



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 23-01 AGENDA

Location: Via Zoom

Meeting ID:

Passcode:

Phone: 1 (587) 328-1099

Date & Time: Friday, January 20, 2023 1:00 p.m. – 4:30 pm

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

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

A. CALL TO ORDER

No.	Title	Responsible	Action	Page No.
1.	Recognition of Traditional Lands	Board Chair Wanyandie		-
2.	Opening Prayer, Cultural Reflection or Reflection	Trustee		-
3.	Swearing in of Tanya Fayant, Ward 5 Trustee	Secretary-Treasurer D. Aird		-
4.	Adoption of Agenda	Board Chair Wanyandie	Motion	-
5.	Closed Session	All	Motion	-
6.	Business Arising from Closed Session			-

B. MINUTES

No.	Title	Responsible	Action	Page No.
1.	Corporate Board Meeting Minutes - November 25, 2022	All	Motion	04
2.	Board Action Items	Superintendent Dr. Spencer-Poitras	Information	11



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 23-01 AGENDA

C. CONSENT AGENDA

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Chair Wanyandie	Information	14
2.	Superintendent Report	Superintendent Dr. Spencer-Poitras	Information	15
3.	Trustee Activity, Committee and/or Board Representative/Association Reports <ul style="list-style-type: none"> ● Bonnie Lamouche, Trustee, Ward 3 ● Jesse Lamouche, Trustee, Ward 4 	Trustees	Information	18

D. ACTION ITEMS

No.	Title	Responsible	Action	Page No.
1.	Monthly/Quarterly Financial Report	Secretary-Treasurer D. Aird	Information	20
2.	Student Engagement, Attendance & Completion Report	Associate Superintendent C. Johnson	Information	22
3.	Monthly Enrolment Report	Associate Superintendent M. Marran	Information	31
4.	2023-2024 Draft School Calendar	Associate Superintendent of Human Resources M. Marran	Information	33
5.	Capital Plan & IMR Report	Secretary-Treasurer D. Aird	Information	38
6.	Annual Education Results Report for 2021-2022	Superintendent Dr. Spencer-Poitras	Motion	40
7.	Policy 16 Recruitment & Selection of Personnel	Chair Wanyandie	Motion	89
8.	Policy 21 Appendix A: School Council Conflict Resolution	Chair Wanyandie	Motion	93
9.	Policy 21 Appendix B: Elder Guidelines	Chair Wanyandie	Motion	97
10.	Conklin Community School Viability Study	Superintendent Dr. Spencer-Poitras	Motion	101
11.	Hillview School Viability Study	Superintendent Dr. Spencer-Poitras	Motion	117
12.	Pelican Mountain School Viability Study	Superintendent Dr. Spencer-Poitras	Motion	132
13.	Northland School Division Logo	Superintendent Dr. Spencer-Poitras	Information	148
14.	Northland School Division Website Redesign	Superintendent Dr. Spencer-Poitras	Information	149



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 23-01
AGENDA**

15.	Northland School Division Promotional Video	Superintendent Dr. Spencer-Poitras	Information	150
16.	Mistassiniy New Kitchen Equipment Tender	Superintendent Dr. Spencer-Poitras	Motion	151
17.	Teacher Contract Update for 2022-2023	Superintendent Dr. Spencer-Poitras	Motion	152

E. TECH TALK WITH DR. TIM STENSLAND

F. MONITORING REPORTS

No.	Title	Responsible	Action	Page No.
1.	Awards/Celebrations	Superintendent Dr. Spencer-Poitras	Information	-
2.	Board Chair Highlights	Chair Wanyandie	Information	153
3.	Superintendent Highlights	Superintendent Dr. Spencer-Poitras	Information	167
4.	Associate Superintendent Report	Associate Superintendent	Information	170

G. PRELIMINARY DISCUSSION

No.	Title	Responsible
1.	MLA Discussion	Board Chair Wanyandie
2.		

H. ADJOURNMENT & CLOSING CULTURAL REFLECTION



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

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

SUBJECT: November 25, 2022 Regular Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: November 25, 2022 Regular Board Meeting Minutes

RECOMMENDATION:
THAT the Board of Trustees approve the November 25, 2022 Regular Board Meeting minutes, as presented.

BACKGROUND:

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-09

MINUTES

Location: DoubleTree by Hilton West Edmonton

Date: Friday, November 25, 2022

Time: 9:00 a.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Dr. Nancy Spencer-Poitras	Superintendent of Schools
✓	Cathy Wanyandie	Board Chair	✓	Dr. Tim Stensland	Deputy Superintendent
✓	Bonnie Lamouche	Trustee Ward 3	✓	Murray Marran	Associate Superintendent of Human Resources
✓	Jesse Lamouche	Trustee Ward 4	✓	Douglas Aird	Secretary-Treasurer
x	Vacant	Trustee Ward 5	✓	Scott Meunier	Associate Superintendent
✓	Thomas Auger	Trustee Ward 6	✓	Curtis Walty	Media Relations Manager
✓	Robin Guild	Trustee Ward 7	✓	Cheryl Osmond	Executive Assistant
x	Loretta Gladue	Trustee Ward 8			
✓	Aimee McCamon	Trustee Ward 9			

A. CALL TO ORDER

1. Call to Order

Chair Wanyandie called the meeting to order at 9:06 a.m.

2. Opening Reflection

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

3. Adopt Agenda

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

25599/22 CARRIED

Remembering Northland Students

A moment of silence was held in remembrance of two Northland School Division students; Dakota Yellowknee, who attended Mistassiniy School, passed away on October 29, 2022 and Andre Gambler-Young, who attended Calling Lake School, passed away on October 31, 2022.

4. In-Camera Session

MOTION: Trustee J. Lamouche moved that the meeting go in-camera at 9:11 a.m. with only Dr. Spencer-Poitras, Superintendent of Schools.

25600/22 CARRIED



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-09 MINUTES

At 9:54 a.m. Murray Marran, Associate Superintendent of Human Resources and Douglas Aird, Secretary Treasurer joined the In-Camera session.

5. Regular Session

MOTION: Trustee Guild moved that the meeting revert to regular session at 10:17 a.m.

25601/22 CARRIED

Break from 10:17 a.m. - 10:32 a.m.

Trustee McCamon left the meeting at this time.

B. MINUTES

1. October 21, 2022 Regular Board Meeting Minutes

MOTION: Trustee Guild moved that the Board of Trustees approve the October 21, 2022 Regular Board meeting minutes.

25602/22 CARRIED

2. October 31, 2022 Special Board Meeting Minutes

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the October 31, 2022 Special Board meeting minutes as presented.

25603/22 CARRIED

3. Board Action Items

MOTION: Trustee J. Lamouche moved that the Board of Trustees receive as information the Board Action items as attached.

25604/22 CARRIED

C. CONSENT AGENDA

1. Consent Agenda

MOTION: Trustee McGillivray moved that the Board of Trustees approve the Consent Agenda which approved the following items:

C1. Board Chair Report

C2. Superintendent Report

C3. Trustee Activity, Committee and/or Board Representative/Association Reports



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-09

MINUTES

25605/22 CARRIED

D. ACTION ITEMS

1. Monthly Financial Report

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

25606/22 CARRIED

2. Student Engagement, Attendance & Completion Report

MOTION: Trustee J. Lamouche moved that the Board of Trustees receive as information the Student Engagement, Attendance, and Completion Report for October 2022, as presented.

25607/22 CARRIED

3. Monthly Enrolment Report

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

25608/22 CARRIED

4. Policy 19 Appendix A - Student Code of Conduct

MOTION: Trustee Guild moved that the Board of Trustees approve the housekeeping changes to Policy 19 Appendix A - Student Code of Conduct, as presented.

25609/22 CARRIED

5. Policy 19 Appendix B - Sexual Orientation and Gender Identity

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the housekeeping changes to Policy 19 Appendix B - Sexual Orientation and Gender Identity, as presented.

25610/22 CARRIED



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-09

MINUTES

6. 2022-2023 Fall Budget Update

MOTION: Trustee Auger moved that the Board of Trustees approve the 2022-2023 Fall Budget, as attached with no transfer of accumulated operating surplus to reserves at this time.

25611/22 CARRIED

7. 2022 - 2023 Tri-Annual Report

MOTION: Trustee B. Lamouche moved that the Board of Trustees receive as information the 2022-2023 Tri-Annual Report, as presented.

25612/22 CARRIED

Audit Presentation

Jeff Alliston, Partner with the Metrix Group LLP presented to the Board of Trustees the Audited Financial Statements along with their findings.

Trustee Guild moved that the Board of Trustees and Jeff Alliston go in camera at 12:07 p.m.

25613/22 CARRIED

Board Chair Wanyandie moved that meeting return to regular format at 12:23 p.m.

25614/22 CARRIED

Break from 12:24 p.m. to 1:00 p.m.

8. Capital Maintenance Renewal Report

MOTION: Trustee J. Lamouche moved that the Board of Trustees receive as information the Capital Maintenance Renewal Report for the 2022-2023 school year, as presented.

25615/22 CARRIED

9. School Viability Studies

MOTION: Trustee McCamon moved that the Board of Trustees receive as information, the notice that the Superintendent of Schools is conducting viability reviews for Conklin Community School, Hillview School and Pelican Mountain School.

25616/22 CARRIED



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-09

MINUTES

10. 2021 - 2022 Audited Financials Statements

MOTION: Trustee Guild moved that the Board of Trustees approve the 2021-2022 Audited Financial Statements as presented by the Auditors.

25617/22 CARRIED

11. Approval of Transfers from Reserves

The approval of transfers from reserves was tabled until a later date.

12. Annual Borrowing Resolution

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the Annual Borrowing Resolution as per Alberta Treasury Branch in the amount of \$3 million, if required, to meet the current operating expenditures for the 2022-2023 school year.

25618/22 CARRIED

E. TECH TALK

Dr. Tim Stensland spoke about the Artists in Residence where the Art Gallery of Hamilton applied for and received a Canada Council Grant. The grant was based on the transition of classroom programming to the virtual classroom, offering a spectrum of arts based projects from Kindergarten to Grade 12, which was led by artist-educators.

The art gallery sought out Northland School Division to be a part of this project as they saw the support for online and at-home learning during the pandemic. The Northland Online School has been selected to be a part of the Artist Led Projects.

F. MONITORING REPORTS

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

- F1. Awards/Celebrations
- F2. Board Chair Highlights
- F3. Superintendent Highlights
- F4. Associate Superintendent Report

25619/22 CARRIED

Trustee McCamon returned to the meeting at this time.



NORTHLAND SCHOOL DIVISION

BOARD MEETING NO. 22-09

MINUTES

AWARDS/PRESENTATIONS

Dennis McNeil, president with Public School Boards' Association of Alberta (PSBAA) met with the Board of Trustees showcasing the Association. PSBAA represents and advocates for public school boards and public school education in Alberta.

Break from 2:30 p.m. to 2:43 p.m.

B. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee Guild moved that the Board of Trustees declare the meeting adjourned at 3:01 p.m.

25620/22 CARRIED

Cathy Wanyandie, Board Chair

Dr. Nancy Spencer-Poitras,
Superintendent of Schools

Douglas Aird, Secretary-Treasurer



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Board Action Items
REFERENCE(S):
ATTACHMENTS: Board Action Items

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

BACKGROUND:
RISK ANALYSIS:

Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action
Board	2/18/2022	Administration	Discussion	Include PSBAA logo on website	3/30/2022	In Progress	Will be completed when the website is refreshed this summer/fall.
Board	6/17/2022	Administration		Fort McKay Land Transfer		In Progress	On November 15, 2022 a letter was sent to the Minister of Education requesting the school be closed effective September 1, 2022.
Board	6/17/2022	Administration		Fort Chipewyan Land, Housing & School Transfers	8/31/2022	In Progress	
Board	6/17/2022	Administration		Audit & Finance Committee	8/31/2022	In Progress	Re-post public member, and schedule meeting



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Approval of Reports
REFERENCE(S) & ATTACHMENTS:

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

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

BACKGROUND:

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

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

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
BOARD CHAIR REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 23, 2023
SUBMITTED BY: Cathy Wanyandie, Board Chair, Ward 2
SUBJECT: Board Report as of January 9, 2023

November 21-22, 2022	ASBA Fall General Conference - Edmonton
November 24, 2022	Board Workshops, Edmonton <ul style="list-style-type: none"> ● Parliamentarian ● Alberta School Councils' Association
November 25, 2022	Corporate Board, Edmonton
November 26, 2022	Attraction & Retention Committee Meeting, Edmonton Teaching & Learning Committee Meeting, Edmonton
November 28, 2022	Travel to Edmonton
November 29, 2022	Travel to Gift Lake and Return to Edmonton <ul style="list-style-type: none"> ● Gift Lake Metis Settlement Meeting ● Parent Advisory Meeting
November 30, 2022	ASBA Training, Virtual Travel to Edmonton
December 1, 2022	Stand for Education Workshop, Edmonton
December 9, 2022	Task Force Meeting
December 20, 2022	Susa Creek School Christmas Concert
January 4, 2023	Virtual Meetings <ul style="list-style-type: none"> ● Agenda Review ● Policy Committee Meeting



Superintendent's Report

January 9, 2023

Board Workshops	November 24, 2022
Attended the Board of Trustees workshops where they met with a parliamentarian and a representative from the Alberta School Councils' Association.	
Corporate Board Meeting	November 25, 2022
Attended the monthly Corporate Board meeting in Edmonton.	
Attraction & Retention/Teaching & Learning Committee Meetings	November 26, 2022
Participated in the Attraction & Retention and Teaching and Learning Committee meetings.	
Gift Lake Metis Settlement Meeting	November 29, 2022
Met with members from the Gift Lake Metis Settlement discussing various topics pertaining to the Gift Lake School.	
Northern Lakes College Meeting	November 30, 2022
Introduction meeting to the President and CEO of Northern Lakes College.	
Stand on Education Session	December 1, 2022
Attended the Stand on Education Session that was hosted by the Barlett House in Edmonton.	
CASS Zone 1 Meeting	December 2, 2022
Participated in the virtual CASS Zone 1 meeting.	
Auditor Meeting	December 5, 2022
Follow up meeting with the Auditor to discuss the audited financial statements.	
Joint Use and Planning Agreement Meeting with Big Lakes County	December 7, 2022
Met with Big Lakes County to discuss the Joint Use and Planning Agreement.	
Consultant Meeting	December 8, 2022
Met with Consultant to discuss parliamentary topics.	

Alberta Education Town Hall Meeting	December 9, 2022
Participated in the virtual town hall meeting held by the Deputy Minister of Education.	
Learning Loss/Disruption Planning Meeting	December 12-13, 2022
Attended the Learning Loss/Disruption Planning meeting with the Associate Superintendents, Pedagogical Supervisors and the Learning Loss Coaches.	
Principals' Meeting	December 14, 2022
Attended the monthly Principals' Meeting.	
MNP Consultant Meeting	December 14, 2022
Follow up meeting with MNP.	
ALPAC Meeting	December 15, 2022
Met with ALPAC to discuss future partnership.	
Consultant Meeting	December 15, 2022
Met with Consultant to discuss future partnerships.	
TELUS World of Science Edmonton	December 16, 2022
Met with President & CEO of TWOSE.	
University of Calgary Meeting	January 3, 2023
Met with Dr. Friesen to discuss the results from Year 4 2022-2023 TQS & LQS survey.	
MNP Consultant Meeting	January 4, 2023
Follow up and planning meeting with MNP.	
Agenda Review	January 4, 2023
Attended the monthly Agenda Review meeting.	
Policy Committee Meeting	January 4, 2023
Participated in the Policy Committee meeting which reviewed policies for the upcoming monthly board meeting.	
Auditor Meeting	January 5, 2023
Follow up meeting with the Auditor to discuss the audited financial statements.	

Legal Meeting	January 5, 2023
Met with legal council to discuss legal issues.	
Joint Use Planning Agreement Meeting with MD of Greenview	January 9, 2023
Met with the Municipal District of Greenview to discuss the Joint Use and Planning Agreement.	



NORTHLAND SCHOOL DIVISION

TRUSTEE REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Bonnie Lamouche, Trustee, Ward 3
SUBJECT: Activity Report for the Month of December 2022

SUMMARY:

Date	Description
December 1, 2022	Metis Nation Constitution Gala - Edmonton
December 7, 2022	Bishop Routhier School Council Meeting
December 22, 2022	Gift Lake School Christmas Concert



NORTHLAND SCHOOL DIVISION

TRUSTEE REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Jesse Lamouche, Trustee, Ward 4
SUBJECT: Activity Report for the Month of December 2022/January 2023

SUMMARY:

Date	Description
December 19, 2022	Hillview Parent Council Meeting Via Zoom
December 22, 2022	Joan Garry Webinar
January 4, 2023	Agenda Review Via Zoom



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Monthly/Quarterly Financial Report
REFERENCE(S):
ATTACHMENTS: Monthly/Quarterly Financial Report - December 31, 2022

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

BACKGROUND:

RISK ANALYSIS:



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

REVENUE	Annual Budget	Year to Date		Difference	%
	2023	Budget	Actual		
Alberta Education	\$ 46,890,061	\$ 15,630,020	\$ 14,046,201	\$ (1,583,819)	(10)
Federal Government & First Nations	9,128,840	3,042,947	3,048,277	5,330	-
Other Revenue	1,045,909	348,636	562,783	214,147	61
	<u>\$ 57,064,810</u>	<u>\$ 19,021,603</u>	<u>\$ 17,657,261</u>	<u>\$ (1,364,342)</u>	<u>(7)</u>
EXPENSES					
Schools	\$ 21,689,407	\$ 7,229,802	\$ 7,977,282	\$ (747,479)	(10)
Instructional Support	6,488,435	2,162,812	1,818,649	344,162	16
Instructional Supply	7,771,603	2,590,534	625,348	1,965,186	76
Transportation	3,600,000	1,200,000	1,265,827	(65,827)	(5)
Operations and Maintenance	9,272,374	3,090,791	2,936,764	154,028	5
External Services	3,898,909	1,299,636	1,384,290	(84,653)	(7)
System Administration	2,557,495	852,498	900,218	(47,720)	(6)
Corporate Board	553,750	184,583	186,937	(2,354)	(1)
Insurance (Buildings)	917,797	305,932	305,932	-	0
	<u>\$ 56,749,770</u>	<u>\$ 18,916,588</u>	<u>\$ 17,401,247</u>	<u>\$ 1,515,343</u>	<u>8</u>
NET SURPLUS (DEFICIT)	<u>\$ 315,040</u>	<u>\$ 105,015</u>	<u>\$ 256,014</u>	<u>\$ 151,001</u>	

VARIANCE ANALYSIS

Overall - At the end of the fourth month of the year we are on track for a positive result as planned.

With 33% of the year gone both revenues (30.9%) and expenses (30.7%) are under budget.

Revenue

Revenues are on track with the budget, with some annual grants pending receipt (-7%).

First Nation revenues have been accrued pending final billing which is underway.

Other revenue includes SGF and donations, which fluctuate based on activity.

Expenses

Expenses are under budget due to decrease in travel.

Schools are slightly over budget (10%) with revised rates, additional Jordans staff and cost increases.

Operations and Maintenance is being watched closely (net 5% under budget), due to the utility and maintenance cost pressures.

Insurance has become a major cost, however provincial support is anticipated to reduce this.

Salaries and Benefits Detail

	<u>Budget</u>	<u>YTD Budget</u>	<u>YTD</u>	<u>Difference</u>	<u>%</u>
Certificated salaries and benefits	\$ 18,546,861	\$ 6,182,287	\$ 6,164,180	\$ 18,107	-
Uncertificated salaries and benefits	\$ 13,936,798	\$ 4,645,599	\$ 5,810,296	\$ (1,164,697)	(25)
	<u>\$ 32,483,659</u>	<u>\$ 10,827,886</u>	<u>\$ 11,974,476</u>	<u>\$ (1,146,590)</u>	<u>(11)</u>

Housing

(Phase 1) Complete

(Phase 2) 10 units are in process (pending inspection)

(Phase 3) 2 duplexes, a triplex and a single Ready to Move home are being built, and site work is underway.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

SUBMITTED BY: Cal Johnson, Associate Superintendent

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

SUBJECT: Student Engagement, Attendance, and Completion Report

REFERENCE(S):

ATTACHMENTS: Student Engagement, Attendance, and Completion Report
December 2022

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

BACKGROUND:
RISK ANALYSIS:



The Northland School Division

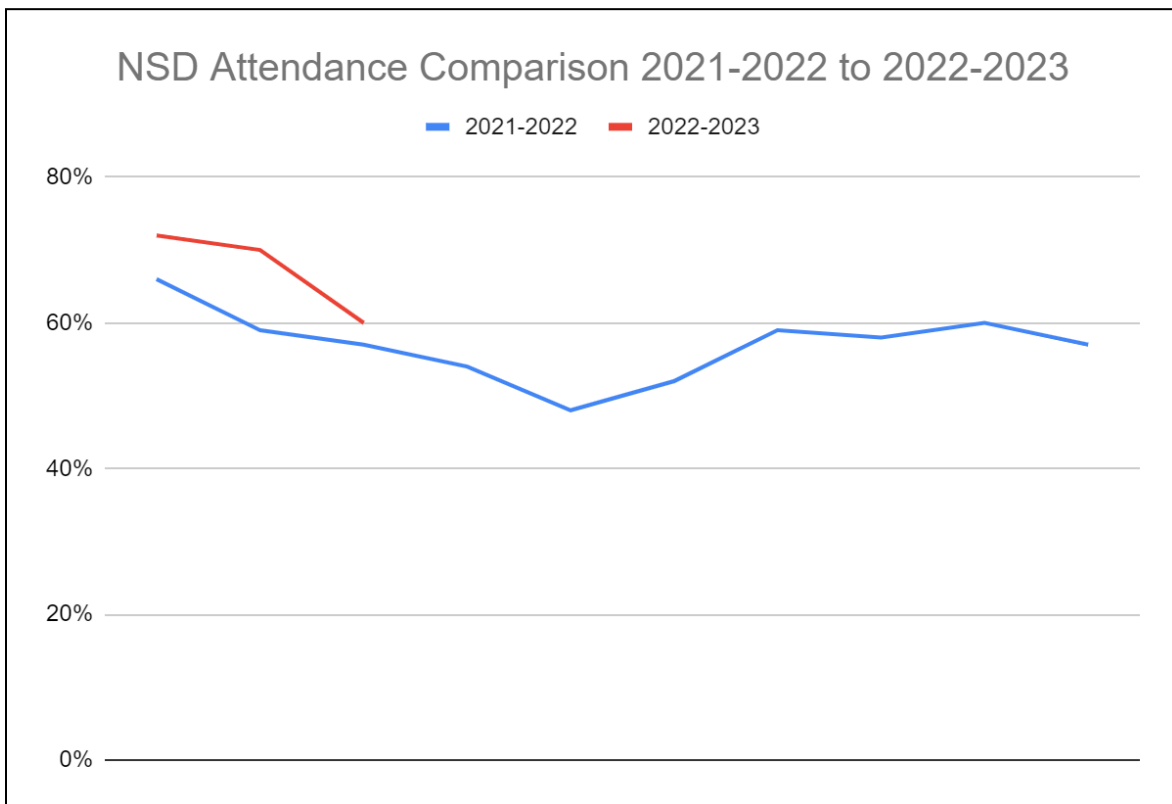
Director of Student Engagement, Attendance and Completion
Board Attendance Report

December 2022

Monthly Attendance Rates from previous year to current year (2021-2022 to 2022-2023)

Strategy 1.1: Standardize attendance tracking processes

Month	2021-2022	2022-2023	Difference
September	66%	72%	6%
October	59%	70%	11%
November	57%	60%	3%
December	54%		
January	48%		
February	52%		
March	59%		
April	58%		
May	60%		
June	57%		



November Highlights

- Several schools were on outbreak status with AHS over the end of October and November.
- Cold weather and road conditions caused buses to be canceled.

November 2021 and November 2022 attendance rates by individual school

School	Nov 2021	Nov 2022
Anzac	78%	76%
Bill Woodward	68%	65%
Bishop Routhier	59%	56%
Calling Lake	52%	58%
Chipewyan Lake	42%	83%
Conklin	84%	75%
Elizabeth	62%	69%
Father R Perin	54%	44%
Gift Lake	60%	60%
Grouard Northland	71%	71%
Hillview	75%	66%
JF Dion	74%	71%
Mistassiniy	53%	46%
Northland Online	57%	34%
Paddle Prairie	55%	59%
Pelican Mountain	78%	66%
St. Theresa	76%	71%
Susa Creek	72%	62%

Individual School Attendance rates by percentile 2022-2023 Month by Month

School	Sept	October	November
Anzac	86%	82%	76%
Bill Woodward	74%	72%	65%
Bishop Routhier	76%	80%	56%
Calling Lake	67%	67%	58%
Chipewyan Lake	62%	77%	83%
Conklin	84%	87%	75%
Elizabeth	84%	86%	69%

Father R Perin	67%	67%	44%
Gift Lake	72%	68%	60%
Grouard Northland	84%	84%	71%
Hillview	82%	78%	66%
JF Dion	83%	82%	71%
Mistassiniy	63%	55%	46%
Northland Online	56%	47%	34%
Paddle Prairie	64%	66%	59%
Pelican Mountain	77%	76%	66%
St. Theresa	77%	77%	71%
Susa Creek	78%	91%	62%

Individual School Attendance rates by percentile for November 2022

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	12%	14%	24%	16%	16%	7%	11%
Bill Woodward	1%	12%	24%	16%	12%	11%	25%
Bishop Routhier	0%	4%	13%	17%	8%	15%	42%
Calling Lake	7%	16%	13%	9%	12%	5%	38%
Chipewyan Lake	15%	25%	30%	20%	5%	0%	5%
Conklin	7%	21%	14%	21%	29%	0%	7%
Elizabeth	5%	10%	14%	26%	18%	15%	13%
Father R Perin	0%	0%	1%	8%	18%	19%	54%
Gift Lake	7%	8%	11%	12%	12%	15%	35%
Grouard Northland	13%	20%	13%	10%	17%	3%	23%
Hillview	7%	3%	14%	24%	21%	7%	24%
JF Dion	17%	12%	15%	15%	15%	8%	17%
Mistassiniy	1%	6%	12%	7%	10%	12%	53%
Northland Online	4%	2%	8%	6%	12%	4%	65%
Paddle Prairie	5%	8%	14%	12%	14%	11%	35%
Pelican Mountain	8%	8%	8%	17%	25%	8%	25%
St. Theresa	11%	8%	18%	22%	16%	10%	15%
Susa Creek	0%	0%	7%	28%	31%	14%	21%

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

	Grades K-3	Grades 4-6	Grades 7-9	Grades 10-12
September	75%	79%	69%	60%
October	74%	78%	66%	54%
November	66%	69%	56%	48%

Celebrating the success with excellent school attendance rates for November!!!*Strategy 2.3: Create an atmosphere of respect and appreciation for individuals*

School	Principal	November Attendance
Anzac	Amy Savill	76%
Chipewyan Lake	Volodymyr Yahnishchak	83%
Conklin	Nicholas Christofalos	75%

Monthly Attendance Winners (Drawn from all students attending 90% or higher during the month of November 2022)*Strategy 2.3: Create an atmosphere of respect and appreciation for individuals*

Grade Level	Name	School
K-3	Charlee Lovell	Anzac
4-6	Julianna Noskey-Anderson	Gift Lake
7-9	Avery Maynard	Bill Woodward
10-12	Connor Jacobs	Calling Lake



The Northland School Division

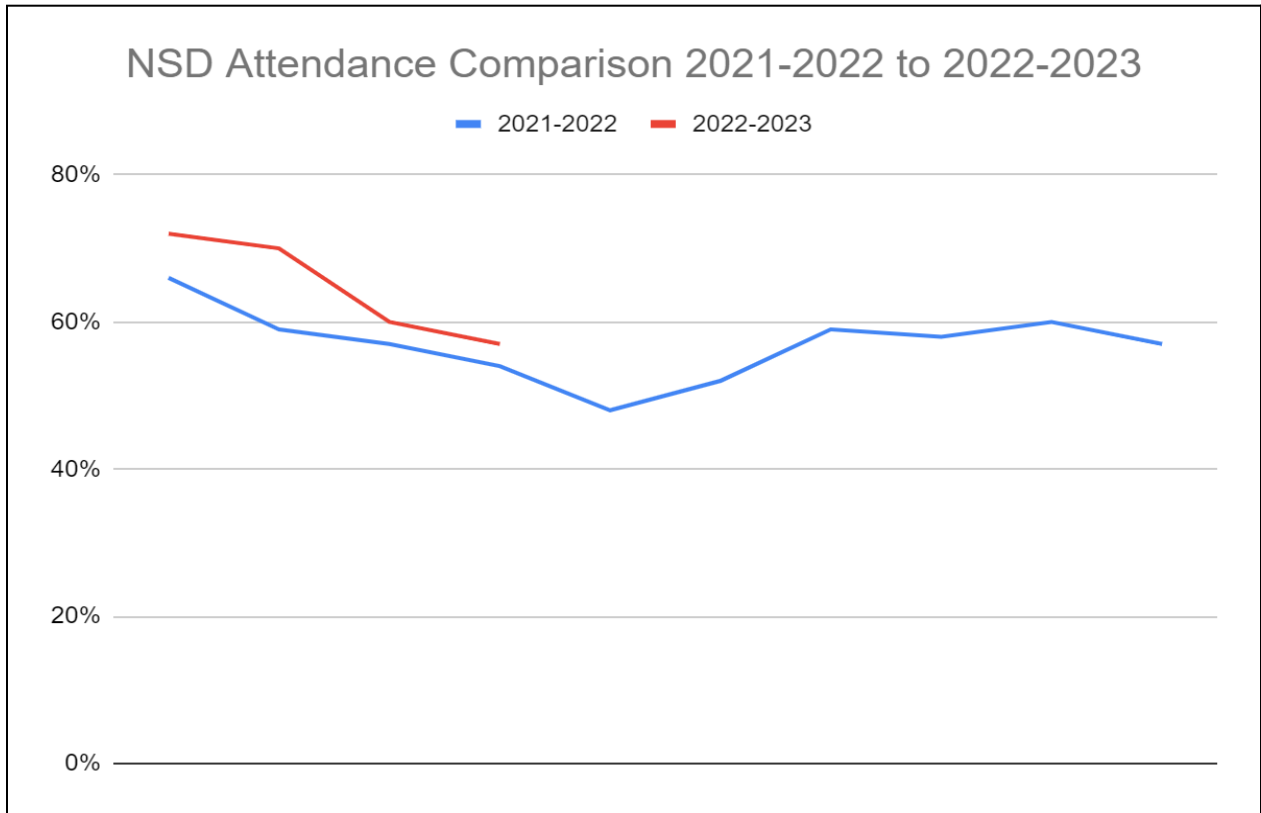
Director of Student Engagement, Attendance and Completion
Board Attendance Report

January 2023

Monthly Attendance Rates from previous year to current year (2021-2022 to 2022-2023)

Strategy 1.1: Standardize attendance tracking processes

Month	2021-2022	2022-2023	Difference
September	66%	72%	6%
October	59%	70%	11%
November	57%	60%	3%
December	54%	57%	3%
January	48%		
February	52%		
March	59%		
April	58%		
May	60%		
June	57%		



December Highlights

- Cold weather caused bus cancellations in December before the holiday break.
- Seven schools had an increase in attendance from November to December.

