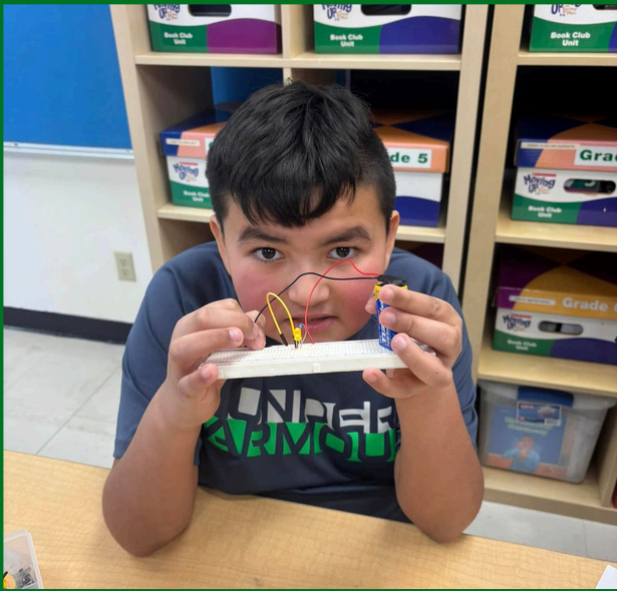




Tri-Annual Report #2

2024-2025



Message from Board & Superintendent

Tri-Annual Report #2 2024-2025

Tansi, Edlánat'e, Hello everyone! We are pleased to present our second Tri-Annual Report for the 2024-2025 school year! This report highlights progress we have made with meeting or exceeding the priorities for Northland School Division (NSD):

1. Connections Supporting Reconciliation
2. Holistic Learning
3. Excellent People Supporting Students
4. Responsible Resourcing

Before you turn the page, check out our promotional video! Let us show you why Northland is a great place to learn and teach! Visit our website to watch the video <https://www.nsd61.ca/careers!>

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

Sincerely,



A handwritten signature in black ink, appearing to read 'Tanya Fayant'.

Tanya Fayant
Board Chair



A handwritten signature in black ink, appearing to read 'Cal Johnson'.

Cal Johnson
Superintendent of Schools/CEO

Connections Supporting Reconciliation

Tri-Annual Report #2 2024-2025

Priority 1: Connections Supporting Reconciliation

Northland School Division students and staff members will increase and strengthen visible connections to land, Indigenous language, school communities and collaborative partnerships

Outcome: Student learning and well-being are rooted in connections to the land, Indigenous languages and the greater community.

Outcome: Students are able to access language and cultural learning supporting their well-being.

Outcome: Students have multiple pathways to high school completion including those made available through collaborative school-community partnerships.

Outcome: The Division-wide student attendance rate remains above 80 percent this year (and targeting 1.5% increase in successive years).

How is Northland achieving these outcomes?

Northland schools proudly participate in Pink Shirt Day

We all have a role to play in promoting healthy relationships and preventing bullying – in our schools, our homes, and our communities. On February 26, 2025, Northland School Division students and staff wore pink shirts in recognition of Pink Shirt Day - Anti-Bullying Day.

This year, we kept the tradition alive with a special touch. Many of our students and staff wore shirts featuring the winning design from the NSD 2025 Pink Shirt Day Logo Contest. The artwork featured is designed by Alexa Cardinal Tipler, a Grade 9 student from Conklin Community School.



Connections Supporting Reconciliation

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Connections Supporting Reconciliation

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NSD hosted a series of community engagements



From January until March, NSD hosted in person and virtual engagement sessions in school communities with students, staff, parents and community members. The feedback collected will then be presented in a What We Heard Report Overview. Similar to 2023-2024, the feedback will be used to support the Education Plan.

NSD hosted in-person and virtual meetings with Superintendent's Youth Council and Elder and Knowledge Keeper Advisory Council



The first meetings with the Superintendent's Youth Council and the Elder and Knowledge Keeper Advisory Council have taken place. The first in-person meetings were held in December, followed by virtual meetings in February. NSD will host in-person meetings with both councils again in May, with part of the time dedicated to a joint meeting between the Youth Council and the Elder and Knowledge Keeper Advisory Council. Following the December meetings, we published What We Heard reports. You can view the reports by clicking the link: <https://tinyurl.com/mr3w6ucf>.

Connections Supporting Reconciliation

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Northland students learning from the land and language



Students from Father R. Perin School (in-person) and Northland Online School (virtually) took part in a hands-on moose processing lesson. The students learned about hide removal, meat cuts, and edible parts, gaining valuable cultural knowledge.

Northland schools are committed to teaching from the land and weaving Indigenous languages into learning experiences. Students across NSD engage in land-based activities such as fishing, trapping, and harvesting medicines, which are woven into core subjects like math, science, and social studies. Indigenous languages such as Cree, Dene, and Michif, are being integrated into classroom learning. Elders and Knowledge Keepers visit schools to share stories and teachings, helping students learn the language while deepening their connection to culture.



Each year, Calling Lake School partners with Elders and local community members to provide students with a hands-on ice fishing experience. Students learn how to set and retrieve the net, clean the fish, and gain valuable traditional knowledge.



Elders visited St. Theresa School to educate students on the history of drumming and the tea dance.



Bill Woodward School students in Anzac took part in a land camp, where they were introduced to trapping and traditional hide preparation. They had a hands-on experience skinning a coyote, scraping the hide, and preparing it for stretching—gaining insight into skills used in the fur trade.

