



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 24-08 AGENDA

Location: DoubleTree West Edmonton	
Zoom: Corporate Board Meeting	
Meeting ID: 868 4518 8855 Passcode: 350548	Phone: 1 (587) 328-1099
Date: Saturday, October 19, 2024	Time: 9:00 a.m. - 4:30 p.m.

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

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

A. CALL TO ORDER

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

B. BUSINESS ARISING FROM CLOSED SESSION

C. BOARD MATTERS

D. MINUTES

No.	Title	Responsible	Action	Page No.
1.	September 28, 2024 Organizational Meeting Minutes	All	Motion	04
2.	September 28, 2024 Regular Meeting Minutes	All	Motion	09
3.	Board Action Items	Superintendent Johnson	Information	16

E. BUSINESS ARISING FROM MINUTES



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F. CONSENT AGENDA

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Chair Fayant	Information	19
2.	Superintendent of Schools Report	Superintendent Johnson	Information	21
3.	Trustee Activity, Committee and/or Board Representative/Association Reports	Trustees	Information	23

G. ACTION ITEMS

No.	Title	Responsible	Action	Page No.
1.	Monthly Financial Report	Secretary-Treasurer Aird	Information	24
2.	Student Engagement, Attendance & Completion Report	Associate Superintendent Owens	Information	26
3.	Monthly Enrollment Report	Superintendent Johnson	Information	31
4.	Policy 2 Appendix B - Facilitated Board Self-Evaluation Process	Chair Fayant	Motion	33
5.	Policy 3 Appendix B - Trustee and Administration Working Relationship Guidelines	Chair Fayant	Motion	37
6.	Policy 7 Appendix B - Board Professional Development Plan & Guidelines	Chair Fayant	Motion	47
7.	Policy 18 - Alternative Programs	Chair Fayant	Motion	49
8.	Fall Draft Budget	Secretary-Treasurer Aird	Information	53
9.	Mistassiniy School - Experiences Canada Music Trip to Kelowna, BC	Superintendent Johnson	Motion	56
10.	Secretary-Treasurer Position	Superintendent Johnson	Motion	58
11.	Father R. Perin School Indigenous Academy Proposal	Superintendent Johnson	Information	59
12.	ASBA Bulletin - Handout	Chair Fayant	Motion	66



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H. MONITORING REPORTS

No.	Title	Responsible	Action	Page No.
1.	Awards/Celebrations/Presentations - 1:00 p.m Shelley Stevenson & Dawn Power, St. Theresa School - Literacy Presentation	Superintendent Johnson	Information	-
2.	Board Chair Highlights	Chair Fayant	Information	67
3.	Superintendent Highlights	Superintendent Johnson	Information	70
4.	Deputy/Associate Superintendents' Report	Deputy Superintendent Meunier	Information	82
5.	OH&S Department Report	Associate Superintendent Veitch	Information	85
6.	First Nations, Metis and Inuit (FNMI) Department Report	Deputy Superintendent Meunier	Information	88
7.	Facilities Report	Secretary-Treasurer Aird	Information	90
8.	IT/ET Department Report	Deputy Superintendent Meunier	Information	102

I. PRELIMINARY DISCUSSION

No.	Title	Responsible
1.	Attraction & Retention/Teaching & Learning Committee Meeting Dates & November Board Meeting Date	Superintendent Johnson/ Associate Superintendent Veitch
2.	Capital Plan Ad Hoc Committee Meeting Date	Chair Fayant

J. ADJOURNMENT & CLOSING CULTURAL REFLECTION



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: September 28, 2024 Organizational Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: September 28, 2024 Organizational Board Meeting Minutes

RECOMMENDATION:

THAT the Board of Trustees approve the September 28, 2024 Organizational Board Meeting minutes, as presented.

BACKGROUND:

RISK ANALYSIS:



**NORTHLAND SCHOOL DIVISION
ORGANIZATIONAL MEETING MINUTES**

Location: Mistassiniy School

Date: Saturday, September 28, 2024 Time: 9:00 a.m.

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

A. CALL TO ORDER

1. Call to Order

Superintendent Johnson called the meeting to order at 9:00 a.m. and gave the land acknowledgement.

2. Opening Prayer, Cultural Reflection or Reflection

Trustee B. Lamouche gave the opening prayer.

3. Nomination Procedures

Superintendent Johnson reviewed the Nomination Procedures with the Board of Trustees.

MOTION: Trustee Rude moved that the Board of Trustees approve the Nomination Procedures for selecting the Board Chair and Vice Chair as presented.

25974/24 CARRIED

4. Declaration of Interest for Board Chair

Each board member was given one opportunity to declare their intent to seek the office of the Board Chair. Trustee Guild and Trustee Fayant stated that they would allow their names to stand for the position of Board Chair. All other board members indicated that it was not their intention to seek the office of Board Chair.



**NORTHLAND SCHOOL DIVISION
ORGANIZATIONAL MEETING MINUTES**

MOTION: Trustee McCamon moved that the Trustee Guild and Trustee Fayant be nominated as Board Chair.

25975/24 CARRIED

5. Candidates' Opportunity to Speak

Trustee Fayant and Trustee Guild were given the opportunity to speak and address the Board of Trustees at this time.

6. Trustees' Questions of Candidates

Trustees were given the opportunity to ask questions to Trustee Fayant and Trustee Guild.

Executive Assistant Page distributed the ballots to conduct the election. Scrutineers Acting Secretary-Treasurer Aird and Executive Assistant Page collected the ballots for counting.

After counting the ballots, Acting Secretary-Treasurer announced that the votes were tied.

Superintendent Johnson stated that as per the Nomination Procedures, another vote will be taken. Executive Assistant Page distributed and collected the ballots.

After counting the ballots, Acting Secretary-Treasurer Aird announced that the votes were tied a second time.

Superintendent Johnson stated that a third and final vote would be taken as per the nomination procedures. Executive Assistant Page distributed and collected the ballots.

After counting the ballots, Acting Secretary-Treasurer Aird announced that the votes were tied for the third time.

Superintendent Johnson stated that as per the Nomination Procedures, Trustee Fayant and Trustee Guild's names will be placed in a ballot box, and a name will be drawn for the position of Board Chair.



**NORTHLAND SCHOOL DIVISION
ORGANIZATIONAL MEETING MINUTES**

7. Declaration of Results and Announcement of Board Chair

Superintendent Johnson announced Trustee Fayant was elected Board Chair.

8. Board Chair Assumes Chair Position

Trustee Fayant completed the oath of office and assumed the position of Board Chair.

9. Adoption of Agenda

MOTION: Trustee J. Lamouche moved that the agenda be adopted as presented.

25976/24 CARRIED

10. Declaration of Interest for Board Vice-Chair

Each board member was given an opportunity to declare their intent to seek the office of Board Vice-Chair. Trustee Guild put his name forward at this point. All other board members indicated that it was not their intention to seek the office of Board Vice-Chair.

Trustee Guild was elected as Board Vice-Chair by acclamation and completed the oath of office at this time.

11. 2024-2025 Regular Board Meeting Schedule

MOTION: Trustee McCamon moved that the Board of Trustees approve the 2024-2025 meeting schedule as presented.

25977/24 CARRIED

12. Board Committee Appointments for 2024-2025

MOTION: Trustee McGillivray moved that the Board of Trustees approve the Board Committee Appointments for the 2024-2025 school year as presented.

25978/24 CARRIED

13. Board Representatives for 2024-2025

MOTION: Trustee Rude moved that the Board of Trustees approve the Board Representatives for the 2024-2025 school year.

25979/24 CARRIED



**NORTHLAND SCHOOL DIVISION
ORGANIZATIONAL MEETING MINUTES**

14. Resolution to Destroy Ballots

MOTION: Trustee McCamon moved that the voting ballots for the Board Chair and Board Vice Chair positions be destroyed.

25980/24 CARRIED

B. ADJOURNMENT

1. Adjournment

MOTION: Vice Chair Guild moved that the Board of Trustees declare the meeting adjourned at 10:00 a.m.

25981/24 CARRIED

Tanya Fayant, Board Chair

Douglas Aird, Acting Secretary-Treasurer



TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: September 28, 2024 Regular Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: September 28, 2024 Regular Board Meeting Minutes

RECOMMENDATION:
THAT the Board of Trustees approve the September 28, 2024 Regular Board Meeting minutes, as presented.

BACKGROUND:

RISK ANALYSIS:



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-07
MINUTES**

Location: Mistassiniy School

Date: Saturday, September 28, 2024

Time: 10:00 a.m.

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

A. CALL TO ORDER

1. Call to Order

Chair Fayant called the meeting to order at 10:16 a.m.

2. Adoption of Agenda

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

25982/24 CARRIED

3. Closed Session

MOTION: Trustee McCamon moved that the Board of Trustees go into a closed session with the Administration at 10:17 a.m.

25983/24 CARRIED

Pearl Lorentzen, Lakeside Leader reporter, left the meeting at this time.

4. Regular Session

MOTION: Vice Chair Guild moved that the Board of Trustees return to regular format at 10:46 a.m.

25984/24 CARRIED

**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-07
MINUTES**

Pearl Lorentzen, Lakeside Leader reporter, returned to the meeting this time.

