September 14, 2022
Met with the Principals to discuss various topics such as COVID update, literacy goals, MyBudgetFile, IT, Human Resources, FNMI, Student Services Department updates, and the Professional Learning Plan for the 2022-2023 school year.	



NORTHLAND SCHOOL DIVISION

BOARD CHAIR REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Aimee McCamon, Ward 10 Trustee

SUBJECT: Board Report as of August 30, 2022

June 2 - 4, 2022	PSBAA Spring General Conference, Red Deer
June 5 - 8, 2022	ASBA Spring General Conference, Red Deer
June 8, 2022	Anzac Parent Advisory Meeting
June 9, 2022	Policy Committee Meeting via Zoom
June 11, 2022	RARA Awards
June 14, 2022	Janvier Parent Council Meeting
June 16, 2022	NSD Long Service Awards, Peace River
June 17, 2022	Corporate Board Meeting
June 23, 2022	Father R. Perin School Games
June 24, 2022	Anzac School Year End Party & Sports Day
July 21, 2022	Special Board Meeting
August 12, 2022	PSBAA/PSBC Meeting via Zoom
August 25, 2022	Special Board Meeting



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
ORIGINATOR: Douglas Aird, Secretary-Treasurer
SUBJECT: Monthly Financial Report - July 31, 2022
REFERENCE(S):
ATTACHMENTS: Monthly Financial Report

RECOMMENDATION:
THAT the Board of Trustees accept as information the Monthly Financial Report as of July 31, 2022, as attached.

BACKGROUND:

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
Monthly Financial Report
as of July 31, 2022

REVENUE	Annual Budget		Year to Date		July YTD Difference
	<u>2022</u>	<u>Budget</u>	<u>Actual</u>	<u>Difference</u>	<u>%</u>
Alberta Education	\$ 47,104,084	\$ 43,178,744	\$ 44,894,164	\$ 1,715,420	4
Federal Government & First Nations	12,305,474	11,280,018	12,144,115	864,098	8
Other Revenue	1,163,836	1,066,850	1,202,667	135,817	13
	<u>\$ 60,573,394</u>	<u>\$ 55,525,612</u>	<u>\$ 58,240,946</u>	<u>\$ 2,715,335</u>	5
EXPENSES					
Schools	\$ 23,330,404	\$ 21,386,203	\$ 22,767,493	\$ (1,381,290)	(6)
Instructional Support	6,838,865	6,268,959	5,987,779	281,180	4
Instructional Supply	7,007,603	6,423,636	5,441,164	982,472	15
Transportation	4,611,762	4,227,449	3,784,282	443,167	10
Operations and Maintenance	9,943,109	9,114,517	9,717,525	(603,008)	(7)
External Services	4,521,544	4,144,749	4,356,073	(211,324)	(5)
System Administration	2,597,567	2,381,103	2,342,854	38,249	2
Corporate Board	593,750	544,271	495,301	48,970	9
Insurance (Buildings)	544,900	499,492	895,647	(396,155)	(79)
	<u>\$ 59,989,503</u>	<u>\$ 54,990,379</u>	<u>\$ 55,788,118</u>	<u>\$ (797,739)</u>	(1)
NET SURPLUS (DEFICIT)	<u>\$ 583,891</u>	<u>\$ 535,233</u>	<u>\$ 2,452,828</u>	<u>\$ 1,917,596</u>	

VARIANCE ANALYSIS**At the end of the eleventh month we remain on track for a positive result.**

Year to date revenues, expenses and surplus are slightly higher than budgeted, due to the receipt of additional funding.

With 92% of the year complete we have received 97% of our planned revenues and 93% of expenses.

Revenue

Revenues are on track with the budget (+5%) and adjustments.

Federal revenues are billed over 10 months, and include unbudgeted "Jordan's Principle" Education Assistants (25 positions, \$619K YTD). There will be an adjustment to actuals during the audit cycle.

Expenses

Schools are slightly over budget (6%) with the additional Jordans staff (above), full staffing and the pandemic.

Certificated salaries and benefits are slightly under budget (1%).

Uncertificated salaries are over budget (5%) due to the Jordans staff (above) and rising benefit costs.

External Services are slightly over (+5%) with the funded Housing Renovations Program creating a variance.

Operations and Maintenance is being watched closely (net 4% over budget, below), due to the cost pressures.

Insurance is over budget however \$462K from the province has been received to cover this.

The pandemic has increased custodial costs and reduced Instructional Support, Supply and Transportation.

Salaries and Benefits Detail	<u>Budget</u>	<u>YTD Budget</u>	<u>YTD</u>	<u>Difference</u>	<u>%</u>
Certificated salaries and benefits	\$ 20,584,227	\$ 18,868,874	\$ 18,742,297	\$ 126,577	1

Uncertificated salaries and benefits	\$ 15,081,400	\$ 13,824,616	\$ 14,519,759	\$ (695,143)	(5)
	\$ 35,665,626	\$ 32,693,491	\$ 33,262,055	\$ (568,564)	(2)

Watching:	<u>Budget</u>	<u>YTD Budget</u>	<u>YTD</u>	<u>Difference</u>	<u>%</u>
Operations and Maintenance	\$ 9,943,109	\$ 9,114,517	\$ 9,717,525	\$ (603,008)	(7)
Housing Renovations Program (Ph. 1)	\$ 2,000,000	\$ 2,000,000	\$ 2,056,786	\$ (56,786)	(1)
Housing Renovations Program (Ph. 2)	\$ 1,900,000	\$ 1,741,667	\$ 621,470	\$ 1,120,197	83

Operations and Maintenance

The unfavorable variance of \$603K includes \$321K that is funded for a net variance of \$282K (3%).

Funded amounts include \$264K IMR projects and \$57K in engineering costs (\$321K total).

The amount over budget arises from contract cleaners at 3 sites, COVID costs and CTS Lab setup.

Housing

(Phase 1) 24 units are completed

(Phase 2) 10 renovations are in process

(Phase 3) 2 duplexes, a triplex and one single RTM (Ready to Move) homes are in process



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools

ORIGINATOR: Mark Owens, Director of Student Engagement, Attendance, and Completion

SUBJECT: Student Engagement, Attendance, and Completion Report - June 30, 2022

REFERENCE(S):

ATTACHMENTS: Student Engagement, Attendance, and Completion Report - June 30, 2022

RECOMMENDATION:
THAT the Board of Trustees receive as information the Student Engagement, Attendance, and Completion Report for June 2022, as attached.

BACKGROUND:
RISK ANALYSIS:



The Northland School Division

Director of Student Engagement, Attendance and Completion Board Attendance Report

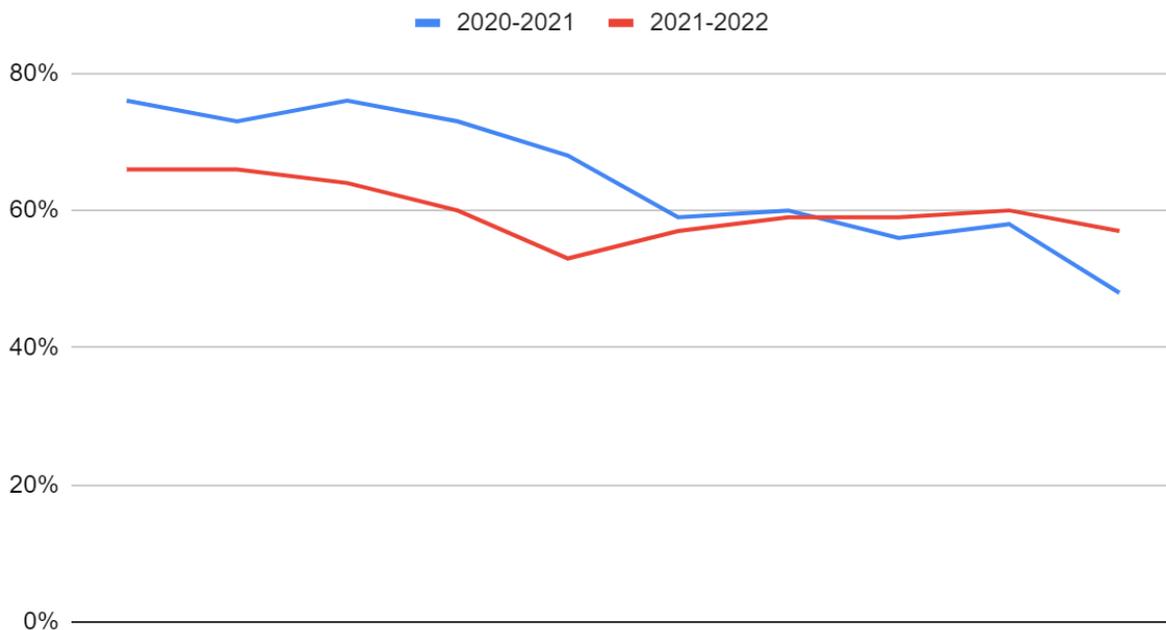
June 2022

Monthly Attendance Rates from previous year to current year (2020-2021 to 2021-2022)

Strategy 1.1: Standardize attendance tracking processes

Month	2020-2021	2021-2022	Difference
September	76%	66%	-10%
October	73%	66%	-7%
November	76%	64%	-12%
December	73%	60%	-13%
January	68%	53%	-15%
February	59%	57%	-2%
March	60%	59%	-1%
April	56%	59%	3%
May	58%	60%	2%
June	48%	57%	9%
2021-2022	65%	60%	-5%

2020-2021 and 2021-2022 NSD Attendance



June Highlights

- There was a positive finish to the school year with higher attendance rate (9%) than 2020-2021 for the division.
- 12 schools had an increase in attendance in June 2022 from June 2021.
- 3 NSD schools had a 75% or more attendance rate for June 2022
 - Anzac, Bill Woodward and Hillview
- 4 NSD schools with 75% or more attendance rate for the 2021-2022 school year
 - Anzac, Conklin, JF Dion and Pelican Mountain
- 35 students in the division with 95% or more attendance for the 2021-2022 school year.
- 51 NSD high school students finished semester two with 20 or more credits earned. (47 students in the first semester).

June 2021 and June 2022 attendance rates by individual school

School	June 2021 (In-School)	June 2021 (At-Home)	June 2022
ADCS	48%	27%	60%
Anzac	65%	51%	78%
Bill Woodward	79%	37%	77%
Bishop Routhier	87%	0%	67%
Calling Lake	42%	28%	65%
Chipewyan Lake	61%	100%	61%
Conklin	56%	0%	67%
Elizabeth	71%	51%	73%
Father R Perin	28%	2%	41%
Fort McKay	67%	33%	66%
Gift Lake	49%	27%	25%
Grouard Northland	55%	22%	66%
Hillview	57%	32%	78%
JF Dion	68%	56%	74%
Mistassiniy	26%	13%	42%
Northland Online	n/a	n/a	50%
Paddle Prairie	52%	46%	48%
Pelican Mountain	49%	52%	74%
St. Theresa	58%	28%	62%
Susa Creek	96%	69%	71%

Individual School Attendance rates by percentile for June 2022

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
ADCS	3%	3%	17%	16%	17%	10%	34%
Anzac	27%	10%	23%	9%	15%	3%	14%
Bill Woodward	21%	18%	17%	13%	14%	7%	10%
Bishop Routhier	11%	2%	28%	17%	9%	9%	24%
Calling Lake	6%	8%	20%	16%	14%	10%	26%
Chipewyan Lake	5%	9%	14%	9%	14%	27%	23%
Conklin	6%	11%	33%	11%	6%	17%	17%
Elizabeth	14%	9%	21%	16%	19%	9%	12%
Father R Perin	0%	2%	1%	9%	11%	23%	54%
Fort McKay	0%	20%	26%	10%	16%	4%	24%
Gift Lake	2%	0%	1%	2%	2%	6%	88%
Grouard Northland	12%	3%	27%	21%	0%	12%	24%
Hillview	20%	15%	20%	25%	0%	10%	10%
JF Dion	10%	15%	19%	16%	19%	9%	10%
Mistassiniy	3%	5%	7%	7%	8%	10%	60%
Northland Online	10%	6%	9%	13%	10%	4%	48%
Paddle Prairie	0%	4%	7%	13%	11%	13%	54%
Pelican Mountain	12%	18%	18%	12%	12%	12%	18%
St. Theresa	5%	8%	19%	14%	16%	11%	28%
Susa Creek	25%	11%	14%	7%	11%	11%	21%

Attendance by grade division (K, 1-3, 4-6, 7-9 and High School) for June 2022

ECS	Grades 1-3	Grades 4-6	Grades 7-9	Grades 10-12
58.71	60.47	63.42	54.16	41.28

Celebrating the success with excellent school attendance rates for June
Strategy 2.3: Create and atmosphere of respect and appreciation for individuals

School	Principal	June Attendance
Bill Woodward	Amy Savill	78%
Anzac	Amy Savill	78%
Hillview	Rosalind Best	78%

Monthly Attendance Winners (Drawn from all students attending 90% or higher during the month of June 2022)

Strategy 2.3: Create and atmosphere of respect and appreciation for individuals

Grade Level	Name	School
K-3	Lashae Young	St Theresa
4-6	Jacob Carlson	St Theresa
7-9	Zoey Marczyk	Mistassiniy
10-12	Kazz Jensen	Bill Woodward