Holistic Learning

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Priority 2: Holistic Learning

Each child enrolled with Northland School Division will demonstrate excellent literacy and numeracy skills as well as a solid foundation in social-emotional skills

Outcome: Students are supported to experience improved achievement and well-being.

Outcome: Students achieve excellence in literacy and numeracy.

Outcome: Assessment practices consider the whole child's experience in school.

How is Northland achieving these outcomes?

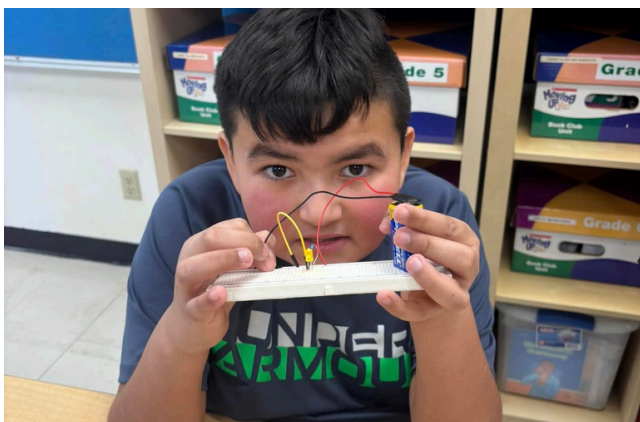
NSD builds leadership through mentorship training



Northland representatives attended Indigenous Youth Mentorship Program (IYMP) training in Edmonton as part of Northland School Division's collaboration with Ever Active Schools to bring the program to their community. The Indigenous Youth Mentorship Program (IYMP) empowers youth by promoting leadership and connections to local Indigenous culture. Schools can adapt the program to their needs, with a dedicated champion leading efforts. NSD was represented at the training by staff, Family Wellness Workers, community members and parents. The representatives will help engage students and manage logistics. The program focuses on building relationships, providing resources, and strengthening community leadership for long-term success.

Holistic Learning

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Elizabeth School students are diving into the world of technology with a new coding club! Activities like coding support Priority 2: Holistic Learning from Northland School Division's Education Plan by helping students develop strong numeracy skills like logical reasoning and problem-solving, as well as literacy skills such as reading and communicating ideas.



J.F. Dion School students explored coding with Finch Robots, starting with level one controls for music, lights, and movement. They advanced to level two, coding shapes and racing with special colours and sounds. Next, they'll build an obstacle course using level three coding. Learn more: <https://learn.birdbraintechnologies.com/finch1/curriculum/>.



On World Read Aloud Day, NSD celebrated the power of storytelling and the joy of reading together! To mark the occasion, Learning Coaches launched a division-wide challenge called "Build Your Story." Students were encouraged to reflect on their learning and create imaginative tales to share. Watch students reading their stories here: <https://tinyurl.com/yc3h2b4v>. NSD schools also hosted various activities to celebrate the day.



Chemistry 30 students at Mistassiniy School recently made esters—compounds responsible for many fruity and floral scents found in foods, perfumes, and essential oils.

Excellent People Supporting Students

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Priority 3: Excellent People Supporting Students

Northland School Division will attract and retain invested staff members and empowered leaders by ensuring access to a range of lifelong learning opportunities, high quality resources, excellent teacher lodging and comprehensive remuneration and benefits.

Outcome: All staff members are supported to be well so they can in turn support our students effectively.

Outcome: All staff members of NSD are invested, empowered and trained to support student and system success.

How is Northland achieving these outcomes?

NSD connects Métis knowledge to science curriculum

Northland School Division partnered with the Rupertsland Centre for Teaching and Learning to bring science staff and Métis Settlement Elders and Knowledge Keepers together at Métis Crossing. This hands-on experience connected Métis ways of knowing with the new K-6 science curriculum.

Elders and Knowledge Keepers shared teachings on history, culture, language, and land-based skills, helping educators bring Indigenous knowledge into classroom learning. Activities like storytelling, snaring, and shelter-building showed how traditional skills connect to science.

This gathering supports the priorities in Northland School Division's new Education Plan, strengthening relationships and creating meaningful learning experiences that reflect Métis culture and honour Truth and Reconciliation.



Responsible Resourcing

Tri-Annual Report #2 2024-2025

Priority 4: Responsible Resourcing

Northland School Division will maintain the highest standards of equitable access to timely support and school site infrastructure within a fiscally responsible framework

Outcome: NSD optimizes available financial, human and physical resources to ensure equitable access to timely supports.

Outcome: NSD identifies opportunities to partner with external entities that can offer specialized resources supportive of students' thriving.

How is Northland achieving these outcomes?

Northland presents on data-driven change at College of Alberta School Superintendents learning conference



Northland School Division was invited to share how we're using data to drive real change! At the College of Alberta School Superintendents (CASS) Annual Learning Conference (March 19–21, 2025), NSD joined two other school divisions to present “Effective change leadership using system data.” Our presentation highlighted the process behind developing Northland’s new education plan—one shaped by community voices, student needs, and meaningful engagement.



Through listening sessions, What We Heard reports, and analyzing both local and provincial data, we built a plan that truly reflects Northland students and communities. Annual Education Results Report (AERR) data now helps us track progress and make informed decisions that support students across the division. Next, Northland will present at the 2025 First Nations, Métis, and Inuit Education Gathering: Wahkohtowin for Student Success, taking place April 30 to May 2 in Edmonton. The session will focus on Priority 1 – Connections that Support Reconciliation and how this work is shaping student success.



Northland
SCHOOL DIVISION

"Our students love to come to school in Northland"