B. BUSINESS ARISING FROM CLOSED SESSION

There was no business arising from the closed session.

C. BOARD MATTERS

The following board matters were discussed:

1. Trustee Rude noted that a parent asked which trustee would represent Mistassiniy School since Ward 6 is vacant. After discussion, Vice Chair Guild volunteered to represent Mistassiniy School and Career Pathways for the 2024-2025 school year.
2. Trustee Rude asked about the procedure/process for field trips and who determines which activities. Acting Secretary-Treasurer Aird and Superintendent Johnson reviewed the process of field trips and how ARMIC decides which activities are approved.
3. Trustee McGillivray advised the Board of Trustees that the Paddle Prairie Metis Settlement's water reservoir is very low, and the community could run out of water within the next six months.

MOTION: Trustee McCamon moved that the Board of Trustees approve that the Vice Chair Guild represent Mistassiniy School and Career Pathways for the 2024-2025 school year.

25985/24 CARRIED

D. MINUTES

1. June 28, 2024 Regular Board Meeting Minutes

MOTION: Vice Chair Guild moved that the Board of Trustees approve the June 28, 2024, with the following amendments:

- Items 11 and 12 - change the date to September 28, 2024.

25986/24 CARRIED



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-07
MINUTES**

2. Board Action Items

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

E. CONSENT AGENDA

1. Consent Agenda

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

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

25987/24 CARRIED

F. ACTION ITEMS

1. Acting Secretary-Treasurer

MOTION: Trustee J. Lamouche moved that the Board of Trustees appoint Douglas Aird as Acting Secretary-Treasurer of the Northland School Division, effective immediately until an incumbent has been hired.

25988/24 CARRIED

2. Monthly Financial Report

Acting Secretary-Treasurer Aird presented the financial report to the Board of Trustees as of August 31, 2024. The monthly financial report was received and filed as information.

3. Student Engagement, Attendance & Completion Report

Associate Superintendent Owens presented the Student Engagement, Attendance and Completion Report for June 2024. The Student Engagement, Attendance and Completion Report was received and filed as information.



NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-07
MINUTES

4. Monthly Enrollment Report

Superintendent Johnson presented the monthly enrollment report as of September 19, 2024. Enrollment is currently down; the final count is due September 30, 2024. The monthly report was received and filed as information.

5. Policy 8 - Board Committees

MOTION: Trustee McGillivray moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 8 - Board Committees.

25989/24 CARRIED

6. Policy 9 - Board Representatives

MOTION: Trustee Rude moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 9 - Board Representatives.

25990/24 CARRIED

7. Policy 11 - Board Delegation of Authority

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 11 - Board Delegation of Authority.

25991/24 CARRIED

8. 2023-2024 Year-End Audit

Acting Secretary-Treasurer Aird presented the 2023-2024 audit plan to the Board of Trustees.

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the 2023-2024 audit plan as presented and authorize the Board Chair to approve the Engagement Letter.

25992/24 CARRIED

NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-07
MINUTES

9. Superintendent and Board Evaluations

MOTION: Trustee Rude moved that the Board of Trustees schedule and conduct the Superintendent of Schools and the Board evaluations on Monday, November 4, 2024, as presented.

25993/24 CARRIED

10. Network Infrastructure Capital Project

MOTION: Trustee McCamon moved that the Board of Trustees authorize the Administration to proceed with the quote from ACSI Securing Networks for \$309,906.36, including GST, with the funds coming from the capital reserves.

25994/24 CARRIED

11. Organizational Chart

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

12. Mistassiniy School's Educational First Trip to London, Paris and Rome

MOTION: Trustee McCamon moved that the Board of Trustees approve Mistassiniy School's Education First Trip to London, Paris and Rome from March 22, 2025, to April 4, 2025, as presented.

25995/24 CARRIED

13. Tri-Annual Report #3

Superintendent Johnson presented the Tri-Annual Report #3 to the Board of Trustees, highlighting the Division's successes. This report was received and filed as information.

Break from 11:58 a.m. to 12:50 p.m. Trustee J. Lamouche left the meeting at this time.



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-07
MINUTES**

G. MONITORING REPORTS

- 1. The Board of Trustees received and filed the following reports:
 - a. Board Chair Highlights
 - b. Superintendent Highlights
 - c. Deputy/Associate Superintendents Report
 - d. Human Resources Department Report
 - e. Media Relations Department Report

All reports were received and filed as information.

H. PRELIMINARY DISCUSSION

The Board of Trustees discussed displaying a portrait in honour of Trustee Auger at the front entrance of Pelican Mountain School.

I. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

- 1. **Closing Prayer/Cultural Reflection**
Trustee Rude gave the closing prayer.
- 2. **Adjournment**
MOTION: Trustee McCamon moved that the Board of Trustees declare the meeting adjourned at 1:58 p.m.

25996/24 CARRIED

Tanya Fayant, Board Chair

Douglas Aird, Acting Secretary-Treasurer



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Board Action Items
REFERENCE(S):
ATTACHMENTS: Board Action Items

INFORMATION ITEM
The Board Action Items report has been received as information and filed.

BACKGROUND:
RISK ANALYSIS:

Current Board Action Items:

Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action
Board	23-Feb-2024	Administration	Board Concerns	Cultural Equity - small renovations to visibly see that our schools are Indigenous	31-Aug-2024	Complete	Many schools have made improvements in this area; Associate Superintendent and Deputy Superintendent are monitoring during school visits and making recommendations to the principal to include community voice.
Board	15-Mar-2024	Administration	Board Concerns	Include in the trustees portfolio binders: wellness data and funding; breakout on funding and lunch programs	30-May-2024	In Progress	Data presented to trustees depending on circumstances and who they are meeting with. Wellness data included.
Board	15-Mar-2024	Administration	Board Concerns	Draft a letter for parents/community members to lobby for Capital Plan Projects	30-May-2024	Complete	Letters have been drafted and submitted as opportunities arise.
Board	19-Apr-2024	Administration	Board Concerns	Possibility in having a NSD student design the pink shirt for Pink Shirt Day	31-Aug-2024	In Progress	Presented a proposed communication at the August Principal's Meeting. Next step is launching a contest launch date and submission deadline.
Board	11-May-2024	Administration	Discussion	Contact Rupertsland in regard to tutoring; confirm that Metis students can access the tutoring.	30-May-2024	Complete	May 13, 2024: Mark spoke with Lisa with Rupertsland on tutoring; they have a meeting scheduled for next week and applications will be open next week and during the summer. Sept 2024: Debbie and her team met with Lisa from Rupertsland to go over and create a draft plan to be approved by Superintendent. Oct 2024: Mark met with Lisa Cruikshank and had some minor edits. This is now ready for approval.
Board	11-May-2024	Administration	Enrollment	Elizabeth and Mistassiniy decline in student enrollment - where did the students go? Did they go to the NSD Online School?	15-Jun-2024	Complete	Mistassiniy: students have enrolled in the Band school. Mistassiniy is promoting their athletics, hands on and land based learning on their FB page daily and in communication with families Elizabeth: students move to town school for more opportunities in athletics and CTF. Rayel is still in communication with families and programs are being run at the school
Board	28-Sep-2024	Administration	Paddle Prairie Metis Settlement	Administration to write letters to the MLA and AB Infrastructure supporting Paddle Prairie Metis Settlement in assisting with their water reservoir.	30-Oct-2024	Complete	Superintendent worked with Council Consultant regarding letter in support of a new school for Paddle Prairie that will be submitted to the Minister of Education, Minister of Infrastructure and the Premier. Met with local MLA Dan Williams on October 11, 2024. Current status of the water situation is that the resource is being filled and school operations should not be hindered.
Board	28-Sep-2024	Administration	Audit Committee	Email the trustees a copy of the Volunteer Audit and Finance Committee job description	15-Oct-2024	Complete	October 9, 2024: Emailed to trustees and posted to CPA and NSD websites.
Board	28-Sep-2024	Administration	Website	FNMI Department to list the resources available on the NSD website, just like Rupertsland	1-Jan-2025	In Progress	
Board	28-Sep-2024	Administration	Monitoring Reports	Share the School Liaison Names with the Communities	30-Oct-2024	Complete	October 10, 2024: All schools have liaison workers. Amy has shared a poster template for schools to advertise their workers in their newsletters and communication through the school
Board	28-Sep-2024	Administration	Investigation	Share printed copy of report and completed form	19-Oct-2024	Complete	October 9, 2024: report has been printed and will be shared with trustees in person on October 19, 2024.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Approval of Consent Agenda
REFERENCE(S) & ATTACHMENTS:

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

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

BACKGROUND:

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

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

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
BOARD CHAIR REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Tanya Fayant, Board Chair, Ward 5
SUBJECT: Board Report as of October 11, 2024

Mistassiniy School Grand Opening, Wabasca - September 27, 2024

The grand opening was a fantastic event showcasing how dynamic a new school can help our students become 21st-century learners. We invited Scott Sinclair - MLA for Lesser Slave Lake to this event, and he graciously accepted our invitation and spoke as a dignitary in the opening. After the event Robin, Cal and myself had the opportunity to speak to Scott about the priorities of the Northland School Division. At the top of the list was asking him to support our Capital Plan priorities, which includes a school in his riding. He was supportive of submitting Grouard as his priority to the Minister of Education. We also spoke about having a robust submission to the Minister when we submit our new Capital Plan.

