



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 24-02 AGENDA

Location:	
Zoom:	
Meeting ID: Passcode:	Phone: 1 (587) 328-1099
Date: Friday, February 23, 2024	Time: 9:00 a.m. - 4:30 p.m.

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 the agenda is ahead of schedule, items will be moved up.

A. CALL TO ORDER

No.	Title	Responsible	Action	Page No.
1.	Recognition of Traditional Lands	Chair Guild		-
2.	Opening Prayer, Cultural Reflection or Reflection	Trustee		-
3.	Adoption of Agenda	All	Motion	-
4.	Closed Session	All	Motion	-

B. BUSINESS ARISING FROM CLOSED SESSION

C. BOARD CONCERNS

D. MINUTES

No.	Title	Responsible	Action	Page No.
1.	January 27, 2024 Regular Board Meeting Minutes	All	Motion	04
2.	Board Action Items	Acting Superintendent Johnson	Information	13

E. BUSINESS ARISING FROM MINUTES



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 24-02 AGENDA

F. CONSENT AGENDA

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Chair Guild	Information	17
2.	Acting Superintendent Report	Acting Superintendent Johnson	Information	18
3.	Trustee Activity, Committee and/or Board Representative/Association Reports - Trustee B. Lamouche	Trustees	Information	20

G. ACTION ITEMS

No.	Title	Responsible	Action	Page No.
1.	Monthly Financial Report	Secretary-Treasurer Glaudemans	Information	21
2.	Student Engagement, Attendance & Completion Report	Acting Associate Superintendent M. Owens	Information	23
3.	Monthly Enrollment Report	Acting Superintendent Johnson	Information	28
4.	Professional Improvement Leave	Acting Superintendent Johnson	Information	30
5.	Policy 7 Appendix A - Schedule of Rates	Chair Guild	Motion	32
6.	Policy 14 - Hearings on Teacher Matters	Chair Guild	Motion	35
7.	Policy 19 - Welcoming, Caring, Respectful, Safe and Healthy Learning and Work Environments	Chair Guild	Motion	38
8.	Policy 19 Appendix B - Sexual Orientation and Gender Identity	Chair Guild	Motion	43
9.	AERR Planning and Reporting Committee	Acting Deputy Superintendent S. Meunier	Information	47
10.	Bus Replacement Plan 2024	Secretary-Treasurer Glaudemans	Information	52
11.	Locally Developed Courses	Acting Superintendent Johnson	Motion	53
12.	Dr. Mary Jackson School	Acting Superintendent Johnson	Information	55
13.	Career Pathways Relocation	Acting Superintendent Johnson	Motion	57



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-02
AGENDA**

H. MONITORING REPORTS

No.	Title	Responsible	Action	Page No.
1.	Awards/Celebrations/Presentations <ul style="list-style-type: none">● Honouring Spirit: Indigenous Student Award Nominees	Acting Superintendent Johnson	Information	-
2.	Board Chair Highlights	Chair Guild	Information	58
3.	Acting Superintendent Highlights	Acting Superintendent Johnson	Information	64
4.	Associate Superintendents Report	Acting Deputy Superintendent Meunier	Information	71
5.	Student Services Department Report	Acting Deputy Superintendent Meunier	Information	74
6.	OH&S Department Report	Associate Superintendent Veitch	Information	78

I. PRELIMINARY DISCUSSION

No.	Title	Responsible
1.	Indigenous Languages Summit May 2-4, 2024 Saskatoon, Saskatchewan	Trustee Fayant
2.		
3.		

J. ADJOURNMENT & CLOSING CULTURAL REFLECTION



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-01
MINUTES**

Location: DoubleTree West Edmonton

Date: Saturday, January 27, 2024 Time: 9:00 a.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Cal Johnson	Acting Superintendent of Schools
	Vacant	Trustee Ward 2	✓	Scott Meunier	Associate Superintendent
✓	Bonnie Lamouche	Trustee Ward 3	✓	Krista Veitch	Associate Superintendent of Human Resources
✓	Jesse Lamouche	Trustee Ward 4	✓	Johan Glaudemans	Secretary-Treasurer
✓	Tanya Fayant	Trustee Ward 5	x	Curtis Walty	Media Relations Manager
✓	Thomas Auger	Trustee Ward 6	✓	Cheryl Osmond	Executive Assistant
✓	Robin Guild	Board Chair			
✓	Wally Rude	Trustee Ward 8			
✓	Aimee McCamon	Trustee Ward 9			

A. CALL TO ORDER

1. Call to Order

Chair Guild called the meeting to order at 9:02 a.m.

2. Recognition of Traditional Lands

Chair Guild gave the land acknowledgement.

3. Opening Prayer, Cultural Reflection or Reflection

Acting Superintendent Johnson gave the opening prayer, cultural reflection or reflection.

4. Adoption of the Agenda

MOTION: Trustee McCamon moved that the Board of Trustees approve the agenda as presented.

25837/24 CARRIED

5. Closed Session

MOTION: Trustee Fayant moved that the Board of Trustees go into a closed session at 9:05 a.m.

25838/24 CARRIED

6. Regular Session

MOTION: Trustee McCamon moved that the Board of Trustees revert back to the regular session.

25839/24 CARRIED

**NORTHLAND SCHOOL DIVISION
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MINUTES**

B. BUSINESS ARISING FROM CLOSED SESSION

There were no issues arising from the closed session.

C. BOARD CONCERNS

Trustee Fayant brought forward the following concerns:

1. Developing a partnership with Rupertsland Institute to assist with tutoring Métis students
2. Internet challenges for students who are attending the NSD Online School
 - research for provincial and federal grants
 - the possibility of purchasing Starlink
3. Issues with Chromebooks; need to update and/or replace them
4. Provide additional support to Métis students as they do not receive funding from Jordan's Principle
 - Set aside funds to support Metis students for this year and going forward
5. Additional sporting activities throughout the division, such as Northland Winter Games
 - incorporate more cultural games
 - contact KTCEA about partnering with them
6. Land-based Learning
 - parents want to see more cultural events at the schools
 - suggested making this one of the Board's priorities and include in the Tri-Annual
 - look at re-branding the Division's vision to portray Indigenous
7. Bussing at Fishing Lake Métis Settlement
 - students are missing lots of school due to the bus not running
 - need to have an alternate bus driver
 - The Transportation Department needs to have the bus driver(s) contact the schools directly when they are running late or not running at all.

Break from 10:30 a.m. to 10:41 a.m.



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-01
MINUTES**

D. MINUTES

1. Organizational Meeting Minutes - November 17, 2023

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the November 17, 2023 Organizational Meeting minutes with two changes to number 5.

25840/24 CARRIED

2. Regular Board Meeting Minutes - November 17, 2023

MOTION: Trustee Fayant moved that the Board of Trustees approve the November 17, 2023 Regular Board Meeting minutes as presented.

25841/24 CARRIED

Trustee McCamon left the meeting at 10:52 a.m. and returned at 10:56 a.m.

3. Special Board Meeting Minutes - November 30, 2023

MOTION: Trustee McCamon moved that the Board of Trustees approve the November 30, 2023 Special Board Meeting Minutes as presented.

25842/24 CARRIED

4. Special Board Meeting Minutes - December 22, 2023

MOTION: Trustee McCamon moved that the Board of Trustees approve the December 22, 2023 Special Board Meeting minutes as presented.

25843/24 CARRIED

5. Special Board Meeting Minutes - January 12, 2024

MOTION: Trustee Fayant moved that the Board of Trustees approve the minutes as presented.

25844/24 CARRIED

6. Board Action Items

Acting Superintendent Johnson reviewed the Board Action Items with the Board of Trustees. The Board Action Items were received and filed as information.



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-01
MINUTES**

E. CONSENT AGENDA

1. Consent Agenda

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

1. Board Chair Report
2. Acting Superintendent Reports
3. Trustee Activity, Committee and/or Board Representative/Association Report

F. ACTION ITEMS

1. Monthly Financial Report

Secretary-Treasurer Glaudemans presented the Monthly Financial Report for the month of December. This report was received and filed as information.

2. Student Engagement, Attendance & Completion Report

Acting Superintendent Johnson presented the Student Engagement, Attendance & Completion Report for the months of November and December 2023. This report was received and filed as information.

3. Monthly Enrollment Report

Deputy Superintendent Meunier presented the Monthly Enrollment Report for January. This report was received and filed as information.

4. Draft 2024-2025 School Calendar

Associate Superintendent of Human Resources Veitch presented the proposed 2024-2025 Draft School Calendar to the Board of Trustees. This report was received and filed as information.

5. 2023-2024 Infrastructure Maintenance Renewal (IMR) Report

Secretary-Treasurer Glaudemans provided an update to the 2023-2024 Infrastructure Maintenance Renewal (IMR) Report. This report was received and filed as information.

6. Policy 2 Appendix D - Board and Superintendent Communications Guidelines

MOTION: Trustee Fayant moved that the Board of Trustees table this item.

25845/24 CARRIED



**NORTHLAND SCHOOL DIVISION
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MINUTES**

7. Policy 16 - Recruitment and Selection of Personnel Staff

MOTION: Trustee Fayant moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 16 - Recruitment and Selection of Personnel Staff.

25846/24 CARRIED

8. Policy 21 Appendix A - School Conflict Resolution

MOTION: Trustee McGillivray moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 21 Appendix A - School Conflict Resolution.

25847/24 CARRIED

9. Policy 21 Appendix B - Elder Guidelines

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 21 Appendix B - Elder Guidelines.

25848/24 CARRIED

10. Pelican Mountain School Viability Study

MOTION: Trustee Rude moved that the Board of Trustees make a Notice of Motion to consider the closure of the Pelican Mountain School, Grades K-3 and that this motion will be decided by the end of May 2024.

Trustee Auger requested that the votes be recorded. Yes - 7 No -1

25849/24 CARRIED

Break from 12:17 p.m. to 1:06 p.m.

Trustee McCamon left for the remainder of the meeting.

**NORTHLAND SCHOOL DIVISION
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11. Fishing Lake Métis Settlement Bussing

MOTION: Trustee Fayant moved that the Board of Trustees authorize the Administration to proceed with Option 1, which will increase the bussing service by having an additional bus transport the Fishing Lake Métis Settlement students to Cold Lake.

25850/24 CARRIED

MOTION: Board Chair Guild moved that the Board of Trustees authorize the Administration to consult with the community of Fishing Lake to discuss the proposal to bring back the grades 7 and 8 back to J.F. Dion School for the 2024-2025 school year.

25851/24 CARRIED

12. Locally Developed Courses

MOTION: Trustee J. Lamouche moved that the Board of Trustees authorize the Administration to proceed with acquiring the following locally developed courses, as listed below:

Course Name	Version	Course Code
Leadership, Character and Social Responsibility	3 credits	1509
Leadership, Character and Social Responsibility	5 credits	1509
Leadership, Character and Social Responsibility	3 credits	2509
Leadership, Character and Social Responsibility	5 credits	2509
Leadership, Character and Social Responsibility	3 credits	3509
Leadership, Character and Social Responsibility	5 credits	3509
Traditional Learning 25	5 credits	2248
Traditional Learning 35	5 credits	3248

25852/24 CARRIED

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13. PSBAA Awards Nomination Package

The Board of Trustees received copies of the PSBAA Awards Nomination Package and was asked to forward any names at the February Board Meeting. The PSBAA Awards Nomination Package was received as information and filed.

G. MONITORING REPORTS

1. The Board of Trustees received and filed the following reports:

- a. Awards/Celebrations
 - i. The Board of Trustees viewed the music video that the Bishop Routhier School students created in collaboration with Northland School Division Music Specialist Boyd Davies and Artists in Residence Marissa Karpiak and Septimus Alexander.
- b. Board Chair Highlights
- c. Acting Superintendent Highlights
- d. OH&S Report

H. PRELIMINARY DISCUSSION

There was a preliminary discussion on the following topics:

- 1. Alberta Rural Education Symposium (ARES)
- 2. National School Board Association (NSBA)
- 3. CAPSLE Conference
- 4. 2024 Indigenous Wellbeing Conference
- 5. PSBAA Representative

MOTION: Trustee Auger moved that the Board of Trustees appoint Trustee Fayant as the Division's PSBAA representative.

25853/24 CARRIED

Trustee McGillivray left the meeting at 2:10 p.m. and returned at 2:13 p.m.



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-01
MINUTES**

I. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee Auger moved that the Board of Trustees declare the meeting adjourned at 2:13 p.m.