December 2021 and December 2022 attendance rates by individual school

School	Dec 2021	Dec 2022
Anzac	84%	78%
Bill Woodward	75%	66%
Bishop Routhier	60%	48%
Calling Lake	60%	51%
Chipewyan Lake	43%	80%
Conklin	80%	79%
Elizabeth	73%	69%
Father R Perin	51%	29%
Gift Lake	65%	49%
Grouard Northland	76%	67%
Hillview	74%	71%
JF Dion	76%	70%
Mistassiniy	50%	51%
Northland Online	62%	41%
Paddle Prairie	43%	45%
Pelican Mountain	73%	63%
St. Theresa	70%	66%
Susa Creek	64%	64%

Individual School Attendance rates by percentile 2022-2023 Month by Month

School	Sept	October	November	December
Anzac	86%	82%	76%	78%
Bill Woodward	74%	72%	65%	66%
Bishop Routhier	76%	80%	56%	48%
Calling Lake	67%	67%	58%	51%
Chipewyan Lake	62%	77%	83%	80%
Conklin	84%	87%	75%	79%
Elizabeth	84%	86%	69%	69%

Father R Perin	67%	67%	44%	29%
Gift Lake	72%	68%	60%	49%
Grouard Northland	84%	84%	71%	67%
Hillview	82%	78%	66%	71%
JF Dion	83%	82%	71%	70%
Mistassiniy	63%	55%	46%	51%
Northland Online	56%	47%	34%	41%
Paddle Prairie	64%	66%	59%	45%
Pelican Mountain	77%	76%	66%	63%
St. Theresa	77%	77%	71%	66%
Susa Creek	78%	91%	62%	64%

Individual School Attendance rates by percentile for December 2022

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	29%	12%	20%	8%	7%	11%	13%
Bill Woodward	13%	8%	19%	10%	11%	13%	27%
Bishop Routhier	0%	0%	2%	12%	21%	21%	44%
Calling Lake	3%	3%	15%	14%	12%	8%	45%
Chipewyan Lake	15%	15%	30%	25%	10%	0%	5%
Conklin	33%	13%	27%	7%	0%	7%	13%
Elizabeth	9%	4%	19%	21%	19%	19%	11%
Father R Perin	0%	0%	1%	1%	5%	15%	78%
Gift Lake	3%	4%	7%	16%	6%	13%	51%
Grouard Northland	18%	7%	14%	18%	14%	7%	21%
Hillview	10%	0%	19%	35%	19%	3%	13%
JF Dion	12%	13%	13%	13%	13%	17%	17%
Mistassiniy	1%	4%	12%	12%	10%	19%	43%
Northland Online	4%	8%	10%	6%	2%	6%	65%
Paddle Prairie	0%	4%	2%	6%	14%	23%	51%
Pelican Mountain	8%	8%	17%	25%	0%	8%	33%
St. Theresa	4%	5%	28%	16%	13%	13%	20%
Susa Creek	0%	10%	21%	10%	14%	21%	24%

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

	Grades K-3	Grades 4-6	Grades 7-9	Grades 10-12
September	75%	79%	69%	60%
October	74%	78%	66%	54%
November	66%	69%	56%	48%
December	61%	61%	54%	47%

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

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

School	Principal	November Attendance
Anzac	Amy Savill	78%
Chipewyan Lake	Volodymyr Yahnishchak	80%
Conklin	Nicholas Christofalos	79%

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

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

Grade Level	Name	School
K-3	Caren Moustafa	St Theresa
4-6	Everly Soloway	Elizabeth
7-9	Ryan Tabufor	Mistassiniy
10-12	Shanika Gladue	Calling Lake



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

SUBMITTED BY: Murray Marran, Associate Superintendent of Human Resources

ORIGINATOR:

SUBJECT: Monthly Enrolment Report

REFERENCE(S):

ATTACHMENTS: Monthly Enrolment Report - January 9, 2023

RECOMMENDATION:
THAT the Board of Trustees receive as information, the January 2023 Student Enrolment Report, as attached.

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



NORTHLAND SCHOOL DIVISION - MONTHLY ENROLLMENT UPDATE FOR 2022-2023

Schools	May 31st 2022	Sept 30, 2022	Oct 2022	Nov 2022	Jan 2023	Feb 2023	Mar 2023	April 2023	May 2023	June 2023
Anzac Community School	94	91	91	91	90					
Bill Woodward School	86	104	104	104	101					
Bishop Routhier School	54	50	52	52	52					
Calling Lake School	122	121	122	116	116					
Career Pathways School	77	109	113	123	122					
Chipewyan Lake School	22	18	18	20	20					
Conklin Community School	18	14	14	14	15					
Elizabeth School	86	81	78	80	81					
Father R. Perin School	80	79	80	80	80					
Gift Lake School	113	132	136	133	134					
Grouard Northland School	34	28	28	29	30					
Hillview School	21	24	24	24	30					
J.F. Dion School	67	58	58	53	52					
Mistassiniy School	290	330	333	327	321					
Northland Online School	69	36	37	42	52					
Paddle Prairie School	107	117	115	115	112					
Pelican Mountain School	17	9	13	12	12					
St. Theresa School	262	245	244	256	260					
Susa Creek School	28	26	26	28	29					
TOTAL	1647	1672	1686	1699	1709	0	0	0	0	0

Career Pathways has 16 concurrent enrollments from BWS and 1 from PPS - not included in CPS number above.

Northland Online School has 12 concurrent enrollments from Paddle Prairie - not included in NOS number above.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

SUBMITTED BY: Murray Marran, Associate Superintendent of Human Resources

SUBJECT: 2023-2024 School Year Calendar Draft

REFERENCE(S):

ATTACHMENTS: Draft 2023-2024 Calendar

RECOMMENDATION:
THAT the Board of Trustees receive as information the draft Northland School Division 2023-2024 School Year Calendar, as attached.

BACKGROUND:
 As per items 1.10 in the Board Work Plan, administration is required to bring a draft calendar to the Board for review and discussion in January. The final draft of the school year calendar will be brought to the March Corporate Board meeting for approval.

The Board has the responsibility to set the school division calendar as set out by Section 60 of the Education Act. The Board approves a draft calendar in its January Board meeting, which is then circulated to school principals to gather feedback from staff and community members. No feedback was received.

RISK ANALYSIS:
 AP130 School Year states the Board must approve an official Division School Year Calendar by the March Board meeting. At this time schools will distribute the draft calendar to their communities for input to work towards this goal.



Northland School Division 2023-2024 SCHOOL YEAR CALENDAR PROPOSAL 1

2023

August

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		0

- New Principal Orientation August 28-31, 2023
- New Teacher Orientation
- Administrators' Meeting August 30, 2023 @ 8:30 a.m.
- **School Organization Days**
All Teachers Back Aug 28 – 31, 2023

September

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						19

- **Sept 1: Division PD Day**
- **Sept 4: Labour Day - School Closed**
- **Sept 5: First Day for Students**

October

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				20

- **Oct 9: Thanksgiving Day - Schools Closed**
- **Oct 27: Division PD Day - No Classes**

November

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		20

- **Nov 1: Metis Settlement Proclamation Day - Schools Closed**
- **Nov 13: Professional Learning Day - No Classes**

December

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						16

- **Dec 25 - 29: Christmas Break-Schools Closed**

2024

January

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			17

- **Jan 5 - Last day Winter Break- School Closed**
- **Jan 8: School Resumes**
- **Jan 29: Professional Learning - No Classes**

February

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			14

- **Feb 12: Professional Learning- No Classes**
- **Feb 13: In-lieu Day for Interviews - Schools Closed and No Classes**
- **Feb 14: Travel Day - Schools Closed**
- **Feb 15 to 16: Teachers' Convention - Schools Closed and No Classes**
- **Feb 19: Family Day - Schools Closed**

March

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						19

- **March 18: Division PD Day – No Classes**
- **Mar 28: Last day of classes before Spring Break**
- **Mar 29: Good Friday – Schools Closed**

April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				17

- **April 1-5: Spring Break - Schools Closed**
- **April 8 - School Resumes**

May

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	21

- **May 17: Wellness Day – No School**
- **May 20: Victoria Day - Schools Closed**

June

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						18

- **June 21: Indigenous Peoples Day – No School**
- **June 27: Last Day for Students**
- **June 28: Organization Day**

LEGEND	
	School Organizational Day (No Students)
	Non- Operational Day (No Staff or Students)
	First/Last Day for Students
	Division PD Day (No Students)
	Day In-Lieu PTI (No Staff or Students)
	Teacher Convention/Travel Day (Operational days for Staff, no Students)



Northland School Division 2023-2024 SCHOOL YEAR CALENDAR PROPOSAL 1

181 Instructional Days (Green)

194 Operational Days

Please assign to your available instructional days:

2 Local PD Days

2 Wellness Days (To be taken in Semester 2)

= 177 Instructional Days

NOTE: Schools will follow common Christmas and Easter holiday breaks; however, to align holidays with neighboring jurisdictions some exceptions will be made on a case by case basis. There is an expectation that schools will organize Community Engagement Events.

Minimum Hours of Instruction:

ECS = 475 hours;

Elementary (1-9) = 950 hours;

High School = 1000 hours.

School Organizational Days

Monday, August 28, 2023

Tuesday, August 29, 2023

Wednesday, August 30, 2023

Thursday, August 31, 2023

Friday, September 1, 2023

Friday, June 28, 2024

Key things to remember:

- Diploma Exams are tentatively scheduled for January 10-12, 2024



Northland School Division 2023-2024 SCHOOL YEAR CALENDAR PROPOSAL 2

2023

August

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		0

- New Principal Orientation August 28-31, 2023
- New Teacher Orientation
- Administrators' Meeting August 30, 2023 @ 8:30 a.m.
- **School Organization Days**
All Teachers Back Aug 28 – 31, 2023

September

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						19

- Sept 1: Division PD Day
- Sept 4: Labour Day - School Closed
- Sept 5: First Day for Students

October

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						20

- Oct 9: Thanksgiving Day - Schools Closed
- Oct 27: Division PD Day - No Classes

November

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						20

- Nov 1: Metis Settlement Proclamation Day - Schools Closed
- Nov 13: Professional Learning Day - No Classes

December

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						11

- Dec 18 - 29: Christmas Break- Schools Closed

2024

January

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						21

- Jan 2: School Resumes
- Jan 29: Professional Learning - No Classes

February

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			
						14

- Feb 12: Professional Learning- No Classes
- Feb 13: In-lieu Day for Interviews - Schools Closed and No Classes
- Feb 14: Travel Day - Schools Closed
- Feb 15 to 16: Teachers' Convention - Schools Closed and No Classes
- Feb 19: Family Day - Schools Closed

March

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						19

- March 18: Division PD Day – No Classes
- Mar 28: Last day of classes before Spring Break
- Mar 29: Good Friday – Schools Closed

April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						17

- April 1-5: Spring Break - Schools Closed
- April 8 - School Resumes

May

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						21

- May 17: Wellness Day – No School
- May 20: Victoria Day - Schools Closed

June

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						18

- June 21: Indigenous Peoples Day – No School
- June 27: Last Day for Students
- June 28: Organization Day

LEGEND	
	School Organizational Day (No Students)
	Non- Operational Day (No Staff or Students)
	First/Last Day for Students
	Division PD Day (No Students)
	Day In-Lieu PTI (No Staff or Students)
	Teacher Convention/Travel Day (Operational days for Staff, no Students)



Northland School Division 2023-2024 SCHOOL YEAR CALENDAR PROPOSAL 2

180 Instructional Days (Green)
192 Operational Days

Please assign to your available instructional days:

2 Local PD Days
2 Wellness Days (To be taken in Semester 2)

= 176 Instructional Days

NOTE: Schools will follow common Christmas and Easter holiday breaks; however, to align holidays with neighboring jurisdictions some exceptions will be made on a case by case basis. There is an expectation that schools will organize Community Engagement Events.

Minimum Hours of Instruction:

ECS = 475 hours;
Elementary (1-9) = 950 hours;
High School = 1000 hours.

School Organizational Days

Monday, August 28, 2023
Tuesday, August 29, 2023
Wednesday, August 30, 2023
Thursday, August 31, 2023
Friday, September 1, 2023
Friday, June 28, 2024

Key things to remember:

- Aligned with High Prairie School Division
 - HPSD is looking at having a fall break tentatively November 9-13, 2023
- Diploma Exams are tentatively scheduled for January 10-12, 2024



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Capital & IMR Plan for the 2022-2023 School Year
REFERENCE(S):
ATTACHMENTS: Capital & IMR Plan

RECOMMENDATION:
THAT the Board of Trustees receive as information the IMR Plan for the 2022-2023 School Year, as attached.

BACKGROUND:

Attached is the plan for the use of the 2022-2023 Infrastructure, Maintenance and Renewal (IMR) funds totaling \$550,000. Given the age of the school buildings there remains an approximate \$8M backlog of planned work (both Capital Maintenance Renewal (CMR) and Infrastructure Maintenance Renewal (IMR)).

There is a carryforward set aside for contingency. This includes repairs and emerging issues beyond the plan, to ensure the \$166.2M insured value of Division building assets is safe, functional and lasting.

It is the intention of the division to continue to balance the budget creating the opportunity to use financial reserves to fund critical capital projects.

RISK ANALYSIS:

No risks are perceived.

NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD**Infrastructure, Maintenance & Renewal (IMR)****Projects (2022 - 2023)****Cost**

Elizabeth School – Gymnasium RTU Replacement	\$ 90,000
Elizabeth School – Roof Membrane Repairs	80,000
Susa Creek School – Gymnasium RTU Catwalk/Windbreak Construction	60,000
Bill Woodward – Repair Stucco Walls (Anchor and Patch)	100,000
St Theresa School – Boiler/Piping Replacement	80,000
Gift Lake School - Civil Engineering Work Related to Drainage Issues	90,000
Gift Lake School – Mechanical System Upgrades (Heating)	50,000

	\$ 550,000
	=====

Note - The technical review of the drainage and heating systems at Gift Lake School is underway. Alberta Infrastructure is being approached to support this financially, given that these are related to the build.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

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

SUBJECT: Annual Education Results Report for 2021-2022

REFERENCE(S): Policy 2, Role of the Board

ATTACHMENTS: 2021-2022 Annual Assurance Framework Results

RECOMMENDATION:
THAT the Board of Trustees approve the Annual Education Results Report for the 2021-2022 school year.

BACKGROUND:

Policy 2, Role of the Board, Section 1, Accountability for Student Learning and Wellness, establishes that the Board of Trustees will annually approve the Annual Education Results Report for submission to Alberta Education and for public distribution.

School authorities are accountable for results achieved from carrying out their responsibilities to provide education programs to Alberta students. As part of the Accountability Framework for the K-12 Education System, each school authority is required to prepare an Annual Education Results Report (AERR) that publicly reports results, assesses achievement, and indicates whether improvement has taken place.

Following approval, the Annual Education Results Report will be submitted to Alberta Education and posted on the Northland School Division website.

RISK ANALYSIS:

Northland School Division

2021-2022 Annual Education Results Report



Table of Contents

Message from the Board of Trustees	4
Message from the Superintendent of Schools/CEO	5
Accountability Statement	6
About Northland School Division	7
Achievements	8
Research study shines a bright light on Northland School Division	8
A book written by Northland Students available on Amazon	8
Director of First Nations, Métis and Inuit Education discusses how NSD supports Truth and Reconciliation and Division priorities at CASS First Nations, Métis and Inuit Education Gathering	9
NSD & TELUS World of Science - Edmonton partnership enhancing student learning and engagement	10
A successful first year at Northland Online School	10
NSD students earning dual credits from MacEwan University	11
NSD hosted three virtual engagement session in 2021-2022	11
Assurance Cycle	12
Annual Assurance Results Report	13
Assurance Domains	13
Overall Summary - Spring 2022 Alberta Education Assurance Measures	14
Description of 2021-2022 Results Under Education Assurance Domains	15
Student Growth and Achievement	16
Provincial Achievement Tests (PATs)	16
Comment on Results	16
Diploma Examination Results (DIPs)	17
Comment on Results	17
Provincial Satisfaction with Learning Mode	17
Students - Required Measures:	18
Students - Supplemental Measures:	19
Local Measures: Literacy	19
Local Measures: Numeracy	20
Comment On Results	20
High School Completion (3, 4 and 5 years)	20
Comment On Results	21
Citizenship	21
Comment On Results	22
Student Learning Engagement	22
Comment On Results	23

Local Measure: OurSchool Survey Results	23
Comment on Results	24
Teaching and Leading	25
Education Quality	25
Comment On Results	25
Local Measure: Teacher Growth, Supervision and Evaluation Procedure	26
Learning Supports	27
Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	27
Comment On Results	29
Access to Supports and Services	30
Comment On Results	30
Local Measures: OurSchool Survey Results	32
Comment On Results	33
Governance	34
Parental Involvement	34
Comment On Results	34
Stakeholder Engagement and the Accountability/Assurance System	35
Local Measures: Community and Staff Engagement Surveys	37
Community Engagement Survey Highlights	37
NSD Staff Engagement Survey Highlights	37
Summary of Financial Results	38
Sharing Our Results	39
Whistleblower Protection	39
Appendix A	40
What Information is Summarized?	40
How are Measures Evaluated?	40
Evaluating Change	40
Appendix B - Detailed Results (General, FNMI, and ESL)	41
High School Completion, FNMI and ESL	41
PAT Results - All students, all subjects	42
Diploma Results - All students, all subjects	45

Message from the Board of Trustees



Tansi, Edlánat'e, Hello students, parents/guardians, community members and education partners. It is our pleasure to present the 2021-2022 Annual Education Results Report (AERR) for Northland School Division (NSD). The AERR highlights significant accomplishments made during the 2021-2022 school year. In 2021-2022, the Board re-affirmed the key priorities for NSD. The priorities include:

1. **Excellence in Learning:** Students achieve or exceed the standards set by Alberta Education in literacy and numeracy.
2. **Excellence in Leadership:** Through excellent leadership practices, everyone feels welcome and valued.
3. **Excellence in Relationships:** Develop and actively promote healthy relationships with students, parents/guardians, staff, community, and educational partners.

These priorities set direction for Administration when developing outcomes, strategies and measures in collaboration with students, staff, parents/guardians and community members to support student learning. We encourage you to review this plan and would appreciate hearing from you. During the 2022-2023 school year, NSD will continue and increase engagement with the communities we serve using video-conference, face to face and utilizing our community engagement platform to gather input.

Thank you for choosing and supporting the Northland School Division.

Sincerely,

A handwritten signature in cursive script that reads "Cathy Wanyandie".

Cathy Wanyandie
Board Chair
Northland School Division

Message from the Superintendent of Schools/CEO



Tansi, Edlánat'e, Hello students, parents/guardians, community members and education partners. We are excited to share and celebrate many accomplishments reflected in the 2021-2022 AERR.

As you read this report, you will see Northland School Division has maintained its positive performance across Assurance Domains. The information indicates that online learning options were very well received by students, an increase in satisfaction by teachers and students, that students model the characteristics of active citizenship and that Northland teachers reported increased satisfaction with the overall education quality.

The one measure that we were particularly happy with was that the Northland parents maintained their level of satisfaction with parental involvement in decisions about their child's education. Parents and guardians actively engaged in education is critical in helping students achieve success.

Within this document, you are also going to learn about strategies that have supported NSD students and staff members.

Congratulations students on accomplishments achieved in 2021-2022. Let's strive for even more success in 2022-2023! Everyone working together will ensure that our students are successful in their pursuits in education and in their future endeavors. An additional thank you to students, parents, staff and community members for your efforts throughout the last two and a half very difficult years with COVID-19. The improvements and successes have only been possible with the support of everyone working together.

Stay safe and continue with the great support for NSD students.

Sincerely,

A handwritten signature in cursive that reads "Dr. Nancy Spencer-Poitras".

Dr. Nancy Spencer-Poitras
Superintendent of Schools
Northland School Division

Accountability Statement



Dominic Noskiye, Chipewyan Lake School

The Annual Education Results Report for the Northland School Division for the 2021-2022 school year was prepared under the direction of the Board of Trustees, in accordance with the responsibilities under the *Education Act* and the *Fiscal Planning and Transparency Act*. The Board is committed to using the results in this report, to the best of its abilities, to improve outcomes for students and to ensure that all students in the school authority can acquire the knowledge, skills

and attitudes they need to be successful and contributing members of society. This Annual

Education Results Report for 2021-2022 was approved by the Board on **January 20, 2023**.

About Northland School Division

Commitment: To inspire students to be the best they can be by providing outstanding holistic educational opportunities, with amazing staff and strong partnerships with families and communities.

Vision: "Our students love to come to school in Northland"

By the numbers



1672 students



408 staff



19 schools

Other Key Facts

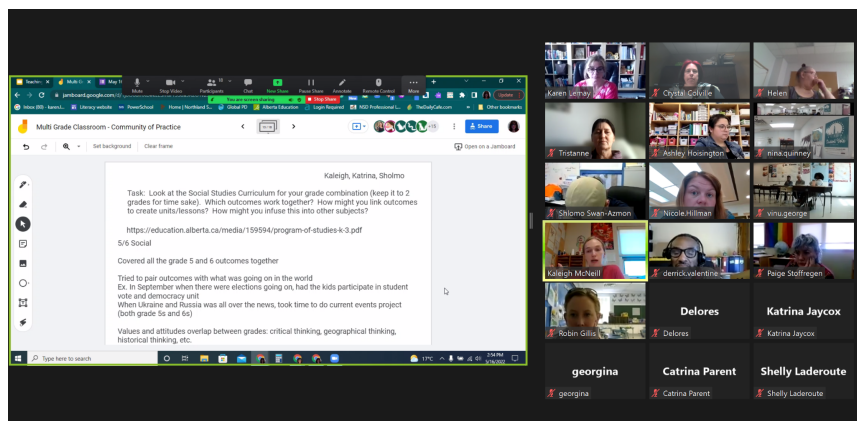
- Cover 288,347 square kilometres.
- Over 90% of students are First Nations and Métis.
- Launched Northland Online School in 2021.

Where schools are located



Achievements

Research study shines a bright light on Northland School Division

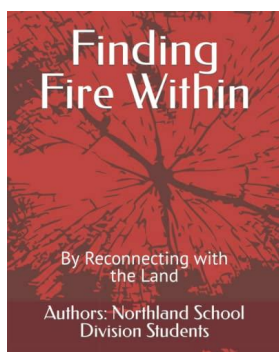


Starting in 2019-2020, NSD made a significant shift to better leverage the use of technology to support student learning. Over the past couple of years, staff have had access to thousands of professional learning sessions. The increased focus on building teachers and school leaders' capacity through

ongoing, continuous professional learning has created a coherent vision of learning and student success throughout Northland School Division. The shift we have made has been recognized in a [research study!](#)

Northland's research study is one of three reports being presented to the Government of Alberta. NSD is the only rural school division report being presented to the provincial government in its entirety because of the high level of success and strong theories of action being implemented on a daily basis.

A book written by Northland Students available on Amazon



A book written by Northland School Division students is now available on Amazon! The published book was made possible with funding from our friends at Cenovus Energy. The funding supported a community storytelling project. During the project, students listened to local Elders during storytelling sessions. The students then received permission from the Elders to create a book using the stories that were shared during these sessions. The students put the stories in their own words, drawing pictures to accompany the text.

This book is a compilation of many stories from Elders in Northland School Division communities. The title of the book is Finding Fire Within: by Reconnecting with the Land. To purchase a copy of the book, visit the Amazon website link <https://www.amazon.ca/dp/B0BBYBR SXF>.

Director of First Nations, Métis and Inuit Education discusses how NSD supports Truth and Reconciliation and Division priorities at CASS First Nations, Métis and Inuit Education Gathering



In March 2022, Director of First Nations, Métis and Inuit Education Debbie Mineault discussed how NSD supports Truth and Reconciliation and Division priorities at the College of Alberta School Superintendents (CASS) First Nations, Métis and Inuit Education Gathering. Northland has established a culture of collective efficacy, which refers to staff having a shared belief on having a positive impact on student learning.

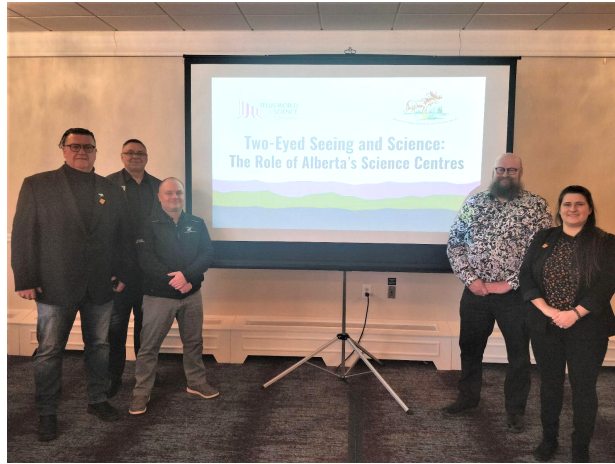
During the presentation, Mineault shared a number of resources Northland is currently using to achieve excellence in learning, while weaving Indigenous knowledge, language, culture and the history and legacy of Residential Schools, into the lessons. For example, Northland educators are using technology tools and decoding strategies to help students learn to speak, read and write in Cree or Dene.



With support from the Innovation in First Nations Education Grant Program, NSD purchased two CNC Router Tables! Dallon Perry, Mistassiniy School Teacher, and two grade 9 students started

using one of the routers to create sets of syllabics. The syllabic sets will be sent out to all Northland schools for Cree Language instruction!