**Northland Attendance Recognition & Award Program Strategies
September to June 2021-2022**

Award	Winner
Highest overall attendance average for the 2021-2022 school year <i>Award Plaque presented at school assembly</i>	Pelican Mountain School
95% + attendance award draw <i>\$500 family gift card</i>	Jasper Greenwood <i>Anzac School grade 4</i>
Most improved attendance from the previous school year <i>\$250 family gift card</i>	Emma Thunder <i>Career Pathways grade 11</i>
High School Leaders Group: 20 credits plus (semester 2) <i>2 students drawn each semester for \$100 gift card</i>	Jasmine Landis <i>Bill Woodward grade 10</i> Kennedy Jensen <i>Bill Woodward grade 10</i>
95% or more attendance for the 2021-2022 school year <i>Award certificate presented at September assembly</i>	35 NSD students



NORTHLAND SCHOOL DIVISION - MONTHLY ENROLLMENT UPDATE FOR 2022-2023

Schools	May 31st 2022	Sept 16, 2022
Anzac Community School	94	91
Bill Woodward School	86	103
Bishop Routhier School	54	52
Calling Lake School	122	121
Career Pathways School	77	89
Chipewyan Lake School	22	21
Conklin Community School	18	17
Elizabeth School	86	81
Father R. Perin School	80	78
Gift Lake School	113	129
Grouard Northland School	34	28
Hillview School	21	24
J.F. Dion School	67	49
Mistassiniy School	290	320
Northland Online School	69	47
Paddle Prairie School	107	116
Pelican Mountain School	17	14
St. Theresa School	262	259
Susa Creek School	28	21
TOTAL	1647	1660

*We have removed the enrollment of the May 31, 2022 for ADCS and Fort McKay when calculating numbers.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools

ORIGINATOR:

SUBJECT: Locally Developed Courses

REFERENCE(S): Administrative Procedure 219 - Locally Developed Courses

ATTACHMENTS:

RECOMMENDATION:
<p>THAT the Board of Trustees authorize the Administration to proceed with acquiring the following courses: Learning Strategies 25-3 and Learning Strategies 25-5.</p>

BACKGROUND:
RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools

ORIGINATOR: Robin Guild, Board Chair

SUBJECT: Policy 12 Appendix A - Superintendent Evaluation Process, Criteria and Timelines

REFERENCE(S):

ATTACHMENTS: Policy 12 Appendix A - Superintendent Evaluation Process, Criteria and Timelines

RECOMMENDATION:
<p>THAT the Board of Trustees approve the housekeeping changes to Policy 12 Appendix A - Superintendent Evaluation Process, Criteria and Timelines, as attached.</p>

BACKGROUND:
RISK ANALYSIS:

Policy 12 - Appendix A

SUPERINTENDENT EVALUATION PROCESS, CRITERIA AND TIMELINES

EVALUATION PROCESS

1. Provides for both accountability and growth and the strengthening of the relationship between the Board and the Superintendent. The written report will affirm specific accomplishments and will identify growth areas. Some growth goals may address areas requiring improvement, while others will identify areas where greater emphasis is required due to changes in the environment.
2. Complies with Form 4 and Form 5 of the Superintendent of Schools Regulation. These forms require that the contract between the Board and the Superintendent includes performance evaluation criteria and processes and, at minimum, provision for a regular written evaluation of the Superintendent's performance.
3. Highlights the key role of the Superintendent as the Chief Education Officer for the Division to enhance student achievement and success for all children.
4. Recognizes that the Superintendent is the Chief Executive Officer. The Superintendent is held accountable for work performed primarily by other senior administrators, e.g., fiscal management.
5. Emphasizes the need for and requires the use of evidence for evaluation purposes. Evaluations are most helpful when the evaluator provides concrete evidence of strengths and/or growth areas. The Performance Assessment Guide identifies possible sources of the evidence in advance, while the quality indicators further describe role expectations.
6. Meets contractual requirements in that the Superintendent and Board came to a mutual agreement relative to the comprehensive evaluation process to be followed.
7. Is aligned with and based upon the Superintendent's roles and responsibilities. The evaluation document is consistent with Board policy.
8. Is linked to the Division's goals. The Strategic Planning and Reporting section directly links to the Superintendent's performance of the three-year planning process, which includes the Division's goals.
9. Sets out standards of performance. The quality indicators in the Performance Assessment Guide sets out initial standards. When growth goals are identified, additional standards will need to be set to provide clarity of expectations and the means of assessing performance.
10. Is also a performance-based assessment system. Such an evaluation focuses on improvement over time. The second and subsequent evaluations take into consideration the previous evaluation and an assessment of the Superintendent's success in addressing identified growth areas.



Policy 12 - Appendix A

SUPERINTENDENT EVALUATION PROCESS, CRITERIA AND TIMELINES

11. Uses multiple data sources. Objective data such as audit reports, Alberta Education monitoring reports, and student achievement data are augmented with subjective data provided in surveys.
12. Elicits evidence to support subjective assessments. This might be the case when the Board provides feedback regarding Board agendas, committee and Board meetings, etc.
13. Ensures Board feedback is provided regularly. Such feedback will be timely, supported by specific examples from the quarterly report, and will focus on areas over which the Superintendent has authority.

Evaluation Criteria

The criteria for the first evaluation will be those set out in Appendix B, the Performance Assessment Guide. In subsequent evaluations, the criteria will be those defined by the Performance Assessment Guide as listed or revised after each evaluation, plus any growth goals provided by the Board in **the** previously written evaluation report(s). Such growth goals may be areas requiring remediation or actions which must be taken to address trends, issues, or external realities. The Role Expectation "Leadership Practices" will be included in the first and fourth evaluations and/or as mutually agreed. An external consultant will collect data relative to leadership practices by interviewing all principals and all "direct reports." "Direct reports" are defined to be those individuals who report directly to the Superintendent on the Division's organizational chart.

Appendix B is the Performance Assessment Guide, which is intended to clarify for the Superintendent's performance expectations held by the Corporate Board. This guide is also intended to be used by the Board to evaluate the performance of the Superintendent in regard to each role expectation. The Board will review the indicated evidence and will determine whether, or to what extent, the quality indicators have been achieved.

The Superintendent will provide evidence materials to individual trustees and to the facilitator approximately one (1) week prior to the evaluation session. The purpose of the evidence information is to provide proof that the quality indicators identified in Appendix B have been achieved. Therefore evidence will be organized under each quality indicator.

A working template will be provided by the facilitator for use at the evaluation session. The Board and the Superintendent will be present. The Superintendent will be invited to ensure the Board has full information and may choose to enter into discussion to make certain the evidence provided has been understood. The Superintendent may leave the room when the Board develops the growth goals/areas for emphasis and the conclusion section. The evaluation report will be composed during the evaluation session and will reflect the corporate Board position. The evaluation report as developed will be signed off by the Board Chair on behalf of the Board.



Policy 12 - Appendix A

SUPERINTENDENT EVALUATION PROCESS, CRITERIA AND TIMELINES

Timelines for Evaluations

Evaluations will be conducted annually, within the school year parameters, with the report delivered to the Superintendent by October 15 of each year.

Legal Reference: Section 8, 33, 35.1, 51, 52, 222, 224 Education Act
 Trust and Reconciliation Commission Calls To Action
 Superintendent Leadership Quality Standard
 Section 10 Northland School Division Act
 Freedom of Information and Protection of Privacy Act



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools

ORIGINATOR: Robin Guild, Board Chair

SUBJECT: Policy 12 Appendix B - Superintendent Performance Assessment Guide (PAG)

REFERENCE(S):

ATTACHMENTS: Policy 12 Appendix B - Superintendent Performance Assessment Guide (PAG)

RECOMMENDATION:
<p>THAT the Board of Trustees approve the housekeeping changes to Policy 12 Appendix B - Superintendent Performance Assessment Guide (PAG), as attached.</p>

BACKGROUND:
RISK ANALYSIS:

Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Student Learning	Superintendent Evaluation Evidence	Quality Indicators
<p>1.1 Provides leadership in all matters relating to education in the Division</p> <p>1.2 Ensures students in the Division have the opportunity to meet or exceed the standards of education set by the Minister</p> <p>1.3 Aligns Division resources and builds organizational capacity to support First Nations, and Métis student achievement</p> <p>1.4 Ensures that learning environments contribute to the development of skills and habits necessary for the world of work, post-secondary studies, life-long learning and citizenship</p> <p>1.5 Provides leadership in fostering conditions which promote the improvement of educational opportunities for all students</p> <p>1.6 Provides leadership in implementing education policies established by the Minister and the Board</p> <p>1.7 Acts as, or designates, the attendance officer for the division.</p>	<ul style="list-style-type: none"> ● Annual Education Plan/Results Report (AERR) <ul style="list-style-type: none"> ○ Satisfaction survey information ○ PAT results ○ Diploma results ○ Completion rates ○ Rutherford and other scholarships ○ Trends and Issues ● Superintendent recommendations to Three-Year Planning process ● Annual Education Results Report ● Feedback from Alberta Education re: AERR ● Designation of attendance officer ● Attendance correspondence 	<ul style="list-style-type: none"> ● Identifies trends and issues related to student achievement to inform the Three-Year Planning process ● Conducts an analysis of student success and ensures school principals analyze individual student success and develop action plans to address concerns ● Measurable improved student achievement as a trend over time is realized ● Ensures parents and students are satisfied with improvement in student achievement ● Develops initiatives to foster student achievement ● Develops new approaches to the solution of significant and complex learning challenges ● Meets all timelines with provision for appropriate Board input relative to the AERR ● Meets Alberta Education's expectations re: AERR format, process and content ● Ensures the Division's academic results are published and effectively communicated ● Complies with legislative requirements to appoint Attendance Officer for the Division ● Improves student attendance

Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Student Wellness	Superintendent Evaluation Evidence	Quality Indicators
<p>2.1 Ensures that each student is provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging</p> <p>2.2 Ensures that the social, physical, intellectual, cultural, spiritual and emotional growth needs of students are met in the overall school environment</p> <p>2.3 Develops pathways beyond the residential school legacy</p> <p>2.4 Ensures the safety and well-being of students while participating in school programs or while being transported on transportation provided by the Division</p> <p>2.5 Ensures the facilities adequately accommodate Division students</p>	<ul style="list-style-type: none"> ● Accountability Pillar ● Survey results ● Character Education ● Response to Intervention (RTI) ● Superintendent’s Report <ul style="list-style-type: none"> ○ Suspension/ expulsion statistics ○ Incidents/accidents ○ Mental health ● Three Year Education Plan ● Crisis Response Manual ● Three Year Capital Plan ● IMR Summary ● OHS Advisory Committee minutes 	<ul style="list-style-type: none"> ● Develops standards and monitors progress relative to providing an engaging, welcoming, caring, respectful and safe learning environment ● Develops programming thrusts to activate “whole child” learning ● Develops an action plan that advances understanding of reconciliation and healing surrounding the residential school legacy ● Provides analysis of incident reports ● Implements the requirements of Occupational Health and Safety legislation, including required staff professional development

Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Fiscal Responsibility	Superintendent Evaluation Evidence	Quality Indicators
<p>3.1 Ensures the fiscal management of the Division by the Secretary-Treasurer is in accordance with the terms or conditions of any funding received by the Board under the School Act or any other Act</p> <p>3.2 Ensures the Division operates in a fiscally responsible manner, including adherence to recognized accounting procedures</p> <p>3.3 Directs the preparation and the presentation of the budget</p> <p>3.4 Ensures the Board has current and relevant financial information</p> <p>3.5 Directs the preparation of the Three-Year Capital Plan for submission to the Board</p>	<ul style="list-style-type: none"> ● Auditor's Report ● Auditor's Management Letter ● Response to external reports ● Budget process and timelines ● Annual Budget ● Quarterly financial reports ● Three Year Capital Plan ● Superintendent's Report ● Superintendent confidential communications to the Board showing notification of litigation ● Monthly budget update 	<ul style="list-style-type: none"> ● Public sector accounting standards are being followed ● Adequate internal financial controls exist and are being followed ● All collective agreements and contracts are being administered and interpreted so staff and contracted personnel are being paid appropriately and appropriate deductions are being made ● Revenue/expenditure envelope designations are clearly demonstrated in budget documents ● Budget process is transparent ● The budget is developed according to a timeline which ensures the Board's ability to provide direction, revise priorities, and is approved within Alberta Education timelines ● All funds are expended as per approved budgets ● Variance analysis and year-end projections are provided quarterly ● The Board is informed annually about incurred liabilities ● The Board is informed immediately regarding pending litigation ● The Capital Plan facilitates integrated planning and implementation, and is approved within Alberta Education timelines

Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Personnel Management	Superintendent Evaluation Evidence	Quality Indicators
<p>4.1 Has overall authority and responsibility for all personnel-related matters, except the mandates for collective bargaining and those personnel matters precluded by legislation, collective agreements or Board policy</p> <p>4.2 Monitors the performance of all staff and ensures appropriate evaluation processes are in place</p> <p>4.3 Supports staff in accessing the professional learning and capacity building needed to meet the learning needs of First Nations, Métis and all other students</p> <p>4.4 Ensures the coordination and integration of human resources within the Division</p> <p>4.5 Ensures that each staff member and contractor is provided with a welcoming, caring, respectful and safe working environment that respects diversity and fosters a sense of belonging</p>	<ul style="list-style-type: none"> ● Board Policy Handbook ● Administrative Procedures Manual ● Superintendent’s Report ● Personnel statistics ● Staff Development Plan ● Superintendent’s Evaluation Document ● Organizational charts ● Job descriptions ● Job evaluations ● Grievances/complaints ● OHS Advisory Committee minutes 	<ul style="list-style-type: none"> ● Provides useful, timely information and advice which facilitates the negotiating teams and the Board’s work ● Develops and effectively implements quality recruitment, orientation, staff development, disciplinary, supervisory and evaluation processes ● Fosters high standards of instruction and professional improvement (Teaching Quality Standard) ● Provides for comprehensive staff development opportunities to facilitate the meeting of student needs ● Provides for training of administrators and the development of leadership capacity within the Division ● Models commitment to personal and professional growth ● Ensures effective workforce planning ● Follows Board policies re: personnel ● Models high ethical standards of conduct ● Develops standards and monitors progress relative to providing a welcoming, caring, respectful and safe working environment



Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Policy/Administrative Procedures	Superintendent Evaluation Evidence	Quality Indicators
<p>5.1 Provides leadership in the planning, development, implementation and evaluation of Board policies</p> <p>5.2 Develops and keeps current an Administrative Procedures Manual that is consistent with Board policy and provincial policies, regulations and procedures</p>	<ul style="list-style-type: none"> ● Board Policy Handbook ● Administrative Procedures Manual ● Summary of past year's activity 	<ul style="list-style-type: none"> ● Appropriately involves individuals and groups in the policy development process ● Takes leadership in bringing policies to Board for review ● Demonstrates a knowledge of and respect for the role of the Board in policy processes ● Ensures adherence to Board policies ● Ensures adherence to Administrative Procedures ● Ensures timeliness of policy revision ● Ensures timeliness of Administrative Procedures development and revision, and Board notification of the same

Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Superintendent/Board Relations (“The First Team”)	Superintendent Evaluation Evidence	Quality Indicators
<p>6.1 Engages in and maintains positive, professional working relations with the Board</p> <p>6.2 Respects and honors the Board’s role and responsibilities and facilitates the implementation of that role as defined in Board policy</p> <p>6.3 Attends all Board meetings and makes recommendations on matters requiring Board action by providing accurate information and reports as are needed to ensure the making of informed decisions</p> <p>6.4 Provides the information and counsel which the Board requires to perform its role</p> <p>6.5 Keeps the Board informed on sensitive issues in a timely manner</p> <p>6.6 Attends, and/or designates, administrative attendance at all committee meetings</p> <p>6.7 Demonstrates respect, integrity and support, which is conveyed to the staff and community</p>	<ul style="list-style-type: none"> ● Board directives report ● Board agenda packages ● Board meetings ● Listing of issues and background information ● Superintendent emails and phone calls ● Planning retreats ● Superintendent’s calendar ● Committee meetings ● Board functions ● Public events 	<ul style="list-style-type: none"> ● Interacts with the Board in an open, honest, proactive and professional manner ● Ensures high quality management services are provided to the Board ● Implements Board directions with integrity in a timely fashion ● Provides support to the Board re: advocacy efforts on behalf of the Division ● Ensures Board agendas are prepared and made available to trustees in sufficient time to allow for appropriate trustee preparation for the meeting ● Provides the Board with balanced, sufficient, concise information and clear recommendations in agendas ● Keeps the Board informed about Division operations and on emergent issues ● Provides the Board with correspondence directed to the Board or trustees

Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Strategic Planning and Reporting	Superintendent Evaluation Evidence	Quality Indicators
<p>7.1 Leads a generative Strategic Planning engagement process</p> <p>7.2 Assists the Board in determining the present and future educational needs of the Division through the development of short- and long-range plans</p> <p>7.3 Involves the Board appropriately (Board approval of process and timelines; opportunity for Board establishment of strategic priorities and key results early in the process; final Board approval)</p> <p>7.4 Implements plans as approved</p> <p>7.5 Reports regularly on results achieved</p> <p>7.6 Develops the Annual Education Results Report for Board approval</p>	<ul style="list-style-type: none"> ● Planning process and timelines ● Three Year Education Plan ● Three Year Capital Plan ● Facilities Master Plan (FMP) ● Technology Plan ● Board Work Plan ● Accountability Pillar ● Satisfaction surveys ● Alberta Education Monitoring Reports ● Annual Education Results Report ● Maintenance Plan ● Housing Plan 	<ul style="list-style-type: none"> ● Ensures the Three Year planning process involves appropriate stakeholder input and results in high stakeholder satisfaction ● Ensures the Three Year Education Plan is developed according to a timeline which ensures the Board’s ability to provide direction, revise priorities and is approved within Alberta Education timelines ● Develops short and long-range plans to meet the needs of the Division and provides for continuous improvement ● Ensures facility project budgets and construction schedules are followed or timely variance reports are provided to the Board ● Ensures transportation services are provided with due consideration for efficiency, safety and length of ride ● Ensures “key results” identified by the Board are achieved ● Develops a comprehensive, succinct Annual Education Results Report to be approved within Alberta Education timelines

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Organizational Management	Superintendent Evaluation Evidence	Quality Indicators
<p>8.1 Demonstrates effective organizational skills resulting in Division compliance with all legal, Ministerial and Board mandates and timelines</p> <p>8.2 Reports to the Minister with respect to matters identified in and required by the School Act and provincial legislation</p> <p>8.3 Reviews, modifies and maintains an organizational chart which accurately delineates lines of authority and responsibility</p> <p>8.4 Builds an organizational structure and promotes a Division culture which facilitates positive results, effectively handles emergencies and deals with crisis situations in a team-oriented, collaborative and cohesive fashion</p> <p>8.5 Facilitates collaboration with First Nations and Métis leaders, organizations and communities to establish strategic policy directions in support of optimal learning success and development of First Nations, Métis and all other students.</p>	<ul style="list-style-type: none"> ● Board agenda packages ● Superintendent’s Reports ● Alberta Education Monitoring Reports ● Organizational chart ● Administrative Procedures Manual ● Emergency Preparedness ● Crisis Response Manual 	<ul style="list-style-type: none"> ● Ensures Division compliance with all Alberta Education and Board mandates (timelines and quality) ● Ensures contracted services (eg, fiscal, labour and legal) meet quality expectations of the Board ● Ensures organizational structure is clear and facilitates results to be achieved ● Effectively manages time and resources ● Ensures the use of technology is effective and efficient ● Ensures that appropriate procedures are in place for the management of critical events and emergencies ● Ensures that First Nations and Métis leaders, organizations and communities are satisfied with their involvement



Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Communications and Community Relations	Superintendent Evaluation Evidence	Quality Indicators
<p>9.1 Takes appropriate actions to ensure open, transparent, positive internal and external communications are developed and maintained</p> <p>9.2 Ensures parents have a high level of satisfaction with the services provided and the responsiveness of the Division</p> <p>9.3 Builds and sustains relationships with First Nations and Métis parents/guardians, Elders, local leaders and community members</p> <p>9.4 Pursues opportunities and engages in practices to facilitate reconciliation within the school community</p> <p>9.5 Acts as the Head of the organization for the purposes of the Freedom of Information and Protection of Privacy (FOIP) Act</p> <p>9.6 In consultation with the Board Chair, serves as a spokesperson for the Division for the media and public in order to keep the Division's messages consistent and accurate</p>	<ul style="list-style-type: none"> ● Superintendent's memos ● Website interactions ● Satisfaction survey data ● Focus groups/public events ● Administrative Procedures Manual ● FOIP requests ● Media releases ● Key messages ● Communications Plan ● Community Leadership Meetings ● Communications sent to communities 	<ul style="list-style-type: none"> ● Ensures information is disseminated to inform appropriate publics ● Promotes positive public engagement in the Division ● Facilitates effective home-school relations ● Facilitates effective First Nations and Métis relations ● Manages conflict effectively ● Implements the Board approved Communications Plan ● Facilitates reconciliation within school communities ● Represents the Division in a positive, professional manner ● Complies with FOIP legislation ● Works cooperatively with the Board Chair and the media to represent the Board's views/positions ● Improves the Division's public image

Policy 12 - Appendix B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE		
Role Expectation: Leadership Practices	Superintendent Evaluation Evidence	Quality Indicators
<p>10.1 Practices leadership in manner that is viewed positively and has the support of those with whom the Superintendent works most directly in carrying out the directives of the Board and the Minister</p> <p>10.2 Develops and maintains positive and effective relations with national, provincial and regional government departments and agencies</p> <p>10.3 Ensures that meaningful collaboration arises from relationships built on trust, honesty and respect</p> <p>10.4 Understands historical, social, economic and political implications of:</p> <p> 10.4.1 Treaties and agreements with First Nations</p> <p> 10.4.2 Agreements with Métis</p> <p> 10.4.3 Residential schools and their legacy</p> <p>10.5 Site visits</p>	<ul style="list-style-type: none"> ● Report of interviews with principals ● Report of interviews with Superintendent’s “direct reports” ● Report of interviews with external agencies ● Partnerships ● Plan for emergency situations 	<ul style="list-style-type: none"> ● Provides clear expectations and direction ● Provides effective educational leadership ● Establishes and maintains positive, professional working relationships with staff ● Unites people toward common goals ● Demonstrates a high commitment to the needs of students ● Has a well-established value system based on integrity ● Empowers others ● Effectively solves problems ● Builds the leadership capacity of school-based and central office administrators ● Demonstrates an understanding of treaties and agreements with First Nations, agreements with Métis, residential schools and their legacy

Legal Reference: Section 8, 33, 35.1, 51, 52, 222, 224 Education Act
 Freedom of Information and Protection of Privacy Act
 Trust and Reconciliation Commission Calls To Action
 Superintendent Leadership Quality Standard
 Section 10 Northland School Division Act
 Freedom of Information and Protection of Privacy Act



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Murray Marran, Associate Superintendent of Human Resources
Douglas Aird, Secretary - Treasurer

ORIGINATOR:

SUBJECT: Superintendent Evaluation

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION:
THAT the Board of Trustees approve the Superintendent’s Evaluation Report as developed in the Evaluation Workshop of September 20, 2022 as an accurate accounting of the Superintendent’s performance period from September 1, 2021 to August 31, 2022; and that the Board of Trustees authorize the Board Chair to make any required edits and to sign the report on behalf of the Trustees.

BACKGROUND:
RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools

ORIGINATOR:

SUBJECT: Board Evaluation Report

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION:
<p>THAT the Board of Trustees approve the Board self-evaluation report as developed at the facilitated workshop of September 21, 2022, and that the Board Chair be authorized to monitor the priorities and suggestions agreed to and bring items forward for the Board of Trustees consideration.</p>

BACKGROUND:
RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
ORIGINATOR: Douglas Aird, Secretary Treasurer
SUBJECT: By-Election for Ward 5
REFERENCE(S): Notice of Nomination Day; Education Act S. 73, Local Authorities Act S. 25
ATTACHMENTS:

RECOMMENDATION:
THAT the Board of Trustees approve October 18, 2022 as Nomination Day, and November 15, 2022 as the By-Election date for Ward 5.

BACKGROUND:

The Local Authorities Election Act (LAEA) outlines the by-election process. The election date is set by Board motion. The other pertinent dates follow from this. For example, nomination day is set by statute as being four weeks before election day.

The administration suggests to the Board that the election day be at least 7 weeks away. This allows 3 weeks for preparation and advertising and then the 4 week statutory election period.

Nominations can be received starting the day after this motion is passed, until 12 noon on nomination day.

The Act requires that proper notice be provided through appropriate legal advertising two weeks prior to nomination day or by mail one week prior.

Under the LAEA, the Board Secretary is deemed to be the Returning Officer.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
ORIGINATOR: Douglas Aird, Secretary-Treasurer
SUBJECT: Bylaw 01-2022 Amendment
REFERENCE(S): Local Authorities Election Act, Northland School Division Act,
 Ministerial Orders #11/2022 and #12/2022
ATTACHMENTS: Bylaw 01-2022

RECOMMENDATION:

THAT the Board of Trustees give first reading to the draft Bylaw 01-2022 to amend the Electoral Wards of Northland School Division.

THAT the Board of Trustees give second reading to the draft Bylaw 01-2022 to amend the Electoral Wards of Northland School Division.

THAT the Board of Trustees give third and final reading to Bylaw 01-2022 and that it be finally passed.

BACKGROUND:

The bylaw is being changed per Ministerial Order #12/2022 "The Northland School Division Arrangement of Wards and Trustee Election Order".

These changes arise from the transfer of the Athabasca Delta Community School.

The Bylaw repeals and replaces Bylaw No. 03-2020 and will adjust the Ward boundaries after the transfer to Parkland School Division. The existing Ward 9 (Fort Chipewyan) will be removed and the existing Ward 10 (Anzac/Chard/Conklin/Fort McKay - Aimee McCamon) will be renumbered as Ward 9.

