



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 25-06 AGENDA

Location: DoubleTree West Edmonton	
Zoom:	
Meeting ID: Passcode:	Phone: 1 (587) 328-1099
Date: Saturday, June 28, 2025	Time: 9:00 a.m. - 4:30 p.m.

If you want 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		-
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 MATTERS

D. MINUTES

No.	Title	Responsible	Action	Page No.
1.	May 24, 2025 Regular Board Meeting Minutes	All	Motion	04
2.	Board Action Items	Superintendent Johnson	Information	13

E. BUSINESS ARISING FROM MINUTES



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F. CONSENT AGENDA

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Chair Fayant	Information	16
2.	Superintendent of Schools Report	Superintendent Johnson	Information	17
3.	Trustee Activity, Committee and/or Board Representative/Association Reports <ul style="list-style-type: none"> • Trustee L. McGillivray, Ward 1 • Trustee B. Lamouche, Ward 3 • Trustee W. Rude, Ward 8 	Trustees	Information	19

G. ACTION ITEMS

No.	Title	Responsible	Action	Page No.
1.	Monthly Financial Report	Secretary-Treasurer Aird	Information	22
2.	Student Engagement, Attendance & Completion Report	Associate Superintendent Owens	Information	24
3.	Monthly Enrollment Report	Superintendent Johnson	Information	29
4.	Policy 2 - Role of the Board	Chair Fayant	Motion	31
5.	Policy 7 Appendix B - Board Professional Development Plan & Guidelines	Chair Fayant	Motion	39
6.	Policy 12 - Role of the Superintendent	Chair Fayant	Motion	43
7.	Policy 12 Appendix A - Superintendent Evaluation Process	Chair Fayant	Motion	48
8.	Policy 12 Appendix B - Performance Assessment Guide	Chair Fayant	Motion	52
9.	Bursaries and Scholarships	Superintendent Johnson	Motion	63
10.	September 2025 Board Meeting Date	Superintendent Johnson	Motion	65
11.	Borrowing Resolution	Secretary-Treasurer Aird	Motion	66
12.	Contract Facilitator for Superintendent Evaluation	Superintendent Johnson	Motion	68
13.	Contract Facilitator for Board Evaluation	Superintendent Johnson	Motion	69
14.	Appointment of Auditors	Secretary-Treasurer Aird	Motion	70
15.	Locally Developed Courses - Forensic Studies 35	Associate Superintendent Owens	Motion	71
16.	Locally Developed Courses - Renewal	Associate Superintendent Owens	Motion	72



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H. MONITORING REPORTS

No.	Title	Responsible	Action	Page No.
1.	Awards/Celebrations/Presentations <ul style="list-style-type: none">• NSD Receives PSBAA Award	Superintendent Johnson	Information	-
2.	Board Chair Highlights	Chair Fayant	Information	77
3.	Superintendent Highlights	Superintendent Johnson	Information	81
4.	OH&S Department Report	Associate Superintendent Veitch	Information	109
5.	Technology Services Report	Deputy Superintendent Meunier	Information	112
6.	FNMI Department Report	Deputy Superintendent Meunier	Information	117
7.	SFS Department Report	Associate Superintendent Veitch	Information	121
8.	Human Resources Department Report	Associate Superintendent Veitch	Information	124

I. PRELIMINARY DISCUSSION

No.	Title	Responsible
1.		

J. ADJOURNMENT & CLOSING CULTURAL REFLECTION



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: May 24, 2025 Regular Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: May 24, 2025 Regular Board Meeting Minutes

RECOMMENDATION

THAT the Board of Trustees approve the May 24, 2025 Regular Board Meeting minutes, as presented.

BACKGROUND

RISK ANALYSIS

NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-05
MINUTES

Location: DoubleTree West Edmonton

Date: Saturday, May 24, 2025

Time: 9:00 a.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Cal Johnson	Superintendent of Schools
✓	Marianne Moberly	Trustee Ward 2	✓	Scott Meunier	Deputy Superintendent
✓	Bonnie Lamouche	Trustee Ward 3	✓	Mark Owens	Associate Superintendent
✓	Jesse Lamouche	Trustee Ward 4	✓	Krista Veitch	Associate Superintendent
✓	Tanya Fayant	Board Chair, Ward 5	✓	Douglas Aird	Secretary-Treasurer
	Vacant	Trustee Ward 6	✓	Curtis Walty	Media Relations Manager
✓	Robin Guild	Board Vice-Chair, Ward 7	✓	Cheryl Page	Executive Assistant
✓	Wally Rude	Trustee Ward 8	✓	Pearl Lorentzen	Reporter, Lakeside Leader
✓	Aimee McCamon	Trustee Ward 9			

A. CALL TO ORDER

1. Call to Order

Chair Fayant called the meeting to order at 9:01 a.m.

2. Recognition of Traditional Lands

Chair Fayant provided the land acknowledgement.

3. Opening Prayer, Cultural Reflection or Reflection

Trustee Rude gave the opening prayer, cultural reflection or reflection.

4. Adoption of Agenda

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

26111/25 CARRIED

5. Closed Session

MOTION: Trustee B. Lamouche moved that the Board of Trustees meet in a closed session with only the Administration at 9:04 a.m.

26112/25 CARRIED

Pearl Lorentzen left the meeting at this time. At 9:16 a.m., the Administration left the closed session. Trustee McCamon left the meeting at 10:00 a.m.



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-05
MINUTES**

6. Regular Session

MOTION: Vice-Chair Guild moved that the Board of Trustees revert to a regular session at 10:20 a.m.

26113/25 CARRIED

Break from 10:20 a.m. to 10:30 a.m. The Administration and Pearl Lorentzen rejoined the meeting at this time.

B. BUSINESS ARISING FROM CLOSED SESSION

There was no business arising from the closed session.

C. BOARD MATTERS

Trustee Rude informed the Board of Trustees that he had received feedback from a former employee. The feedback highlighted two primary concerns:

1. **Emotional Regulation:** Teachers and Educational Assistants are expected to effectively regulate their emotions, particularly when working with students who exhibit complex and challenging behaviours.
2. **Professional Development (PD):** Current professional development sessions were described as unengaging, with staff expressing that they are not deriving sufficient value from these opportunities.

In response, Associate Superintendent Veitch acknowledged the concerns and provided an update on forthcoming initiatives. She noted that additional professional development focused on collaborative practices is scheduled for the 2025–2026 school year. Educational Assistants have already participated in training during the current academic year. Furthermore, there will be a transition to new service providers and increased collaborative training sessions.

Principals have started training this school year with the Collaborative Response Model (CRM) tool, a new initiative designed to significantly enhance our school environment. This ongoing training will positively impact staff by encouraging structured debriefing sessions. These sessions will foster enhanced teamwork and promote shared problem-solving among all educators.



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MINUTES**

D. MINUTES

1. April 26, 2025 Regular Board Meeting Minutes

MOTION: Vice-Chair Guild moved that the Board of Trustees approve the April 26, 2025 Regular Meeting minutes as presented.

26114/25 CARRIED

2. Board Action Items

Superintendent Johnson reviewed the Board Action Item list with the Board of Trustees. The Board Action Item list was received and filed as information.

E. BUSINESS ARISING FROM MINUTES

There were no business items arising from the minutes.

F. CONSENT AGENDA

1. Consent Agenda

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the consent agenda, which adopts the following reports:

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

26115/25 CARRIED

G. ACTION ITEMS

1. Monthly Financial Report

Secretary-Treasurer Aird presented the financial report to the Board of Trustees as of April 30, 2025. The monthly financial report was received and filed as information.



NORTHLAND SCHOOL DIVISION
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2. Student Engagement, Attendance & Completion Report

Associate Superintendent Owens presented the April 2025 Student Engagement, Attendance, and Completion report. April's Student Engagement, Attendance and Completion report was received and filed as information.

3. Monthly Enrollment Report

Superintendent Johnson presented the Monthly Enrollment Report to the Board of Trustees, which was received and filed as information.

4. Policy 3 - Role of a Trustee

MOTION: Trustee McGillivray moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 3 - Role of a Trustee.

26116/25 CARRIED

5. Policy 10 - Policy Making

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 10 - Policy Making.

26117/25 CARRIED

6. Policy 20 - Teacher Housing

MOTION: Vice-Chair Guild moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 20 - Teacher Housing.

26118/25 CARRIED



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7. Policy 21 - Community Voice and Community Engagement

MOTION: Trustee Rude moved that the Board of Trustees approve the correction of section designations, punctuation, typographical errors, and cross-references and authorize the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 21 - Community Voice and Community Engagement.

26119/25 CARRIED

8. Budget 2025-2026

MOTION: Trustee Rude moved that the Board of Trustees approve the 2025-2026 Budget as presented.

26120/25 CARRIED

Trustee J. Lamouche left the meeting at 11:07 a.m. and returned at 11:10 a.m.

9. ASBA Budget and Bylaws Bulletin

MOTION: Trustee Moberly moved that the Board of Trustees provide input to the Board Chair regarding the ASBA's Budget and proposed Bylaws.

26121/25 CARRIED

10. PSBAA Membership

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the proposed 3% increase for the PSBAA 2026 enrollment and membership fees.

26122/25 CARRIED

11. 2025-2028 Education Plan

MOTION: Trustee Rude moved that the Board of Trustees approve the presented 2025-2028 Education Plan.

26123/25 CARRIED

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

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12. 2025-2026 Board Work Plan

MOTION: Vice-Chair Guild moved that the Board of Trustees approve the presented 2025-2026 Board Work Plan.

26124/25 CARRIED

13. SUV Tender

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the purchase of one (1) SUV from Windsor Ford for \$55,932.79, including GST, with the funds coming from capital reserves.

26125/25 CARRIED

14. Truck Tender

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the purchase of one (1) half-ton truck from Windsor Ford for \$63,073.09, including GST, with the funds coming from capital reserves.

26126/25 CARRIED

15. Organizational Chart

Superintendent Johnson presented the 2025-2026 Organizational Chart to the Board of Trustees. The Organizational Chart was received and filed as information.

16. ATC Cultural Festival

The Board Chair received an invitation to attend the 2025 ATC Cultural Festival in Fort McMurray from September 11 - 14, 2025, at the J. Howard Pew Park. This information was received and filed as information.

17. Housing Unit 57 Tender

MOTION: Trustee J. Lamouche moved that the Board of Trustees authorize the Administration to proceed with tendering for the repairs and maintenance of Unit 57 in Wabasca.

26127/25 CARRIED

18. Housing Unit 58 Tender

MOTION: Vice-Chair Guild moved that the Board of Trustees authorize the Administration to proceed with tendering for the repairs and maintenance of Unit 58 in



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Wabasca.

26128/25 CARRIED

19. Housing Unit 134 Tender

MOTION: Trustee Rude moved that the Board of Trustees authorize the Administration to proceed with the tendering for the repairs and maintenance of Unit 134 in Wabasca.

26129/25 CARRIED

20. Housing Unit 135 Tender

MOTION: Trustee Moberly moved that the Board of Trustees authorize the Administration to proceed with the tendering for the repairs and maintenance of Unit 135 in Wabasca.

26130/25 CARRIED

H. MONITORING REPORTS

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

- a. Awards/Celebrations/Presentations
- b. Board Chair Highlights
- c. Superintendent Highlights
- d. OH&S Report

I. PRELIMINARY DISCUSSION

The trustees discussed who is interested in attending the PSBC meeting in Red Deer on August 6-8, 2025. Interested trustees are to notify Executive Assistant Page.



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MINUTES**

J. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee J. Lamouche moved that the Board of Trustees declare the meeting adjourned at 1:36 p.m.

Tanya Fayant, Board Chair

Douglas Aird, Secretary-Treasurer

NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

Current Board Action Items:

Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action
Board	28-Sep-2024	Administration	Website	FNMI Department to list the resources available on the NSD website, just like Rupertsland	30-Jun-2025	In Progress	<p>Reference: https://www.rupertsland.org/#</p> <p>January 2025 Update (Scott) - February 2025 Webinar Series (Preview). This series has been prepared by our FNMI Team in collaboration with the Educational Technology department and will be available to any interested party online.</p> <p>March 2025 Update (Scott) - Webinar series continuing, conversations with Supporting Indigenous Language Revitalization (SILR) at the University of Alberta to develop localized resources for language instructors that support Indigenous language preservation across the Division.</p> <p>April 2025 Update (Scott) - SILR approved a \$40,000 grant to partner with NSD to develop localized resources for language instructors that support Indigenous language preservation across the Division.</p> <p>May 2025 Update (Scott) - Scott and Debbie met with SILR personnel, including Dr. Trudy Cardinal, at the University of Alberta. Project terms of reference were discussed and the project kickoff is set for June 2025.</p> <p>June 2025 Update (Scott) - Scott, Debbie, Virginia and Melanie met with SILR staff Pam McCoy and supporting faculty member Dr. Trudy Cardinal on June 9th for a pipe ceremony to start the project. Wabasca Elder John Bigstone offered teachings of his pipe and the value to building reciprocal relationships to sustain language. Scott and Debbie met with a multimedia developer on June 20th to establish a workflow through the summer to develop Woodland Cree language videos and supporting podcast materials as part of this project.</p>
Board	25-Jan-2025	Administration	IMR Project List	Review Grouard School IMR List to include PA System, paving of the parking lot, repair of the downspout drainage and hole in the bathroom ceiling.	30-Apr-2025	In Progress	<p>March 10 2024: The PA system is being replaced throughout the school and the Maintenance work has been planned, pending the weather.</p> <p>March 31, 2025: PA system replaced throughout the school. Bathroom hole was for speaker, completed. Contract for downspout remediation underway, pending parts.</p> <p>May 15, 2025: Downspout remediation underway, front completed, finishing the back.</p> <p>June 8, 2025: Completion of the back underway. Additional projects in gating. Re-paving under consideration as multi-site program.</p>
Board	25-Jan-2025	Administration	IMR Project List	Review J.F. Dion School IMR List to include removal of planters, landscaping and repairs to the sidewalks.	30-Apr-2025	In Progress	<p>January 29, 2025: The planters have been removed.</p> <p>March 10, 2025: The Maintenance work has been planned, pending the weather.</p> <p>May 15 2025: While maintenance has continued light R&M at the school, at the request of the principal larger items will be actioned during the summer break.</p> <p>June 16, 2025: Met with contractor on site - scope of work being revised to ensure completion of all renovations (painting, flooring, sinks and other maintenance) this summer.</p>



ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Approval of Consent Agenda
REFERENCE(S):
ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve 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 assumes that everyone reads all the items and asks questions outside the meeting. Questions about the items can be directed to the Superintendent, who will answer them by email and let 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 before the agenda is approved; a trustee must request that the item be pulled from the consent agenda and placed on the regular agenda.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

BOARD CHAIR REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Tanya Fayant, Board Chair, Ward 5

SUBJECT: Board Chair Report

DATE	EVENT
May 23, 2024	Principals Meet & Greet 2025 Long Service Awards
May 24, 2025	Corporate Board Meeting Northland Online School Graduation
May 27, 2025	Elizabeth School - Parent Council Meeting
May 28, 2025	Online School - PAC Meeting
June 1-3, 2025	ASBA Spring General Meeting, Calgary
June 3-5, 2025	PSBAA Spring General Assembly, Calgary
June 9, 2025	Agenda Review Committee Meeting Policy Committee Meeting
June 12, 2025	TEBA Meeting

Upcoming Events:

- June 28, 2025 Corporate Board Meeting, Edmonton
- July 3 - 5, 2025 CSBA Conference - Virtual



Superintendent's Report

C. Johnson

JUNE 28, 2025

Principal's and Secretary Meetings	May 22-23, 2025
Attended the monthly principal's and school secretary meetings in Edmonton.	
2025 Long Service Awards	May 22, 2025
Attended the annual Long Service Awards in Edmonton.	
Corporate Board Meeting	May 24, 2025
Participated in the monthly corporate board meeting in Edmonton.	
Northland Online School Graduation	May 24, 2025
Attended the Northland Online School graduation in Edmonton.	
Bill Woodward School Principal Interview	May 25, 2025
Participated in the Bill Woodward School Principal interview via Zoom.	
Alberta Education Oversight Committee Meeting	May 28, 2025
Attended the monthly Alberta Education Oversight Committee meeting.	
Real Property Governance Webinar	May 29, 2025
Participated in the Real Property Governance webinar hosted by Alberta Infrastructure. Key topics discussed were the Real Property Governance Fact Sheet and the discussion guide.	
Wildfire Committee Meeting	May 30, 2025
Attended the virtual Wildfire Committee meeting discussing wildfires within the jurisdiction, state of emergency, alert updates and providing ongoing education to the students.	
ASBA Spring General Meeting	June 1-3, 2025
Attended the ASBA Spring General meeting in Calgary. Key topics discussed were collective bargaining, market value for selling or transferring real property and school transportation.	

PSBAA Spring General Assembly	June 3-5, 2025
Attended the PSBAA Spring General Assembly in Calgary, where there were keynote speakers and professional development sessions on advancing educational equity in Alberta Public Schools, Reconciliation, Generative AI and the Future of Learning and a session with Hon. Demetrios Nicolaides, Minister of Education and Childcare.	
Lakeside Leader Interview	June 4, 2025
Participated in an interview with Lakeside Leader reporter, Pearl Lorentzen.	
School Leader Wildfire Response Meeting	June 5, 2025
Attended the School Leader Wildfire Response Meeting hosted by the Executive Director, Field Services, Nathan Freed, with Alberta Education and Childcare. The meeting was a brief check-in with school authorities impacted by the wildfires.	
Meeting with Fort McMurray School Superintendents - Dual Credit Opportunities	June 11, 2025
Met with fellow school superintendents in the Fort McMurray area to discuss dual credit opportunities for students.	
Athabasca Advocate Newspaper Interview	June 12, 2025
Participated in an interview with Athabasca Advocate Newspaper reporter, Cole Brennan.	
ASBA Library Discussion	June 13, 2025
Attended the ASBA Library discussion.	
School Visits/Bill Woodward School Graduation	June 13-14, 2025
Conducted school visits and attended the Bill Woodward School graduation in Anzac.	
Peace River Broadcasting Interview	June 18, 2025
Participated in an interview with Peace River Broadcasting reporter, Keith Hopper.	
Bishop Routhier School	June 19, 2025
Conducted a school visit and attended the Bishop Routhier School Graduation.	

- Superintendent Johnson met with Nathan Freed, the Executive Director of Field Services with Alberta Education and Childcare, weekly to provide updates on the wildfires within the NSD jurisdiction.



NORTHLAND SCHOOL DIVISION

TRUSTEE REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025
SUBMITTED BY: Lorraine McGillivray, Trustee, Ward 1
SUBJECT: Activity Report as of May-June, 2025

SUMMARY:

Date 2025	Description
May 1, 2025	CASS Conference
May 6 - 7, 2025	Elders / Youth Gathering
May 23, 2025	Long Service Awards
May 24, 2025	Online Grade 12 Grad Awards
June 1-5, 2025	PSBAA/ASBA
June 9, 2025	Agenda Review / Policy Committee Meeting
June 11, 2025	Paddle Prairie Metis Settlement Meeting
June 12, 2025	ECS Grad
June 14, 2025	Grade 12 Graduation
June 20, 2025	Aboriginal events at school



NORTHLAND SCHOOL DIVISION

TRUSTEE REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Bonnie Lamouche, Trustee, Ward 3

SUBJECT: Activity Report for May 2025

SUMMARY:

Date	Description
May 4-7, 2025	Youth & Elders Council
May 8, 2025	Budget Meeting
May 9, 2025	Attraction & Retention Committee Meeting, Edmonton
May 23, 2025	Meet & Greet & Long Service Awards, Edmonton
May 24, 2025	Board Meeting, Edmonton

ADMINISTRATION INFORMATION ITEM

TO:	THE BOARD OF TRUSTEES	DATE: JUNE 28, 2025
SUBMITTED BY:	Douglas Aird, Secretary-Treasurer	
SUBJECT:	Monthly Financial Report	
REFERENCE(S):		
ATTACHMENTS:	Monthly Financial Report as of May 31, 2025	

INFORMATION ITEM

The monthly financial report for May 31, 2025, has been received as information and filed.

BACKGROUND

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION
As at May 31, 2025
Statement of Revenues and Expenses

REVENUE	Budget				
	2024-25	YTD Budget	YTD Actual	Variance	%
Alberta Education	\$ 43,413,453	\$ 32,560,090	\$ 35,813,985	\$ 3,253,895	10
Federal Government & First Nations	11,375,099	8,531,324	9,834,012	1,302,688	15
Other Revenue	2,290,899	1,718,174	1,541,348	(176,826)	(10)
	<u>\$ 57,079,451</u>	<u>\$ 42,809,588</u>	<u>\$ 47,189,345</u>	<u>\$ 4,379,757</u>	<u>10</u>
EXPENSES					
Schools	\$ 23,778,823	\$ 17,834,117	\$ 21,414,417	\$ (3,580,300)	(20)
Instructional Support	7,184,433	5,388,325	4,827,487	560,838	10
Instructional Supply	5,949,243	4,461,932	5,934,277	(1,472,345)	(33)
Transportation	3,854,628	2,890,971	3,082,938	(191,967)	(7)
Operations and Maintenance	8,739,791	6,554,843	6,941,009	(386,166)	(6)
External Services	3,877,194	2,907,896	3,284,832	(376,936)	(13)
System Administration	2,563,525	1,922,644	2,310,812	(388,168)	(20)
Corporate Board	526,063	394,547	426,838	(32,291)	(8)
Insurance (Buildings)	861,691	646,268	692,643	(46,375)	(7)
	<u>\$ 57,335,391</u>	<u>\$ 43,001,543</u>	<u>\$ 48,915,253</u>	<u>\$ (5,913,710)</u>	<u>(14)</u>
NET SURPLUS (DEFICIT)	<u>\$ (255,940)</u>	<u>\$ (191,955)</u>	<u>\$ (1,725,908)</u>	<u>\$ (1,533,953)</u>	

VARIANCE ANALYSIS

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

Revenues

Revenues received and accrued have been in line with the budget (+10%).

Expenses

Expenses are slightly over budget (+14%) including unbudgeted Jordans (\$1,967,921) and IMR costs (\$363,332) year to date which are separately funded.

Certified salaries and benefits are on budget (1%).

Uncertificated salaries and benefits include additional student support and are 18% over budget net of Jordans costs.

which are funded by Canada and not included in the annual budget.

The Transportation variance (+7%) will decline over summer (10 month costs).

Operations and Maintenance (6%) expenses are on budget (IMR Funded is \$363K) and being monitored closely for utility and maintenance cost pressures.

System Administration costs (+20%) include some division-wide costs which will be re-allocated.

External Services (+13%) are being monitored closely to ensure Housing operations, renovations and School Food Services remain on plan.

Salaries and Benefits Detail

	Budget				
	2024-25	YTD Budget	YTD Actual	Variance	%
Certificated salaries and benefits	\$ 20,035,569	\$ 15,026,677	\$ 15,110,224	\$ (83,547)	(1)
Uncertificated salaries and benefits	15,900,011	11,925,008	16,008,237	(4,083,229)	(34)
	<u>\$ 35,935,580</u>	<u>\$ 26,951,685</u>	<u>\$ 31,118,461</u>	<u>\$ (4,166,776)</u>	<u>(15)</u>

TO:	THE BOARD OF TRUSTEES	DATE: JUNE 28, 2025
SUBMITTED BY:	Mark Owens, Associate Superintendent	
SUBJECT:	Student Engagement, Attendance, and Completion Report	
REFERENCE(S):		
ATTACHMENTS:	Student Engagement, Attendance, and Completion Report May 2025	

The Student Engagement, Attendance, and Completion report for May 2025 has been received as information and filed.

BACKGROUND

RISK ANALYSIS



The Northland School Division

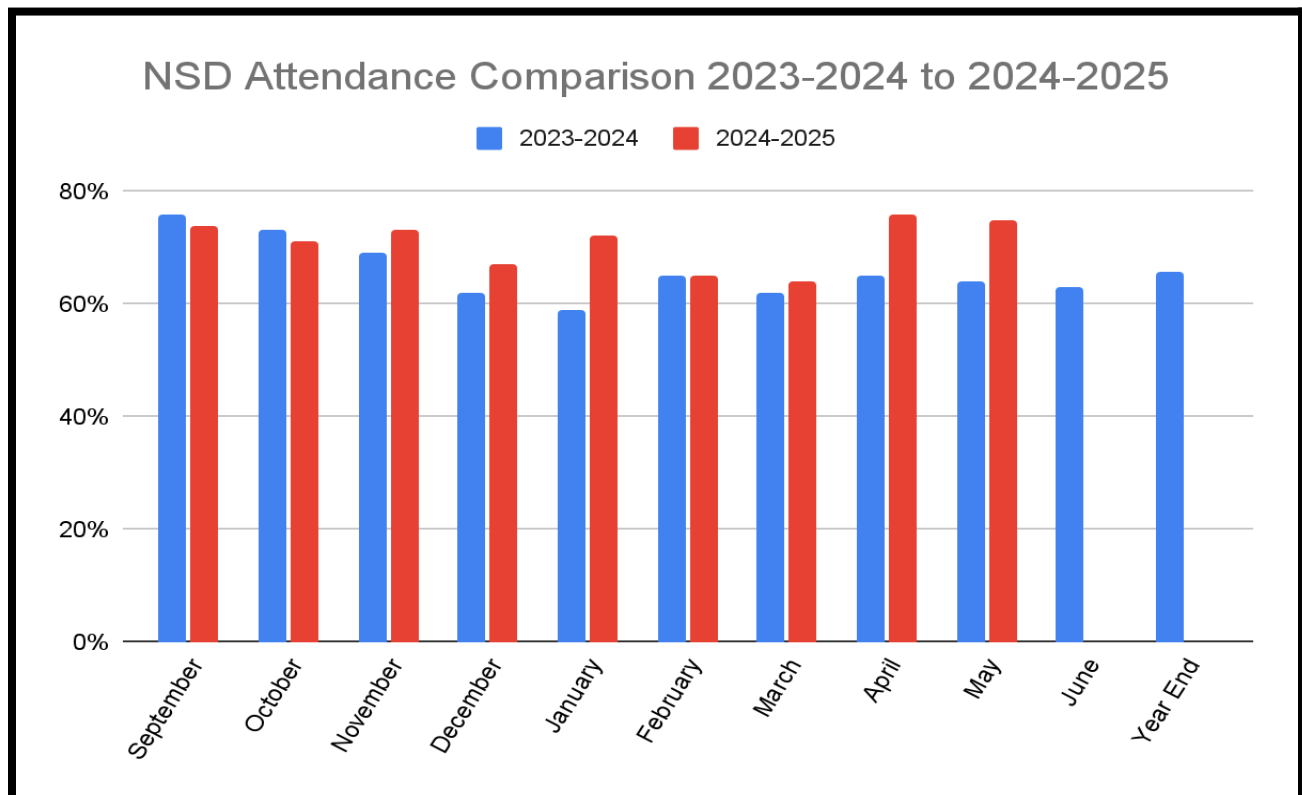
Director of Engagement and High School Completion Board Attendance Report

June 2025

Monthly Attendance Rates from the previous year to the current year (2023-2024 to 2024-2025)

Strategy 1.1: Standardize attendance tracking processes

Table 1 - YR-YR Comparison			
Month	2023-2024	2024-2025	Difference
September	76%	74%	2%
October	73%	71%	2%
November	69%	73%	4%
December	62%	67%	5%
January	59%	72%	13%
February	65%	65%	0%
March	62%	64%	2%
April	65%	76%	11%
May	64%	75%	11%



Highlights

- 11 schools surpassed their monthly target rate
- Anzac, Chipewyan Lake, Conklin, Elizabeth, Grouard, Hillview, St. Theresa, and Susa Creek all had 50% or more of their students attending over 80%
- Career Pathways had a 71% attendance rate
- The division had an 11% increase from May 2024

May 2024 to May 2025 attendance rates by individual school

Table 2 - ATT Results by SCH		
School	May 2024	May 2025
Anzac	76%	83%
Bill Woodward	62%	60%
Bishop Routhier	60%	65%
Calling Lake	56%	65%
Chipewyan Lake	78%	84%
Conklin	66%	82%
Elizabeth	74%	83%
Father R Perin	46%	53%
Gift Lake	65%	57%
Grouard Northland	84%	81%
Hillview	65%	73%
JF Dion	69%	75%
Mistassiniy	51%	59%
Northland Online	47%	53%
Paddle Prairie	53%	67%
St. Theresa	79%	75%
Susa Creek	77%	81%

Individual School Attendance rates by percentile for May 2025

Table 3 - % by ATT Category by SCH							
School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	31%	16%	19%	14%	9%	6%	5%
Bill Woodward	12%	12%	10%	9%	11%	10%	38%
Bishop Routhier	2%	6%	22%	17%	17%	18%	18%
Calling Lake	16%	6%	14%	14%	8%	14%	28%
Chipewyan Lake	23%	18%	27%	18%	5%	5%	5%
Conklin	41%	12%	18%	6%	0%	12%	12%
Elizabeth	12%	15%	27%	16%	11%	7%	12%
Father R Perin	8%	9%	11%	12%	12%	5%	44%
Gift Lake	9%	7%	11%	11%	15%	9%	38%
Grouard Northland	26%	22%	22%	7%	7%	7%	7%
Hillview	9%	9%	34%	11%	17%	3%	17%
JF Dion	26%	22%	9%	15%	7%	4%	17%
Mistassiniy	9%	6%	13%	14%	14%	11%	33%
Northland Online	33%	1%	6%	6%	3%	3%	49%
Paddle Prairie	16%	6%	15%	9%	16%	14%	23%
St. Theresa	24%	12%	21%	11%	11%	7%	13%
Susa Creek	16%	23%	23%	26%	0%	0%	13%

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

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

School	Principal	March Attendance
Anzac	Andrew Belsheim	83%
Chipewyan Lake	Blair Sellers	84%
Conklin	Bernard Woodfine	82%
Elizabeth	Rayel Cardinal	83%
Grouard	Michelle Deering	81%
Susa Creek	Tresha Moorhouse	81%

Monthly Attendance Winners (Drawn from all students attending 90% or higher during the month of May 2025)

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

Table 6- Attendance Award Winners		
Grade Level	Name	School
K-3	Orr, Blake Rayne	St. Theresa
4-6	Joe-Quintal, Silas Colby	Conklin
7-9	Black, Avery John Daniel	Father R. Perin
10-12	Swaren-Cree, Ashten William	Northland Online

2024-2025 Target Attendance

School	2024-25 Target	May 2025
Anzac	81.5	83%
Bill Woodward	70.5	60%
Bishop Routhier	64.5	65%
Calling Lake	64.5	65%
Chipewyan Lake	75.5	84%
Conklin	74.5	82%
Elizabeth	73.5	83%
Father R Perin	55.5	53%
Gift Lake	66.5	57%
Grouard Northland	74.5	81%
Hillview	73.5	73%
JF Dion	75.5	75%
Mistassiniy	59.5	59%
Northland Online	49.5	53%
Paddle Prairie	59.5	67%
St. Theresa	76.5	75%
Susa Creek	71.5	81%



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Monthly Enrollment

REFERENCE(S):

ATTACHMENTS: Monthly Enrollment as of June 16, 2025

INFORMATION ITEM	
The May 12, 2025, Monthly Enrollment report has been received as information and filed.	