NSD & TELUS World of Science - Edmonton partnership enhancing student learning and engagement



Another exciting partnership NSD has is with the TELUS World of Science - Edmonton (TWOSE). Since the beginning of our relationship with TELUS World of Science, NSD teachers have been able to

learn innovative ways to deliver science-related topics into the classroom environment. In addition, the Science in Motion team organizes science-themed events exclusively for NSD. In 2021-2022, 1547 students participated in 13 TELUS World of Science - Edmonton events! These events have enhanced the science experience and improved student engagement.

In March 2022, NSD and TWOSE celebrated the partnership during a presentation at the CASS.

A successful first year at Northland Online School



When NSD Board and Administration purposefully invested in leveraging the use of technology to support and improve the student learning experience, it opened

the door to creating more choices for how students want to learn. On June 1, 2021, NSD announced that it will be operating an online school in 2021-2022 called Northland Online School. Before the announcement was made, there was a growing demand for online learning that includes incorporating Indigenous language, culture, and local knowledge into the curriculum. The K-9 online school has been a tremendous success. 69 students enrolled with Northland Online School in 2021-2022. Grade 10 students will be able to attend Northland Online School in 2022-2023. Visit the school's website to learn more www.northlandonlineschool.ca.

NSD students earning dual credits from MacEwan University



During the 2020-2021 school year, NSD and MacEwan University signed a five-year agreement that gives students access to dual credit courses. During the 2021-2022 school year, a number of students were able to take the following courses:

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

Students who took the dual credit courses earned 60 university credits and 86 high school credits!

NSD hosted three virtual engagement session in 2021-2022



When in-person visits were restricted due to COVID-19, NSD decided to organize virtual visits to engage with families.

On March 23, 2022 and May 24, 2022, NSD invited families for virtual visits with award-winning and best-selling author Monique Gray Smith. In March, Monique hosted a session called “Talking with and listening to kids about Truth and Reconciliation.” In May, Monique introduced us to the Cultural Resilience Model: The Four Blankets of Resilience.

On May 5, 2022, NSD invited families for a special presentation with former NHL player Reggie Leach. During the virtual visit, Reggie talked about perseverance, life as an Indigenous athlete/person, and Truth and Reconciliation. All three sessions were recorded and are available on the NSD website <https://tinyurl.com/9k6zcbpj>.

Assurance Cycle

School authorities are responsible for providing assurance they are fulfilling their responsibilities and students are successful. The assurance arises from the combination of policies, processes, action and evidence that help build public confidence in the education system. It is achieved through relationship building, engagement with education partners, and creating and sustaining a culture of continuous improvement and collective responsibility.

Ongoing Governance

The Board of Trustees consistently attends school council/principal advisory committee meetings to gather input and feedback about NSD.



April

- NSD prepares a budget and develops a draft Assurance Plan for the upcoming school year.

May

- NSD submits to Alberta Education its Assurance Plan for the upcoming school year.

November

- Schools engage families to review the results from the previous year and invite them to engage in the results-review process.
- NSD engages school councils/principal advisory committees about the *Annual Education Results Report* for the Division

January/February

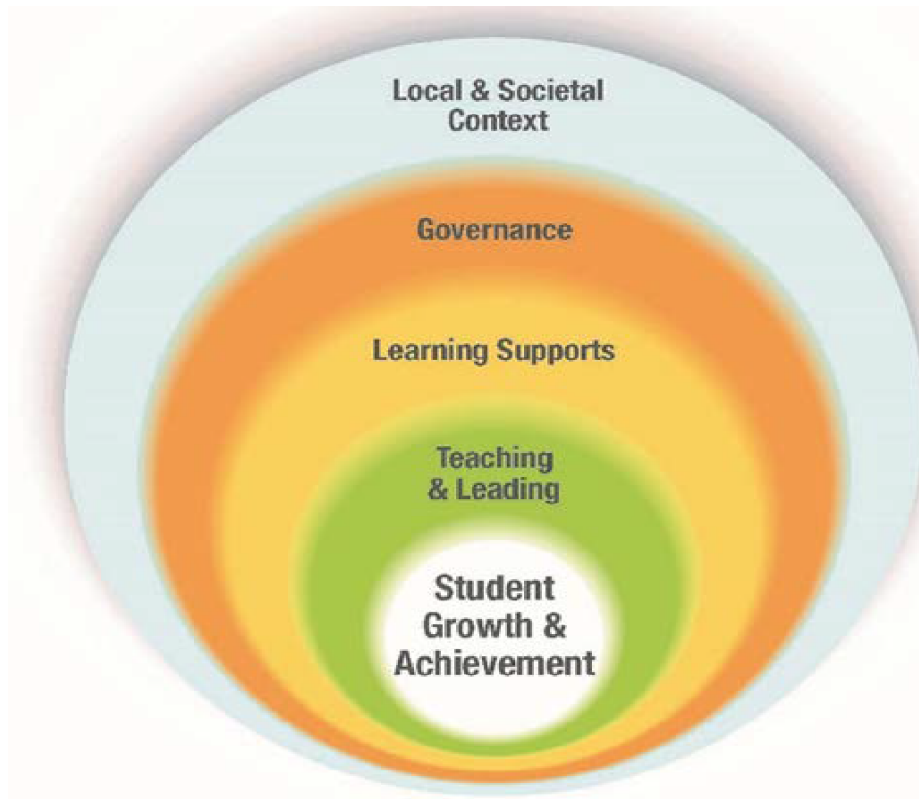
- The Alberta Education Assurance Survey is administered to gather feedback from staff, families and students in all assurance domains to guide future decision making.

March

- NSD gathers feedback from staff and families through our community engagement tool called Bang the Table. The engagement will focus on assurance domains and NSD priorities. This will guide future decision making.

Annual Assurance Results Report¹

Assurance Domains



Assurance in the education system happens when community members, system stakeholders and education partners engage across five domains:

- Student Growth and Achievement
- Teaching and Leading
- Learning Supports
- Governance
- Local and Societal Context

Student growth and achievement is the primary purpose of the

education system and is the core outcome domain for the assurance framework. The domains of Teaching and Leading, Learning Supports and Governance support and enable Student Growth and Achievement. Local and Societal Context, while a separate domain, operates across and is integrated into the others. For the purposes of description, the domains are considered discrete and separate. However, in practice, they overlap and are interconnected and interdependent, as depicted in the graphic.

¹ For details on how the Alberta Education Assurance Measures are evaluated, please see [Appendix A](#) below.

Overall Summary - Spring 2022 Alberta Education Assurance Measures

The summaries below show the amount of change in available data over the last 3 years at Northland School Division.

Assurance Domain	Measure	Northland School Division			Alberta		
		Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average
Student Growth and Achievement	Student Learning Engagement	81.3	83.5	n/a	85.1	85.6	n/a
	Citizenship	74.7	77.4	69.3	81.4	83.2	83.1
	3-year High School Completion	12.6	10.0	22.3	83.2	83.4	81.1
	5-year High School Completion	31.0	44.7	29.0	87.1	86.2	85.6
	PAT: Acceptable	25.1	n/a	n/a	67.3	n/a	73.8
	PAT: Excellence	1.1	n/a	n/a	18.0	n/a	20.6
	Diploma: Acceptable	36.1	n/a	n/a	75.2	n/a	83.6
	Diploma: Excellence	1.6	n/a	n/a	18.2	n/a	24.0
Teaching & Leading	Education Quality	82.3	83.2	80.6	89.0	89.6	90.3
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	78.6	82.1	n/a	86.1	87.8	n/a
	Access to Supports and Services	76.6	77.8	n/a	81.6	82.6	n/a
Governance	Parental Involvement	74.0	75.7	72.0	78.8	79.5	81.5

Description of 2021-2022 Results Under Education Assurance Domains

The following material provides a detailed description of Northland School Division previous-year results for measures under each of the four education assurance domains. While the domain of Local and Societal Context does not currently have any measures associated with it, the following measures are used to show change in each of the other domains:

- Student Growth and Achievement
 - Provincial Achievement Test (PAT) and Diploma Examination (DIP)
 - Local measures
 - High School Completion (3, 4 and 5 years)
 - Citizenship
 - Student Learning Engagement
- Teaching and Leading
 - Education Quality
 - Local measures
- Learning Supports
 - Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)
 - Access to Supports and Services
 - Local measures
- Governance
 - Parental Involvement
 - Financial statements
 - Stakeholder Engagement
 - Accountability/Assurance System

Student Growth and Achievement

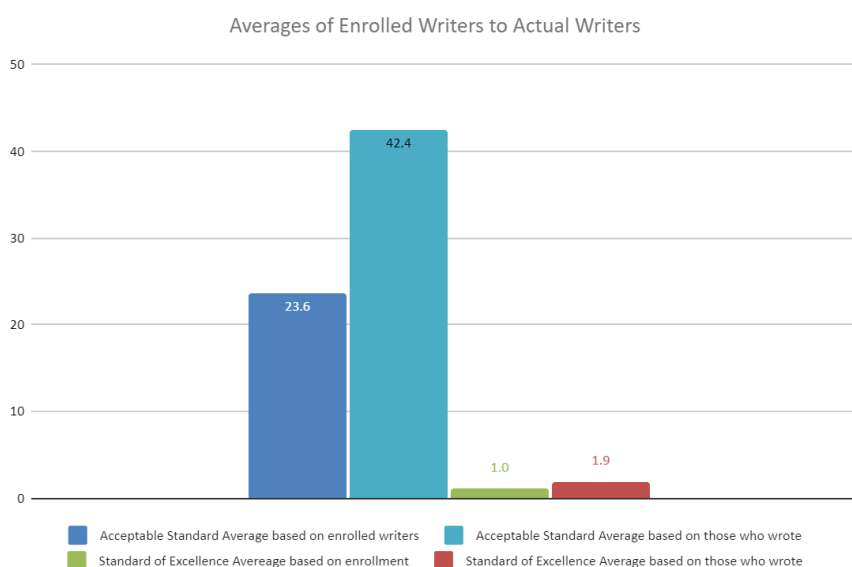
Provincial Achievement Tests (PATs)²

The following tables show the previous 5 years' PAT performance data for NSD:

	Northland School Division					Alberta				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
N	363	158	n/a	n/a	243	100,210	104,264	n/a	n/a	109,833
Acceptable Standard %	24.2	24.9	n/a	n/a	25.1	73.6	73.8	n/a	n/a	67.3
Standard of Excellence %	1.2	1.3	n/a	n/a	1.1	19.9	20.6	n/a	n/a	18.0

Comment on Results

- 25.1% of enrolled NSD PAT writers achieved the Acceptable Standard.
 - These results represent the new baseline for NSD PATs since 2019.
 - This performance is 1% higher than the previous 3-year average (Alberta's general performance in this measure is also down).
 - In the wake of unprecedented learning disruption and the potential for significant learning loss, the fact that NSD students improved PAT performance overall is a significant finding (see below).
- Given student attendance has been so significantly disrupted by the ongoing pandemic, it is important to put the student PAT performance in context. When adjusted to include only NSD students who wrote PATs (removing those who were enrolled but who did not write the exams), NSD student achievement of the Acceptable Standard is almost 20% greater.
- Based on these results, NSD leadership and teaching staff will continue to encourage all students who are eligible to write the exams.



² To explore the detailed information overall and specific course results for all students in all categories (Overall, FNMI, and ESL), please see [Appendix B](#) below.

Diploma Examination Results (DIPs)³

The following tables show the previous 5 years' DIP performance data for NSD:

	Northland School Division					Alberta				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
N	61	30	n/a	n/a	39	65,736	65,117	n/a	n/a	58,444
Acceptable Standard %	29.9	51.9	n/a	n/a	36.1	83.7	83.6	n/a	n/a	75.2
Standard of Excellence %	0.9	0.0	n/a	n/a	1.6	24.2	24.0	n/a	n/a	18.2

Comment on Results

- The common high school timetable should support more students achieving the acceptable standard.
- More NSD students wrote than did immediately prior to the onset of the COVID-19 pandemic.

Provincial Satisfaction with Learning Mode

The Alberta Education Assurance Results from May 2022 include information about [people's satisfaction broken down according to learning mode](#). The data is divided into information about student learning in school, at home and online.

The major discovery from this year's results is that Northland's online offerings were very well received. The results show Northland School Division's online learning experiences resulted in student satisfaction above the provincial average in 3/5 measures. These are Northland's results for each of the three learning modes alongside the provincial results.

³ To explore the detailed information overall and specific course results for all students in all Diploma Examinations, please see [Appendix B](#) below

Students - Required Measures:

Required Alberta Education Assurance Measure			Students-All		
			In-person	Learning at home due to COVID-19	In an online learning program
Student Learning Engagement	Authority	N	545	n/a	22
	Authority	%	66.7	n/a	79.5
	Province	N	180,730	1,194	2,824
	Province	%	71.2	73.2	73.6
Citizenship	Authority	N	547	n/a	22
	Authority	%	59.9	n/a	77.5
	Province	N	180,766	1,184	2,817
	Province	%	72.0	76.6	78.7
Education Quality	Authority	N	546	n/a	22
	Authority	%	76.5	n/a	93.4
	Province	N	180,890	1,197	2,824
	Province	%	85.9	85.1	87.5
Welcoming, Caring, Respectful & Safe Learning Environments (WCRSLE)	Authority	N	547	n/a	22
	Authority	%	65.9	n/a	82.9
	Province	N	180,883	1,194	2,823
	Province	%	77.7	77.6	80.5
Access to Supports & Services	Authority	N	544	n/a	22
	Authority	%	71.0	n/a	77.4
	Province	N	180,577	1,187	2,818
	Province	%	80.2	76.7	78.0

Students - Supplemental Measures:

Supplemental Alberta Education Assurance Measure			Students-All		
			In-person	Learning at home due to COVID-19	In an online learning program
Safe and Caring	Authority	N	546	n/a	22
	Authority	%	72.2	n/a	86.4
	Province	N	180,804	1,190	2,815
	Province	%	82.6	79.4	83.7
Program of Studies	Authority	N	258	n/a	9
	Authority	%	53.4	n/a	69.1
	Province	N	105,988	599	1,782
	Province	%	77.1	69.3	66.5
Program of Studies - At Risk Students	Authority	N	544	n/a	22
	Authority	%	71.0	n/a	77.4
	Province	N	180,577	1,187	2,818
	Province	%	80.2	76.7	78.0
School Improvement	Authority	N	540	n/a	22
	Authority	%	60.8	n/a	89.5
	Province	N	178,842	1,166	2,778
	Province	%	76.3	77.2	79.7
Satisfaction with Program Access	Authority	N	546	n/a	22
	Authority	%	61.6	n/a	63.2
	Province	N	179,944	1,170	2,779
	Province	%	73.7	68.0	67.2

Local Measures: Literacy

NSD's [Education Assurance Plan \(May, 2022\)](#) identifies Excellence in Learning as its first priority. Outcome 2 in that area is that, "The Division uses consistent literacy and numeracy practices to support the growth of educators and student achievement. Strategies in place to help achieve this outcome include:

- A focus on literacy improvement. There is a division-wide literacy framework requiring local growth-focused goals, frequent summative assessment, and targeted interventions to address learning loss caused by the pandemic.
- NSD is currently implementing a tool called Lexia across the division to measure the impact this initiative has on literacy learning.
 - Preliminary Lexia results (As of November, 2022) show that there has been a 2% increase in the number of K-5 students in reading their grade-level material since the beginning of the school year.
 - The same results show there has been a 4% improvement in grade 6+ reading comprehension across the division.

Local Measures: Numeracy

- The “Math Minds” Numeracy Pedagogy initiative. In partnership with the University of Calgary’s top mathematician, all NSD elementary staff members are able to access top-tier numeracy pedagogy training. This division-wide initiative supports math teachers to reflect on their own practice while also optimizing the implementation of the *Jump Math* suite of resources for math instruction.
- NSD is using a tool called Symphony Math as a tool to support student practice in class (in conjunction with the ongoing work with *Jump Math* and the Math Minds Pedagogy.
 - Preliminary Symphony Math results (As of November, 2022) show that there has been a 9% increase in the number of students working at or above grade level since the beginning of the school year.
- NSD is currently implementing the Canadian Test of Basic Skills across the division to measure the impact this initiative has on numeracy learning.

Comment On Results

- The implementation of these local measures is just commencing. It is anticipated that the results from these local measures will be available in the next and subsequent years of the division’s Education Plan.

High School Completion (3, 4 and 5 years)

This measure shows the high school completion rate of students within three, four, and five years of entering Grade 10.

	Northland School Division			Alberta		
	Current Result	Previous Yr. Result	Previous 3-Yr. Average	Current Result	Previous Yr. Result	Previous 3-Yr. Average
3 Year Completion	12.6	10.0	16.2	83.2	83.4	82.3
4 Year Completion	17.9	26.2	26.6	87.1	85.0	85.4
5 Year Completion	31.0	44.7	33.7	87.1	86.2	86.2

Comment On Results

- NSD will continue its critical strategies to support attendance, literacy, and numeracy improvements for all students as well as targeted interventions for students shown to have experienced learning loss since the beginning of the COVID-19 pandemic.
- The attendance of students at the high school level has a significant impact on the overall high school completion level.

NSD's [Education Assurance Plan \(May, 2022\)](#) identifies Excellence in Learning as its first priority. Outcome 3 in this area is that, NSD will offer, "... multiple, flexible pathways to high school completion." Some of the strategies NSD use to support High School Completion include:

- Culture, Language and Land-Based Learning opportunities that connect with curriculum. Each school, working with the Director of First Nations, Métis and Inuit Education, offers cultural activities and involves community Elders and Knowledge Keepers to promote identity, resilience, values and optimism.
- Common High School Timetable
- Add Grade 10 at The Northland Online School.
- Continuation of high school/post-secondary dual-credit courses.
- Division-Wide Professional Learning Time. This approach is being used to build collective staff efficacy across the division.
- Enhanced Community Engagement Efforts.

Citizenship

Citizenship is the percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.

- NSD indicates significant improvement in satisfaction over the previous three year average.
- Parent satisfaction is maintained within the acceptable range, it is clear that students have significantly improved satisfaction.
- Teachers also have improved satisfaction in this measure (see below).

	Northland School Division			Alberta		
	Current Result	Previous Yr. Result	Previous 3-Yr. Average	Current Result	Previous Yr. Result	Previous 3-Yr. Average
Overall	74.7	77.4	69.3	81.4	83.2	83.1
Parent	72.8	80.6	70.1	80.4	81.4	82.1
Student	61.1	61.5	53.7	72.1	74.1	73.7
Teacher	90.3	90.1	84.1	91.7	94.1	93.4

Comment On Results

- While the fact that this measure demonstrates overall significant improvement, it is most encouraging to see significantly improved student satisfaction amid the learning interruptions of the pandemic.

Student Learning Engagement

Student Learning Engagement was added as an provincial Education Assurance Measure during the 2020-2021 school year. This measure shows the percentage of teachers, parents and students who agree that students are engaged in their learning at school.

	Northland School Division			Alberta		
	Current Result	Previous Yr. Result	Previous 3-Yr. Average	Current Result	Previous Yr. Result	Previous 3-Yr. Average
Overall	81.3	83.5	n/a	85.1	85.6	n/a
Parent	81.0	90.0	n/a	88.7	89.0	n/a
Student	67.4	69.0	n/a	71.3	71.8	n/a
Teacher	95.6	91.4	n/a	95.5	96.0	n/a

Comment On Results

- Northland's results are close to the provincial averages.
- Teacher results are above the provincial average.

Local Measure: OurSchool Survey Results

Northland School Division uses The Learning Bar's *OurSchool* survey annually to survey student opinion related to this measure. The information from this survey is available to each school and contributes to the development of local outcomes, strategies and success measures.

The grade 4-6 Survey of 326 students across 15 schools delivered the following highlights:

Grade 4-6 Students who report they:	2022 NSD (%)	2022 Canadian norm (%)
Believe education will benefit them personally and economically	88	95
Put in effort to succeed	83	92
Were interested and motivated	77	86

The grade 7-12 Survey of 284 students across 12 schools delivered the following highlights:

Grade 7-12 Students who report they:	2022 NSD (%)	2022 Canadian norm (%)
Believe education will benefit them personally and economically	68	76
Put in effort to succeed	36	41
Were interested and motivated	59	72

Comment on Results

- NSD's [Education Assurance Plan \(May, 2022\)](#) identifies Excellence in Learning as its first priority. The first outcome targeted in that area is that, "...staff will ensure all students feel supported and have a sense of belonging within their schools." Strategies in place to help achieve this outcome include:
 - Application of learning loss interventions in response to disruptions caused by the COVID-19 Pandemic.
 - Flexible division-led teacher support for the implementation of new programs of study (K-4 ELA and Math and K-6 PE and Wellness).
 - School Progress Reports (Attendance/monthly) and learning success meetings will be held three times a year.
 - Professional learning on trauma informed practice and supporting students with complexity will be offered to staff.
 - First Nations and Métis Language and culture is woven throughout subject areas and activities.
 - Maintaining school-based activities to support welcoming, caring, respectful and safe learning environments across the division. Examples include:
 - Pink Shirt Day,
 - Anti-Bullying Campaigns,
 - Social-Emotional Learning, etc.

Teaching and Leading

Education Quality

Education Quality shows teacher, parent and student satisfaction with the overall quality of basic education. This year's results in this measure demonstrate:

- NSD has maintained overall quality of a very good education (with a score of 82% satisfaction). This is just seven percent below this year's provincial average.
- NSD teaching staff have improved satisfaction with the quality of basic education.

	Northland School Division			Alberta		
	Current Result	Previous Yr. Result	Previous 3-Yr. Average	Current Result	Previous Yr. Result	Previous 3-Yr. Average
Overall	82.3	83.2	81.7	89.0	89.6	90.3
Parent	78.4	85.7	79.1	86.1	86.7	86.6
Student	77.4	80.0	78.9	85.9	86.3	88.0
Teacher	91.1	83.7	85.7	95.0	95.7	96.2

Comment On Results

- It is encouraging to see the improvement in NSD teaching staff satisfaction with the quality of basic education.
- The Division uses consistent literacy and numeracy practices to support the growth of educators and student achievement. Strategies in place to help achieve this outcome include:
 - A focus on literacy improvement. There is a division-wide literacy framework requiring local growth-focused goals, frequent summative assessment, and targeted interventions to address learning loss caused by the pandemic.
 - The “Math Minds” Numeracy Pedagogy initiative. In partnership with the University of Calgary’s top mathematician, all NSD elementary staff members are able to access top-tier numeracy pedagogy training. This division-wide initiative supports math teachers to reflect on their own practice while also optimizing the implementation of the *Jump Math* suite of resources for math instruction.

Local Measure: Teacher Growth, Supervision and Evaluation Procedure

NSD implements [Administrative Procedure 422](#) that specifies the local policy related to teacher growth, supervision and evaluation. This procedure applies to all teachers employed by NSD.

The procedure requires teachers to develop and submit professional growth plans:

- Reflecting goals and objectives based on an assessment of learning needs by the individual teacher,
- Showing a demonstrable relationship to the Teaching Quality Standard, and
- Considering the education plans of the school, the Division and the Government.

This document also lays out mechanisms for the supervision and evaluation of teachers in NSD.

Learning Supports

Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)

This measure shows the percentage of teachers, parents and students who agree that their learning environments are welcoming, caring, respectful and safe. The WCRSLE measure was added as an provincial Education Assurance Measure during the 2020-2021 school year.

There are fewer than 3 years' worth of data for this measure. As such, the information is contextual and does not currently suggest a trend.

	Northland School Division			Alberta		
	Current Result	Previous Yr. Result	Previous 3-Yr. Average	Current Result	Previous Yr. Result	Previous 3-Yr. Average
Overall	78.6	82.1	n/a	86.1	87.8	n/a
Parent	75.8	83.7	n/a	86.9	88.2	n/a
Student	67.1	68.8	n/a	77.7	79.8	n/a
Teacher	92.8	93.7	n/a	93.6	95.3	n/a

The student satisfaction with this measure is the lowest among respondents for the second year in a row. While this is consistent with the provincial response pattern, this is an item administration will be reviewing. Below are the student responses to the survey questions used to compile this new measure:

		N	Yes %	No %	Don't Know %	Top 2 Box %
Are you treated fairly by the adults at your school	2021	217	81	7	12	81
	2022	309	70	8	22	70
At school, do most students care about each other	2021	217	62	12	26	62
	2022	309	50	17	33	50
At school, do most students respect each other	2021	218	57	19	24	57
	2022	309	52	20	28	52
At school, do you feel like you belong	2021	217	73	6	21	73
	2022	308	56	15	29	56
Do other students treat you well	2021	218	66	13	21	66
	2022	310	65	14	20	65
Do you feel safe at school	2021	218	80	7	13	80
	2022	310	76	10	14	76
Do you feel safe on the way to and from school	2021	218	80	10	11	80
	2022	308	78	11	11	78
Do you feel welcome at school	2021	217	83	5	12	83
	2022	311	76	10	14	76
Do your teachers care about you	2021	218	85	2	13	85
	2022	310	80	3	17	80

Detail: NSD Grade 4-6 student survey responses for the Welcoming, Caring, Respectful and Safe Learning Environment measure - Spring 2022.

Comment On Results

- Grade 4-6 Students have significantly less satisfaction with their overall sense that “most students care about each other,” (-12%) and their own sense of belonging (-17%). These are the greatest reductions in satisfaction across all student respondent groups.
- NSD seeks to improve student satisfaction with this measure. To support Excellence in Leadership, NSD’s [Education Assurance Plan \(May, 2022\)](#), Outcome 2 targets developing division and school leadership promoting a welcoming learning and working environment and that fosters a sense of belonging and pride. Strategies in place to help achieve this include:
 - Professional learning for staff on First Nations, Métis and Inuit educational issues to foster intercultural understanding, empathy, and mutual respect for the Call to Actions for Education (Specifically Calls to Action 6-12 and 62-65 focused on Education and Education for Reconciliation).
 - Professional learning for staff around trauma-informed teaching practices,
 - Developing more Mental Health team capacity across the division,
 - We will conduct our local OurSchool survey twice this year to shorten the period between intervention and impact assessment, and
 - Implementation of a new administrative procedure to support the implementation of Policy 19 - Welcoming, Caring, Respectful, Safe and Healthy Learning and Work Environments. The new procedure, titled Learning Environments that Respect Diverse Sexual Orientations, Gender Identities, and Gender Expression guides school administration in the best practices to support all students to feel a sense of belonging at school.

Access to Supports and Services

Access to Supports and Services shows the percentage of teachers, parents and students who agree that students have access to the appropriate supports and services at school. This measure was added as a provincial Education Assurance Measure in 2020-2021.

	Northland School Division			Alberta		
	Current Result	Previous Yr. Result	Previous 3-Yr. Average	Current Result	Previous Yr. Result	Previous 3-Yr. Average
Overall	76.6	77.8	n/a	81.6	82.6	n/a

Comment On Results

- Northland's results for these measures have remained within 5% of their baselines. Northland's results are also within 5% of the provincial averages.
- NSD uses a blended program at times to support students' access to programming.
- NSD has always offered a continuum of support ranging from universal to individual. Students of Northland School Division enjoy timely access to a broad continuum of supports and services to help them succeed in school. Universal supports are in place in every school in the form of well-trained and supported staff members who can respond to observed student needs in every classroom.
- Targeted Interventions for students as needed. Where greater or more urgent needs arise, school leaders can access targeted and intensive supports including Family Wellness Workers, Speech & Language Pathologists, Occupational Therapists, autism experts, Fetal Alcohol Spectrum success coaches, and Educational Psychologists.
- A Cross-Functional Team for student and staff support. Working as a team, centrally-dispatched professionals can be available to students or staff members in person and remotely to help students across the division be successful in their learning. These team members include:
 - A Supervisor of Student Services to help manage any students whose needs require enhanced programming,
 - Pedagogical Supervisors to support teaching staff members applying differentiated and technology-supported instructional strategies, and
 - Learning Support Teachers to work alongside teachers to help them implement these strategies.