This will reduce the number of wards and trustees from 10 to 9.

RISK ANALYSIS:

This is a low risk change supporting the change in boundaries and administrative efficiency.



THE BOARD OF TRUSTEES OF THE NORTHLAND SCHOOL DIVISION
BYLAW NO. 01-2022
ELECTORAL WARDS

Whereas on August 8, 2022 the Minister issued Ministerial Order #12/2022 “The Northland School Division Arrangement of Wards and Trustee Election Order” effective September 1, 2022, to rescind Ministerial Order No. 002/2021 and to change the wards, number of trustees and boundaries of the Division (to support the transfer of Athabasca Delta Community School and related accounts to the Parkland School Division);

And whereas Section 2 of the *Northland School Division Act* provides that the board of the school division may by bylaw establish the wards and provide for the nomination and election of trustees in the wards;

And whereas Bylaw No. 03-2020 enacted requires amendment,

Now therefore, the Board of Trustees of the Northland School Division hereby resolves that pursuant to Ministerial Order #12/2022 and section 2 of the *Northland School Division Act*, Bylaw 03-2020 is hereby repealed and the boundaries of the wards referred to in Section 3 of the *Northland School Division Act* are described as follows:

1. The Board of Trustees shall be comprised of nine (9) trustees to be nominated and elected as follows:

Ward 1

One (1) Trustee nominated and elected at large (comprised of those lands lying with the communities of Keg River and the Paddle Prairie Metis Settlement).

Ward 2

One (1) Trustee nominated and elected at large (comprised of those lands lying with the community of Susa Creek).

Ward 3

One (1) Trustee nominated and elected at large (comprised of those lands lying with the community of Peavine Metis Settlement and Gift Lake Metis Settlement).

Ward 4

One (1) Trustee nominated and elected at large (comprised of those lands lying with the community of East Prairie Metis Settlement and Grouard).

Ward 5

One (1) Trustee nominated and elected at large (comprised of those lands lying with the communities of Elizabeth Metis Settlement and Fishing Lake).

Ward 6

One (1) Trustee nominated and elected at large (comprised of those lands lying with the communities of Desmarais, Sandy Lake, Peerless Lake, Trout Lake and Little Buffalo).

Ward 7

One (1) Trustee nominated and elected at large (comprised of those lands lying within the communities of Wabasca and Chipewyan Lake).

Ward 8

One (1) Trustee nominated and elected at large (comprised of those lands lying with the community of Calling Lake):

Ward 9

One (1) Trustee nominated and elected at large (comprised of those lands lying with the communities of Anzac, Chard, Conklin and Fort McKay).

a) **Ward 1** (Paddle Prairie/Keg River) shall be comprised of the following lands:

Township 98, Range 19, West of the 5th Meridian

Sections 31 to 35 inclusive; those portions of Sections 5, 6, 7, 25, 26, 27, 28, 29, 30, and 36 lying West and North of the Peace River.

Township 98, Range 20, West of the 5th Meridian

Sections 1 to 10 inclusive; Sections 15 to 22 inclusive; Sections 26 to 36 inclusive; Those portions of Sections 11, 12, 14, 23, 24, and 25 lying West and North of the Peace River.

Township 98, Ranges 21 to 25 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 99, Range 18, West of the 5th Meridian

Those portions of Sections 5, 6, and 7 lying West of the Peace River.

Township 99, Range 19, West of the 5th Meridian

Sections 1 to 9 inclusive; Section 18; Those portions of Sections 10, 11, 12, 13, 14, 16, 17, 19, 20, 30, and 31 lying West of the Peace River.

Township 99, Ranges 20 to 25 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 100, Range 19, West of the 5th Meridian

Section 7; Sections 17 to 19 inclusive; Those portions of Sections 5, 6, 8, 16, 20, 21, 29, and 30 lying West and South of the Peace River.

Township 100, Range 20, West of the 5th Meridian

Sections 1 to 24 inclusive; Sections 26 to 35 inclusive; Those portions of Sections 25 and 36 lying South and West of the Peace River.

Township 100, Ranges 21 to 25 inclusive, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 101, Range 19, West of the 5th Meridian
Section 10; Sections 16 to 18 inclusive; Those portions of Sections 2, 3, 4, 7, 8, and 9 lying North of the Peace River; Those portions of Sections 11, 14, and 15 lying West of the Peace River; Those portions of Sections 19, 20, 21, and 22 lying South of the Peace River.

Township 101, Ranges 20 to 25 inclusive, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 102, Range 19, West of the 5th Meridian
Sections 7 to 9 inclusive; Sections 17 and 18; Those portions of Sections 4, 5, and 6 lying North of the Peace River; Those portions of Sections 10, 15, 16, 19, 20, 21, and 30 lying West of the Peace River.

Township 102, Ranges 20 to 25 inclusive, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 103, Ranges 20 to 25 inclusive, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 104, Ranges 20 to 25 inclusive, West of the 5th Meridian
Sections 1 to 36 inclusive

b) **Ward 2** (Susa Creek) shall be comprised of the following lands:

Township 56, Ranges 4 to 7 inclusive, West of the 6th Meridian
Sections 1 to 36 inclusive.

Township 57, Ranges 4 to 7 inclusive, West of the 6th Meridian
Sections 1 to 36 inclusive.

Township 57, Range 8, West of the 6th Meridian
Sections 1 and 12.

Township 58, Ranges 6 and 7, West of the 6th Meridian
Sections 1 to 36 inclusive.

Township 59, Ranges 6 to 8 inclusive, West of the 6th Meridian
Sections 1 to 36 inclusive.

c) **Ward 3** (Gift Lake/Peavine) shall be comprised of the following lands:

Township 78, Ranges 14 and 15, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 78, Range 16, West of the 5th Meridian
Sections 7 and 8; North half of Section 9; Sections 10 to 36 inclusive.

Township 79, Ranges 12 to 16, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 80, Ranges 12 to 16, West of the 5th Meridian
Sections 1 to 36 inclusive.

d) **Ward 4** (East Prairie/Grouard) shall be comprised of the following lands:

Township 70, Range 14, West of the 5th Meridian
Sections 19 to 36 inclusive.

Township 71, Ranges 14 and 15, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 72, Range 15, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 75, Range 13, West of the 5th Meridian
Section 19; Sections 25 to 36 inclusive; Those portions of Sections 7, 17, 18, 20, 21, 22, 23, and 24 lying North of Lesser Slave Lake.

Township 75, Range 14, West of the 5th Meridian
Sections 22 to 29 inclusive; Sections 32 to 36 inclusive; Those portions of Sections 12, 13, 14, 15, 16, 19, 20, 21, 30, and 31 lying North and East of Lesser Slave Lake.

Township 75, Range 15, West of the 5th Meridian
Sections 35 and 36; That portion of Section 25 lying North of Lesser Slave Lake.

Township 76, Range 14, West of the 5th Meridian
Sections 1 to 4 inclusive; Those portions of Sections 5 and 6 lying East of Buffalo Bay; Those portions of Section 8 lying North and East of Buffalo Bay; Sections 9 to 17 inclusive; Sections 20 to 29 inclusive; Sections 32 to 36 inclusive.

e) **Ward 5** (Elizabeth/Fishing Lake) shall be comprised of the following lands:

Township 55, Range 2, West of the 4th Meridian

Section 19; Sections 28 to 33 inclusive; North half of Section 20; West half of Section 34.

Township 55, Range 3, West of the 4th Meridian

Sections 22 to 27 inclusive; Sections 34 to 36 inclusive.

Township 56, Range 1, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 56, Range 2, West of the 4th Meridian

Those portions lying South and East of Frog Lake.

Township 56, Range 3, West of the 4th Meridian

Sections 1 and 2; East half of Section 3; Southeast quarter of Section 10; Sections 11 to 14 inclusive; North half of Section 15; Those portions of Sections 22 to 27 inclusive and Sections 34 to 36 inclusive lying South, West and East of Frog Lake.

Township 57, Range 1, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 57, Range 2, West of the 4th Meridian

Those portions lying East of Frog Lake.

Township 57, Range 3, West of the 4th Meridian

Those portions Sections 1, 2, 3, 10, 13, 15, 22, 24, 25, 27, 34, 35, and 36 lying East, West and North of Frog Lake.

Township 58, Range 1 and 2, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 58, Range 3, West of the 4th Meridian

Those portions lying North of Frog Lake.

Township 59, Range 1, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 59, Range 2, West of the 4th Meridian

Sections 1 to 3 inclusive; East half of Section 4; Sections 9 to 16 inclusive; Sections 19 to 30 inclusive; That portion of Section 33 lying East of Thompson Lake; Sections 34 to 36 inclusive.

Township 60, Range 1, West of the 4th Meridian

Sections 1 to 36 inclusive.

- f) **Ward 6** (Demarais/Sandy Lake/Peerless/Trout Lake/Little Buffalo) shall be comprised of the following lands:

Township 78, Range 22, West of the 4th Meridian

Those portions lying West of Pelican Lake.

Township 78, Range 23, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 79, Ranges 22 and 23, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 79, Range 24, West of the 4th Meridian

Those portions lying South and East of South Wabasca Lake.

Township 79, Range 25, West of the 4th Meridian

Sections 1 to 24 inclusive; Sections 27 to 33 inclusive; Those portions of Sections 25, 26, 34, 35, and 36 lying South and West of South Wabasca Lake.

Township 79, Range 26, West of the 4th Meridian

Sections 1 to 3 inclusive; Sections 10 to 15 inclusive; Sections 22 to 27 inclusive; Sections 34 to 36 inclusive; Those portions of the East halves of Sections 4, 9, 16, 21, 28, and 33 lying East of the 5th Meridian.

Township 80, Range 24, West of the 4th Meridian

South part of S-29-80-24-W4 lying south of Highway 813

NW-20- 80-24-W4

NW, SW and SE, and south part of NE 20-80-24-W4 lying south of Highway 813

Southwest corner of NW-21-80-24-W4 lying south of Highway 813

South part of SW 21-80-24-W4 lying south of Highway 813

Southwest part of SE 21-80-24-W4 lying south of Highway 813

NW, SW Part of SE and NE 16-80-24-W4 lying south and west of highway 813

Southwest corner of SW 15-80-24-W4 lying south and west of highway 813

SW, NW and south part of SE and NE 10-80-24-W4 lying south and west of highway 813

Part of SE 10-80-24-W4 lying south of highway 813

South part of S-11-80-24-W4 lying south of highway 813

South part of E 12-80-24-W4

Sections 1-9, 17, 20 inclusive;

Those portions of Sections 1, 2, 17, 18, 20 lying outside of Wabasca No. 166A Reserve.

Township 80, Ranges 25, West of the 4th Meridian

East of Mistassiniy Road, South of Airport Road, East of Transport Road, South of Highway 813, including:

Part of N-27-80-25-W4 south of Airport Road

Part of NW 26-80-25-W4 south of Airport Road, all of SW 26-80-25-W4, Part of NE 26-80-25-W5 west of Transport Road and south of Airport Road, and SE 26-80-25-W4 west of Transport Road and south of Highway 813

All of SE 22-80-25-W4

Section 23-80-25-W4

South of 7-80-25-W4, that lies south of Highway 754

South of 8-80-25-W4, that lies south of Highway 754

East of 16-80-25-W4 that lies east of Highway 754

Sections 4-6, 8-10 inclusive

Township 85, Ranges 12 to 14 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 86, Range 4, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 86, Range 13, West of the 5th Meridian

Sections 1 to 15 inclusive; Sections 22 to 28 inclusive; Sections 32 to 36 inclusive; South half and Northeast Quarter of Section 16; East half of Section 21; Those portions of Sections 17, 18, 29, 30, 31 lying outside of Woodland Cree No. 228 Reserve.

Township 86, Range 14, West of the 5th Meridian

Sections 1 to 12 inclusive; Sections 14 to 21 inclusive; Sections 28 to 33 inclusive; North half and Southwest quarter of Section 27; South half of Section 22; Southwest Quarter of Section 23; Those portions of Sections 13, 25, 34, 35, and 36 lying outside of Woodland Cree No. 228 Reserve.

Township 87, Range 4, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 88, Range 4, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 91, Ranges 5 to 8 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 92, Ranges 5 to 8 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 93, Ranges 5 to 8 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 94, Ranges 5 to 8 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 95, Ranges 5 to 8 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 96, Ranges 5 to 8 inclusive, West of the 5th Meridian

Sections 1 to 36 inclusive.

g) **Ward 7** (Wabasca/Chipewyan Lake) shall be comprised of the following lands:

Township 80, Range 25, West of the 4th Meridian

North of Airport Road and east of Transport Road, including:

Part of N-27-80-25-W4 north of Airport Road

NE and north of NW 26-80-25-W4 and north and east of NE 26-80-25-W4 and north of SE 26-80-25-W4

Section 19

Those portions of Sections 29, 30, 31, and 32 lying East and South of North Wabasca Lake.