Organizational Meeting & Regular Board Meeting, Wabasca - September 28, 2024

It was an honour to be voted in as Board Chair at the organizational meeting. I am excited to see what this next year will bring to our Division and how we can work together to grow and support all of our initiatives.

ASBA Webinar - Bill 20 Discussion - October 4, 2024

I attended a webinar discussing Bill 20 and how elections for trustees will change next September. A few questions arose from this webinar, and we are meeting with our lawyer to discuss how these changes may affect Northland or what we may implement before the election takes place, such as criminal record checks or a deposit.

Agenda Review Meeting via Zoom

Policy Committee Meeting via Zoom - October 9, 2024

We reviewed the agenda for the upcoming board meeting and also made changes to 4 policies.

Business Magazine interview - October 11, 2024 morning

Administration joined me in an interview. This interview was to showcase the Northland School Division and where we stand out differently from other divisions. We were able to verbalize how our indigenous learning is diverse and unique in Alberta. We also discussed online school and how that is changing the landscape of how we deliver education.

Meeting with Minister of Mental Health and Addictions Dan Williams - October 11, 2024 afternoon

Similar to the meeting with Scott Sinclair, we echoed the priorities of the Northland School Division and asked the Minister to support making Paddle Prairie School his priority submission for his constituency for a new school. He was very willing to make that submission to the Minister of Education. We also talked briefly about how we believe Northland could be part of

the CASSA school pilot projects. We suggested that Paddle Prairie and the Online school would be great places to start. Once again, he was very supportive of those ideas. Lastly, we advocated for Paddle Prairie and its water issues. He suggested that we meet with the Minister of Transportation to continue the advocacy. We also discussed turning over Keg River School to Paddle Prairie if they were able to secure funding for an addictions facility. Overall it was a very positive experience.



Superintendent's Report

C. Johnson

October 11, 2024

New Teacher Professional Development & Conference	September 20 - 21, 2024
Attended the New Teacher Development Sessions and Conference in Edmonton.	
Office of the Auditor General Meeting	September 23, 2024
Met with the Office of the Auditor General in Edmonton, along with Associate Mark Owens, to discuss the Northland School Division status.	
Principal Mentor Meeting	September 24, 2024
Attended the Principal Mentor meeting in Edmonton.	
ASBA Board Chairs & Superintendents Engagement Meeting	September 25, 2024
Participated in the Board Chairs and Superintendents Engagement meeting in Calgary hosted by ASBA.	
Mistassiniy School Grand Opening	September 27, 2024
Attended the Mistassiniy School Grand Opening along with dignitaries from the Alberta Government and Alberta Infrastructure; NSD staff, community members and students.	
Wabasca School Visits	September 27, 2024
School visits at Mistassiniy School, St. Theresa School and Career Pathways.	
Organizational and Regular Board Meetings	September 28, 2024
Participated in the annual Organizational meeting and monthly board meeting at Mistassiniy School in Wabasca.	
Alberta Education Oversight Committee Meeting	October 1, 2024
Attended the monthly virtual Alberta Education Oversight Committee meeting.	
Aseniwuche Winewak Nation (AWN) Meeting	October 2, 2024
Met with President David MacPhee with the AWN, Deputy Superintendent Meunier, and Associate Superintendent Owens to discuss the partnership between AWN and NSD.	

Principals Meeting	October 3 - 4, 2024
Met with school principals and vice principals, directors and learning coaches on October 3 - 4, 2024. Topics included: Connections with Schools and Communities, case studies, and a River Walk with Dr. Dwayne Donald.	
Agenda Review Meeting	October 9, 2024
Participated in the monthly agenda review for the October 19, 2024 board meeting.	
Policy Committee Meeting	October 9, 2024
Participated in the monthly policy committee meeting reviewing Policy 2 Appendix B, Policy 3 Appendix B, Policy 7 Appendix B and Policy 18.	
Business View Interview	October 11, 2024
Participated in the Business View Interview with Chair Fayant, Deputy Superintendent Meunier, Director Mineault and Media Relations Manager Walty.	
Minister of Mental Health and Addiction, MLA for Peace River	October 11, 2024
Met with Honourable Dan Williams, Minister of Mental Health and Addiction, MLA for Peace River, to discuss the need for a new school in Paddle Prairie, mental health and student wellbeing, Paddle Prairie water shortage, and an addiction facility in Keg River.	



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Monthly Financial Report
REFERENCE(S):
ATTACHMENTS: Monthly Financial Report as of August 31, 2024

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

BACKGROUND:

RISK ANALYSIS:



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

REVENUE	Budget				
	2023-24	YTD Budget	YTD Actual	Variance	%
Alberta Education	\$ 44,698,045	\$ 44,698,045	\$ 41,680,609	\$ (3,017,436)	(7)
Federal Government & First Nations	9,880,018	9,880,018	11,611,846	1,731,828	18
Other Revenue	1,870,899	1,870,899	2,430,797	559,898	30
	<u>\$ 56,448,962</u>	<u>\$ 56,448,962</u>	<u>\$ 55,723,252</u>	<u>\$ (725,710)</u>	<u>(1)</u>
EXPENSES					
Schools	\$ 22,045,761	\$ 22,045,761	\$ 21,818,583	\$ 227,178	1
Instructional Support	7,124,845	7,124,845	7,051,423	73,422	1
Instructional Supply	7,010,427	7,010,427	5,892,680	1,117,747	16
Transportation	3,854,628	3,854,628	3,739,293	115,335	3
Operations and Maintenance	9,076,052	9,076,052	9,305,885	(229,833)	(3)
External Services	3,857,191	3,857,191	4,011,694	(154,503)	(4)
System Administration	2,563,525	2,563,525	3,387,565	(824,040)	(32)
Corporate Board	453,068	453,068	602,600	(149,532)	(33)
Insurance (Buildings)	915,597	915,597	915,597	-	-
	<u>\$ 56,901,094</u>	<u>\$ 56,901,094</u>	<u>\$ 56,725,320</u>	<u>\$ 175,774</u>	<u>0</u>
Accumulated Surplus utilization	\$ -	\$ -	\$ (1,205,350)	\$ (1,205,350)	-
NET SURPLUS (DEFICIT)	<u>\$ (452,132)</u>	<u>\$ (452,132)</u>	<u>\$ 203,282</u>	<u>\$ 655,414</u>	

VARIANCE ANALYSIS

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

Revenues

Revenues received (+1%) have been in line with the budget.
 Additional provincial revenues are pending enrolment review.
 Federal/first Nations revenues will be adjusted and finalized with the audit.

Expenses

Expenses are on budget (0 %) as reduced summer costs have better aligned spending to plan.
 Certified salaries and benefits are 10% lower than budgeted due to vacancies in positions and positive cost variances.
 Uncertificated salaries and benefits include staffing changes related to the Superintendent Entry Plan, unbudgeted Jordans Principle staff (\$916K) and benefits inflation.
 Transportation is now slightly under budget as expenses are incurred over the first ten months of the budget year.
 Operations and Maintenance expenses are being monitored closely. This includes \$626K in IMR funded separately. Utility and System Administration costs include restructuring and pooled costs for other programs, which will be allocated to each program and school.
 External Services are also being monitored closely to ensure Housing operations, renovations and School Food Services remain on plan.
 Accumulated surplus is being used as per the Board's request and Ministerial approval

Salaries and Benefits Detail

Certificated salaries and benefits	\$ 20,021,665	\$ 20,021,665	\$ 18,060,169	\$ 1,961,496	10
Uncertificated salaries and benefits	14,150,837	14,150,837	16,795,820	(2,644,983)	(19)
	<u>\$ 34,172,502</u>	<u>\$ 34,172,502</u>	<u>\$ 34,855,989</u>	<u>\$ (683,487)</u>	<u>(2)</u>



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024

SUBMITTED BY: Mark Owens, Associate Superintendent

SUBJECT: Student Engagement, Attendance, and Completion Report

REFERENCE(S):

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

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

BACKGROUND:

RISK ANALYSIS:



The Northland School Division

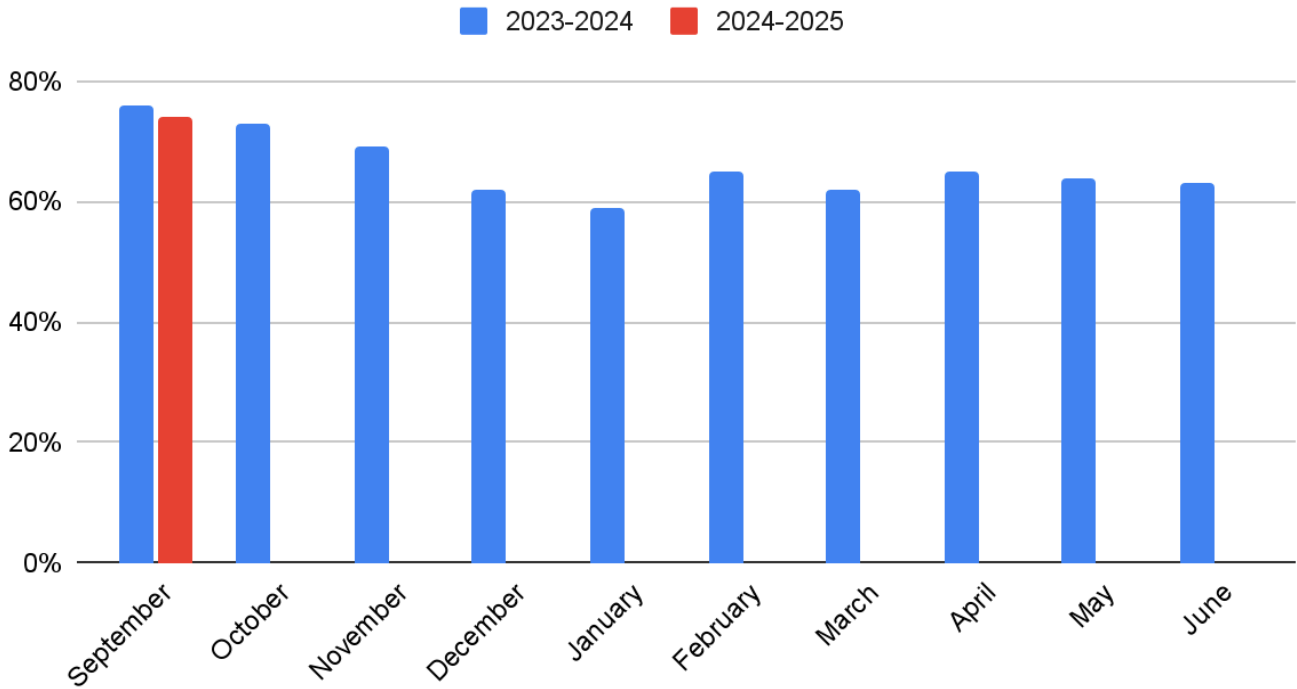
**Director of Student Engagement, Attendance and Completion
Board Attendance Report
October 2024**

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

Strategy 1.1: Standardize attendance tracking processes

Table 1 - YR-YR Comparison			
Month	2023-2024	2024-2025	Difference
September	76%	74%	2%

2023 to 2024 Monthly Comparison



Highlights

- Attendance increases for the month of September in
 - Chipewyan Lake (4%)
 - Mistassiniy (6%)
 - Northland Online School (8%)
 - Paddle Prairie (2%)
 - St. Theresa (4%)
 - Susa Creek (6%)
- Maintained (within 3%)
 - Bill Woodward
 - Elizabeth
 - Father R. Perin
 - J.F. Dion
 - Hillview
- 9 schools had over 60% of their students with over 80% attendance for September

Sept 2023 to Sept 2024 attendance rates by individual school

School	Sept 2023	Sept 2024
Anzac	90%	84%
Bill Woodward	80%	80%
Bishop Routhier	84%	71%
Calling Lake	74%	62%
Chipewyan Lake	80%	84%
Conklin	86%	80%
Elizabeth	87%	85%
Father R Perin	71%	70%
Gift Lake	74%	58%
Grouard Northland	76%	80%
Hillview	77%	74%
JF Dion	85%	82%
Mistassiniy	67%	73%
Northland Online	50%	58%
Paddle Prairie	67%	69%
St. Theresa	80%	84%
Susa Creek	82%	88%

Individual School Attendance rates by percentile for Sept 2024

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	28%	21%	22%	13%	1%	9%	6%
Bill Woodward	23%	17%	22%	14%	11%	5%	9%
Bishop Routhier	18%	8%	23%	13%	8%	11%	18%
Calling Lake	8%	12%	12%	11%	9%	15%	33%
Chipewyan Lake	36%	14%	18%	9%	14%	9%	0%
Conklin	12%	35%	24%	12%	0%	0%	18%
Elizabeth	27%	21%	24%	11%	7%	4%	6%
Father R Perin	14%	13%	23%	9%	9%	14%	19%
Gift Lake	9%	4%	9%	19%	14%	12%	34%
Grouard Northland	17%	26%	23%	11%	11%	0%	11%
Hillview	9%	21%	21%	26%	9%	3%	12%
JF Dion	13%	26%	30%	15%	4%	2%	9%
Mistassiniy	13%	13%	23%	14%	13%	9%	14%
Northland Online	18%	8%	6%	11%	13%	8%	35%
Paddle Prairie	10%	10%	14%	15%	19%	15%	16%
St. Theresa	22%	21%	25%	14%	8%	4%	6%
Susa Creek	36%	18%	21%	18%	4%	0%	4%

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

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

School	Principal	September Attendance
Susa Creek	Tresha Moorhouse	88%
Elizabeth	Rayel Cardinal	85%
St. Theresa	Shelly Stevenson	84%
Anzac	Andrew Belsheim	84%
Chipewyan Lake	Blair Sellars	84%
J.F. Dion	Yvette Jean-Jacques	82%

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

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

Grade Level	Name	School
K-3	Gracie McGuire	Paddle Prairie
4-6	Noah MacMillan	Anzac
7-9	Tyrece Amos	Bill Woodward
10-12	Rachel Cheecham	Bill Woodward



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Monthly Enrollment
REFERENCE(S):
ATTACHMENTS: Monthly Enrollment as of October 9, 2024

INFORMATION ITEM
The monthly enrollment report, as of October 9, 2024, has been received as information and filed.

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



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: OCTOBER 19, 2024

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 2 Appendix B - Facilitated Board Self-Evaluation Process

ATTACHMENTS: Policy 2 Appendix B - Facilitated Board Self-Evaluation Process

RECOMMENDATION:
THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 2 Appendix B - Facilitated Board Self-Evaluation Process.

BACKGROUND:
RISK ANALYSIS:



POLICY 2 - APPENDIX B FACILITATED BOARD SELF-EVALUATION PROCESS

PROCESS

The annual facilitated Board self-evaluation process shall be completed ~~subsequent to~~ **after** the Superintendent evaluation process. The two evaluation processes are complementary in nature.

Part 1: The **Education** Act provides the Board with significant authority, including the authority to delegate. The Board must decide the authority it wishes to delegate and the authority to be retained. The Board is the only body in the Division which can hold the Board accountable for performing its legally defined role.

With reference to Policy 2 Role of the Board, Policy 2 Appendix A – Annual Board Work Plan, and the motions passed from Regular and Special meetings held during the evaluation period, individual trustees will assess the Corporate Board’s effectiveness relative to each area ~~in the role of the Board’s~~ **role**. The objective is to identify areas of strength ~~on which~~ to build and specific changes for the greater effectiveness that the corporate Board is committed to.

Evaluation Tool: Collect, collate and analyze responses to a Role of the Board questionnaire.

Part 2: The Board functions as a corporate entity. Individual trustees have only the authority granted to them by the Board. Therefore, the interpersonal working relationships between and among trustees are vital to the effective functioning of the Board.

Evaluation Tool: Collect, collate and analyze ~~responses to a Board Interpersonal Working Relationships questionnaire~~ **responses**.

Part 3: The Board is elected for a four-year term. One key role is to represent the communities within the division’s boundaries ~~of the Division~~ and effectively communicate to the electorate between elections in a manner that creates assurance and builds confidence.

Evaluation Tool: Collect, collate and analyze ~~responses to a Communications/ Representation questionnaire~~ **responses**.

Part 4: Boards have fiduciary, strategic, and generative governance roles. All must be performed in an ethical manner.

Evaluation Tool: Collect, collate and analyze responses to a Readiness for Governance questionnaire.

Part 5: With reference to the functioning of the First Team during the evaluation period, trustees will assess Board/Superintendent Relationships. In other words, is the Board effectively performing its role to make the First Team effective?



POLICY 2 - APPENDIX B FACILITATED BOARD SELF-EVALUATION PROCESS

Evaluation Tool: Collect, collate and analyze responses to a the Board/Superintendent relations questionnaire responses.

Part 6: The Board's policy role is critical to providing direction for the Division, to delegate delegating and to hold holding staff accountable through the office of the Superintendent, and to promoting and protecting publicly funded education. An ongoing review of Board policies is required to ensure the currency and effectiveness of such policies.

Evaluation Tool: Review the summary of Board motions to ensure the entire Board Policy Handbook is continually reviewed and revised, to identify any lack of alignment of practice with policy (e.g. from the review of motions), and make revisions as required in policy or practice as deemed appropriate. Ensure Board Evaluation Assessments are performed every 3 three months.

Part 7: Reviewing Board actions at least annually to determine accomplishments, opportunities, regrets, and threats to assist in improving board policies, strategies, and actions to ensure students are the first in decision-making.

Evaluation Tool: Modifying the PPF with identified outcomes.

Part 8: The Board approves of the directions to be taken during the next evaluation period to strengthen Board functioning, including determining board priorities.

Part 9: The Board assesses success or lack thereof, addressing the approved approval as a result of the last evaluation and includes any required actions in the current PPF.

Part 10: The Board reviews the process tools and process structure and identifies any changes desired for the next evaluation period.