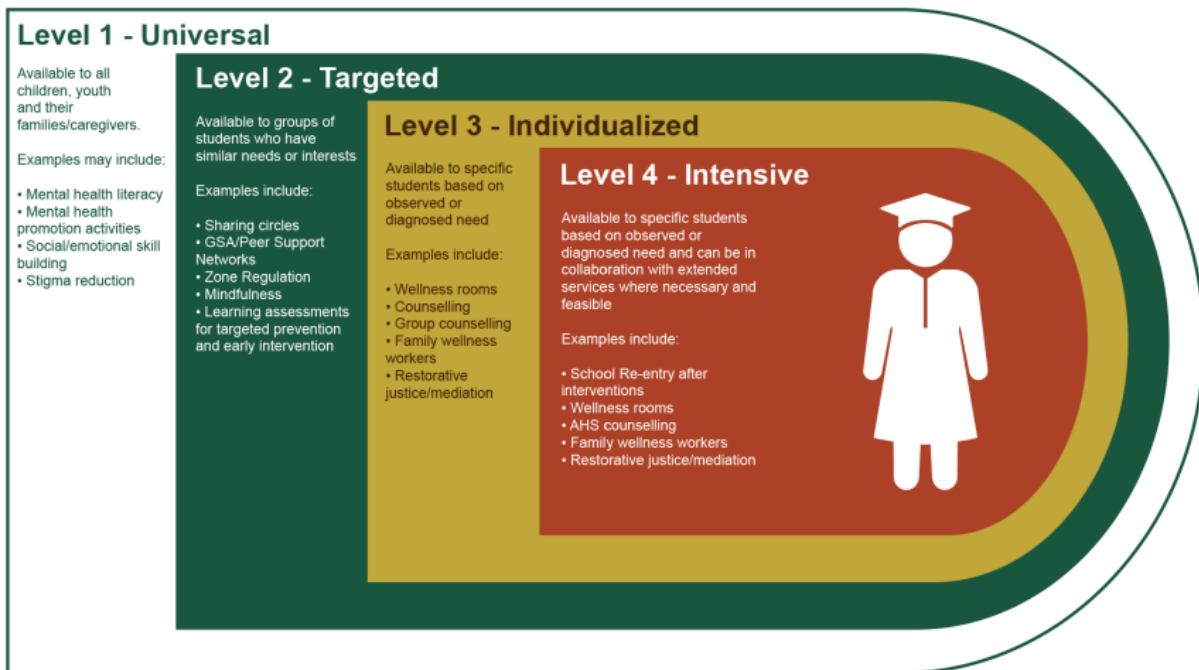


Illustration demonstrating the NSD approach to providing timely student access to supports and services.

Additional supports include:

- School Food Services (SFS): SFS offers nutritious lunchtime meals to nineteen NSD schools at a cost of less than \$5 per day per child. Twenty four cooks, with support from one operations manager and one program consultant provide meals to registered students.
- Breakfast Club of Canada support for breakfast and snack programs in 8 schools, with a plan to expand across the entire division.
- School bus transportation is available for all students to and from school, regardless of the distance they live from the school.

Local Measures: OurSchool Survey Results

NSD uses The Learning Bar's *OurSchool* survey annually to survey student opinion related to this measure. The information from this survey event is available to each school and contributes to the development of local outcomes, strategies and success measures.

Between October 2021 and January 2022, the grade 4-6 Survey of 326 students across 15 schools delivered the following highlights:

Grade 4-6 Students who report they:	2022 NSD (%)	2022 Canadian norm (%)
Experience bullying	34	28
Feel supported	69	64
Appreciate their teachers	79	83

Between October 2021 and January 2022, the grade 7-12 Survey of 284 students across 12 schools delivered the following highlights:

Grade 7-12 Students who report they:	2022 NSD (%)	2022 Canadian norm (%)
Experience bullying	21	21
Feel supported	27	30
Appreciate their teachers	63	65

Comment On Results

- The elementary student results align with the information from the provincial WCRSLE results for students.
- NSD seeks to improve student satisfaction with this measure. To support Excellence in Leadership, and in alignment with NSD's [Education Assurance Plan \(May, 2022\)](#), the division's Student Services department has developed a strategic plan that includes training for NSD staff to better identify and respond to student needs to be welcome, cared for, respected and safe. Highlights of the plan include:
 - A trauma informed focus for PD this year,
 - Developing more Mental Health team capacity,
 - Conduct local OurSchool survey twice this year to shorten the period between intervention and impact assessment, and
 - Implementation of a new administrative procedure to support the implementation of Policy 19 - Welcoming, Caring, Respectful, Safe and Healthy Learning and Work Environments. The new procedure, titled Learning Environments that Respect Diverse Sexual Orientations, Gender Identities, and Gender Expression guides school administration in the best practices to support all students to feel a sense of belonging at school.

Governance

Parental Involvement

Parental Involvement is the percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.

	Northland School Division			Alberta		
	Current Result	Previous Yr. Result	Previous 3-Yr. Average	Current Result	Previous Yr. Result	Previous 3-Yr. Average
Overall	74.0	75.7	72.0	78.8	79.5	81.5
Parent	70.3	80.1	69.9	72.3	72.2	73.8
Teacher	77.7	71.3	74.2	85.2	86.8	87.4

Comment On Results

- Overall, the results show there is a slight decrease by parents and teachers combined.
- Teachers have increased significantly by 6%
- The number of parents filling out the survey increased by 52 parents from the previous year. Last year's parental satisfaction results were an all time high. Efforts will be made to regain this high result again.

Stakeholder Engagement and the Accountability/Assurance System

Northland School Division is committed to excellence in relationships. To support Excellence in Relationships, and in alignment with [NSD's Education Assurance Plan \(May, 2022\)](#), parents, guardians, communities and education partners are informed and involved in Division plans, programs, and progress through ongoing and effective communication. The following are features of the division's assurance system:

- Increase in the number of active School Councils from Parent Advisory Committees.
- Each school works to establish a school council as per the School Council Regulation. Where establishment of a council according to the regulations does not occur, each school must establish a Principal's Advisory Committee as one avenue for members of the school community to give input to the principal on the school's Education Assurance Plan and Results.
- As per Section 12 of the *School Council Regulation*, the Board of Trustees of Northland School Division ensures that each School Council and/or Principal's Advisory Committee is invited to engage around and offer input to the school's Education Assurance Plan and Results annually.
- Each school develops a school-based Assurance Plan and Report. These documents are guided by the divisional Assurance Plan but the outcomes, strategies and measures are specific to local contexts and resources. Every school leader develops their school's plan in consultation with staff members, parents and guardians, and community stakeholders.

In the current school year, the Northland School Division is taking the following actions to further support work toward this priority:

- The Board Chair, local Trustee and the Superintendent will continue to have meetings and conversations with Leadership of the various communities NSD serves.
- Bang the Table Engagement tool will be used to gather community ideas and sharing.
- The Director of First Nations, Métis and Inuit Education will continue to bring Elders and Knowledge Keepers from each school community together. The purpose of this will be to develop relationships and share knowledge around how to enact the Truth and Reconciliation Commission of Canada's Calls to Action in each school.
- NSD has enhanced an existing partnership with the Breakfast Club of Canada to ensure that all school sites have a breakfast and/snack program providing balanced, nutritious breakfasts.
- In response to the Fall update to the Funding Manual for School Authorities, NSD applied for Alberta Education's Alberta School Council Engagement grant for each school. This support will support our enhanced community engagement efforts with each school community in light of more relaxed public health measures.

The table below outlines the processes, strategies and local data demonstrating stakeholders were engaged in the last year:

Stakeholder Group	Engagement Event	When and/or How Often	Results
Students	OurSchool Survey	November 2021	School leadership teams share the results among staff members NSD Executive team members review results and develop Education Assurance plan outcomes
Parents, Guardians and Trustees	School Councils/Principal Advisory Councils (In-person and Online events)	Monthly beginning September 2021	Communication between community and school administration Representation at regular meetings of the Board of Trustees
Students, Parents, Guardians and NSD Teaching Staff	Alberta Education Assurance Survey 2022	January-February 2022	Annual Education Assurance Report - November 2022
Parents, Guardians, Community Members	Community Engagement Survey (Online)	April 2022	Survey Results informing the May 2022 Education Assurance Plan
NSD Staff (All)	NSD Staff Engagement Survey (Online)	April 2022	Survey Results informing the May 2022 Education Assurance Plan
Parents, Guardians, Trustees, and Community Members	Council of School Councils (In person as required by <i>The Northland School Division Act</i>)	October 2022	Results are shared with the Board of Trustees, individual School Councils/Principal Advisory Councils

Local Measures: Community and Staff Engagement Surveys

Community Engagement Survey Highlights

NSD community members responded to the online survey opened on April 11, 2022. The following are some highlights from the responses:

NSD Community Engagement	2022 (%)
NSD community members who report being Satisfied and Very Satisfied with the support for First Nations and Métis students to be successful	74

NSD Staff Engagement Survey Highlights

NSD Staff members responded to the survey opened on April 11, 2022. The following are some highlights from the responses:

NSD Staff Engagement	2022 (%)
NSD staff members who report being Satisfied and Very Satisfied with the divisional professional learning	75
NSD staff members who report being Satisfied and Very Satisfied with the support they receive in their role	82

Summary of Financial Results

Detailed budget and expenditure information may be obtained from the offices of the Northland School Division.

Statement of Operations For the Year Ended August 31, 2022

Revenue

Alberta Education	\$ 47,866,396	73.7%
Alberta Government & First Nations	14,098,426	21.7%
Other Revenue	3,008,443	4.6%
Total Revenue	\$ 64,973,265	100%

Expenses

Instruction - ECS	\$ 852,340	1.4%
Instruction - Grades 1-12	39,013,391	61.9%
Operations and Maintenance	12,757,375	20.2%
Transportation	3,919,633	6.2%
Administration	3,352,590	5.3%
External Services	3,190,128	5.0%
Total Expenses	\$ 63,085,457	100%

Operating Surplus (Deficit) \$ 1,887,808

The surplus is due to an influx of Jordan's Principle staff, a lack of substitute teachers available, and a significant decrease in the cost of staff travel due to pandemic restrictions.

Audited Financial Statements for the year ended August 31, 2022 are available on the Division's website at: <https://www.nsd61.ca/download/405178>. Comparative information is available in a provincial report <https://www.alberta.ca/k-12-education-financial-statements.aspx>. For further information regarding the financial information for the Northland School Division, please contact Douglas Aird, Secretary-Treasurer at (780) 624-2060.

Sharing Our Results

The Annual Education Results Report (AERR) presents a summary of the progress and accomplishments of Northland School Division. Information is shared with our parents/guardians and communities in the following ways:

- The AERR was approved at the January 20, 2023 Regular Board Meeting.
- The AERR is posted on the NSD website at: <https://www.nsd61.ca/download/407967>.
- Parents, guardians and community members are able to pick up a printed copy of the AERR at central office or at an NSD school.

Whistleblower Protection

Section 32 of the Public Interest Disclosure Act (2013) requires that school authorities include their annual report of disclosures in their AERR. Northland School Division did not have any disclosures this year, therefore, there is nothing to report.

Appendix A

What Information is Summarized?

Every year, all Alberta school divisions summarize their achievement in a number of measures indicating the quality of education. There are four kinds of information summarized in each division:

1. The Alberta Education Measure Results (General)
2. The Alberta Education Measure Results (First Nations, Métis and Inuit)
3. The Alberta Education Measure Results (English as a Second Language - where applicable)
4. Measure Results for Local Components

How are Measures Evaluated?

Measure evaluations receive a designation indicating performance relative to standards set by Alberta Education. The designation for each measure falls into one of five statuses from Very Low to Very High. Each measure has its own specifically normed range that separates statuses and allows for an achievement evaluation.

Evaluating Change

When compared to previous years, it is possible to evaluate whether change is statistically significant. When the achievement evaluation is combined with the level of significance, the measure is assigned an overall rating. These ratings range from Declined Significantly to Improved Significantly (see below).

Appendix B - Detailed Results (General, FNMI, and ESL)

High School Completion, FNMI and ESL

This is the overall summary for High School Completion of respondents identifying as First Nations, Métis and Inuit:

	Northland School Division (FNMI)									
	2017		2018		2019		2020		2021	
	N	%	N	%	N	%	N	%	N	%
3 Year Completion	74	14.0	67	29.6	82	24.4	80	6.4	70	11.7
4 Year Completion	79	10.6	71	17.5	64	34.0	74	26.6	68	12.3
5 Year Completion	87	17.7	73	12.9	69	19.6	58	43.5	62	30.0

This is the overall summary for for High School Completion of respondents representing English as Second Language learners:

	Northland School Division (ESL)									
	2017		2018		2019		2020		2021	
	N	%	N	%	N	%	N	%	N	%
3 Year Completion	38	16.3	33	36.6	32	26.1	16	0.0	25	12.1
4 Year Completion	39	21.2	33	15.4	28	43.2	28	29.6	15	6.9
5 Year Completion	42	19.2	35	20.6	33	15.4	26	47.4	24	34.3

PAT Results - All students, all subjects

PAT Results Course By Course Summary By Enrolled With Measure Evaluation

Authority: 1280 The Northland School Division

Course		Measure		Northland School Division						Alberta				
				Achievement	Improvement	Overall	2022		Prev 3 Year Average		2022		Prev 3 Year Average	
							N	%	N	%	N	%	N	%
English Language Arts 6	Acceptable Standard	n/a	n/a	n/a	141	42.6	n/a	n/a	56,095	76.1	54,820	83.2		
	Standard of Excellence	n/a	n/a	n/a	141	1.4	n/a	n/a	56,095	18.9	54,820	17.8		
French Language Arts 6 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3,496	76.9	3,559	87.7		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3,496	10.6	3,559	15.7		
Français 6 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	741	83.0	663	90.3		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	741	20.2	663	24.6		
Mathematics 6	Acceptable Standard	n/a	n/a	n/a	141	29.1	n/a	n/a	56,019	64.1	54,778	72.5		
	Standard of Excellence	n/a	n/a	n/a	141	1.4	n/a	n/a	56,019	12.6	54,778	15.0		
Science 6	Acceptable Standard	n/a	n/a	n/a	141	32.6	n/a	n/a	56,451	71.5	54,879	77.6		
	Standard of Excellence	n/a	n/a	n/a	141	2.1	n/a	n/a	56,451	23.7	54,879	28.6		
Social Studies 6	Acceptable Standard	n/a	n/a	n/a	140	28.6	n/a	n/a	56,483	67.8	54,802	76.2		
	Standard of Excellence	n/a	n/a	n/a	140	1.4	n/a	n/a	56,483	20.1	54,802	24.4		
English Language Arts 9	Acceptable Standard	n/a	n/a	n/a	101	21.8	n/a	n/a	35,521	69.6	47,465	75.1		
	Standard of Excellence	n/a	n/a	n/a	101	0.0	n/a	n/a	35,521	12.9	47,465	14.7		
K&E English Language Arts 9	Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	1,310	50.5	1,569	57.4		
	Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	1,310	5.0	1,569	5.4		
French Language Arts 9 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3,228	73.5	2,811	82.9		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3,228	9.9	2,811	12.3		
Français 9 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	444	80.0	396	88.6		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	444	25.0	396	26.0		
Mathematics 9	Acceptable Standard	n/a	n/a	n/a	98	3.1	n/a	n/a	32,890	53.0	46,764	60.0		
	Standard of Excellence	n/a	n/a	n/a	98	0.0	n/a	n/a	32,890	16.7	46,764	19.0		
K&E Mathematics 9	Acceptable Standard	n/a	n/a	n/a	3	*	n/a	n/a	1,746	55.3	2,190	59.6		
	Standard of Excellence	n/a	n/a	n/a	3	*	n/a	n/a	1,746	11.1	2,190	13.2		
Science 9	Acceptable Standard	n/a	n/a	n/a	99	18.2	n/a	n/a	31,215	68.0	47,489	75.2		
	Standard of Excellence	n/a	n/a	n/a	99	2.0	n/a	n/a	31,215	22.6	47,489	26.4		
K&E Science 9	Acceptable Standard	n/a	n/a	n/a	3	*	n/a	n/a	1,185	57.8	1,536	61.7		
	Standard of Excellence	n/a	n/a	n/a	3	*	n/a	n/a	1,185	11.0	1,536	10.7		
Social Studies 9	Acceptable Standard	n/a	n/a	n/a	100	13.0	n/a	n/a	30,108	60.8	47,496	68.7		
	Standard of Excellence	n/a	n/a	n/a	100	0.0	n/a	n/a	30,108	17.2	47,496	20.6		
K&E Social Studies 9	Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	1,167	53.2	1,466	55.9		
	Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	1,167	14.1	1,466	15.0		

PAT Results Course By Course Summary By Enrolled With Measure Evaluation

Authority: 1280 The Northland School Division (FNMI)

Course		Measure		Northland School Division (FNMI)						Alberta (FNMI)				
				Achievement	Improvement	Overall	2022		Prev 3 Year Average		2022		Prev 3 Year Average	
							N	%	N	%	N	%	N	%
English Language Arts 6	Acceptable Standard	n/a	n/a	n/a	95	36.8	n/a	n/a	4,275	58.2	4,109	71.6		
	Standard of Excellence	n/a	n/a	n/a	95	0.0	n/a	n/a	4,275	7.4	4,109	6.3		
French Language Arts 6 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	171	63.7	166	81.3		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	171	6.4	166	6.6		
Français 6 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	14	71.4	15	80.0		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	14	7.1	15	0.0		
Mathematics 6	Acceptable Standard	n/a	n/a	n/a	95	28.4	n/a	n/a	4,294	40.3	4,101	50.5		
	Standard of Excellence	n/a	n/a	n/a	95	1.1	n/a	n/a	4,294	3.7	4,101	4.2		
Science 6	Acceptable Standard	n/a	n/a	n/a	95	25.3	n/a	n/a	4,391	51.2	4,096	59.2		
	Standard of Excellence	n/a	n/a	n/a	95	2.1	n/a	n/a	4,391	9.7	4,096	11.9		
Social Studies 6	Acceptable Standard	n/a	n/a	n/a	95	22.1	n/a	n/a	4,396	46.8	4,080	57.7		
	Standard of Excellence	n/a	n/a	n/a	95	0.0	n/a	n/a	4,396	7.3	4,080	8.9		
English Language Arts 9	Acceptable Standard	n/a	n/a	n/a	74	17.6	n/a	n/a	2,822	49.4	3,259	55.0		
	Standard of Excellence	n/a	n/a	n/a	74	0.0	n/a	n/a	2,822	3.6	3,259	4.2		
K&E English Language Arts 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	362	46.7	416	56.3		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	362	5.0	416	5.0		
French Language Arts 9 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	135	53.3	93	67.7		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	135	5.2	93	5.4		
Français 9 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	12	50.0	9	77.8		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	12	0.0	9	11.1		
Mathematics 9	Acceptable Standard	n/a	n/a	n/a	73	1.4	n/a	n/a	2,169	26.3	3,128	31.5		
	Standard of Excellence	n/a	n/a	n/a	73	0.0	n/a	n/a	2,169	4.1	3,128	5.4		
K&E Mathematics 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	451	48.1	525	55.0		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	451	6.0	525	11.4		
Science 9	Acceptable Standard	n/a	n/a	n/a	74	16.2	n/a	n/a	2,476	49.3	3,245	52.8		
	Standard of Excellence	n/a	n/a	n/a	74	1.4	n/a	n/a	2,476	8.5	3,245	10.2		
K&E Science 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	321	53.3	425	56.2		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	321	9.7	425	6.1		
Social Studies 9	Acceptable Standard	n/a	n/a	n/a	73	12.3	n/a	n/a	2,073	34.7	3,261	44.7		
	Standard of Excellence	n/a	n/a	n/a	73	0.0	n/a	n/a	2,073	4.1	3,261	6.8		
K&E Social Studies 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	320	41.3	388	53.9		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	320	9.1	388	12.9		

PAT Results Course By Course Summary By Enrolled With Measure Evaluation

Authority: 1280 The Northland School Division (ESL)

Course		Measure		Northland School Division (ESL)						Alberta (ESL)				
				Achievement	Improvement	Overall	2022		Prev 3 Year Average		2022		Prev 3 Year Average	
							N	%	N	%	N	%	N	%
English Language Arts 6	Acceptable Standard	n/a	n/a	n/a	38	47.4	n/a	n/a	9,336	76.8	9,804	81.3		
	Standard of Excellence	n/a	n/a	n/a	38	5.3	n/a	n/a	9,336	16.0	9,804	13.8		
French Language Arts 6 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	215	74.0	228	89.5		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	215	11.6	228	21.5		
Français 6 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	128	78.1	121	89.3		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	128	18.8	121	15.7		
Mathematics 6	Acceptable Standard	n/a	n/a	n/a	38	34.2	n/a	n/a	9,289	65.3	9,792	72.7		
	Standard of Excellence	n/a	n/a	n/a	38	2.6	n/a	n/a	9,289	13.1	9,792	14.5		
Science 6	Acceptable Standard	n/a	n/a	n/a	38	42.1	n/a	n/a	9,369	72.0	9,819	76.4		
	Standard of Excellence	n/a	n/a	n/a	38	5.3	n/a	n/a	9,369	21.0	9,819	23.5		
Social Studies 6	Acceptable Standard	n/a	n/a	n/a	38	34.2	n/a	n/a	9,379	68.4	9,817	74.8		
	Standard of Excellence	n/a	n/a	n/a	38	2.6	n/a	n/a	9,379	17.9	9,817	20.5		
English Language Arts 9	Acceptable Standard	n/a	n/a	n/a	25	28.0	n/a	n/a	4,153	61.9	6,143	63.4		
	Standard of Excellence	n/a	n/a	n/a	25	0.0	n/a	n/a	4,153	7.0	6,143	6.8		
K&E English Language Arts 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	127	45.7	191	49.7		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	127	2.4	191	2.1		
French Language Arts 9 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	189	64.0	158	79.1		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	189	10.1	158	13.9		
Français 9 année	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	40	72.5	42	81.0		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	40	17.5	42	9.5		
Mathematics 9	Acceptable Standard	n/a	n/a	n/a	24	0.0	n/a	n/a	4,157	47.0	6,102	53.3		
	Standard of Excellence	n/a	n/a	n/a	24	0.0	n/a	n/a	4,157	12.9	6,102	16.3		
K&E Mathematics 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	143	54.5	213	54.0		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	143	9.8	213	15.0		
Science 9	Acceptable Standard	n/a	n/a	n/a	25	28.0	n/a	n/a	3,141	55.8	6,163	66.0		
	Standard of Excellence	n/a	n/a	n/a	25	0.0	n/a	n/a	3,141	13.7	6,163	18.1		
K&E Science 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	109	52.3	167	61.1		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	109	2.8	167	6.0		
Social Studies 9	Acceptable Standard	n/a	n/a	n/a	24	12.5	n/a	n/a	4,434	54.5	6,151	59.6		
	Standard of Excellence	n/a	n/a	n/a	24	0.0	n/a	n/a	4,434	12.6	6,151	14.1		
K&E Social Studies 9	Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	103	64.1	163	57.7		
	Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	103	11.7	163	12.3		

Diploma Results - All students, all subjects

Diploma Exam Results Course By Course Summary With Measure Evaluation

Authority: 1280 The Northland School Division

Course		Measure		Northland School Division						Alberta				
				Achievement	Improvement	Overall	2022		Prev 3 Year Average		2022		Prev 3 Year Average	
							N	%	N	%	N	%	N	%
English Lang Arts 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	7	28.6	n/a	n/a	17,372	78.8	29,832	86.8		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	7	0.0	n/a	n/a	17,372	9.4	29,832	12.3		
English Lang Arts 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	13	76.9	n/a	n/a	8,903	80.8	16,640	87.1		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	13	0.0	n/a	n/a	8,903	12.3	16,640	12.1		
French Language Arts 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	666	91.9	1,215	91.5		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	666	6.8	1,215	10.1		
Français 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	86	98.8	139	98.6		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	86	44.2	139	29.5		
Mathematics 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	8	12.5	n/a	n/a	9,102	63.6	19,389	77.8		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	8	0.0	n/a	n/a	9,102	23.0	19,389	35.1		
Mathematics 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	3	*	n/a	n/a	7,872	61.5	14,465	76.5		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	3	*	n/a	n/a	7,872	11.8	14,465	16.8		
Social Studies 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	6	33.3	n/a	n/a	13,811	81.5	21,610	86.6		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	6	0.0	n/a	n/a	13,811	15.8	21,610	17.0		
Social Studies 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	15	20.0	n/a	n/a	11,131	72.5	20,758	77.8		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	15	0.0	n/a	n/a	11,131	13.2	20,758	12.2		
Biology 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	4	*	n/a	n/a	13,449	74.3	22,442	83.9		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	4	*	n/a	n/a	13,449	25.2	22,442	35.5		
Chemistry 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	10,196	77.1	18,525	85.7		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	10,196	31.1	18,525	42.5		
Physics 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	4	*	n/a	n/a	5,560	78.5	9,247	87.5		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	4	*	n/a	n/a	5,560	34.6	9,247	43.5		
Science 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	4,887	75.7	9,676	85.7		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	4,887	17.2	9,676	31.2		

Diploma Exam Results Course By Course Summary With Measure Evaluation

Authority: 1280 The Northland School Division (FNMI)

Course		Measure		Northland School Division (FNMI)						Alberta (FNMI)				
				Achievement	Improvement	Overall	2022		Prev 3 Year Average		2022		Prev 3 Year Average	
							N	%	N	%	N	%	N	%
English Lang Arts 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	5	*	n/a	n/a	722	73.5	1,164	84.4		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	5	*	n/a	n/a	722	4.4	1,164	5.4		
English Lang Arts 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	11	72.7	n/a	n/a	923	82.1	1,548	88.4		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	11	0.0	n/a	n/a	923	9.2	1,548	9.7		
French Language Arts 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	18	83.3	32	81.3		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	18	0.0	32	0.0		
Français 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	*	n/a	n/a		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2	*	n/a	n/a		
Mathematics 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	220	50.9	467	61.7		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	220	10.5	467	18.2		
Mathematics 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	2	*	n/a	n/a	413	55.2	699	72.0		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	2	*	n/a	n/a	413	7.3	699	12.0		
Social Studies 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	3	*	n/a	n/a	564	72.5	864	77.3		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	3	*	n/a	n/a	564	7.4	864	7.6		
Social Studies 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	12	25.0	n/a	n/a	929	66.0	1,647	70.1		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	12	0.0	n/a	n/a	929	5.4	1,647	5.8		
Biology 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	2	*	n/a	n/a	514	58.9	821	72.6		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	2	*	n/a	n/a	514	11.5	821	17.8		
Chemistry 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	285	62.5	527	72.9		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	285	15.4	527	23.7		
Physics 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	159	68.6	216	74.1		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	159	25.2	216	25.9		
Science 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	250	70.0	471	84.1		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	250	7.2	471	19.5		

Diploma Exam Results Course By Course Summary With Measure Evaluation

Authority: 1280 The Northland School Division (ESL)

Course		Measure		Northland School Division (ESL)						Alberta (ESL)				
				Achievement	Improvement	Overall	2022		Prev 3 Year Average		2022		Prev 3 Year Average	
							N	%	N	%	N	%	N	%
English Lang Arts 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	1,398	55.5	2,294	68.1		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	1,398	2.6	2,294	3.3		
English Lang Arts 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	4	*	n/a	n/a	1,368	63.9	2,420	73.1		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	4	*	n/a	n/a	1,368	3.7	2,420	4.8		
French Language Arts 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	16	93.8	43	93.0		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	16	12.5	43	20.9		
Français 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	8	100.0	6	100.0		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	8	25.0	6	33.3		
Mathematics 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	2	*	n/a	n/a	873	52.2	1,807	71.7		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	2	*	n/a	n/a	873	19.2	1,807	27.6		
Mathematics 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	2	*	n/a	n/a	819	46.9	1,461	68.8		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	2	*	n/a	n/a	819	6.3	1,461	11.6		
Social Studies 30-1	Diploma Examination Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	804	68.7	1,082	79.1		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	804	9.0	1,082	9.6		
Social Studies 30-2	Diploma Examination Acceptable Standard	n/a	n/a	n/a	5	*	n/a	n/a	1,630	55.6	2,901	65.7		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	5	*	n/a	n/a	1,630	7.1	2,901	7.5		
Biology 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	2	*	n/a	n/a	1,030	61.0	1,745	76.6		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	2	*	n/a	n/a	1,030	18.0	1,745	24.7		
Chemistry 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	807	67.9	1,553	78.8		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	807	23.5	1,553	34.6		
Physics 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	1	*	n/a	n/a	444	63.1	744	79.3		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	1	*	n/a	n/a	444	26.4	744	32.3		
Science 30	Diploma Examination Acceptable Standard	n/a	n/a	n/a	n/a	n/a	n/a	n/a	536	59.7	975	78.3		
	Diploma Examination Standard of Excellence	n/a	n/a	n/a	n/a	n/a	n/a	n/a	536	11.8	975	21.8		



Northland
SCHOOL DIVISION

"Our students love to come to school in Northland"





NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
ORIGINATOR: Cathy Wanyandie, Board Chair
SUBJECT: Policy 16 Recruitment & Selection of Personnel
REFERENCE(S):
ATTACHMENTS: Policy 16 Recruitment & Selection of Personnel

RECOMMENDATION:
THAT the Board of Trustees approves the correction of section designations, punctuations, typographical, and cross-references and authorize Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 16 Recruitment & Selection of Personnel, as attached.