25854/24 CARRIED

2. Closing Prayer, Cultural Reflection or Reflection

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

Robin Guild, Board Chair

Johan Glaudemans, Secretary-Treasurer

Current Board Action Items:							
Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action
Board	26-Aug-2023	Administration	Central Office Furniture	Donate surplus furniture at Central Office to senior and youth organizations within the jurisdiction boundaries.	30-Sep-2023	In Progress	Keekenoew Senior Facility has been contacted, and the schools have been given the option to take the rest.
Board	26-Aug-2023	Administration	Financial Allocation Policy	Financial allocation drafted for October	27-Oct-2023	In Progress	
Board	27-Oct-2023	Administration	School Budgets	Requested to add the student population and the cost per student to each school budget.	17-Nov-2023	In Progress	Will be included in the budget.
Board	17-Nov-2023	Administration	Fishing Lake Metis Settlement Bussing Letter	Administration to draft solutions to the bussing issue; identify the feasibility and bring options to the Board Meeting.	15-Feb-2024	Update	Feb 15, 2024: The Board resolution to implement a third bus route until June 30 is being put into action. Together with FLMS a plan has been created and acted upon. We expect the third bus route to be operational starting February 20, 2024
Board	17-Nov-2023	Administration	Student Engagement, Attendance, and Completion Report	Show pre-covid attendance numbers as a comparison	25-Jan-2024	Update	 Common Measure Comparison 2013-2022
Board	17-Nov-2023	Administration	Student Engagement, Attendance, and Completion Report	Ideas on recognizing Students, EAs, Teachers and Principals for their contribution to the Division; spotlight on social media; staff recognition on social media	28-Feb-2024	Update	Feb 12, 2024 This will be part of the process to spotlight employees moving forward. Once the letters for Awesome Awards are complete, the names of the recipients and the reason for the acknowledgement will be shared with the Media Relations Manager, who will post each acknowledgement and picture to Facebook and will be included in the Communique.
Board	17-Nov-2023	Administration	Board Expenses	A report of the last 12 months breakdown of Trustees honorarium and travel expenses side by side, month by month break it out.	28-Feb-2024	In Progress	
Board	17-Nov-2023	Administration	Grouard Northland School Renovations	Secretary-Treasurer Glaudemans to email Trustee a timeline for the renovations at Grouard School.	15-Feb-2024	Update	Feb 15, 2024: A report with the timeline is included in the February 23 Board package. A separate email has been sent (Feb 15, 2023)
Board	17-Nov-2023	Administration	Audit and Finance Committee	The Media Relations Manager to share on social media, LinkedIn, communicate to the schools to post on bulletin boards and to provide copies to the Board of Trustees.	27-Jan-2024	In Progress	
Board	17-Nov-2023	Administration	Annual Education Results Report	Include a Planning and Reporting Committee for the AERR; place on next board agenda and place on Policy Committee Agenda; schedule a meeting.	28-Feb-2024	Update	The first Ad Hoc Planning and Reporting AERR Committee meeting will be established at the February Board Meeting.
Board	27-Jan-2024	Board, Administration	Pelican Mountain School Viability Report	Begin community consultation around potential school closure at Sandy Lake (As per Policy 15, section 5.2.1)	1-May-2024	In Progress	Feb 15, 2024: A community meeting is scheduled for March 11, 2024.
Board	27-Jan-2024	Administration	Board Concerns	Investigate costs associated with rebranding the division	28-Feb-2024	In Progress	
Board	27-Jan-2024	Administration	Board Concerns	Look into a partnership with Rupertland Institute; access resources such as tutoring, let them into the communities	28-Feb-2024	Update	Feb 8, 2024: Mark met with Terry Lynn Cook and Jason Bigcharles to discuss a partnership. They have already done some work on Metis Curriculum and are now interested in Community Engagements in our Metis Settlement Communities
Board	27-Jan-2024	Administration	Board Concerns	Cost analysis of Telus hubs/Starlink for the NSD Online school. Grants?	28-Feb-2024	Update	Jan 29, 2024: Scott met with the IT Department and agreed that NSD-owned Starlink or Telus hubs would present challenges for the team's capacity to support. Alternatively, Scott will work with Johan to determine a way to subsidize families for the purchase of internet infrastructure (similar to what we do when we pay for bus conveyance) February 5, 2024: Scott met with Wally and Johan to identify plausible ways of supporting online school families to procure internet access hubs. Johan is identifying potential ways of funding the support within existing revenues. Scott has drafted an AP to provide operational guidance and this is to Cal for review.
Board	27-Jan-2024	Administration	Board Concerns	Chromebook Repair Cycle especially for the Online School	28-Feb-2024	Update	Jan 29, 2024: Chromebooks are always immediately replaced by the IT Department when a problem emerges. Chromebooks are repaired by IT Department when possible.
Board	27-Jan-2024	Administration	Board Concerns	EA Funding for Non First Nation students similar to Jordan's Principles; internal processes; board advocacy opportunities; current JP dollars we receive? and JP EA's this will provide	28-Feb-2024	In Progress	
Board	27-Jan-2024	Administration	Board Concerns	Training for current EA's	28-Feb-2024	Update	We are in talks with Northern Lakes College (NLC), which provides a virtual Educational Assistant Program. It is a one-year program, and NLC is willing to stretch it out over two years if there is enough interest. NLC are also willing to form a cohort of NSD employees. The Practicum can be completed at the school in which the EAs work. The cost is about \$5300 for the program, and they may lower the cost if there is sufficient interest. They will work with NSD, so the division will be billed directly.
Board	27-Jan-2024	Administration	Board Concerns	Sport Opportunities and NSD Winter Games - partnerships with neighboring divisions and schools, parent volunteers and openness to community	February 28, 2024	Update	Feb 15, 2024: Communication with Cold Lake Energy Center, Elizabeth School and JF Dion School. Northland Games are to be held in Anzac again this year, and planning has begun. A meeting with KTCEA is scheduled for March 11, 2024
Board	27-Jan-2024	Administration	Board Concerns	Culture as a Division Priority - See January Board Action Item Notes	28-Feb-2024	Update	By the end of the 2024-2025 school year, NSD will show a commitment to responding to Calls to Action 6-12 and Education for Reconciliation 62-65 in each one of its schools. Evidence of success (measure + threshold of acceptable performance) - Visual assets and representations throughout the entire school division (websites, signage in schools, classrooms, etc.) By the end of the 2025-2026 school year, NSD will offer community-informed, in-house professional learning opportunities for all staff to understand teaching and leading through an Indigenous lens - Evidence of success (measure + threshold of acceptable performance) - The establishment of The Language and Culture Centre (Sakaw Askiy); Attendance and participation in programming at SA
Board	27-Jan-2024	Administration	Board Concerns	Hillview School Signage	28-Feb-2024	In Progress	The Hillview School Sign provides a space to post text announcements, but should be replaced with a sign that bears the name of the school and the school division.
Board	27-Jan-2024	Administration	Board	School Calendar - confirm if days off in lieu of Remembrance Day	28-Feb-2024	Update	In Alberta, Remembrance Day is a General Holiday, and teachers are exempt from general holidays and general holiday pay Also, if an employee does not work on the holiday as a regular day of work, then they are not entitled to holiday pay or a day off in lieu. School divisions either give the day off as a non-operational or a regular working day. School Divisions who gave the day off called it a non-operational day and gave it the Monday after Remembrance Day if it fell on a weekend or November 11 if it fell during the week. Teachers/School Staff are paid for 200 days but work 194 days, and we assign non-operational days throughout the year. Their pay is averaged over 12 months, including statutory holiday pay. Every month, employees receive the same gross pay. We can continue to give Remembrance Day off as a non-operational day with no change to pay. This would be in keeping with other school divisions' practices.
Board	27-Jan-2024	Administration	Board	Student Services: Do parents know how to contact them?	28-Feb-2024	Update	February 6, 2024: A draft copy for a pamphlet has been created. Furthermore, Principals will have PL on how to conduct proper intakes with parental input; a draft AP is being considered.
Board	27-Jan-2024	Administration	Board	Superintendent/Associate/Deputy Superintendent Search	28-Feb-2024	Update	Feb 5, 2023: Richardson Executive Search team has been retained to support Board and Executive through the process. The first meeting was Feb 5. The Superintendent job ad has been created and is awaiting final approval. ASBA will be supporting the Deputy and Associate Superintendent searches.

Provincial Measure	2013	2014	2015	2016	Northland Act	2018	2019	COVID	COVID	COVID	2023	2024
					2017			2020	2021	2022		
Education Quality	78.3	76.9	80.7	79.5	79.9	82.3	80.3	81	83.2	82.3	83.6	
3-Year High School Completion	22.7	13.4	13.1	11.3	16.1	30.8	26.2	10	12.6	21.1	Results - Fall 2024	
5-Year High School Completion	30.6	27.1	32.9	26.7	22.5	17.2	25.4	44.7	31	31	Results - Fall 2024	
PAT Acceptable	40.4	26.7	28.2	22.9	24.3	24.2	24.9	n/a	n/a	25.1	15.8	
PAT Excellence	3	1.6	1.9	0.8	1.7	1.2	1.3	n/a	n/a	1.1	1.2	
Diploma Acceptable	40.5	32.1	38.5	47.9	35.5	29.9	51.9	n/a	n/a	36.1	36.7	
Diploma Excellence	0	0	0.9	0	0.9	0.9	0	n/a	n/a	1.6	0	
Parental Involvement	69.8	69.6	73.2	74.5	70.9	75.9	74.2	69.8	75.7	74	80.5	
Local Measure	2013	2014	2015	2016	Northland Act	2018	2019	COVID	COVID	COVID	2023	2024
					2017			2020	2021	2022 Fall		
Division attendance rate (End of Year)							81%	79%	65%	60%	65%	Currently 70% (September to December)



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024
SUBMITTED BY: Cal Johnson, Acting 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 - Trustee Activity/ Committee and/or Board Representative/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:



Acting Superintendent's Report

C. Johnson

February 23, 2024

Legal Meeting	January 21, 2024
Met with legal counsel to discuss legal issues.	
Alberta Education Meeting	January 22, 2024
Embargoed discussion with the Assistant Deputy Minister and other school jurisdictions.	
Alberta Education Meeting	January 23, 2024
Met with the Director of the Indigenous and North Services Branch.	
Alberta Education Meeting	January 24, 2024
Met with the representatives from Alberta Education and Northland School Division to review and discuss attendance and initiatives.	
Policy Review Workshop	January 26, 2024
Met with the Board of Trustees and Administration to review policies.	
Corporate Board Meeting	January 27, 2024
Attended the monthly board meeting.	
Legal Meeting	January 28, 2024
Met with legal counsel to discuss legal issues.	
Math Minds Meeting with Principals	January 29, 2024
Met with principals to discuss Math Minds.	
CAREERS Meeting	January 30, 2024
Met with representatives from CAREERS to discuss possible partnerships.	
Elizabeth Metis Settlement Council Meeting	February 2, 2024
Met with the Elizabeth Metis Settlement Council.	

Anzac Community School - Community Engagement	February 5, 2024
Attended the Community Engagement sessions.	
Agenda Review Meeting	February 5, 2024
Attended the monthly Agenda Review Meeting via Zoom.	
Policy Committee Meeting	February 5, 2024
Attended the Policy Committee Meeting via Zoom.	
Bill Woodward School - Community Engagement	February 6, 2024
Attended the Community Engagement sessions.	
Conklin Community School - Community Engagement	February 7, 2024
Attended the Community Engagement sessions.	
Math Minds PL Session	February 12, 2024
Attended the Math Minds PL Zoom session.	
ASBA Zone 1 Meeting	February 14, 2024
Attended the ASBA Zone 1 meeting virtually.	
Principal Interviews	February 15, 2024
Participated in principal interviews for Chipewyan Lake School.	
Legal Meeting	February 16, 2024
Met with legal counsel to discuss legal issues.	



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024
SUBMITTED BY: Johan Gludemans, Secretary-Treasurer
SUBJECT: Monthly Financial Report
REFERENCE(S):
ATTACHMENTS: Monthly Financial Report as of January 31, 2024

INFORMATION ITEM
The Monthly Financial report for the month of January 31, 2024 has been received as information and filed.

BACKGROUND:

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
As at January 31, 2024
Statement of Revenues and Expenses

REVENUE	Budget				
	2023-24	YTD Budget	YTD Actual	Variance	%
Alberta Education	\$ 44,698,045	\$ 18,624,185	\$ 14,661,792	\$ (3,962,393)	(21)
Federal Government & First Nations	9,880,018	4,116,674	5,061,066	944,392	23
Other Revenue	1,870,899	779,541	741,654	(37,887)	(5)
	<u>\$ 56,448,962</u>	<u>\$ 23,520,401</u>	<u>\$ 20,464,512</u>	<u>\$ (3,055,889)</u>	<u>(13)</u>
EXPENSES					
Schools	\$ 22,045,761	\$ 9,185,734	\$ 8,192,609	\$ 993,125	11
Instructional Support	7,124,845	2,968,685	2,647,722	320,963	11
Instructional Supply	7,010,427	2,921,011	2,014,904	906,107	31
Transportation	3,854,628	1,606,095	1,553,926	52,169	3
Operations and Maintenance	9,076,052	3,781,688	3,686,897	94,791	3
External Services	3,857,191	1,607,163	1,695,562	(88,399)	(6)
System Administration	2,563,525	1,068,135	1,446,210	(378,075)	(35)
Corporate Board	453,068	188,778	194,729	(5,951)	(3)
Insurance (Buildings)	915,597	381,499	381,499	-	-
	<u>\$ 56,901,094</u>	<u>\$ 23,708,789</u>	<u>\$ 21,814,058</u>	<u>\$ 1,894,731</u>	<u>8</u>
NET SURPLUS (DEFICIT)	<u>\$ (452,132)</u>	<u>\$ (188,388)</u>	<u>\$ (1,349,546)</u>	<u>\$ (1,161,157)</u>	<u>616</u>

VARIANCE ANALYSIS

Overall - At the end of the fifth month we are on track with our revenues, expenditures and planned use of reserve funds.

Revenues

Revenues received have been less than projected due to timing variances and slightly reduced enrolment.

There is also a shift in the provincial vs. federal student mix. The Transportation grant final amount is pending.

Other revenue includes SGF and interest, which fluctuate based on activity, but are in line with expectations.

Expenses

Expenses are lower than budget (8%) due to spending below forecast in schools, instructional support, transportation, and maintenance.

Certified salaries and benefits are 6% lower than budgeted due to vacancies in positions.

Uncertified salaries and benefits incorporate staffing changes related to the Superintendent Entry Plan, unbudgeted Jordans Principle staff and benefits inflation.

Transportation is slightly under budget as there have been fewer repairs and maintenance than initially forecasted.

Operations and Maintenance expenses are monitored closely due to utility and maintenance cost pressures and they have been within our budget expectation.

System Administration costs include restructuring and pooled costs for other programs, which will be allocated to each program.