BACKGROUND	
The administration will provide a monthly enrollment update.	
RISK ANALYSIS	
It is important for the Division to be aware of student enrollments, as this affects how Northland can organize and deliver services. A monthly update will be provided to the Board as information.	



NORTHLAND SCHOOL DIVISION

ADMINISTRATION INFORMATION ITEM**NORTHLAND SCHOOL DIVISION - MONTHLY ENROLLMENT UPDATE FOR 2024-2025**

Schools	JUNE 30th	SEPT 19, 2024	OCT 9, 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	April 2025	May 2025	June 2025
Anzac Community School	91	85	88	89	84	85	85	87	86	86	86
Bill Woodward School	93	109	111	110	111	111	110	109	109	109	103
Bishop Routhier School	60	60	57	53	61	60	60	61	64	63	68
Calling Lake School	118	123	111	121	122	123	123	124	123	121	117
Career Pathways School	137	86	103	118	124	126	125	121	124	124	111
Chipewyan Lake School	25	22	22	22	22	23	23	22	22	22	22
Conklin Community School	20	17	17	17	17	17	17	17	17	17	17
Elizabeth School	91	84	83	81	80	80	80	81	82	82	78
Father R. Perin School	70	69	70	70	71	71	71	72	69	67	66
Gift Lake School	135	140	140	137	122	131	137	142	146	148	146
Grouard Northland School	34	32	35	33	28	27	29	25	23	25	27
Hillview School	31	35	37	38	39	39	38	35	35	35	35
J.F. Dion School	54	46	46	46	45	47	47	46	48	46	46
Mistassiniy School	305	278	214	214	215	217	212	217	214	214	210
Northland Online School	72	64	72	80	84	82	88	92	93	114	119
Paddle Prairie School	123	120	119	117	119	122	119	115	117	116	116
St. Theresa School	261	231	238	240	241	246	247	245	241	234	233
Susa Creek School	30	29	29	29	29	20	27	27	28	31	31
TOTAL	1750	1630	1592	1615	1614	1627	1638	1638	1641	1654	1631



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: JUNE 28, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 2 - Role of the Board

REFERENCE(S):

ATTACHMENTS: Policy 2 - Role of the Board

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, 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 2 - Role of the Board.

BACKGROUND

RISK ANALYSIS



POLICY 2

ROLE OF THE BOARD

The Board is a corporate entity established by the provincial legislature and given authority by the Education Act, the Northland School Division Act, and the attendant regulations. Board means Board of Trustees.

The Board is responsible for providing an education system **that is** organized and operated in the best interests of the students and the communities it serves. It exercises this responsibility by setting effective policies, clearly defining strategic direction, effectively utilizing resources, and following good monitoring practices.

SPECIFIC AREAS OF RESPONSIBILITY

1. Accountability for Student Learning and Wellness

- 1.1 Provide overall direction for the Division by establishing the vision, mission/commitment, beliefs, and values.
- 1.2 Support & ensure the establishment of a welcoming, caring, respectful, safe, and healthy learning and work environment.
- 1.3 Ensure Board policies respect local cultural goals, values, and traditions.
- 1.4 Enable each community to guide and shape the building of culture, values, and traditions in their local school.
- 1.5 Enable supports for children regarding the impacts of **the** residential school legacy.
- 1.6 Enable processes to support quality teaching.
- 1.7 **Monitor each school's effectiveness** ~~Closely monitor the effectiveness of each school in achieving student success, establishing priorities and learning from other key performance indicators.~~
- 1.8 Initiate school and program reviews as necessary to ensure the achievement of outcomes and student success.
- 1.9 Annually approve the process and timelines for refining the Three-Year Education Plan.
- 1.10 In consultation with communities, identify Division priorities at the outset of the annual Three-Year Education planning process.
- 1.11 Annually approve the "rolling" Three-Year Assurance Model Framework/ Education Plan and the Annual Education Results Report for submission to Alberta Education and for public distribution.

2. Engagement

- 2.1 Engage at least once within the 12 months **s period** immediately following each general election ~~with respect to~~ **to** the establishment of the Board's strategic

direction with:

- 2.1.1 the wards;
 - 2.1.2 First Nations, Metis, Municipalities and other communities for which the Board provides educational services;
 - 2.1.3 Treaty 8 First Nations of Alberta;
 - 2.1.4 The Metis Settlements General Council; and
 - 2.1.5 The Council of School Councils.
- 2.2 Meet with the Council of School Councils (COSC) at least once a term.
 - 2.3 Enable and support the meeting of Ward Councils at least once each school year.

3. Community Assurance

- 3.1 Make informed decisions representing the entire Division's best interests and honour community diversity.
- 3.2 Establish ongoing plans for collaborative work between the Division and First Nations and Métis Settlements.
- 3.3 Report Division outcomes to the community at least annually.
- 3.4 Develop appeal procedures and hold hearings as required by statute and/or Board policy.
- 3.5 Model a culture of respect and integrity.
- 3.6 Maintain transparency in all fiduciary aspects.
- 3.7 Ensure that board processes and procedures respect local culture, values and traditions.
- 3.8 School facilities and grounds shall be kept to a high standard.

4. Accountability to the Provincial Government

- 4.1 Act in accordance with all statutory requirements to implement provincial standards and policies.
- 4.2 Perform Board functions required by governing legislation and existing Board policy.
- 4.3 Ensure all students, teachers and Division leaders learn about First Nations, Métis and Inuit perspectives, experiences and contributions throughout history, treaties, and the history and legacy of residential schools.

5. Fiscal Accountability



POLICY 2

ROLE OF THE BOARD

- 5.1 Within the context of results-based budgeting, approve budget assumptions/principles and establish priorities at the outset of the budget process.
 - 5.2 Approve the annual budget and allocation of resources to achieve desired results.
 - 5.3 Approve, if any, annual fees for instructional resources, transportation and tuition.
 - 5.4 Approve expense reimbursement rates.
 - 5.5 Approve substantive budget adjustments when necessary.
 - 5.6 Enable the development of reciprocal partnership agreements to collectively enhance support and services for all students, including those attending First Nations-operated schools.
 - 5.7 Approve all tenders/purchases/contracts/lease agreements over one hundred twenty-five thousand dollars (\$125,000).
 - 5.8 Ensure fair tender and bid processes.
 - 5.9 Monitor the division's fiscal management by receiving, at a minimum, quarterly variance analyses and year-end projections.
 - 5.10 Receive and approve the annual Audit Plan.
 - 5.11 Receive the Audit Report and ensure that the management letter recommendations are addressed.
 - 5.12 Approve annually the Three-Year Capital Plan for submission to Alberta Education.
 - 5.13 Approve borrowing for capital expenditures within provincial restrictions.
 - 5.14 Set the parameters for negotiations after soliciting advice from the Superintendent and others.
 - 5.15 At its discretion, ratify Memoranda of Agreement with bargaining units.
 - 5.16 Approve the Superintendent's contract.
 - 5.17 Approve the signing authorities for the Division annually.
 - 5.18 Approve transfer of funds to/from reserves.
 - 5.19 Approve investment parameters.
 - 5.20 Ensure all non-instructional programs are regularly reviewed to test their relevance, effectiveness, and efficiency against desired outcomes.
6. Board/Superintendent Relations ("First Team")
 - 6.1 Select the Superintendent; provide for succession planning as required.
 - 6.2 Provide the Superintendent with clear corporate direction.



POLICY 2

ROLE OF THE BOARD

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- 6.3 Delegate in writing, administrative authority and identify **the** responsibility subject to provisions and restrictions in the Education Act.
 - 6.4 Respect the Superintendent's authority to carry out executive action and support the Superintendent's actions, which are exercised within the position's delegated discretionary powers.
 - 6.5 Demonstrate mutual respect and support, which is then conveyed to the staff and the community.
 - 6.6 Annually evaluate the Superintendent in accordance with a pre-established performance appraisal mechanism.
 - 6.7 Annually review the compensation of the Superintendent.
 - 6.8 See also Policy 2 Appendix D - Board and Superintendent Communication Guidelines.
 - 6.9 Written resolutions ~~which are~~ put forward electronically for agenda purposes require board approval.
7. Board Development
- 7.1 Annually review and approve the [Board Work Plan](#).
 - 7.2 Develop a professional development plan for governance excellence in fiduciary, strategic and generative engagement modes.
 - 7.3 Annually evaluate Board effectiveness in meeting performance indicators in the annual Assurance and Education Plans.
 - 7.4 Annual training for the Board Chair and Trustees (See Board Work Plan 7.3 and 7.3a)
8. Policy
- 8.1 Identify how the Board is to function.
 - 8.2 Annual develop/revise policies using an engagement process when appropriate.
 - 8.3 ~~On a regular basis,~~ **Regularly** monitor policy currency, relevancy and effectiveness.
9. Political Advocacy
- 9.1 Act as an advocate for public education and the Division.
 - 9.2 Identify issues for advocacy on an ongoing basis.
 - 9.3 Develop a plan for advocacy, including focus, key messages, relationships and mechanisms.
 - 9.4 Promote regular meetings and maintain timely, frank and constructive communication with locally elected officials.



POLICY 2 ROLE OF THE BOARD

- 9.5 Arrange meetings with elected provincial and federal government officials to communicate and garner support for education in local communities.

SELECTED RESPONSIBILITIES

The Board shall act in accordance with those board responsibilities set out in section 22 of the Education Act as amended from **time to** time and shall:

1. Acquire and dispose of land and buildings; ensure titles to or enforceable long-term interests in land are in place before capital project construction.
2. Approve school attendance areas.
3. Establish entrance ages for student admission.
4. Approve locally developed/acquired courses for students.
5. Name schools and other Division-owned facilities.
6. Approve Division Calendar Framework and school calendar(s).
7. Provide for recognition of students, staff and community.
8. Approve leases and agreements with municipal authorities; ensure leases are in place for all schools ~~situated~~ on Métis Settlement lands.
9. Approve all international ~~field trips~~ and out-of-province field trips ~~in excess of~~ **over** three (3) school days.

ORIENTATION

Trustees must be ~~adequately~~ briefed concerning existing Board policy and practice, statutory requirements, initiatives and long-range plans to ensure continuity and facilitate the smooth transition from one Board to the next following an election.

The Board believes an orientation program is necessary for effective trusteeship.

1. The Board Chair and Superintendent are responsible for developing and implementing the Division's trustee orientation program.



POLICY 2

ROLE OF THE BOARD

2. The Superintendent shall provide each trustee with access to the references listed in Policy 3 Appendix "Services, Materials and Equipment Provided to Trustees" at the Organizational Meeting following a general election or at the ~~first regular meeting of the Board~~ **board's first regular meeting** following a by-election.
3. In the year of an election, the Division will host a preliminary orientation session for all elected candidates ~~prior to~~ **before** the Organizational Meeting. This session will include a review of and an expression of interest in Board assignments and committees.
4. The Division will offer an orientation program for all trustees that provides information on:
 - 4.1 Role of the trustee, ward councils and school councils
 - 4.2 Board policies, agendas and minutes;
 - 4.3 The organizational structure and administrative procedures of the Division.
 - 4.4 Existing Division initiatives, annual reports, budgets, financial statements and long-range plans;
 - 4.5 Division programs and services;
 - 4.6 Divisional Community/School Overview
 - 4.7 **The** board's function **is** as an appeal body;
 - 4.8 Statutory and regulatory requirements, including responsibilities **about** ~~with regard to~~ conflict of interest;
 - 4.9 Meeting rules and guidelines, including Robert's Rules of Order, meeting etiquette, and key procedures.
 - 4.10 Trustee remuneration, expenses and associated processes.
 - 4.11 Technology Orientation
 - 4.12 Trustee handbook; budgeting training.
5. The orientation program may also include:
 - 5.1 A tour of the offices and the opportunity to meet Division Office staff.
 - 5.2 A tour of the schools and the opportunity **chance** to meet principals and staff.
6. The Division will provide support within the Board governance budget for trustees attending provincial association-sponsored orientation seminars.

Legal Reference: Section 33, 51, 52, 53, 54, 60, 67, 139, 222 Education Act
 Fiscal Planning and Transparency Act
 Borrowing Regulation
 Investment Regulation
 School Fees Regulation



POLICY 2

ROLE OF THE BOARD

Trust and Reconciliation Commission Calls To Action
Local Authorities Elections Act
Northland School Division Act
Results-Based Budgeting Act
Disposition of Property Regulation
Early Childhood Services Regulation



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025
SUBMITTED BY: Tanya Fayant, Board Chair
SUBJECT: Policy 7 Appendix B - Board Professional Development Plan & Guidelines
REFERENCE(S):
ATTACHMENTS: Policy 7 Appendix B - Board Professional Development Plan & Guidelines

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, 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 B - Board Professional Development Plan & Guidelines.

BACKGROUND

RISK ANALYSIS

POLICY 7 APPENDIX B

BOARD PROFESSIONAL DEVELOPMENT PLAN & GUIDELINES

As leaders, trustees must continually expand their knowledge to help ensure the success of students, the Division as a whole, staff, and communities. Modelling lifelong learning sets a good example and sends a strong message about the importance of education and continual learning.

By its own policy (Policy 2, 7.2), the Board is required to develop a professional development plan for governance excellence in fiduciary, strategic, and generative engagement modes.

Guidelines:

1. Funds to support trustee professional development shall be allocated within the board governance budget each year.
2. Trustees should seek professional development opportunities and sessions at conferences, considering their areas of strength and weakness regarding governance excellence.
3. It is the responsibility of all trustees to help ensure the board stays within budget.
 - 3.1. Attendance at professional development opportunities shall be discussed in September of each school year, and the "Conference Chart for Attendance" shall be completed as fully as possible, with the understanding that changes could occur.
 - 3.1.1. The Executive Assistant will monitor and change the chart in consultation with the Chair and Secretary-Treasurer if necessary.
 - 3.2. The "Conference Chart for Attendance" provides a guideline for budgeting purposes, but closer costs must be determined before finalization.
 - 3.3. If the budget is close to being used at any time, priority will be given to trustees who have attended the fewest professional development activities within the year and/or terms.
4. Expenses and honoraria for professional development will be paid as per Policy 7 Appendix A, Schedule of Rates.
5. A trustee may attend more professional development opportunities than outlined below with the board's special permission and if the budget allows.
6. Association Conferences
 - 6.1. The following conferences may be attended by all trustees:
 - 6.1.1. Alberta School Board Association (ASBA)
 - 6.1.1.1. ASBA Fall General Meeting (FGM) & Conference
 - 6.1.1.2. ASBA Spring General Meeting (SGM) & Conference
 - 6.1.1.3. ASBA Leadership Academy
 - 6.1.1.4. ASBA New Trustee Orientation (Part 1 & 2)
 - 6.1.2. Public School Board Association of Alberta (PSBAA):
 - 6.1.2.1. PSBAA FGM & Conference
 - 6.1.2.2. PSBAA SGM & Conference

POLICY 7 APPENDIX B

BOARD PROFESSIONAL DEVELOPMENT PLAN & GUIDELINES

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- 6.1.2.3. PSBAA Governance Seminar
 - 6.1.3. Alberta School Councils Association (ASCA) Conference
7. Professional Development Opportunities within Alberta
- 7.1. Trustees may attend up to three (3) additional in-province professional development opportunities per year.
 - 7.1.1. A trustee may "swap" attending an Association Conference listed above for a different professional development opportunity within Alberta with similar costs and expenses.
 - 7.2. The Board believes it would be valuable if some trustees attended the following in-province conferences each year and if each trustee attended each one at least once a term:
 - 7.2.1. College of Alberta School Superintendents (CASS) First Nation, Metis and Inuit Education Gathering
8. Professional Development Opportunities Outside of Alberta
- 8.1. Trustees may attend professional development outside of Alberta **must be approved by Board Motion and with budget consideration.** ~~but within Canada to a maximum of twice a term.~~
 - 8.2. ~~The Board believes it would be valuable if some trustees attended the following conference, which is outside of Alberta but within Canada, each year and if each trustee attended them at least once a term:~~
 - 8.2.1. ~~Canadian Association for the Practical Study of Law in Education (CAPSLE)~~
 - 8.2.2. ~~Canadian School Boards Association (CSBA) Annual Conference~~
 - 8.2.3. ~~CSBA National Trustee Gathering on Aboriginal Education~~
 - 8.3. ~~The National School Boards Association (NSBA) Annual Conference & Exposition is open to trustees once a term, and the Board encourages each trustee to attend.~~

POLICY 7 APPENDIX B

BOARD PROFESSIONAL DEVELOPMENT PLAN & GUIDELINES

9. Conference Chart for Attendance per Year

PD Opportunity	Month	Number of Trustees to Attend
PSBAA FGM & SGM	October/June	9
ASBA FGM & SGM	November/June	9
ASBA New Trustee Orientation, Part 1 & 2	November/January of 1st Year	9
PSBAA Governance Seminar	January of 1st Year	9
Alberta Rural Education Symposium	March	9
National School Boards Association	April	At least 2
Alberta School Council Association (ASCA)	April	9
CASS FNMI Conference	April	At least 2
CAPSLE	April	5
Canadian School Boards Association (CSBA)	July	6
Other Indigenous Conferences/Webinars - with Board approval.		

Legal Reference: Policy 2 Role of the Board
Policy 7 Board Governance and Operations



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: JUNE 28, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 12 - Role of the Superintendent

REFERENCE(S):

ATTACHMENTS: Policy 12 - Role of the Superintendent

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, 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 12 - Role of the Superintendent.

BACKGROUND

RISK ANALYSIS

POLICY 12

ROLE OF THE SUPERINTENDENT

Under the provisions of section 10 of the Northland School Division Act, the Superintendent is the Chief Executive Officer of the Board. ~~In accordance with~~ **Under** the Education Act, the Superintendent is also the Chief Education Officer of the Division. The Superintendent shall perform the duties and assume the responsibilities assigned through provincial legislation and those ~~assigned~~ **designated** by the Board. All Board authority delegated to the staff of the Division is delegated through the Superintendent.

Specific Areas of Responsibility

1. Student Learning

- 1.1 Provides leadership in all matters relating to education in the Division.
- 1.2 Ensures students in the Division have the opportunity to meet or exceed the standards of education set by the Minister.
- 1.3 Aligns Division resources and builds organizational capacity to support First Nations and Métis student achievement.
- 1.4 Ensures that learning environments contribute to **developing** ~~the development of~~ skills and habits necessary for the world of work, post-secondary studies, lifelong learning, and citizenship.
- 1.5 Provides leadership in fostering conditions which promote ~~the improvement of~~ **improving** educational opportunities for all students.
- 1.6 Provides leadership in implementing education policies established by the Minister and the Board.
- 1.7 Acts as, or designates, the attendance officer for the Division.

2. Student Wellness

- 2.1 Ensures that each student ~~is provided with~~ **has** a welcoming, caring, respectful, and safe learning environment that respects diversity and fosters a sense of belonging.
- 2.2 Ensures that ~~the~~ **students'** social, physical, intellectual, cultural, spiritual, and emotional growth needs of students are met in the overall school environment.
- 2.3 Develops pathways beyond the residential school legacy.
- 2.4 Ensures the safety and well-being of students while participating in school programs or ~~while~~ being transported on transportation provided by the Division.
- 2.5 Ensures the facilities adequately accommodate Division students.

3. Fiscal Responsibility

- 3.1 Ensures the fiscal management of the Division by the Secretary-Treasurer is ~~in accordance with~~ **following** the terms **and** ~~or~~ conditions of any funding received by the Board under the Education Act or any other Act.

POLICY 12

ROLE OF THE SUPERINTENDENT

- 3.2 Ensures the Division operates **fiscally responsibly** in a fiscally responsible manner, including adherence to recognized accounting procedures.
- 3.3 Directs the preparation and presentation of the budget.
- 3.4 Ensures the Board has current and relevant financial information.
- 3.5 Directs the preparation of the Three-Year Capital Plan for submission to the Board.

4. Personnel Management

- 4.1 Has overall authority and responsibility for all personnel-related matters, except the mandates for collective bargaining and those personnel matters precluded by legislation, collective agreements, or Board policy.
- 4.2 Monitors the performance of all staff and ensures appropriate evaluation processes are in place.
- 4.3 Supports staff in accessing the professional learning and capacity building needed to meet the learning needs of First Nations, Métis, and all other students.
- 4.4 Ensures the coordination and integration of human resources within the Division.
- 4.5 Ensures that each staff member and the contractor is provided with a welcoming, caring, respectful, and safe working environment that respects diversity and fosters a sense of belonging.

5. Policy/Administrative Procedures

- 5.1 Provides leadership in the planning, **developing, implementing and evaluating** ~~development, implementation, and evaluation~~ of Board policies.
- 5.2 Develops and ~~keeps current~~ **maintains** an Administrative Procedures Manual that is consistent with Board policy and provincial policies, regulations, and procedures.

6. Superintendent/Board Relations (“The First Team”)

- 6.1 Engages in and maintains positive, professional working relations with the Board.
- 6.2 Respects and honours the Board’s role and responsibilities and facilitates the implementation of that role as defined in Board policy.
- 6.3 Attends all Board meetings and makes recommendations on matters requiring Board action, **by** providing accurate information and reports as needed to ensure the ~~making of~~ informed decisions.
- 6.4 Provides the information and counsel that the Board requires to perform its role.
- 6.5 Keeps the Board informed on sensitive issues in a timely manner.
- 6.6 See also Policy 2 Appendix D - **Board and Superintendent Communication Guidelines.**
- 6.7 Attends and/or designates administrative attendance at all committee meetings.
- 6.8 Demonstrates respect, integrity, and support, which is conveyed to the staff and community.

POLICY 12

ROLE OF THE SUPERINTENDENT

7. Strategic Planning and Reporting

- 7.1 Leads a generative Strategic Planning engagement process.
- 7.2 Assists the Board in determining the **Division's** present and future educational needs of the Division through the development of short and long-range plans.
- 7.3 Involves the Board appropriately (Board approval of process and timelines; opportunity for Board establishment of strategic priorities and key results early in the process; final Board approval).
- 7.4 Implements plans as approved by the Board.
- 7.5 Reports regularly on **the** results achieved.
- 7.6 Develops the Annual Education Results Report/Assurance Plan for Board approval.

8. Organizational Management

- 8.1 Demonstrates effective organizational skills resulting in Division compliance with all legal, Ministerial, and Board mandates and timelines.
- 8.2 Reports to the Minister with respect to matters identified in and required by the Education Act and provincial legislation.
- 8.3 Reviews, modifies and maintains an organizational chart **that** ~~which~~ accurately delineates ~~lines of~~ authority and responsibility **lines**.
- 8.4 Builds an organizational structure and promotes a division culture **that** ~~which~~ facilitates positive results, effectively handles emergencies, and deals with crisis situations in a team-oriented, collaborative and cohesive fashion.
- 8.5 Facilitates collaboration with First Nations and Métis leaders, organizations, and communities to establish strategic policy directions **to** ~~in support of~~ optimal learning success and **the** development of First Nations, Métis, and all other students.
- 8.6 Ensures compliance with legislative requirements related to privacy.

9. Communications and Community Relations

- 9.1 Takes appropriate actions to ensure open, transparent, positive internal and external communications are developed and maintained.
- 9.2 Ensures parents have a high level of satisfaction with the services provided and the responsiveness of the Division.
- 9.3 Builds and sustains relationships with First Nations and Métis parents/guardians, Elders, local leaders, and community members.
- 9.4 Pursues opportunities and engages in practices to facilitate reconciliation within the school community.
- 9.5 Acts as the head of the organization for ~~the purposes of~~ the Freedom of Information and Protection of Privacy (FOIP) Act.

POLICY 12

ROLE OF THE SUPERINTENDENT

- 9.6 In consultation with the Board Chair, serves as a spokesperson for the Division for the media and public to keep the Division's messages consistent and accurate.
- 9.7 See also Policy 2 Appendix D - Board and Superintendent Communication Guidelines.

10. Leadership Practices

- 10.1 Practices leadership in a manner that is viewed positively and has the support of those with whom the Superintendent works most directly in carrying out the directives of the Board and the Minister.
- 10.2 Develops and maintains positive and effective relations with national, provincial, and regional government departments and agencies.
- 10.3 Ensures that meaningful collaboration arises from relationships built on trust, honesty, and respect.
- 10.4 Understands the historical, social, economic, and political implications of:
 - 10.4.1 Treaties and agreements with First Nations;
 - 10.4.2 Agreements with Métis;
 - 10.4.3 Residential schools and their legacy.
- 10.5 Site visits

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



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025
SUBMITTED BY: Tanya Fayant, Board Chair
SUBJECT: Policy 12 Appendix A - Superintendent Evaluation Process
REFERENCE(S):
ATTACHMENTS: Policy 12 Appendix A - Superintendent Evaluation Process

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, 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 12 - Appendix A - Superintendent Evaluation Process.