Those portions of Section 16, 17, 8, 7 of the Wabasca Indian Reserve #166D that lie north of Highway 754

Sections 19,30,31 in Wabasca Indian Reserve #166B

Township 80, Range 26, West of the 4th Meridian

North 12-80-26-W4 lying north of Highway 754

North 11-80-26-W4 lying north of Highway 754

North 10-80-26-W4 lying north of Highway 754

Sections 13-15,

Sections 22, 23, 24, 25, 26, 27,34, 35, lying within the Wabasca Indian Reserve #166D

Sections 22 to 24 inclusive; Sections 26, 27, and 34; Those portions of Sections 25, 35, and 36 lying South and West of North Wabasca Lake; Those portions of the East halves of sections 21, 28, and 33 lying East of the 5th Meridian.

Township 81, Range 25, West of the 4th Meridian

Sections 4, 9, 16, 21, 28, and 33; Those portions of Sections 5 to 8 inclusive, Sections 17 to 20 inclusive, and Sections 29 and 32 lying East of North Wabasca Lake.

Township 81, Range 26, West of the 4th Meridian

That portion of Section 13 lying East of North Wabasca Lake.

Township 82, Range 25, West of the 4th Meridian

Those portions lying East and North of North Wabasca Lake

Township 83, Range 25, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 91, Range 22, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 92, Range 22, West of the 4th Meridian

Sections 1 to 36 inclusive.

- h) **Ward 8** (Calling Lake) shall be comprised of the following lands:

Township 71, Range 21, West of the 4th Meridian

Sections 1 to 29 inclusive; Sections 33 to 36 inclusive; Those portions of Sections 30, 31, and 32 lying South and East of Calling Lake.

Township 72, Range 21, West of the 4th Meridian

Sections 1 to 4 inclusive; Sections 9 to 16 inclusive; Sections 21 to 29 inclusive; Sections 32 to 36 inclusive; Those portions of Sections 5, 8, 17, 18, 19, 20, 30, and 31 lying East of Calling Lake.

Township 72, Range 22, West of the 4th Meridian

Those portions of Sections 25 and 36 lying East and North of Calling Lake.

Township 73, Range 21, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 73, Range 22, West of the 4th Meridian

Those portions of Sections 1, 2, 3, 4, 5, 6, 10, and 11 lying North of Calling Lake; Sections 7 to 9 inclusive; Sections 12 to 36 inclusive.

- j) **Ward 9** (Anzac/Chard/Conklin/Fort McKay) shall be comprised of the following lands:

Township 75, Ranges 7 to 9 inclusive, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 76, Ranges 6 to 9 inclusive, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 77, Ranges 6 to 8 inclusive, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 78, Ranges 6 to 8 inclusive, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 79, Ranges 5 to 7 inclusive, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 80, Ranges 5 to 7 inclusive, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 81, Ranges 5 to 7 inclusive, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 82, Ranges 5 to 7 inclusive, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 83, Ranges 5 to 7 inclusive, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 84, Ranges 5 to 7 inclusive, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 85, Ranges 5 to 7 inclusive, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 85, Range 8 inclusive, West of the 4th Meridian
Sections 1 to 24 inclusive; Sections 28 to 33 inclusive.

Township 86, Ranges 5 and 6, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 86, Range 7, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 86, Range 8, West of the 4th Meridian
Sections 4 to 9; Section 13 and 14; Sections 16 to 23; Sections 25 to 36; North half of Section 3; Northwest quarter of Section 2; Those portions of 10, 11, 12, 15, 24 included in the Gregoire Lake Reserve No. 176.

Township 87, Ranges 5 to 7 inclusive, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 88, Ranges 5 to 7 inclusive, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 94, Ranges 10 and 11, West of the 4th Meridian:
Sections 1 to 36 inclusive.

Township 95, Ranges 10 and 11, West of the 4th Meridian:
Sections 1 to 36 inclusive.

2. The number of trustees to be nominated and elected to the board is hereby decreased from ten (10) to nine (9).

3. Subject to the Minister's approval of this Bylaw, the Board hereby resolves, pursuant to s. 8(3) of the Act:

(a) persons who are resident on the following Indian reserves and meet the criteria set out in s. 8(1) of the Act may be nominated as candidates in an election for a trustee of the board, and

(b) persons who are resident on the following Indian reserves and meet the criteria set out in s. 8(2) of the Act may vote in an election to elect a trustee of the board for the following wards:

i). Ward 3 - Whitefish Lake First Nation No.459;

- a. Utikoomak Lake No. 155
- b. Utikoomak Lake No. 155A
- c. Utikoomak Lake No. 155B

ii) Ward 4 - Kapawe'no First Nation and Sucker Creek First Nation;

- a. Sucker Creek No. 150A
- b. Kapawe'no First Nation No. 150B
- c. Kapawe'no First Nation No. 150C
- d. Kapawe'no First Nation No. 150D
- e. Kapawe'no First Nation No. 229
- c. Kapawe'no First Nation No. 230

iii) Ward 6 - Bigstone Cree First Nation - Desmarais; Lubicon Lake Band, Peerless Trout First Nation, and Woodland Cree First Nation;

- a. Wabasca 166
- b. Wabasca 166A
- c. Wabasca 166D
- d. Pelican Settlement
- e. Woodland Cree No. 226
- Woodland Cree No. 227
- Woodland Cree No. 228
- f. Lubicon Lake
- g. Peerless Trout Indian Reserve No. 238
- h. Peerless Trout First Nation

iv) Ward 7 - Bigstone Cree First Nation - Wabasca;

- a. Wabasca 166B
- b. Wabasca 166C

v) Ward 8 - Bigstone Cree First Nation;

- a. Jean Baptiste Gambler No. 183

vi) Ward 9 - Chipewyan Prairie First Nation, Fort McKay First Nation, and Fort McMurray No. 468 First Nation

- a. Clearwater No. 175
- b. Gregoire Lake No. 176
- c. Gregoire Lake No. 176A
- d. Gregoire Lake No. 176B
- e. Janvier No. 194
- f. Cowper Lake Indian Reserve 194A
- g. Winefred Lake Indian Reserve No. 194B

This bylaw is effective September 1, 2022.

Read a first, second, and by unanimous consent of all trustees present, a third and final time this 22nd day of September, 2022.

Board Chair

Secretary-Treasurer



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022

SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools

ORIGINATOR:

SUBJECT: Fort McKay School Closure

REFERENCE(S): Education Act Sections 61

ATTACHMENTS:

RECOMMENDATION:
THAT the Board of Trustees authorize the Administration to proceed with the closure of Fort McKay School effective September 1, 2022.

BACKGROUND:
The board entered into a Co-Management Education Agreement with Fort McKay First Nation on September 1, 2017. The intent of the agreement was to continue working together in a collaborative partnership to further the educational outcomes and well-being of all students within the FMFN, and to support a healthy and productive working relationship while the Fort McKay First Nation designed, built and opened their school. The Elsie Fabian School on the Fort McKay First Nation opened in September 2022. As a result of the new school opening and through the collaborative relationship (as per the Co-Management Agreement) no students were registered in Fort McKay School for the 2022-2023 school year.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** SEPTEMBER 22, 2022
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
ORIGINATOR:
SUBJECT: Tri-Annual Report
REFERENCE(S):
ATTACHMENTS: Tri-Annual Report #3

RECOMMENDATION:

THAT the Board of Trustees accept as information the Tri-Annual Report #3 as presented.

BACKGROUND:

Triannual Report

2021-2022



The Class of 2022 from Career Pathways School!

Introduction

2021-2022 Triannual Report

Tansi, Edlánat'e, Hello everyone! We are pleased to present our third Triannual Report for the 2021-2022 school year!

This report highlights progress we have made with meeting or exceeding the priorities for Northland School Division (NSD):

1. Excellence in Learning
2. Excellence in Leadership
3. Excellence in Relationships

On behalf of the Board of Trustees and Administration, thank you for your continued support.

Sincerely,



A handwritten signature in black ink, appearing to read "Robin Guild".

Robin Guild
Board Chair



A handwritten signature in black ink, appearing to read "Dr. Nancy Spencer-Poitras".

Dr. Nancy Spencer-Poitras
Superintendent of Schools

Excellence in Learning

2021-2022 Triannual Report

Priority 1: Excellence in Learning

Students achieve or exceed the standards set by Alberta Education in literacy and numeracy.

Outcome: Student success is supported by staff who ensure all students feel supported and have a sense of belonging within their schools.

Outcome: The Division uses consistent literacy and numeracy practices to support the growth of educators and student achievement.



The Class of 2022 at Mistassiniy School in Wabasca-Desmarais!

Excellence in Learning

2021-2022 Triannual Report



(Above Photo) - The Class of 2022 from Career Pathways School in Wabasca-Desmarais!

(Left Photo) - Paddle Prairie School celebrated grade 12 graduate Ireland Hockett!



Excellence in Learning

2021-2022 Triannual Report



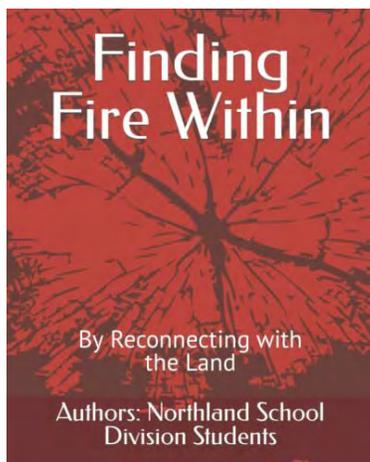
The Class of 2022 at Bill Woodward School in Anzac!



The Class of 2022 at Calling Lake School!

Excellence in Learning

2021-2022 Triannual Report



A book written by Northland School Division students is now available on Amazon! The published book was made possible with funding from our friends at Cenovus Energy. The funding supported a community storytelling project. During the project, students listened to local Elders during storytelling sessions. The students then received permission from the Elders, to create a book using the stories that were shared during these sessions. The students put the stories in their own words, drawing pictures to accompany the text. This book is a compilation of many stories from Elders in Northland School Division communities. The title of the book is Finding Fire Within: by Reconnecting with the Land. To purchase a copy of the book, visit the Amazon website link <https://www.amazon.ca/dp/B0BBYBRSXF>.



With support from the Innovation in First Nations Education Grant Program, NSD purchased two CNC Router Tables! Dallon Perry, Mistassiniy School Teacher, and two grade 9 students started using one of the routers to create sets of syllabics. The students were paid for their work and received high school credits. The syllabic sets will be sent out to all Northland schools for Cree Language instruction!

Excellence in Leadership

2021-2022 Triannual Report



Priority 2: Excellence in Leadership

Through excellent leadership practices, everyone feels welcome and valued.

Outcome: Northland School Division employs a consistent process for reviewing school improvement and assurance.

Outcome: Northland School Division and school leadership models a welcoming learning and working environment that fosters a sense of belonging and pride for First Nations and Métis and non First Nations and Métis learners.

Outcome: Finances are well managed, decisions are supported by facts and stewardship is exemplary.



Construction for the new Mistassiniy School is officially underway. To mark this special occasion, NSD hosted a sod-turning ceremony on Saturday, May 14, 2022. The finalized design for the new school will include a Culinary Arts kitchen, stations for mechanics, carpentry and welding. The front entrance has been specially designed in a circular pattern and the gymnasium will include bleachers for community spectators. The outside design of the school will feature outdoor classrooms along with recreation and green spaces.

Excellence in Relationships

2021-2022 Triannual Report



Northland invited families to a virtual visit with former NHL player Reggie Leach. During the visit, Reggie talked about perseverance, life as an Indigenous athlete/person and Truth and Reconciliation.

arranged virtually and in-person to keep them informed about good news stories related to student learning and discuss important education topics.

- Superintendent communicates regularly with students, staff, parents and community members on how NSD is moving forward with respect to programming.
- NSD hosted two virtual engagement presentations featuring Reggie Leach and Monique Gray Smith. You can view the presentation by visiting the Northland School Division website www.nsd61.ca.
- **Regular communication and relationship development with experts to help revitalize the Cree, Dene and Michif language**
 - There is an ongoing collaborative effort between schools and communities to revitalize Indigenous language learning, which will occur as schools are slowly returning to normal activities which involves Elders and Knowledge Keepers to the school.

Priority 3: Excellence in Relationships

Develop and actively promote healthy relationships with students, parents/guardians, staff, community and educational partners.

Outcome: Parents and community members engage in their school community and are involved in their child's education.

Outcome: Parents, guardians, communities and education partners are informed and involved in Northland School Division (NSD) plans, programs and progress through ongoing and effective communication.

Outcome: Northland School Division fosters purposeful and productive working relationships to collaboratively advance division operations to support student learning.

• Community Relations

- The Board and Administration maintain regular contact with the communities we serve. Conversations are



Northland invited families to a second presentation with award-winning and best-selling author Monique Gray Smith.

During the visit, Monique introduced us to the Cultural Resilience Model: The Four Blankets of Resilience. The creation of this model was inspired by her over 30 years of working in Indigenous communities, schools, and urban settings across Canada.

Excellence in Relationships

2021-2022 Triannual Report



Group photo of Marina's granddaughters with Gift Lake Métis Settlement Acting Administrator Ken Shaw and Gift Lake School Principal Kristel Laderoute.

You could not ask for better weather on Friday, June 3rd in the Gift Lake Métis Settlement. For the first time since 2018, hundreds of Northland School Division student-athletes from across the province competed at the Northland Games. From 2019 to 2021, the games were canceled due to wildfires and COVID-19 restrictions.