External Services are also being monitored closely to ensure the Housing renovations program remains on budget.

Salaries and Benefits Detail

Certificated salaries and benefits	\$ 20,021,665	\$ 8,342,360	\$ 7,802,799	\$ 539,562	6
Uncertificated salaries and benefits	14,150,837	5,896,182	7,189,151	(1,292,969)	(22)
	<u>\$ 34,172,502</u>	<u>\$ 14,238,543</u>	<u>\$ 14,991,950</u>	<u>\$ (753,407)</u>	<u>(5)</u>



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024

SUBMITTED BY: Mark Owens, Acting Associate Superintendent

SUBJECT: Student Engagement, Attendance, and Completion Report

REFERENCE(S):

ATTACHMENTS: Student Engagement, Attendance, and Completion Report
January 2024

INFORMATION ITEM
The Student Engagement, Attendance, and Completion report for the month of January has been received as information and filed.

BACKGROUND:

RISK ANALYSIS:

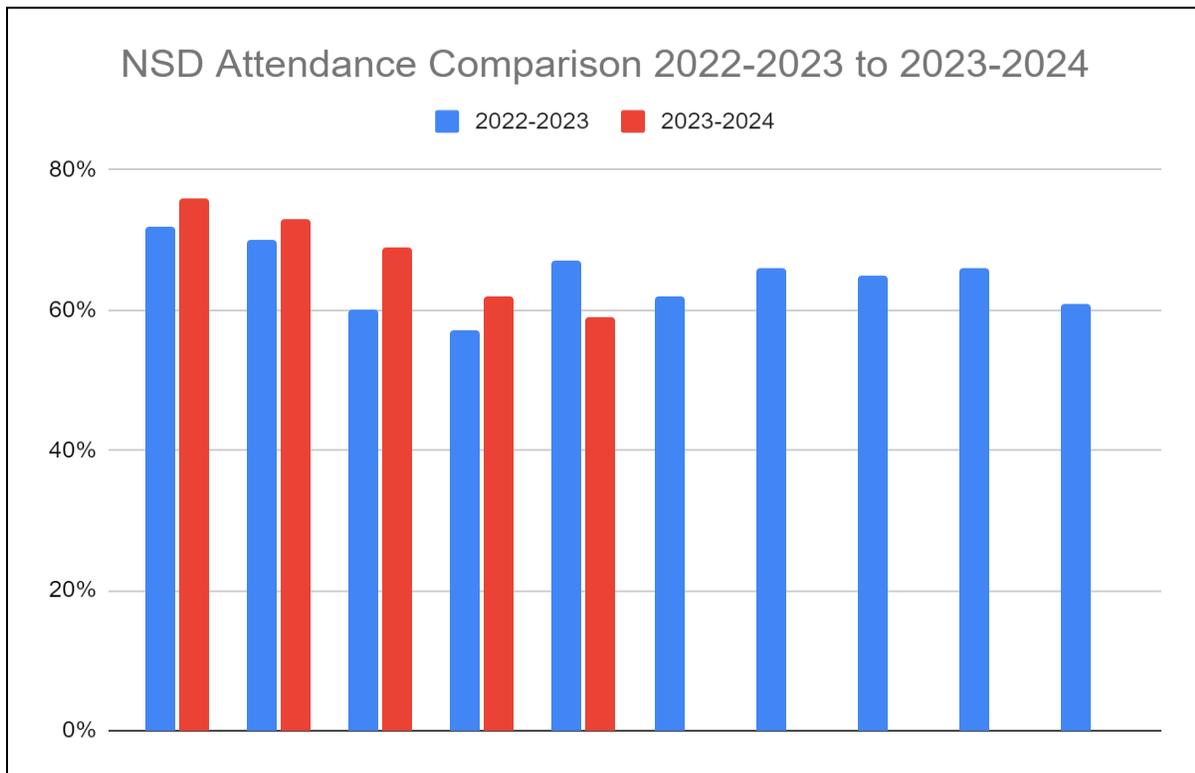


The Northland School Division

Director of Student Engagement, Attendance and Completion Board Attendance Report February 2024

Monthly Attendance Rates from previous year to current year (2022-2023 to 2023-2024)
Strategy 1.1: Standardize attendance tracking processes

Month	2022-2023	2023-2024	Difference
September	72%	76%	4%
October	70%	73%	3%
November	60%	69%	9%
December	57%	62%	5%
January	67%	59%	-8%
February	62%		
March	66%		
April	65%		
May	66%		
June	61%		
Year End	65%		



Highlights

- Lower attendance rates in January due to a week in (Jan 8-12) with temperatures of -35 to -45 degrees.
 - When buses are cancelled the code is NB (no bus), which counts as an absence.
 - Absence is counted when a student is away from school for any reason.
 - Schools with their own attendance rewards do not count the NB as an absence.
 - As shown in Attendance Rates by Percentile, students normally earning 90-100% attendance were down in the 70-80th percentile.
- In 2022-2023, the colder temperatures were in December before the holidays, causing lower attendance.
- High School (grades 10-12) attendance increased in January by 3%

January 2023 to January 2024 attendance rates by individual school

School	Jan 2023	Jan 2024
Anzac	82%	76%
Bill Woodward	75%	63%
Bishop Routhier	77%	50%
Calling Lake	54%	58%
Chipewyan Lake	67%	58%
Conklin	74%	59%
Elizabeth	76%	64%
Father R Perin	60%	48%
Gift Lake	66%	62%
Grouard Northland	78%	62%
Hillview	77%	56%
JF Dion	83%	60%
Mistassiniy	59%	64%
Northland Online	40%	50%
Paddle Prairie	60%	46%
Pelican Mountain	76%	89%
St. Theresa	75%	67%
Susa Creek	64%	57%

Individual School Attendance rates by percentile for January 2024

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	8%	26%	22%	17%	12%	1%	14%
Bill Woodward	6%	11%	8%	15%	17%	14%	29%
Bishop Routhier	2%	2%	10%	14%	10%	22%	40%
Calling Lake	3%	6%	17%	16%	18%	8%	33%
Chipewyan Lake	0%	0%	0%	16%	40%	24%	20%
Conklin	10%	10%	5%	5%	20%	10%	40%
Elizabeth	0%	6%	21%	25%	14%	16%	18%
Father R Perin	3%	4%	6%	11%	14%	14%	49%
Gift Lake	0%	7%	14%	21%	18%	18%	22%
Grouard Northland	10%	3%	13%	10%	23%	10%	30%
Hillview	0%	0%	19%	22%	14%	17%	28%
JF Dion	0%	0%	14%	21%	23%	14%	28%
Mistassiniy	1%	3%	18%	23%	17%	14%	24%
Northland Online	8%	5%	10%	12%	10%	7%	48%
Paddle Prairie	0%	0%	2%	6%	21%	17%	53%
Pelican Mountain	0%	50%	50%	0%	0%	0%	0%
St. Theresa	3%	10%	22%	21%	15%	10%	18%
Susa Creek	4%	4%	14%	21%	11%	14%	32%

Attendance % by grade division (K-3, 4-6, 7-9 and High School) for 2023-2024

	Grades K-3	Grades 4-6	Grades 7-9	Grades 10-12
September	80%	81%	71%	66%
October	79%	78%	68%	61%
November	73%	75%	64%	56%
December	67%	68%	61%	52%
January	62%	64%	60%	55%

Celebrating the success with excellent school attendance rates for January!!!

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

School	Principal	November Attendance
Anzac	Amy Savill	76%
Pelican Mountain	Shelley Stevenson	89%

Monthly Attendance Winners (Drawn from all students attending 90% or higher during the month of January 2024)

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

Grade Level	Name	School
K-3	Benjamin Narayan-Young	St Theresa
4-6	Vanessa Cardinal	Grouard
7-9	Darius Orr	Mistassiniy
10-12	Joseph Matt Godoy	Mistassiniy



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024
SUBMITTED BY: Cal Johnson, Acting Superintendent of Schools
SUBJECT: Monthly Enrollment
REFERENCE(S):
ATTACHMENTS: Monthly Enrollment as of February 14, 2024

INFORMATION ITEM
The monthly enrollment report as of February 14, 2024 has been received as information and filed.

BACKGROUND:
The administration will provide a monthly update on student enrollment.

RISK ANALYSIS:
It is important for the Division to be aware of student enrollments, as this affects how Northland is able to organize and deliver services. A monthly update will be provided to the Board as information.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

Schools	May 31st 2023	Sept 2023	SEPT 30	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024
Anzac Community School	88	92	89	89	90	90	90	90
Bill Woodward School	92	99	91	92	92	96	94	97
Bishop Routhier School	52	55	54	54	52	51	56	58
Calling Lake School	123	118	109	115	115	114	114	118
Career Pathways School	137	99	100	105	109	117	120	124
Chipewyan Lake School	20	23	25	25	25	25	25	25
Conklin Community School	17	14	18	18	19	20	20	20
Elizabeth School	83	102	104	104	102	98	99	96
Father R. Perin School	82	72	69	67	71	71	72	72
Gift Lake School	126	119	121	116	119	122	126	128
Grouard Northland School	29	25	28	31	31	30	31	31
Hillview School	32	30	30	30	32	37	35	36
J.F. Dion School	50	53	55	56	56	57	57	57
Mistassiniy School	294	360	323	323	319	316	316	314
Northland Online School	77	56	41	44	51	59	61	61
Paddle Prairie School	125	107	116	115	117	120	121	125
Pelican Mountain School	12	4	4	3	2	2	2	3
St. Theresa School	262	267	256	254	257	259	260	259
Susa Creek School	31	21	25	26	26	27	28	28
TOTAL	1732	1716	1658	1667	1685	1711	1727	1742



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024

SUBMITTED BY: Cal Johnson, Acting Superintendent of Schools

ORIGINATOR: Aimee McCamon, Ward 9 Trustee

SUBJECT: Professional Improvement Leave 2024-2025

REFERENCE(S): NSD Collective Agreement (2020-2024)

ATTACHMENTS:

RECOMMENDATION:

THAT the Board of Trustees approve the Professional Improvement Leave Committee recommendation of Employee 12980 for the 2024-2025 school year, as presented.

BACKGROUND:

Northland School Division received 1 application for the Professional Improvement Leave for the 2024-2025 school year. On February 15, 2024, Trustee McCamon, Ward 9, Acting Superintendent Johnson, and Andrew Belsheim, a teacher from Anzac Community School, reviewed the application with the Associate Superintendent of Human Resources Veitch.

The Committee recommends:

- Employee 12980

RISK ANALYSIS:

NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

9.4 Professional Improvement Leave

- 9.4.1 Any employee subject to this Agreement who has served with the School Division for a period of three (3) consecutive years or more shall be eligible to apply in the fourth (4th) or any subsequent year for professional improvement leave as outlined below.
 - 9.4.2 Written applications must be received by the School Division by February 1st of the year in which leave is to commence.
 - 9.4.3 All applications shall be examined by a selection committee composed of the Superintendent of Schools, a Trustee and a representative of the teaching staff of the School Division. It shall be the responsibility of this committee to recommend the approved names to the School Division, who shall make the final decision.
 - 9.4.4 A maximum of two (2) staff members shall be granted professional improvement leave in any one (1) year, if so recommended by the Committee.
 - 9.4.5 All applicants shall be notified in writing of the School Division's decision by March 15th of the year of this Agreement.
 - 9.4.6 Successful applicants shall agree to return to work with the School Division for two (2) years following the year of leave. If any of the said staff members leave the service of the School Division before the two (2) years have expired, they shall repay that portion of all costs, including salary and benefits, the School Division paid on their behalf during the leave, which corresponds to the time commitment which has not been honored.
 - 9.4.7 No experience increment shall be allowed during the year that the leave is in effect.
 - 9.4.8 The amount paid to the successful applicants shall be seventy (70%) percent of grid salary.
 - 9.4.9 The rates in accordance with Clause 9.4.8 shall apply to leaves commencing with the opening day of the school year for which leave has been granted, and shall apply for the whole period of the leave.
 - 9.4.10 Payments in accordance with Clause 9.4.8 shall be made in twelve (12) equal monthly installments.
 - 9.4.11 Accumulated sick leave shall be retained and Alberta Health Care Benefits and Alberta School Employee Benefit Plans shall remain in effect during the year of leave.
 - 9.4.12 Prior to leave being granted, the teacher shall sign a Professional Improvement Leave Agreement. This Agreement shall specify the teacher's assignment upon return to the School Division
-



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: FEBRUARY 23, 2024

SUBMITTED BY: Robin Guild, Board Chair

SUBJECT: Policy 7 Appendix A - Schedule of Rates

ATTACHMENTS: Policy 7 Appendix A - Schedule of Rates

RECOMMENDATION:

THAT the Board of Trustees approves the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 7 Appendix A - Schedule of Rates, as attached.