BACKGROUND

RISK ANALYSIS



POLICY 12 - APPENDIX A

SUPERINTENDENT EVALUATION PROCESS, CRITERIA AND TIMELINES

EVALUATION PROCESS

1. It provides ~~for both~~ accountability and growth and strengthens the relationship between the Board and the Superintendent. The written report will affirm specific accomplishments and identify growth areas. Some growth goals may address areas requiring improvement, while others will identify areas where greater emphasis is needed ~~required~~ due to changes in the environment.
2. Complies with Forms **4** and ~~Form~~ 5 of the Superintendent of Schools Regulation. These forms require that the contract between the Board and the Superintendent includes performance evaluation criteria and processes and, at minimum, provision for a regular written evaluation of the Superintendent's performance.
3. Highlights the **Superintendent's** key role of ~~the Superintendent as~~ **the Division's** Chief Education Officer ~~for the Division to enhance~~ **enhancing** student achievement and success for all children.
4. Recognizes that the Superintendent is the Chief Executive Officer. The Superintendent is held accountable for work performed primarily by other senior administrators, e.g., fiscal management.
5. Emphasizes the need for and requires the use of evidence for evaluation purposes. Evaluations are most helpful when the evaluator provides concrete evidence of strengths and/or growth areas. The Performance Assessment Guide identifies possible sources of evidence in advance, while the quality indicators further describe role expectations.
6. Meets contractual requirements in that the Superintendent and Board ~~came to a mutual agreement relative to~~ **agreed on** the comprehensive evaluation process to be followed.
7. It is aligned with and based upon the Superintendent's roles and responsibilities. The evaluation document is consistent with Policy 12.
8. It is linked to the Division's goals. The Strategic Planning and Reporting section directly links to the Superintendent's performance in the three-year planning process, which includes the Division's goals.
9. ~~Set out standards of performance~~ **standards**. The quality indicators in the Performance Assessment Guide ~~sets out~~ initial standards. When growth goals are identified, additional



POLICY 12 - APPENDIX A

SUPERINTENDENT EVALUATION PROCESS, CRITERIA AND TIMELINES

standards will need to be set to provide clarity of expectations and the means of assessing performance.

10. **It** is also a performance-based assessment system **which** ~~Such an evaluation~~ focuses on improvement over time. The second and subsequent evaluations **consider** ~~take into consideration~~ the previous evaluation, and ~~an assessment of~~ **assesses** the Superintendent's success in addressing identified growth areas.
11. It uses multiple data sources. Objective data, **such as** audit reports, Alberta Education monitoring reports, and student achievement data, **are** augmented with subjective data provided in surveys.
12. Elicits evidence to support subjective assessments. This might be the case when the Board provides feedback regarding ~~Board~~ agendas, committee and board meetings, etc.
13. Ensures Board feedback is provided regularly. Such feedback will be timely, supported by specific examples from the quarterly report, and will focus on areas over which the Superintendent has authority.

Evaluation Criteria

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

Appendix B is the Performance Assessment Guide, which is intended to clarify the Corporate Board's performance expectations for the Superintendent. The Board will use this guide to evaluate the Superintendent's performance **regarding** ~~in regard to~~ each role expectation. The Board will review the indicated evidence and determine whether or to what extent the quality indicators have been achieved.



POLICY 12 - APPENDIX A

SUPERINTENDENT EVALUATION PROCESS, CRITERIA AND TIMELINES

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

The facilitator will provide a working template ~~A working template will be provided by the facilitator~~ for use at the evaluation session. The Board and the Superintendent will be present. The Superintendent will be invited to ensure the Board has full information and may choose to enter into a discussion to make certain the evidence provided has been understood. The Superintendent may leave the room when the Board develops the growth goals/areas for emphasis and the conclusion section. The evaluation report will be composed during the ~~evaluation~~ session and will reflect the Corporate Board's position.

Outcomes:

This is an internal document for evaluation and feedback purposes; it will be filed in the Superintendent's personnel file. All feedback will be respectful and unbiased. The evaluation report, as developed, will be signed off by the Board Chair on behalf of the Board. ~~and~~ **it** is final, and there will be no further edits.

Timelines for Evaluations

Evaluations will be conducted annually within the school year parameters, and the report will be delivered to the Superintendent by October 15 of each year unless notice is given that the deadline cannot be met. This can only be extended once by 30 days.

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



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025
SUBMITTED BY: Tanya Fayant, Board Chair
SUBJECT: Policy 12 Appendix B - Performance Assessment Guide
REFERENCE(S):
ATTACHMENTS: Policy 12 Appendix B - Performance Assessment Guide

RECOMMENDATION

THAT the Board of Trustees approve the correction of section designations, punctuation, 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 12 - Appendix B - Performance Assessment Guide.

BACKGROUND

RISK ANALYSIS



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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



POLICY 12 - APPENDIX B

SUPERINTENDENT PERFORMANCE ASSESSMENT GUIDE (PAG)

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

Legal Reference:

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



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Bursaries and Scholarships

REFERENCE(S):

ATTACHMENTS: Policy 9, AP 370 and Board Work Plan

RECOMMENDATION

THAT the Board of Trustees approve the recommendation from the Bursary and Scholarship Committee, the list of recipients for the NSD bursaries and scholarships with funds coming from the current year-end budget, as attached.

BACKGROUND

The Division received five applications and one inquiry for various scholarships and bursaries. Out of the five applications, three were not eligible due to the following reasons:

- **Applicant 1** did not attend a school within the Northland School Division.
- Applicant 2** is currently receiving funding from the Division through the Community-Based Teacher Education Program (CBTEP).
- Applicant 3** has submitted an application for funding to support academic upgrading.

RISK ANALYSIS

NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

Recipient	Home School	Registered Program	Bursary/Scholarship
James, Kaylee	St. Theresa/Mistassiniy	University of Alberta <ul style="list-style-type: none"> Transition Year Program (TYP) 	Bursary of \$20,000
Platt, Kate	Anzac/Bill Woodward Schools	University of Alberta <ul style="list-style-type: none"> Bachelor of Education in Elementary Education (Agustana/Education) 	Bursary of \$20,000



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: September 2025 Board Meeting
REFERENCE(S):
ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve scheduling the September 2025 board meeting on Saturday, September 27, 2025, in Edmonton.

BACKGROUND

To support a strong start to the 2025–2026 school year and address all critical matters before the upcoming Trustee elections.

This meeting will serve as a strategic opportunity to:

- Finalize any outstanding items requiring Board approval or direction before the **October 20, 2025**, Trustee elections.
- Confirm that administrative priorities and operational plans are aligned with our Division goals for the new school year.
- Ensure continuity and clarity in governance through a timely and comprehensive review of key initiatives.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Douglas Aird, Secretary-Treasurer

SUBJECT: Annual Borrowing Resolution

REFERENCE(S):

ATTACHMENTS: Borrowing Resolutions School Divisions - School Expenditures

RECOMMENDATION:

THAT the Board of Trustees approve the Annual Borrowing Resolution as per Alberta Treasury Branch (ATB) of \$3 Million, if required, to meet the current operating expenditures for the 2025-2026 school year.

BACKGROUND:

If needed, the agreement with the Alberta Treasury Branch requires the Borrowing Resolution to cover borrowing for current operating expenditures during the school year. Provincial revenues secure it, provide an interest rate of 1% above ATB prime and authorize the signing officers.

This Borrowing resolution is to provide a Standby Borrowing facility, but it is unlikely to be used.

RISK ANALYSIS:

The Borrowing Resolution reduces the cash flow risk of the Division by allowing it to use a \$3 million line of credit to cover expenses if there are significant outstanding receivables or other impediments to cash flow.



Borrowing Resolution

School Division – Current Expenditures

WHEREAS the Board of Trustees of the NORTHLAND School Division (hereafter called the "Board") in the Province of Alberta considers it necessary to borrow certain sums of money from time to time to meet current expenditures for its schools for its financial year commencing September 1, 2025 ;

NOW THEREFORE, pursuant to the provisions of the Education Act, be it resolved by the Board that:

1. The Board do borrow from ATB Financial, previously Alberta Treasury Branches (hereafter called "ATB") sums of money from time to time in the said financial year as required to meet current expenditures of the Board in the said financial year, provided that the total principal amount owed to ATB at any one time hereunder shall not exceed the sum of THREE MILLION DOLLARS (\$ 3,000,000.).
2. The Chairman and Treasurer of the Board be and they are hereby authorized for and on behalf of the Board:
 - (a) to apply to ATB for the aforesaid loans to the Board;
 - (b) to obtain advance of monies from ATB in the said financial year by way of an overdraft on the Board's account at an ATB or pursuant to promissory notes or other evidence of indebtedness, as may be permitted or required by ATB; and
 - (c) to execute on behalf of the Board such bills, promissory notes or similar forms of obligation as ATB may require as evidence of and security for all sums borrowed hereunder;

and each document executed as aforesaid shall be valid and binding upon the Board according to its tenor and ATB shall never be bound to inquire whether such officers are observing the limitations on their authority as set forth in this Resolution.

3. All sums borrowed as aforesaid or so much thereof as from time to time remains unpaid shall bear interest at a rate per annum equal to ONE (1 %) PER CENT ABOVE the Prime Lending Rate established from time to time by ATB, and such interest shall be calculated and due and payable monthly.
4. All sums authorized to be borrowed hereunder, including interest, shall be due and payable in full no later than August 31 of the said financial year.
5. As security for payment of money borrowed hereunder, the Board hereby charges to and in favour of ATB the whole of the Alberta Learning Funding received or to be received by the Board, and all other money due or accruing due to the Board, and the Chairman and Secretary of the Board are hereby authorized on behalf and in the name of the Board to execute and deliver to ATB such security documents as ATB may require in relation to the foregoing charge. The said charge shall be collateral to the obligation of the Board to repay with interest all sums borrowed from ATB and ATB shall not be bound to recover any such funding or other monies before being entitled to payment from the Board.
6. ATB shall be furnished with a certified copy of this Resolution and a list of the officers of the Board together with specimens of their signatures, and the said list shall be binding on the Board until notice to the contrary or of any changes therein shall be given to the Manager of the ATB at which the account of the Board is kept.

CERTIFICATE

WE HEREBY CERTIFY that the foregoing Resolution was duly passed by the Board therein mentioned at a duly and regularly constituted meeting thereof held on the 28TH day of JUNE 2025 at which a quorum was present, and that the said Resolution is in full force and effect.

WITNESS our hands and the seal of the Board this day of JUNE 2025 .

Chairman

Secretary (Seal)



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Contract Facilitator for Superintendent Evaluation

REFERENCE(S): Board Work Plan, Policy 12 Appendix A - Superintendent Evaluation Process, Criteria and Timeline

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees authorize the Administration to contact a facilitator to conduct the Superintendent's annual evaluation.

BACKGROUND

In accordance with Section 6.1 of the Board Work Plan, the Division is required to engage the services of an external facilitator to conduct a review of the Superintendent's performance evaluation process.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Contract Facilitator for Board Evaluation

REFERENCE(S): Board Work Plan, Policy 2 Appendix B - Facilitated Board Self-Evaluation Process

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees authorize the Administration to contact a facilitator to conduct the Board's annual evaluation.

BACKGROUND

In accordance with Section 7.9 of the Board Work Plan, the Division is required to engage the services of an external facilitator to conduct the Board's self-evaluation process.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Douglas Aird, Secretary-Treasurer

SUBJECT: Appointment of Auditors

REFERENCE(S): Education Act, Section 138

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees approve the appointment of the Metrix Group as the Division's Year-End Auditors as presented.

BACKGROUND

As part of the financial management cycle and per the Education Act, the Board must appoint an external auditor. In the spring of 2017, Northland School Division issued a call for tenders from qualified accounting firms to conduct the Division's year-end financial statement audit with the Metrix Group LLP as the successful proponent. Previously, the Office of the Auditor General had provided audit services.

Over the past eight years, including during the challenges posed by the COVID-19 pandemic and implementing the new Asset Retirement Obligation (ARO) accounting standards, the Division has continued to work with Metrix Group. Their ongoing engagement has contributed to consistency, cost-effectiveness, and operational stability.

Maintaining a long-term relationship with the same auditing firm minimizes transition costs and disruption for Northland School Division and the auditor. This continuity is particularly valuable during organizational change.

RISK ANALYSIS

During the completion of the 2023-2024 Annual Financial Statement Audit, Northland and the Metrix Group discussed certain changes to ensure that the completion timeline could be brought back to the end of October - mid-November. Due to this, an interim audit will be performed to reduce the work required at year-end.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Mark Owens, Associate Superintendent

SUBJECT: Locally Developed Course - Forensic Studies 35

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION

THAT the Board of Trustees authorize the Administration to acquire the following locally developed course, with the approved start date of September 1, 2024: Forensic Studies 35, LDC 3256, 5 credits as presented.

BACKGROUND

School authorities may approve, develop or acquire locally developed courses for Kindergarten through 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 subjects and learning environments.

RISK ANALYSIS



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JUNE 28, 2025

SUBMITTED BY: Mark Owens, Associate Superintendent

SUBJECT: Locally Developed Courses - Renewal

REFERENCE(S):

ATTACHMENTS: List of Locally Developed Courses Expiring

RECOMMENDATION

THAT the Board of Trustees authorize the Administration to acquire the following locally developed courses as presented.

BACKGROUND

School authorities may approve, develop or acquire locally developed courses for Kindergarten through 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 subjects and learning environments.

RISK ANALYSIS

Subject	Discipline	Sequence	Code	Name	Credits	First Year	Last Year
Career and Technology Studies	Career Transitions	Foundations in Industry Workplace Safety	LDC3123	Foundations in Industry Workplace Safety 35	5	2015-2016	2024-2025
Career and Technology Studies	Computing Science	Working with Three-dimensional Data	LDC1157	Working with Three-dimensional Data 15	5	2021-2022	2024-2025
Career and Technology Studies	Computing Science	Working with Three-dimensional Data	LDC2157	Working with Three-dimensional Data 25	5	2021-2022	2024-2025
Career and Technology Studies	Computing Science	Working with Three-dimensional Data	LDC3157	Working with Three-dimensional Data 35	5	2021-2022	2024-2025
Career and Technology Studies	Construction Technologies	Introduction to System Scaffolding	LDC1007	Introduction to System Scaffolding 15	3	2021-2022	2024-2025
Career and Technology Studies	Design Studies	Design Thinking for Innovation	LDC1131	Design Thinking for Innovation 15	3	2021-2022	2024-2025
Career and Technology Studies	Design Studies	Design Thinking for Innovation	LDC1131	Design Thinking for Innovation 15	5	2021-2022	2024-2025
Career and Technology Studies	Design Studies	Design Thinking for Innovation	LDC2131	Design Thinking for Innovation 25	3	2021-2022	2024-2025
Career and Technology Studies	Design Studies	Design Thinking for Innovation	LDC2131	Design Thinking for Innovation 25	5	2021-2022	2024-2025
Career and Technology Studies	Design Studies	Design Thinking for Innovation	LDC3131	Design Thinking for Innovation 35	3	2021-2022	2024-2025
Career and Technology Studies	Design Studies	Design Thinking for Innovation	LDC3131	Design Thinking for Innovation 35	5	2021-2022	2024-2025
Career and Technology Studies	Human & Social Services	Leadership, Character & Social Responsibility	LDC1509	Leadership, Character & Social Responsibility 15	3	2021-2022	2024-2025
Career and Technology Studies	Human & Social Services	Leadership, Character & Social Responsibility	LDC1509	Leadership, Character & Social Responsibility 15	5	2021-2022	2024-2025
Career and Technology Studies	Human & Social Services	Leadership, Character & Social Responsibility	LDC2509	Leadership, Character & Social Responsibility 25	3	2021-2022	2024-2025
Career and Technology Studies	Human & Social Services	Leadership, Character & Social Responsibility	LDC2509	Leadership, Character & Social Responsibility 25	5	2021-2022	2024-2025
Career and Technology Studies	Human & Social Services	Leadership, Character & Social Responsibility	LDC3509	Leadership, Character & Social Responsibility 35	3	2021-2022	2024-2025
Career and Technology Studies	Human & Social Services	Leadership, Character & Social Responsibility	LDC3509	Leadership, Character & Social Responsibility 35	5	2021-2022	2024-2025
Career and Technology Studies	Information Processing	Cybersecurity	LDC1224	Cybersecurity 15	5	2021-2022	2024-2025
Career and Technology Studies	Information Processing	Data Visualization	LDC1218	Data Visualization 15	5	2021-2022	2024-2025
Career and Technology Studies	Information Processing	Understanding Video Games	LDC1008	Understanding Video Games 15	5	2021-2022	2024-2025
Career and Technology Studies	Legal Studies	Forensic Studies	LDC2256	Forensic Studies 25	3	2021-2022	2024-2025
Career and Technology Studies	Legal Studies	Forensic Studies	LDC3256	Forensic Studies 35	3	2021-2022	2024-2025
Career and Technology Studies	Legal Studies	Forensic Studies	LDC3256	Forensic Studies 35	5	2021-2022	2024-2025
Career and Technology Studies	Wildlife	Water Experiences	LDC1492	Water Experiences 15	3	2021-2022	2024-2025
Career and Technology Studies	Wildlife	Water Experiences	LDC2492	Water Experiences 25	3	2021-2022	2024-2025
Career and Technology Studies	Wildlife	Water Experiences	LDC3492	Water Experiences 35	3	2021-2022	2024-2025
Career and Technology Studies	Wildlife	Winter Travel	LDC1491	Winter Travel 15	3	2021-2022	2024-2025
Career and Technology Studies	Wildlife	Winter Travel	LDC2491	Winter Travel 25	3	2021-2022	2024-2025
Career and Technology Studies	Wildlife	Winter Travel	LDC3491	Winter Travel 35	3	2021-2022	2024-2025
Fine Arts	Art	Studio Art	LDC3693	Studio Art 35	3	2021-2022	2024-2025
Fine Arts	Art Appreciation	Film and Media Art	LDC1092	Film and Media Art 15	3	2021-2022	2024-2025
Fine Arts	Art Appreciation	Film and Media Art	LDC1092	Film and Media Art 15	5	2021-2022	2024-2025
Fine Arts	Art Appreciation	Film and Media Art	LDC2092	Film and Media Art 25	3	2021-2022	2024-2025
Fine Arts	Art Appreciation	Film and Media Art	LDC2092	Film and Media Art 25	5	2021-2022	2024-2025
Fine Arts	Art Appreciation	Film and Media Art	LDC3092	Film and Media Art 35	3	2021-2022	2024-2025
Fine Arts	Art Appreciation	Film and Media Art	LDC3092	Film and Media Art 35	5	2021-2022	2024-2025
Fine Arts	Art Appreciation	Study of Film	LDC3112	Study of Film 35	3	2021-2022	2024-2025
Fine Arts	Choral Music	Choir	LDC1414	Choir 15	3	2021-2022	2024-2025
Fine Arts	Choral Music	Choir	LDC1414	Choir 15	5	2021-2022	2024-2025
Fine Arts	Choral Music	Choir	LDC2414	Choir 25	3	2021-2022	2024-2025
Fine Arts	Choral Music	Choir	LDC2414	Choir 25	5	2021-2022	2024-2025
Fine Arts	Choral Music	Choir	LDC3414	Choir 35	3	2021-2022	2024-2025
Fine Arts	Choral Music	Choir	LDC3414	Choir 35	5	2021-2022	2024-2025
Fine Arts	Choral Music	Vocal Jazz	LDC1433	Vocal Jazz 15	5	2021-2022	2024-2025
Fine Arts	Choral Music	Vocal Jazz	LDC2433	Vocal Jazz 25	5	2021-2022	2024-2025
Fine Arts	Choral Music	Vocal Jazz	LDC3433	Vocal Jazz 35	5	2021-2022	2024-2025
Fine Arts	General Music	Music Theory	LDC2153	Music Theory 25	3	2021-2022	2024-2025
Fine Arts	General Music	Music Theory	LDC3153	Music Theory 35	3	2021-2022	2024-2025

Fine Arts	Instrumental Music	Band	LDC1439 Band 15	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Band	LDC1439 Band 15	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Band	LDC2439 Band 25	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Band	LDC2439 Band 25	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Band	LDC3439 Band 35	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Band	LDC3439 Band 35	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Chamber Ensemble	LDC1417 Chamber Ensemble 15	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Chamber Ensemble	LDC1417 Chamber Ensemble 15	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Chamber Ensemble	LDC2417 Chamber Ensemble 25	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Chamber Ensemble	LDC2417 Chamber Ensemble 25	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Chamber Ensemble	LDC3417 Chamber Ensemble 35	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Chamber Ensemble	LDC3417 Chamber Ensemble 35	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Instrumental Jazz	LDC1431 Instrumental Jazz 15	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Instrumental Jazz	LDC1431 Instrumental Jazz 15	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Instrumental Jazz	LDC2431 Instrumental Jazz 25	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Instrumental Jazz	LDC2431 Instrumental Jazz 25	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Instrumental Jazz	LDC3431 Instrumental Jazz 35	3	2021-2022	2024-2025
Fine Arts	Instrumental Music	Instrumental Jazz	LDC3431 Instrumental Jazz 35	5	2021-2022	2024-2025
Fine Arts	Instrumental Music	Marching Band	LDC1432 Marching Band 15	3	1998-1999	2024-2025
Fine Arts	Instrumental Music	Marching Band	LDC1432 Marching Band 15	5	1998-1999	2024-2025
Fine Arts	Instrumental Music	Marching Band	LDC2432 Marching Band 25	3	1998-1999	2024-2025
Fine Arts	Instrumental Music	Marching Band	LDC2432 Marching Band 25	5	1998-1999	2024-2025
Fine Arts	Instrumental Music	Marching Band	LDC3432 Marching Band 35	3	2012-2013	2024-2025
Fine Arts	Instrumental Music	Marching Band	LDC3432 Marching Band 35	5	1998-1999	2024-2025
Fine Arts	Instrumental Music	Marching Band Visual	LDC1552 Marching Band Visual 15	5	2013-2014	2024-2025
Fine Arts	Instrumental Music	Marching Band Visual	LDC2552 Marching Band Visual 25	5	2013-2014	2024-2025
Fine Arts	Instrumental Music	Marching Band Visual	LDC3552 Marching Band Visual 35	5	2013-2014	2024-2025
Fine Arts	Instrumental Music	Ukulele/Guitar	LDC1080 Ukulele/Guitar 15	3	2021-2022	2024-2025
Languages	English as a Second Language	Academic Achievement through English Language Dev	LDC1149 Academic Achievement through English Language Development 15	3	2021-2022	2024-2025
Languages	English as a Second Language	Academic Achievement through English Language Dev	LDC1149 Academic Achievement through English Language Development 15	5	2021-2022	2024-2025
Languages	English as a Second Language	Academic Achievement through English Language Dev	LDC2149 Academic Achievement through English Language Development 25	3	2021-2022	2024-2025
Languages	English as a Second Language	Academic Achievement through English Language Dev	LDC2149 Academic Achievement through English Language Development 25	5	2021-2022	2024-2025
Languages	English as a Second Language	Academic Achievement through English Language Dev	LDC3149 Academic Achievement through English Language Development 35	3	2021-2022	2024-2025
Languages	English as a Second Language	Academic Achievement through English Language Dev	LDC3149 Academic Achievement through English Language Development 35	5	2021-2022	2024-2025
Languages	English Language	Extended Essay	LDC3609 Extended Essay 35	3	2021-2022	2024-2025
Languages	English Literature	Literature and Composition	LDC2627 Literature and Composition 25	3	2021-2022	2024-2025
Languages	English Literature	Literature and Composition	LDC3627 Literature and Composition 35	5	2021-2022	2024-2025
Languages	Other English	Avid Readers	LDC2391 Avid Readers 25	3	2021-2022	2024-2025
Languages	Other English	Avid Readers	LDC2391 Avid Readers 25	5	2021-2022	2024-2025
Languages	Other English	Content Literacy	LDC0020 Content Literacy 25	3	2021-2022	2024-2025
Languages	Other English	Content Literacy	LDC0020 Content Literacy 25	5	2021-2022	2024-2025
Languages	Other English	Content Literacy	LDC0010 Content Literacy Level 1 15	3	2021-2022	2024-2025
Languages	Other English	Content Literacy	LDC0010 Content Literacy Level 1 15	5	2021-2022	2024-2025
Mathematics	Calculus	Calculus (Advanced)	LDC3255 Calculus (Advanced) 35	5	2020-2021	2024-2025
Mathematics	Calculus	Calculus (Advanced)	LDC3255 Calculus (Advanced) 35	3	2021-2022	2024-2025
Mathematics	General Mathematics	Number Theory	LDC2069 Number Theory 25	5	2020-2021	2024-2025
Other Language Arts	French	French Vernacular	LDC1401 French Vernacular 15	5	2021-2022	2024-2025
Other Language Arts	French	French Vernacular	LDC2401 French Vernacular 25	5	2021-2022	2024-2025
Other Language Arts	Polish	Polish Language Arts	LDC1498 Polish Language Arts 15	5	2021-2022	2024-2025