BACKGROUND:

RISK ANALYSIS:

POLICY 16 RECRUITMENT AND SELECTION OF PERSONNEL

The recruitment and selection of senior administrative personnel is a shared responsibility between the Board and the Superintendent.

The Board further believes strong leadership and administration at the Division and school levels are essential to student success and the effective and efficient operation of the school division.

Specifically

1. The Board, in the case of the Superintendent, and the Superintendent or designate, in the case of all other staff, will assume the sole responsibility for initiating the advertising process and will make every reasonable effort to ensure all current Division employees are made aware of any vacancies.
2. The Board has the sole authority/responsibility to recruit and select an individual for the position of Superintendent.
3. **Interview Committees:** The following process shall be followed for all interview committees:
 - 3.1. All persons forming part of any interview committee are required to sign a confidentiality agreement.
 - 3.2. An orientation about all the processes and procedures with regard to interviewing, including reviewing the interview questions, selection, and hiring, is to be provided to all persons participating in any interview committee.
 - 3.3. At the end of interviewing all candidates, the administration lead shall ensure all committee members are fully aware of the next steps in the process.
 - 3.4. **The** Superintendent or designate shall keep committee members informed of the process after the interviews; (e.g. references are complete, references for the first choice didn't work out, etc.)
 - 3.5. The Board and committee members shall be advised of the hiring decision ~~prior to~~ **before** making the decision public.
4. **Associate Superintendents, Secretary-Treasurer:** The following process will be followed for Deputy/Associate/Assistant Superintendent positions and ~~for~~ the Secretary-Treasurer position:
 - 4.1. The Superintendent shall be responsible for ~~the creation of~~ **creating** a shortlist of candidates for these positions.
 - 4.2. A committee of the Board and the Superintendent shall constitute the selection committee. The decision will normally be made by consensus of the selection committee.
 - 4.3. The successful candidate must be supported by a majority of the selection committee. The Superintendent must be one (1) of the votes in the majority.

POLICY 16 RECRUITMENT AND SELECTION OF PERSONNEL

- 4.4. These positions shall have a role description and a written evaluation for each person occupying one (1) of the positions. These individuals shall have a written contract of employment. The Superintendent is delegated full authority to determine contract renewals.
5. **Division Office Staff:** The Superintendent is delegated full authority to recruit and select staff for all Division Office positions other than the senior administration level detailed above.
6. **Principal:** The following process will be followed for the appointment of candidates to the position of Principal:
 - 6.1. The Superintendent or designate shall form an interview committee which will include central office staff and representatives from the following if they wish to participate:
 - 6.1.1. School staff member;
 - 6.1.2. Ward trustee or Board Chair or designate if the trustee is not available;
 - 6.1.3. School Council Chair or designate;
 - 6.1.4. Local First Nation and/or Métis Settlement, as applicable.
 - 6.2. Generally, the preferred candidate(s) will be chosen by consensus of the interview committee, with their recommendation being submitted to the Superintendent.
 - 6.2.1. The interview committee shall:
 - 6.2.1.1. Rank the interviewed candidates to have 1st, and 2nd choices, in the case a candidate declines the position or that reference, criminal record, and vulnerable sectors checks determines the 1st preferred candidate is not viable; or
 - 6.2.1.2. Recommend that the position be reposted if the preferred candidate does not accept the position or that reference, criminal record and vulnerable sectors checks determines the 1st (or 2nd) preferred candidate is not viable
 - 6.3. The Superintendent will make the final decision on the successful candidate following reference checks and other procedural steps.
 - 6.4. The Superintendent and/or designate will keep the committee informed of the process and ensure they are aware of the final decision prior to before it is being released publicly.
 - 6.5. The Superintendent has delegated the authority to make all decisions regarding the term of appointment of Principals.
7. **School-Based Staff:**
 - 7.1. The Superintendent is delegated full authority to recruit and select staff for all

POLICY 16

RECRUITMENT AND SELECTION OF PERSONNEL

other school-based positions with the understanding that the principal will be involved and, where applicable, the school council chair, designate or others as appropriate.

8. All offers of employment shall be conditional on the successful applicant providing a criminal record check and an intervention record check that is acceptable to the Superintendent. Additionally, the Superintendent may require documentation certifying that the candidate is medically fit for the position.

Legal Reference: Section 52, 53, 68, 222, 223, 224, 225 Education Act Freedom of Information and Protection of Privacy Act



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** **JANUARY 20, 2023**
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
ORIGINATOR: Cathy Wanyandie, Board Chair
SUBJECT: Policy 21 Appendix A: School Council Conflict Resolution
REFERENCE(S):
ATTACHMENTS: Policy 21 Appendix A: School Council Conflict Resolution

RECOMMENDATION:
THAT the Board of Trustees approves the correction of section designations, punctuations, typographical, and cross-references and authorize Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 21 Appendix A: School Council Conflict Resolution, as attached.

BACKGROUND:
RISK ANALYSIS:

Policy 21 – Appendix A

SCHOOL COUNCIL CONFLICT RESOLUTION

A board shall establish an appeal process or conflict resolution procedure under which the principal or the school council may apply respecting disputes on policies proposed or adopted for a school.

Procedures

1. It is expected **that** conflicts will be avoided by keeping the focus on what is best for students and working through consensus, with each school council member, the principal, and school staff agreeing to always **to** conduct themselves respectfully and collaboratively manner. ~~in a respectful and collaborative manner.~~
2. Should a situation arise whereby the school council and principal cannot resolve a conflict through discussion at a school council meeting, they shall first seek resolution through conciliatory measures such as:
 - 2.1 **The** principal and school council chair sit ~~down~~ together to discuss the situation and attempt to find a resolution. If a resolution is agreed upon, **they** ~~then~~ they should present it to the school council ~~together~~ and get **a** consensus on the solution.
 - 2.2 **The** principal and school council chair agree to seek the advice of an Elder. Protocols of the area should be used in asking an Elder for advice.
 - 2.2.1 May want to ask the Elder to **advise** ~~provide advice~~ to the school council and principal as a whole or to the principal and school council chair separately.
 - 2.2.2 Consensus should be reached by the school council and principal on implementing the Elder's advice.
 - 2.3 Other methods identified by the community.
3. If conciliatory measures to resolve a conflict are not successful, the school council chair or principals shall contact the associate superintendent of their area and request a meeting, including the principal and school council chair.
 - 3.1 The Associate Superintendent will hear the concern and determine a process for resolution in consultation with the Superintendent.
 - 3.2 If after implementation of the process outlined by the Associate Superintendent and Superintendent, the conflict is still not **needs to be** resolved, then the school council chair or principal shall appeal to the Board of Trustees.
4. The school council chair, principal, or Superintendent may start the process of an appeal to the Board on behalf of the parties.
 - 4.1 The appeal must be in the form of a letter that outlines the conflict, **the** steps to resolve and the preferred resolution of the principal and school council.
 - 4.2 All parties will be informed that the decision of the Board is final prior to the appeal proceeding.

- 4.3 The hearing of the appeal must be scheduled within thirty (30) days of the letter being received.
5. At the special meeting of the Board, the Board Chair shall indicate, at the commencement of the meeting, the nature of the business to be transacted and that the conflict shall be heard in an in-camera session of the special meeting.

The Board Chair shall ensure fairness in dealing with the conflict by adhering to the following procedures and outlining them to all parties at the beginning of the meeting:

- 5.1 The appeal will be heard in-camera with the school council representative(s), the principal, and the Associate/Superintendent in attendance.
- 5.2 The appeal hearing will be conducted in accordance with the following guidelines:
- 5.2.1 The Board Chair will outline the purpose of the hearing, which is to provide the following:
- 5.2.1.1 An opportunity for the parties to make representation in support of their respective positions to the Board. The information presented may include both written and verbal communications;
- 5.2.1.1 The Board with the means to receive information and to review the facts of the conflict;
- 5.2.1.1 A process through which the Board can reach a fair and impartial decision.
- 5.2.2 Notes of the proceedings will be recorded for the purpose of the Board's records.
- 5.2.3 The Superintendent and/or staff will explain the decision and give reasons for the decision.
- 5.2.4 The school council representative will present their position on the conflict and their preferred resolution.
- 5.2.5 The principal will present their position on the conflict and their preferred resolution.
- 5.2.6 Board members will have the opportunity to ask questions or clarification from both parties.
- 5.2.7 No cross-examination of the parties shall be allowed:
- 5.2.7.1 Questions may be directed to the other party through the Board Chair with the permission of the Board Chair.
- 5.2.7.2 The Board may ask questions of the parties to help their understanding of the conflict.
- 5.2.7.3 The Board Chair may facilitate more discussion if it is felt that will assist the Board in resolution or understanding of the conflict.
- 5.2.8 The Board will meet without the respective parties to the appeal in attendance to arrive at a decision regarding the appeal. The Board may have legal counsel in attendance.
- 5.2.9 If the Board requires additional information or clarification to in order to make its decision, all parties to the appeal will be requested to return to the hearing for the required additional information.

- 5.2.10 The Board decision and the reasons for the decision will be communicated to everyone once a decision has been reached.
 - 5.2.10.1 If a decision is not reached immediately following the hearing, then it shall be communicated and confirmed in writing following the hearing.
 - 5.2.10.2 Included in the communication to all parties shall be information **informed** that the decision of the Board is final.
 - 5.2.11 Public disclosure of the complaint and any resulting decision taken by the Board may be disclosed by the Board Chair only at the direction of the Board, following the disposition of the complaint by the Board at an appeal hearing.
6. The Board may request the Minister dissolve a school council without notice at any time if the Minister is of the opinion that the school council is not carrying out its responsibilities in accordance with this Act and the regulations.

Legal Reference: Section 55(8), (9) Education Act



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

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

ORIGINATOR: Cathy Wanyandie, Board Chair

SUBJECT: Policy 21 Appendix B: Elder Guidelines

REFERENCE(S):

ATTACHMENTS: Policy 21 Appendix B: Elder Guidelines

RECOMMENDATION:

THAT the Board of Trustees approves the correction of section designations, punctuations, typographical, and cross-references and authorize Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 21 Appendix B: Elder Guidelines, as attached.

BACKGROUND:

RISK ANALYSIS:

Policy 21 – Appendix B

ELDER GUIDELINES

There is no one definition of an Elder. Each person defines and chooses their own Elder. It is important that everyone respects and honours all Elders.

Procedures

1. Consideration should be given to involving the Elder in a meaningful way in the entire meeting or event as feasible.
2. Each person extending an invitation to an Elder is responsible for personally contacting the Elder **before** ~~prior to~~ the event/meeting to ensure:
 - 2.1 Proper protocol is followed, understanding it may be different for each Elder.
 - 2.2 The Elder is aware of and understands all details of the event/meeting.
 - 2.3 Ensure the Elder is aware of and understands all the logistics, such as travel, lodging, billing/payment, etc.
3. The Northland First Nations, Metis & Inuit Education staff will provide support, if requested, to Trustees and other staff with regard to inviting an Elder to a Ward Council or Board meeting, Division or Area event/meeting to help ensure proper protocol is followed.
4. The Northland First Nation, Metis & Inuit Education will provide support to schools if requested with regard to inviting an Elder to school events/meetings to help ensure proper protocol is followed.
5. Selecting an Elder(s):
 - 5.1 Generally, Elders will be selected from within the Northland School Division; however, an Elder may be selected from outside of Northland School Division in special circumstances and in consideration of budget implications.
 - 5.2 **BOARD and DISTRICT EVENTS/MEETINGS:**
 - 5.2.1 In consultation with the Board Chair, the Northland First Nation, Metis & Inuit Education staff shall ensure Elders, if any, are chosen from across the Division **equitably** ~~in an equitable manner~~.
 - 5.2.2 The Northland First Nation, Metis & Inuit Education staff will consult with the trustee of the ward the Elder is to be chosen from.
 - 5.3 **WARD COUNCIL MEETINGS:**
 - 5.3.1 The Board is responsible for ~~the appointment of~~ **appointing** Elders, if any, by motion to a ward council meeting.
 - 5.3.2 The selection of Elders shall be done by each trustee on a rotational basis, with due consideration given to the number of communities in a ward.

5.4 AREA EVENTS/MEETINGS:

- 5.4.1 The Associate Superintendent shall ensure Elders, if any, are chosen from across the area **equitably** ~~in an equitable manner~~.
- 5.4.2 The Associate Superintendent will work with the Northland First Nation, Metis & Inuit Education staff and Trustee of the community(s) and their Elders.

5.5 SCHOOL EVENTS/MEETINGS (including school councils):

- 5.5.1 The principal is responsible for ensuring ~~there is a selection process for the choosing of~~ Elders, if any, for school events.
- 5.5.2 ~~The school council chair, in consultation with the principal, shall set up a process for the selection of an Elder, if any, for school council meetings.~~ **In consultation with the principal, the school council chair shall set up a process for selecting an Elder, if any, for school council meetings.**

6. Compensation:

- 6.1 When an Elder is officially invited or appointed by Board motion to **participate** ~~take part~~ in a Ward Council meeting, Board, Division, and/or Area event/meeting, their expenses shall be paid, and they shall receive honoraria for the event/meeting.
 - 6.1.1 Their expenses shall be paid ~~as per~~ Policy 7, Appendix A Schedule of Rates.
 - 6.1.2 **The** honoraria rate shall be \$200 for each day, or partial day, of attendance at an event/meeting.
 - 6.1.3 Payment of honoraria and expenses **s** to Elders for Ward Council meetings, Board, Division, and Area events/meetings shall be from the central budget.
- 6.2 The principal shall be responsible for the procedures and payment of honoraria and expenses to Elders, if any, for school events.
 - 6.2.1 Payment of honoraria and expenses for school events shall be from school budgets.

7. See also Administrative Procedure 155 Appendix - Indigenous Customs and Protocol.

The following article is but one description of an Elder. What does it take to be an Elder?

An Elder is thoughtful, strong and also compassionate. An Elder condemns all kinds of violence and abuse, not just those kinds that it is convenient for them to condemn. An Elder stands up for the weak and speaks truth to power.

An Elder is not perfect, but neither is he or she a hypocrite. An Elder recognizes that his or her strength comes from a long line of ancestors and their accumulated wisdom. An Elder is always learning.

An Elder is somebody you can expect a "fair go" from. An Elder will not attack you when you least expect it. Instead, an Elder will stand for you when you most need it.

An Elder will definitely not take responsibility for you, but will encourage you to take responsibility for yourself and stand alongside you while you try.

An Elder knows that true dignity comes from within and that nobody can make you feel inferior without your consent. An Elder is slow to judge, but fierce in his or her defence of the oppressed.

An Elder understands that our history of colonisation has left many of us hurting and afraid. An Elder will not manipulate our hurt and fear, but will help us to see that we can overcome it together.

An Elder has a vision for a better and more peaceful community. An Elder lives in such a way to make this vision a reality.

Elders do not tolerate the abuse of any man, woman or children in the community. EVER.

Are you an Elder? Or are you just old?



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Conklin Community School Viability Study
REFERENCE(S): Policy 15 School Closure
ATTACHMENTS: Education Act, Closure of Schools, Section 62
 Conklin Community School Viability Report

RECOMMENDATION:
THAT the Board of Trustees make a Notice of Motion to consider the closure of the Conklin Community School, Grades K-9, and that this motion will be decided upon by the end of May 2023.

BACKGROUND:

As per Policy 15, section 2, the Superintendent of Schools is required to inform the Board prior to December 1 of each year of any school viability studies to be undertaken.

At the November 25, 2022 Corporate Board meeting, Superintendent Dr. Spencer-Poitras gave notice that a viability study was being conducted and would be brought to the January 2023 Corporate Board meeting to determine if further action needs to be taken on the matter of closure.

As of December 31, 2022, Conklin Community School, in Conklin, AB had 19 students registered. The school also supports 15 students attending the Flex Program that is operated by Career Pathways.

RISK ANALYSIS:

The viability of small schools has an impact on the Board’s overall ability to serve all of the students in the Northland School Division. Operating costs and education quality are the primary drivers of the viability studies. This process will include community meetings.



Conklin Community School Viability Report January 20, 2023

Prepared by

Dr. Nancy Spencer-Poitras
Superintendent of Schools

Table of Contents

Purpose Statement	2
Background Information	2
Data	3
Rationale	4
Analysis	4
Financial Analysis	10
Notes:	10
Chart 1. Conklin Community School Viability Analysis	11
Potential School Closure Schedule	12
Recommendation	12
Appendix 1 Conklin Community School Attendance Area Map	13
Appendix 2 Alberta Education Assurance Survey Results, May 2022	14

Purpose Statement

This report is intended to collect information regarding the viability of Conklin School. The report was requested by the Board of Trustees at their November 25, 2022, board meeting.

The report was prepared to meet the requirements of the:

Education Act, Section 62, Closure of schools
Northland School Division Policy 15, School Closure

Background Information

Conklin Community School is located in the community of Conklin, Alberta, which is approximately 155 kilometres south of Fort McMurray, Alberta:

The school vision statement is:

Conklin Community School will work toward developing students who value education and the skills necessary for a successful life.

The school believes that students have the right to achieve their full potential within a caring and respectful environment.

Data

Position	FTE
Principal	1.0
Teacher	2.0
Educational Assistants	2.0
Cook	0.6
Custodian	1.0
Bus Drivers	1.0

Students

Enrolment	
ECS	1
Grade 1 - 6	8
Grade 7 - 9	6
TOTAL	15

The school was constructed in 1983, with two new portables added in 2017. The student capacity of the school is 114.

Community Population: According to the 2021 municipal census, there are 154 residents currently living in Conklin, which shows a decline from the 376 residents reported in 2015. Also, in the 2010 census, Conklin had 185 residents. The majority of residents are of Métis descent.

Rationale

This report is prepared in accordance with Northland School Division Policy 15 School Closures.

The policy rationale includes:

The Board believes that the students of the Division must have the opportunity to receive educational programs that are characterized by excellence, equity, and efficiency. To achieve this objective, it may be necessary to close a school or a portion of its educational program for operational and/or financial reasons.

The Board also believes that an orderly and fair process must be in place to provide the Board with appropriate information before making any decision.

The review process is defined as follows:

2.1. Before December 1 of each year, the Superintendent will bring to the Board for information the school(s), if any, for which a viability review will be undertaken to determine if further action needs to be taken on the matter of possible closure, or the nature of the educational program.

2.1.1. Generally, the need for a viability study will be based on enrollment.

2.1.2. The viability review shall be provided to the Board by the end of January of the following year.

Viability includes three factors:

3. The Board recognizes that certain critical factors must be met by a school to exist as a viable educational institution:

3.1 Program factors;

3.2 Enrolment factors; and

3.3 Revenue factors.

Analysis

Per Section 4 of the policy, there are eight criteria to be utilized by the Board in considering the closure of a school. In summary, the viability study is being done to determine whether or not the costs to operate the program are effective and sustainable and whether or not the school division can provide a good educational program at the school.

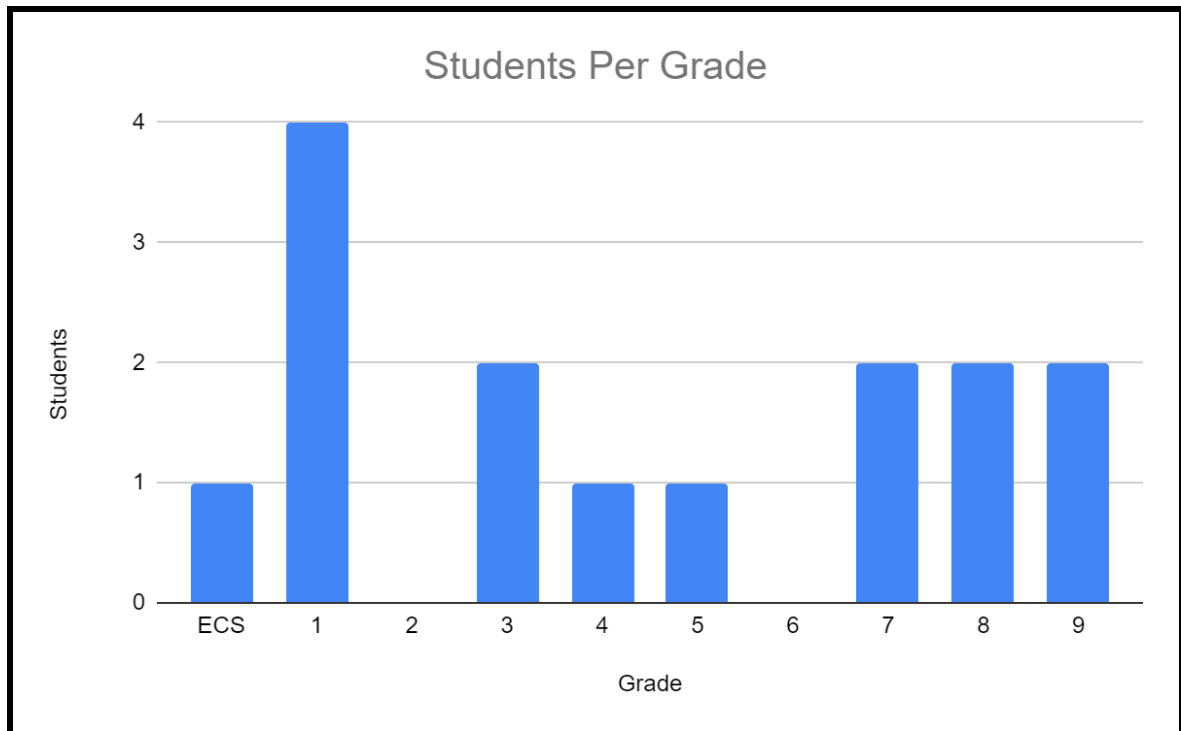
The criteria and the assessment for Conklin are as follows.

1. Student enrollment and trends

As of September 30th:

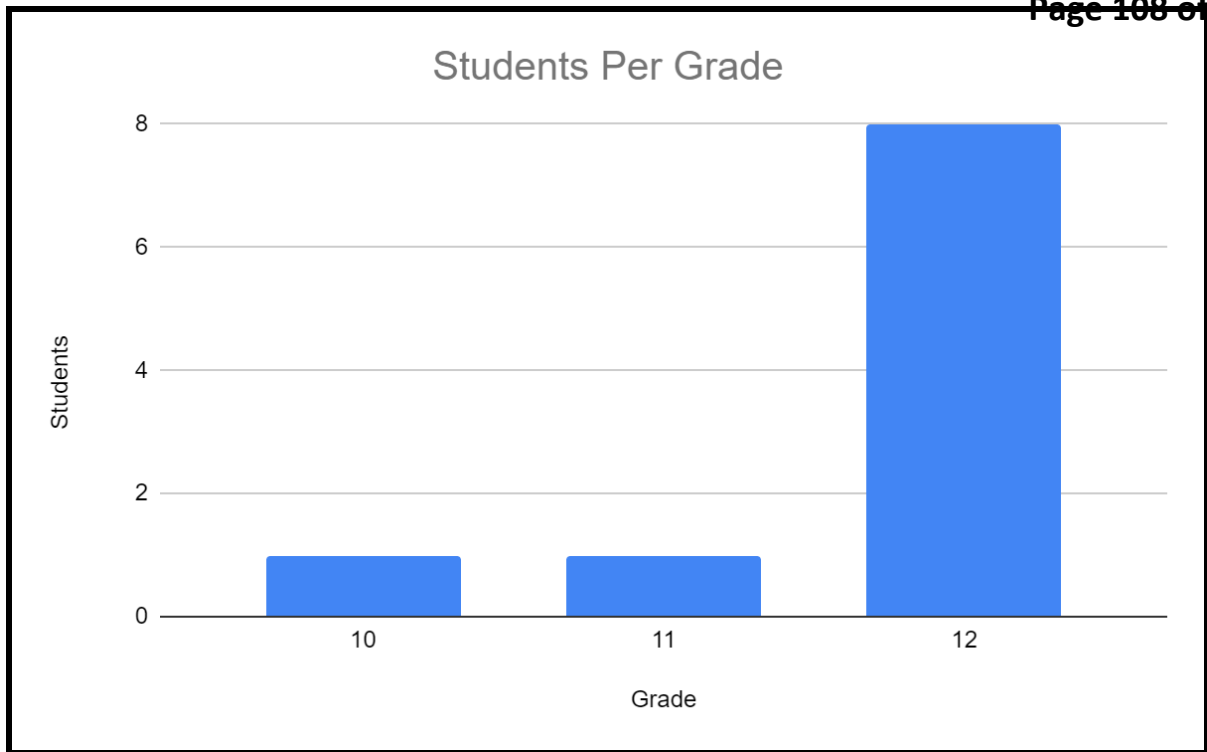
2022	2021	2020	2019
14	19	22	32

Current Students Per Grade Kindergarten to Grade 9:



Enrollment changes in the school are likely impacted and reflective of changes to the population of the community. The NSD Capital Plan includes long-range enrolment projections to indicate moderate enrolment changes leading to a projected 10-year enrolment of 26 students in 2030.

Students in grades 10, 11, and 12 attend Flexible Learning at Conklin School or relocate outside the community for these grades. Currently, there are ten students enrolled in the Flex Learning Program.



The student population at Conklin school tends to go up and down according to many variables, one being the population in the community. The student population in K - 9 has been declining over the last three years. The student population in grades 10-12 has been increasing over the last three years. For example, the number of students in grades 10-12 in 2019 was 3, as of the date of the report, there are currently ten students enrolled.

2. Location and suitability of alternative school accommodation for the students affected;

Sustainability at the Conklin School could be better achieved by adjusting staffing according to the current student enrolment numbers. The current teacher-pupil ratio for K-9 is 6.3 students to 1 teacher, which is one of the lowest ratios in NSD. The ratio for grades 9-12 is 15 students to 1 teacher. The recommended target ratio is 16 students per teacher. Adjustments to the staff allocation could bring this more in line with the targeted ratio.

If a program were not offered at the Conklin Community School, approximately 14 students would need to find an alternate form of schooling or alternate location for attending school. The alternative form of school could be online schooling.

Only one school is close to the hamlet of Conklin, which is Father R. Perin School in Janvier.

The suitability of an alternative school location is a question that may require further consultation, consideration, analysis and judgment.

The attendance area defined for this school is per the map attached as Appendix 1.

3. Program implications for students currently in the schools to which a transfer of students could be affected and the implications for those students who could be transferred;

Transferring a whole school and merging it with another school would have many implications on the community(s) and students. The impact of this suggestion would need to be further studied and understood before a recommendation is made.

The unique offerings, expertise, proximity and focus of the Conklin Community School, within the Northland School Division, and the community would be withdrawn from these students.

4. Program implications for other schools to which students could be transferred;

Program implications for accepting 14 additional students into another school program are achievable but would have to be carefully considered.

5. The transportation needs of all students are potentially affected, and the implications are on both a local and Division basis.

The travel time for the students to bus Father R Perin School would be 60 minutes each way. The educational impact on students would be that some younger students would be riding a bus to school, which may be close to 2 hours per day. For young students, this can have a negative impact as they are not used to this type of daily commute. While not preferred, this is within tolerable limits given that many other similar-aged children have similar ride times in the province.

6. Factors related to the school building include but are not limited to:
The age and expected life of the building, Building modernization requirements, and Education program needs.

Conklin Community School was built in 1983. NSD commissioned a facility review in the fall of 2018, which was updated in 2021. There were several items for which Conklin Community School would require capital investment.

The gymnasium flooring requires further assessment of the condition and possible upgrading. The school's washroom fixtures are original to the building. The boilers and air handling units require further assessment of the condition

#1	Remove and replace VCT	\$80,000
#2	Replace all plumbing fixtures	\$75,000
#3	Replace mechanical and electrical	\$750,000
#4	Asphalt paving and sidewalks	\$600,000
#5	Landscaping upgrades required	\$100,000
#7	Air Conditioning	\$20,000
Total Estimated Cost		\$1,625,000

- The educational and financial impact analysis of closure and non-closure will include but is not limited to, on both a local and a Division basis: the effect upon operational costs and capital implications.

The educational impacts on a school are different for moving to a more sustainable staffing allocation and considering school closure. To fully understand these impacts, a thorough consultation is recommended. An adjustment to a sustainable staffing allocation is recommended under normal operating procedures.

Consideration of closure would have many impacts: Withdrawal of the unique offerings, expertise, proximity and focus of the Conklin Community School within the Northland School Division. This may affect academic achievement, development, dropout and completion rates.

In addition, operational costs, revenues and capital requirements would decline from closure. From a financial perspective, the education system would be more economical.