BACKGROUND:

RISK ANALYSIS:



POLICY 7 - APPENDIX A
SCHEDULE OF RATES

A. TRUSTEE COMPENSATION	TRUSTEE HONORARIA
1. Meetings:	
<ul style="list-style-type: none"> ● Board Chair (per day) <ul style="list-style-type: none"> ○ Greater than 8 hours; the Board Chair will use their discretion. ○ 1.0 day (greater than 4 - 8 hours) ○ .5 day (greater than 2 - 4 hours) ○ .25 day (up to 2 hours) 	<p style="text-align: right;">\$225.00 \$112.50 \$56.25</p>
<ul style="list-style-type: none"> ● Board Chair/Trustee (per day) <ul style="list-style-type: none"> ○ Greater than 8 hours; the Board Chair will use their discretion. ○ 1.0 day (greater than 4 - 8 hours) ○ .5 day (greater than 2-4 hours) ○ .25 day (up to 2 hours) 	<p style="text-align: right;">\$225.00 \$112.50 \$56.25</p>
<ul style="list-style-type: none"> ● Elder/Knowledge Keeper attendance (only when Elder has been invited by the Board to attend a meeting or event). <ul style="list-style-type: none"> ○ 1.0 day (greater than 4 hours) ○ .5 day (up to 4 hours) ● Elder/Knowledge Keeper requested to do prayer or cultural reflection will be up to the community protocol 	<p style="text-align: right;">\$200 per diem</p> <p style="text-align: right;">\$225 \$112.50</p> <p style="text-align: right;">Community-Based</p>
B. EXPENSES	AMOUNT
1. Travel	<p>Effective April 1, 2023</p> <p>\$0.68 \$0.70/km for the first 5,000 kilometres driven; \$0.62 \$0.64/km driven after that</p> <p><i>*Mileage rate is based on the CRA Reasonable Allowance Rates</i></p>
<p>2. Regular Meal Rate: (The Division will not reimburse for the purchase of any alcohol)</p> <p style="padding-left: 40px;">Breakfast</p>	<p style="text-align: right;">\$15.00 (leave home – arrive home; 7:30 am)</p>



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: FEBRUARY 23, 2024

SUBMITTED BY: Robin Guild, Board Chair

SUBJECT: Policy 14 - Hearings on Teacher Matters

ATTACHMENTS: Policy 14 - Hearings on Teacher Matters

RECOMMENDATION:

THAT the Board of Trustees approves the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 14 - Hearings on Teacher Matters, as attached.

BACKGROUND:

RISK ANALYSIS:

POLICY 14 HEARINGS ON TEACHER MATTERS

The Education Act gives the Superintendent the authority to make all decisions on employee matters.

The Superintendent may transfer a teacher in accordance with Section 212 of the Education Act. The teacher may make a written request to the Board to have a hearing before the Board for the purpose of objecting to the transfer. Prior to the commencement of the hearing, Trustees shall declare any conflict of interest and excuse themselves from the proceedings.

Specifically

1. The Board respects the teachers' right to a Board of Reference and, therefore, shall not hear any appeals that are dealt with by the Board of Reference.
2. A teacher who has received a notice of transfer may, within seven (7) days from the day on which the teacher receives the notice of transfer, make a written request to the Board to have a hearing before the Board for the purpose of objecting to the transfer.
3. The request for a hearing before the Board shall be submitted by the teacher to the Secretary-Treasurer, with a copy being provided to the Superintendent.
4. The Board may set a date and time for the hearing requested not earlier than fourteen (14) days after the teacher receives the notice of transfer unless the teacher agrees in writing to an earlier date. **The Board shall not listen or discuss any information prior to the hearing.**
5. **Board members must disclose any conflict of interest prior to the commencement of the hearing.**
6. The Secretary-Treasurer shall advise the teacher in writing of the date, time and location of the hearing.
7. Any written materials the teacher or the Superintendent wishes Trustees to consider must be submitted to the Secretary-Treasurer not less than four (4) days prior to the scheduled date of the meeting. The Secretary-Treasurer will provide copies of all such documentation to the parties prior to the hearing, where possible, and to the Trustees at the hearing.
8. The teacher or the Superintendent may be accompanied by counsel or another representative, and may bring witnesses if, not less than four (4) days prior to the scheduled date of the meeting, the following is provided by the teacher or the Superintendent in writing, the names of counsel, other representatives, and any witnesses.
9. Notwithstanding, the Board Chair shall reserve the right to receive further documentation or witnesses as deemed relevant or necessary to the determination.

10. Procedure at Hearings

- 10.1 The hearing shall be conducted at an in-camera session of the Board, and chaired by the Board Chair, or in the Board Chair's absence, the Vice-Chair or designate.
- 10.2 The Board Chair will introduce all parties, and the parties or their representatives shall introduce all witnesses at the hearing.

POLICY 14

HEARINGS ON TEACHER MATTERS

- 10.3 The sequence of the hearing shall be as follows and will be outlined by the Chair:
- 10.3.1 An opening statement to be made by each of the parties;
 - 10.3.2 Written and oral presentation by the Superintendent or designate, including any evidence by witnesses where appropriate;
 - 10.3.3 Written and oral presentation by the teacher, including any evidence by witnesses where appropriate;
 - 10.3.4 The Superintendent or designate's an opportunity for a response to the teacher's presentation;
 - 10.3.5 Teacher's opportunity for a response to the administration's presentation;
 - 10.3.6 An opportunity for the Board to ask questions of both parties and any questions of clarification of both parties and any of the other witnesses;
 - 10.3.7 An opportunity for the Superintendent or designate to make final comments;
 - 10.3.8 An opportunity for the teacher to make final comments; and
 - 10.3.9 No cross-examination of witnesses shall be allowed unless the Board Chair deems it advisable.
- 10.4 The Board will meet without the respective parties to the appeal in attendance to arrive at a decision regarding the appeal. The Board shall have the Secretary-Treasurer and/or legal counsel in attendance.
- 10.5 If the Board requires additional information or clarification in order to make its decision, both parties will be recalled to appear before the Board, and the request for information will be made in the presence of both parties.
- 10.5.1 If the information is not readily available, the Board Chair may request a recess, or, if necessary, an adjournment of the hearing to a later date.
 - 10.5.2 In the case of an adjournment, Trustees are prohibited from disclosing the evidence presented or matters raised at the hearing, either amongst themselves or with the parties and their representatives or witnesses, until the hearing is reconvened.
- 10.6 When the Board is ready to make its decision on the matter, both parties, if still present, will be advised that the Board will be reconvening and will consider a motion to move into a regular or special Board meeting in order to consider the resolution.
- 10.7 The Board's decision will be communicated to the teacher, in writing, following the hearing.

Legal Reference: Section 33, 52, 53, 212, 222 Education Act



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024

SUBMITTED BY: Robin Guild, Board Chair

SUBJECT: Policy 19 - Welcoming, Caring, Respectful, Safe and Healthy Learning and Work Environments

ATTACHMENTS: Policy 19 - Welcoming, Caring, Respectful, Safe and Healthy Learning and Work Environments

RECOMMENDATION:

THAT the Board of Trustees approves the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 19 - Welcoming, Caring, Respectful, Safe and Healthy Learning and Work Environments.

BACKGROUND:

RISK ANALYSIS:



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

The Board is committed to providing a welcoming, caring, respectful, safe, and healthy learning and working environment that respects diversity and fosters a sense of belonging. Each student and staff member within the Division has the right to learn and work in facilities that promote equality of opportunity, dignity, and respect.

The Board is further obligated to protect all students and staff from harassment, discrimination, violence, or threat thereof during the Division's school-related activities. All those involved with the Division, including Trustees, employees, students, parents, volunteers, contractors and visitors, must share in the responsibility for eliminating bullying, discrimination, harassment and violence. The Board prohibits bullying, harassment, discriminatory and violent behaviours and expects allegations of such behaviours to be investigated in a timely and respectful manner.

Inclusion and a sense of belonging for all students and staff – those from diverse backgrounds, those with learning challenges, those who excel academically or on the sports field, those of different colour, race, sexual orientation or beliefs, those who are absolutely “average” – stems from creating an environment that focuses on our right to learn and work, not on the things that make us different.

One key outcome of our vision for the Division is that all students will possess a strong connection to their schools as a welcoming, caring, respectful, safe and healthy learning and work environment focused on their individualized success.

The Comprehensive School Health approach in the Division focuses on three specific tenets: positive social environments, active living, and healthy eating, and acknowledges the causal relationship between the three. The school lunch program is an important component of the services provided to students by the Division to positively impact the reciprocal relationship between health and education outcomes.

1. Positive Social Environment

Students who have a strong sense of self and belonging, and who feel cared for at school, are more likely to achieve greater academic success, have successful and rewarding relationships, and exhibit positive social behaviours and character traits.

2. Active Living

Students who are physically active are more likely to exhibit on-task behavior, academic success, and social inclusion. Engagement in physical activities encourages students to make health-enhancing choices and reduces the risk of obesity.



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

3. Healthy Eating

Nutrition plays a significant role in student growth, developing disease resistance, and physical and mental health. Students who make healthy nutritional choices reduce their risk of obesity and health issues.

Specifically

1. The Board acknowledges its responsibility to ensure welcoming, caring, respectful, safe and healthy learning and working environments for all students. It recognizes the importance of students' emotional, social, intellectual and physical wellness to their success in school and expects students to adhere to the Division Student Code of Conduct and schools' codes of conduct.
2. The Board expects all Trustees, employees, students, parents, volunteers, visitors, and contractors to embrace and support this policy.
3. This policy covers behavior not only at all campuses, but also at any school-related functions. This applies whether contact is face-to-face, by phone, fax, e-mail, Internet or Intranet, or by any other means of communication. Threatening, harassing, intimidating, assaulting or bullying, in any way, any person within the school community including aggressive behaviors such as "cyber" hate messaging and websites created in the student's home, in cyber cafes or other settings by any person within the school community is prohibited.
4. The Board encourages reporting to a responsible adult all incidents of threats, bullying, harassment, violence or intimidation, regardless of the identity of the alleged harasser or offender.
5. The Board supports the establishment of student organizations and student-led activities that promote quality and non-discrimination, including but not limited to gay-straight alliances, queer-straight alliances, diversity clubs, anti-racism clubs and anti-bullying clubs.
6. Safe, Caring and Healthy Environments - The Superintendent shall ensure that all Division schools and workplaces:
 - 6.1. Recognize the importance of staff and students' emotional, social, intellectual, spiritual and physical wellness to their success at school.
 - 6.2. Establish environments that support, ensure and integrate positive social



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

- environments, active living and healthy eating.
- 6.3. Acknowledge that emotional well-being, active living and healthy eating, play significant roles in students' overall health.
 - 6.4. Promote lifestyles that support healthy attitudes toward emotional well-being, positive social environments, active living and healthy eating.
7. Positive Social Environments – The Superintendent will ensure that principals will:
 - 7.1. Actively build relationships within the school and community.
 - 7.2. Support and embed character education programs to support emotional well-being.
 - 7.3. Create learning environments where emotional well-being is role modeled and developed in students.
 - 7.4. Access resources and link with community agencies, partners and support networks to help students develop the skills to be aware of and monitor their emotional well-being.
 - 7.5. Encourage reporting of all incidents of threats, bullying, harassment, violence, intimidation or discrimination to a responsible adult.
 - 7.6. Expect students to adhere to the Division Code of Conduct for students.
 8. Active Living – The Superintendent will ensure that principals will:
 - 8.1. Implement Alberta Education's Daily Physical Activity (DPA) initiative.
 - 8.2. Meet the minimum time allocations for quality Physical Education.
 - 8.3. Implement the philosophical and curricular shift to outcome-based learning experiences that ensure successful, meaningful engagement in physical activity and encourage lifelong fitness.
 - 8.4. Encourage students to engage in physical activity inside and outside of the regular curriculum (e.g. community events, clubs, special events, teams, intramurals, etc.) to support their development as healthy, active learners.
 - 8.5. Have access to all Division resources in support of positive mental health for all students.
 9. Healthy Eating – The Superintendent will ensure that principals will:
 - 9.1. Foster knowledge, skills and attitudes that promote healthy eating by:
 - 9.1.1. Promoting nutrition education and creating an environment of positive food messages.
 - 9.1.2. Establishing a strong connection between nutrition education and foods available at the school.
 - 9.2. Examine school nutrition practices and provide opportunities, support and encouragement for staff and students to eat healthy foods by:



POLICY 19

WELCOMING, CARING, RESPECTFUL, SAFE AND HEALTHY LEARNING AND WORK ENVIRONMENTS

- 9.2.1. Creating an environment where healthy foods are available, affordable and promoted as the best choice.
- 9.2.2. Reviewing options with food suppliers to maximize the nutritional value of the items.
- 9.2.3. Choosing healthy fundraising options.
- 9.2.4. Modeling healthy nutritional practices.
- 9.2.5. Promote the Apple School philosophy within the Division**
- 9.3. The primary reference for the provision, promotion, sale and distribution of food in school shall be the Alberta Nutrition Guidelines for Children and Youth from which schools shall include foods from the “choose most often” and “choose sometimes” categories, and limit foods from the “choose least often” category in accordance with the Canada Food Guide.
- 9.4. The school lunch program shall align with the Alberta Nutrition Guidelines for Children and Youth

Legal Reference: Section 8, 31, 33, 35, 35.1, 36, 37, 41, 51, 52, 53, 222 Education Act
 Alberta Bill of Rights
 Alberta Human Rights Act
 Teaching Profession Act
 Canadian Charter of Rights and Freedoms
 Criminal Code
 Alberta Nutrition Guidelines for Children and Youth
 Canada Food Guide



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: FEBRUARY 23, 2024

SUBMITTED BY: Robin Guild, Board Chair

SUBJECT: Policy 19 Appendix B - Sexual Orientation and Gender Identity

ATTACHMENTS: Policy 19 Appendix B - Sexual Orientation and Gender Identity

RECOMMENDATION:

THAT the Board of Trustees approves the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 19 Appendix B - Sexual Orientation and Gender identity.

BACKGROUND:

RISK ANALYSIS:



POLICY 19 APPENDIX B

SEXUAL ORIENTATION AND GENDER IDENTITY

The Board is committed to establishing and maintaining a safe, inclusive, equitable, and welcoming learning and teaching environment for all members of the school community. This includes those students, staff, and families who identify or are perceived as lesbian, gay, bisexual, transgender, transsexual, intersexual, asexual, two-spirit, queer (LGBTQIA2S+), or questioning their sexual orientation, gender identity, or gender expression. The Board expects all members of this diverse community to be welcomed, respected, accepted and supported in every school.