Other Language Arts	Polish	Polish Language Arts	LDC2498 Polish Language Arts 25	5	2021-2022	2024-2025
Other Language Arts	Polish	Polish Language Arts	LDC3498 Polish Language Arts 35	5	2021-2022	2024-2025
Other Languages and Cultures	Dene Language and Culture	Dene Language and Culture 12Y	LDC1559 Dene Language and Culture 12Y 15	5	2021-2022	2024-2025
Other Languages and Cultures	Dene Language and Culture	Dene Language and Culture 12Y	LDC2559 Dene Language and Culture 12Y 25	5	2021-2022	2024-2025
Other Languages and Cultures	Dene Language and Culture	Dene Language and Culture 12Y	LDC3559 Dene Language and Culture 12Y 35	5	2021-2022	2024-2025
Other Languages and Cultures	French (as Second Language)	French (Advanced)	LDC3280 French (Advanced) 35	3	2021-2022	2024-2025
Other Languages and Cultures	French (as Second Language)	French Language and Literature	LDC3172 French Language and Literature 35	3	2021-2022	2024-2025
Other Languages and Cultures	Greek Language and Culture	Greek Language and Culture 12Y	LDC1393 Greek Language and Culture 12Y 15	5	2021-2022	2024-2025
Other Languages and Cultures	Greek Language and Culture	Greek Language and Culture 12Y	LDC2393 Greek Language and Culture 12Y 25	5	2021-2022	2024-2025
Other Languages and Cultures	Greek Language and Culture	Greek Language and Culture 12Y	LDC3393 Greek Language and Culture 12Y 35	5	2021-2022	2024-2025
Other Languages and Cultures	Hindi Language and Culture	Hindi Language and Culture 3Y	LDC1090 Hindi Language and Culture 3Y 15	5	2021-2022	2024-2025
Other Languages and Cultures	Nakoda/Nakota Language and Culture	Nakoda/Nakota Language and Culture 12Y	LDC1524 Nakoda/Nakota Language and Culture 12Y 15	5	2021-2022	2024-2025
Other Languages and Cultures	Nakoda/Nakota Language and Culture	Nakoda/Nakota Language and Culture 12Y	LDC2524 Nakoda/Nakota Language and Culture 12Y 25	5	2021-2022	2024-2025
Other Languages and Cultures	Nakoda/Nakota Language and Culture	Nakoda/Nakota Language and Culture 12Y	LDC3524 Nakoda/Nakota Language and Culture 12Y 35	5	2021-2022	2024-2025
Other Languages and Cultures	Polish Language and Culture	Polish Language and Culture 3Y	LDC1504 Polish Language and Culture 3Y 15	5	2021-2022	2024-2025
Other Languages and Cultures	Polish Language and Culture	Polish Language and Culture 3Y	LDC2504 Polish Language and Culture 3Y 25	5	2021-2022	2024-2025
Other Languages and Cultures	Polish Language and Culture	Polish Language and Culture 3Y	LDC3504 Polish Language and Culture 3Y 35	5	2021-2022	2024-2025
Other Languages and Cultures	Polish Language and Culture	Polish Language and Culture 12Y	LDC1402 Polish Language and Culture 12Y 15	5	2021-2022	2024-2025
Other Languages and Cultures	Polish Language and Culture	Polish Language and Culture 12Y	LDC2402 Polish Language and Culture 12Y 25	5	2021-2022	2024-2025
Other Languages and Cultures	Polish Language and Culture	Polish Language and Culture 12Y	LDC3402 Polish Language and Culture 12Y 35	5	2021-2022	2024-2025
Other Languages and Cultures	Portuguese Language and Culture	Portuguese Language and Culture 3Y	LDC1383 Portuguese Language and Culture 3Y 15	5	2021-2022	2024-2025
Other Languages and Cultures	Portuguese Language and Culture	Portuguese Language and Culture 3Y	LDC2383 Portuguese Language and Culture 3Y 25	5	2021-2022	2024-2025
Other Languages and Cultures	Portuguese Language and Culture	Portuguese Language and Culture 3Y	LDC3383 Portuguese Language and Culture 3Y 35	5	2021-2022	2024-2025
Other Languages and Cultures	Russian Language and Culture	Russian Language and Culture 3Y	LDC1243 Russian Language and Culture 3Y 15	5	2022-2023	2024-2025
Other Languages and Cultures	Russian Language and Culture	Russian Language and Culture 3Y	LDC2243 Russian Language and Culture 3Y 25	5	2022-2023	2024-2025
Other Languages and Cultures	Russian Language and Culture	Russian Language and Culture 3Y	LDC3243 Russian Language and Culture 3Y 35	5	2022-2023	2024-2025
Other Languages and Cultures	Spanish Language and Culture	Spanish (Advanced)	LDC3258 Spanish (Advanced) 35	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Developing Personal Integrity	LDC1795 Developing Personal Integrity 15	5	2021-2022	2024-2025
Personal Development	Other Personal Development	Developing Personal Integrity	LDC2795 Developing Personal Integrity 25	5	2021-2022	2024-2025
Personal Development	Other Personal Development	Developing Personal Integrity	LDC3795 Developing Personal Integrity 35	5	2021-2022	2024-2025
Personal Development	Other Personal Development	Expanded Core Curriculum for Students with Visual Impairments	LDC1009 Expanded Core Curriculum for Students with Visual Impairments 15	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Expanded Core Curriculum for Students with Visual Impairments	LDC1009 Expanded Core Curriculum for Students with Visual Impairments 15	5	2021-2022	2024-2025
Personal Development	Other Personal Development	Expanded Core Curriculum for Students with Visual Impairments	LDC2009 Expanded Core Curriculum for Students with Visual Impairments 25	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Hide Preparation and Tanning	LDC1171 Hide Preparation and Tanning 15	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Medicine Wheel	LDC1172 Medicine Wheel 15	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Personal and Professional Skills	LDC2411 Personal and Professional Skills 25	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Personal and Professional Skills	LDC3411 Personal and Professional Skills 35	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Seven Teachings	LDC1175 Seven Teachings 15	3	2021-2022	2024-2025
Personal Development	Other Personal Development	Surviving Financially as an Adult	LDC2220 Surviving Financially as an Adult 25	5	2021-2022	2024-2025
Personal Development	Other Personal Development	Workplace Essential Skills	LDC2743 Workplace Essential Skills 25	5	2021-2022	2024-2025
Personal Development	Other Personal Development	Workplace Essential Skills	LDC3743 Workplace Essential Skills 35	5	2021-2022	2024-2025
Sciences	Biology	Epidemiology: Study of Pandemics	LDC1156 Epidemiology: Study of Pandemics 15	3	2020-2021	2024-2025
Sciences	Biology	Epidemiology: Study of Pandemics	LDC1156 Epidemiology: Study of Pandemics 15	5	2020-2021	2024-2025
Sciences	Chemistry	Chemistry (Advanced)	LDC3138 Chemistry (Advanced) 35	3	2022-2023	2024-2025
Sciences	Paleontology	Paleontology	LDC1293 Paleontology 15	3	2021-2022	2024-2025
Sciences	Paleontology	Paleontology	LDC1293 Paleontology 15	5	2021-2022	2024-2025
Sciences	Paleontology	Paleontology	LDC2293 Paleontology 25	3	2021-2022	2024-2025
Sciences	Paleontology	Paleontology	LDC2293 Paleontology 25	5	2021-2022	2024-2025
Sciences	Paleontology	Paleontology	LDC3293 Paleontology 35	3	2021-2022	2024-2025

Sciences	Paleontology	Paleontology	LDC3293	Paleontology 35	5	2021-2022	2024-2025
Social Sciences	Economics	Global Economics	LDC3273	Global Economics 35	3	2021-2022	2024-2025
Social Sciences	History	European History	LDC3257	European History 35	5	2021-2022	2024-2025
Social Sciences	History	European History	LDC3257	European History 35	3	2021-2022	2024-2025
Social Sciences	History	Theory of Knowledge (IB)	LDC2152	Theory of Knowledge (Higher) 25	3	2021-2022	2024-2025
Social Sciences	History	Theory of Knowledge (IB)	LDC3152	Theory of Knowledge (Higher) 35	3	2021-2022	2024-2025
Social Sciences	Psychology	Social Psychology	LDC1161	Social Psychology 15	5	2021-2022	2024-2025
Social Sciences	Religion	Religions of the World	LDC3450	Religions of the World 35	3	2021-2022	2024-2025
Social Sciences	Religion	Religions of the World	LDC3450	Religions of the World 35	5	2021-2022	2024-2025
Social Sciences	Religion	Religious Studies (7th Day Adventist)	LDC1088	Religious Studies (7th Day Adventist) 15	5	2021-2022	2024-2025
Social Sciences	Religion	Religious Studies (7th Day Adventist)	LDC2088	Religious Studies (7th Day Adventist) 25	3	2021-2022	2024-2025
Social Sciences	Religion	Religious Studies (7th Day Adventist)	LDC3088	Religious Studies (7th Day Adventist) 35	3	2021-2022	2024-2025
Social Sciences	Religion	Religious Studies (7th Day Adventist)	LDC3088	Religious Studies (7th Day Adventist) 35	5	2021-2022	2024-2025
Social Sciences	Religion	Religious Studies Ethical Issues	LDC3790	Religious Studies Ethical Issues 35	5	2021-2022	2024-2025
Social Sciences	Religion	Religious Studies Missional Living	LDC2790	Religious Studies Missional Living 25	5	2021-2022	2024-2025
Social Sciences	Religion	Religious Studies Sacred Texts	LDC1790	Religious Studies Sacred Texts 15	5	2021-2022	2024-2025
Social Sciences	Social Science	Bioethics	LDC2041	Bioethics 25	5	2020-2021	2024-2025
Social Sciences	Social Science	Race and Society	LDC1160	Race and Society 15	5	2021-2022	2024-2025

Corporate Board Expense Summary as of May 31, 2025.

EXPENSES	BUDGET	YTD	REMAINING
Trustee Remuneration	155,973.00	124,370.25	31,602.75
Trustee Benefits	38,667.00	29,059.88	9,607.12
Advertising	1,253.00	4,573.80	(3,320.80)
Awards/Bursaries	32,335.00	4,169.67	28,165.33
In Service Board of Trustees - PD Training	39,361.00	47,973.37	(8,612.37)
Insurance	12.00	0.00	12.00
Legal Fees	0.00	18,109.10	(18,109.10)
Membership Fees (ASBA/PSBAA)	31,200.00	30,982.08	217.92
Professional Services	31,456.00	23,248.63	8,207.37
Office Supplies	4,471.00	2,308.99	2,162.01
Office Equipment	0.00	0.00	0.00
Travel and Subsistence	188,437.00	143,102.16	45,334.84
Ward 1		18,702.08	
Ward 2		12,800.38	
Ward 3		12,610.53	
Ward 4		11,871.17	
Ward 5		22,783.86	
Ward 6		0.00	
Ward 7		9,352.06	
Ward 8		12,950.09	
Ward 9		25,193.76	
Telephone & Internet	2,898.00	1,642.04	1,255.96
Visa Suspense		(2,702.11)	2,702.11
Elections			0.00
TOTAL	526,063.00	426,837.86	99,225.14



Media Release

The Board of Trustees and Executive Team of Northland School Division receives Public School Boards' Association of Alberta award

June 09, 2025 (Calgary, AB) ... The Board of Trustees and Executive Team of Northland School Division has been recognized with the award, Promoting and Advancing one or more of the Calls to Action of the Truth and Reconciliation Commission of Canada (TRC) in Relation to Education within Alberta, from the Public School Boards' Association of Alberta (PSBAA). Tanya Fayant received the award on behalf of the Board of Trustees and Executive Team.

Cal Johnson, Superintendent of Northland School Division nominated the Board of Trustees and Executive Team due to its commitment on its 2024-2027 Education Plan which has implemented strategic initiatives tht promote reconciliation, honour indigenous histories and cultures, and support student well-being and academic success.

“This award reflects the voices and contributions of the communities Northland serves,” said Tanya Fayant, Board Chair. “We are deeply honoured to be recognized for this work. It shows what can happen when families, Elders and staff work together to support students. The division’s efforts are guided by the Truth and Reconciliation Commission’s Calls of Action and the vision families have fo their children.”

The Public School Boards' Association of Alberta held its annual awards evening at its Spring General Assembly in Calgary. A total of five awards were presented.

***The Public School Boards' Association of Alberta (PSBAA)** is the voice of public school boards in the province. We believe public schools are the first choice in our communities, where children can go to learn and live the values of democracy together, reflecting our hope, and shaping the future of our communities.*

- 30 -

Media contact:

Troy Tait, Executive Director and CEO

Public School Boards' Association of Alberta

troy.tait@public-schools.ab.ca | 780-999-5050 (m)

Volume 33-25 No. 05 May 2025

Highlights of the May 16, 2025, Trustees' Meeting

1. STRATEGY

- The ASEBP Trustees received updates on five strategic priorities derived from the 2030 Practical Vision.
- A new five-year strategy will be communicated to stakeholders in the coming months.
- ASEBP remains committed to ensuring that Alberta's public education sector has a benefits plan that meets their evolving needs, supports covered member health and well-being, and ensures long-term sustainability.

2. PRIVACY AND CONFIDENTIALITY

- Demonstrating their ongoing commitment to privacy and confidentiality, the ASEBP Trustees participated in their annual refresher.

3. OTHER BUSINESS

- The ASEBP Trustees made housekeeping changes to the Retirement Incentive for Extended Disability Benefits Recipients Policy. The changes will not materially impact the Retirement Incentive for Teachers and Employees (RITE) program.

ASEBP TRUSTEES

Daryl Scott, Chair
James Gerun, Vice-Chair
Meagan Kuik
Norma Lang
Brett Nixon
Rob Pirie
Allison Purcell
Natashya Shewchuk
Morey Terry
Brad Toone

**ACTING CHIEF
EXECUTIVE OFFICER**
Jocelyn Plakas-Lock

The ASEBP Trustees' Report provides an overview of topics discussed at all ASEBP Trustees' Meetings. These meetings provide the opportunity for ASEBP Trustees to come together to discuss matters of importance at ASEBP—from the financial health of the benefit plan to the introduction of new benefits and programs. While all information in each report is an accurate account of decisions made at the meetings, there can be changes that occur between first and second readings of certain topics, which may result in differences between their reporting. To learn more about the ASEBP Trustees, please visit the Governance page, found in the About section of our website, asebp.ca.

Allendale Centre East • Suite 301, 6104-104 Street NW • Edmonton, AB T6H 2K7

Phone: 780-438-5300 • Email: trustees@asebp.ca • Website: asebp.ca

Superintendent's Highlights

June 28, 2025

PRIORITY 1 - CONNECTIONS SUPPORTING RECONCILIATION

Northland receives PSBAA award for advancing reconciliation in education



Northland School Division (NSD) received a special award from the Public School Boards Association of Alberta (PSBAA) at the Spring General Assembly on June 4, 2025. The award recognizes NSD's efforts to put reconciliation into action through its Education Plan.

The division's work supports several Calls to Action from the Truth and Reconciliation Commission of Canada, including land-based learning,

Indigenous language instruction, guidance from Elders and Youth Councils, and staff training focused on Indigenous cultures and histories. This recognition highlights the voices of families, Elders, and students who helped shape the Education Plan through school community visits and ongoing engagement. Learn more:

<https://www.nsd61.ca/about-us/division-news/post/northland-receives-psbaa-award-for-advancing-reconciliation-in-education>

Building Truth and Reconciliation Connections: Cree language pilot in Wabasca-Desmarais



Northland School Division staff met with the University of Alberta's Supporting Indigenous Language Revitalization (SILR) team on Monday, June 9, 2025. The meeting took place at Kapaskwatinahk with Elder John Bigstone, a pipe holder from Wabasca-Desmarais, to strengthen their partnership.

The gathering was a beautiful and sacred ceremonial day that brought together Cree language and traditional values of truth and shared responsibility. These elements will guide a pilot course for NSD language instructors focused on the land, Woodland Cree language, and the culture of Wabasca-Desmarais.

Elder John Bigstone spoke in his first language, emphasizing respect and honesty as the foundation for a relationship focused on the Woodland Cree (Sakawiyiniwak) dialect and wahkohtowin. He highlighted the importance of aligning our actions with traditional spiritual values when working together in support of Indigenous students.

The goal of this pilot is to move forward with a shared commitment to revitalizing, preserving, and strengthening Woodland Cree culture and language. Northland's next step is to support this community-centered vision by working with local Cree-speaking Elders from Chipewyan Lake, Wabasca-Desmarais, and Calling Lake to develop classroom-ready Cree language resources.

PRIORITY 2 - HOLISTIC LEARNING

Northland School Division's Summer School drawing wide interest



SUMMER SCHOOL 2025
Offered by Northland Online School

Program runs from **July 7th to August 1st**

Register by **July 7th**

Online learning at your own pace

Teacher support available daily

Classes Offered:
English, Social Studies, Math, Science, Career and Life Management, Physical Education, Forensics, Food Safety, Job Preparation, Work Experience, and the Registered Apprenticeship Program

Scan the QR code to register!

Northland School Division's summer school program, being run by Northland Online School, is receiving an overwhelming response from families across Alberta.

Many Northland families have already registered, and students from outside the division are joining as well, including some from Calgary, Onoway, Vegreville, Barrhead, Peace River, Fairview, Edmonton, and Grande Cache. Families have shared that they found the program while researching and came across our summer school

advertisements. Several school divisions have also referred families to the program.

The deadline to register is **Monday, July 7, 2025**. Students can access the registration form by visiting the Northland Online School website at www.northlandonlineschool.ca/summer-school-2025.

Northland School Division receives funding to offer collegiate programming



NORTHLAND COLLEGIATE PROGRAMMING



Educational Assistant
Division-wide

Partners
Northern Lakes College



Carpentry
Wabasca-Desmarais
Paddle Prairie

Partners
Northern Lakes College
Paddle Prairie Métis Settlement
Rick Sim Trucking



Welding
Wabasca-Desmarais

Partners
Northern Lakes College



Healthcare and Cosmetology
Wabasca-Desmarais

Partners
Northern Lakes College
Atoske Action Group
Alberta Health Services
Bigstone Health



Multi-Trade
Fort McMurray Site

Partners
Keyano College
Suncor

Northland School Division has received approval and funding from Alberta Education to offer collegiate programming beginning in the 2025–2026 school year. The new programming will give students more hands-on learning opportunities in trades, healthcare, and education. Courses will be available in Wabasca-Desmarais, Paddle Prairie, and Fort McMurray. Students can earn high school credits while developing real-world skills in areas like carpentry, welding, heavy duty mechanics, cosmetology, Health Care Aide, and

Educational Assistant. The program was shaped by feedback from students, families, and communities.

Learn more:

<https://www.nsd61.ca/about-us/division-news/post/northland-school-division-receives-funding-to-offer-collegiate-programming>

PRIORITY 3 - EXCELLENT PEOPLE SUPPORTING STUDENTS

Educational Assistants begin journey toward becoming teachers

Three Educational Assistants will begin the Community-Based Teacher Education Program this July. The program is designed to support their journey toward becoming future teachers with Northland School Division.

In-person services for students through new providers

To better support students, the Inclusive Education Department has made changes to service providers. All service providers will now deliver services in person at Northland schools.

- **Peace Collaborative Services (PCS)** will support: Gift Lake School, Hillview School, Bishop Routhier School, Grouard Northland School, and Paddle Prairie School.
- **Tamaca** will support: Bill Woodward School, Anzac School, Conklin Community School, and Father R. Perin School.

- **Aligned Intervention Services** will support: Elizabeth School and J.F. Dion School.
- **Khan Communications** will continue to support: St. Theresa School, Mistassiniy School, Career Pathways School, Northland Online School, Calling Lake School, Chipewyan Lake School, and Susa Creek School.

Trauma-informed training for support staff

The Inclusive Education Department has purchased Attachment, Regulation, and Competency ARC training to help staff support children who have experienced trauma. Staff trained in the ARC model will be equipped to guide students in:

- Building regulation strategies
- Improving peer relationships
- Developing emotional awareness
- Strengthening self-regulation and connection with others

PRIORITY 4 - RESPONSIBLE RESOURCING

Supporting Chipewyan Lake students and staff during wildfire evacuation



Ongoing wildfires continue to impact the community of Chipewyan Lake. Due to the wildfire activity, the Municipal District of Opportunity issued a mandatory evacuation order on May 28. Since then, Chipewyan Lake School has been closed.

To support displaced families, classes resumed on June 3rd for Chipewyan Lake students at Career Pathways School in Wabasca-Desmarais. Two classrooms have been set up to provide a stable learning environment. Students have access to Chromebooks, certified teachers, educational assistants, and wellness supports during this temporary relocation.

A Chipewyan Lake School bus is transporting students each morning from local hotels to Career Pathways School. Staff have been in contact with families to confirm pick-up times and locations. We've created a Wildfire Update webpage to help keep families informed about how wildfires are affecting the communities we serve:

<https://www.nsd61.ca/about-us/division-news/post/wildfire-update-2024-2025>.

News Articles Featuring Northland School Division

- Peace River Broadcasting, May 8, 2025
- South Peace News, May 28, 2025
- Lakeside Leader, June 4, 2025
- South Peace News, June 4, 2025
- The Fever, June 5, 2025
- South Peace News, June 11, 2025
- Peace River Broadcasting, June 12, 2025
- The Fever, June 12, 2025
- Peace River Broadcasting, June 12, 2025
- Big Lakes Bulletin, June Edition



LISTEN LIVE

HOME ON-AIR - NEWS - CONTESTS - FEATURES - CONTACT -



Northland expands Grades at schools

May 8, 2025 Local News



Courtesy: Northland School Division

Board approves grade additions at Elizabeth, Grouard Northland and Gift Lake Schools

The Board of Trustees approved grade additions at the following schools, in coordination with Northland Online School:

- Elizabeth School – Grade 9
- Gift Lake School – Grade 10
- Grouard Northland School – Grade 11

The decision reflects feedback gathered during recent community engagements, where families shared a strong desire to have their children educated within their home communities for as long as possible. Families shared that having local schooling helps students succeed, stay connected to their culture, and feel strong in their communities.

Northland School Division will continue working with families to explore future grade additions based on community needs, student enrollment, and available resources.

On Air Now

Tie Dye Tam
Weekdays 2-7pm



Next

River Country Nights
More Music.
All night long.



COMMUNITY CALENDAR

Driven by by Mighty Peace GM



WHAT'S GOING ON
AROUND THE REGION

Search River Country



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Insurance
Broker in the
Peace River Area

Home | Auto | Commercial

Get a Quote



QUESTIONS ON FOREST HARVESTING AND MANAGEMENT?



JOINT FOREST OPERATIONS OPEN HOUSE

High Prairie Legion
4721- 51 Ave

June 5th, 2025
2:00 - 5:00pm

Review of Tolko's, West Fraser's and Millar Western's 2025-2030 General Development Plans

Open House is meant to give the public of the High Prairie region an outline of our forest operations over the course of the next 5 years and answer any questions you may have.

Refreshments and snacks will be provided.



Inviting ALL Indigenous Women and Two-Spirited
FREE 2-DAY FINANCIAL WORKSHOP

LIFT LEARNING INDIGENOUS FINANCIAL TEACHINGS

Learn to Decolonize Your Money Mindset, Debt & Credit, Personal Budgeting, & Investing In Yourself. LIFT Your Future.

iPad Draw & Daily Prizes

IN SLAVE LAKE

DATE: May 31 & Jun 01, 2025
Both Saturday & Sunday

TIME: 9:00 am to 4:00 pm

PLACE: In Slave Lake (to be announced)

REGISTER FOR FREE TODAY!

EMAIL: LIFT@CFLSLR.com **PHONE:** 780-849-3232 ext. 104

Made by Indigenous people for Indigenous people

REGISTER NOW



Grade 10 Coming to Gift Lake School in 2025-2026!

Grade 11 Coming to Grouard Northland School in 2025-2026!

- Families shared during recent community engagements that they want their children to stay in their home community for as long as possible.
- In response, Northland School Division is adding Grade 10 to Gift Lake School beginning in the 2025-2026 school year!

Want to register or learn more?

Contact: **Helen Akranis, Principal**
Email: helen.akranis@nsd61.ca
Phone: 780-767-3935

- Families shared during recent community engagements that they want their children to stay in their home community for as long as possible.
- In response, Northland School Division is adding Grade 11 to Grouard Northland School beginning in the 2025 2026 school year!

Want to register or learn more?

Contact: **Michelle Deering, Principal**
Email: michelle.deering@nsd61.ca
Phone: 780-751-3772



M.D. of Lesser Slave River Council notebook

May 28, 2025 meeting

Joe McWilliams
Lakeside Leader

Water and Wastewater Utility Bylaw

Council gave second and third readings to the M.D.'s newly updated bylaw on water and wastewater services, bringing it into effect. It was last updated 22 years ago.

According to the written report, the new bylaw is expected "to provide residents with a clearer and more streamlined set of utility guidelines."

Tweaking the payment system at water fill stations (particularly the one at Marten Beach) was not necessarily part of the bylaw, but it came up anyway, as it has at pretty much every council meeting in recent weeks. It's being worked out, council heard, and the new system should reduce, if not totally prevent problems as reported many times – those being industrial/commercial users, vs. residential ones. Another type of user not mentioned before is the camper that sets up a water account and then disappears without ever paying. They'll have to pay a deposit now, council heard.

"At least we get a little from them," said Councillor Brad Pearson.



Marten Beach water station

'A bit of housekeeping'

With the new utility bylaw in place, a bunch of old policies were up for rescinding, which council went ahead and did.

"Quite a journey to get this all straightened out," commented Pearson, referring to the process of developing the new bylaw.

"It's going to work out well," predicted Jeremy Dumaesque, the M.D.'s Utilities Manager.

MOU for Canyon Creek Arena

The M.D. is on a bit of a roll with memoranda of understanding with community groups these days. A week earlier council approved a new one with the Traildusters Horse Club of Smith; this time they had an MOU with the Canyon Creek Recreation Association on the operation of the M.D.'s arena in that community to consider.

The agreement formalizes what's already going on, with some changes. One is a 50/50 revenue and utility cost-sharing provision.

"They're going to be open a lot more," said Sandra Rendle, making the presentation.

Councillor Nancy Sand asked about the M.D.'s liability. If there's a lawsuit, said CAO Kolenosky, we'll probably be named in it.

Councillor Pearson, true to form, wanted to know if the M.D. would be on the hook for extra expenses. What if the association wants to install a new cooler, for example. Who pays?

Not us, said Kolenosky.

"Do we have anybody checking on these MOUs?" asked councillor Lana McCann.

Yes we do, said Rendle. So does Alberta Health Services, on the kitchens.

Council approved the MOU as recommended.

Finance

The financial update, per recent practice, was presented by municipal intern Erik Loken. As of April 30, he said, the M.D. had incurred 19.83 per cent of budgeted expenditures. Those include requisitions of \$125,000 to Homeland Housing, \$267,000 to LSL Regional Housing, \$178,000 to the SL Regional Library Board, \$316,000 to the Government of Alberta for policing, \$1 million to the Alberta School Foundation (public schools) and \$14,000 to Living Waters (Catholic schools).

More notes on Page 7

Fire destroys 27 structures in Chip Lake

Pearl Lorentzen
Local Journalism Initiative

Chipewyan Lake lost 27 buildings, including Bigstone Cree Nation health centre, outreach centre, water treatment plant, the local church, homes, sheds, and cabins to wildfire on May 29 to 30. The community had been evacuated on May 28 at 5 p.m. The around 90 evacuees are in hotels in Wabasca.

As of June 2 at 9 a.m. when this was published, the exact percentage of houses and a detailed assessment weren't available. However, the community is very small, so the percentage is high. More details were expected to be known by late afternoon on June 2 and communicated to the evacuees. The damage is to the south and west part of the community.

When the community was evacuated on May 28, the wildfire was only threatening the access road. However, on May 29 the wind shifted and increased. The fire trapped two four person teams of firefighters - an M.D. of Opportunity team and a Wildland Urban Interface Team from Strathmore.

The one team hunkered down in the school and the other

in the fire hall, says M.D. Reeve Marcel Auger. Both buildings survived. He'd been told that the winds were over 100 km per hour.

"Today was my toughest day of all the days I've been with the M.D.," Reeve Auger told *The Leader* on June 1.

The morning of June 1, Reeve Auger, Bigstone Chief Andy Alook, and Alberta Forestry flew over the area in a helicopter. At lunch, they held a meeting in Wabasca for the Chip Lake community members. Scott Sinclair,

MLA for Lesser Slave Lake attended the meeting and has been reaching out to provincial ministers.

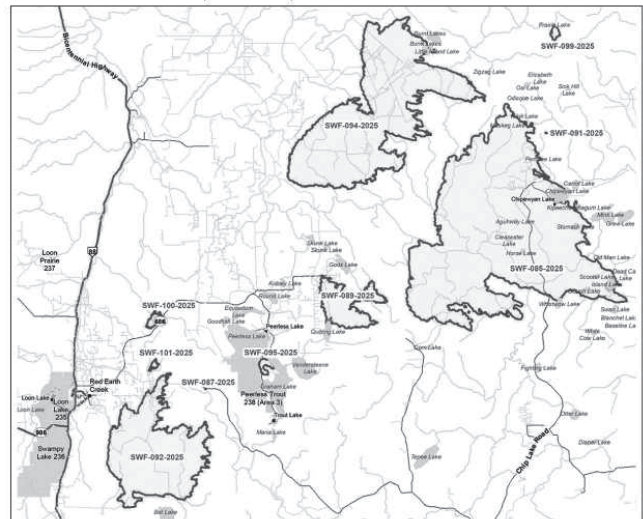
"We're trying to figure things out," says Bigstone Chief Andy Alook, "working with the M.D. and the Reeve."

Chip Lake is in transition from being an M.D. of Opportunity hamlet to being a Bigstone Cree Nation reserve. M.D. emergency management is taking the lead.

This is the third year that the community has been evacuated due to a wildfire, but the first

time that the fire burnt peoples' full-time residences or other infrastructure. In the 2023, fire one cabin was burnt that was used in the fall and winter. No Chip Lake buildings were lost in 2024 and the fire didn't reach the community.

On June 3, Chip Lake students return to school in Wabasca, says information from Northland School Division. Northland has set up a school in the two-classroom former Career Pathways School and will bus students from their hotels.



The Red Earth East Wildfire Complex as of June 1. The fire that burnt into Chipewyan Lake is on the far right. Courtesy of Alberta Wildfire.

Wildfire

From Page 1

"It's calmed down now," said Flatbush area resident and M.D. #124 Reeve Murray Kerik on the morning of the 29th.

"But yesterday, my good God, we thought we were in the middle of

it!"

Westlock County announced residents near the Hubert Lake fire had been evacuated.

Chipewyan Lake was in the middle of it (see story above). The biggest of the fires in the area - the same one that burned into the community, was up to 132,000 hectares on June 1.

The Whitefish FN

community on the north edge of Utikuma Lake was also threatened, but not evacuated as of Sunday. In fact the nearby fire was downgraded to 'being held,' on that day.