Before the competition began in Gift Lake, an opening ceremony was held to welcome all of the athletes, staff, and volunteers and to honor Elder Marina Anderson. Marina passed away a few days before the Northland Games.

During the ceremony, it was announced that the Northland Games would be dedicated to Marina and her family. Marina's granddaughters Anneka Anderson, Heather Anderson, and Courtney Anderson participated in the ceremony and were presented with Northland Games t-shirts by Northland School Division Board and Administration representatives.

The opening ceremony also included an opening prayer from Elder Jenny Laderoute, a Cree blessing by grade 2 students, Oh Canada by grade 1 students, and a welcome message from the Gift Lake Métis Settlement Acting Administrator Ken Shaw. Following the opening ceremony, the NSD student-athletes competed in a number of traditional games and track and field events.



Student-athletes competed in a traditional event called Strong Man Carry.

Excellence in Relationships

2021-2022 Triannual Report



In addition to traditional games and track and field events, Gift Lake School students performed a Métis jigging demonstration at the Northland Games!





Northland

SCHOOL DIVISION

"Our students love to come to school in Northland"



BOARD CHAIR HIGHLIGHTS

September 22, 2022

Tansi, Edlánat'e, Hello students, parents, guardians, staff, and community members. I hope everyone had a safe and restful summer. On behalf of the Board of Trustees, I welcome back returning students and staff. For new families and staff, welcome to the Northland School Division (NSD) team.

As you know, the last two and a half years have been challenging due to COVID-19. While things have returned to some level of normalcy, Superintendent of Schools Dr. Nancy Spencer-Poitras, with support from senior administration, will continue to implement important health and safety strategies in place for students, staff, and visitors. This includes promoting proper hygiene and strict cleaning protocols.

Northland School Division Assurance Plan

In my year-end message, I discussed Northland School Division's [2022-2025 Assurance Plan](#). Within the plan, you will find NSD's priorities, outcomes, strategies, and measures that have been identified as a result of conversations with staff and school communities. Last year, NSD utilized a new community engagement platform called [Bang the Table to gather feedback for the Assurance Plan](#). Bang the Table is a web-based platform that is designed to support organizations in creating purposeful conversations. In addition, the Board met with community leaders via Zoom throughout the school year to keep them up to date on what's happening and ask for their feedback on specific topics. I encourage you to review the Assurance Plan. It will help you understand how Northland is moving forward this year.

Northland launched a new brand identity

September 1, 2022, was a special day for the Northland School Division. We officially unveiled our new logo! Last year the Board and Administration launched an engagement process to develop a new Northland School Division logo, reflecting the changes in Northland School Division. Northland ran a logo engagement contest that concluded on April 15th. The top community submission was designed by Regan Auger, a former Northland student!

The Board appreciated the level of engagement from the communities we serve, in updating the Northland School Division logo. We feel unveiling a fresh new look ties in well with all of the exciting things happening now, as well as supporting future growth on the path to excellence in student learning.

Community Engagement

I want to take a moment to stress how important it is for parents/guardians to be involved in their child's education and to have support from the communities. One of the ways you can get involved is by attending School Council or Principal Advisory Committee meetings. For more information please visit the Northland School Division website <https://www.nsd61.ca/students-parents/school-council>.

Once again, we will utilize a community engagement platform called Bang the Table. We will be communicating engagement events during the school year. To support the engagements we do with Bang the Table, there will be opportunities to have conversations in person.

Before I conclude, I have an important message for NSD parents who haven't decided if their child is doing in-school learning or online. It's ok to take some extra time, but please make sure your child is registered. The registration helps NSD figure out teaching assignments, programming for your child, and funding we receive from the province.

Thank you for choosing and supporting the Northland School Division. I look forward to connecting with our community partners throughout the 2022-2023 school year.

Corporate Board Expense Summary
As of July 31, 2022

EXPENSES	BUDGET	YTD	VARIANCE
Trustee Remuneration	130,250	137,126	(6,876)
Trustee Benefits	40,000	48,929	(8,929)
In Service Board of Trustees	6,000	30,190	(24,190)
Legal Fees	50,000		50,000
Professional Services		3,734	(3,734)
Advertising	1,700	2,700	(1,000)
Membership Fees (ASBA/PSBAA)	33,000	28,824	4,176
Office Supplies	2,000	589	1,411
Printing & Binding	2,700	2,339	361
Postage	600	391	209
Travel and Subsistence	125,250	98,319	26,931
Liability Insurance	250	71	179
Telephone	6,000	17,086	(11,086)
Awards**	35,000	80,081	(45,081)
Furniture/Equipment/Computers	10,000	2,714	7,286
Visa Purchases	91,000	572	90,428
Elections	60,000	83,876	(23,876)
TOTAL	593,750	537,542	56,208

*Note: PSBAA/ASBA/May & June's board meetings not included

**Awards: There were actually three years combined over two award evenings

ALBERTA
EDUCATION

Office of the Minister

JUN 23 2022

AR118666

Mr. Robin Guild
Board Chair
Northland School Division
9809 - 77 Avenue
Peace River AB T8S 1C9

Dear Mr. Guild:

Thank you for your May 5, 2022 letter on behalf of the Northland School Division Board of Trustees outlining your school board's concerns about recent student transportation cost increases affecting school authorities in the province.

With fuel prices having far surpassed global expectations and increases expected to continue, Alberta's government is taking action to ensure school boards and public charter schools have predictable and sustainable student transportation funding. We are reinstating the Fuel Price Contingency Program to provide greater cost certainty while monthly average diesel prices exceed \$1.25 per litre. The program will be enacted retroactively to March 2022 and will continue to remain in place for the 2022/23 school year.

The program will provide public, separate, francophone and public charter schools with \$8.2 million in additional funding to support rising fuel costs from March until the end of June 2022. School boards will receive payment in July for the March to June 2022 portion of this program. Payments will continue monthly during the 2022/23 school year, as long as the price of diesel remains above \$1.25 per litre.

This funding is in addition to the fuel cost savings at the pump as a result of suspending the collection of the 13 cent per litre provincial fuel tax on April 1, 2022. The Fuel Tax Savings Program will provide school authorities with approximately \$2 million in savings for the remainder of the 2021/22 school year.

Budget 2022 will also increase student transportation funding by 4.6 per cent for the 2022/23 school year. This increase will provide your division with approximately \$106,381 in additional funding for the 2022/23 school year. School authorities have the flexibility to use this additional funding to help address rising fuel prices and other cost pressures on student transportation services.

.../2

Mr. Robin Guild
Page Two

I hope this information is helpful, and I appreciate you taking the time to share your concerns with me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Adriana LaGrange', written in a cursive style.

Adriana LaGrange
Minister

Superintendent's Highlights

September 22, 2022

Welcome Back Message to Staff

Tansi, Edlánat'e, Hello students, parents, guardians, staff, and community members.

Welcome back to another school year! I hope you had a safe and enjoyable summer. To our new families and staff, welcome to the Northland School Division.

As you know, the last two and a half years have been challenging due to COVID-19. While things have returned to some level of normalcy, Northland School Division will continue to have important health and safety strategies in place for students, staff, and visitors. Strategies include:

- Promoting the importance of proper hygiene. For example, washing hands and using hand sanitizer provided by Northland School Division.
- Intensive cleaning protocols in all schools and facilities.
- Visitors sign in upon arrival and sign out before leaving.

Choice in Learning

One of the things we will continue to do is offer families a choice between in-school learning and an online school. For families interested in online education, parents and guardians can register their students to attend Northland Online School. We believe the more flexibility and choice we can provide for NSD students, the better chance they'll achieve success and achieve their goals and dreams. The online school has been a tremendous success. 69 Kindergarten to Grade 9 students enrolled with Northland Online School in 2021-2022. Grade 10 students are now able to attend Northland Online School this year! Visit the school's website to learn more www.northlandonlineschool.ca.

Literacy and Numeracy

Literacy is an important learning foundation for student learning. Northland is continuing to focus on the division-wide learning approach that focuses on language comprehension and word recognition. Schools have developed goals and plans for how they will work with families to support these literacy focus areas.

For numeracy, Northland is involved in a partnership with the University of Calgary's Werklund School of Education. As a result of this partnership, Northland educators have been learning well researched practices to help students in grades 1-8 better understand math, using the program Jump Math and the teaching practices covered in Math Minds. The professional learning of staff is delivered by one of the top Mathematicians in Western Canada! We are very lucky to have this level of expertise working with our teachers.

More opportunities for High School students

I am excited to share that Northland has developed a common high school calendar for the 2022-2023 school year. This will allow students in any Northland school to take courses offered in other schools by attending the class virtually. To support a high school student's path toward post-secondary education, they are able to take dual credit courses. In 2021, Northland and MacEwan University signed a five-year agreement that gives students access to dual credit courses. Once again this year, students will be able to take the following courses:

- PSSC 112 - Policing in Canada
- PSSC 121 - Law and the Administration of Justice
- TAST 101 - Child and Adolescent Development
- Indigenous Studies 100/ Aboriginal Studies 30

Last year, students who took the dual credit courses earned 60 university credits and 86 high school credits! Northland is working towards developing even more exciting courses for high school students. We will provide updates when the course offerings are finalized.

More exciting learning with TELUS World of Science - Edmonton

Another exciting partnership NSD has is with the TELUS World of Science - Edmonton. Since the beginning of our relationship with TELUS World of Science, NSD teachers have been able to learn innovative ways to deliver science-related topics into the classroom environment. In addition, the Science in Motion team organizes science-themed events exclusively for NSD. Last year, 1700 students participated in 13 TELUS World of Science - Edmonton events! These events have enhanced the science experience and improved student engagement.

NSD launched a new brand identity

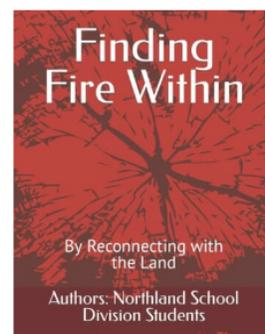
As mentioned by Board Chair Robin Guild, Northland officially unveiled a new look on September 1, 2022. This is an exciting time for the school division. As Northland has engaged in new programs, partnerships, and opportunities for both students and staff, it was felt that we needed to update our logo. I was excited to see the level of enthusiasm from the communities in designing the new logo. It was only fitting that the new logo was designed by a former Northland grad, Regan Auger!

We will be launching a new online store very soon. Students, parents, and community members will be able to order clothing with the new Northland logo.

Welcome back, everyone! Thank you for your continued support. Have a great school year!

NSD Students Publish Book - Finding Fire Within

Finding Fire Within is written by Northland School Division students and is now available on Amazon. The published book was made possible with funding from friends at Cenovus Energy which supported a community storytelling project.



During the project, students listened to local Elders during storytelling sessions. The students received permission from the Elders to create a book using the stories that were shared during the sessions. The students put the stories in their own words and draw pictures to accompany the text.

This book is a compilation of many stories from Elders in Northland School Division communities. To purchase a copy of the book, visit the Amazon website link <https://www.amazon.ca/dp/BOBBYBRSXF>

New K-3 Curriculum - Learning About and Planning for Delivery

Two days of professional learning were provided for 39 teachers to learn about the New K-3 Curriculum. This represented 82 percent of the teachers who will teach the new curriculum.

Teachers worked in small groups to unpack and understand the new curriculum and start to build themed units around the new curriculum. The finished units will be shared with each other through our information-sharing applications. This approach to learning a new curriculum helps teachers connect with each other, work collaboratively, share good work, and feel less alone. This approach also assists with providing greater continuity between planning across the division.



Teachers spoke about how wonderful it was to be in person and to be able to collaborate with same-grade teachers and build relationships.

Alberta Education Introduces Moderate Language Delay Grant

On June 24, 2022, Alberta Education introduced the Moderate Language Delay Grant to support children with a moderate language delay who require additional support beyond a regular program. Funding will be allocated to the school divisions for the 2022-2023 school year.

APPLE Schools

Elizabeth School created a video highlighting the impact of APPLE in the school community. APPLE was inspired by the leadership at Elizabeth School, and the connections between wellness, culture, school, and community. Below is the link to view the video as well as the write up showcasing Elizabeth School in APPLE Schools newsletter.

[APPLE Schools Video](#)



YOUR IMPACT

You really do change lives with your support, and no one can say it better than the school communities themselves:

"Three years ago our school joined APPLE Schools in an effort to support our overall well-being. It's so much fun!" - Student, Elizabeth School, Elizabeth Métis Settlement

The students and school health facilitator at [Elizabeth School](#) scripted, filmed, and produced a video showcasing how central APPLE Schools is to connecting health and culture, especially during the pandemic and recovery from COVID-19. We can only do this with your help!

"The pandemic increased anxiety, decreased attendance, created bigger learning gaps, and left the school with a heavy load. However, throughout this difficult time, we continued to support our students through APPLE Schools, an amazing program that has given so much to our students." - Principal, Elizabeth School

The kids in the video list the many initiatives and qualities that brought them joy through the program: greater nutrition and healthy snacks, increasing interest in school, connecting to culture, providing land-based learning opportunities, student leadership, getting kids moving, and improving student mental health.