Part 11: The Board approves the Positive Path Forward (PPF) in a public Board meeting.

Note in subsequent years the evaluation process will commence with an accountability review of the previous year's goals to ensure actions were taken as required and desired results achieved.

Legal Reference: Section 33, 51, 52, 53, 54, 60, 67, 139, 222 Education Act
Fiscal Planning and Transparency Act
Borrowing Regulation
Investment Regulation
School Fees Regulation
Trust and Reconciliation Commission Calls to Action
Local Authorities Elections Act



POLICY 2 - APPENDIX B FACILITATED BOARD SELF-EVALUATION PROCESS

Northland School Division Act
Results-Based Budgeting Act
Disposition of Property Regulation
Early Childhood Services Regulation



ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 3 Appendix B - Trustee and Administration Working Relationship Guidelines

ATTACHMENTS: Policy 3 Appendix B - Trustee and Administration Working Relationship Guidelines

RECOMMENDATION:

THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 3 Appendix B - Trustee and Administration Working Relationship Guidelines.

BACKGROUND:

RISK ANALYSIS:



POLICY 3 APPENDIX B

TRUSTEE AND ADMINISTRATION WORKING RELATIONSHIPS

GUIDELINES

The guidelines are provided ~~with the intent~~ to assist trustees and administration in their work together. They are a framework of actions that enable all parties to know and understand each other's role in working together, an understanding which is ~~important~~ **essential** in helping to ensure good working relationships as everyone shares the same goals: student success through strong community schools, with meaningful parent and community involvement.

The residential school legacy and oppression of the Métis people have left behind a mistrust and fear of schools that still exists for many people. Some community members feel they can't approach the school because of the history; therefore, effectively handling concerns becomes ever more important to help move forward and, ultimately, student success.

Definitions:

Senior Administration: Superintendent, **Deputy**/Associate Superintendents, Secretary/Treasurer, Principals, Vice-Principals.

Executive Team: Superintendent, **Deputy**/Associate Superintendents, Secretary-Treasurer.

1. Trustee/Superintendent Working Relationship

- 1.1. The goal of a good trustee/Superintendent working relationship is to enable the Superintendent to ensure the effective management of the Division and, ultimately, student success.
- 1.2. The Superintendent will ensure the coordination of **Deputy**/Associate Superintendents, Principals, ~~the~~ Secretary-Treasurer, and any other senior staff in ~~the resolution of~~ **resolving** a concern, as needed. (See Administrative Procedure 152 Dispute Resolution).
- 1.3. The Superintendent or **Deputy**/Area Associate Superintendent is the administrative contact for trustees.
- 1.4. Questions of clarification ~~with regard to~~ **regarding** administrative procedures may be directed to an executive team member with a cc to the Superintendent or directly to the Superintendent.
- 1.5. If a matter is time-sensitive and the Superintendent is ~~not available~~ **unavailable**, the trustee may contact an executive team member. The executive team member shall be responsible for informing the Superintendent.

2. Trustee/Principal Working Relationship

- 2.1. The goal of a strong trustee/principal working relationship is to support student success by working cooperatively within their roles to build strong community schools.
- 2.2. A strong working relationship will assist the trustee:
 - 2.2.1. In hearing the voice of the community;
 - 2.2.2. In being knowledgeable in a general sense about what is happening in the schools within their ward;



POLICY 3 APPENDIX B

TRUSTEE AND ADMINISTRATION WORKING RELATIONSHIPS

GUIDELINES

-
- 2.2.3. To engage the community with the school.
 - 2.2.4. Principal to ensure that the Executive Team and Trustee are informed of any sensitive meetings with community leadership
 - 2.3. A strong working relationship will assist the principal:
 - 2.3.1. In hearing the voice of the community;
 - 2.3.2. To strengthen communication and engagement with the community;
 - 2.3.3. In dealing with concerns effectively.
 - 2.4. The trustee and principal shall ~~always~~ **consistently** demonstrate mutual respect and support.
 - 2.5. In general, the trustee should be involved with the school **only** through invitation ~~only~~; **if their presence is required, they must be informed in a timely manner of any events.**
 - 2.6. Trustees must not get involved in the school's day-to-day operations and understand the principal reports to the ~~Area~~ **Deputy**/Associate Superintendent/Superintendent.
 - 2.7. The working relationship is not for the purposes of directing or monitoring each other's work.
 - 2.8. Trustees also have duties within their communities that are not related to their role as a trustee; this includes parent/guardian roles, community involvement roles and work; which may require them to engage with the school in these capacities.**

3. Trustee - Principal Initial Meeting

- 3.1. Following an election:
 - 3.1.1. Trustees are responsible for contacting the principal to arrange a time for an initial meeting.
 - 3.1.2. Principals shall facilitate an initial meeting as soon as possible.
 - 3.1.3. The meeting should include:
 - 3.1.3.1. Tour of facilities; introductions to staff; students.
 - 3.1.4. General discussion on processes for:
 - 3.1.4.1. Sharing of school-related information, communications, and invitations.
 - 3.1.4.2. How can the principal and trustee assist each other in engaging the community, sharing information with the community, etc.
 - 3.1.5. The principal is responsible for introducing the trustee to the school council chair (or principal advisory committee) and facilitating discussions ~~with regard to~~ **about** trustee participation in school council meetings (or principal advisory committee meetings).
 - 3.1.6. The principal and trustee should review the process the trustee will use for handling concerns brought to them ~~with regard to~~ **regarding** anything at the school and establish the best way(s) for the trustee to contact the



POLICY 3 APPENDIX B

TRUSTEE AND ADMINISTRATION WORKING RELATIONSHIPS

GUIDELINES

principal.

- 3.1.7. Review Administrative Procedure 152 Appendix – Communication Protocol.

4. Trustee/School Council Working Relationship

- 4.1. At the initial meeting with the principal, the trustee should ensure arrangements are made for them to meet the school council chair.
- 4.2. It is important for trustees to develop and nurture a good relationship with the school council chair and school council so the community feels connected to the board while keeping in mind it is the community's school council that is advisory to the principal.
- 4.3. Also important is for a trustee to be a champion of promoting parent and community involvement in education as a number one factor in student success, to be a champion of working together for the success of every student, and to promote the vision, *"Our students love to come to school in Northland"* and how can everyone help that to be achieved.
- 4.4. Generally, a trustee will provide a report at each school council meeting about the board's work ~~of the board~~, but that should be confirmed with the school council chair.
- 4.4.1. The report would ~~be about~~ covers items from the previous board meeting and could include; policies to review with them, projects that are underway in the Division, and other items the trustees feel would be of interest for the school council to hear about.
- 4.5. If a concern is raised to the trustee, refer to the "process for Handling Concerns" below. Do not allow concerns about individuals to be discussed, as these must be handled with only by the individuals involved.

5. Handling of Concerns

- 5.1. Everyone involved in resolving a concern shall be treated with respect and dignity.
- 5.2. Where appropriate, whoever the concern is about should be given the opportunity to respond to and/or resolve the situation first.
- 5.3. Process for Handling Concerns Involving Teachers
- 5.3.1. Concerns involving teachers need to be resolved according to legal processes and agreements such as the code of conduct, collective agreement, Teaching Profession Act and/or appeal processes that are specific to teachers.
- 5.3.2. When the concern is about a teacher, the teacher must be given the opportunity to resolve the situation first.
- 5.3.3. Trustees will guide the person to:
- 5.3.3.1. Meet with the teacher directly to resolve concerns; if not resolved, then;
- 5.3.3.2. Meet with the principal about the concern; if not resolved, then;



POLICY 3 APPENDIX B

TRUSTEE AND ADMINISTRATION WORKING RELATIONSHIPS

GUIDELINES

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- 5.3.3.3. Meet with the Area Deputy/Associate Superintendent; if not resolved, then;
 - 5.3.3.4. Inform them they have the right to go to the Superintendent, and if still not resolved,
 - 5.3.3.5. Inform them they have the right to appeal to the Board of Trustees on matters that significantly affect the education of the student. Trustees should seek clarification if a matter is appealable to the Board before informing the person it is.
- 5.3.4. If a person has a concern about a teacher and does not feel comfortable going and talking to the teacher, the trustee shall refer the matter directly to the Superintendent or Area Deputy/Associate Superintendent.
- 5.4. Process for Handling Concerns with Regard to Staff other than Teachers**
- 5.4.1. Concerns with regard to about staff other than teachers (education assistants, bus drivers, caretakers, maintenance staff, etc.) need to go directly to the principal, Area Deputy/Associate Superintendent, or Superintendent.
 - 5.4.2. The steps followed would be the same as for teachers, omitting the first step of going to the teacher first.
 - 5.4.3. See Administrative Procedure 418, Staff Suspension, and Termination and Appeal (non-teaching staff).
- 5.5. See also Policy 2 Appendix D - Board and Superintendent Communication Guidelines.
- 6. Process for Handling Superintendent Concerns**
- 6.1. If a trustee has a concern about the behaviour of the Superintendent, they shall report that concern to the Board Chair in a timely manner.
 - 6.1.1. The Board Chair will inform the Superintendent.
 - 6.1.2. The Board Chair may request for intervention, engage in mediation or conduct an inquiry. If the matter is of a sensitive nature, the Board Chair is not required to proceed via resolution.
- 7. Processes for Handling Community Concerns Brought to a Trustee**
- 7.1. Goals applicable to all concerns are to ensure:
 - 7.1.1. The concern is resolved, or a decision is made.
 - 7.1.2. Details are shared only on an "as needed" basis only, with as few people involved as possible for the protection of privacy.
 - 7.1.3. Everyone is treated professionally and with respect.
 - 7.1.4. The Superintendent is enabled to ensure the effective management of the Division.
 - 7.1.5. See also Administrative Procedure 408, Staff Code of Conduct.
 - 7.2. Procedures applicable to all concerns:**
 - 7.2.1. Trustees will inform the Superintendent or Area Deputy/Associate