On May 31, Marten Beach was put on a four-hour evacuation alert, thanks to a fire 24 kilometres (or so) northwest of there. As of

press time, the evacuation hadn't happened. The fire (unnamed so far) is the same one that forced the closure of Hwy. 88. It was at 10,000 hectares on Saturday.

Slave Lake was not asked to accommodate evacuees this time - just to set up a registration point for people from up north on their way to Edmonton.

Summer Games

From Page 1

Valaire says the group has to submit a letter of intent by the end of June; after that they've got two months to nail down the application. Among other things, it will have to contain a list of approved sport venues, as well as how 3,000 athletes and coaches are to be accommodated.

With the regional approach, Valaire says, events would be spread out among the participating communities,

making it easier to handle. Golf, for example, could be at Eagle Point in Wabasca, which Valaire describes as "world class."

Swimming pools wouldn't be a problem; same goes for baseball facilities. But a proper running track? That's "the biggest hurdle," Valaire says.

What's needed to qualify for the Games is an eight-lane, synthetic track. No such thing exists in the region. Building one would run around half a million dollars, Valaire says, and then launches into a fairly convincing argument about how it can happen, and why it

should.

"It would qualify us to host all sorts of other events, such as the Seniors' Games," he says. "Why should Sherwood Park, Red Deer and Lethbridge get all the events?"

If the bid is accepted, it would trigger a \$550,000 provincial grant, Valaire says, which would be divvied up among the members. Federal grants might be another possibility.

There's a lot of work ahead, but Valaire is optimistic.

"We've got a lot of good people at the table," he says. "Willing to roll up their sleeves." They include Alex

Pavcek and Joe Dixon of the Town of Slave Lake, Jennifer Churchill of ANCA, and Kim Hughes of the tourism society.

The first order of business is a 'gap' analysis, which is more or less what it sounds like - a study of what needs doing to reach the goal.

Besides getting that running track in place, one of the major challenges will be rounding up the volunteers necessary to pull off such a big event. They'll probably number in the hundreds. But again, Valaire says the burden will be reduced by spreading the events out among several communities.

M.D. of Lesser Slave River

Council notebook

May 28, 2025 meeting

Joe McWilliams
Lakeside Leader

Land-Use Bylaw might need some tweaks

Councillor Seatter passed on a concern from a Marten Beach property owner, about one of the provisions in the Land-Use Bylaw (LUB). The couple have two adjacent lots, he said. They're selling the one with the house on it, and want to keep the other one as is. But the LUB says you can't have a lot with just sheds or rec vehicles on it, so they would have to be removed.

This doesn't really work in recreational hamlets like Marten Beach and Broken Paddle (on Fawcett Lake), Seatter said. He suggested an exception could be made in those cases.

"I think we need to discuss it," he said.

Kolenosky indicated that isn't the only concern from the public about the new LUB. We track every one of them, he said, and "we'll come up with a response."

Meanwhile, a public hearing on the LUB is scheduled for June 11. After that, the CAO said, "council will sit down and decide."

Council accepted the matter as information.

Professional skateboarding in Smith?

Councillor Darren Fulmore's contribution to the agenda was to convey a request from a group in Smith that is bringing a professional skateboarder in to give lessons and demonstrations to local kids. The question is whether the M.D. can cover insurance for the event, which will be on or around Canada Day.

Council accepted the report as information, meaning no decision was made.

FYI on policing

CAO Kolenosky advised councillors to "stay tuned," because the province is looking to make changes in the act that governs bylaw control.

"They're putting more teeth in that," he said.

The province is also looking at "creating a police force," Kolenosky added.

FYI on parks management

Kolenosky's next FYI for council was the news the province is reviewing the way provincial parks are managed. He didn't have any details, but given the M.D.'s involvement in keeping several provincial recreation areas going (Chain Lakes, Lawrence Lake, Fawcett Lake), plus the importance of Lesser Slave Lake Provincial Park to the region, "we need to be at the table."

"Are we prepared to push back?" asked Pearson.

Speaking about the rec areas that the province had proposed to close a few years ago, until the M.D. stepped in and got involved, Councillor Sand said it's "night and day," and "something to be proud of."

Community Assistance Board

Council reconvened as the M.D.'s Community Assistance Board, to review the latest applications from community groups for funding and decide who gets what.

Six groups had applied for a total of \$15,726, which would have left \$19,614 in the budget. After discussing the merits *in camera*, council made the following decisions: Flatbush Community Association - \$2,550; Flatbush HELP Services Society - \$746; Gentle Ben Care Society \$3,100 (\$7,000 had been requested); Marten Beach Cottagers Society - \$625; Slave Lake Minor Soccer Association - \$1,000 (\$2,355 requested); South Shore Children's Association - \$1,225 (\$2,450 requested).

FCSS grants

The Community Assistance Board also dealt with grant requests to the M.D.'s Family and Community Support Services fund. There were five of them, totaling \$25,100.

One, from the Lesser Slave Lake Firefighters Society, for \$7,000, was tabled pending more information.

Another, from Gilwood Golf & Country Club, was recommended at \$1,000 (\$5,500 less than requested), on the condition that they re-apply to the CAB, rather than FCSS.

As for the other three: Flatbush HELP Services Society got the \$1,600 they had requested. Gentle Ben was also granted the full \$9,000 in they applied for. Finally, Smith School got \$1,000.

Election services for Aspen View

Aspen View School Division would like to piggyback with the M.D. for its election of a trustee in the municipal election next October. An agreement is required for this, and council was asked to give the CAO the authority to sign the agreement, which it did.

How about other school divisions? somebody asked.

"No one else has approached us," said Rendle.

The motion was amended to allow for "any school division" to receive election services, if they request such.

Break-even or small deficit budgets for local school divisions

Pearl Lorentzen
Local Journalism Initiative
Reporter

Four school divisions in the region covered by the *Lakeside Leader* have a balanced or small deficit budget for the 2025-26 school year. Those with a deficit will make up the shortfall from operating reserves.

High Prairie School Division (HPSD) has a balanced budget. Northland School Division, Living Waters Catholic Separate School Division, and Aspen View Public Schools have deficits.

High Prairie School Division

HPSD has schools in Slave Lake, Kinuso, High Prairie, Falher, and other communities covered by the *Lakeside Leader* and *South Peace News*.

On May 13, HPSD board of trustees passed the 2025-26 operating budget. It is available on the division's website.

The budget has equal revenue and expenses of \$52,127,852. This is the second balanced budget in a row, with 2024-25

having a budget of \$50,471,543. However, in 2023-24 the division had a deficit of \$668,172.

The 2025-26 budget lists expected operating reserves of \$2,517,638 as of the end August 2025. This is under the six per cent operating reserve cap set by the Government of Alberta.

Northland School Division

Northland has schools in Wabasca, Grouard, and several Métis settlements in the region covered by *The Leader* and *The News*, plus schools in communities with high Indigenous populations across Northern Alberta.

On May 24, Northland board of trustees passed a 2025-26 budget with a deficit of \$255,353. This has expected revenue of \$58,913,851 and expected expenses of \$59,169,204.

The written report includes a table comparing the last three years. In 2024-26, Northland has a budgeted deficit of \$255,941, and in 2023-24 it had an actual deficit of \$1,599,923.

The deficit helps the

division bring down the operating reserves, Doug Aird, Northland secretary-treasure told the board at the May 24 meeting. Northland had a reserve much higher than the six per cent limit, and it can be difficult to ask the province for more money when a division has a large reserve.

Wabasca Trustee Robin Guild asked how much operating reserves the division will have left after this budget.

It is about \$2 million now, said Aird, so will be \$1.7 million after the end of Aug. 2026.

Calling Lake Trustee Wally Rude mentioned that the division also has a capital reserve, which is separate from the operating reserve. What is the division's goal on operating reserve, he asked. Is it zero?

Jesse Lamouche, trustee of East Prairie Métis Settlement and Grouard, didn't want the operating reserve to go down to zero. It's important for the division to have a cushion, he said.

Please see Page 8



28th Annual Songbird Festival

We would like to thank everyone who helped make our Songbird Festival such a success this spring!

A very special thank you to our sponsors:

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Of course, this event would not be possible without the enthusiasm of our many volunteers, staff and supporters

Terry Kristoff, Nicole St. Jean, Stuart Adkins, Pat Potvin, Edith Mackenzie, Richard Chemego, Margot Hervieux, Jordan York, M.J. Kristoff, Danika Wack, John Errington, Robyn Perkins, Tara and Gage Hedrich, Rick Stasow, Cori Klassen, Calista Gomes, Bronwyn Robinson, Andy Nguyen, Ashley Serunyogi, Maren Miller, Braidi Locke, Alisa Echeverria, Luke Strikwerda, Gabby Higney, Ceiridwen Robbins, Patti Campsall

Thank you everyone. We couldn't have done it without you!

M.D. of Opportunity**Council notebook**

May 28, 2025 meeting in Red Earth Creek

Pearl Lorentzen
Local Journalism Initiative Reporter

Eight of the 11 councillors were present. Reeve Marcel Auger and Councillors Robin Guild and Louis Cardinal weren't present. Cardinal is on a medical leave of absence, which council extended for two months. Deputy Reeve Brendan Powell chaired the meeting.

Non-emergency wildfire communication

Powell added non-emergency wildfire communication to the agenda. He'd noticed that the M.D. of Lesser Slave River and Kee Tas Kee Now Tribal Council (KTC) were keeping their residents up to date on relevant wildfires even if there wasn't an evacuation. This is usually a short blurb based on the most recent Slave Lake Forest Area Wildfire Report.

Opportunity is going to work on this, sending out non-emergency on Voyent Alert and social media starting the afternoon of May 28. As it happens, within the next 24 hours of the meeting Opportunity evacuated two communities and KTC evacuated three. These evacuations were communicated through the Emergency Alert System, using emergency plans that were already in place well before this meeting. The discussion was around non-emergency updates.

Set up meeting with MLA

Councillor Cheri Courtorielle added a discussion about Scott Sinclair, MLA for Lesser Slave Lake, to the agenda. She'd like to set up a meeting with him. He's been posting his speeches in the legislature and keeps saying the province isn't doing anything in his riding.

"There's lots going on in our municipality," said Courtorielle. Is he just talking about Slave Lake?

"I feel like there's a big disconnect," she added. "We haven't seen him in forever."

Powell suggested that administration organize a meeting between council and Sinclair.

The last time Sinclair was in Wabasca was for the Hwy. 686 announcement, said Courtorielle.

This was in March 4.

Council passed a Courtorielle motion to set up a meeting with Sinclair.

Old Red Earth Creek School building

The Government of Alberta and Peace River School Division are building a new school in Red Earth Creek. Opportunity is swapping land by the recreation centre for the old school and the land surrounding it. If the school is worth keeping, Opportunity will get the old school building. If it isn't, the province will pay for it to be demolished.

Council had received a report on the state of the building. The assessor used infrared cameras and found mould and many other issues.

"I think it's a high risk building," said Raymond Auger, director of Corporate and Regulatory Services.

"I didn't expect it to be so bad," said Powell.

The written report estimated the building needed \$1.3 million in repairs, plus an annual operating cost of \$240,000 plus \$130,000 long and short-term maintenance costs.

Powell wanted the matter tabled until council could think about some options. One idea was that Alberta Health Services might want part of the building, as the new school will mean the removal of the Red Earth Creek health clinic.

Council passed a Leo Alook motion to table report.

Grant for traditional games competition

Council approved \$5,000 for a Gold Eagle High School traditional games competition from the community grants. The competition will be June 13. Golden Eagle is the Bigstone Cree Nation junior and senior high school in Wabasca. The competition will include invitations to two Wabasca Schools (Mistassini and St. Theresa), Calling Lake School, and schools in Kinuso and Driftpile Cree Nation.

The written report says, "supporting this initiative will contribute to cultural awareness, youth engagement, and strengthen community ties among participating schools."

Library agreement

Council approved the new library services agreement.

"I don't see any issues," said Chad Tullis, M.D. CAO.

Powell asked if administration had any concerns with the time frame.

No concerns was the answer.

Trina Mineault, M.D. chief financial officer, mentioned that the library board will be updating the libraries' content insurance. This doesn't change the agreement, but M.D. administration needs permission to be able to sign the new insurance policy.

The library board has also reviewed the agreement and will meet soon to approve it.

Council passed a Tahirih Wiebe motion to approve the agreement.

Please see Page 10

School division budgets

From Page 7

"It's not a lot of money," Aird said of the \$1.7 million. "It's probably about two weeks of expenses."

The current reserve fund is under the limit, he added. Northland's goal is to have between zero and \$2.8 million in that account.

Living Waters Catholic Separate School Division

The Living Waters runs St. Mary of the Lake Catholic School (Pre-K to 6) and St. Francis of Assisi Catholic Academy (7 to 9) in Slave Lake.

Jo-Anne Lancot, Living Waters superintendent, told *The Leader* in an email, "Our budget will be posted on our website by mid-June, prior to the submission deadline."

Lancot sent along some of the information. The 2025-2026 budget, which includes an operational deficit of \$345,000, funded from

operating reserves.

Living Waters has a projected revenues of \$28.7 million, which is a about a six per cent increase from 2024 - 2025 and 8.5 per cent increase compared to the 2023 - 2024.

Living Waters' budget is guided by its *Blueprint for the Future 6.2*, she adds, which has the division investing in the following:

"Curriculum Implementation: Ensuring our students receive the best education possible.

"Mental Health Supports: Prioritizing the well-being of our students and staff.

"Literacy and Assessment: Strengthening foundational skills.

"Faith Formation: Providing meaningful opportunities for spiritual growth.

"Indigenous Education: Enhancing support, understanding and student success."

The Leader will report on the numbers when they are available.

Aspen View Public Schools

Aspen View runs Smith School in the region covered by the *Lakeside Leader*, and other schools in the

Athabasca region.

Aspen View passed a budget with a \$254,272 deficit at its May 22 meeting. It has a budgeted revenue of \$44,135,442 and \$44,389,714 in expenses.

The written report says 2025-26 revenue is expected to be \$440,531 more than 2024-25, because the provincial revenue has decreased overall, the federal revenue has increased, and other revenue sources have increased. The expenses increased by \$195,328 from the 2024-25 budget.

The written report includes a table comparing 2025-26 (next year) with 2024-25 (this year) and 2023-24 (last year). This will be the second year with a deficit, but it is expected to be lower. In 2024-25, the deficit is expected to be \$499,475. In 2023-24, the division had a surplus of \$916,532.

The Aspen View deficit will come out of operating reserves. The written report estimates Aspen View's operating reserves at \$2,698,383, at the end of August 2025. The 2025-26 deficit is expected to bring this down to \$2,614,334 by the end of Aug. 2026.

**Man fined \$500 for stealing library patron's phone****Slave Lake Court of Justice**

May 28, 2025

Justice R.B.

Marceau presiding

Keith Auger (52) from Wabasca-Desmarais, pled guilty to theft under \$5,000 at a prior court date. Sentencing went ahead at this court session.

On May 6, 2024, Auger stole a library patron's cellphone, valued at \$250, said Justice Marceau. Auger admitted the circumstances.

The Crown requested a \$500 fine with default days. Auger has a prior record that dates back to 2010, for stealing an ATV and fraud in 2022.

Auger addressed Justice Marceau and told him he has a job with a relative's spouse. He wants to make his life better and maintain his

sobriety.

"Everything is working out," said Auger to Justice Marceau.

Auger was fined \$500 and has time to pay until September 26, 2025. If not paid before then, he will spend four days in jail. There was no victim surcharge.

Slave Lake Court of Justice

May 21, 2025

Justice R.B.

Marceau presiding

Junior Alook (40) from Chipewyan Lake, pled guilty to driving with no insurance. The offence date was July 23, 2024, said Derek Renzini, duty counsel. Renzini also requested Justice Marceau not to impose any default days.

Alook has no income and has a six year old son, said Renzini. Alook

last had employment 12 months ago in the Cold Lake area.

Alook was fined \$3,000 and has time to pay until July 2, 2026. Justice Marceau disagreed with Renzini and imposed 45 days default.

Gerald Lyle Burd had Renzini, as duty council, enter a guilty plea on his behalf to driving with no insurance.

The offence date was April 13, 2025. The Crown prosecutor Nuha Abunada, withdrew two other tickets.

Burd is gainfully employed in the oilfield, said Renzini to Justice Marceau.

Burd was fined \$3,000, inclusive of victim surcharge and has until May 29, 2026 to pay. If it is not paid by then, he will spend 45 days in jail.

M.D. of Opportunity notes

From Page 8

2025 mill rate discussion

The provincial rules for mill rates state that the industrial shouldn't be over five times the residential rate. The M.D. is over this ratio, and the plan for this budget had been 5.5:1. However, the linear assessment had increased compared to last year, so going to 5.3:1 is only a \$27.42 increase for an average home (one assessed at \$200,000). Administration suggested this rate, and had a report of four options for mill rate - 5.5:1, 5.4:1, 5.35:1, and 5.3:1.

It's a good idea to get closer to the ratio that the province wants, said Jackson. She was in favour of 5.3:1.

Courtiorielle agreed. Even for larger properties, the tax increase isn't that bad, she said.

Council decided on 5.3:1. A bylaw will be passed at a later meeting.

New municipal reserve Calling Lake

Council passed all three readings and gave unanimous consent to change all the land it owns on the shores of Calling Lake to municipal reserve. This is five lots. This means a public hearing is required for the M.D. to sell the land.

Public hearing on Sandy Lake land

Council gave first reading and set a public hearing to remove the municipal reserve designation on a piece of property in Sandy Lake. The public hearing will be at the June 25 delegation meeting in Calling Lake. Community members can attend the public hearing virtually, by registering with the M.D. to receive a video call link.

Muskwa Cemetery

Council added \$150,000 to the Muskwa Cemetery project to add 149 cement headers and landscaping to new plots and extend the fence at this Wabasca cemetery. This brought the total for this work up to \$266,000.

"Do we have the money sitting somewhere that we can use?" asked Councillor Tahirih Wiebe.

Wiebe didn't get a direct answer, but Tullis said council has three options, increase the budget including the fence, not include the fence, or re-tender the work.

The work needs to be done this year, said Councillor Gerald Johnson.

Tullis agreed that the expansion was desperately needed.

In 2024, 24 people were buried in the cemetery, said the written report. In 2025, there had been 22 burials so far, with 25 plots remaining.

There was a funeral yesterday, added Kimball Newberry, director of Public Works at the May 28 meeting. This brings the remaining plots down to 24.

"I don't like it, but I'll move (for the extra money)," said Councillor Alook. This passed.

Council passed a Jackson motion to choose the lowest of three bids for the cement headers. This was GCS General Contracting for \$134,420.

The other two bids were \$168,900 from Collins Concrete and Bobcat Services and \$185,470.33 from D and H Concrete Services Ltd. of Acheson.

The fencing bid will be dealt with later.

Calling Lake docks

Courtiorielle added the Calling Lake docks to the agenda.

The water level is low, she said, so some boat propellers are hitting the bottom. Could M.D. make the dock longer?

The boat launch at Eli Cardinal Park on North Wabasca Lake has the same problem, said Newberry.

"I think it's worthwhile to look into," said Jackson.

Summer students

Johnson added the summer student job postings to the agenda.

High school graduates in Calling Lake have been told they can't apply, he said, because they aren't going to college. Some didn't apply and one is desperately trying to get in somewhere.

This requirement is listed on the job posting, said Wiebe, but is there as a carry-over from when the job was funded by a grant from the provincial or federal government.

"I think they should be eligible," said Jackson.

Administration will change the job description.

Calling Lake water and sewer

Courtiorielle added the Calling Lake water fill station to the agenda. She is concerned about people filling up water tanks for their homes, when they don't have a septic tank.

"We've been fighting over this since I've been on council," she said.

The M.D. has issued around 16 letters of non-compliance on the sewage issue, is working on enforcement, and will not haul water to homes without a septic tank. The M.D. trucks water to anyone living in the hamlet with a septic tank. Bigstone Cree Nation trucks water to homes on reserve.

Johnson reiterated his concerns from the previous meeting that the M.D. and Bigstone schedules should be spread out so that spray park isn't shut down due to lack of water. Administration is working on this.

"The only trucks that should be there should be us and Bigstone," said Courtiorielle.

Administration is going to bring back policy to council soon to try to address the water and sewer issues in Calling Lake.

Cree language resource pilot coming to Wabasca

Pearl Lorentzen
Local Journalism Initiative
Reporter

Northland School Division has schools across Northern Alberta in communities with a majority Indigenous population. In the Cree and Métis communities, the schools have a Woodland Cree language program. The division has partnered with the University of Alberta to develop Cree language resources in Wabasca using the local dialect. When completed, these will be available for use across the division and by U of A.

In early June, Northland and U of A will hold a pipe ceremony to start the one-year pilot project.

The pipe ceremony is to start the program in a good way, says Scott Meunier, deputy-superintendent. After this, Northland is working on a public launch, which may include a community event.

The pilot will be done in Wabasca because Northland has three schools in this community: St. Theresa (K to 6), Mistassiniy (7 to 12), and Career Pathways (outreach for 9 to 12).

Wabasca is made up of an M.D. of Opportunity hamlet and several Bigstone Cree Nation reserves.

Northland has schools in two other Bigstone communities - Calling Lake and Chipewyan Lake. These communities have slightly different dialects.

All but one of the other Northland schools have a Woodland Cree language program. The exception is Father R.

Perin School, in Janvier. It has a majority Dene population, so teaches Dene. The schools on Métis settlements teach Michif and Cree.

If the first year goes

well, said Cal Johnson, Northland superintendent, at the May 24 Northland board of trustees meeting, next year a follow-up pilot will likely be done in Janvier.



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Johan Knudtsen



With never-ending love and tremendous sadness, Johan's children, Paige and Javen Knudtsen announce his passing in Edmonton, Alberta, on May 15th, 2025. Johan is now reunited with his predeceased brother Son (1990), sister Wendy (2019) and their mother Joyce Ulm (2020). He is survived by his two children, Paige and Javen. His siblings: Diane, Cyndi, Amy, Guy Jr, Alexis, Axel, his many nieces and nephews, and his father, Axel Guy Knudtsen. As well as his many cousins, loving aunts, uncles, friends and extended family. Johan was the type of man who took the shirt off his back to help someone else. He touched countless hearts throughout his life and worked hard for his family. He would want us all to honour his legacy in a good way. Be kind & take care of each other, and work towards making the world a better place, as Johan spoke of this often. May he rest in peace. In lieu of flowers, please consider donating to P+OPS Pentiction and Area Overdose Prevention Society in Pentiction, where his daughter Paige works, and in which Johan took great pride. Johan was equally proud of his son Javen's career in the Canadian Armed Forces. Due to unfortunate circumstances, his daughter will hold a private celebration of life with beloved family that will not be announced publicly.

Arnold Neil Dreger



Arnold Neil Dreger passed away in Wabasca, Alberta on May 15, 2025. He is survived by his loving wife and partner of 48 years Jane, daughter Lisa (Shane) Knutson, daughter Sara Dreger (Clarke Fiddler), grandchildren Julia, Mitchell, and Marley Knutson, brother Harold (Wendy) Dreger, sister Shirley Dreger (Ken Snyder), brother-in-law Graham Black, sister-in-law Dixie Black and numerous nieces, nephews and cousins. He was predeceased by his parents Leo and Julia Dreger, his father and mother-in-law Reg and Margaret Black, brother-in-law Bob Black, and sister-in-law Pearl Black. Born in Portage La Prairie, Manitoba in 1948, Arnie spent his early childhood years there and later in Redcliff, Alberta. Following graduation, Arnie embarked on his six year travel adventure, working five of those on an oil seismograph boat in many parts of the world. Returning to Alberta, he and Jane were married and started their family. After obtaining his journeyman plumbing/pipelighting certification, he spent a few years working in industrial pipelighting. In 1985 the family commenced their northern adventure, where Arnie began his 30 year career in oilfield sales. Travel remained a constant, with many family trips to Vancouver Island, Mexico, Kauai, and of course Redcliff. Retirement winters were spent at their winter home in the Rio Grande Valley. Arnie was passionate about fishing, golfing, hockey, and in his later years gardening and grandchildren. The surgical precision of him filleting a walleye or the pristine state of his acreage at Nine Mile Point were testaments to his inherent perfectionism. Rory McIlroy and Connor McDavid have lost their greatest fan; we have lost our Rock, our master card and game player. The regular, and frequent family get togethers entailed marathon bouts of cribbage, various rummies, and a host of board games. Arnie fought a 25 year battle with diabetes. With courage and determination he was able to remain active until his sudden passing at home on May 15. He would be honoured if any donations were made to the Canadian Diabetes Association, or the Slave Lake Animal Rescue Committee. A memorial will be held at the Slave Lake Curling Club on June 12 between 2 p.m. and 4 p.m. Condolences can be sent to the Chapel of Memories website www.northernalbertafunerals.com

NOTICE TO CREDITORS AND CLAIMANTS

Estate of
Elsie Catherine Rose Gullion
who died on
March 26, 2025

If you have a claim against this estate, you must file your claim by
July 11, 2025

with
Mathieu Hryniuk LLP
at
Box 6210, Peace River,
AB T8S 1S2.

If you do not file by the date above, the estate property can lawfully be distributed without regard to any claim you may have.

Northland School Division**Notes**

May 24, 2025 meeting

Pearl Lorentzen

Local Journalism Initiative Reporter

Board action items

Three of the six board action items were completed. The other three were in progress. Two completed items had to do with Northland advocating Indigenous Services Canada (ISC) to pay for education assistants through Jordan's Principle funding. On April 7, the division sent a letter to ISC requesting this. In May 15, the division sent a letter to Northland parents outlining Northland's position and giving suggestions on how to advocate to their members of parliament (MPs).

At the meeting, Cal Johnson, Northland superintendent, said that the division hadn't heard anything back from ISC.

The other completed item was promoting Northland Online School.

The division has an advertising plan in place to advertise Northland Online School and summer classes, which includes online, traditional media, and adding information to school newsletters.

An ongoing action item was adding First Nations, Métis, and Inuit (FNMI) resources to the Northland website just like Rupertsland Institute. Related to this Northland received a grant to do a one-year pilot to develop local Indigenous language resources. See article on Page 10.

The other two ongoing board action items had to do with infrastructure at two schools. Work was progressing at Grouard School and J.F. Dion School (Fishing Lake Métis Settlement).

Calling Lake concern

Calling Lake Trustee Wally Rude brought up two concerns that a community member, who is a retired Calling Lake School education assistant (EA), had brought up. The first was that teachers and EAs be better trained to help students regulate their emotions. The second was that sometimes during virtual professional development (PD), staff ignore what is happening.

The division is aware of both issues, said Krista Veitch, associate superintendent of HR. It is working on having more in-person PD and with school leadership to provide more oversight, to make sure people engage with virtual sessions. The division is also working to make sure that each school has at least one EA trained in techniques for helping students regulate their emotions.

It can also be hard for new teachers to direct an EA, said Veitch, so the division is training new teachers on how to do this.

Teachers and EAs should do the training together, said Lorraine McGillivray, trustee for Paddle Prairie Métis Settlement and Keg River.

Northland is finding that virtual supports aren't working, said Veitch, so the division is working to provide more in-person support services, which includes training and coaching staff with the skills they need in the classroom.

2024-25 financial report

The division was eight months into the financial year, said Douglas Aird, Northland secretary-treasurer. It was on track.

The removal of the carbon tax should have a positive effect going forward, he added. In the last while, it had been half of the fuel and heating costs.

For next year, Northland received over \$400,000 to go toward collegiate courses at its schools.

Attendance

Mark Owens, Northland associate superintendent, presented the attendance, engagement, and high school completion report.

Attendance is up, he said. In April, it was 11 per cent higher in 2024-25 compared to 2023-24. This was 76 per cent in 2024-25 compared to 65 per cent in 2023-24.

The division has also figured out a way to track attendance at the online school.

"Almost all of our schools are within their target attendance for this year," said Owens. The division is working with the few schools which are below this.

PowerSchool

PowerSchool has been in the news a bit, said Johnson. A 19-year-old Massachusetts college student pled guilty to breaching this database.

Northland is working on using more PowerSchool services.