"ALL of these pieces create lasting resilience for our students." - Principal



Learning and Schools Report

Submitted by: Tim Stensland, Deputy Superintendent

September 2022

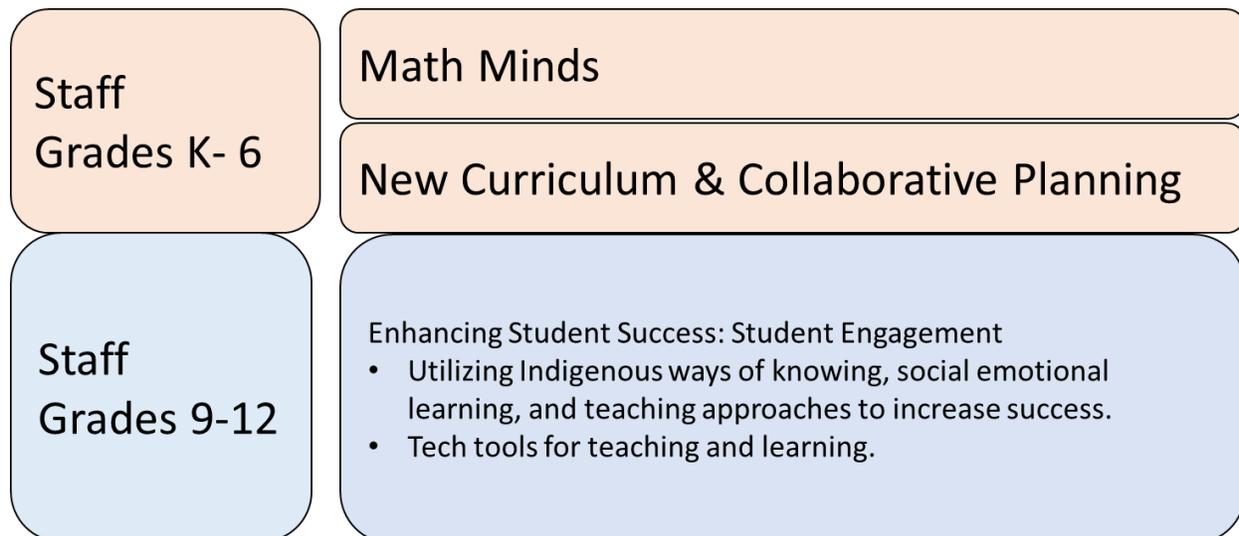
Common Professional Learning Plan

We have coordinated professional learning days across the division. The following dates are in the calendar for 2022/23.

- October 21, 2022
- November 14, 2022
- January 30, 2023
- February 13, 2023
- March 20, 2023
- May 19, 2023

Common professional learning days allow for consistent and inclusive learning work across the division. The key areas of focus for this year include:

Teachers:



- Language Instructors: Language development and planning.
- Wellness Workers: Community of practice: success for all.
- Education Assistants: Success for all: understanding the learners and how to support them.
- School Secretaries: PowerSchool and Atrieve Learning
- Bus Drivers: Community of practice



Learning and Schools Report

Submitted by: Tim Stensland, Deputy Superintendent

September 2022

Principal Professional Learning

Principal professional learning expands on establishing and fostering a culture of collective efficacy in the school. Collective efficacy is when educators believe in their combined ability to influence student outcomes. The result of establishing a culture that fosters collective efficacy is significantly higher levels of academic achievement. When staff view that improved student learning is based on what they can control and focus on, instead of looking at external causes that hinder student performance. This work will be annoying throughout the year with a focus on establishing a culture of collective efficacy.

New Teacher Orientation

Seventeen of the 27 new teachers participated in the two-day New Teacher Orientation. The intent of the orientation was to introduce and assist the new teachers with understanding what they need to do to get off to a great start. The key areas of focus included; teaching in an Indigenous Community, the importance of relationships and community engagement, planning for student success, as well as people and resources to assist teachers.

Presentations were made by second-year teachers in Northland School Division. Some of the key elements shared by these teachers were:

- Each of our schools is vastly different and unique from each other, due to the small sizes of the communities where the schools are located. I have found it is so helpful to be involved with the community. It was important to get to know the community, whether I taught their child or not, and understand how the community functions.”
- You are entering a really unique division. Northland has been undergoing a profound change in the past few years. The division continues to grow and evolve, especially in our online school and the use of Hapara. I would encourage you all to embrace the changes within our division, we are at such an advantage to be able to use a platform such as Hapara. It has allowed me to be creative and create experiences that many of our students have not had the opportunity to learn through.

Participants commented that they appreciated being able to meet in person and being able to meet other new teachers as well as the central office staff who support the new teachers. All were looking forward to their new experiences in the coming school year.



Learning and Schools Report

Submitted by: Tim Stensland, Deputy Superintendent

September 2022





Human Resources and Payroll Departments Update

Submitted by: Murray, Marran, Associate Superintendent of Human Resources
September 2022

The Human Resources Department has been running at full capacity since the end of May, 2022.

First, we successfully either transferred or exited employees from the two school closures of Fort McKay and ADCS respectively. We were able to absorb 7 certified staff from these schools while the remaining staff either quit to find employment outside of the division, or transitioned with Parkland School Division.

I attended a job fair in June and held an online private job fair in August. The latter was very successful as I was able to hire 4 teachers from that event alone.

Currently, although we have four additional teaching vacancies, these positions are currently being filled by subs. All students have teachers in front of them. We continue to try and recruit teachers and our next job fair is September 30th, 2022 through ApplyToEducation.

In our recruitment process, we have acquired some truly talented teachers and we are happy to report that schools like Hillview School (East Prairie) and Bishop Routhier School (Peavine) will now have a dedicated music teacher who will be working in different capacities with the students in these schools.

In addition, the Northland Online School and Bishop Routhier School have a dedicated Art teacher who will be providing exciting opportunities in the Fine Arts to these students.

As the Board is aware, new salary grids were passed in a special Board Meeting in August, and all employees have been reclassified according to the new grid and salary increases were calculated for all Support Staff (non-union). Reclassifications saw increases for all staff. Everyone is now placed on new grids according to their experience and education and grid placement is clear and transparent.

The certified staff salaries were increased according to the negotiated settlement. New grids will be available for people to see on the website for the month of October.

As grids were being completed, the Human Resources Department, under the direction of Dr. Spencer-Poitras, was able to look at the reorganization of the Central Office. With payroll restructuring, reducing payroll runs, and combining certain payruns, we were able to reduce Central Office Staff by a full 2.0 FTE equivalent. This was done through attrition (not replacing employees who left) or by not renewing contracts when they came to term.

The new year start was hectic for new teachers and we had a very successful New Teacher Orientation and Principal Startup meeting. New HR procedures and processes were discussed as well how people can get help with HR and Payroll concerns. Further, Human Resources devoted a day to training

Human Resources and Payroll Departments Update

**Submitted by: Murray, Marran, Associate Superintendent of Human Resources
September 2022**

secretaries across the division in Atrieve, PowerSchool and Invoice Entry Web. This training will help define and refine our payroll, absence management and invoicing systems.

Finally, we have almost completed the new Northland School Division promotional video. Final editing is happening as we speak and we look forward to sharing this video in one of our upcoming Board meetings.

"Our students love to come to school in Northland"

**Communications
Department Report to
the Board**



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[Social Media and Website Results](#)

Role of the Media Relations Manager

Guided by Northland School Division's (NSD) commitment, vision, values, and beliefs, the Media Relations Manager assists the Superintendent in fulfilling the general and specific aspects of the role description for the Superintendent as defined in the Education Act, the Northland School Division Act and in the Policy Manual. The Media Relations Manager is directly responsible and accountable to the Superintendent. [Click here](#) to view the job description for the Media Relations Manager.

2021-2022 Strategic NSD Communications Plan Goals and Strategies

The goals and strategies are aligned with Northland School Division's priorities as outlined in the [2022-2025 Assurance Plan](#).

1. Excellence in Learning
2. Excellence in Leadership
3. Excellence in Relationships

Goal 1: Provide direct communication support to the Board of Trustees, central office and school staff

- Support the Board with developing and implementing advocacy strategies.
- Draft letters to help the Board communicate with local, provincial and federal politicians.
- Continue to produce the internal communication newsletter "The Communique". The internal publication is a central vehicle for communicating action items, opportunities, information, highlights of the week and tips of the week.
- Assist principals with school-based communication plans.
- Social media management (Facebook, Twitter, Instagram, LinkedIn).
- Manage the Division's website www.nsd61.ca and assist schools with their websites. This includes completing a redesign of the Northland School Division website.
- Develop key messages in collaboration with the Board of Trustees and Superintendent of Schools.
- Assist schools with School Messenger Communicate.

Goal 2: Maintain strong relationships with stakeholders

- Maintain relationships with stakeholders (parents/guardians, school councils, community members, First Nations, Métis Settlements, Municipalities, Métis Settlements General Council, Treaty 8 First Nation of Alberta, Alberta Education, media).

Goal 3: Organize and implement communication strategies to promote division priorities

- Implement strategies to:
 - Help NSD schools improve on specific Alberta Education Assurance Survey measures.
 - Continue to enhance engagement with the communities. NSD will continue to use a community engagement tool called Bang the Table during the 2022-2023 school year.
 - Promote the importance of student attendance.

- Support Truth and Reconciliation in NSD communities.
- Improve NSD’s recruitment and retention strategy. The focus is to utilize student, staff and parent voices.
- Highlight how technology and new partnerships are helping to improve the student learning experience.

Social Media and Website Results

NSD Facebook (@TheNorthlandSchoolDivision)

Followers Annual Comparison:

- Followers as of September 12, 2022: 1910

Post Highlights:

Northland School Division
Published by Curtis Walty · September 2, 2021 · 🌐

👤 Karen Davies appointed Principal at Elizabeth School

Northland School Division (NSD) is pleased to announce the appointment of Karen Davies as Elizabeth School Principal.

"We are excited to have Karen join the Northland team," said Dr. Nancy Spencer-Poitras, Superintendent of Schools. "She has the experience and the leadership skills we are looking for to serve as Elizabeth School Principal. ... See more



Post Topic: Karen Davis appointed Elizabeth School Principal
 Posted: September 2, 2021
 Total Reach: 1418 people (organic)
 Total Engagements: 207

Northland School Division
Published by Curtis Walty · October 18, 2021 · 🌐

👤 School Board Elections - Unofficial Results

Northland School Division (NSD) is pleased to announce the unofficial election results!

Ward 3 - Gift Lake Métis Settlement, Peavine Metis Settlement ... See more



2,689 People reached 588 Engagements ↑ +6.3x higher Distribution score Boost post

Post Topic: School Board Election - Unofficial Results
 Posted: October 18, 2021
 Total Reach: 2689 people (organic)
 Total Engagement: 588



Northland School Division

Published by Curtis Walty · October 21, 2021 ·



NSD honoured staff at Long Service Awards

Northland School Division honoured staff at the Long Service Awards at the Chateau Nova in Peace River on October 14, 2021. The event recognized staff who have achieved 20, 25, 30, 35, 40 years of service and retirees. Congratulations to the 2020 and 2021 recipients! 2020 Recipients... [See more](#)



Post Topic: Long Service Awards
Posted: October 21, 2021
Total Reach: 4775 people (organic)
Total Engagement: 638



Northland School Division

Published by Curtis Walty · November 18, 2021 ·



It is with great sadness that we confirm the loss of a school bus owner and operator Darrell Desjarlais on November 11, 2021.