All members of the school community have the right to learn and work in an environment free of discrimination, prejudice, and harassment. This right is guaranteed under the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, and Education Act. These rights shall be supported and enforced so that all members of the school community may work together in an atmosphere of mutual respect and appreciation for individual differences. The Board will not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person's actual or perceived sexual orientation, gender identity, or gender expression.

The Board believes that all sexual and gender minority students, staff, and families have the right to:

1. Be treated fairly, equitably, and with dignity and respect;
2. Have their confidentiality protected and respected;
3. Self-identification and determination;
4. Freedom of conscience, expression, and association;
5. Be fully included in an inclusive, positive, and respectful manner by all school personnel;
6. Have equitable access to the same supports, services, and protections provided to heterosexual students and families;
7. Have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, prejudice, discrimination, intimidation, bullying, and/or violence; and
8. Have their unique identities, families, cultures, and communities included, valued, and respected within all aspects of the school environment.

The Board is committed to implementing measures that will:

1. Define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of and responsiveness to their harmful effects.
2. Ensure that all such discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through consistently applied policies and procedures.



POLICY 19 APPENDIX B

SEXUAL ORIENTATION AND GENDER IDENTITY

3. Improve understanding of the individual lives of sexual and gender minorities and their families, cultures, and communities.
4. Develop, implement, and evaluate inclusive educational strategies, professional development opportunities, and administrative guidelines to ensure that sexual and gender minorities and their families are welcomed and treated with respect and dignity in all aspects of the school community.

Specifically

1. If one or more students attending a school operated by a board request a staff member employed by the board for support to establish a voluntary student organization or to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, the principal of the school shall:
 - 1.1 Immediately grant permission for the establishment of the student organization or the holding of the activity at the school, and
 - 1.2 Within a reasonable time from the date that the principal receives the request, designate a staff member to serve as the staff liaison to facilitate the establishment, and the ongoing operation, of the student organization or to assist in organizing the activity. The staff contact shall inform the school community about available Division and community supports and resources.
 - 1.3 The principal must ensure that notification of a club or activity is consistent with the usual practices of any club or activity and;
 - 1.3.1 Is limited to the fact of the establishment of the organization holding the activity.
 - 1.3.2 The Board is bound by the *Freedom of Information Protection of Privacy Act* (FOIP).
 - 1.4 Principals are to ensure that they provide support for any student impacted by inappropriate behavior or who engages in inappropriate behavior.
2. The students may select a respectful and inclusive name for the organization or activity, including the name 'gay-straight alliance' or 'queer-straight alliance,' after consulting with the principal.
3. The principal shall immediately inform the Board and the Minister if no staff member is available to serve as a staff liaison referred to in section (1), and if so informed, the Minister shall appoint a responsible adult to work with the requesting students in organizing the activity or to facilitate the establishment, and the ongoing operation, of the student organization at the school.
4. The principal is responsible for ensuring that notification, if any, respecting a voluntary student organization or an activity referred to in section (1) is limited to the fact of the establishment of the organization or the holding of the activity.



POLICY 19 APPENDIX B

SEXUAL ORIENTATION AND GENDER IDENTITY

5. Students and staff who identify as lesbian, gay, bisexual, transgender, queer and/or Questioning, Intersex, Asexual, and Two-Spirit (LGBTQIA2S+) shall be treated fairly, equitably, with respect and have their confidentiality protected.
6. Employees of the Division shall not tolerate harassment, bullying, intimidation, or discrimination on the basis of a person's actual or perceived sexual orientation, gender identity, or gender expression.
7. The Principal shall promote and provide inclusive education, professional development opportunities, and support for staff to support same-gender parented families and students who are LGBTQ.
8. The Principal will ensure the safety, health, and educational needs of students who identify as lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, asexual, two-spirit, and promote best practices, including universal design of washrooms, preferred name and pronouns, the information contained on the student record, and access to locker room facilities, field trips, and extracurricular activities consistent with a student's lived gender identity or gender expression.
9. Students who identify as LGBTQIA2S+ are encouraged to report any incident or victimization, harassment, discrimination, intimidation, or bullying to the Principal/safe contact person.
10. The Principal shall ensure a satisfactory resolution to any conflict that may arise in the process of providing reasonable accommodation and inclusive practices in keeping with the best interests of the student.
11. The Principal shall ensure that all students, staff, and families are aware of this policy and promote equality and non-discrimination with respect to gender, gender identity, gender expression, and/or sexual orientation.
12. Communities will be informed about any legislation changes that will impact students around sexual orientation and gender identity.
13. Policies and Administrative Procedures will be updated as per legislation.

Legal Reference: Section 8, 31, 33, 35, 35.1, 36, 37, 41, 51, 52, 53, 222 Education Act
 Alberta Bill of Rights
 Alberta Human Rights Act
 Canadian Charter of Rights and Freedoms
 Criminal Code
 Bill 24 – An Act to Support Gay-Straight Alliances



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024
SUBMITTED BY: Scott Meunier, Acting Deputy Superintendent
SUBJECT: AERR Planning and Reporting Committee
REFERENCE(S):
ATTACHMENTS: AERR Planning and Reporting Report

INFORMATION ITEM
The AERR Planning and Reporting Committee information has been received and filed.

BACKGROUND:
RISK ANALYSIS:

Overview

The Board of Trustees has asked the administration to demonstrate actions already underway to ensure traditional cultures and languages are visible throughout Northland School Division classrooms and schools.

Status Quo

The [Northland School Division's 2023-2026 Education Plan](#) identifies a division-wide outcome to address this need. Under Priority 2: Excellence in Leadership, Outcome 2 states that Northland School Division “models a welcoming learning and working environment that fosters a sense of belonging and pride for First Nations and Métis...learners.”

The strategies identified to support achieving this outcome include:

- Supporting professional learning for staff on First Nations, Métis and Inuit educational issues to acquire and apply foundational knowledge competencies in the Teaching Quality Standard #5 and Leadership Quality Standard #5.
- Creating intercultural understanding, empathy, and mutual respect for the TRC Commission *Calls to Action* for Education 6-12 and Education for Reconciliation 62-65 by:
 - maintaining a commitment to teaching about Aboriginal people in history, treaties and legacy of residential schools during division-wide professional learning days.
 - developing access to the designated Indigenous language and land-based center for excellence site to educate NSD staff and integrate Indigenous knowledge and teaching methods and to utilize best practices on teaching curriculum and resources on Indigenous ways of knowing.

The following measures are identified in the Board's Education Plan:

- Provincial Alberta Education Assurance Measures (AEAMs):
 - **Citizenship** - the percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.
 - **Access to Supports and Services** - the percentage of teachers, parents and students who agree that students have access to the appropriate supports and services at school. This measure was added as a provincial Education Assurance Measure in 2020-2021
 - **Welcoming Caring Respectful and Safe Learning Environment (Parents)** - percentage of parents who agree that their learning environments are welcoming, caring, respectful and safe
- Local Measures:
 - The percentage of parents and communities who indicate satisfaction with how the system and school leadership support First Nations and Métis students to be successful.

- The number of professional learning opportunities to connect with Elders, Knowledge Keepers and Indigenous educators to support NSD staff with developing and implementing Indigenous content and awareness of educational issues.
- Contextual Measures
 - **First Nations, Métis and Inuit High School Completion rate (3, 4 year)**

Performance to Date

As of February 2023, this is how the Northland School Division has performed relative to the measures and thresholds of acceptable performance outlined in the most recent [Annual Education Results Report](#) and other more recent data collection activities:

Measure	Target	Performance	Measure Evaluation
Citizenship	3% Increase	Increased 1% from 2022-2023	In Progress
Access to Supports and Services	2% Increase	Increased 2% from 2022-2023	Achieved
WCRSLE (Parents)	2% Increase	Increased 3% from 2022-2023	Exceeded
Percent (%) Parent Satisfaction with support First Nations and Métis students to be successful	2% Increase	Not measured in 2022-2023	Not Available.
Number of learning opportunities connecting Elders, Knowledge Keepers and Indigenous educators with NSD staff members	No target identified - Baseline only (new measure for 2022)	Approximately 138 opportunities this year. This translates into approximately 7 (Seven) events at every school in the division this year.	Not Available. Performance establishes a baseline.
Contextual Measures			
Percent (%) FNMI Students completing High School within 3 years of entering Grade 10.	No target identified	Increased 5% from 2021-2022	Notable
Percent (%) FNMI Students completing High School within 4 years.	No target identified	Increased 17% from 2021-2022	Notable

Analysis

Status Quo - Learning Opportunities

Northland schools direct great effort toward meeting this outcome in its current form. When surveyed, Principals identified the following as examples of learning opportunities they have organized in this school year alone with their current set of resources and community connections:

- **Language and Cultural Instruction along with Land-Based teachings:** All students receive Language and Land Based Culture instruction like Fish/Moose Camps where students learn land-based skills from local fishers and hunters.
- **Various Cultural Celebrations:** Participation in events like Orange Shirt Day, Truth and Reconciliation week, and others. Hosting a variety of events throughout the year with cultural and educational themes, such as ice fishing, medicine walks, and cultural days.
- **Elder and Knowledge Keeper Engagement:** Bringing resources, inviting Elders, and Knowledge Keepers to the school. Regular planning with seniors and knowledge keepers for cultural events and engagement and involvement of knowledge keepers at community engagement events and cultural days
- **Seniors Lunches and In-Class Activities:** Connecting learning to Indigenous culture, art, and tradition through lunches and activities.
- **Community Gatherings and Cultural Festival Participation:** The school hosted several community gatherings with good turnout, including chief and council members.
- **Drumming for Ceremonies:** Students participate in drumming for opening ceremonies at community and school gatherings.
- **Monthly Newsletters and Social Media:** Sharing of Indigenous cultures and voices in school newsletters and on Facebook.
- **Aboriginal Recognition Awards:** Nominating students for the Regional Aboriginal Recognition Awards Ceremony.
- **Art and Culture Displays:** Displaying student art and culture throughout the schools.

Principal Recommendations

Principals indicated a wide range of ways the Division may be able to support the achievement of this outcome going forward. This is a summary of recommendations principals made to the administration when asked what

- **Funding for Indigenous Guest Speakers and Workshops:** They suggest that having financial support to bring in guest speakers and conduct cultural workshops throughout the school year would be beneficial.
- **Dedicated Elder or Knowledge Keepers:** Having an elder or knowledge keeper specifically connected to the school is seen as an asset, instead of relying on community organizations to find one. This is a practice that existed prior to the pandemic that might be able to be revitalized. Elders would enable planning for cultural learning opportunities, like artwork, drumming, and herbal remedy walks.
- **Education on Indigenous Perspectives:** Staff are encouraged to learn about the history of Indigenous Peoples from their perspective, including the reasons behind Treaties and the Indian Act.
- **Improved Communication with Local Nation/Settlement Councils:** There is a need for better communication with the Nations and Councils, suggesting that a liaison between the school and the Nation would be beneficial.
- **Establishment/Repair of Practical Facilities for Cultural Activities**
- **Continuation of Community Engagement Programs:** They value outside partnerships, like the one with Grant MacEwan, for bringing in funds and enabling bigger projects.
- **Cree Language and Land-Based Learning Leader:** The respondents call for a leader to help integrate curriculum outcomes with land-based learning, including more community contacts and division-planned activities. The spirit of this recommendation seems to suggest there be at least one person in each school who might do this.

Next Steps

On November 17th, the Board of Trustees organized an Ad Hoc committee to support the development of the 2024-2027 Education Plan. The following is recommended with respect to the work of that committee:

- Membership for the committee should be decided, and the committee should meet as soon as possible to review the information in this report as well as any information forthcoming from the ongoing community engagements.
- The committee should invite any participants it would like to include in the information review.
 - Acting Superintendent Johnson and Acting Deputy Superintendent Meunier can be available to provide information and facilitate the discussions of the committee as necessary.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024
SUBMITTED BY: Johan Glaudemans, Secretary-Treasurer
SUBJECT: Bus Replacement Plan 2024
REFERENCE(S):
ATTACHMENTS:

INFORMATION ITEM
 The Bus Replacement Plan for 2023-2024 has been received as information and filed.

BACKGROUND:

Transportation is a crucial driver in attendance and, ultimately, a supporter of student success. The Division operates a fleet of 54 buses with an average age of 8 years (model year 2016). This includes both active (37) and required spare (17) buses.

The annual purchase of 4 buses is planned as a sustainable way to refresh the fleet using existing capital reserves (opening balance \$9.6M), which are being replenished each year.

This year, the recommended purchase of 4 buses will reduce the fleet’s average age by 1.3 years, as models from 2002 - 2009 will be replaced.

To execute the purchase, requirements are developed, and a public tender process is used. Proponent responses are ranked by an appropriate division team based on objective criteria determined in advance. The ranking categories include specific qualitative criteria as well as price, service and delivery.

Due to the anticipated value of the contract, the actual tender award recommendation will be coming to the Board for approval.

The Division is open to either gasoline or diesel-fueled buses, depending on the location and the route.

RISK ANALYSIS:

The plan is low risk as a public tender process is used, the ranking is based on objective criteria and a point-based system and the recommended award is brought to the Board for approval.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024

SUBMITTED BY: Cal Johnson, Acting Superintendent of Schools

SUBJECT: Locally Developed Courses

REFERENCE(S):

ATTACHMENTS: Locally Developed Courses 2023-2024

RECOMMENDATION

THAT the Board of Trustees authorize the Administration to proceed with acquiring the following locally developed courses, as attached.

BACKGROUND:

School authorities may approve, develop or acquire locally developed courses for Kindergarten through to Grade 12 students.

Locally developed courses can help:

- accommodate the needs and interests of students
- encourage and support innovative learning and teaching practices
- address unique community priorities
- engage students at risk of leaving school early
- promote successful transition to further education by exposing students to advanced subject matter and learning environments.