"It's a really good time to be making a transition," said Owens.

One service that the division is working on will improve the way it lets parents know about their child's attendance and builds connections with parents. These changes are still in the works, and the division will let parents know when the system is ready.

Enrolment

"We're trending upward," said Johnson. "Looking forward to the September head count."

In April, Northland had 1,654 students. On October 9, it had 1,592.

Please see Page 18

M.D. hears pitch on waste disposal alternative**Joe McWilliams**
Lakeside Leader

Hands up, those of you that know about pyrolysis. Prior to last Wednesday, M.D. of Lesser Slave River councillors were probably among those who didn't, but they do now. A company called Endpoint Recovery brought them up to speed on the 1,800-year-old technology, claiming it could eliminate the need for landfills.

Not only that, said the Endpoint reps, it can make you money.

It almost sounded too good to be true, but it certainly got council's attention.

Pyrolysis has been known about and used since the year 200, said Endpoint's Marlon Leehim, more than once during the presentation. He explained it's a process of heating organic material in the absence of oxygen. The result is bio-diesel, graphite and water and not much else. No nasty vapours to have to deal with, no waste, and nothing left to put in big holes in the

ground.

Leehim wasn't pulling any punches when it comes to his opinion of the landfill system of dealing with municipal waste.

"Landfills are the most ridiculous things on this planet," he said.

If the M.D. was willing to be a partner with Endpoint and set up one of its processing units, it could not only handle all the volume of waste coming in, but clean up the existing landfill cell and eliminate the need for a new one, council heard.

Plus, as noted, produce products that can be marketed. Graphite has all sorts of uses, Leehim said, and the diesel could be used in the M.D.'s fleet.

Endpoint's mobile unit – which is the one it was proposing the M.D. engage – would cost the M.D. \$200,000 for the couple of weeks it would be in place. That outlay could go toward the \$3.5 million purchase cost if the M.D. decided to go that way.

The company hasn't had a lot of uptake, but

said they have recently made a deal with a county in Oklahoma, to produce and install a much bigger unit. What's keeping municipalities (and others) from getting on board, they told council is "lack of capital."

Skepticism about the process might be a factor as well.

"Nobody wants to be the first," speculated Councilor Darren Fulmore. He suggested the M.D. talk to places that are doing it. Apparently there are many of these in Europe, where space for landfills is a much bigger issue than it is in Canada.

Council made no promises, but Reeve Murray Kerik told the Endpoint reps "you might have come to the right place, because we've been known to be a little innovative," giving the wastewater treatment plant in Canyon Creek as an example. Kerik later told *The Leader* it was the first of its kind in North America at the time, and now there are lots of them in use.



The five-tonne Endpoint Recovery waste disposal unit, which turns organic garbage into diesel, graphite and water.

Photo courtesy of Endpoint Recovery

**Mucking about**

Highway maintenance contractor LaPrairie got down and dirty on May 28 to clear out beaver blockage above a Hwy. 2 culvert just east of Slave Lake.

Northland

From Page 12

Policies

The board passed changes to several policies: Policy 3 – Role of a Trustee, Policy 10 – Policy Making, Policy 20 – Teacher Housing, Policy 21 – Community Voice and Community Engagement, and Policy 2 – Role of the Board.

The trustees had a discussion about teacher housing. The new policy said that the rent should be affordable and equitable, but didn't include rates.

Jesse Lamouche, trustee for East Prairie Métis Settlement and Grouard, asked if the policy should include a maximum or a minimum rent.

The rent may be different for different areas, said Tanya Fayant, board chair and trustee for Elizabeth and Fishing Lake Métis Settlements.

Housing can be used to attract teachers, said Veitch. Not having set rental rates allows administration to negotiate.

Bonnie Lamouche, trustee for Gift Lake and Peavine Métis Settlements, mentioned that teachers working at her schools have to travel and fuel is very expensive in the area.

Northland doesn't receive any funding from Alberta Education for teacher housing, said Veitch. Therefore, it needs some rent from teachers.

Trustees asked if the local communities are interested in being involved in supporting education through teacher housing.

Northland has had some conversations with communities, said Johnson, but nothing concrete yet.

More community involvement would be a great idea, said Veitch.

Communities are interested in supporting education, said Jesse Lamouche.

The trustees decided to leave the policy without a set rate.

In Policy 21, Northland has added a clause directing school and parent councils give Northland administration the minutes from their meetings.

Administration needs to know what was discussed at the community level, said Johnson.

Budget

The board approved the 2025-26 budget with a deficit of \$255,353. This has expected revenue of \$58,913,851 and expected expenses of \$59,169,204. See article on Page 7 and 8.

Alberta School Board Association

The board was in favour of the ASBA budget and new member fees. Final decisions will be made at an ASBA meeting.

"It makes sense to keep up with inflation," said Robin Guild, vice-chair Wabasca and Chipewyan Lake trustee.

"I think we get bang for our buck with ASBA," said Fayant.

The ASBA plans to use some reserves, said Rude.

Public School Boards Association of Alberta

The board was in favour of the new PSBAA membership fees. Final decisions will be made at a PSBAA meeting.

"They've done a really good job this year," said Fayant.

Small changes to ed plan

Scott Meunier, deputy superintendent, presented on some tweaks to Northland's 2025-2028 Education Plan. The board voted in favour of the changes. See article on Page 19.

Fleet vehicles

The board passed two motions to buy vehicles for the division's fleet a Ford Explorer and an F150. The SUV cost \$55,932.79 and the half-ton cost \$64,073.09, both from Windsor Ford.

Organizational chart

The board approved a few changes to the organizational chart. Amy Savill, director of high school completion and engagement, will support Anzac, Bill Woodward, Conklin Community, and Father R. Perin schools. Veitch will support Elizabeth and J.F. Dion schools over by Cold Lake. Meunier will support Calling Lake, Career Pathways, Chipewyan Lake, Mistassiniy, Northland Online School, and St. Theresa. Owens will support Bishop Rothier, Gift Lake, Grouard Northland, Hillview, Paddle Prairie, and Susa Creek schools.

Housing renovations to tender

Council made various motions for administration to put out tenders for bids on renovations for some of the teacher housing in Wabasca. These are Unit 57, 58, 134, and 135.

Honouring Spirit nominees

Northland nominated four students for the Alberta School Board Association Honouring Spirit: Indigenous Student Award, said Johnson. None were successful, but he thought it was worth mentioning them at the board meeting.

They are: Brooklyn Wiltzen (Grade 5, Anzac Community School), Avery Gladue-Auger (Grade 12, Mistassiniy School), Miles Desjarlais (Grade 8, Northland Online School), and Zoey Powderhorn-Desjarlais (Grade 11, Northland Online School).

Dahlgren tourney results

From Page 17

Rounding out the top ten were Hutton/Hutton (33.5 lbs.), Koblyansk/Coté (33.4 lbs.), Schafer/Kindraka (33.2), Butler/Butler (32.75), Bouchard/Wilson (32.6) and Hahn/Evans (32.2).

Prize payouts were only for the top three in the overall standings. There'd be a lot more prize money, Dahlgren points out, if there were more entries.

However, there were other prizes, including for the biggest fish each day. The Reid and Reid team won that on Day 1, with a 5.65 lb. walleye. Overall champs Courtorielle and Van Hoek hooked the Day 2 big fish, a 6.70 lb. whopper.

Other prizes were for

top mixed team, which was Schaffrick/Grenier and top youth team, won by Churchill/Churchill.

Twenty-nine teams took part in the tournament this year, which was held as usual at Spruce Point Park Ma-

rina. Chief organizer Scott Dahlgren says it was "awesome."

It's not official yet, but Dahlgren expects the 9th annual tournament to go on the same weekend in 2026.



Tournament second place finishers Grant and Jake Talaga.

Larry Dahlgren Memorial Walleye Tournament 2025

TEAM NAMES		Day1 Total	Day2 Total	Grand Total
Captain	Partner			
COURTORIELLE	VANHOEK	18.70	19.55	38.25
TALAGA	TALAGA	18.25	17.75	36.00
SCHAFFRICK	GRENIER	16.10	18.10	34.20
HUTTON	HUTTON	16.90	16.60	33.50
KOBYLANSKI	COTE	15.35	18.05	33.40
SCHAFER	KINDRAKA	16.20	17.00	33.20
BUTLER	BUTLER	16.50	16.25	32.75
BOUCHARD	WILSON	15.90	16.70	32.60
MILLS	ROBINSON	16.30	16.30	32.60
HAHN	EVANS	13.95	18.25	32.20
KAPELUCK	MOMBOURQUETTE	16.90	15.20	32.10
REID	REID	17.35	14.40	31.75
HOLZWARTH	HOLMAN	14.61	17.10	31.71
WILLIAMS	AUGER	15.60	15.70	31.30
SEE	CROFT	16.35	14.55	30.90
LAWRENCE	KUBEL	14.50	16.15	30.65
CAPUTO	DAVIDSON	13.45	17.05	30.50
SCHLAHT	COULAS	17.05	13.45	30.50
LUBYK	TILLEY	15.85	14.55	30.40
GIVEN	LARKIN	15.20	14.75	29.95
DOBSON	BARR	14.70	15.00	29.70
E. CHURCHILL	C. CHURCHILL	14.25	15.35	29.60
PAYNE	PAYNE	16.75	12.55	29.30
BURGESS	MACKENZIE	14.35	14.05	28.40
WHITE	PEREZ	13.35	14.55	27.90
BELSHIEM	KENNEDY	13.55	14.20	27.75
MARSHALL	MARSHALL	14.05	13.30	27.35
D. CHURCHILL	L CHURCHILL	13.00	12.75	25.75
KRUGER	MARQUARDT	16.05	0.00	16.05

Northland tweaks ed plan, based on community feedback

Pearl Lorentzen
Local Journalism Initiative
Reporter

Northland School Division board passed minor changes to the 2025-2028 Education Plan at its May 24 meeting. The basics of the education plan remain the same, but with a few changes.

"It must be reviewed and best revised each year," Scott Meunier, deputy superintendent told the trustees at the meeting.

The division had a second round of community engagement on the education plan earlier this year and a board subcommittee met to go over that and all of the other data relating to school performance and satisfaction from students, parents, and staff.

The word 'truth' was added to the first priority, which now reads 'Connections Supporting Truth and Reconciliation,' which is a reference to Canada's Truth and Reconciliation Commission's investigation into the Indian residential school system.

During the engagement, said Meunier, the division heard from many places that 'truth' needs to be included in the first priority.

Under Priority 1, he added, the outcomes for that haven't changed, with some strategies moving from 'establish' (in the 2024-25 school

year) to 'maintain.'

The other three priorities remain the same – Priority 2 – Holistic Learning, Priority 3 – Excellent People Supporting Students, and Priority 4 – Responsible Resourcing.

Under Priority 2, a new outcome was added, said Meunier. It includes the term "breadth of experience." Northland communities are remote and youth want to connect with youth from other communities and try different things, said Meunier. "We heard that from adults. We heard that from kids."

Other outcomes under this include maintaining dual-credit courses and adding a collegiate program.

Trustee Lorraine McGillivray mentioned that the division should encourage eligible students to apply for the Rutherford Scholarship. The division had 37 per cent eligible, she said, but no one applied.

There were a few minor changes to the other two priorities as well.

"This is a first-rate piece of work," said Robin Guild, vice-chair and Wabasca and Chipewyan Lake trustee.

"I really like the idea that 'Northland students thrive,'" he added, would it be possible for that to be the Northland vision?

The board would have

to change the vision, mission statement, values, etc., said Meunier.

The vision and values are a longer conversation, agreed Wally Rude, trustee for Calling Lake.

Rude mentioned that the student surveys had included a lower sense of belonging than the provincial average.

"Those numbers are quite alarming," he said. Meunier agreed.

"That's something we need to zoom in on," he said.

Krista Veitch, associate superintendent of HR, agreed.

The division is working on a good solid plan to address this, she said, including mental health resources.

Every decision the division makes going forward is going to be data-driven, said Northland Superintendent Cal Johnson. This low sense of belonging was one of five key areas of concern discussed at a recent leadership meeting. Other areas of concern included literacy, numeracy (math skills), and connection.

Council passed a motion to approve the changes to education plan.

Northland has schools in communities in Northern Alberta, which have a majority Indigenous population, including Métis settlements, First Nations reserves, and municipalities.

Grants to help Lesser Slave landowners with flood and drought mitigation

Pearl Lorentzen
Local Journalism Initiative
Reporter

People with waterfront property in the Lesser Slave Lake watershed might be eligible for a grant from the Lesser Slave Watershed Council (LSWC) to make changes to their land that protect it from floods and drought.

LSWC has a two-year grant of \$255,000 from the Government of Alberta's Watershed Resiliency and Restoration Program (WRRP).

"We are actively seeking landowner partners," says Meghan Payne, LSWC executive-director, to do projects on their lands that use non-engineered solutions near waterways or in wetlands that build resilience to flood and

drought.

It's counter-intuitive, says Payne, but many projects do both. For example, a healthy wetland holds water which decreases the likelihood of flooding. Also, during drought, it may be the only place where there is still water.

It has been very dry and Payne has had a farmer who was complaining about a beaver dam tell her that now that is the only place with water on his land.

LSWC is willing to work with landowners in Big Lakes County, M.D. of Lesser Slave River, neighbouring Métis settlements, First Nations, and Town of Slave Lake and Town of High Prairie.

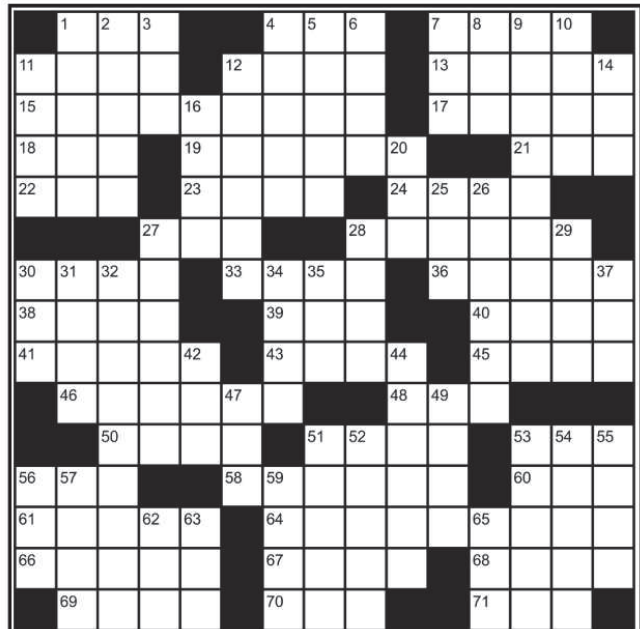
Projects can be done in partnership with

"pretty much anybody who has water on their property," says Payne.

The land has to go right up to a waterway such as a river, stream, lake, or include a wetland. The work will be done on the land, mostly in what's called the riparian area, which is the land leading to the shoreline.

Since 2016, LSWC has worked with 22 landowners to do various projects. Most have been agricultural, but acreage owners are eligible. One project was with the Town of High Prairie to fence off an area next to a river which people were riding quads on. The project included planting native plants which will help decrease erosion.

Please see Page 21



Across

1. Choose
4. Movement that arose after the killing of Trayvon Martin, for short
7. Containing abbr.
11. Tiny building block
12. Alternate spelling of an East Indies watercraft
- 13 A fable often has one
15. 2005 film with Ewan McGregor and Scarlett Johansson
17. By one's self
18. Soak, as flax or hemp
19. U.S. state with a 'w' pronounced like a 'v' by its Indigenous people
21. Soaked
22. Neighbours of qs and esses
23. Falls sick
24. 'Rats'
27. What we are, briefly
28. Yellow stuff in fields
30. Record
33. Drug in *Brave New World*
36. Large antelope of Africa
38. Mr. Musk
39. King of Cannes
40. Latin year
41. Kitchen garment
43. Underground storage organ on some plants
45. Beware the ones of March, Caesar was advised
46. Playful aquatic mammals
48. '___ Mubarak!'
50. Toe counterpart
51. Novelist Stoker
53. Follow, persistently
56. 'Take On Me' group
58. Singer Gomez
60. PR to SL dir.
61. Rebound, as a billiard ball
64. Many a fan of the Winnipeg Jets
66. Having to do with the rise and fall of the sea
67. Right hand pers.
69. Principal character in *The Golden Compass*
70. 'Gosh!'
71. Ekati mine stuff

Down

1. Additional
2. Rhymers, often
3. Online shorthand for 'That's more than I needed to know!'
4. Melee
5. Singer Del Rey, and others
6. Indian PM Narendra
7. ___ Man – Spencer Davis Group (and others)
8. Former Cambodian PM Lon
9. What they call all the un-owned territory around here
10. Narrow road, often rural
11. Razor brand
12. Word before Midstream in a company name
14. Allow
16. Fish of the North American Atlantic coast
20. Drugstore in Slave Lake, once
25. Hydrocarbon suffix
26. Antacid brand, singularly
27. Sinkhole of Yucatan
28. ___ Paravel – castle of Narnia
29. ___ of a Thousand Days
30. Earl Grey, for one
31. Dog food brand
32. Town on the northeast end of Vancouver Island
34. Lord of the Rings nasties
35. Pasture utterance
37. Two, to Tio Tomás
42. Born, in Beaujolais
44. Be sincere
47. 'Kidnapped' monogram
49. '___ wit's end!'
51. Unimpressed
52. Wash with clean water
53. Exclude
54. Tribe of Oklahoma
55. Wilder of film
56. Stop procrastinating
57. Call out to someone
59. Online periodical?
62. One of two in a boat
63. Scott Sinclair, for one
65. Bogota bear



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Grade 10 Coming to Gift Lake School in 2025-2026!



Grade 11 Coming to Grouard Northland School in 2025-2026!



Families shared during recent community engagements that they want their children to stay in their home community for as long as possible.



Families shared during recent community engagements that they want their children to stay in their home community for as long as possible.



In response, Northland School Division is adding Grade 10 to Gift Lake School beginning in the 2025-2026 school year!



In response, Northland School Division is adding Grade 11 to Grouard Northland School beginning in the 2025 2026 school year!

Want to register or learn more?

Contact: **Helen Akranis, Principal**
Email: helen.akranis@nsd61.ca
Phone: 780-767-3935

Want to register or learn more?

Contact: **Michelle Deering, Principal**
Email: michelle.deering@nsd61.ca
Phone: 780-751-3772



Nation plagued by wildfires

Monday night saw about 200 major wildfires burning in Canada; 50% of them out of control
Manitoba likely has had longest and worse situation; Saskatchewan and Alberta not far behind
Northwest Ontario affected; early fire season now blooming in British Columbia
Tens of thousands of Canadians are evacuated from their homes

Scattered rains, cooler nights helped a bit but no guarantee fire season will not continue to threaten Alberta communities

by Bruce Thomas

Earlier this spring, wildfire officials and weather specialists knowledgeable in fires were hopeful that the Alberta 2025 fire season might be more normal, but that may not be the case.

Tuesday morning a weather specialist with wildfire fighting experience told CBC Radio that the return of sunny weather the rest of this week and into the weekend, slightly higher than normal daytime temperatures may just make conditions ripe for existing fires to continue burning and new fires to rapidly spread.

The intensity and spread of fires will be mostly influenced by wind speed and direction.

Before a brief respite by scattered showers and some spotty dumps of rain in some parts of central and

Winds continue to be biggest factor in keeping fires spreading

northern Alberta in the last few days of May and first days of June, gusting winds were responsible for greatly increasing within a few hours the size of fires like Edith Lake blaze north of Swan Hills, and the Chipewyan Lake fire.

And some of the welcomed moisture came from thunderstorms which also brought lightning which sparked the complex of fires threatening a half dozen communities and prompting evacuations from Chipewyan Lake westwards to White Fish Lake.

Detailed Slave Lake Forest Wildfire Update begins on Fever Page 3



The good news is that Northland School Division's Chipewyan Lake School was not lost in the wildfire that hit the community late last week. However, the school's 22 students have been evacuated and may miss school ... unless they are staying in Wabasca during the evacuation. If so, the school division has arranged classes to resume at Careers Pathway.

A notice about the arrangements is on Fever Page 3



Tuesday, June 3, the Alberta Wildfire Dashboard reports 55 fires in the province's 10 forest protection areas. The above shows Slave Lake Forest outlined in green, and also shows that Slave Lake Forest has the majority of the 55 fires. The red outlined area are complexes which contain more than one fire. Of the entire 55 active fires five are held (yellow) meaning they are not likely to spread further, 26 of them are out of control, and the remaining 24 are under control. Slave Lake has become the hotbed of fires in Alberta in the last two weeks.

Slave Lake Forest has been hardest hit with most and worst fires in Alberta

Leah Lovequist, wildfire information officer for Slave Lake Forest Protection Area, one of ten such areas in the province, posted this report shortly after 9 p.m. Monday:

Although some regions received rain, it was neither widespread nor sufficient to significantly reduce the dry conditions.

With warm temperatures expected in the coming days, any surface moisture will evaporate quickly.

Firefighters urge everyone to use caution and avoid any activities that could start a wildfire.

Wildfire situations

Firefighters, supported by helicopters, airtankers and heavy equipment continue to fight the multiple wildfires in the Slave Lake Forest Area.

There was one new wildfire Monday located east of Peerless Lake.

Helicopters with buckets doused the flames. SWF108 is 0.5 hectares.

Since January 1, there have been 108 wildfires reported in the Slave Lake Forest Area, resulting in a total burned area of 297,358.53 hectares.

Smoky conditions may



persist due to the ongoing wildfire activity in the Slave Lake Forest Area.

Visit www.firesmoke.ca to see where the smoke is coming from. Anyone with health concerns should visit Alberta Health Services or call 811 for health advice from Alberta Health Link.

Red Earth East Complex

This complex includes 10 wildfires located east of Highway 88.

Monday firefighters from Oregon arrived to help fight the wildfires.

Wildfire SWF085 which impacted the community of Chipewyan Lake, has been showing reduced wildfire behavior due to the recent rain.

SWF085 is classified as burning out of control and is 132,167 hectares.

Monday, with strong gusty northwest winds the wildfire behavior did increase on the east/southeast sides of wildfires SWF092, SWF095 and SWF100.

The wildfire is classified

as burning out of control and is 697 hectares in size.

Wildfire SWF100 is located along Highway 686 approximately 24 kilometres west of Peerless Lake, and it is classified as burning out of control and is 700 hectares.

An evacuation order remains in effect for communities of Red Earth Creek, Loon River First Nation, Trout Lake and Peerless Lake.

Wildfire SWF078 is located north of Utikoomak Lake 155A and it is being held.

Monday, the evacuation notice of two hours was lifted for White Fish Lake

area.

SWF088 remains located approximately 24 kilometers north of Marten Beach.

The wildfire did not experience any growth Monday (but is still) classified as burning out of control and is 10,448 hectares in size.

A 4 hour evacuation notice in effect for the community of Marten Beach.

Road Closures

Multiple highways in the Slave Lake Forest Area remain closed.

For the most up-to-date information on road closures, visit 511 Alberta.

Fever wildfire updates posted on Facebook Bruce Thomas

Environment Canada Weather Forecast

Wabasca - Peerless Lake - Gift Lake - Red Earth Creek - Cadotte Lake

June 4 to June 10

Wednesday night..Clear. Low 8.

Thursday..Sunny. High 25.

Thursday night..Cloudy. Low 12.

Friday..Mix of sun/cloud. High 21.

Friday night..Clear. Low 8.

Saturday..Sunny. High 21.

Saturday night..Clear. Low 9.

Sunday..Sunny. High 26.

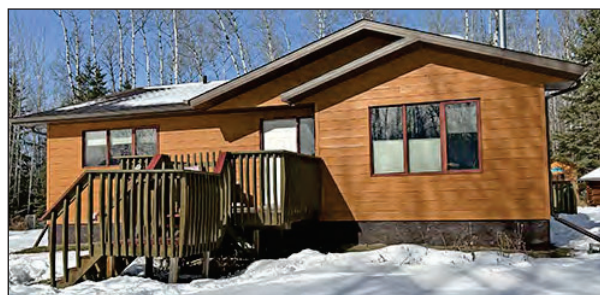
Sunday night..Cloudy periods. Low 9.

Monday..Mix of sun/cloud. High 22.

Normals for the period..Low 7. High 20.



Peaceful Natural Setting near North Wabasca Lake & Eagle Point Golf Course



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School update for Chipewyan Lake families staying in Wabasca

We know this is a challenging time, and we want to support your children as much as possible while you're staying in Wabasca.

Here's what you need to know about how school will continue for Chipewyan Lake students.

Classes began Tuesday, June 3rd. This is a temporary plan to help students keep learning while it is not yet safe to return home.

Classes will take place at Career Pathways School in Wabasca. The school has two empty classrooms ready to welcome Chipewyan Lake students.

Technology and support

We have Chromebooks ready for students to use. Certified teachers and educational assistants will be there to help students with their learning and offer extra support as needed.

Getting to and from school

With most families staying in hotels, a bus will stop at each hotel to pick up students. Staff will share more details about pick-up and drop-off times directly with families.

Wellness support

Students will also have access to wellness supports if they are feeling overwhelmed or need someone to talk to. We are here to help them feel safe and cared for.

Staying in touch

We have been posting updates on the Chipewyan Lake School Facebook page and calling families through School Messenger. Staff will also continue checking in.

We will keep sharing updates as needed. If you have any questions, please call 780-916-5605.



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Sports

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Gift Lake wins back-to-back Olympics titles

Chris Clegg
South Peace News

(Peavine) – It’s not only about winning and losing, it’s about having a lot of fun!

And fun everyone had at the second annual Tri-Settlement Metis Olympics at Peavine Metis Settlement May 15!

Over 180 students from the South Peace region’s three Metis Settlements: East Prairie, Gift Lake and Peavine attended for a full day of friendly competition, community building and career exploration.

High Prairie RCMP Const. Darren Martens brainstormed the idea last year and it has become a resounding success. His idea was to bring the communities together for a celebration that helps showcase the very best of youth, community spirit, and Indigenous culture.

“When I first had this idea back in 2023, I knew we had something powerful,” says Martens.

“These three settlements – Gift Lake, East Prairie, and Peavine – they’re all in my policing area, and I wanted to bring them together in a good way. Sports has this amazing ability to unite people, and watching these kids compete and cheer for each other, that’s exactly what we’re seeing.”

Gift Lake claimed victory in a nail-biting finish, edging out host Peavine by just a few points in the closest competition yet. The winning athletes received a specially designed challenge coin – a



High Prairie RCMP Const. Darren Martens, left, presents the Tri-Settlement Metis Olympics trophy to Gift Lake School principal Helen Akranis. It is the second straight year Gift Lake claimed the title.



A specially-designed challenge coin now resides at Gift Lake School represents more than just victory for the Tri-Settlement Metis Olympics winners. It symbolizes unity, achievement, and the bright future that awaits when young people are given the chance to dream big and reach for their goals.

law enforcement tradition symbolizing excellence, achievement, and belonging to something special.

Metis Olympics was derailed in 2023 due to wildfires, but Martens did not give up on his dream. They were first held in 2024. Today, working alongside settlement leaders, Northland

School Division, and Family Resource Network staff, Martens helped create an event that goes far beyond simple competition.

“It’s not just about winning or losing,” Martens explains.

“It’s about these young people seeing what’s possible for their futures, building friendships

across communities, and bringing families together. When you see a kid’s face light up watching that Forestry helicopter land, or when they’re trying out the police fitness challenges, you know you’re making a difference.”

During the day, the atmosphere was electric. Children and youth from

kindergarten to Grade 12 competed in age-appropriate challenges. The Games featured traditional events alongside new additions, including scaled-down police fitness assessments that challenged the youth while remaining age-appropriate. Scores were tallied across all events, with each settlement’s total determining the winner.

The helicopter demonstration by Alberta Forestry proved to be the biggest crowd-pleaser, with children and youth gathering around the aircraft in wonder. Many had never seen a helicopter up close, let alone one used for wildfire management.

Beyond the athletic competitions, the Olympics served as a career fair showcasing opportunities in law enforcement, forestry, fire services, and the military’s Bold Eagle Program – a unique summer training initiative designed specifically for Indigenous youth in western Canada.