POLICY 3 APPENDIX B

TRUSTEE AND ADMINISTRATION WORKING RELATIONSHIPS

GUIDELINES

Superintendent via email of all concerns/issues raised to them with a cc to the Board Chair for their awareness. The email needs to indicate if the trustees are:

- 7.2.1.1. Requesting the Superintendent or Area Deputy/Associate to deal with the matter; or
- 7.2.1.2. Referring the matter to the school.
- 7.2.2. To help avoid being deemed as having a personal bias should a concern come through to an appeal, trustees must be careful to only facilitate a person through the process of resolving a concern and not offer any opinion, at any time, with regard to the concern or how it should perhaps be resolved and should not become involved in the resolution.
- 7.2.3. If the trustee is directing the person to the school, they shall contact the principal to provide them with a brief overview of the concern – a “no surprises” mantra.
- 7.2.4. Trustees are responsible for guiding a person through the process of resolving a concern and monitoring the process to ensure the person knows their rights in addressing their concern and that the concern is resolved or a decision made.
 - 7.2.4.1. Details about a situation must not be shared if it is about an individual due to privacy and legal implications.
 - 7.2.4.2. The Superintendent, Area Deputy/Associate Superintendent, or principal will provide feedback to the trustee as/when the situation is resolved.
 - 7.2.4.3. It is also good practice for the trustee to ensure the concern is resolved or a decision is made by asking the person bringing the concern forward to communicate back to the trustee once it is resolved or a decision is made. You could also agree it will be assumed the concern was resolved unless they tell you otherwise.

7.3. Process for Handling Concerns that are with Regard to Discrimination, Harassment or Sexual Harassment

- 7.3.1. If a trustee receives a concern of this nature, they are to **should** immediately refer it to the Superintendent or Area Deputy/Associate Superintendent.
- 7.3.2. See also Administrative Procedure 170, Discrimination and Harassment.



POLICY 3 APPENDIX B

TRUSTEE AND ADMINISTRATION WORKING RELATIONSHIPS

GUIDELINES

8. Process for Handling Concerns About A Trustee

- 8.1. If there is a concern about the actions of a trustee's action, it should first be taken to that trustee for discussion and resolution, if possible.
- 8.2. If not able to discuss directly with the trustee involved or the concern is not resolved, then the following process shall apply:
 - 8.2.1. Discuss with the Supervisor and determine the next steps;
 - 8.2.2. Report to the Superintendent, who will then work with the Chair and Vice-Chair to determine appropriate next steps, which may include, but are not limited to:
 - 8.2.2.1. The Superintendent discusses the concern with the individual and/or trustee and/or
 - 8.2.2.2. Chair and Vice-Chair discussing the concern with the trustee and/or
 - 8.2.2.3. After discussions with the trustee whom the concern is, the Board as a whole may be informed about the situation at the next scheduled in-camera meeting, if deemed necessary and/or appropriate to do so by the Chair and Vice-Chair.
 - 8.2.3. In the case of the concern being about the Chair, the above procedures apply, except the Superintendent will work with the Vice-Chair and Alternate Trustee for the month (see Policy 9 Board Representatives).
 - 8.2.4. In the case of the concern being about the Vice-Chair, the above procedures apply, except the Superintendent will work with the Chair and Alternate Trustee for the month (see Policy 9 Board Representatives).

9. Process for Trustees to Handle a Concern About A Staff Member

- 9.1. If a trustee has a concern about the behaviour of any staff member, they shall report that concern to the Chair:
 - 9.1.1. The Chair will inform the Superintendent and Vice-Chair;
 - 9.1.2. The Superintendent shall investigate;
 - 9.1.2.1. The Superintendent will report to the Chair and Vice-Chair and work with them to decide the appropriate next steps, if any.
 - 9.1.2.2. The trustee raising the concern and/or the Board will be informed of the outcome as appropriate.

10. Process for Trustees to Handle Concerns Between Each Other

- 10.1. Trustees should always try to resolve concerns about each other directly with each other.



POLICY 3 APPENDIX B

TRUSTEE AND ADMINISTRATION WORKING RELATIONSHIPS

GUIDELINES

- 10.2. If not feasible or unable to resolve the concern(s), ~~then~~ the processes in Policy 4 Trustee Code of Conduct and Policy 4 Appendix A Trustee Code of Conduct Sanctions shall be followed.

Legal Reference: AP 152 Dispute Resolution
Policy 4 Trustee Code of Conduct
Policy 4 Appendix A Trustee Code of
Conduct Sanctions
AP 152 Appendix – Communication
Protocol AP 170, Discrimination and
Harassment
AP 408, Staff Code of Conduct
AP 418, Staff Suspension, Termination and Appeal (non-teaching staff)
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NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 7 Appendix B - Board Professional Development Plan & Guidelines

ATTACHMENTS: Policy 7 Appendix B - Board Professional Development Plan & Guidelines

RECOMMENDATION:

THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy 7 Appendix B - Board Professional Development Plan & Guidelines.

BACKGROUND:

RISK ANALYSIS:



POLICY 7 APPENDIX B

BOARD PROFESSIONAL DEVELOPMENT PLAN & GUIDELINES

~~As leaders, it is important that trustees continually expand their knowledge not only to help ensure the success of students but of the Division as a whole, staff, and communities. Modelling life-long learning not only sets a good example but sends a strong message about the importance of education of continually learning.~~

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

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

Guidelines:

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



POLICY 7 APPENDIX B

BOARD PROFESSIONAL DEVELOPMENT PLAN & GUIDELINES

- 6.1.1.2. ASBA Spring General Meeting (SGM) & Conference
 - 6.1.1.3. ASBA Leadership Academy
 - 6.1.1.4. ASBA New Trustee Orientation (Part 1 & 2)
 - 6.1.2. Public School Board Association of Alberta (PSBAA):
 - 6.1.2.1. PSBAA FGM & Conference
 - 6.1.2.2. PSBAA SGM & Conference
 - 6.1.2.3. PSBAA Governance Seminar
 - 6.1.3. Alberta School Councils Association (ASCA) Conference
7. Professional Development Opportunities within Alberta
- 7.1. Trustees may attend up to three (3) additional in-province professional development opportunities per year.
 - 7.1.1. A trustee may "swap" attending an Association Conference listed above for a different professional development opportunity within Alberta with similar costs and expenses.
 - 7.2. The Board believes it would be valuable if some trustees attended the following in-province conferences each year and if each trustee attended each one at least once a term:
 - 7.2.1. College of Alberta School Superintendents (CASS) First Nation, Metis and Inuit Education Gathering
 - 7.2.2. ~~Treaty 8 Education Symposium~~
 - 7.2.3. ~~Treaty 6 Education Conference~~
8. Professional Development Opportunities Outside of Alberta
- 8.1. Trustees may attend professional development outside of Alberta but within Canada to a maximum of twice a term.
 - 8.2. The Board believes it would be valuable if some trustees attended the following conference, which is outside of Alberta but within Canada, each year and if each trustee attended them at least once a term:
 - 8.2.1. Canadian Association for the Practical Study of Law in Education (CAPSLE)
 - 8.2.2. Canadian School Boards Association (CSBA) Annual Conference
 - 8.2.3. CSBA National Trustee Gathering on Aboriginal Education
 - 8.3. ~~Trustees may attend the National School Boards Association (NSBA) Annual Conference & Exposition once a term, and the Board encourages each trustee to do so.~~ **The National School Boards Association (NSBA) Annual Conference & Exposition is open to trustees once a term, and the Board encourages each trustee to attend.**



POLICY 7 APPENDIX B

BOARD PROFESSIONAL DEVELOPMENT PLAN & GUIDELINES

9. Conference Chart for Attendance per Year

PD Opportunity	Month	Number of Trustees to Attend
PSBAA FGM & SGM	October/June	9
ASBA FGM & SGM	November/June	9
ASBA New Trustee Orientation, Part 1 & 2	November/January of 1st Year	9
PSBAA Governance Seminar	January of 1st Year	9
Treaty 8 Educational Symposium	January	At least 2
Treaty 6 Education Conference	February/March	At least 2
Alberta Rural Education Symposium	March	9
National School Boards Association	April	At least 2
Alberta School Council Association (ASCA)	April	9
CASS FNMI Conference	April	At least 2
CAPSLE	April	5
Canadian School Boards Association (CSBA)	July	6
ASBA Leadership Academy	August	9
Other Indigenous Conferences/Webinars - with Board approval		

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



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: OCTOBER 19, 2024

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 18 - Alternative Programs

ATTACHMENTS: Policy 18 - Alternative Programs

RECOMMENDATION:
THAT the Board of Trustees approve the correction of section designations, punctuations, typographical, and cross-references and authorizes the Administration to make such other technical and conforming changes as necessary to reflect the intent of the Board in connection with Policy18 - Alternative Programs.