RISK ANALYSIS:

NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

Course Name	Version	Course Code
Literary Creation	3 credits	LDC 1778
Holocaust Studies	3 credits	LDC 1787
Building Communities of Hope	3 credits	LDC 1078
Autobody Repair	5 credits	LDC 1869
Oil and Exploration	3 credits	LDC 1016
Yoga	3 credits	LDC 1449
Yoga	5 credits	LDC 1449
Yoga Fitness	3 credits	LDC 1909
Yoga Fitness	5 credits	LDC 1909
Classic Mythology	3 credits	LDC 1208
Sign Language	5 credits	LDC 1289
Developing Personal Integrity	5 credits	LDC 1795
Academic Achievement through English Language Development	3 credits	LDC 1149
Academic Achievement through English Language Development	5 credits	LDC 1149
Mythbuster Methods	3 credits	LDC 2295
Fire and Rescue Services	3 credits	LDC 1004



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024
SUBMITTED BY: Cal Johnson, Acting Superintendent of Schools
SUBJECT: Dr. Mary Jackson School
REFERENCE(S):
ATTACHMENTS: Parental Letter

INFORMATION ITEM
The Dr. Mary Jackson School Report has been received and filed as information.

BACKGROUND:
On January 11, 2024, NSD received a letter from a parent regarding the possibility of re-opening the Dr. Mary Jackson School. There are approximately 10 children right now in the community of Keg River under the age of 6, with the possibility of additional families moving into the area in the near future. They understand that their child(ren) can attend the Paddle Prairie School however, it would be a long bus ride for the children.

At the May 24, 2018, Regular Board meeting, the Board of Trustees approved the closure of the K-12 instructional program at Dr. Mary Jackson School, effective August 31, 2018, due to the declining enrollment and the cost of running an effective education program.

RISK ANALYSIS:

----- Forwarded message -----

From: **Rebecca Wolfe** <[REDACTED]>
Date: Thu, Jan 11, 2024 at 1:58 PM
Subject: Dr Mary Jackson School
To: <Curtis.Walty@nsd61.ca>

My name is Rebecca Zacharias and I'm reaching out to you regarding education for the children in the Keg River/Carcajou area.

We moved from La Crete to Keg River last fall. We have 2 children, and our oldest will be in kindergarten next year. There are several other families that have moved to the area in the last couple of years with young children as well. I believe there are around 10 children in total right now, most of which are under the age of 6. I also know of several more families that are looking into settling in Keg River, but one big obstacle for families with young children is the lack of a school.

I understand that the Dr Mary Jackson school closed a couple of years ago because there weren't enough students to keep it running. We and the other families in the area have wondered if there is any possibility that the school could reopen at some point in the future? What would be the requirements for reopening it?

Education is so important, and the need for a school in the Keg River/Carcajou area will only increase in the coming years. Another thing to consider is that with the possibility of a bridge being built in Tompkins to replace the ferry, there's sure to be an influx of new residents in the area, from La Crete especially. Opening the school would also be another incentive for more people to consider settling here.

Please consider looking into the future for at least the next generation who will be here. I understand that there is a school in Paddle Prairie that is available but the bus ride from our area is long. If there aren't enough older students now, even having grades kindergarten to grade 6 in the Keg River school could be a solution.

It seems like such a waste to let the school sit empty when it could be used.

Thank you for your time.
Rebecca Zacharias



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** FEBRUARY 23, 2024
SUBMITTED BY: Cal Johnson, Acting Superintendent of Schools
SUBJECT: Career Pathways Relocation
REFERENCE(S):
ATTACHMENTS:

RECOMMENDATION:
THAT the Board of Trustees authorizes the administration to proceed with relocating Career Pathways, as presented.

BACKGROUND:

On February 14, 2024, Acting Superintendent Johnson was notified that the MD of Opportunity No. 17 plans to relocate the building that Career Pathways is currently renting.

The administration has contacted Northern Lakes College regarding relocating Career Pathways to their site. The Division is currently renting space from the College, and there is ample space to house Career Pathways.

Once confirmed, the plan is to relocate the Career Pathways over the spring break.

RISK ANALYSIS:



BOARD CHAIR HIGHLIGHTS

February 23, 2024

Corporate Board Expense Summary as of January 31, 2024

EXPENSES	BUDGET	YTD
Trustee Remuneration		67,244.25
Trustee Benefits		16,504.41
In Service Board of Trustees - PD		7,875.00
Legal Fees		
Professional Services		19,335.50
Advertising		506.21
Awards/Bursaries		76.20
Membership Fees (ASBA/PSBAA)		11,493.00
Office Supplies		1,145.93
Printing & Binding		
Postage		
Travel and Subsistence		53,458.51
Ward 1		7,521.99
Ward 2		10,559.87
Ward 3		4,020.35
Ward 4		6,800.10
Ward 5		5,724.04
Ward 6		4,932.35
Ward 7		3,432.82
Ward 8		2,915.64
Ward 9		3,503.37
Liability Insurance		
Telephone		
Awards		
Repairs & Maintenance		2,091.45
Visa Purchases/Other		4,483.77
Elections		
TOTAL		184,214.23

PUBLIC SCHOOL BOARDS' COUNCIL MEETING SUMMARY FEBRUARY 2024

Date: February 8-9, 2024
From: Troy Tait, Executive Director and CEO
To: PSBC Representatives, Alternates, Board Chairs
Copy: Board of Directors, Superintendents

Re: February 8, 2024 Professional Development and Public School Boards' Council Meeting

We are pleased to offer the following summary from the February 8-9, 2024 Professional Learning and the Council Meeting.

Professional Development February 8, 2024

Our Thursday Professional Development Day included the following presenters:

1. Sandra Relling (President) and Lorraine Champagne (Secretary/Treasurer) Sixties Scoop Indigenous Society of Alberta
Topic: ***"Strengthening Relationships with Indigenous Communities"***
 - Sandra spoke on being taken as a young child from her family and placed in foster care and with white families across Canada.
 - The impact of the Indian Act on Indigenous communities.
 - More than 130,000 children were taken from their families. Those numbers were quite likely higher than reported.
 - The government gave survivors of the 60's scoop \$25,000 as compensation for their trauma of the scoop.
 - AIM program of Saskatchewan (no documents or paper trail to find the children once taken over by the system)
 - Sandra spoke about the struggle of rebuilding relationships with her siblings as an "outsider." She is still considered a stranger to her family to this day.
 - Loss of identity is a big issue. "Where do I belong?" "Who am I?"
 - The Premiers of Alberta and Saskatchewan issued apologies but since then, not much has been done in steps towards reconciliation and funding.
 - It takes one person to make a change; collectively, we can all make a difference.

2. Allison Purcell (Board Chair), Jesse Sadlowski (Director of Technology Learning and Innovation) Koji Nagahama (Esports Coordinator) and Bradley Pike with Lethbridge School Division.

Topic: ***“Integrating Competitive Esports into Schools: A Strategic Approach”***

- encourage the next generation to cultivate respect and acquire communication skills, and also as a means of safeguarding our children.
- E-Sports Mission: Fostering a culture of healthy living, our mission is to actively involve students in STEM participation while cultivating teamwork, social connections, and critical thinking skills. We achieve this through the establishment of an inclusive and innovative community centered around competitive gaming.
- How do you measure program success? Student engagement– Are students maintaining or exceeding grades at school and showing great attendance? Student demand – Are more students asking for the opportunity to be on the current team? Community feedback – Are parents engaged or excited about this opportunity for their children and other students? Has the community started showing some support for Esports in K-12 education?
- Schools possess the capability to develop their own middle school CTS (Career and Technology Studies) courses, and numerous institutions throughout the province have initiated the inclusion of esports as an elective with an emphasis on promoting healthy living.
- Because of funding issues, the schools are now booking computer labs to outside organizations in the evening as a way to gain extra funding.
- Certain restrictions are being put in place for games. Highly supervised with parent involvement. Example: shooter games for ages 17+
- Students learn time management and life skills with the esports coaches. Esports has physical components when it comes to training.
- Esports creates a sense of community both in person and online for students across the province.
- There are post-secondary opportunities for athletes to continue gaming as well as scholarships for students.

3. Joni Avram and Pam Boytinck (PSBAA Consultants)

Topic: ***“Social Programs in Schools: Managing Risks and Opportunities from a Governance Perspective”***

- Trustees and school boards have a duty to ensure the efficacy of programs designed to improve social outcomes in schools. However, research suggests such programs typically do not work and can even do harm. Students are more likely to be bullied in schools with anti-bullying programs. DEI programs can amplify and activate biases. Despite more prevalent Pride campaigns, support for LGBTQ+ issues are in decline.
- Using positive reinforcement and feeling supported is more effective than showing the negative effects of what we don’t want to do.
- What is cause and effect? What leads to better outcomes?
- Answering the question: What drives the need for program efficacy? How do you know? Boards broke out into groups to discuss these questions.

4. Cam McKeage (Superintendent) and Holli Smith (Board Chair) with Prairie Land Public School Division

Topic: ***“Transformative Governance: A Roadmap to Redefining Our School Board”***

- While evaluating the Superintendent and reflecting on the SLQS, Trustees recognized the need for governance and leadership standards to measure their own efficacy.
 - The key points for Board Leadership Quality Standard include Ensuring Effective Governance, School Authority Operations and Resources, Visionary Leadership, Building Effective Relationships, Modelling Commitment to Professional Learning, and Ensuring First Nation, Metis and Inuit Education for All Students.
 - Board Governance & Operations Manual was created as a result of the reduction of the Board Policy Framework, this manual outlines the roles and responsibilities of a Prairie Land Public Trustee.
 - Board Orientation Manual outlines the protocol regarding the roles and responsibilities of trustees as they represent their individual wards and the board collective within the Prairie Land Public School Division.
5. Guest Speaker Graham Thompson (Independent Commentator) joined us as our dinner speaker. His topic for the evening was ***“Looking Ahead by Glancing in the Rearview Mirror: What We can Expect from Alberta Politics in 2024”***

Graham presented to the group his thoughts on the current political climate in Alberta and what he predicts will happen in 2024. Members asked for his opinion on some hot topic regulations the UCP government has recently implemented and what he believes could happen in the upcoming election for the NDP Party.

PSBC Meeting February 9, 2024

Board of Directors Reports

All Board of Directors provided written and verbal reports.

Executive Director and CEO’s Report

The Executive Director and CEO provided a written and a verbal report.

Environmental Scan / Board Sharing

An environmental scan was presented by each attending Board representative. Each Board was requested to share on the following:

What are the greatest challenges your school division is currently facing? What are some possible solutions and what strategies are you using or developing to address these challenges?

Blended vs In Person PSBC Meetings

Blended meetings will continue for PSBC Meetings to enable those that are not able to attend physically (for whatever reason).

Diploma Exams

After a thorough discussion, it was determined that our position will be to support the diploma exams but request a complete review and the percentage of the exams should be 30% of the final mark. Some flexibility must be built in for trusting those administering the exams, such as the weather, local occurrences that would affect individuals, and personal situations.

Call to Action

1. Professional Development Modules – Please utilize as needed.
2. Submit your special recognition award nominations by March 31, 2024.
3. Submit the survey for the Recruitment and Retention of Teachers and Professional Staff in Rural and Northern Alberta by February 16, 2024.
4. With your board, complete the greatest challenges survey (*from the Environmental Scan*) and bring it back to the PSBC meeting in April for further discussion. (***see attached***)
5. Spend time with your family and friends.

The next PSBC meeting will be held April 11-12, 2024.

Online Evaluation

The Board of Directors invites your feedback about the February 2024 PSBC meeting. Your comments, suggestions and insights inform the Association’s professional development planning and programs and meeting format. If you haven’t already done so, please provide your feedback by clicking on the following link:

February Professional Development and PSBC Meeting Survey:

Web Link: <https://www.surveymonkey.com/r/SLMLNJJ>

or scan the QR Code:



As always, if you have any questions about the February 2024 meeting summary or the PSBC Meeting, please feel free to contact me at 780.479.8080 or by email at executivedirector@public-schools.ab.ca. (*I will be away from February 15 to February 27*)

I hope you all have a wonderful day!

Troy Tait

Executive Director and CEO

Acting Superintendent's Highlights

February 23, 2023

New Mistassiniy School Update



The eagerly awaited sound of students engaging in academic and extracurricular activities at the new Mistassiniy School is now a reality!

Northland School Division (NSD) has reached a pivotal stage in constructing the new state-of-the-art learning facility. The transfer of items from the old Mistassiniy School concluded in late January. The first day for students and staff in the new Mistassiniy School was Thursday, February 1, 2024.



The Government of Alberta approved the construction of a new Mistassiniy School in its 2020 Budget with an investment of more than \$31.4 million. While substantial completion has been achieved and the facility is ready for students to move in, minor finishing work will be ongoing. This includes completing touch-ups to millwork, lockers, doors and paint. Minimal disruption to students' learning experience is expected.



The new Mistassiniy School features an array of facilities, including a culinary arts kitchen, stations for mechanics and carpentry, and other Career and Technology Studies courses. Its design features a circular front entrance and a gymnasium with bleachers, welcoming community spectators.



Following the opening of the new school, the old school is scheduled for demolition in summer 2024. Improvements to the outdoor areas will follow this.