“We want these kids to see that there are so many paths open to them,” says Martens.

“Whether it’s becoming a firefighter, joining the RCMP, working in forestry, or serving their communities in other ways, these career booths plant seeds. Sometimes that’s all it takes to change a young person’s trajectory.”

The Olympics drew support from an impressive list of partners including Alberta Forestry, Alberta Fish and Wildlife, Peavine Metis Settle-

ment Fire Services, and the Bold Eagle Program. Industry funding partners and the Government of Alberta’s Family Resource Network program helped make the event possible.

“Thank you to Peavine Metis Settlement council and staff for being such gracious hosts,” says Martens.

“And a special note of gratitude to High Prairie RCMP detachment and K-Division Indigenous Policing liaison, Vern Hagen,” he adds.

Martens heard many positive comments during the day, but one in particular he wanted to share.

“This is what community looks like,” reflected one parent watching her children compete.

Indeed, the day brought together not just the young athletes, but their families, teachers, and community members who came simply to cheer and celebrate.

The third annual Tri-Settlement Metis Olympics will be hosted by East Prairie Metis Settlement in 2026, continuing the tradition that has proven its worth in building bridges and creating opportunities. Gift Lake hosted the first last year.

“For Martens, seeing his vision come to life for the second consecutive year represents something much bigger than a sporting event.

“It’s proof that when communities come together with a common purpose, extraordinary things can happen,” he says.

Northern Sunrise invites you to celebrate Juy 1 a bit early

Emily Plihal
Local Journalism
Initiative Reporter

(Peace River) – People from throughout the region are welcome to celebrate Canada Day early with Northern Sunrise County.

The County’s Early Canada Day Celebration will be hosted on June 18 from 4-7 p.m. at Cecil Thompson Park.

Family and Community Support Services director Amber Houle

says the event is a great chance for people of all ages to celebrate our country with their neighbours.

“By holding it ahead of time, we avoid competing with the Canada Day festivities organized by neighboring municipalities and towns,” explains Houle.

“Also, scheduling the event earlier allows us to engage with residents before they head out on their summer holidays,” she adds. “By doing so,

we can capture the interest of those who might otherwise be away during the traditional Canada Day celebrations.”

Festivities will feature a barbeque, live musical performances, bouncy castles, face painting, popcorn and snow cones, all at no cost.

“Offering the Canada Day event at no cost provides an opportunity for residents to connect, socialize, and build stronger relationships within the County, regardless of

their financial situation,” Houle says.

“It’s also the County’s way of giving back to the community.”

Houle says live music will be held at the gazebo and feature local performers. Magic will be provided by Close up Magic, Maryse Simon and Christine Nadeau will be face painting, and there will be a booth with promotional items from the County.

Family Resource Network will provide family

activities, and golf carts will be on hand to transport people from their vehicles to the site, ensuring the event is accessible for all mobility levels.

“Last year we had around 800 people on site, this was consistent with 2023,” says Houle.

“The Canada Day event has evolved over the years to include additional activities for all ages. We started off with a barbecue, music, and resource booths and have since evolved to in-

clude bouncy castles, face painting, glitter tattoos, popcorn, and snow cones. The location also offers a popular jumbo jumper, playground, pond, outdoor exercise equipment, and walking paths.”

Houle says three musicians will be performing this year, including Judah local Robb Stavne, the Croakin’ 4, and Hey Driver.

For more information on the County Canada Day, call (780) 625-3287.

te-programming-approved/



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Northland School Division gets collegiate programming approved

June 11, 2025 Local News



Starting in the 2025-2026 school year, Northland School Division will launch collegiate programs in Wabasca-Desmarais, Paddle Prairie, and Fort McMurray, following approval and funding from Alberta Education.

These programs will offer students hands-on learning experiences in skilled trades, healthcare, and education, enabling them to earn high school credits while gaining practical skills in fields such as carpentry, welding, heavy-duty mechanics, cosmetology, health care aide, and educational assistant roles.

Developed with input from students, families, and community members, the collegiate model emphasizes practical, flexible

learning tailored to student success and community growth.

Board Chair Tanya Fayant highlighted that these programs provide students with real skills and a clear path forward.

Superintendent Cal Johnson expressed gratitude to Associate Superintendent Mark Owens and Director of Engagement and High School Completion Amy Savill for their contributions to this initiative. The program is supported by partnerships with Northern Lakes College, Keyano College, Alberta Health Services, Bigstone Health, and local industry partners, including Rick Sim Trucking, Atoske Action Group, and Suncor.

Keith Hopper, Trending 55



NORTHLAND COLLEGIATE PROGRAMMING



Educational Assistant
Division-wide

Partners

Northern Lakes College



Carpentry
Wabasca-Desmarais
Paddle Prairie

Partners

Northern Lakes College
Paddle Prairie Métis Settlement
Rick Sim Trucking

On Air Now

River Country Middays



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Weekdays 2-7pm



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Slave Lake Forest Area update on June 10: Smoke climbs to dangerous levels; 5 evacuations and two evacuation alerts still in effect

The wildfire danger across the Slave Lake Forest Area is extreme due to hot, dry and windy weather.

Under these conditions, fires can start easily and spread rapidly. Firefighters urge everyone to avoid any activities that could start a wildfire.

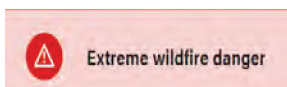
Wildfire situation

Firefighters, supported by helicopters, airtankers and heavy equipment continue to fight the multiple wildfires in the Slave Lake Forest Area.

Since January 1, 2025, there have been 118 wildfires reported in the Slave Lake Forest Area, resulting in a total burned area of 359,547.83 hectares.

Evacuations

An evacuation order remains in effect for the communities of Chipewyan Lake, Red Earth Creek, Loon River First Nation, Trout Lake and Peerless



Lake.

A 4-hour evacuation alert is in effect for the community of Swan Hills and a 2-hour evacuation alert is in effect for Marten Beach.

Residents are advised to monitor Alberta Emergency Alert for detailed information and updates.

Smoky conditions

Due to the ongoing wildfire activity, smoky conditions are expected to persist across the area.

Visit FireSmoke Canada to see where the smoke is coming from. Anyone with health concerns should visit Alberta Health Services or call 811 for health advice from Alberta Health Link.

Highway closures

When traveling in areas where wildfires are close to highways, please slow down and follow all posted signs.

For your safety and the safety of our firefighters, road closures or reduced speed limits may be in place.

The Red Earth East Complex includes 11 wildfires located east of Highway 88. An incident management team is established and is organizing all firefighting operations on these wildfires.

Wildfire SWF085, which impacted the community of Chipewyan Lake, is classified as burning out of control and is 133,659 hectares.

Fire activity has increased on the south side of the wildfire and smoke may be visible in the Wabasca area. Tuesday, firefighters were working to extinguish hot-spots, and airtankers will be working to slow the spread on the south side.

**Watch for Updates
on Facebook
at Bruce Thomas Fever**

Environment Canada Weather Forecast

Wabasca - Peerless Lake - Gift Lake - Red Earth Creek - Cadotte Lake

June 11 to June 16

Wednesday night..Clear. Low 9.

Thursday..Mix of sun/cloud. High 25.

Thursday night..Cloudy. Low 12.

Friday..60% showers. High 17.

Friday night..Rain. Low 11.

Saturday..Showers. High 17.

Saturday night..60% Showers. Low 10.

Sunday..Mix of sun/cloud. High 21.

Sunday night..Cloudy periods. Low 10.

Monday..Mix of sun/cloud. High 22.

Normals for the period..Low 8. High 20.



Superintendent's Highlights: How Northland is achieving Education Plan priorities



Superintendent of Schools/CEO Cal Johnson shared that Northland presented at the 2025 CASS First Nations, Métis, and Inuit Education



Gathering. The presentation focused on Priority 1 and highlighted how community voices are shaping Northland's Education Plan. He also spoke about how the Superintendent's Youth and Elder/Knowledge Keeper Councils are helping to change the narrative about Northland by building stronger connections.

The councils met in May and reflected on teachings shared by Elder John Bigstone of Wabasca-Desmarais. Topics included wahkotowin (the interconnectedness of all living things), public service and leadership, and the importance of giving back to the community. Ideas from these conversations are helping shape next year's plan.

Associate Superintendent Krista Veitch provided an update on Priority 3, including professional learning for Educational Assistants and staff retention efforts.

Deputy Superintendent Scott Meunier spoke about the Education Plan sub-committee, which includes Trustees. The group reviewed system data and helped draft updates for the 2025 to 2026 Education Plan. Their work supports thoughtful decisions about how resources are used to help students thrive.



Calling Lake Sailing Club

NEIGHBORHOOD

Garage Sale

Rain or Shine!
\$20.00 will get you a spot to sell your treasures on the grounds of the sail club, Local vendors will be inside clubhouse.

Local Vendors welcome!
Contact Nora Ross or Jenn Schacher for more info or to book your table

June 14 2025

GOLD

Unused or unwanted Chains, Rings, Bangles, Coins

SENIORS' SPECIAL

10% more April & May

SILVER

Coins

Canadian 1968 and older 10, 25, 50 & silver dollars

US 1964 and earlier 10, 25, 50 & silver dollars

We come to the privacy of your home, no fees!

Please call Joy or Ted 825-966-4373

Canadian Prairie Pickers

Pays Cash!

Bonded since 1967

Doing business in Alberta since 1986



The Opasikoniwew Housing Authority (OHA)

is accepting applications for

10 NEW UNITS

in Wabasca

4 x 3-bedroom units available

6 x 2-bedroom units available

Applications can be picked up at the OHA Office

All applicants must fill out a new housing application. Old applications will not be accepted!

**Deadline for applications is
Monday, July 30, 2025**

If you have any questions, please call
the OHA office at (780) 891-2072

Members will not be eligible for any housing program until any outstanding balance owed to any department within Bigstone Cree Nation is paid in full. NO EXCEPTIONS!

OPASIKONIWEW HOUSING AUTHORITY

PO Box 510, Wabasca, AB T0G 2K0

Phone: (780) 891-2072

Email: kevin.yellowknee@bigstone.ca or

cheryl.young@bigstone.ca

Posted June 6, 2025

Board Meeting Highlights

May 24, 2025



Board Approves 2025-2026 Spring Final Budget

The Board of Trustees approved the 2025–2026 Budget following a presentation from Secretary Treasurer Douglas Aird. He highlighted continued investments that reflect what makes Northland unique, referring to this as the Northland advantage.

The budget supports all four priorities in the Education Plan. It keeps key services in place, including full-day kindergarten, transportation for all students, and the hot lunch program. It also continues to invest in student learning, cultural

programming, and housing.

Highlights include:

- 91 percent of staff work directly in schools
- A 32 percent increase in Indigenous Language Instructors, support for additional grades being offered, and continued investment in cultural, engagement and student success teams
- Continued investment in housing
- A planned shortfall of \$255,353 to be covered by reserves



A fall update will reflect final enrollment and staffing numbers. Click on the website link to view the budget <https://www.nsd61.ca/download/512924>.

Board approves the presented Northland School Division 2025-2028 Education Plan



The Board of Trustees approved the presented 2025 to 2028 Education Plan. This is year two of the three-year plan.



The priorities and outcomes remain the same. Updates reflect feedback from recent community engagement sessions. One key change is the revised name of Priority 1, now called **Connections Supporting Truth and Reconciliation**.

New or refined strategies include a 32 percent increase in Indigenous Language Instructors, a partnership with the University of Alberta to support language revitalization, and the development of a Land Based Learning Framework. The plan also adds more extracurricular and hands-on learning activities, such as arts, trades, and cultural experiences. Capital planning

work will be guided by feedback from students and staff to support improvements to learning spaces. The updates build on the current plan while helping Northland students thrive. You can view the full plan at nsd61.ca/download/512929.

Cree language pilot coming to Wabasca-Desmarais

Deputy Superintendent Scott Meunier told the Board that Northland is starting a Cree language pilot in Wabasca-Desmarais. The one-year pilot, developed in partnership with the University of Alberta, will focus on the Woodland Cree dialect. Meunier noted that a pipe ceremony will be held in early June to officially begin the program. The goal is to create classroom-ready Cree language resources that are easier for teachers to use.

If the pilot is successful, a similar project may be considered for Janvier, a community where Dene is the traditional language spoken.



Visit <https://www.nsd61.ca/governance/board-meetings> to view upcoming Regular Board Meeting dates and Board-related documents.

Note: These writings do not constitute the official record of the Northland School Division. They are however, provided as general information relating to the action taken at board meetings. For further information, please call 780-624-2060 or 1-800-362-1360.

Northland SD wins award for reconciliation efforts

Northland School Division (NSD) received a special award from the Public School Boards Association of Alberta (PSBAA) for its work in advancing one or more of the Calls to Action from the Truth and Reconciliation Commission of Canada (TRC).

The award was presented at the PSBAA Spring General Assembly in Calgary on June 4, 2025.

Northland was recognized for putting reconciliation into action in schools, as described in the division's 2024-2027 Education Plan (<https://www.nsd61.ca/download/453870>).

NSD's work supports TRC Calls to Action 10, 14, 62, 63 and 64. This includes:

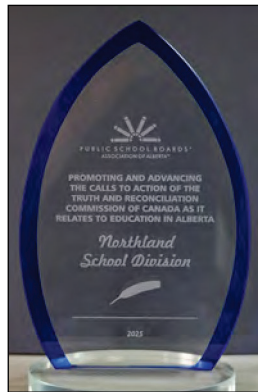
- Teaching students on the land and helping them learn Indigenous languages.
- Working with Elders and adding Indigenous language signs in schools.
- Creating Elder & Knowledge Keepers and Youth Councils to help guide school decisions.
- Offering training to help staff better understand Indigenous cultures and histories.

- Hosting Cree language and culture events with Elders and Knowledge Keepers.
- Working with families and community members to improve education.

Over the past two years, Northland has also hosted a series of community engagement sessions.

Feedback from these sessions helped shape the division's priorities, outcomes and strategies. This helped make sure the voices of families, Elders and students guided the division's work so that Northland students thrive.

"This award reflects the voices and contributions of the communities Northland serves," said Tanya Fayant, Board Chair. "We are deeply honoured to be recognized for this work. It shows what can happen when families, Elders and staff work together to support students. The division's efforts are guided by the Truth and Reconciliation Commission's Calls to Action and the vision families have for their children."



Almost all teachers are prepared to strike

On Tuesday, Alberta Teachers' Association announced: "Teachers stand united to strike!"

A strike vote has passed with 95 per cent support from Alberta teachers. By voting to strike, teachers are sending an unmistakable message: we are united, we are determined, and we will no longer hold up a crumbling public education system.

"For too long, teachers have been propping up a system that is under-resourced and overburdened. We are expected to do more with less every year." ATA president Jason Schilling

Alberta Teachers' Association's Provincial Executive Council will now determine next steps, including potential strike dates and actions. However, the Association and the Teachers' Employer Bargaining Association (TEBA) go back to the table on June 19 and 20, with more dates in August if needed. There are 51,000 ATA members.

Large class sizes, increasing classroom complexity, dwindling supports, and wages that do not account for these challenges or keep pace with inflation remain sticking points between teachers and their employers.

Employment Opportunity

PEE KIS KWE TAN "LET'S TALK" SOCIETY

is seeking to fill the position of **Addictions Counsellor**

FUNCTIONS AND RESPONSIBILITIES: The Addictions Counsellor works as part of an integrated health and wellness team and delivers professional counselling service to a diverse community. Primarily addressing substance use and addiction, as well as general mental health issues. This position maintains a Code of Ethics, which includes strict confidentiality of all records, materials, and communications concerning clients, staff, and Pee Kis Kwe Tan "Let's Talk" Society.

DUTIES:

- Assessment and screening of potential clients.
- Engaging in short-term or ongoing supportive counselling.
- Facilitate prevention/awareness education workshops on a frequent basis.
- Referrals to Treatment Centers and accompany client to/from treatment as necessary.
- Appropriate client file maintenance, record keeping and reporting.
- Liaise with other professionals and agencies such as court probation officers, children's services / ministry workers, schools, etc. on behalf of client.
- Organize and facilitate community wellness programs including regular AA or NAA meetings.
- Coordinate event functions to acknowledge National Addictions Awareness Week. Researching and producing appropriate material for client handouts and informative material for displays;
- Act as an advisor/mentor to the youth at local school.

EDUCATION AND EXPERIENCE:

- Bachelor of Social Work with 2-years' experience is desired or
- Counseling certificate/diploma from a recognized institute, preferably trained in addictions and/or substance abuse treatment and/or a minimum of 2 years' experience working in the field;
- Have some knowledge of Aboriginal culture, traditions, and history, plus experience working with both, Indigenous clients as well as non-Indigenous clients;
- Have an understanding of the unique dynamics of the community, both Indigenous and non-Indigenous population;

PERSONAL CHARACTERISTICS:

- Strong listening and communication abilities.
- Trustworthy, awareness of diversity, patient & caring, open minded
- Empathetic, compassionate, understanding with a genuine desire to help others.
- Emotional resilience and stress management.
- Nonjudgmental attitudes toward client experiences.

KNOWLEDGE & SKILLS:

- Effective group facilitation and presentation skills;
- Conflict resolution skills;
- Excellent written verbal and written communication skills; Computer literate
- Fluent in both English and Cree is an asset;
- Valid Driver's License and own transportation is required; Security Clearance RCMP Criminal Record Check

SALARY: Depending on education and experience

DEADLINE: Open until suitable candidate hired

SEND RESUME AND COVER LETTER TO:

Pee Kis Kwe Tan "Let's Talk" Society

Box 180, Wabasca, AB T0G 2K0

or Fax: 780-891-3626 or E-mail: letstalk@telus.net



MISTASSINIY SCHOOL OPEN HOUSE & 2025-26 REGISTRATION AND CLASS SELECTION

**Tuesday,
June 10, 5-7pm**

**BBQ supper
provided!**

- ✓ Learn about courses offered
- ✓ Register for school in the fall
- ✓ Sign up for fall classes
- ✓ Meet the staff



For more info:

780-891-2106



Board hears community feedback about staff supports



Ward 8 Trustee Wally Rude shared community feedback with the Shool Board. The feedback highlighted interest in additional support for emotional regulation, particularly when working with students who have complex needs. It also noted that current professional learning sessions could be more engaging and useful for staff.

In response, Associate Superintendent Krista Veitch provided an update. New professional learning focused on working together as a team is planned for the 2025 to 2026 school year. Educational Assistants have already participated in training this year, and new service providers will offer more team-based sessions moving forward. Principals have also started training in the Collaborative Response Model. This approach includes structured debriefing and encourages teamwork and shared problem-solving among school staff.



M.D. OF
OPPORTUNITY
b.a."Δ<P^

EMPLOYMENT OPPORTUNITY

Wabasca Water World & Fitness Centre
– Casual –

RECEPTIONIST

The Municipal District of Opportunity is seeking to fill a Casual Receptionist at the Wabasca Water World & Fitness Centre (WWW&FC). The individual chosen for this position must possess exceptional public relation skills along with a "team oriented" attitude and also be fitness oriented. Proficient computer skills and a sound knowledge of office procedures are additional requirements.

Fulfill all aspects of Receptionist & General Office Duties:

- Answer telephone, direct and/or respond to inquiries about WWW&FC;
- Daily filing, cash outs, includes working with our Debit Machine and POS system;
- Maintaining and updating all organizational contacts, equipment list and all WWW&FC forms;
- Provide information to the members of the general public in completing necessary forms and registrations for the various programs and rentals of the WWW&FC;
- Special project assignments as required;
- Cleaning Checklists;
- Other duties that may be assigned from time to time

Qualifications Required:

- High School Diploma and/or extensive office experience and working with the general public;
- Computer Skills for a Microsoft Office & Environment (Word & Excel) & other;
- Excellent communication skills and phone etiquette;
- Outgoing, energetic to control youth and enforce rules related to the WWW&FC
- Must be bondable and experience handling cash is definite asset;
- Must be 16 years of age or older.
- Satisfactory Criminal Record Check and Child Intervention Check upon hire.

Interested individuals are asked to submit their **Resumes, three (3) work related references to:**

Human Resources Department
Municipal District of Opportunity No.17
Box 60 Wabasca AB T0G 2K0
Phone: (780) 891-3778 Fax: (780) 891-4283
Email: hr@mdopportunity.ab.ca

This advertisement will remain open until
June 20, 2025

The personal information submitted pursuant to this advertisement will be utilized for this Employment Opportunity only and is subject to compliance with the Freedom of Information and Protection of Privacy Act.

More MD Job Opportunities on following pages!

BIGSTONE HEALTH COMMISSION

Employment Opportunity



RECOVERY CARE DAY PROGRAM SUPPORT WORKER

One (1) Permanent Part Time • Calling Lake, Alberta

Bigstone Health Commission is seeking an experienced, highly motivated, and dependable Recovery Care Day Program Support Worker to join our talented Health Team for the Bigstone communities in which we serve in Wabasca, Calling Lake, and Chipewyan Lake. This is a rewarding opportunity if you have an appreciation for Indigenous Culture, a desire for continuing professional development and enjoy the support and collaboration from our multidisciplinary team and various other professionals and agencies.

Duties and Responsibilities

- Reporting to the Recovery Care Day Program Coordinator
- As a member of a multi-disciplinary team, the Recovery Care Support Worker provides community-based support services, assists in substance use and/or mental health treatment, provides life skills training, coaching, and advocacy to BCN members who struggle with substance abuse and addiction issues with or without a mental illness
- Other duties as assigned

Knowledge, Skills and Abilities

- Good knowledge of office procedures, data collection and reporting.
- Be extremely observant to detail and accuracy
- Must be able to work in a diverse environment
- Good organizational skills, ability to communicate effectively, both verbally and in writing
- Must be a team player and able to work with minimal supervision
- Confidentiality is strictly enforced
- Develop strong relationships and work cooperatively with clients
- Knowledge of Mental Health policies and procedures, relevant legislation (i.e. Mental Health Act, Health Professions Act and PHIPA)
- Ability to deal with community members who struggle with addictions and mental health issues
- Ability to observe and recognize behavioral and/or health status changes in clients
- Ability to facilitate supportive and educational groups
- Ability to model healthy lifestyle choices
- Ability to set and maintain boundaries
- Conflict resolution and crisis intervention skills
- Ability to prioritize and organize client demands made and care needs
- Ability to demonstrate an appropriate level of initiative and independence
- Ability to work cooperatively as part of a multidisciplinary team
- Ability to promote positive change and independence
- Physical and emotional ability to carry out the duties of the position
- Advocacy skills
- Must have experience or knowledge working with Indigenous populations
- Must be prepared to work irregular hours
- Good organizational skills, make sound decisions and act quickly in critical circumstances
- Good written and oral communication skills
- Ability to speak Cree is an asset
- Ability to deal with others effectively
- Ability to problem solve
- Sound judgment and good observational skills Ability to work independently and in collaboration with others

Education and Experience:

- Diploma or High School with related experience in addictions and or mental health.
- Basic knowledge of community resources.
- Must have or obtain within 6 months of hire; First Aid/CPR certification and maintain such
- Must be willing to take further training as required.

Benefits:

- ✓ Competitive Salary
- ✓ Employer Matching Registered Pension Plan
- ✓ Paid Vacation & Sick Time
- ✓ Extended Health, Dental & Vision Plan

Salary is dependent on qualifications.

Please forward your Cover Letter, Resume (including 3 work related references), & Criminal Record Check, Vulnerable Sector Check and Child & Youth Intervention Check to our:

Human Resources Department
PO Box 1020 Wabasca, Alberta T0G 2K0
Fax: 780-891-2623 | Email: bhcresumes@bigstonehealth.ca

CLOSING DATE: Until a Suitable Candidate is found




POSTED ON: June 2, 2025

*Applicants are thanked in advance for their interest in our organization, however only those selected for an interview will be contacted.

Vision: To revive, strengthen and protect members' treaty rights to health and to enhance the quality of life of members and others living on Bigstone Traditional lands.



[HOME](#) [ON-AIR](#) [NEWS](#) [CONTESTS](#) [FEATURES](#) [CONTACT](#)



Northland School Division wins Provincial Award

June 12, 2025 Local News



On June 4, 2025, the Public School Boards Association of Alberta (PSBAA) honored Northland School Division (NSD) with a special award at their Spring General Assembly in Calgary.

This recognition celebrates NSD's commitment to advancing the Truth and Reconciliation Commission of Canada's Calls to Action, particularly numbers 10, 14, 62, 63, and 64.

NSD's initiatives include land-based learning, Indigenous language instruction, collaboration with Elders, and cultural events, all detailed in their 2024-2027 Education Plan.

Board Chair Tanya Fayant expressed gratitude, emphasizing the collective effort of families, Elders, and staff in supporting students.

Superintendent Cal Johnson highlighted the positive impact of community feedback on the division's strategies, leading to improved student outcomes and increased satisfaction with education quality.

Keith Hopper, Trending 55

On Air Now

River Country Middays



Next

Tie Dye Tam

Weekdays 2-7pm





COMMUNITY CALENDAR
Driven by by Mighty Peace GM
WHAT'S GOING ON
AROUND THE REGION







CONNECT WITH US
UNITED FLOORS
TEXT LINE
780-624-3000



LloydSadd
Your Trusted Insurance Broker in the Peace River Area
[Home](#) | [Auto](#) | [Commercial](#)



Big Lakes Bulletin

June 2025



Big Lakes  fcss
COUNTY

Big Lakes
Family and Community
Support Services

This newsletter provided by Big Lakes Family and Community Support Services



Grade 11 Coming to Grouard Northland School in 2025-2026!



Families shared during recent community engagements that they want their children to stay in their home community for as long as possible.



In response, Northland School Division is adding Grade 11 to Grouard Northland School beginning in the 2025 2026 school year!

Want to register or learn more?

Contact: **Michelle Deering, Principal**

Email: michelle.deering@nsd61.ca

Phone: 780-751-3772





Board Meeting Highlights April 26, 2025



2024-2025 What We Heard Report presented to the Board

Superintendent of Schools/CEO Cal Johnson presented the 2024–2025 What We Heard Report. Northland hosted 15 in-person engagement sessions and one virtual session between January and March 2025. Feedback focused on student engagement, community connections, programming, and supports. This input is helping guide updates to Northland’s Education Plan. To read the full report, click on the website link: <https://www.nsd61.ca/download/509412>. The What We Heard Report will be shared with all Northland school communities.

Board approves grade additions at Elizabeth, Grouard Northland and Gift Lake Schools

The Board approved grade additions to meet community requests for more local education options:

- Elizabeth School – Grade 9
- Gift Lake School – Grade 10
- Grouard Northland School – Grade 11

Families shared that local schooling helps students succeed, stay connected to their culture, and feel strong in their communities. Northland will keep working with families to explore future grade expansions based on needs and available resources.



Phone system replacement approved



The Board approved a plan to replace Northland’s aging phone system with a new cloud-based solution. The project, supplied by Netagen, will improve reliability and safety across all 18 schools and central office buildings. The new system includes on-site gateways to maintain phone service during network outages and integrates with Google collaboration tools.

To read the full Board Highlights, visit: <https://www.nsd61.ca/download/509562>.

Grouard Seniors Lunch

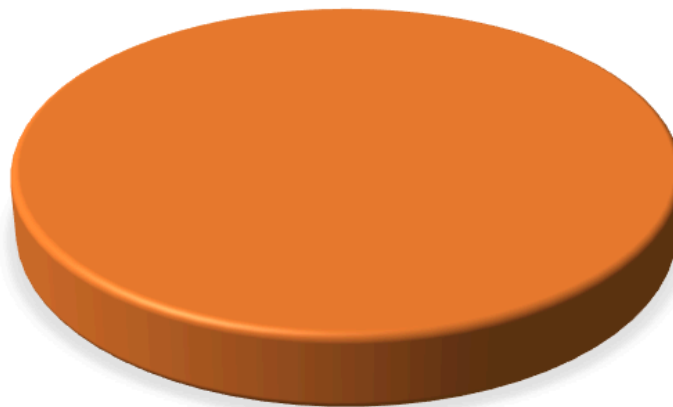
Wednesdays at 12:00pm
Northlands School Elder’s Room.