The financial analysis and viability chart are below.

If the school remained open, the current students would continue to be serviced with the quality of education and educational opportunity that Conklin Community School provides. Northland School Division operates a good educational program in Conklin.

The latest 3 Year Education Results are attached as Appendix 2.

The financial analysis below reports net operating deficits of \$148,140.24 year to date for 2022-23 and \$325,845.26 for the full 2021-22 year. If the school were to continue in operation and no new students were to attend, deficits would continue. The cost per student this year is significantly above the average allocation.

Administrative duties are time-consuming, and regardless of the number of students in the school, some duties do not reduce in scope. At least .25 time must be given to teachers to be Principals and adequately cover all duties. In the case of Conklin Community School and 15 students, .25 administrative time is not financially viable but educationally appropriate.

If the school were closed, the Board would need to consider alternatives for using the building or transferring the building to the community.

8. The capital needs of the school or the schools which may experience increased enrollments as a result of a transfer of students.

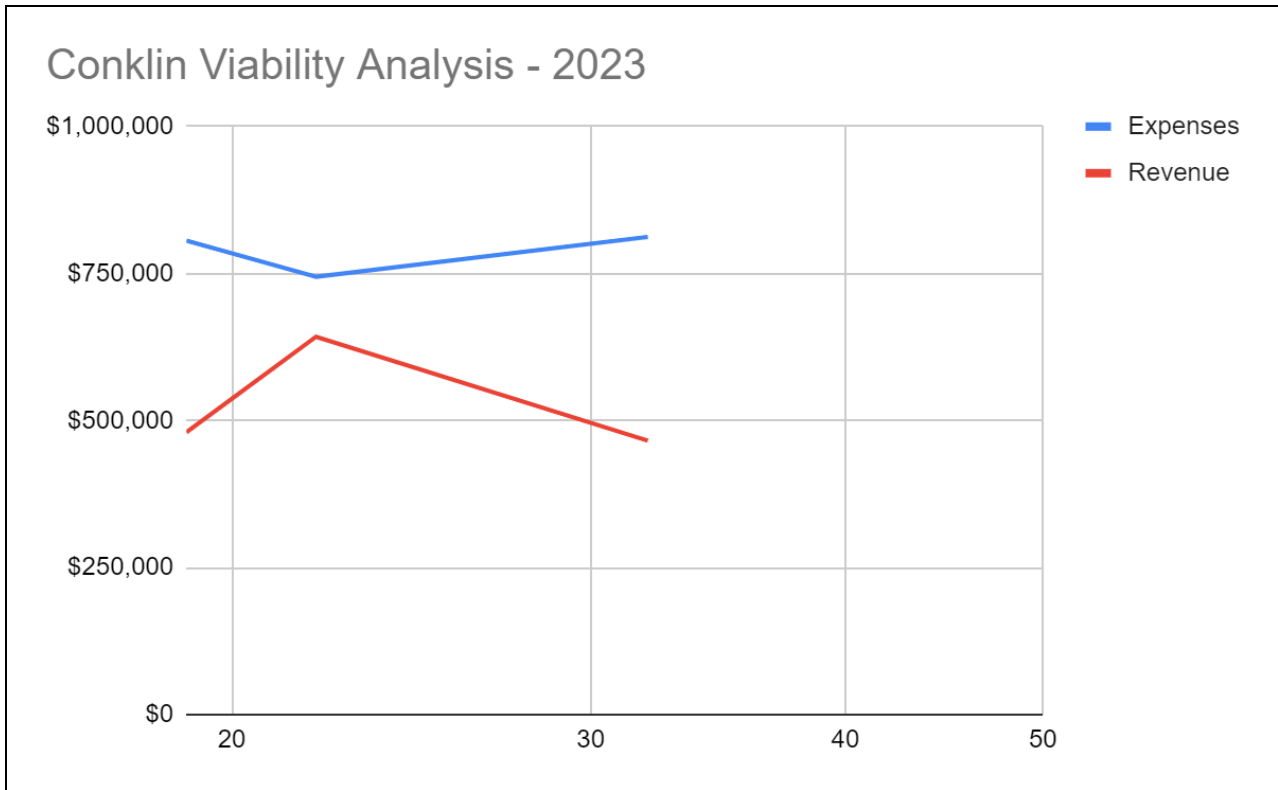
Financial Analysis

Conklin Community School				
Financial Analysis				
As of December 31, 2022				
	2022-2023	2021-2022	2020-2021	2019-2020
ENROLLMENT				
ECS	1	2	0	0
Grades 1 -8	14	17	19	22
Rate	\$16,599.53 +	\$16,774.63 +	\$ 17,021.55 +	\$21,175.00
REVENUE				
ECS	\$ 5,519	\$ 26,675	\$ -	\$ -
1 -12	154,534	453,483	642,539	465,850
TOTAL REVENUE	\$ 160,053	\$ 480,158	\$ 642,539	\$ 465,850
EXPENSES				
Instruction and Supplies	\$ 211,527	\$ 542,442	\$ 440,749	\$ 520,657
Maintenance	45,218	172,710	214,269	166,030
Transportation	10,488	25,150	26,223	18,709
Housing	20,966	35,041	24,145	71,106
Food Services	19,993	30,660	39,198	35,813
TOTAL EXPENSES	\$ 308,193	\$ 806,003	\$ 744,584	\$ 812,315
Surplus (Deficit)	\$ (148,140)	\$ (325,845)	\$ (102,046)	\$ (346,465)

Notes:

- **2022-2023 is up to December 2022, prorated**
- *Expenditures do not include amortization or project costs but include the space provided for the Flex students.*
- *Transportation costs do not include direct bus costs - fuel, maintenance, insurance etc.*

Chart 1. Conklin Community School Viability Analysis



The break-even chart shows that significantly increased enrollment is required to balance revenues and expenses.

Potential School Closure Schedule

January 20, 2023	Notice of Motion - Proposed School Closure Conklin Community School ECS to Grade 6 School closure decision May 26, 2023
February 8, 2023	Written notification to parents of Conklin Community School
February 15, 2023	Public notification process
March 10, 2023	Public meeting - proposed school closure
March 17, 2023	Minutes from the public meeting posted
April 6, 2023	Deadline for written submissions
May 26, 2023	Regular Board Meeting School closure decision

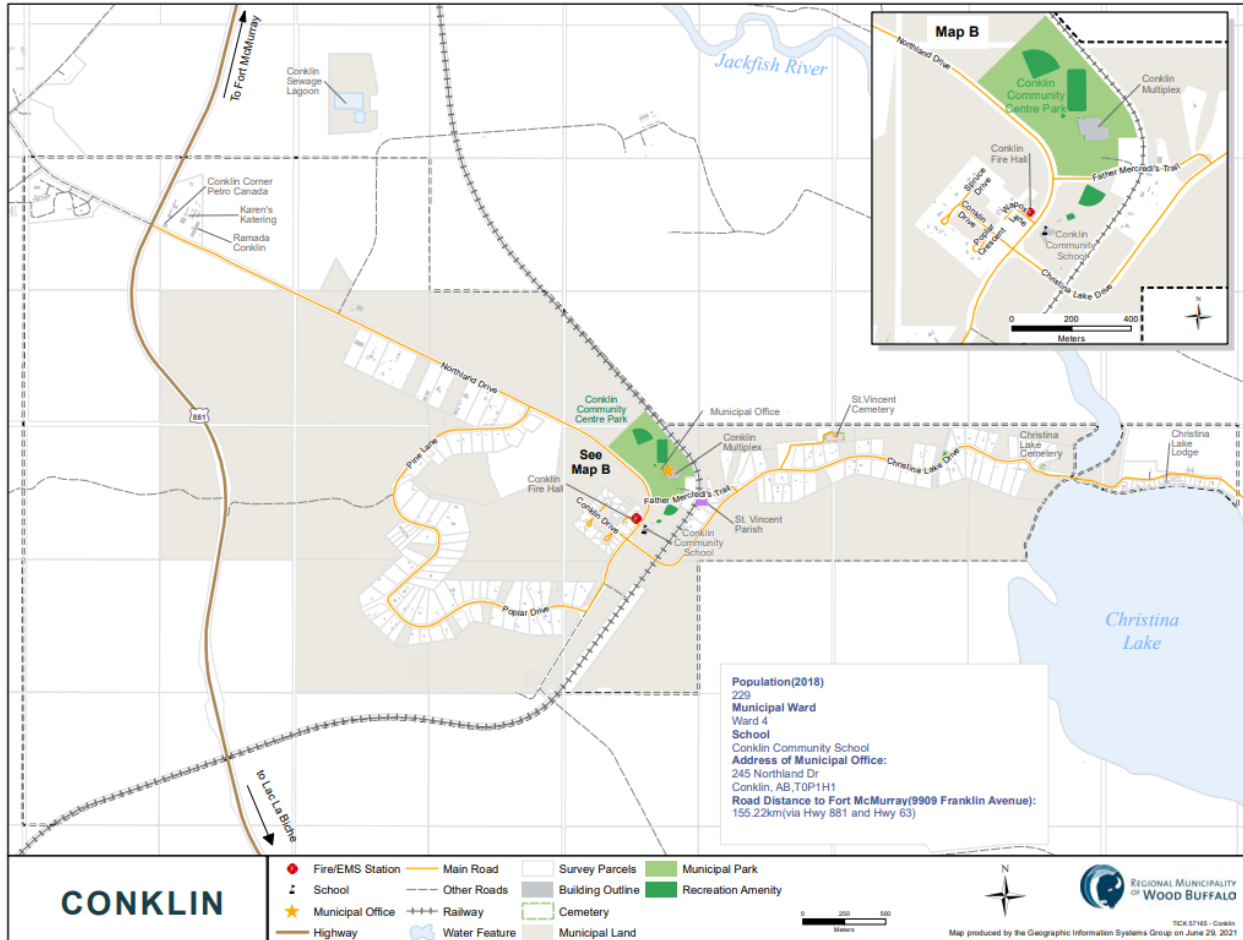
Recommendation

The intention of this study was to determine the viability of the Conklin Community School. School viability is measured by the ability to provide educational opportunities for students in the Northland School Division in relation to the cost of providing such opportunities.

The teachers and administration are responsible for providing quality service delivery under the current condition.

It is recommended that **the decision on school closure be deferred to the following school year, 2023/2024**. This additional time will allow monitoring of the student enrolment in the Flex Program/Career Pathways.

Appendix 1 Conklin Community School Attendance Area Map



Appendix 2 Alberta Education Assurance Survey Results, November 2022

Assurance Domain	Measure	Conklin Community School		
		Current Result	Prev Year Result	Prev 3 Year Average
Student Growth and Achievement	Student Learning Engagement	69.3	91.7	n/a
	Citizenship	55.8	80.8	63.6
	3-year High School Completion	n/a	n/a	n/a
	5-year High School Completion	n/a	n/a	n/a
	PAT: Acceptable	0.0	n/a	2.6
	PAT: Excellence	0.0	n/a	0.0
	Diploma: Acceptable	n/a	n/a	n/a
	Diploma: Excellence	n/a	n/a	n/a
Teaching & Leading	Education Quality	74.4	95.8	75.4
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	65.5	84.5	n/a
	Access to Supports and Services	74.0	89.4	n/a
Governance	Parental Involvement	75.6	66.7	n/a



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Hillview School Viability Study
REFERENCE(S): Policy 15 School Closure
ATTACHMENTS: Education Act, Closure of Schools, Section 62
 Hillview School Viability Report

RECOMMENDATION:
THAT the Board of Trustees make a Notice of Motion to consider the closure of the Hillview School, Grades K-6, and that this motion will be decided upon by the end of May 2023.

BACKGROUND:

As per Policy 15, section 2, the Superintendent of Schools is required to inform the Board prior to December 1 of each year of any school viability studies to be undertaken.

At the November 25, 2022 Corporate Board meeting, Superintendent Dr. Spencer-Poitras gave notice that a viability study was being conducted and would be brought to the January 2023 Corporate Board meeting to determine if further action needs to be taken on the matter of closure.

As of January 9, 2023, Hillview School, in East Prairie had 30 students registered.

RISK ANALYSIS:

The viability of small schools has an impact on the Board’s overall ability to serve all of the students in the Northland School Division. Operating costs and education quality are the primary drivers of the viability studies. This process will include community meetings.



Hillview School Viability Report

January 20, 2023

Prepared by

Dr. Nancy Spencer-Poitras
Superintendent of Schools

Table of Contents

Table of Contents	1
Purpose Statement	2
Background Information	2
Data	3
Rationale	4
Analysis	5
Hillview School Financial Analysis	9
Notes:	9
Chart 1. School Viability Analysis	10
Potential School Closure Schedule	11
Recommendation	11
Appendix 1 Hillview School Attendance Area Map	12
Appendix 2 - Hillview School	13
Alberta Education Assurance Survey Results, November 2022	13

Purpose Statement

This report is intended to collect information regarding the viability of Hillview School. The report was requested by the Board of Trustees at their November 25, 2022, Board meeting.

The report was prepared to meet the requirements of the:

Education Act, Section 62, Closure of schools
Northland School Division Policy 15, School Closure

Background Information

Hillview School is located in East Prairie Métis Settlement, Alberta.

The school vision statement is to:

Hillview School's vision is that all students reach their highest level of achievement and become good citizens within a safe and caring environment. This will be accomplished through the combined efforts of students, staff, parents and community members.

- Embrace diversity in a safe, caring environment
- Strive to meet the educational needs of each individual child
- Promote the Métis culture

Data

Position	FTE
Principal	1.0
Teacher	1.0
Language Instructor	0.5
Educational Assistants	3.5
School Secretary	0.5
Cook	0.5
Custodian	1.0
Bus Drivers	2.0

Students

Enrolment	
ECS	7
Grade 1 - 6	23
TOTAL	30

The school was opened in 2008 with a capacity of 137 students.

The population of the community is 491.

There are approximately 18 students whose parents choose to send their children to High Prairie rather than attend Hillview. Northland does not provide transportation for these 18 students.

Rationale

This report is prepared in accordance with Northland School Division Policy 15 School Closures.

The policy rationale includes the following:

The Board believes that the students of the Division must have the opportunity to receive educational programs that are characterized by excellence, equity, and efficiency. In achieving this objective, it may be necessary to close a school or a portion of a school's educational program for operational and/or financial reasons.

The Board also believes that an orderly and fair process must be in place to provide the Board with appropriate information before making any decision.

The review process is defined as:

Before December 1 of each year, the Superintendent will bring to the Board for information the school(s), if any, for which a viability review will be undertaken to determine if further action needs to be taken on the matter of possible closure, or the nature of the educational program.

1. Generally, the need for a viability study will be based on enrollment.
2. The viability review shall be provided to the Board by the end of January of the following year.

Viability includes three factors:

The Board recognizes that certain critical factors must be met by a school to exist as a viable educational institution:

1. Program factors;
2. Enrolment factors, and
3. Revenue factors.

The viability of Hillview School was reviewed and previously presented to the Board of Trustees.

Analysis

Per Section 4 of the policy, there are eight criteria to be utilized by the Board in considering the closure of a school. In summary, the viability study is being done to determine whether or not the school division can provide a good educational program at the school and whether or not the costs to operate the program are effective and sustainable.

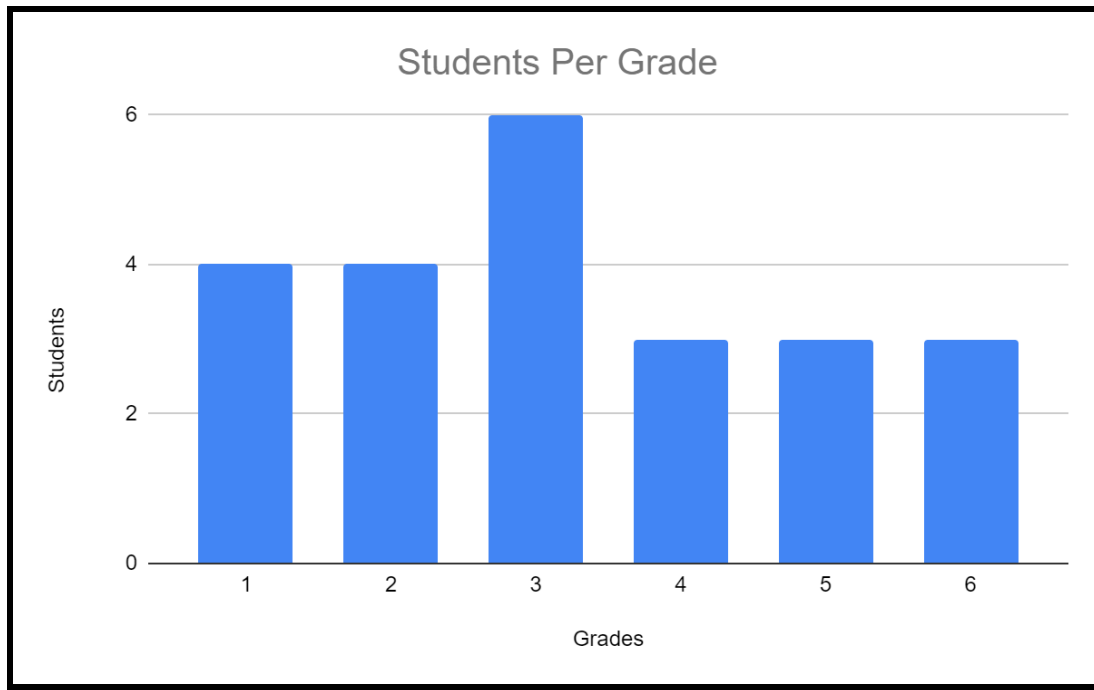
The criteria and the assessment for Hillview School are as follows.

1. Student enrollment and trends

As of September 30th:

2022	2021	2020	2019
24	24	23	32

Enrollment changes in the school are likely impacted by and reflective of changes to the community's population. Enrollment has shown some signs of stabilizing over the last two years.



2. Location and suitability of alternative school accommodation for the students affected;

In the event of a school closure at Hillview, current students would have to be bused to the town of High Prairie, a community of approximately 2,600, served by the High Prairie School Division (HPSD). This would mean students would be travelling 45-50 minutes by bus each way, for a total daily commute of up to 1 hour & 40 minutes per day. The suitability of this alternative is a question that may require further consideration, analysis and judgment.

The attendance area defined for this school is the East Prairie Métis Settlement, as per the map attached as Appendix 1. There are no other schools or school divisions affected by the recommendation for the closure of this school.

3. Program implications for other schools to which students could be transferred.

The educational impact on students would be that some younger students would now ride a bus to school for a longer time. For young students, this can have a negative impact as they are not used to this type of daily commute.

The unique offerings, expertise, proximity and focus of the Hillview School within the Northland School Division would be withdrawn from these students.

4. Program implications for other schools to which students could be transferred;

There is no Northland School close enough to Hillview to allow for the divisional transfer of students. Current Hillview students would have to transfer to the High Prairie School Division. The students would no longer have access to Northland School Division's programming for Indigenous students.

5. Transportation needs of all students are potentially affected, and the implications on both a local and Division basis;

Students would be bussed to High Prairie to attend High Prairie School Division or Holy Family Catholic Regional Division schools. The Northland School Division would operate the bus service. The approximate ride time for all students is 45 - 50 minutes each way.

6. Factors related to the school building include but are not limited to:
The age and expected life of the building, building modernization requirements, and education program needs.

The school was built in 2008 and is in excellent condition, including the grounds, play structures, and building. Northland School Division has no plans to improve or modernize the building as per the long-range capital plan. Alternative uses or next steps for the facility will need to be determined. NSD commissioned a facility review in the fall of 2018, which was updated in 2021. Hillview school did not have significant capital needs.

The chart below shows the work that should be further investigated for Hillview.

Priority	Description	Estimated Cost
#1	Asphalt paving to parking and drop-off	\$250,000
#2	Rectify mortar joints	\$10,000
Total Estimated Cost		\$260,000

Overall, the division rates the school and mechanical systems as being in good shape.

7. The educational and financial impact of closure and non-closure will include but is not limited to, on both a local and a Division basis: the effect upon operational costs; and Capital implications.

The educational impacts would include the withdrawal of the unique offerings, expertise, proximity and focus of the Hillview School within the Northland School Division. This may affect academic achievement, development, dropout and completion rates.

If the school were to remain open, the current students would continue to be serviced with the excellent quality of education, close proximity, educational opportunity and community building that Hillview provides.

Northland School Division operates a very good educational program in Hillview. The academic results are similar to the Division average. The latest 3 Year Education Results are attached as Appendix 2.

The financial analysis below reports net operating deficits of \$75,429.69 year to date for 2022-23 and \$232,482.01 for 2021-22 year. If the school were to continue in operation and no new students were to attend, deficits would continue. The cost per student this year is significantly above the average allocation.

The previous principal of the school reported that it is very difficult to be the only teacher in the school and carry out all principal duties simultaneously. Administrative duties are time-consuming, and regardless of the number of students in the school, some duties do not reduce in scope. At least .25 time must be given to teachers to be principals and adequately cover all duties. In the case of Hillview and 24 students, .25 administrative time is not financially viable but educationally sound.

There is an economy of scale factor if more students were to attend Hillview school. The approximate break-even point for the school is 6 ECS and 43 grades 1 - 6 students. Any combination comprising a student population of 46 students would make the school financially viable.

Operational costs, revenues and capital requirements would decline from closure. From a financial perspective, the education system would be more economical. The financial analysis and viability chart are below.

If the school were closed, the Board would need to consider alternatives for using the building or transferring the building to the community.

8. The capital needs of the school or the schools which may experience increased enrollments due to a transfer of students.

The transfer of this group would be immaterial to the HPSD or alternate schools.

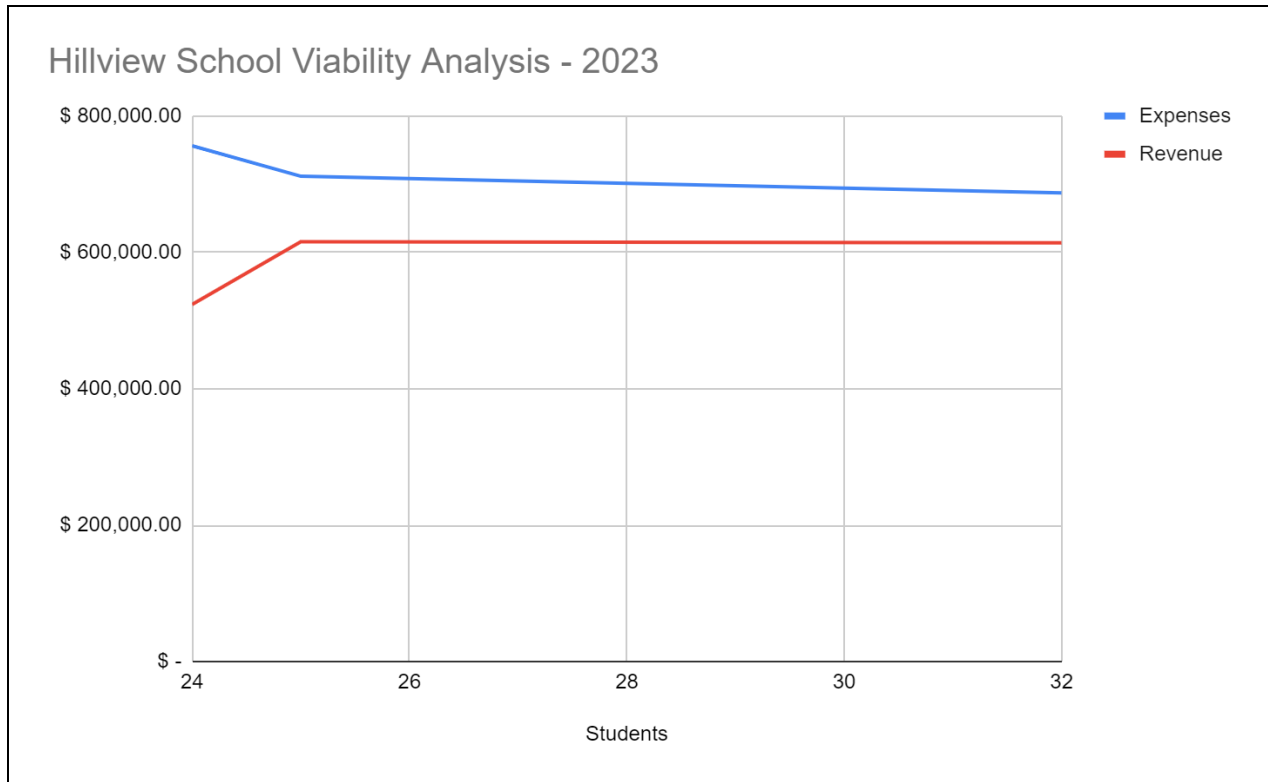
Hillview School Financial Analysis

Hillview School				
Financial Analysis				
As of December 31, 2022				
	2022-2023	2021-2022	2020-2021	2019-2020
ENROLMENT				
ECS	2	5	2	6
Grades 1 - 6	23	19	23	26
Rate	\$16,599.53 +	\$16,774.63 +	\$ 17,021.55 +	\$21,175.00
REVENUE				
ECS	\$ 8,311	\$ 60,904	\$ 25,647	\$ 63,525
1 -12	191,157	462,873	589,871	550,550
TOTAL REVENUE	\$ 199,468	\$ 523,777	\$ 615,517	\$ 614,075
EXPENSES				
Instruction and Supplies	\$ 169,833	\$ 450,899	\$ 408,943	\$ 272,350
Maintenance	\$ 30,489	\$ 137,958	\$ 146,091	\$ 290,331
Transportation	\$ 54,594	\$ 131,129	\$ 120,814	\$ 88,300
Food Services	\$ 19,982	\$ 36,273	\$ 35,802	\$ 36,119
TOTAL EXPENSES	\$ 274,898	\$ 756,259	\$ 711,650	\$ 687,100
Surplus (Deficit)	\$ (75,430)	\$ (232,482)	\$ (96,132)	\$ (73,025)

Notes:

- **2022-2023 is up to December 2022, prorated**
- Expenditures do not include amortization or project costs
- Transportation costs do not include direct bus costs - fuel, maintenance, insurance etc.

Chart 1. School Viability Analysis



The break-even chart shows that significantly increased enrollment is required to balance revenues and expenses.

Potential School Closure Schedule

January 20, 2023	Notice of Motion - Proposed School Closure Hillview School ECS to Grade 6 School closure decision May 26, 2023
February 8, 2023	Written notification to parents of Hillview School
February 15, 2023	Public notification process
March 10, 2023	Public meeting - proposed school closure
March 17, 2023	Minutes from the public meeting posted
April 6, 2023	Deadline for written submissions
May 26, 2023	Regular Board Meeting School closure decision

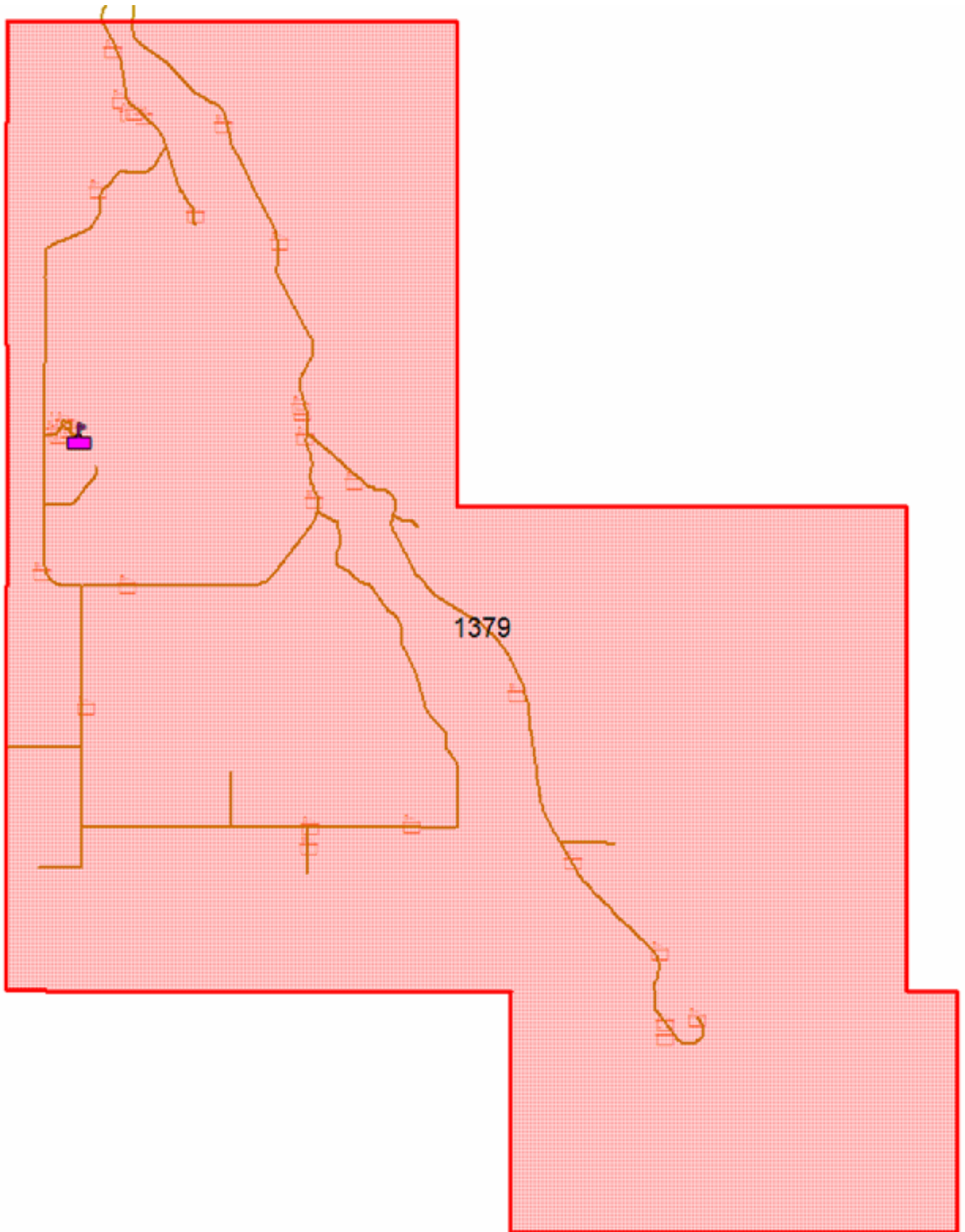
Recommendation

The intention of this study was to determine the viability of Hillview school. School viability is measured by the ability to provide educational opportunities for students in the Northland School Division in relation to the cost of providing such opportunities.