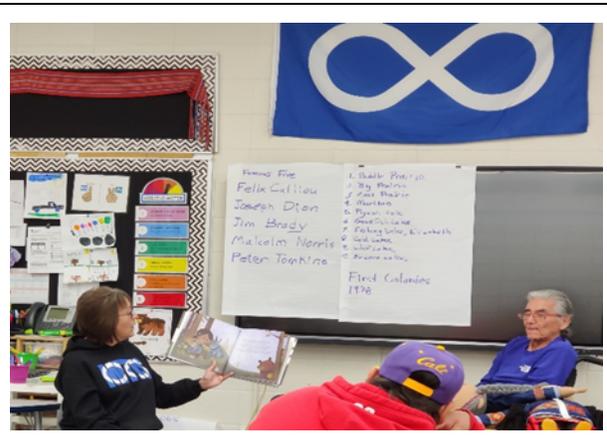
During these changes, access and parking will be temporarily rerouted.

NSD is in the process of finalizing a date for the grand opening celebration of the new Mistassiniy School. An official announcement will be made as soon as the date is confirmed.

First Nations, Métis and Inuit (FNMI) Report

Since September 2023, NSD has continued to develop partnerships with Alberta Education, the University of Alberta, Blue Quills University and local land-based contractors to strengthen Nêhiyawêwin, Dene and Michif culture and language programs.

During community events, such as literacy night, school principals have invited the FNMI Director to support their language teachers in strengthening their Cree, Dene and Michif Language and Culture programs. Using the Indigenous Literature collection, local school staff used instructional strategies to engage their communities. Students, staff, parents, grandparents, guardians, Elders and Knowledge Keepers supported the event by sharing their historical stories and cultural connections.





In support of optimal learning opportunities on the land, *Traditional Learning Inc.*, Justin Bourque provided a land-based contextual learning for immersion cultural camp. High School students were taught their culture, practices and beliefs using traditional knowledge and skills on how to survive on the land. They were also given learning opportunities connecting culture and language as a science subject and bilingual teaching skills in English on trapping and hunting. They spent an evening to experience ecological knowledge. Seasonal survival is an essential aspect of maintaining ways of living on the land.



NSD teachers understand how important culture and language are for preserving Indigenous ways of knowing, being and doing. Many students and staff believe that is who they are and where they come from. Language is a gift from the Creator, and those who maintain it need parents, grandparents, families and the community to recognize how we all have to work together to preserve it. Respect for identity is also tied to cultural practices of sacred teachings, values and beliefs. These practices are also being revitalized to prevent the loss of language and cultural practices.

As an integral part of our division's professional development, teachers and instructors are involved in sharing communities of practices. Each community member speaks volumes about the importance of reclaiming their culture and language, which was taken from them during

residential school. They are moving to revitalize and strengthen their local languages. Local history, cultural understandings and practices reflect ancestors and relationships – wahkohtowin. Empowering students means modelling our culture and language within the community context. The Elders and Knowledge Keepers have to help this transmission process. It is critically important to maintain local connections and support mentoring with one another. This will make NSD a leader in culture, languages and land-based learning.



World Read Aloud Day - February 7, 2024

On February 7, 2024, it was World Read Aloud Day. It was established by LitWorld in 2010 to raise awareness of literacy. There were multiple readers who were scheduled throughout the day to read short stories and poems.

A huge thank you to the Pedagogical Supervisors who organized the successful event!



Mistassiniy Open House and Battle of the Bands

On February 8, 2024, students and staff held an open house at the new Mistassiniy School, which featured 15 bands. Students from Mistassiniy and Bill Woodward Schools participated by creating bands and playing in the Jr. High and Sr. High Band classes.

The award winners of the day for the Jr. High Class were:

- No Mondays- Jr. High Class Winners
- The Bean Stalks- Rockin the Free World Award
- Four Black Peas- Rising Star Award

Sr. High Class winners were:

- The Gooners- Sr. High Band Class Winners
- Pleebis- Rocking the Free World Award Winners
- The Waddles- Rising Star Award Winners.



The "Waldo Poblano" band from Edmonton performed and judged the bands for the day. Thank you to everyone who organized, participated in, and helped with the Battle of the Bands.

The Northland Music Program looks forward to having a spring performance tour in Alberta and, hopefully, a second annual Battle of The Bands in 2025. They will also have week-long music programs at Grouard School, Career Pathways School, and Bill Woodward School.

Winter Land-Based Learning Camp in Anzac

Students from Father R. Perin, Anzac and Bill Woodward Schools participated in a winter land-based learning camp with the assistance of Justin Bourque, owner of Traditional Teachings Inc.

Students learnt about the history of the fur trade era and some survival skills. Students watched and helped with an animal skinning demonstration. They worked through their own survival scenario; they had to use the knots they learned to tie their shelter frame and build their cooking tripod. In addition, students had to start a fire with emergency supplies with no matches and had to cook their food and sterilize their equipment.

Students worked great together and had a great learning experience at camp.



News Articles Featuring the Northland School Division

- February 6, 2024: Town and Country This Week (Athabasca Advocate) - Calling Lake School to host new adult support centre

Calling Lake School to host new adult support centre

BY LEXI FREEHILL
Athabasca Advocate Staff

ATHABASCA – Residents in the Calling Lake area will soon have access to a new resource and support centre in the community, thanks to two teachers with Northland School Division (NSD) and the backing of the others in the community.

Calling Lake School teachers Sandra Houle and Skye Ell have joined forces to fill a service gap in their community with an adult support centre hosted at the school starting Feb. 8.

Ell, originally from Leduc, is in her third year of living and working in the community. She said Houle, a Cree resident of the area and Grade 6 teacher, has been an advocate for a new resource hub in Calling Lake.

“She had talked quite a bit about the need for an adult support centre, especially since former centres that focused on adult education have closed down in the community,” said Ell in a Feb. 1 interview.

The support centre will provide assistance with resume and cover letter writing, filing paperwork for social supports, and even for applications for college or university and funding for furthering

education. Users will have access to internet connections and services like printing and online banking, snacks, and a child-minding area — an idea Ell credits school principal Stephan Marsh with.

“We thought that’s brilliant, because it ensures that the parents can focus on what they’re needing to do and they won’t need to worry,” said Ell.

NSD expressed its support for the initiative via an emailed statement to The Advocate. “This centre is all about helping adults in the community learn important skills like writing resumes and using computers. It’s not just a school; it’s a place where everyone can come to learn and grow.”

Pilot project

And according to Ell, the project has received external support as well. “I actually talked to a couple of the Bigstone Health managers and staff there,” she said. “They had all mentioned that this would be a really great thing for the community, and it would enable people to better access a lot of the resources that are out there, but they’re not always the easiest to obtain.”

“It’s essentially like a pilot project,” said Ell. The first session will take place

Feb. 8, from 7 p.m. to 9 p.m., and the second session is scheduled for Feb. 22. “We haven’t hosted anything like this before out of the school, so there are some of those unknowns.”

“We’ll definitely be on the lookout for any feedback so that we can improve the centre, and maybe there are things that we haven’t even thought of — I’m sure there are. But it’s a little bit of a learning process for us as well,” she added.

She said the pair would like to see the centre run weekly after its initial launch in February. “Myself and Sandra both reside here in Calling Lake, Sandra’s been here for many years and she is very close with the community here. I don’t see why, especially if we get a lot of people coming to use the centre, why we wouldn’t continue it on a regular basis.”

Both Houle and Ell have voiced concerns about stigma around the centre and its services, and how pre-conceived notions may limit engagement with the resource, but Ell said they hope their community connections will ease any hesitation.

And the school seemed like the best location to help do exactly that and more, said Ell. “The first year I was here, we were still in the middle of COVID and that really has impacted the ability

for the school to be a part of the community,” she said. “We’re all really hopeful that people feel comfortable and can start seeing the school as a centre for the community again through this project.”

For Ell, the centre is more than a pet project: she began studying for her Masters at the University of Calgary in July 2023, and when she received her instructions for the year, she knew it was time to put rubber to road.

“This year’s topic was decolonization and reconciliation, and using critical service learning to help make that a reality in the communities where we live,” she said. “I immediately thought of the conversation Sandra and I had had. I reached out to her and was lucky enough that she wanted to partner with me on this.”

The initiative also hits on national calls for meaningful change made in 2015. “This centre is very important because it supports specific calls to action from the Truth and Reconciliation Commission,” read NSD’s statement.

“It means we are helping to make things better by teaching skills that help everyone. We want everyone to have the same chances to learn and be successful.”

lfreehill@greatwest.ca

Babies of 2023

Make sure you’re one of the proud parents or grandparents to show off the newest member of your family!

This special full color photo section will run in the February 20th.



Contact your local sales rep for more information.

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OFFICE HOURS:
Monday to Friday
8:30 a.m. - 4:30 p.m.
(Open through lunch from 12 p.m. - 1 p.m.)

BUDGET OPEN HOUSE INVITATION

Council of the Town of Athabasca invite you to attend their Budget Open House on Tuesday, February 13th, 2024, at 7:00 p.m. at the Athabasca Regional Multiplex in the Rec Room.

The Open House is an opportunity for residents and business owners to hear Council’s plans for the 2024 Operational and Capital Budgets. This open house will provide information on the challenges and opportunities that are being faced with this year’s budgets. It will provide an opportunity to ask questions and provide input to Council.

Some of the Capital projects that are expected to take place this year include reconstructing a portion of the Industrial Park Road, repair of a dip on 54th Street, re-shingling of the Alice B. Donahue Library, and contributions to the Athabasca Regional Multiplex capital projects.

We encourage everyone to attend and look forward to seeing you there.

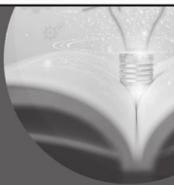
Alice B. Donahue Library and Archives

Participate In The Future of our Library & Archives

SEEKING BOARD MEMBER

After a very productive 2023, the board is seeking Athabasca Area residents who wish to grow the library into the future.

Apply/ Information Nadiner
Chair@athabascalibrary.ab.ca/780-213-0007



*** TOWN COUNCIL MEETINGS ***

FEBRUARY
6
6:00 P.M.
Regular Council Meeting

FEBRUARY
20
6:00 P.M.
Regular Council Meeting

Check out The Town & Country

Classifieds



Associate Superintendents Report February 23, 2024

Staff Recognition - “Awesomeness Awards”

In November 2023, the administration heard from the ATA local executive’s Attraction and Retention committee that regular staff recognition would be a positive addition to the Division’s communication activities. In response to this message, Associate Superintendent Veitch and the Human Resources Department have designed a mechanism for staff members to nominate those who, in their view, have been seen going above and beyond the call of duty. Informally referred to as the “Awesomeness Awards,” Associate Superintendent Veitch receives the information and rationale for those identified as “Awesome” and prepares both public and private commendation communications for the individuals identified.

This month, the recipients of these commendations include:

- Rachel Cripps - Online School -Teacher
- Skye Ell - Calling Lake/Online School - Teacher
- Sandra Houle - Calling Lake School - Teacher
- Faye Cardinal - Mistassiniy School- Family/Community Liaison
- Holly Beaver - Mistassiniy School - Educational Assistant
- Tonancy Godoy-Ordonez - Mistassiniy School - Educational Assistant
- Hassana Moallem - St. Theresa School - Educational Assistant
- Shelley Brooks - St. Theresa School - Teacher
- Sarah Larai - Anzac School - Educational Assistant
- Kaylyn Jackson -Hillview School - Teacher
- Nicole Patenaude - Hillview School - Caretaker
- Keo Stamos - Divisional Office - System Analyst
- Wally Rogers - Divisional Office - IT Manager
- Robert Simpson - Divisional Office - Computer Technician
- Julia Bergen - Divisional Office - Computer Technician
- Blake Wyngaards - Divisional Office - Computer Technician
- Aggie France - Divisional Office - HR & Payroll Manager

Professional Learning to Support Ongoing Achievements in High School Completion

During the first two Division-wide professional learning days of 2024, Associate Superintendent Owens has built upon the work undertaken this year to build the capacity of Northland School Division’s Grade 9-12 teachers in offering an ever-widening array of engaging courses through the addition of Locally Developed Course options and Career and Technology Studies options.



Associate Superintendents Report February 23, 2024

Beginning on January 29th and continuing on February 12th, Associate Superintendent Owens led teaching staff through the following learning opportunities:

- Exploration of Locally Developed Courses and CTS
 - New LDC courses to be used
 - CTS day opportunities
 - Half/Full Semester options are being developed
 - Breakout groups to start looking at the curriculum and designing new course ideas
 - Approval for more LDC courses
 - There are over 500 to choose from
 - Once developed, these courses and CTS Day projects can be added to the Hapara collection
 - Land-based Learning Opportunities
 - Fine Arts (theatre, guitar)
 - Workplace and financial skills

Through the remainder of the year, Associate Superintendent Owens will continue to support these teaching staff members between learning days to create engaging experiences that support Northland students to earn their high school diplomas and remain engaged in a wide array of learning in post-secondary options.

March 13 and 14 Division-Wide Professional Development Days

The administration has sought feedback from staff members across the division and has planned Division-Wide professional development with a broad focus on sharing Restorative Practices and Staff Wellness. To ensure staff members can enjoy in-person professional learning without traveling great distances, sessions will be distributed across three locations acting as host hubs. The three host communities will be:

- **Grouard School:** hosting Hillview, Gift Lake, Bishop Routhier and Susa Creek
- **Mistassiniy School:** hosting St Theresa, Career Pathways, Pelican Mountain, Chipewyan Lake, Calling Lake, Paddle Prairie, and the Northland Online School.
- **Bill Woodward School:** hosting Anzac Community School, Father R. Perin, Conklin, Elizabeth, and J.F. Dion
- **Edmonton:** Trustee Workshop

While some details of the sessions are still in development, the following represents the primary focus for each day:



Associate Superintendents Report February 23, 2024

- **Wednesday, March 13**
 - Across all locations, all audiences:
 - Scott Meunier, Mark Owens and Restorative Practice expert Caroline Gosling will each be in one of the locations to lead the sessions in person.
 - The session will introduce all interactive activities/conversations surrounding proactive communication and getting to know each other in smaller groups.
- **Thursday, March 14 (half day and travel home in the afternoon)**
 - All Locations - Teaching Staff and EAs
 - "Try it" CTS style sessions: staff can choose the activity that they are interested in. Some ideas for "classes" for staff to take (we may come up with some different/alternative suggestions in our planning committee:
 - self-defence
 - exercise class
 - facials and nails
 - team building
 - Mindfulness at home and in the classroom
 - How to cultivate Mental strength and grit in the classroom
 - Picture scavenger hunt in teams
 - Yoga for beginners
 - Traditional Learning
 - Storytelling
 - Beading (coding)
 - Cooking
 - All Locations - Non-Teaching Staff Members
 - Non-teaching department managers are currently planning learning opportunities that support their specific areas of work.