BACKGROUND:
RISK ANALYSIS:



POLICY 18 ALTERNATIVE PROGRAMS

The Board supports the provision of Alternative Programs within the Division as an educational choice for students and parents.

An alternative program ~~means~~ **is** an education program that emphasizes a particular language, culture, religion, or subject matter or uses a particular teaching philosophy but ~~that~~ is not a special education program.

Specifically

1. Alternative Programs shall:
 - 1.1 Emphasize a particular language, culture, religion, or subject matter, or use a particular teaching philosophy which is distinctly different from that emphasized in the regular program;
 - 1.2 Be established only with Board approval of a detailed program proposal;
 - 1.3 Be closed only with Board approval;
 - 1.4 Receive a Division budget allocation upon the recommendation of the Superintendent or designate and approval by the Board only where significant costs beyond those of regular school programs can be identified;
 - 1.5 Be allowed to charge a non-instructional fee.
2. The Principal, Alternative Program Society, or other proponents shall submit to the Superintendent or designate a proposal to establish an Alternative Program.
 - 2.1 This submission shall be made **with** **in** sufficient time before the expected "start-up" date to allow clarification, discussion, planning, and approval before **determining** the Division's budget for the first year of operation ~~is determined~~.
 - 2.2 Feedback regarding the proposal shall be provided to the originators of the Alternative Program proposal.
 - 2.3 Once the proposal is complete, the Superintendent shall arrange for the originators to present the proposal to the Board.
 - 2.4 The Board may accept or reject the proposal or ~~may~~ direct the administration to bring a recommendation to the Board for further discussion and a decision to accept or reject the proposal.
 - 2.5 If the proposal is accepted by the Board, the **program** ~~proponents of the program~~, in conjunction with the Superintendent and/or designates, shall complete detailed preparations (timelines, transportation, student recruitment, staffing, location, budget, administrative services, and fees, if required) and submit them for approval to the Superintendent or designate.



POLICY 18 ALTERNATIVE PROGRAMS

3. Each Alternative Program proposal shall include the following elements:
 - 3.1 Background research;
 - 3.2 Philosophy, objectives, and mission statement;
 - 3.3 Distinguishing feature of the Alternative Program;
 - 3.4 Operational budget, including all instructional and support costs;
 - 3.5 Proposed fee for non-instructional costs;
 - 3.6 Staffing profiles desirable to meet the Alternative Program objectives;
 - 3.7 Evaluation of Alternative Program methodology and objectives;
 - 3.8 The projected student population and geographical location/ages;
 - 3.9 Transportation of students to and from the Alternative Program if other than through Policy 17 – Student Transportation Services;
 - 3.10 A list of curriculum and instructional materials in addition to those approved by Alberta Education;
 - 3.11 A completed Initiative Impacts Checklist (~~Form 18-1~~) and a summary of possible human and financial resource implications for any other part of the current system;
 - 3.12 A list of start-up costs and sources of funding.

4. Where an Alternative Program is offered as an alternative school:
 - 4.1 The alternative school shall not qualify for the Small School Allocation;
 - 4.2 The alternative school shall receive all other budget allocations and services available to other schools.

5. Criteria for approval and continued support of an Alternative Program include:
 - 5.1 All provincial and federal legislation must be met. Division policies and procedures apply unless specifically exempted by the Board.
 - 5.2 There is a supportable education approach, and there are numbers of students sufficient to warrant the program.
 - 5.3 The program is financially viable within the operational budget submitted as part of the program proposal.
 - 5.4 The program does not interfere with any student's access to a regular **instruction** program ~~of instruction~~.
 - 5.5 The program follows the Program of Studies for Alberta.



POLICY 18 ALTERNATIVE PROGRAMS

- 5.6 The program is integrated as part of the Division within existing schools wherever feasible.
 - 5.7 Transportation to Alternative Programs shall be granted according to Policy 17 – Student Transportation Services or as per an agreement in the program proposal.
 - 5.8 Staff shall be employed by, evaluated by, and responsible to the Division, according to Division procedures.
6. ~~Alternative Program(s) shall be reviewed on an ongoing basis by the Superintendent to assess their viability.~~ **The Superintendent shall continuously review Alternative Program(s) to determine their viability.**
- 6.1 The Superintendent shall provide six (6) months' notice to the Principal, Alternative Program Society, or other advisory body (as approved by the Board) if the Alternative Program is to be considered for termination.
 - 6.2 Notice of less than six (6) months may be accepted by mutual agreement.
7. The Principal, Alternative Program Society, or other advisory body (as approved by the Board) shall provide six (6) months' notice to the Superintendent or designate that it no longer plans to offer or support the Alternative Program.
- 7.1 Notice of less than six (6) months may be accepted by mutual agreement.
8. The Board shall decide whether the alternative program will be terminated.

Legal Reference: Section 11, 16, 18, 19, 32, 33, 51, 52, 53, 60, 67, 222 Education Act



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Fall Draft Budget
REFERENCE(S): Policy 2 - Role of the Board
ATTACHMENTS:

INFORMATION ITEM
The 2024 Fall Budget update has been received as information and filed.

BACKGROUND:
RISK ANALYSIS:



2024-25 FALL BUDGET DEVELOPMENT UPDATE

CONTEXT

- This update is provided for review and discussion in advance of the Fall Budget Update at the November meeting.
- A collaborative process continues to refine the plan in accordance with the Education Plan, considering final enrollments, emerging issues, opportunities, staffing considerations, resources, and initiatives.
- Overall revenues and expenses are lower than last year, in line with funding formula changes and forecast enrollment. The break-even budget (May 2024) showed a planned initial shortfall of \$0.3M, which will be funded from operating reserves.
- Finances will be tighter as provincial Bridge/Covid Funding has ended. Some offsetting stabilization funding has been provided.
- Key assumptions include maintaining the hot lunch program, transportation for all students, additional student supports (including +30 Educational Assistants), Federal/First Nation tuition rates steady, provincial funding for negotiated teacher rate increases, benefits inflation and minimal impact from local bargaining and insurance costs.
- Contingencies include inflation, enrollment, carbon tax/fuel and key contract changes.
- At this point in the financial management cycle, last year’s audit is underway. Accordingly, calculations requiring this data (for example, final tuition revenues and costs) will be refined for November when they are known.
- The enrollment accounting process is also being completed to resolve priority school conflicts and ensure all students are counted appropriately for grants.
- Any recommended plan for the use of accumulated surplus funds will be presented at the next meeting for review and conveyance to the Minister if required (in compliance with the reserves “cap” process).

BUDGET UPDATE - CURRENT OVERVIEW

	Budget Update <u>2024-25</u>	Budget <u>2024-25</u>	Final Budget <u>2023-24</u>	Actual Results <u>2022-23</u>
Revenues	\$ 57,079,451	\$ 57,079,451	\$ 56,448,962	\$ 62,518,330
Expenses	57,335,392	57,335,392	56,901,094	59,452,020
Surplus (Deficit)	\$ (255,941)	\$ (255,941)	\$ (452,132)	\$ 3,066,310
Enrolment	1,599 E	1,737 E	1,683 E	1,694

KEY ASSUMPTIONS

ENROLLMENT

- The enrollment level and mix are based on actual school data
 - Total enrollment is 1,599 students vs a plan of 1,737 (-7.9%)
 - There are 1,137 provincial (plan 1,284 (-7.7%)) and 462 Federal/First Nation students (plan 453 (+2%))

REVENUES

Forecasted revenues will be refined as the revenue cycle data for the November meeting is confirmed. All revenues are very dependent on enrollment.

- Provincial grants are based on the final enrollment data, eligibility, sampling and resolution of any questions. The Transportation grant will now require a detailed application in November.
- Federal/First Nations tuition rates will be based on the 2023-24 audited rates.
- The Division is funded more for division-wide program totals than on a per-student basis.
- The Weighted Moving Average (WMA) approach and early grant decisions have stabilized funding and moderated the impact of enrollment variances
- Funding for increased bus fuel costs, learning loss, enrollment growth and the negotiated teachers' salary increase have been provided

EXPENSES

- School Food Services continues per the Board motion (\$2.1M annually)
- Staff costs - Vacancies/unfilled roles are being carefully reviewed to contain costs
 - Separate federal funding is being provided for the additional “Jordan’s Principle” Education Assistants on-site across the Division
- Staffing is allocated based on priorities and needs in discussions with principals.
- Transferable expense budgets at schools are a reflection of the change in student enrolment, and are calculated using an allocation model
- Investments in technology and housing continue with available funds and are being offset by travel reductions and other cost-containment measures
- Housing continues to be costly - the \$5.9M Improvement Plan has helped with sustainability by reducing maintenance costs for completed units
- The cost for property, liability and fleet insurance will be known in November with the bid

BUDGET APPROACH

Collaborative process

- Principals, Directors, and Associates reviewing opportunities and change impacts to meet budget targets
- Pupil-Teacher Ratio is updated and managed, based on actual enrollments
- Principals will finalize site priorities based on plans, focus areas and requirements

Division-wide:

- Educational priorities for support, including education assistants, literacy and numeracy, have increased in funding
- Rate changes - teacher/support staff costs, key contracts, carbon tax, utilities, ASEBP
- Staff changes - FTE's, deployment, rates and classifications
- Federal Calculation - update and finalize billings with the audit in November

Departments

- Detailed department reviews will continue to ensure that operations and costs are aligned with the Education Plan.
- The Division continues to evolve so that support teams, services and processes are more customer-oriented, efficient and networked. Departments and key cost centres will operate within planned envelopes



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Mistassiniy School’s Experiences Canada Music Trip to Kelowna
REFERENCE(S): Administrative Procedure 260 - Field Trips and Excursions
ATTACHMENTS: Letter from B. Davies, Music Specialist

RECOMMENDATION:
THAT the Board of Trustees approve the Mistassiniy School’s Experiences Canada Music Trip to Kelowna, BC, from April 7, 2025, to April 11, 2025, as presented.