The teachers and administration are responsible for providing quality service delivery under the current condition. It is also evident that the necessary consultation and further investigation of the viability study are inhibited by the current context of a pandemic.

It is recommended that **the decision on school closure be deferred to the following school year, 2023/2024**. This additional data will allow for further time to complete the necessary information gathering and analysis of the impact on the community.

Appendix 1 Hillview School Attendance Area Map



Appendix 2 - Hillview School

Alberta Education Assurance Survey Results, November 2022

Assurance Domain	Measure	Hillview School		
		Current Result	Prev Year Result	Prev 3 Year Average
Student Growth and Achievement	Student Learning Engagement	58.3	33.3	n/a
	Citizenship	62.1	29.2	59.6
	3-year High School Completion	n/a	n/a	n/a
	5-year High School Completion	n/a	n/a	n/a
	PAT: Acceptable	*	n/a	n/a
	PAT: Excellence	*	n/a	n/a
	Diploma: Acceptable	n/a	n/a	n/a
	Diploma: Excellence	n/a	n/a	n/a
Teaching & Leading	Education Quality	73.1	50.0	83.9
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	75.3	55.6	n/a
	Access to Supports and Services	75.2	55.6	n/a
Governance	Parental Involvement	67.9	n/a	n/a

* Indicates information has been withheld, in this case, because there were fewer than six students writing PATs in June 2022.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Pelican Mountain School Viability Study
REFERENCE(S): Policy 15 School Closure
ATTACHMENTS: Education Act, Closure of Schools, Section 62
 Pelican Mountain School Viability Report

RECOMMENDATION:
THAT the Board of Trustees make a Notice of Motion to consider the closure of the Pelican Mountain School, Grades K-6 and that this motion will be decided upon by the end of May 2023.

BACKGROUND:

As per Policy 15, section 2, the Superintendent of Schools is required to inform the Board prior to December 1 of each year of any school viability studies to be undertaken.

At the November 25, 2022 Corporate Board meeting, Superintendent Dr. Spencer-Poitras gave notice that a viability study was being conducted and would be brought to the January 2023 Corporate Board meeting to determine if further action needs to be taken on the matter of closure.

As of January 9, 2023, Pelican Mountain School in Sandy Lake had 12 students registered.

RISK ANALYSIS:

The viability of small schools has an impact on the Board’s overall ability to serve all of the students in the Northland School Division. Operating costs and education quality are the primary drivers of the viability studies. This process will include community meetings.



**Pelican Mountain School
Viability Report
January 20, 2023**

Prepared by

Dr. Nancy Spencer-Poitras
Superintendent of Schools

Table of Contents

Purpose Statement	2
Background Information	2
Data	3
Rationale	4
Analysis	5
Financial Analysis	9
Chart 1. Pelican Mountain School Viability Analysis	10
Potential School Closure Schedule	11
Recommendation	11
Appendix 1 Pelican Mountain School Attendance Area Map	13
Appendix 2 Pelican Mountain Alberta Education Assurance Survey Results - November 2022	14

Purpose Statement

This report is intended to collect information regarding the viability of Pelican Mountain School. The report was requested by the Board of Trustees at their November 25, 2022 Board meeting.

The report was prepared to meet the requirements of the:

Education Act, Section 62, Closure of schools
Northland School Division Policy 15, School Closure

Background Information

Pelican Mountain School is located in Sandy Lake, Alberta.

At Pelican Mountain School, the family, the Community, and the School are all partners in Learning. Due to learning being lifelong, we strive together to help children and community members to reach their full potential. We attempt to Foster Respect, Care, and Enthusiasm for Learning and Education.

The school mission statement

At Pelican Mountain School, we believe that:

- Each child and each community member is unique,
- Each and every person can learn and should be encouraged to do so to their full potential,
- Each child learns in different ways and at different rates,
- Every child needs love, respect, encouragement, and a positive environment in order to grow and to fulfill expectations, and that
- Families, Community Members and the School need to work together as partners in learning because learning and teaching are both lifelong processes which involve everyone.

Data

Position	FTE
Principal	1.0
Teacher	1.0
Cook	0.56
Custodian	1.0
Educational Assistant	0.75
Native Language Instructor	0.25
School Secretary	0.5
Bus Driver	1.0

Students

Enrolment - As of January 9, 2023	
ECS	1
Grade 1	1
Grade 2	3
Grade 3	1
Grade 4	4
Grade 5	2
Grade 6	0
TOTAL	12

The school was opened in 1984. The student capacity of the school is 57.

The 2021 Statistics Canada census showed that the community had 163 people, including 50 school-aged children (aged 0-14 yrs), an increase of 35% from the 2016 count.

There are also area students whose parents choose to send their children to Wabasca rather than attend Pelican Mountain School.

Rationale

This report is prepared in accordance with Northland School Division Policy 15 School Closures.

The policy rationale includes:

The Board believes that the students of the Division must have the opportunity to receive educational programs that are characterized by excellence, equity, and efficiency. In achieving this objective, it may be necessary to close a school or a portion of a school's educational program for operational and/or financial reasons.

The Board also believes that an orderly and fair process must be in place to provide the Board with appropriate information before making any decision.

The review process is defined as:

Before December 1 of each year, the Superintendent will bring to the Board for information the school(s), if any, for which a viability review will be undertaken to determine if further action needs to be taken on the matter of possible closure, or the nature of the educational program.

1. Generally, the need for a viability study will be based on enrollment.
2. The viability review shall be provided to the Board by the end of January of the following year.

Viability includes three factors:

The Board recognizes that a school must meet certain critical factors to be a viable educational institution:

1. Program factors;
2. Enrolment factors; and
3. Revenue factors.

The viability of Pelican Mountain School was reviewed and previously presented to the Board of Trustees on several occasions.

Analysis

Per Section 4 of the policy, there are eight criteria to be utilized by the Board in considering the closure of a school. In summary, the viability study is being done to determine whether the costs to operate the program are effective and sustainable and whether the school division can provide a good educational program at the school.

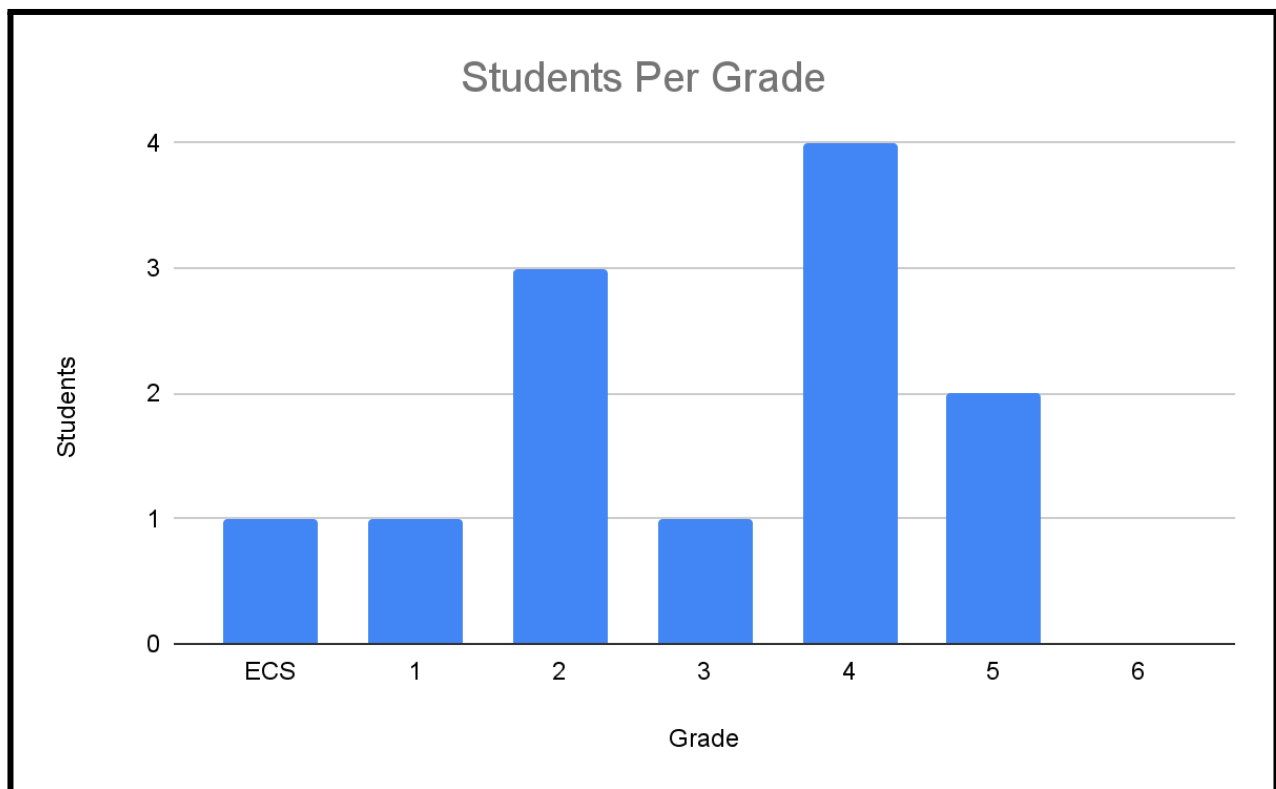
The criteria and the assessment for Pelican Mountain School are as follows.

1. Student enrollment and trends

As of September 30th:

2022	2021	2020	2019
9	13	28	26

Enrollment changes in the school are likely impacted by and reflective of changes to the community's population.



2. Location and suitability of alternative school accommodation for the students affected;

Further reductions in teaching staff at schools are a way to make them more sustainable. Students will be bused to Wabasca and attend St. Theresa School (enrollment 286), staying within the Northland School Division.

The travel time for the students on the bus would be 70 minutes each way, a daily commute with a total of over 2.2 hours. The educational impact on students would be that some younger students would be riding a bus to school for a long time. For young students, this can have a negative impact as they are not used to this type of daily commute. While not preferred, this is within tolerable limits given that many other similar-aged children have similar ride times in the province.

The attendance area defined for this school is per the map attached as Appendix 1.

1. Program implications for other schools to which students could be transferred;

Program implications for accepting 12 additional students into another school program are achievable. St. Theresa School or an alternate school would be able to adjust to an increased student population.

The advantage of a larger school is the ability to do additional programming.

3. Program implications for other schools to which students could be transferred;

The absorption of 12 students should not significantly impact educational programming at St. Theresa School.

4. Transportation needs of all students are potentially affected, and the implications on both a local and Division basis.

Students would be bused to St. Theresa School in Wabasca. Northland School Division will operate the bus service. The approximate ride time for all students is 70 minutes one way (2.2 hours daily). Some parents have made a choice to transport their children on their own to St. Theresa School each day; other students are being bused to the Band operated school/OPK School.

5. Factors related to the school building include but are not limited to: the age and expected life of the building, building modernization requirements, and education program needs.

The school was built in 1984. NSD commissioned a facility review in the fall of 2018, which was updated in 2021. Some items would require capital investment.

The chart below shows the recommended work needed at Pelican Mountain School.

The exterior brick veneer exhibits damage resulting from freeze-thaw conditions. Most of the concrete sidewalks and entrance plaza concrete flatwork is broken, cracked, and spalled.

Also, the paving stone has significant weed growth. Pelican Mountain School's Millwork, plumbing fixtures, mechanical and electrical systems have all exceeded service life expectancy. Moreover, the gymnasium lighting seems excessive, with several full arrays. Last, the kitchen equipment appears original.

The chart below shows the work that should be further investigated for Pelican Mountain School.

Priority	Description	Estimated Cost
#1	Remove and replace concrete flatwork	\$50,000
#2	Replace outdated millwork and plumbing fixtures	\$200,000
#3	Modernize mechanical and electrical systems /BMS	\$100,000
#4	Rehabilitate brick veneer	\$25,000
#5	Modify gym lighting switching for 'adjustable' lighting levels	\$15,000
#6	Upgrade kitchen equip	\$75,000
#7	Air conditioning	\$30,000
Total Estimated Cost		\$495,000.00

Overall the division rates the school and mechanical systems as being in good shape.

Alternative uses or next steps for the facility will need to be determined.

6. The educational and financial impact of closure and non-closure will include but is not limited to, on both a local and a Division basis. The effect upon operational costs; and capital implications.

The educational impact on students would be that some younger students would now be riding a bus to school, which may be close to 2.2 hours per day. For young students, this can have a negative impact as they are not used to this type of daily commute. While not preferred, this is within tolerable limits given that many other similar-aged children have similar ride times in the province.

Administrative duties are time-consuming, and regardless of the number of students in the school, some duties do not reduce in scope. At least 0.25 FTE must be given to teachers to be Principals and adequately cover all duties. In the case of Pelican Mountain School and 12 students, 0.25 administrative time is not financially viable.

If the school were closed, the Board would need to consider alternatives for using the building or transferring the building to the community.

Operational costs, revenues and capital requirements would decline. From a financial perspective, the education system would be more economical.

The financial analysis and viability chart are below.

The financial analysis below reports net operating deficits of \$101,708 year to date for 2022-23 and \$202,005 for 2021-22 year. If the school were to continue in operation and no new students were to attend, deficits would continue. The cost per student this year is significantly above the average allocation.

7. The capital needs of the school or the schools which may experience increased enrolments due to a transfer of students.

The transfer of this group would be immaterial to St. Theresa School or alternates.

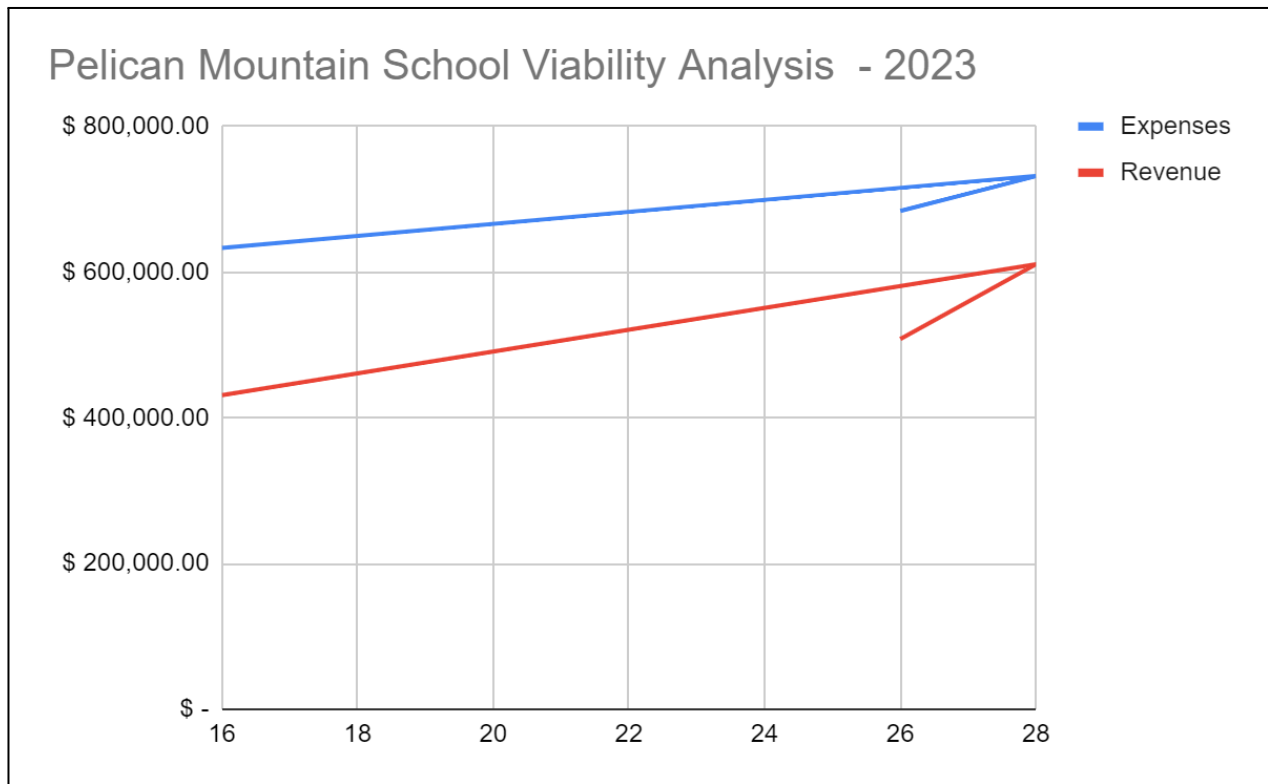
Financial Analysis

Pelican Mountain School				
Financial Analysis				
As of December 31, 2022				
	2022-2023	2021-2022	2020-2021	2019-2020
ENROLLMENT				
ECS	1	2	5	4
Grades 1 - 6	11	14	23	22
Rate	\$16,599.53 +	\$16,774.63 +	\$ 17,021.55 +	\$21,175.00
REVENUE				
ECS	\$ 4,407	\$ 28,750	\$ 59,907	\$ 42,350
1 -12	96,953	402,503	551,143	465,850
TOTAL REVENUE	\$ 101,360	\$ 431,253	\$ 611,050	\$ 508,200
EXPENSES				
Instruction and Supplies	\$ 125,327	\$ 434,098	\$ 427,060	\$ 432,758
Maintenance	49,909	144,733	228,774	180,899
Housing	3,235	9,836	14,535	9,563
Transportation	10,766	13,583	28,832	22,590
Food Services	13,831	31,008	32,762	38,236
TOTAL EXPENSES	\$ 203,068	\$ 633,258	\$ 731,963	\$ 684,046
Surplus (Deficit)	\$ (101,708)	\$ (202,005)	\$ (120,913)	\$ (175,846)

Notes:

- **2022-2023 is up to December 2022, prorated**
- *Expenditures do not include amortization or project costs*
- *Transportation costs do not include direct bus costs - fuel, maintenance, insurance etc.*

Chart 1. Pelican Mountain School Viability Analysis



The break-even chart shows that significantly increased enrollment is required to balance revenues and expenses.

Potential School Closure Schedule

January 20, 2023	Notice of Motion - Proposed School Closure Pelican Mountain School ECS to Grade 6 School closure decision May 26, 2023
February 8, 2023	Written notification to parents of Pelican Mountain School
February 15, 2023	Public notification process
March 10, 2023	Public meeting - proposed school closure
March 17, 2023	Minutes from the public meeting posted
April 6, 2023	Deadline for written submissions
May 26, 2023	Regular Board Meeting School closure decision

Recommendation

The intention of this study was to determine the viability of Pelican Mountain School. School viability is measured by the ability to provide educational opportunities for students in the Northland School Division in relation to the cost of providing such opportunities.

Based on high results in Educational Quality and Student Engagement, it is clear that quality educational experiences are available at Pelican Mountain School. Despite the age of the building, both the school's location and general high-quality facility, programming at the school remains viable. However, the year since the Board of Trustee's decision to examine at least one late-COVID year has revealed regular enrolment in Pelican Mountain School's grade 4 to 6 program is not rebounding. Based on this, the relative cost of continuing to offer a full ECS to the Grade 6 program at the school is rising, especially when many local parents choose to transport their students out of the community to a school of choice.

OPTION 1:

It is recommended that **the decision on school closure be deferred to the following school year, 2023/2024**. This additional time will allow for further time to complete the necessary consultation and analysis of the impact on the community.

OPTION 2:

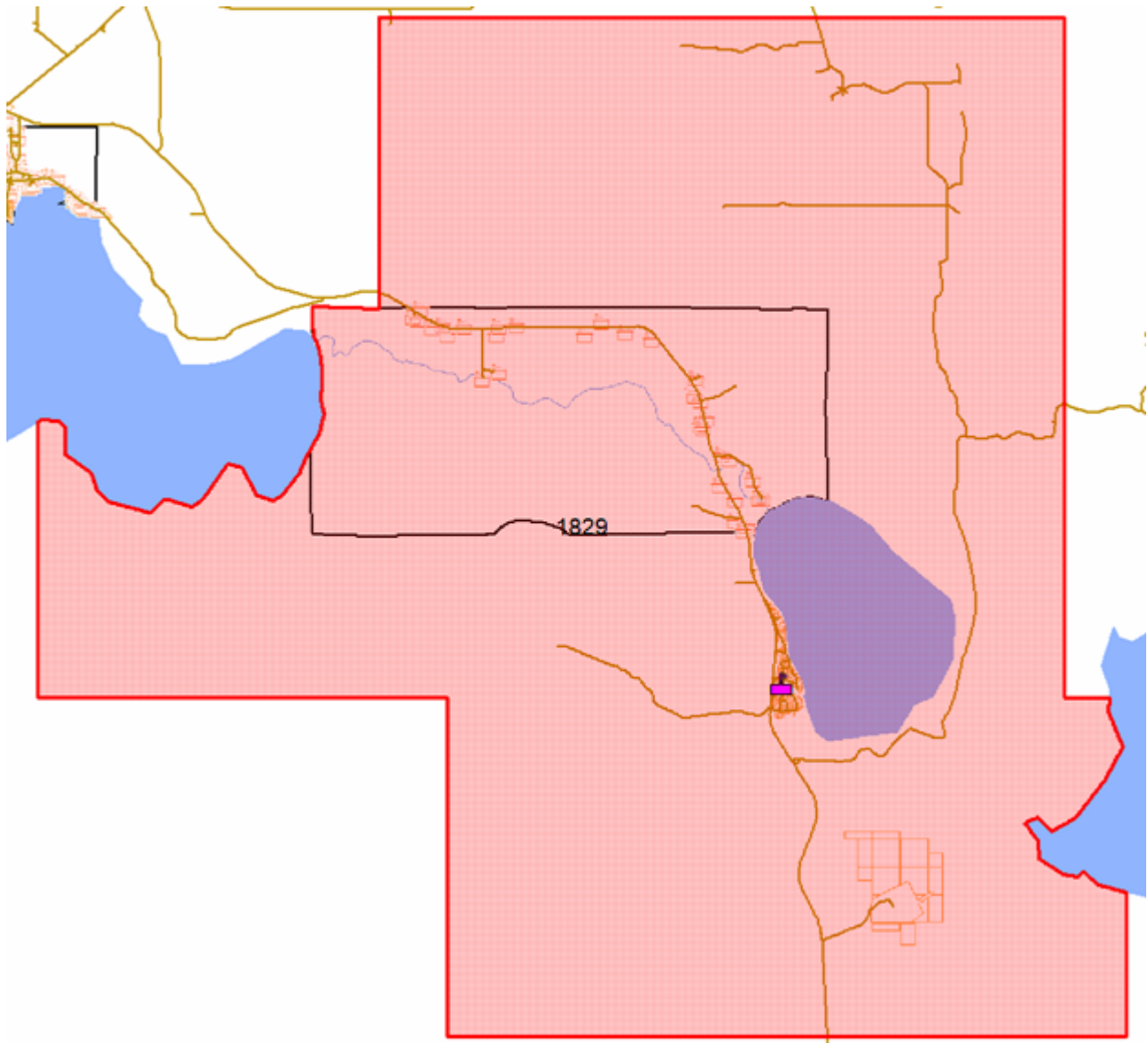
It is recommended **Northland School Division continue to operate an ECS to Grade 3 program at Pelican Mountain School and to employ the school as a site for Division-wide Land-Based and Cultural Learning opportunities beginning in the 2023/2024 school year.**

It is also recommended **Northland students in grades 4 through 6 be transported to attend school at St. Theresa School in Wabasca.** These older students are more capable of positively managing a total of 2.2 hours of bus transportation per day. This move would also offer Sandy Lake families who already transport their children to St. Theresa the opportunity to have their children transported on the school bus rather than at their own expense.

OPTION 3:

It is recommended that Northland School Division operates Pelican Mountain School as a co-campus with St. Theresa School. This would have the principal from St. Theresa School oversee Pelican Mountain School with Vice Principal coverage at the school.

Appendix 1 Pelican Mountain School Attendance Area Map



Appendix 2 Pelican Mountain Alberta Education Assurance Survey Results - November 2022

Assurance Domain	Measure	Pelican Mountain School		
		Current Result	Prev Year Result	Prev 3 Year Average
Student Growth and Achievement	Student Learning Engagement	80.0	90.0	n/a
	Citizenship	75.0	80.8	37.5
	3-year High School Completion	n/a	n/a	n/a
	5-year High School Completion	n/a	n/a	n/a
	PAT: Acceptable	*	n/a	n/a
	PAT: Excellence	*	n/a	n/a
	Diploma: Acceptable	n/a	n/a	n/a
	Diploma: Excellence	n/a	n/a	n/a
Teaching & Leading	Education Quality	93.3	97.1	95.0
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	70.8	91.1	n/a
	Access to Supports and Services	62.5	78.3	n/a
Governance	Parental Involvement	n/a	93.1	n/a

* Indicates information has been withheld, in this case because there were fewer than 6 students writing PATs in June 2022.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Northland School Division Logo
REFERENCE(S):
ATTACHMENTS:

RECOMMENDATION:

THAT the Board of Trustees accept as information the Northland School Division Logo as attached.

BACKGROUND:

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023
SUBMITTED BY: Dr. Nancy Spencer-Poitras, Superintendent of Schools
SUBJECT: Northland School Division Website Redesign
REFERENCE(S):
ATTACHMENTS:

RECOMMENDATION:
THAT the Board of Trustees accept as information the Northland School Division Website Redesign as presented.

BACKGROUND:
RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

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

SUBJECT: Northland School Division Promotional Video

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION:
THAT the Board of Trustees accept as information the Northland School Division Promotional Video as presented.

BACKGROUND:

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

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

ORIGINATOR: Douglas Aird, Secretary Treasurer

SUBJECT: Mistassiniy New School Kitchen Equipment Tender

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION:

THAT the Board of Trustees approve the purchase of kitchen equipment from Nella West for the integrated Career Technology Studies (CTS) and School Food Services (SFS) kitchen for the new Mistassiniy School in the amount of \$300,030.00 plus GST..

BACKGROUND:

The Division is working in alignment with the school construction schedule to ensure that the furniture and fixtures will be planned, procured and present as required for the smooth launch of the new school.

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 20, 2023

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

ORIGINATOR: Murray Marran, Associate Superintendent of Human Resources

SUBJECT: Teacher Contracts Update for the 2023-2024 School Year

REFERENCE(S):

ATTACHMENTS:

RECOMMENDATION:

THAT the Board of Trustees approves the Administration to immediately offer 15 contracts for various teaching positions for the 2023-2024 school year.

BACKGROUND:

Historically, Northland has hired, on average, 30-40 teachers and 4-6 principals/vice-principals. Most hiring had been occurring later in the school year as hiring notices were not posted until the division and school budgets were confirmed.

To date, we have approximately 15 teaching positions vacant because of retirements, transfers and resignations etc. Most of these positions will be filled by in-house transfers.