May 13, 2025 to June 13, 2025

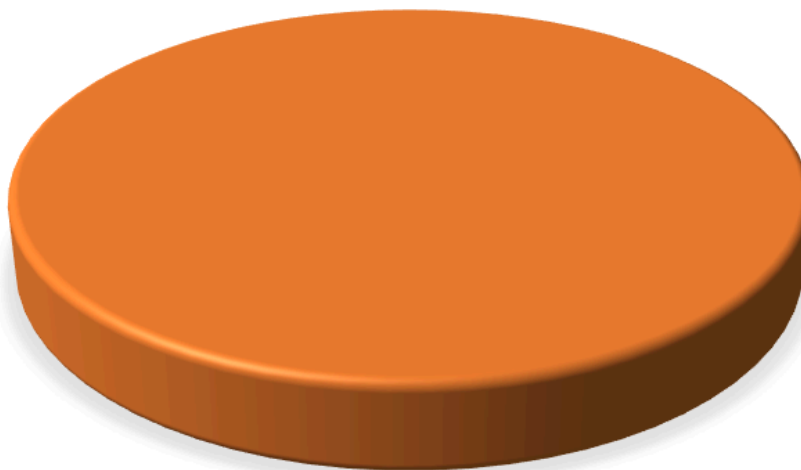
Teacher/Sub Teacher/ Employee Incidents: 1 injury with 0 WCB reporting

INJURIES BY LOCATION



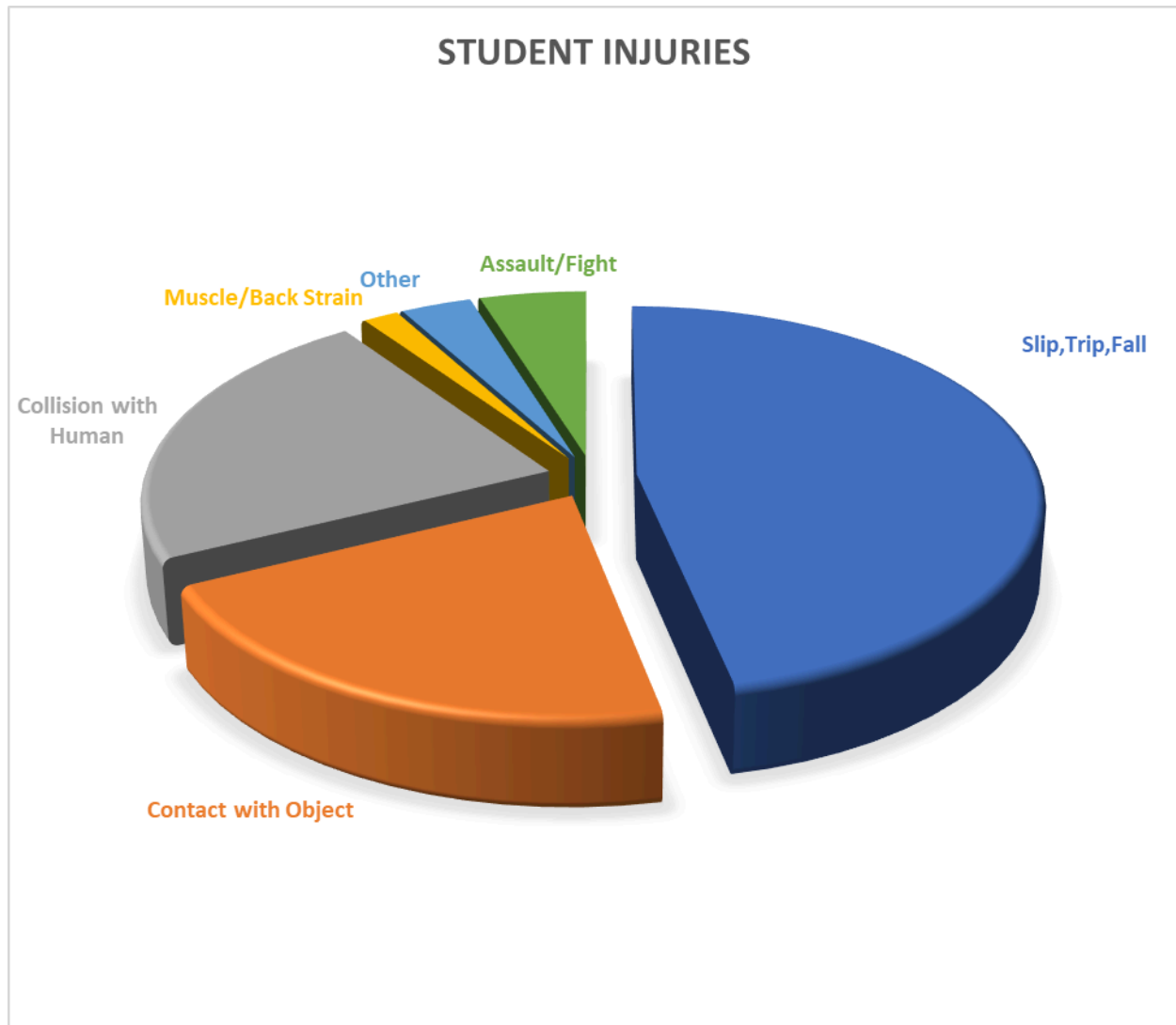
Calling Lake

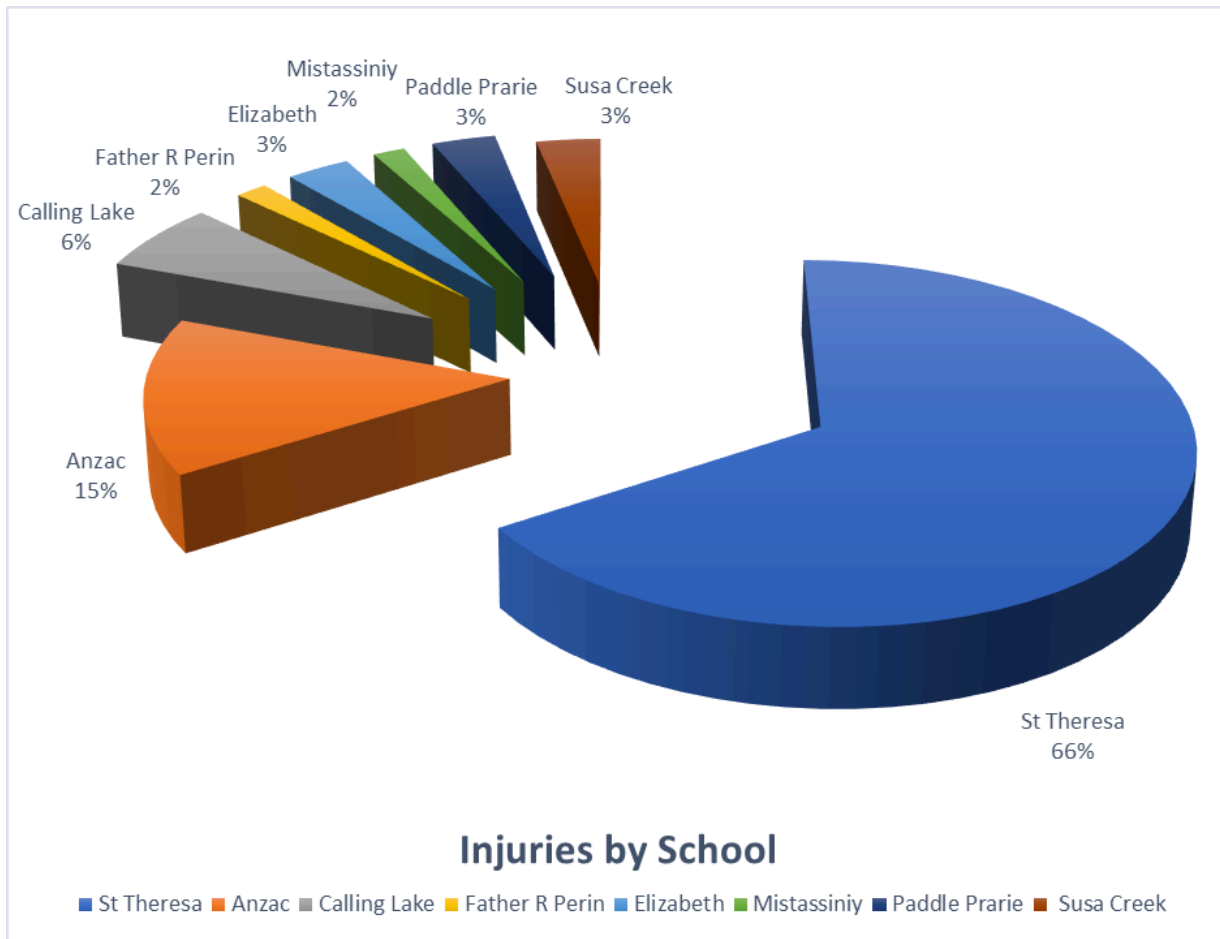
EMPLOYEE INJURIES



Contact with
Object

Students: 62 injuries from May 13, 2025, to June 13, 2025.







Technology Services Board Report June 2025

Teaching and Learning

To empower staff and students with essential technology skills, Technology Services conducted numerous professional learning sessions for teachers, educational assistants, and other personnel. These sessions addressed both foundational technology use and its effective integration into the curriculum. Furthermore, students were given targeted learning opportunities to cultivate their technological abilities, explore future career paths, leverage technology for deeper learning, and develop strong digital wellness and online safety habits.

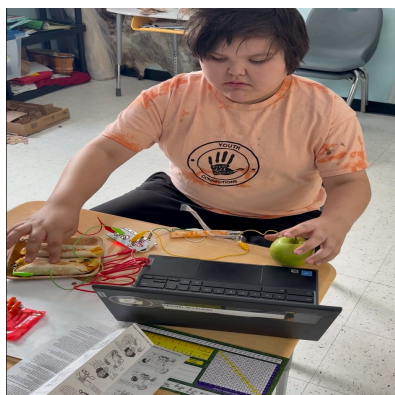


Professional Learning Opportunities 2024/2025 School Year:

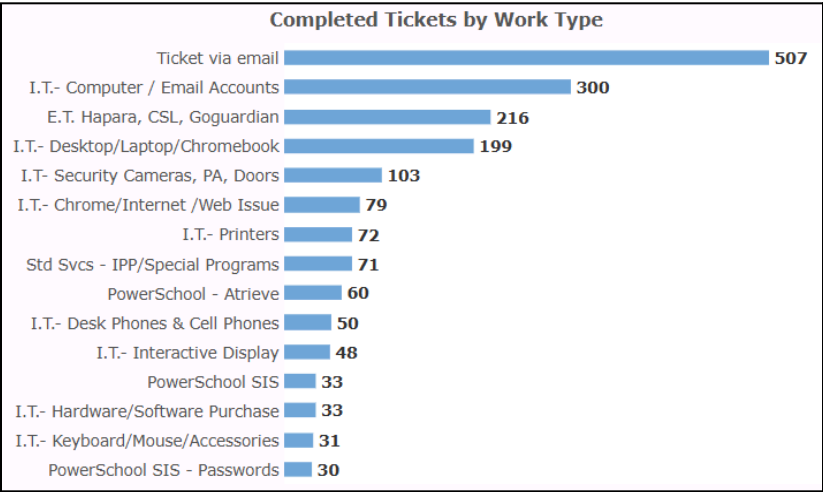
- Introduction to Hapara (Aug. 28)
- Introduction to GoGuardian (Sep. 16)
- Mathletics Learning Series (Sep. 11, 18, and 25)
- Introduction to Viewsonic Viewboard (Oct. 8th)
- MyBlueprint: Education Planner 101 (Oct. 30th)
- Hapara Professional Learning Series (Nov. 7, 21, Jan. 16, 30, and Feb. 20)
- Chromebooks 101 and Accessibility Tools (Nov. 8)
- Introduction to Vretta Digital Assessment Platform (Nov. 8)
- Pack Your Digital Suitcase (Jan. 22)
- Hapara for Educational Assistants (Jan. 31)
- Screencastify: More Than Just a Screen Recorder (Feb. 5)
- NSD Technology Tools for Teachers (Feb. 10)
- Introduction to Pear Deck (Feb. 25)
- Artificial Intelligence in the Classroom (Apr. 25)
- Vretta Digital Assessment Drop-In Sessions (May 8 and 29)
- PowerSchool K-6 Report Card and PowerTeacher Pro (May 14, 28, and Jun. 11)

Student Learning Opportunities 2024/2025 School Year:

- CTS Week - CSE1110: Structured Programming 1, Grades 9-12 (Oct. 16-18)
- MindFuel: Circuits, Programming and Coding, Grades 5-12 (ongoing)
- Minecraft Earth Day Special Event, Grades 1-12 (Apr. 22 and 24)
- Digital Wellness and Online Safety Co-Taught Lessons, Grades 1-12 (May 7 and 8)

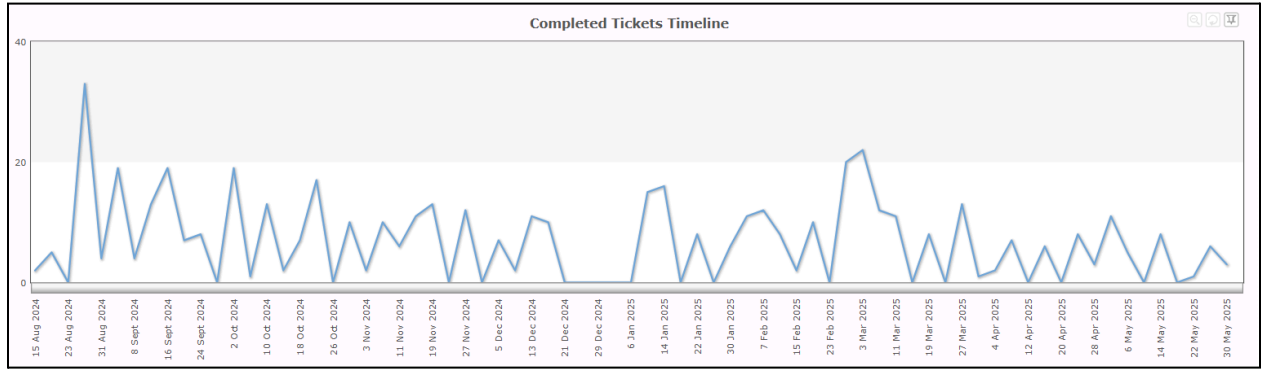


Ticketing and Support



The 2024/25 school year kept the Technology Services team busy with 1925 support tickets logged since the beginning of the school year. Last school year, at the same time, the department had received 1701 tickets, reflecting a multi-year trend of increasing demand due to the growing reliance on technology across the

division. The Help Desk also saw increased educational technology support requests, particularly from the Northland Online School. A recent technology survey shared with all division staff indicated that 100% of NSD staff are either satisfied or very satisfied with the IT support they receive when they request IT assistance. A similar survey response indicated that 100% of respondents are very satisfied with the time they receive a response after entering a ticket into the ticketing system. Looking ahead, the expanding role of technology in teaching and learning, coupled with the growth of artificial intelligence, suggests that the IT Help Desk will continue to be a fundamental and evolving pillar of connectivity and technology support within the Northland School Division.



Educational Technology Committee

The Educational Technology Committee convened seven times throughout the school year on October 9th, November 6th, December 4th, February 6th, March 5th, April 9th, and May 7th. This collaborative body, comprising educators from across the Northland School Division and members of the Technology Services team, focused on identifying and recommending educational technology needs and requirements for the division. Their consultations addressed technology issues impacting teaching and learning to enhance student learning through improved technology integration. Key discussions this year included: supporting the safe and effective use of artificial intelligence by

teachers and students, professional learning needs and opportunities for staff, educational technology resources and infrastructure, the K-6 PowerSchool report card, and strategies to support and enhance student technological skills and digital wellness.

Staffing

The Technology Services department maintained stable staffing levels throughout the school year, with key adjustments to optimize team structure. Two IT Technicians were hired to fill existing vacancies at the beginning of the year. Subsequently, following the retirement of the Systems Analyst/PowerSchool support person, the department strategically restructured the role. This created an expanded Information Systems Coordinator position, which the former Help Desk Administrator filled. The department then recruited a Help Desk Assistant to fill the vacant Help Desk Administrator role.

PowerSchool Report Card and MyPowerHub Portal

Technology Services is supporting the transition to the PowerSchool elementary report card for the 2025/26 school year, replacing the current CSL format. Introductory professional learning sessions for teachers and principals were held on May 14th, 28th, and June 11th, with more in-depth training scheduled for the beginning of the next school year. Additionally, Northland School Division will implement PowerSchool's MyPowerHub in 2025/26, a unified login tool for accessing student progress and growth data. This will give parents and families real-time insight into student performance and attendance. Professional learning on MyPowerHub for school staff will occur in the fall.

Infrastructure

Throughout the 2024/25 school year, Technology Services significantly enhanced the division's infrastructure. A network refresh project, involving replacing switching equipment at all NSD sites, will conclude in July with the upgrade of the Peace River central office. Furthermore, several school sites received upgraded or replaced cameras and speakers, with additional camera installations planned for the summer to improve coverage. WiFi access was also expanded during the year with new access points in some gymnasium areas. This expansion will continue over the summer to strengthen weak signals and provide wifi access to previously uncovered areas like gymnasiums and specific office spaces.

Devices and Evergreening

Technology Services invested in refreshing student devices and purchased 370 new Chromebooks, which are expected to arrive this summer. These will replace end-of-life units, ensuring a continued 1:1 student-to-device ratio across all schools, including adequate provision for new Northland Online School enrollees. On a recent technology survey, 100% of respondents indicated that every student in their classroom has a Chromebook to use when necessary. Additionally, 45 new laptops were acquired to replace aging hardware and ensure all devices support the essential move to a Windows 11 operating system for continued updates and security. Some older monitors

were also phased out throughout the school year by purchasing new units. Furthermore, several Dell Optiplex All-In-One desktops were strategically acquired for school common areas and classrooms, guaranteeing device availability in all regular teaching and learning spaces.

Upcoming Projects

Technology Services is poised to undertake several key initiatives. In the 2025/26 school year, the department will install new phone gateways and handsets division-wide, following the approval of the phone system capital project. August will see Technology Services setting up the complete technology infrastructure for the new Mistassiniy welding shop, including essential connectivity and safety systems. Furthermore, to modernize student identity management, the department will implement Clever, a robust identity access management solution, replacing the current system. Clever, which simplifies secure access to devices and educational resources, will undergo pilot testing in two schools in 2025/26, with full division implementation expected in 2026/27.



First Nations, Metis and Inuit Department Board Report

June 28, 2025

Debbie Mineault, Director

First Nations, Métis and Inuit Board Report - June 16, 2025

Debbie Mineault, Director

1. What We Planned to Do

The 2024 "What We Heard Report" confirmed the value of strengthening collaboration between schools and communities. We consistently heard requests for greater local involvement of parents, volunteers, Elders, and Knowledge Keepers to reclaim and revitalize Cree, Dene, and Métis identity.

Ongoing discussions and planning for Indigenous student success will continue to strategically support First Nations, Métis, and Inuit achievement by building connections with local communities.

We take our key responsibilities for providing comprehensive educational opportunities to include:

- Fostering community engagement to support a "Kids First" approach within the local context of school-based planning, programming, and progress.
- Ensuring school education plans actively involve students, parents, guardians, staff, community members, and leaders in promoting Indigenous culture and Language.
- Land-based learning (LBL) recognizes the importance of community relationships through cultural identity, perspectives, and connections to the land. It aims to enhance student experiences on the land.
- Collaborating with local Elders, Knowledge Keepers, and cultural advisors to model governance through advisory roles and to develop curriculum and resources addressing Indigenous history, treaties, and the legacy of residential schools.
- Aligning Board goals to cultivate positive working relationships between NSD staff and local communities, and supporting division-wide professional learning.
- Promoting the seven sacred values of belonging, respect, responsibility, learning, nurturing, diversity, and perseverance.

2. What We Accomplished

The **2024 – 2027 Education Plan** reflected the Superintendent's, leadership team's, and Trustees' vision, gathered from parents, communities, and education partners, for the future of learning in NSD schools. The Northland School Division's visual representation for improving student learning and addressing needs aligns with the **First Nations, Métis and Inuit Department's achievements** in the following areas:

Connections Supporting Reconciliation

- Hired an FNMI Director to provide orientation, leadership, development, and support for Indigenous Education.
- Hired an FNMI Supervisor.
- Hired an Indigenous Land-Based Coach.
- Hired a Culture and Language Assistant to:
 - Strengthen Cree community connections.
 - Provide mentorship and leadership opportunities.

Holistic Learning

- Supported the planning and development of school-based cultural events.
- Provided in-school Indigenous education for student instruction.
- Offered on-call Truth and Reconciliation Commission (TRC) support and coaching for staff development.
- Supported team development of diverse teaching and learning resources.
- Co-hosted the Superintendent's Elder and Knowledge Keeper Advisory Council.
- Co-hosted the Superintendent's Youth Council.

Excellent People Support Students

- The FNMI Director was involved in staff Leadership Training, supporting division-wide competency building and amplifying First Voices through the development of an FNMI department website to share local stories, oral histories of Elders, place-based learning, and local values.
- Supported School Leadership Quality Standard (SLQS) by co-presenting with the Superintendent's team to empower school leadership.
- Facilitated training in the Learning Quality Standard (LQS) and Teaching Quality Standard (TQS) within school-based professional development.
- Northland School Division signed a Métis Education Services Agreement with the Métis Nation of Alberta and Rupertsland Institute to develop culturally relevant teaching and learning resources and professional development opportunities.
 - The Land-Based Learning Coach collaborated with Rupertsland Institute's Métis Learning Coach to educate teachers and students about Métis history, culture, and worldview.
- Mentored professional development in both existing and new programs of study.

3. Areas We Intend to Grow

A year-end survey was conducted to gather further insights from language teachers and principals regarding the importance of preserving and revitalizing culture, language, and land-based learning within their school communities. Feedback indicated:

- a decline in language use between home and school,
- a parental gap due to culture and language loss, and
- a shortage of fluent speakers.
- Most communities reported that Cree/Dene is primarily spoken by grandparents and is not an everyday language. Students need to learn about their heritage to develop a strong sense of belonging to their cultural practices on the land.

We will continue to offer collaboration, consultation, and problem-solving support. Our goal is to inspire innovative practices that meet the needs of every student, ensuring their academic success and connection to their Indigenous worldviews.







School Food Services Report

June 2025

Presented by: Federico Padagdag, Operations Manager



School Food Services helps create healthy food environments in Northland schools, childcare centres, and recreation spaces. The program follows Alberta's Nutrition Guidelines and Canada's Food Guide, encouraging balanced meals from various food groups.

Currently, 26 cooks are working in schools across the Northland School Division, supported by one Operations Manager. School principals and some staff also help keep things running

smoothly.

Key features and challenges

Daily nutritious meals: Students receive a daily morning snack/breakfast and lunch, based on Alberta's Nutrition Guidelines.

- **Partnerships:** Support from the Breakfast Club of Canada helps provide breakfast and plays a vital role in helping students start their day well-nourished.
- **Addressing food insecurity:** School meals act as a safety net for students and families facing challenges.
- **Encouraging healthy eating habits:** The program supports positive food environments and helps students build lifelong habits.
- **Trying new recipes:** Cooks test new meals that are both nutritious and interesting for students.
- **Cooks' dedication:** School cooks play a vital but often unseen role in student health, focus, and success.
- **Working within tight budgets:** Limited budgets require cooks to be creative while still meeting nutrition goals.

School Food Services Report

June 2025

Presented by: Federico Padagdag, Operations Manager

Meals and student numbers

- Approximately 162,000 meals were served from September to June.

How school food programs support student success

- **Boosting enrollment and attendance:** Free or low-cost meals reduce costs for families and encourage consistent school attendance.
- **Improving focus and learning:** When students are well-fed, they are more engaged, alert, and ready to learn.

Highlights from this school year



three school sites. Operations Manager Federico Padagdag cooked at Hillview School and tested new products for future menus.



- **Community engagement events:**

Meals were prepared for dinners and Christmas events. Rico created unique menus and taught school cooks new cooking techniques.

- **Northland Games in Anzac:** The team prepared all meals for this major division-wide event in September.

- **Professional development days:**

Snacks, lunch, and treats were provided at three school sites. Operations Manager Federico Padagdag cooked at Hillview School and tested new products for future menus.

- **Ordering system improvements (eCPS):** The eCPS system helps reduce errors, saves time, and cuts waste. Cooks now manage their orders more efficiently.

- **School and kitchen visits:** The Operations Manager visits regularly to boost staff morale and help kitchens follow proper procedures.

School Food Services Report

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Presented by: Federico Padagdag, Operations Manager

Planning for next year



- **New Career and Technology Studies (CTS)**

opportunity: A Career and Technology Studies (CTS) food program is in the plans at Calling Lake School through a partnership with Boyle Street Education Centre.

At Bill Woodward School, students gained valuable hands-on experience and explored various career paths through job shadowing and skill-building activities.

- **Equipment upgrades needed:** Some schools require new or upgraded kitchen equipment, including fridges, stoves, and dishwashers. These investments are essential to support safe and consistent meal service. With School Food Services now funded through the division's operating budget rather than targeted funding from Alberta Education, these needs present added financial pressure. This context reinforces the value of continued conversations around sustainable support for school-based breakfast and lunch programs.





Human Resources and Payroll Department Report June 2025

Krista Veitch-Associate Superintendent of Human Resources

Teacher Recruitment and Staffing

In response to the ongoing teacher shortage, NSD will continue its recruitment campaign of attending virtual and in-person career fairs. This year, HR participated in 10 career fairs.

Attraction & Retention Plans:

Retaining our current teachers is best for student learning. New Attraction and Retention Plans:

- ***Principal Mentorship Program***
The new administrators are being mentored by experienced former divisional leaders. Additionally, we have grouped administrators into Communities of Practice, which meet during principal meetings and use the CRM model. They discuss leadership challenges they experience.
- ***EA Certification Program***
A fully funded cohort will allow EAs to gain their certification.
- ***Community Education Program***
This fully funded program allows EAs to pursue their teaching degrees, helping to provide us with teachers from the local community.
- ***Housing***
Housing continues to play a critical role in Attraction and Retention.
- ***Maintenance***
Improve response time for housing repairs and school issues.
- ***Open Houses***
Open Houses were held at schools to encourage early registrations.



- **Student Services**

- Provide IPP training.
- Teacher and EA collaboration training.
- Provide EAs with relevant training.

Staff Training

- EA training:
 - Beginning Educational Assistant Module Work
 - Educational Assistant certification program.
 - School Culture
 - How to Effectively Work in a Classroom
 - Challenging Student Behaviours
 - Para-Bytes
- Principal training - “Fierce Conversations” (This builds leadership capability in effectively managing difficult conversations with staff)

Housing

Matthew Gonzales, Housing Coordinator, has reviewed the rent processes, and this work will continue. Monthly rent was previously determined solely by square footage, but now location and access to amenities are taken into account. Homes need to be affordable, as housing is a decisive factor in recruitment.

A study was carried out in housing, identifying projects and necessary repairs. Staff living in housing were surveyed, and most responses were positive. An identified concern was that sometimes it takes some time to fix a problem.

Review of Administrative Procedures

Administrative Procedures 400s have been updated. They are being edited now and will soon be posted for feedback. HR forms associated with the 400 APS have been revised and are available online through Atrieve.

Onboarding packages have been revised and are all electronic.



Student Services

Michelle Wile, Director of Inclusive Education

The department continues to reinvent itself, addressing concerns and improving services. Its mandate is to provide equitable services to all children.

The department's reevaluation resulted in the elimination of redundant practices and paperwork and an increased focus on providing services for children.

The Inclusive Education Department will continue to focus strongly on universal strategies for classrooms. Additionally, the school-based Inclusive Education Coordinator role will continue, with scheduled time to work on inclusive education tasks. The aim is to increase school-based skills, enabling staff to meet the needs of their students.