For a number of years, Darrell was the first person students connected with in the morning, and through this positive contact he supported students in a great start to the day. He drove school buses for a number of years with Tuk Consulting Inc. operating as Desjarlais Transportation in the Elizabeth Métis Settlement and from the Elizabeth Métis Set... [See more](#)



Post Topic: NSD mourning loss of NSD staff member
Posted: November 18, 2021
Total Reach: 1628 people (organic)
Total Engagement: 239

Northland School Division
Published by **Curtis Walty** · November 29, 2021 ·

Mark Owens receives special recognition from the North West Alberta Schools' Athletic Association Zone

An important team member of the Northland School Division (NSD) recently received special recognition from the North West Alberta Schools' Athletic Association (NWSAAA) Zone. The NWSAAA is one of eight zones that make up the Alberta Schools' Athletic Association (ASAA). Mark Owens, Director of Student Engagement, Attendance, and Completion, was selected as a recipient of ... See more



Post Topic: Mark Owens receives special recognition from the North West Alberta Schools' Athletic Association Zone
Posted: November 29, 2021
Total Reach: 9421 people (organic)
Total Engagement: 1609

Northland School Division
Published by **Curtis Walty** · January 7, 2022 ·

Letter to Parents/Guardians - Follow-up before classes resume on Monday, January 10th

January 7, 2022

Dear Parents and Guardians... See more



Enhanced Cleaning: Enhanced cleaning and hygiene protocols in all NSD schools and field hand sanitizer has been provided to all Northland schools, buildings and on buses.
Daily Screening: All parents/guardians are required to use the Alberta Health Daily Check screen their child(ren) for symptoms every day before school. Click on the website link to the checklist <https://www.alberta.ca/publications/covid-19-information-alberta-health-daily-checklist>.
Cohorting: Cohort and physical distancing strategies whenever possible. A classroom cohort defined as a group of students and staff who remain together.
Physical Distancing: Whenever possible, students and staff are encouraged to physically distance—maintain at least a two-metre space between two or more people. Schools have re-arranged classrooms and daily schedules to encourage space between students. All re-furniture has been removed from classrooms to allow more space for physical distancing will be re-evaluated as the year progresses.
Field Trips: Field trips are permitted with health protocols in place. This includes physical distancing, use of masks, cohorting for students in kindergarten through grade 6, hand hygiene, respiratory etiquette and enhanced cleaning and disinfection.
Extracurricular Sports and Sports Teams: All extracurricular sports and school sports team activities and staff from the Government of Alberta. The rapid tests will provide two face coverings, junior high and senior high have been suspended until further notice. This was done to ensure the safety of each student and staff member. Once we receive the rapid test kits and masks at each school, they will be delivered to schools and families. Click on the website link on how to use them.
Assemblies, Performance Activities and Celebratory Events: Large assemblies will continue to be virtual rather than in person. Student performance activities such as singing, dancing, and theatre will be virtual.
Visitors: Visitors are not permitted in the school or workplace without an appointment. If you need to visit the school, please contact the school directly.
Upgraded Filters: Northland took a proactive approach against potential airborne transmission of COVID-19. In September 2021, the Maintenance Department upgraded filters to improve indoor air quality and better protect students and staff against potential airborne transmission of COVID-19. The department installed Minimum Efficiency Reporting Value (MERV) 13-rated filters in all classrooms. The department is capable of capturing particles between 0.3 microns and 10 microns with 99% efficiency.
Other Health Measures listed in Back to School Plan: For your continued support, the safe return to school year we have exceeded the safety requirements set by Alberta, and the Government of Alberta in our 2021-2022 Back to School Plan. We will continue to monitor the health and safety of students and staff as our first priority. Health measures we have in place:

Post Topic: Letter to Parents - Follow-up before classes resume on Monday, January 10, 2022
Posted: January 7, 2022
Total Reach: 2319 people (organic)
Total Engagement: 188



Northland School Division

Published by Curtis Walby · February 4 ·



Kaleigh McNeill, Bill Woodward School Teacher nominated for Most Valuable Teacher Program!

Great news! The NHL, NHLPA, and EVERFI have selected Kaleigh McNeill, Bill Woodward Teacher, to be 1 of 20 teachers across North America to be entered into the Most Valuable Teacher Program! This honour includes winning a prize for helping bring science, technology, engineering, and math (STEM) concepts to life for students in a Northland school community! Please take a moment and vot... See more



Post Topic: Kaleigh McNeill, Bill Woodward School Teacher nominated for Most Valuable Teacher Program
Posted: February 4, 2022
Total Reach: 2049 people (organic)
Total Engagement: 217



Northland School Division

Published by Curtis Walby · March 1 ·



NSD statement regarding St. Bernard Indian Residential School in Grouard

The Board of Trustees of Northland School Division and Administration extend our thoughts and prayers in regards to the announcement about the former St. Bernard Indian Residential School in Grouard. We extend our sympathies to the Kapawe'no First Nation, Grouard residents and to all who are grieving. Our hearts go out to them.

Today, March 1, 2022, the Kapawe'no First Nation, with support from Treat... See more



Post Topic: NSD statement regarding St. Bernard Indian Residential School in Grouard
Posted: March 1, 2022
Total Reach: 1695 people (organic)
Total Engagement: 158

Northland School Division
 Published by [Curtis Walty](#) · March 22 ·

It is with great sadness to learn about the loss of a person who impacted so many Northland School Division students. Sandra Anderson, who worked for 17 years at the Headstart program in Gift Lake, passed away at the age of 65 years.

Sandra was the first educator many Gift Lake students connected with on their educational journey. Throughout her life, Sandra developed many close relationships and had an exceptional ability to make everyone around her feel special. Sandra was... [See more](#)



NSD61.CA

NSD mourning loss of Sandra Anderson

It is with great sadness to learn about the loss of a person who impacted so many Northland School Division students. Sandra Anderson, who worked for 17 years at the Headstart program in Gift Lake, passed away at the age of 65 years.

3,006	774	–	Boost post
People reached	Engagements	Distribution score	

Post Topic: NSD mourns loss of Gift Lake educator

Posted: March 22, 2022

Total Reach: 3006 people (organic)

Total Engagement: 774

Northland School Division
 Published by [Curtis Walty](#) · March 30 ·

NSD announces new Ward 1 Trustee

Northland School Division is pleased to announce the official results of the Ward 1 By-election. Lorraine McGillivray, a Paddle Prairie Métis Settlement resident, has been declared the new trustee by acclamation. As Ward 1 Trustee, Lorraine will represent Paddle Métis Settlement and Keg River.

"We are excited to have Lorraine join us as a member of the Board of Trustees," said Robin Guild, Board Chair. "As we move forward, Lorraine will ... [See more](#)



NSD61.CA

NSD announces new Ward 1 Trustee

Northland School Division is pleased to announce the official results of the Ward 1 By-election. Lorraine McGillivray, a Paddle Prairie Métis Settlement resident, has been declared the new trustee by acclamation. As Ward 1 Trustee,...

1,512	396	–	Boost post
People reached	Engagements	Distribution score	

Post Topic: NSD announced new Ward 1 Trustee

Posted: March 30, 2022

Total Reach: 1512 people (organic)

Total Engagement: 396



Northland School Division

Published by Curtis Walty · June 1 at 11:30 AM ·



School Leadership Announcements

Northland School Division is pleased to announce new school administration appointments for the 2022-2023 school year!

"The Board congratulates Karen Davies, Nicholas Christofalos, Sheldon Bossert, Michelle Wile, and Justin Grainger," said Robin Guild, Board Chair. "We are pleased to see we have been able to recruit and retain such outstanding leaders for Northland schools. Being able to achieve excellence in leadership is essential to achi... See more



School Leadership Announcements



Karen Davies



Nicholas Christofalos



Sheldon Bossert

Post Topic: School Leadership Announcements
Posted: June 1, 2022
Total Reach: 1634 people (organic)
Total Engagement: 325



Northland School Division

Published by Curtis Walty · August 22 at 11:55 AM ·



A book written by Northland students is available on Amazon!

A book written by Northland School Division students is now available on Amazon! The published book was made possible with funding from our friends at Cenovus Energy. The funding supported a community storytelling project.

During the project, students listened to local Elders during storytelling sessions. The students then received permission from the Elders, to create a book using the stories that were shared d... See more



Post Topic: A book written by students available on Amazon!
Posted: August 22, 2022
Total Reach: 3036 people (organic)
Total Engagement: 121

NSD Twitter (@northland61)

Number of Followers Annual Comparison

- Followers as of September 12, 2022: 1130

Tweet Highlights:

Top media Tweet earned 303 impressions

NSD to recognize National Day for Truth and Reconciliation on September 30th
ow.ly/qE1n50G2wds. #nsd61 #abed #asba #everychildmatters @RobinGuild2 @PatRehnUCP @TanyYao @MartinLongUCP
pic.twitter.com/1QV6UnYu00



🔗 1 ❤️ 4

Post Topic: NSD to recognize National Day for Truth and Reconciliation
Posted: September 2021
Impressions: 303 (organic)

Top Tweet earned 555 impressions

NSD educator selected as @ABSchoolBoards (ASBA) Zone 1 Edwin Parr Teacher Award recipient! Congratulations Andrew Belsheim from Anzac Community School
ow.ly/iE0550GePtE. #nsd61 #abed #asba @RobinGuild2 @AdrianaLaGrange @TanyYao @PatRehnUCP @MartinLongUCP

🔗 1 ❤️ 1

Post Topic: NSD educator selected as ASBA Zone 1 Edwin Parr Teacher Award recipient!
Posted: September 2021
Impressions: 555 (organic)

Top mention earned 33 engagements



Werklund School

@UCalgaryEduc · Oct 29

Congratulations to [@UCalgaryEduc](#) alum Andrew Belsheim on receiving the Alberta School Boards Association (ASBA) Zone 1 Edwin Parr Teacher Award! Read more about the difference Andrew is making in the classroom [@northland61](#).

ow.ly/AAZ250GBa79

↩ 2 ↻ 5 ❤ 13

[View Tweet](#)

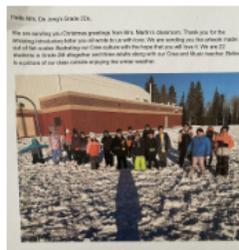
Top mention earned 30 engagements



Mrs. Bossert

@CaroleBossert · Nov 21

A special delivery has arrived from [@St_Theresa_NSD](#) school! We are so excited to read our letters and to write you back!! Are those really fish scales?!? What beautiful example of Indigenous art!! Wow! [@eips](#) [@northland61](#) [@SouthPointeEIPS](#) [@cldevin](#) pic.twitter.com/H1bjQ29Mj



↩ 1 ❤ 9

Top mention earned 22 engagements



Mrs. Bossert

@CaroleBossert · Dec 3

Don't ever underestimate the excitement that comes when someone receives a hand written letter!! "My penpal and I are so similar! This is SO AWESOME! We even look the same!" Thank you

@St_Theresa_NSD for writing letters to us!! We ❤️ this!! @eips @SouthPointeEIPS @northland61 pic.twitter.com/f5lJvfbcyf



↩️ 1 🔄 1 ❤️ 7



Jennifer Turner

@JTurner_RPsych · Jan 4

COVID got you down? Strong Mind, Strong Me Program. A virtual program for kids between 8-18 yrs. Young people are impacted in many ways, and they may want to talk about their feelings or maybe looking for support

werklund.ucalgary.ca/integrated-ser...

@FMPSD @FMCSO @northland61 #counselling

🔄 4 ❤️ 3

Top mention earned 13 engagements



Sam Mason

@MsMason11 · Mar 6

Thanks @ActuaCanada for the supplies for the Science 7/8 earthquake lab! They loved it! @northland61

pic.twitter.com/nVguNFaLz4



❤️ 7

View Tweet

Top mention earned 19 engagements



St. Theresa School - Wabasca

@St_Theresa_NSD · Apr 12

Thank you to the Indigenous Council of Sport Alberta for their grant of \$4000. Combined with the donation of \$6000 from CNRL, our school will be installing a permanent "9 square in the air" on the playground! @northland61

pic.twitter.com/uoBCCfpyg2



↩️ 3 ❤️ 3

View Tweet

Top mention earned 44 engagements



FMPSD

@FMPSD · May 19

We celebrated our incredible Indigenous students last night @TCOA22. Congratulations grads! Beautiful ceremony - along with our friends at @FMCSO @northland61 @annaleeskinner #ymm @indigenousFMPSD @keyanocollege pic.twitter.com/ICDvEarmEu



↩ 1 ↻ 6 ❤ 16

[View Tweet](#)

Top mention earned 8 engagements



Sam Mason

@MsMason11 · Jun 15

Day 1 of Spring Land Camp! We learned about local plants and their medicinal properties. Can't wait to see what tomorrow brings! @northland61 #landbasedlearning #Indigenouseducation pic.twitter.com/utyQ5Brdcb



↻ 1 ❤ 3

[View Tweet](#)

NSD Website Statistics (www.nsd61.ca)

Timeframe	Pageviews (Total number of pages viewed)	Entrances (Total number of times visitors entered your site through a specified page or set of pages)	Bounce Rate (Someone comes to a page on your website, then immediately leaves)	Session Duration (The length of time someone visits the website)
September 1, 2020 to September 1, 2021	127,439	49,376	50.04%	1 minute 92 seconds
September 1, 2021 to September 1, 2022	142,968	54,266	49.36%	2 minutes 7 seconds

What device do users use to visit www.nsd61.ca?

Device	Device Usage Percentage
Desktop	56%
Mobile	43%
Tablet	1%

Where do users visit?

From September 1, 2021 to September 1, 2022	
Page	Pageviews
www.nsd61.ca	31,569 (22%)
www.nsd61.ca/departments/transportation/bus-status	11,949 (8%)
www.nsd61.ca/careers/career-opportunities	10,400 (7%)
www.nsd61.ca/careers	7304 (5%)
www.nsd61.ca/about-us/staff-directory	5709 (4%)

https://www.nsd61.ca/careers/opportunities-for-staff	4234 (4%)
https://www.nsd61.ca/careers/teachers-principals-and-superintendents	3890 (3%)
https://www.nsd61.ca/schools	3195 (2%)
www.nsd61.ca/about-us/division-news	2708 (2%)

Joint Radio Campaigns



During the 2021-2022 school year, NSD partnered with High Prairie School Division, Peace River School Division, Holy Family Catholic Regional Division and The Conseil Scholaire Du Nord-ouest on a series of radio advertisements. The following advertisements included:

- Back to School
 - Orange Shirt Day
 - Alberta Education Assurance Survey
 - Education Week and Mental Health Week
 - National Indigenous Peoples Day
- Year-end Message

The advertisements aired on River Country/KIX FM (Peace River Broadcasting) and CFWE Radio. NSD also partnered on joint Stingray radio advertisements with High Prairie School Division. Stingray owns radio stations in High Prairie, Slave/Wabasca. The radio campaigns were the same as the above-mentioned.