We are actively recruiting for 3 administrative positions (principals at Chipewyan Lake and Conklin Community Schools.

Currently, interviews, must-places (continuous contracted teachers), and transfers should fill the majority of the 15 vacant positions in the next few weeks.

General calls for teachers and administration have been advertised on Apply to Education, the Division’s website as well as ads pushed on social media (Facebook, LinkedIn) and job advertisements placed in targeted newspapers in Edson, Grande Cache, Grande Prairie and Fort McMurray.



BOARD CHAIR HIGHLIGHTS

JANUARY 20, 2023

Corporate Board Expense Summary As of January 12, 2023

EXPENSES	BUDGET	YTD	VARIANCE
Trustee Remuneration	130,250.00	58,555.75	71,694.25
Trustee Benefits	40,000.00	19,907.55	20,092.45
In Service Board of Trustees	6,000.00	10,669.20	(4,669.20)
Legal Fees	50,000.00	1,668.27	48,331.73
Professional Services		1,100.00	(1,100.00)
Advertising	1,700.00	0.00	1,700.00
Membership Fees (ASBA/PSBAA)	33,000.00	22,100.23	10,899.77
Office Supplies	2,000.00	24.38	1,975.62
Printing & Binding	2,700.00	884.40	1,815.60
Postage	600.00	93.98	506.02
Travel and Subsistence	125,250.00	40,907.30	84,342.70
Travel and Subsistence - Meetings			
Ward 1		5,469.59	
Ward 2		10,040.18	
Ward 3		3,298.61	
Ward 4		3,566.99	
Ward 5		0.00	
Ward 6		3,185.81	
Ward 7		3,399.44	
Ward 8		851.30	
Ward 9		4,002.59	
Liability Insurance	250.00	0.00	250.00
Telephone	6,000.00	1,216.02	4,783.98
Awards	35,000.00	2,877.22	32,122.78
Furniture and Equipment	10,000.00	0.00	10,000.00
Visa Purchases	91,000.00	35,793.22	55,206.78
Elections	60,000.00	1,961.52	58,038.48
TOTAL	593,750.00	197,759.04	395,990.96



Office of the Minister

AR119747

NOV 30 2022

Ms. Cathy Wanyandie
Board Chair
Northland School Division
9809 - 77 Avenue
Peace River AB T8S 1C9

Dr. Nancy Spencer-Poitras
Superintendent of Schools
Northland School Division
9809 - 77 Avenue
Peace River AB T8S 1C9

Dear Ms. Wanyandie and Dr. Spencer-Poitras:

Thank you for the August 30, 2022 letter from Northland School Division regarding the transfer of the Athabasca Delta Community School and all the associated property from Northland School Division to Parkland School Division.

I have attached a copy of Ministerial Order 011/2022, dated August 8, 2022, which will be sufficient for Land Titles' purposes to demonstrate ministerial approval of the transfer of lands identified in your August 30, 2022 letter to Parkland School Division.

As noted in my June 8, 2022 letter to Parkland School Division, the *Financial Administration Act* contains restrictions on when the Crown may provide an indemnity. Department officials have since followed up with Parkland School Division and advised that, should contamination be identified on the site, and if it is a result of the direct actions of the present or past property owner, the remediation costs should be borne by the party responsible.

Alberta Education does not intend to provide an indemnity to Parkland School Division or Northland School Division regarding the condition of Athabasca Delta Community School and the associated property that is to be transferred to Parkland School Division.

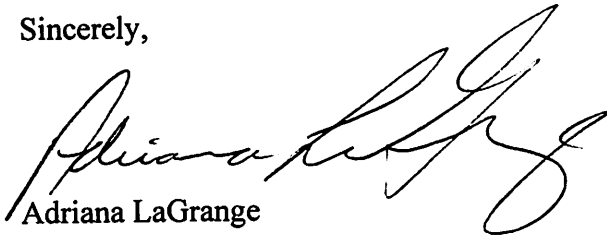
With that information in mind, Northland School Division and Parkland School Division may determine what transfer arrangements are to take place and what should be included in the asset transfer agreement. While Alberta Education does not need to review the asset transfer agreement prior to the parties signing it, please forward an executed copy for our records.

.../2

Ms. Cathy Wanyandie
Dr. Nancy Spencer-Postras
Page Two

I would like to take this opportunity to again congratulate Northland School Division and Parkland School Division on the successful transition of the Athabasca Delta Community School and the associated property.

Sincerely,

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

Adriana LaGrange
Minister

Attachment:

1. Ministerial Order 011/2022

cc: Lorraine Stewart, Board Chair, Parkland School Division
Shauna Boyce, Superintendent of Schools, Parkland School Division



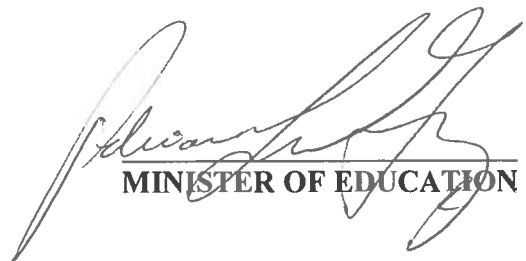
ALBERTA
EDUCATION

Office of the Minister

GOVERNMENT OF ALBERTA
DEPARTMENT OF EDUCATION
MINISTERIAL ORDER (#011 / 2022)

I, Adriana LaGrange, Minister of Education, pursuant to Sections 114 and 118 of the *Education Act* and Section 9 of the *Northland School Division Act* make the Order in the attached Appendix, being The Northland School Division and The Parkland School Division Boundary Adjustment Order.

DATED at Edmonton on July 8, 2022 20 .



MINISTER OF EDUCATION

APPENDIX

MINISTERIAL ORDER (# 011 / 2022)

EDUCATION ACT

**The Northland School Division and The Parkland School Division
Boundary Adjustment Order**

WHEREAS Section 114 of the *Education Act* authorizes the Minister, by order, to add land to or take land from a school division;

WHEREAS Section 118 of the *Education Act* authorizes the Minister, by order, to adjust any assets and liabilities necessary on any inclusion, exclusion, dissolution or transfer of land or school division; and

WHEREAS Section 9 of the *Northland School Division Act*, the application of the *Education Act* and the *Local Authorities Election Act* and the regulations under those Acts apply with respect to the Division.

1 Pursuant to Section 114 of the *Education Act*, all of the following lands are taken from The Northland School Division and are added to the Parkland School Division:

Township 112, Range 7, West of the 4th Meridian
Those portions lying North and West of Lake Athabasca

Township 112, Range 8, West of the 4th Meridian
Those portions lying East of the Riviere Des Rochers

(Collectively the “Fort Chipewyan Lands”)

2 The Board of Trustees of The Parkland School Division shall continue to be comprised of seven (7) trustees.

3 The Parkland School Division shall be comprised of the following lands:

- 2 -

APPENDIX

MINISTERIAL ORDER (#011 / 2022)

Township 50, Range 26, West of the 4th Meridian

That portion of Section 31 lying North and West of the North Saskatchewan River; Those portions of Sections 32 and 35 lying North of the North Saskatchewan River.

Township 50, Range 27, West of the 4th Meridian

Sections 31 to 33 inclusive; Those portions of Sections 27 to 30 inclusive and those portions of Sections 34 to 36 inclusive lying North of the North Saskatchewan River.

Township 50, Range 28, West of the 4th Meridian

Sections 35 and 36; Those portions of Sections 23, 25 and 26 lying North of the North Saskatchewan River.

Township 51, Range 25, West of the 4th Meridian

That portion of Section 7 lying North of the North Saskatchewan River; That portion of Section 8 lying North and West of The North Saskatchewan River; Those portions of the South halves of Sections 17 and 18 lying West of The North Saskatchewan River and South of The Road Plan 6393 A.G.

Township 51, Range 26, West of the 4th Meridian

Sections 4 to 36 inclusive; Those portions of Sections 1 to 3 inclusive lying West and North of the North Saskatchewan River.

Township 51, Range 27, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 51, Range 28, West of the 4th Meridian

Fractional Sections 1, 12, 13, 24, 25 and 36.

Township 52, Range 26, West of the 4th Meridian

Sections 6 and 7; Sections 18 and 19; Sections 26 to 35 inclusive.

Township 52, Range 27, West of the 4th Meridian

Sections 1 to 36 inclusive.

Township 52, Range 28, West of the 4th Meridian

Fractional Sections 1, 12, 13, 24, 25, and 26.

Township 53, Range 26, West of the 4th Meridian

Sections 2 to 11 inclusive; Sections 14 to 21 inclusive; Those portions of Sections 22, 23 and 27 lying outside the Big Lake.

- 3 -

APPENDIX

MINISTERIAL ORDER (# 011 /2022

Township 53, Range 27, West of the 4th Meridian
Sections 1 to 36 inclusive.

Township 53, Range 28, West of the 4th Meridian
Fractional Sections 1, 12, 13, 24, 25 and 36.

Township 54, Range 27, West of the 4th Meridian
Sections 4 to 8 inclusive; That portion of Section 9 lying outside the Gladu Lake.

Township 54, Range 28, West of the 4th Meridian
Fractional Sections 1 and 12.

Township 112, Range 7, West of the 4th Meridian
Those portions lying North and West of Lake Athabasca.

Township 112, Range 8, West of the 4th Meridian
Those portions lying East of the Riviere Des Rochers.

Township 50, Range 1, West of the 5th Meridian
Sections 25 and 26; Sections 31 to 36 inclusive; Those portions of Sections 22 to 24 inclusive and those portions of Sections 28 to 30 inclusive lying North of the North Saskatchewan River; That portion of Section 27 lying East of the North Saskatchewan River.

Township 50, Range 2, West of the 5th Meridian
Those portions of Sections 33 to 36 inclusive lying North and East of the North Saskatchewan River.

Township 50, Range 3, West of the 5th Meridian
Sections 29 to 32 inclusive lying North and West of the North Saskatchewan River.

Township 50, Range 4, West of the 5th Meridian
Sections 19 to 21 inclusive; Sections 27 to 36 inclusive; Those portions of Sections 15 to 17 inclusive and those portions of Sections 22, 23, 25 and 26 and the North Half of Section 18 lying North and West of the North Saskatchewan River.

Township 50, Range 5, West of the 5th Meridian
Sections 19 to 36 inclusive; Those portions of Sections 13 to 15 inclusive and those portions of Sections 17 and 18 lying North of the North Saskatchewan River.

- 4 -

APPENDIX

MINISTERIAL ORDER (# 011 / 2022

Township 50, Range 6, West of the 5th Meridian

Sections 23 to 29 inclusive; Sections 31 to 36 inclusive; Those Portions of Sections 13, 14 and 22 lying North of the North Saskatchewan River.

Township 51, Range 1, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 51, Range 2, West of the 5th Meridian

Sections 1 to 3 inclusive; Sections 8 to 17 inclusive; Sections 20 to 29 inclusive; Sections 31 to 36 inclusive; Those portions of Sections 4 and 5 lying North of the North Saskatchewan River; Those portions of Sections 6, 7, 18 and 19 lying East of the North Saskatchewan River; That portion of Section 30 lying North and East of the North Saskatchewan River.

Township 51, Range 3, West of the 5th Meridian

Sections 6 to 8 inclusive; Sections 17 to 20 inclusive; Sections 25 to 36 inclusive; Those portions of Sections 5, 9, 15, 16 and 21 lying West of the North Saskatchewan River; Those portions of Sections 22 to 24 inclusive lying North of the North Saskatchewan River.

Township 51, Range 4, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 51, Range 5, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 51, Range 6, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 51, Range 7, West of the 5th Meridian

Sections 1 to 36 inclusive.

Township 51, Range 8, West of the 5th Meridian

Sections 1 and 2; Sections 11 to 14 inclusive; Sections 23 and 24; Those portions of Sections 3, 4, 9, 10, 15, 16, 22, and those portions of Sections 25 to 28 inclusive and those portions of Sections 34 to 36 inclusive lying East of the Pembina River.

Township 52, Range 1, West of the 5th Meridian

Sections 1 to 36 inclusive.

- 5 -

APPENDIX

MINISTERIAL ORDER (# 011 / 2022

Township 52, Range 2, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 52, Range 3, West of the 5th Meridian
Sections 1 to 14 inclusive; Sections 23 to 26 inclusive; Sections 35 and 36; Those portions of Sections 27 and 34 lying outside of the Paul First Nation Reserve (Hamlet of Duffield).

Township 52, Range 4, West of the 5th Meridian
Sections 1 to 12 inclusive; Sections 17 to 20 inclusive; Those portions of Sections 16, 21 and those portions of Sections 29 to 31 inclusive lying outside the Wabamun Lake.

Township 52, Range 5, West of the 5th Meridian
Sections 1 to 33 inclusive; Those portions of Sections 34 to 36 inclusive lying outside of the Wabamun Lake.

Township 52, Range 6, West of the 5th Meridian
Sections 1 to 36 inclusive.

Township 52, Range 7, West of the 5th Meridian
Sections 1 to 4 inclusive; Sections 9 to 16 inclusive; Sections 21 to 28 inclusive; Sections 33 to 36 inclusive; Those portions of Sections 5 to 8 inclusive, and those portions of Sections 17 to 20 inclusive and those portions of Sections 29 to 32 inclusive lying East of the Pembina River.

Township 52, Range 8, West of the 5th Meridian
Those portions of Sections 1 and 2 lying South and East of the Pembina River.

Township 53, Range 1, West of the 5th Meridian
Sections 1 to 29 inclusive; Sections 32 to 36 inclusive.

Township 53, Range 2, West of the 5th Meridian
Sections 1 to 24 inclusive; Sections 29 and 30.

Township 53, Range 3, West of the 5th Meridian
Sections 1 to 5 inclusive; Sections 8 to 30 inclusive; Those portions of Section 6 not included in the Wabamun Indian Reserve No. 133B; Those portions of Section 7 lying outside Wabamun Lake.

Township 53, Range 4, West of the 5th Meridian
Section 9 to 11 inclusive; Sections 13 to 30 inclusive; Those portions of Sections 1 to 4 inclusive and those portions of Sections 7, 8 and 12 lying outside of the Wabamun Lake.

- 6 -

APPENDIX

MINISTERIAL ORDER (# 011 /2022)

Township 53, Range 5, West of the 5th Meridian

Section 13; Sections 18 to 30 inclusive; Those portions of Sections 31 and 32 lying outside of The Isle Lake; Those portions of Sections 3 to 7 inclusive, and those portions of Sections 10 to 12 inclusive and those portions of Sections 14 to 17 inclusive lying outside of the Wabamun Lake.

Township 53, Range 6, West of the 5th Meridian

Sections 1 to 20 inclusive; Section 24; Sections 28 to 33 inclusive; Those portions of Sections 21, 22, 23 and 25 lying outside the Isle Lake.

Township 53, Range 7, West of the 5th Meridian

Sections 1 to 4 inclusive; Sections 9 to 16 inclusive; Sections 21 to 27 inclusive; Sections 35 and 36; Those portions of Sections 5 to 8 inclusive, and those portions of Sections 17 to 20 inclusive and those portions of Sections 28, 29, 33 and 34 lying East of the Pembina River.

Township 54, Range 1, West of the 5th Meridian

Sections 1 to 5 inclusive; Sections 8 to 12 inclusive.

Township 54, Range 6, West of the 5th Meridian

Sections 4 to 9 inclusive; Sections 16 to 18 inclusive; Sections 20 and 21; Sections 28 and 29; Sections 32 and 33; Those portions of Sections 19, 30 and 31 lying East of the Pembina River.

Township 54, Range 7, West of the 5th Meridian

Sections 1 and 2; Sections 11 and 12; Those portions of Sections 3, 10, 13, 14, 15, 24 and 36 lying East of the Pembina River.

- 8 Pursuant to Section 118 of the *Education Act*, the assets and liabilities of Northland School Division as at August 31, 2022 attributable to the school operating in the Fort Chipewyan Lands shall be transferred to and become assets and liabilities of The Parkland School Division, in accordance with the attached Schedule.
- 9 This Order is effective September 1, 2022.

SCHEDULE

1 Properties:

The following properties shall be transferred from The Northland School Division to The Parkland School Division:

- a) Lot 10, Block 1, Plan 8522241 – Title #862039069
(Athabasca Delta Community School – 172 McDonald Street, Fort Chipewyan)
- b) Lot 31, Block 3, Plan 8620640 – Title #862068748D (Home at 117 Anderson Street)
- c) Lot 29, Block 3, Plan 8620640 – Title #862068748B (Home at 109 Anderson Street)
- d) Lot 32, Block 3, Plan 8620640 – Title #862068748E (Home at 121 Anderson Street)
- e) Lot 30, Block 3, Plan 8620640 – Title #862068748C (Home at 113 Anderson Street)
- f) Lot 24, Block 5, Plan 5642NY – Title #862102027 (Duplex at 136 McDonald Street)
- g) Lot 24, Block 5, Plan 5642NY – Title #862102027 (Duplex at 136 McDonald Street)
- h) Lot 25, Block 5, Plan 5642NY – Title #862102028 (Duplex at 140 McDonald Street)
- i) Lot 25, Block 5, Plan 5642NY – Title #862102028 (Duplex at 140 McDonald Street)
- j) Lot 5, Block 5, Plan 5642NY – Title #862174477 (Duplex at 113 Mercredi Street)
- k) Lot 5, Block 5, Plan 5642NY – Title #862174477 (Duplex at 113 Mercredi Street)
- l) Lot 4, Block 5, Plan 5642NY – Title #862120850 (Duplex at 117 Mercredi Street)
- m) Lot 4, Block 5, Plan 5642NY – Title #862120850 (Duplex at 117 Mercredi Street)
- n) Lot 5 Block 1, Plan 5642NY – Title #862252401 (Home at 108 Torangeau Avenue)
- o) Lot 28, Block 3, Plan 8620640 – Title #862068748A (Home at 105 Anderson Street)

2 Capital Assets and Liabilities at the end of the day on August 31, 2022

The following account balances with respect to all the land, buildings, equipment and vehicles attributable to the school operating in the Fort Chipewyan Lands shall be transferred from The Northland School Division to The Parkland School Division:

- a) Original cost of capital assets
- b) Accumulated amortization of capital assets
- d) Unexpended deferred capital contributions
- e) Spent deferred capital contributions
- f) Prepaid expenses
- g) Inventory of supplies
- h) Accounts receivable
- i) Accounts payable and other liabilities

3 Operating Assets and Liabilities at the end of the day on August 31, 2022

- a) The account balances with respect to the following operating assets and liabilities shall be transferred from The Northland School Division to The Parkland School Division:
 - i) School Generated Funds (SGF) – SGF bank accounts and the associated liability attributable to the school operating in the Fort Chipewyan Lands.
 - ii) Deferred Operating Contributions– those attributable to the school operating in the Fort Chipewyan Lands including unexpended funds from the school based budget of the school operating in the Fort Chipewyan Lands.
 - iii) School-based operating reserves – those attributable to the school operating in the Fort Chipewyan Lands based on the Audited Financial Statements of The Northland School Division.
 - iv) Unrestricted net assets and the non-school-based operating reserves – the amount to be transferred shall be the same proportion as that determined by calculating the percentage of eligible student enrolments as of September 30, 2021 attributable to the school operating in the Fort Chipewyan Lands to the total eligible student enrolments in The Northland School Division. This prorated value will apply to the following net assets:
The total of the unrestricted surplus and the total operating reserve detailed in The Northland School Division’s 2021 Audited Financial Statements, Schedule of Net Assets as of August 31, 2021 less the following:
 - a) The total of school based reserves for the other schools outside the Fort Chipewyan Lands in The Northland School Division;
 - b) The total of the School Generated Funds in the restricted revenue; and
 - c) Any amount in the unrestricted or restricted reserve received from the Government of Alberta or other sources associated with the modernization at Athabasca Delta Community School.

- b) Any Weighted Moving Average adjustments affecting students in the Athabasca Delta Community School resolved after August 31, 2021 shall be assets or liabilities of The Parkland School Division.
- 3 The boards of trustees of The Parkland School Division and The Northland School Division may agree on the amounts of accounts receivable and accounts payable, in lieu of cash, that shall be transferred to The Parkland School Division and may further agree upon other adjustments between the two boards as deemed necessary. Failing such agreement, the Minister may make a determination which is final and binding.
 - 4 The boards of trustees of The Parkland School Division and The Northland School Division may agree on real property to be transferred to the Parkland School Division, specifically the Athabasca Delta Community School and related teacherages within the lands to be transferred, and may agree upon any further adjustments related to the real property between the boards as deemed necessary. Failing such agreement, the Minister may make a determination which is final and binding.



Office of the Minister

AR119828

NOV 30 2022

Ms. Cathy Wanyandie
Board Chair
Northland School Division
9809 - 77 Avenue
Peace River AB T8S 1C9

Dear Ms. Wanyandie,

Thank you for your November 9, 2022 letter regarding the September 2022 decision by the Northland School Division Board of Trustees to close Fort McKay School.

I appreciate that a decision to permanently close a school is not one that any school board takes lightly. I understand this decision was made following the opening of Fort McKay First Nation's Elsie Fabian School. I commend Northland on its commitment to working collaboratively with Fort McKay First Nation on meeting the educational needs of students, and to supporting the First Nation's efforts to design, build and open its school. I accept the letter as notification of the closure of Fort McKay School, as required under Section 62 of the *Education Act*.

As you know, in Alberta, school boards have the autonomy and accountability to make decisions about programming and the operation of their schools, including decisions about school closures, as locally elected trustees are in the best position to evaluate and respond to the unique circumstances and priorities of the communities they serve.

Should you require further assistance from Alberta Education staff, please contact Ron Taylor, Field Services Director, Indigenous and North Services Branch, at 780-427-5411 or ronald.taylor@gov.ab.ca.

I wish you all the best as you proceed with the school closure process.

Sincerely,

Adriana LaGrange
Minister

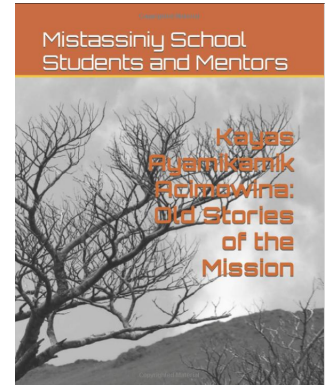
cc: Dr. Nancy Spencer-Poitras, Superintendent of Schools

Superintendent's Highlights

January 20, 2023

Northland Second Book on Amazon

The Division has launched a second book on Amazon called Mistassiniy School Students and Mentors. Stories of resiliency by Elders who attended the Missions School in Desmarais-Wabasca, in Alberta, Canada. Students loved going to the Elders Lodge and talking with the Elders, doing research and sharing their stories. In November of 2016 Northland School Division took several students from Wabasca-Desmarais to Calgary to attend the WE day festivities. From this event they were challenged to develop a local project and this book is the result.



Mental Health Grant

Northland School Division (NSD) is thrilled to have been awarded a mental health grant from Alberta Education. The funding is part of a grant program that will support 60 mental health pilots across Alberta.

With the funding in place, NSD will begin recruiting two new mental health therapists and implementing a whole-school approach to becoming more trauma-informed. To facilitate this trauma-informed approach, current mental health staff will be trained in Eye Movement Desensitization and Reprocessing (EMDR) by a registered psychologist. EMDR enables people to heal from the symptoms and emotional distress that are a result of traumatic events. Mental health staff will utilize this knowledge to educate staff on trauma. Staff will have a better understanding of how to be supportive of trauma and the various impacts it has on NSD students and their families.

Northland supports trauma-informed approaches with the understanding of healing together through the strengths of holistic cultural practices and resiliency for community wellness. As part of advancing the Truth and Reconciliation action, Northland School Division is focused on supporting students, their families, and the communities we serve. The additional mental health staff and utilizing an evidence-based approach to support trauma will make a difference in supporting mental health with students and the communities NSD serves.

Christmas Concerts

Throughout the division there were numerous Christmas concerts taking place in December. Parents and students were excited to be back to in person Christmas concerts, celebrating Northland School Division's very talented students!

The cold days of December didn't detract from the warmth experienced in the schools during these events.

Christmas concert videos

Northland School Division's Music Specialist Boyd Davis was able to record some videos from three Christmas concerts. Click on the links below to view the concerts from Grouard Northland School, Bishop Routhier School and Hillview School.



[Grouard School Christmas Concert](#)

[Bishop Routhier School Christmas Concert](#)

[Hillview School Music Residency](#)

NSD Students Participate in Music Exchange Program

A Northland School Division (NSD) music program has opened a door to an exciting opportunity for Mistassiniy School students. Some Mistassiniy students are involved in a music exchange program with a school located in Brandon, Manitoba. From November 30th to December 5th, students from Vincent Massey High School (Brandon School Division) came to visit Wabasca-Desmarais.

The Mistassiniy and Vincent Massey students performed concerts at Mistassiniy School, St. Theresa School and Oski Pasikoniwew Kamik (Bigstone Cree Nation Community School).

In addition to performing, Vincent Massey students were taken on a community tour. The students from Brandon learned how to make a leather pouch with deer hide and beads, cook bannock and enjoy some moose for lunch. They listened to an Elder tell stories, played a traditional drum, hand games, and participated in a round dance.



"When we parted ways, there were a few tears shed but students are looking forward to the second half of our exchange in Brandon this coming April," said Boyd Davies, Northland School Division Music Specialist.

NSD Staff Participated in MindFuel Workshop

Recently, MindFuel hosted a workshop with Northland School Division staff. Staff practiced building a circuit on a breadboard, and uploading and modifying code using the #Arduino IDE to control lights with a pushbutton. This is one example of how Northland is achieving excellence in learning. Thank you MindFuel!

Mark Owens Receives Queen Elizabeth II's Platinum Jubilee Award

Northland School Division celebrated one of its staff members once again. Director of Student Engagement, Attendance, and Completion Mark Owens has been awarded Queen Elizabeth II's Platinum Jubilee Medal for his exceptional qualities and outstanding service in the field of sport. This medal is awarded to 7000 Alberta residents who have made a significant contribution to Canada, Alberta, their communities, or fellow citizens.

On December 16, 2022, Mark was presented with the Queen Elizabeth II's Platinum Jubilee Medal in Edmonton.

Prime Minister's Award

Consider nominating an educator for a 2023 Prime Minister's Award! You can download a nomination package and poster today by clicking on the image above or visiting the [Government of Canada website](#). You can help celebrate those who go above and beyond to create safe spaces for their students, continue to work hard to make learning fun and inspire the next generation to be bold innovators and creators. Prime Minister's Awards recipients for Teaching Excellence, Teaching Excellence in STEM and Excellence in Early Childhood Education can receive:

- A certificate from the Prime Minister
- National recognition and promotion of their best teaching practices

Nomination packages for both awards must be submitted to the Prime Minister's Awards program office by January 17, 2023 at 11:59 a.m. Pacific Time.

High/Low Temperature Sensors in Houses

This past summer, the Housing Department purchased high/low temperature sensors which were installed in several housing units. These sensors send notifications to the Housing Department when the temperature falls below a certain level to avoid freeze ups. This will save the Division thousands of dollars in repairs for both furnace and frozen water line issues.

Associate Superintendent Report

January 2023

Career and Technology Studies Week 2023

Our division's common highschool timetable continues to expand pathways to graduation. During the week of January 23-27th, every NSD high school will offer learning opportunities that allow project-based learning in a wide variety of Career and Technology studies. Each school will develop their own course options and may also access division-organized online offerings from any of the other high schools as well. Examples of the courses available include:

- Outdoor Education (Including Ice Fishing, Moccasin Making and Shelter Making)
- Cosmetology
- Design Studies and Fashion Studies
- Media Sleuths program (in partnership with Telus World of Science)
- Office Applications (i.e. Excel) and Basic Programming
- Standard First Aid/Child and Infant First Aid



Detail: Previous Student Work from CTS Week

Forestry Pilot

Forestry is a major economic force in many of our communities. Students have demonstrated a keen interest in the forestry industry. As a pilot program, a school will be offering a high-school Forestry Basics course for the coming semester. As well, this learning will be extended by dual-credit and field-based experiences in the summer and into next year. We are working with NAIT to potentially develop a division-wide dual credit course for students.

Learning Disruption Intervention Update

Over the next 12-16 weeks, our Pedagogical Supervisors and Learning Support Teachers will visit schools in teams to implement the division's learning disruption intervention strategy.

Maintaining focus on the same students we worked with last year, the literacy and numeracy interventions will focus on students in grades 2 to 4. The teams will review student performance data with principals and teachers to identify gaps in learning. They will also work with teachers to select strategies to support what the students need to succeed.