Student Services Department Report

February 23, 2024

Overview

The Student Services Department plan was developed last year to align the department's work with the outcomes of the Northland School Division Education Plan. To implement the student services plan, the department has built upon a strong student-centred support model to implement a range of training and communication tools for staff members responsible for timely and effective responses to student needs as they emerge.

Division Priority 1:

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

Department Outcome	Strategies	Performance
By June 2023, NSD staff members will have the knowledge, skills and values necessary to support all students in achieving or exceeding literacy and numeracy standards.	Building out an integrated "Students Who Struggle" Community of Practice. Offering multiple professional learning options throughout the school year. These may include: <ul style="list-style-type: none"> ● Online and in-person sessions ● Book studies on key topics 	Achieved

Performance Detail:

Training Sessions for Staff Members

Last year, the Students Services Department surveyed NSD staff members to learn about what kinds of support they wanted. To support the achievement of this outcome, the department has arranged voluntary training events serving principals, teachers and educational assistants across the division. In addition, the department has developed a Hapara workspace, allowing staff members to access training on-demand

- Live sessions available to date (February 1, 2024): 35
- Example Topics:
 - Creating and Editing IPPs
 - Strengths, Interests, Competencies & Learning
 - How to Use Student Assessment Data
 - Classroom Accommodations and Resources
 - How to Use Assistive Technology



Student Services Department Report February 23, 2024

- FASD
- Autism
- Zones of Regulation
- Two Book Studies have been offered; Collective Efficacy and Daring Greatly

Measures:

- Number of Training sessions made available to staff members.
- *Alberta Education Assurance Measures* Survey Results for Welcoming, Caring, Respectful and Safe Learning Environments and Access to Supports and Services.

Common Professional Learning - Educational Assistants

- During the division-wide Professional Learning Days, Student Services has been facilitating a community of practice to help staff members understand students who are struggling in a range of areas.
- Example Topics explored by this community of practice include:
 - Behavior management Nero diverse brain
 - How best to support students who have Fetal Alcohol Spectrum Disorder
 - Autism
 - Also worked with Parabytes online Educational assistant training

Division Priority 2:

Through excellent leadership practices, everyone feels welcome and valued.

Department Outcome	Strategies	Performance
By June 2024, the student services department will arrange student supports to ensure the most timely, balanced responses to student needs and interests across the entire division.	Supporting all schools to provide Level 1 and sometimes Level 2 supports. Collaborating with other division-wide resources for student learning support.	Achieved



Student Services Department Report February 23, 2024

Performance Detail:

- Currently, the Division has three Mental Health Therapists. The focus of the Mental Health Capacity-Building grant is capacity building. A focus on Eye Movement Desensitization and Reprocessing. The Family Wellness Workers main focus has been on Level 1 and Level 2 supports.
- To ensure excellent professional capacity is developed in alignment with the departmental plan, the Mental Health Staff (Mental Health Therapists and Family Wellness Workers) meet as a Community of Practice focused on Clinical Leadership during division common professional learning days.
- Mental Health Staff completed ASIST Training.

Measures:

- Balanced Caseloads
- Staff capacity increased
- *OurSchool* Survey Results in Social Emotional Outcomes

Division Priority 3:

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

Department Outcome	Strategies	Performance
By June 2024, the Student Services department will grow principal capacity to ensure timely, balanced responses to student needs across the division.	<ul style="list-style-type: none"> • Grow principal capacity for Log Entry system • Student services request management system (School Dude for non-emergent support requests). • Establishing guidelines about emergent (phone call) and non emergent (school dude) contacts • Student information sharing <ul style="list-style-type: none"> ○ Log entries ○ Behavior tracking ○ Student Docushare 	Achieved

Performance Detail:

- The primary focus has been working with school staff with Docushare and PASI, to ensure the students' files are accessible to teachers, as well as new schools when they may leave Northland.



Student Services Department Report

February 23, 2024

- During Teacher convention week 2024 Student Services is working with School Secretaries on setting up DocuShare, Naming conventions as well as PASI.

Other Updates:

Student Services have contracted 2 new Provisional Psychologists; this year, we currently have three psychologists in the schools providing support. During the 2023-2024 school year, the department has also been able to contract a service provider to travel to the schools and provide Physical Therapy support. The department is also excited that Dr Lyn Sonnenberg will be working in our schools starting this spring. Dr Sonnenberg is a Neurodevelopmental Pediatrician, who had been the lead at the IPAS Clinic Glenrose. Dr Sonnenberg's knowledge of Autism will be a great asset to our schools.



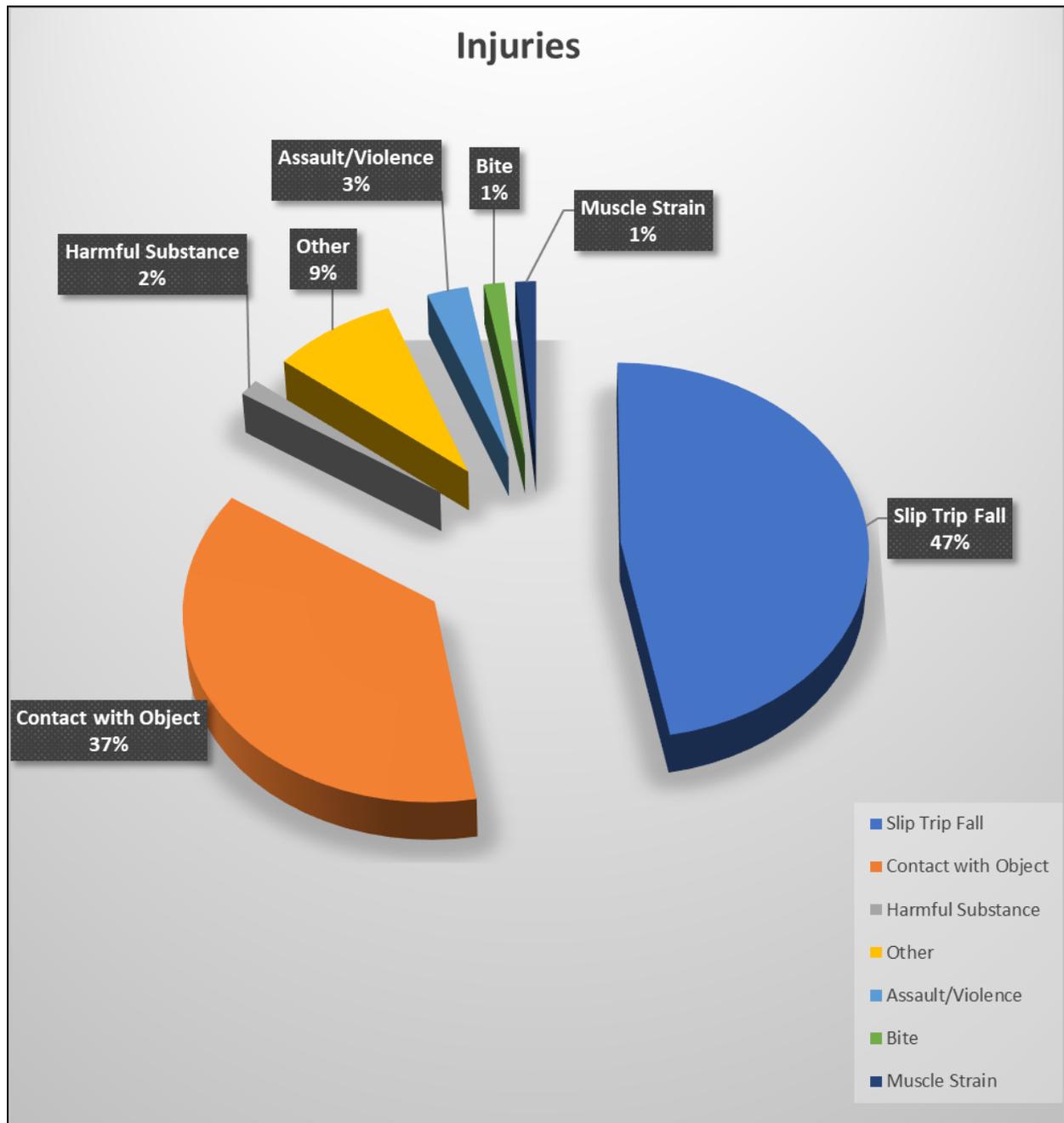
Occupational Health & Safety Report

February 23, 2024

Wild Fires: Planning has begun for the spring/summer wildfire season. OHS will work with the Executive Team as well as principals of schools to ensure plans are in place to deal with emergencies.

Student Injuries: 83 Injuries for the period of January 14, 2024 to February 14, 2024

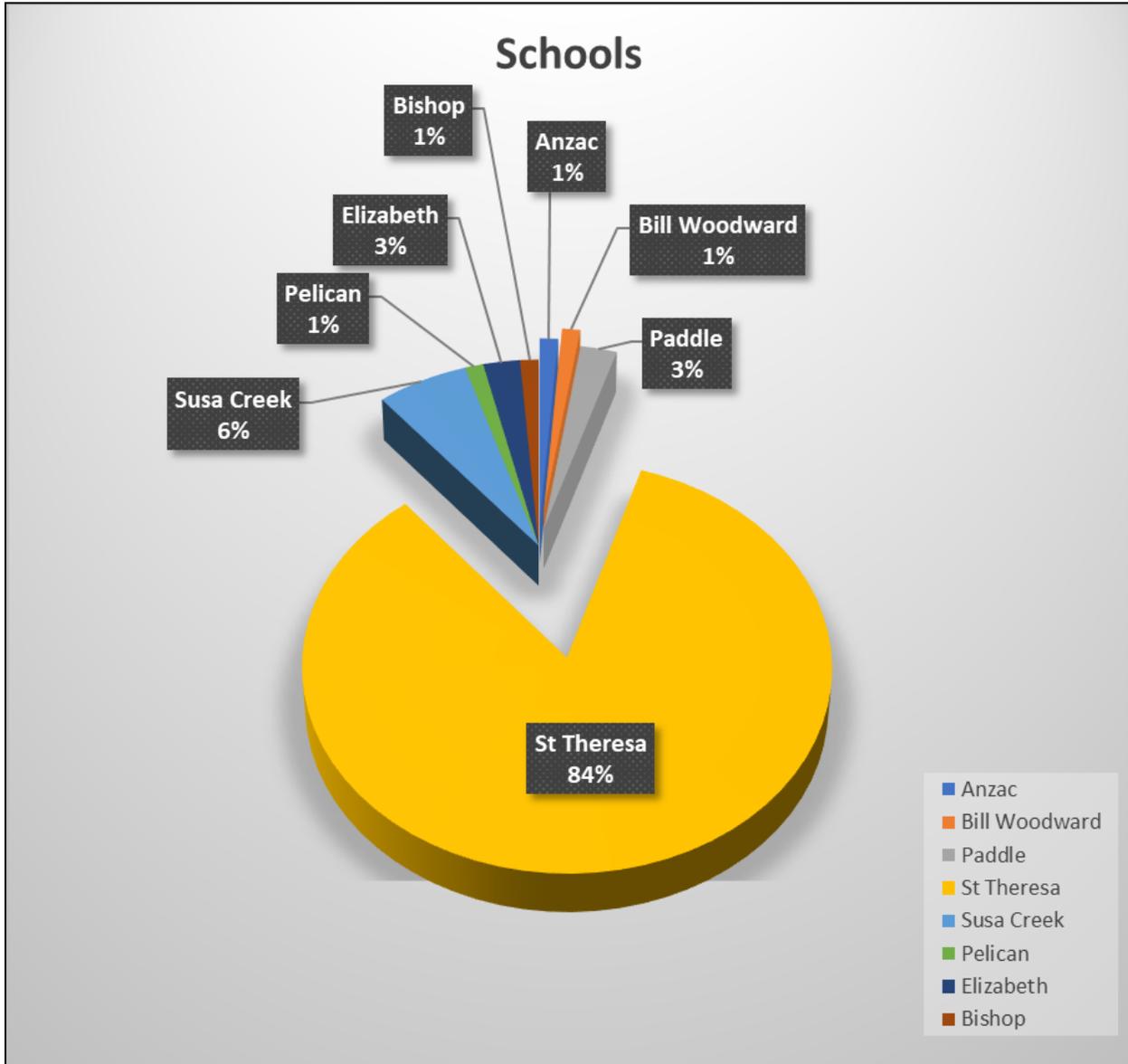
- Muscle Strain: St Theresa School - was a twisted knee.
- Assault/Violence: St Theresa School - 2 different incidents of student-on-student "punches"
- Bite: St. Theresa School - 1 student biting another student
- A harmful substance: Anzac Community School - was sanitizer getting in a student's eye





Occupational Health & Safety Report

February 23, 2024





Occupational Health & Safety Report February 23, 2024

Staff Injuries: 4 Injuries were reported for the period of January 14, 2024 - February 14, 2024; 1 WCB initiated.