BACKGROUND:

As per Administrative Procedure 260 Field Trips and Excursions, as per section 3.4.2, the Board of Trustees must approve all international field trips and out-of-province field trips in excess of three (3) school days, and the approval must be requested by the Superintendent of Schools before fundraising and at least three (3) months before the planned departure date.

Mistassiniy School’s extracurricular touring band has been approved for funding up to twenty (20) students and 2 chaperones to participate in a music exchange program with a school in Kelowna, BC.

Students would travel to Kelowna to Studio9 Arts School to perform music and exchange cultural arts activities. During the trip, students would be billeted with local families. From May 12 - 16, 2025, Kelowna students will visit Wabasca and will be housed in a hotel.

Experiences Canada will be the main funding agency, providing the funding for air and bus travel for both parts of the exchange trip. Students will be required to pay a \$250 registration fee however, if students are not able to cover the cost, the group organizer can request Experiences Canada to cover the registration fee.

RISK ANALYSIS:

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

From: **Boyd Davies** <boyd.davies@nsd61.ca>
Date: Tue, Oct 1, 2024 at 3:21 PM
Subject: Experiences Canada Music trip to Kelowna BC.
To: Karen Davies <karen.davies@nsd61.ca>

Dear Superintendent Johnson,

Our extra curricular touring band at Mistassiniy School has been approved for funding of up to 20 students and 2 chaperones for an exchange trip to Kelowna BC during this school year 2024-2025. We applied for the funds in early September and were twinned with a school in Kelowna during the last two weeks.

We would travel to Kelowna to Studio9 Arts School to do music performances and exchange cultural and arts activities on April 7-11. Our students would be billeted with local families in Kelowna during our trip there.

The group from Kelowna would travel to Wabasca on May 12-16 for the return trip. We would be doing a performance tour with them and several cultural activities. They would stay in a hotel during their portion of our trip.

Experiences Canada will be the main funding agency, providing the funding for Air Travel and Bus travel on both parts of the exchange trip. They have a rigorous training and matching program for group leaders and cover all the bases in matching homestay students. I have led two previous exchange programs with Experiences Canada and attended their conference for my PD last year. Mistassiniy School Field Trip Funds will cover part of the homestay and we will be asking for corporate partners to help with the cost of hotels on the stay in Wabasca.

Students pay \$250 to register for the program and for students who this would be a hardship for, we can ask for funds from Experiences Canada to cover this as well.

We are asking for the Superintendent's permission for this trip as it will take us out of the province of Alberta.

Sincerely,

Boyd

This is the information from our exchange group twin school:

Group Organizer: Cadence Trites (Principal)

Address: [1180 Houghton Road,](#)
[Kelowna, British Columbia, BC](#)

Telephone (w): 2508688816

Fax:

Telephone (h): 2508688816

Email: cadence@studio9.ca

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Boyd Davies M. Ed
Northland School Division Music Specialist
"Rock and Roll Ain't Noise Pollution" ACDC

Mistassiniy School

Mistassiniy School



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Secretary-Treasurer Position
REFERENCE(S):
ATTACHMENTS:

RECOMMENDATION
THAT the Board of Trustees appoint Douglas Aird as Secretary-Treasurer of the Northland School Division, effective October 4, 2024.

BACKGROUND:
As per section 68 (a) of the Education Act, the Board shall appoint a Secretary-Treasurer and notify the Minister of Education of the appointment.

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Father R. Perin School Indigenous Academy Proposal
REFERENCE(S):
ATTACHMENTS: Father R. Perin School Indigenous Academy Proposal

INFORMATION ITEM
The Father R. Perin School Indigenous Academy Proposal has been received as information and filed.

BACKGROUND:
RISK ANALYSIS:

“Education got us into this mess, and education will get us out of it.”

Justice Murray Sinclair

Indigenous Academy Proposal

Overview

The proposed Indigenous Academy model aims to provide a holistic educational experience that nurtures our youth's minds, spirits, and bodies while honoring each community's rich cultural heritage and deep connection to the lands upon which it is situated. This model is supportive of the Board's Education Plan, emphasizing the vital role of land-based learning, meaningful engagement, fostering connections, and empowering resourceful individuals and reaffirms our commitment to the journey of Truth and Reconciliation. By focusing on both academic excellence and cultural enrichment, we can empower our students to understand their identity and history, fostering a sense of pride and belonging.

Proposed Morning Programming

The morning sessions will focus on numeracy and literacy, aiming to equip students with the fundamental skills necessary to navigate the complexities of the modern world. These abilities encompass the knowledge base and critical thinking process essential to thrive in today's society. Establishing this academic groundwork is crucial to empowering our young generation to confront the diverse array of local, national, and global prospects and navigate the various opportunities they may face.

Proposed Afternoon Programming

In the afternoons, we will shift our focus to embracing land-based cultures and fostering active engagement. Our goal is to create a dynamic, student-centered curriculum rooted in land-based learning and meaningful participation. Communities within the Northland School Division have expressed a heartfelt desire for their children to be more physically active and develop deeper connections to their community, environment, and cultural history.

Programming Details

- *Physical Activities* engage students in outdoor activities that foster a connection to nature and promote healthy lifestyles.
- *Artistic Expression* encourages creativity through art forms inspired by Indigenous traditions and storytelling.
- *Elder Engagement* creates opportunities for students to work closely with Elders, learn from their wisdom, and understand their cultural role. By learning from our community's knowledge keepers, students will gain vital insights into their roles within our culture and the importance of stewardship over our lands.
- *Leadership Development* offers courses that emphasize sportsmanship, teamwork, and community service, nurturing responsible citizens who are committed to giving back.
- *Accountability* to instill a sense of responsibility and accountability in students through community involvement and project-based learning, ensuring they understand the impact of their actions on themselves, their family, and their community.

Core Covenants: The Seven Sacred Teachings

The foundation of the program will be built upon the Sacred Seven Teachings: Love, Respect, Courage, Honesty, Wisdom, Humility, and Truth. This teaching will guide our curriculum and daily interactions, helping students to internalize these values and apply them in their lives. By embedding these principles into every aspect of the Academy, we aim to cultivate a strong sense of identity, connection, and community among the youth of tomorrow.

Promoting Truth and Reconciliation

The Indigenous Academy will also serve as a platform for reconciliation, fostering understanding and respect between Indigenous and non-Indigenous communities. By creating collaborative projects, involving community members, and sharing learning experiences, we aim to facilitate dialogue and mutual respect, helping to heal historical wounds and build a brighter future together for all.

Conclusion








The vision for the Indigenous Academy not only seeks to uplift our youth through education but also strives to honor the rich heritage and contribute to the ongoing journey of reconciliation. By blending academics with cultural wisdom and the guidance of the Seven Sacred Teachings, we can empower the next generation to become strong leaders who carry the rich traditions forward while adapting to the challenges of modern society. We are committed to ensuring that the academy addresses the requirements of the community, the priority of the children's ambitions, and the hopes of the parents, and prioritizes the aspirations of future generations.

Northland School Division would sincerely appreciate the opportunity to further explore this vision, engage in meaningful dialogue, and collaborate on bringing the Indigenous Academy to life in a way that honors shared values and community aspirations. Our goal is to ensure that the academy not only meets the needs and aspirations of the community but also prioritizes the well-being and dreams of the children and future generations. We are truly engaged in future discussions and collaborate towards making this vision a reality.

Thank you for considering this initiative to uplift our youth and honor the heritage.

Appendix A: The Core Covenants of Northland School Division

Seven Sacred Teachings:

1. Courage – Sohkeyihtamowin – Nēttēth
To have the power of strong will and character to face adversity. To never give up, to persevere. Courage is the ability to face danger, fear, or change with confidence and bravery. 
2. Wisdom – Iyinisowin - Huya
To have a deep and comprehensive understanding of the spiritual, mental, physical, and emotional aspects of being. Wisdom is the ability to make decisions that balance all aspects of being. 
3. Humility – Tapahteyimowin - Ēdēnēschapile
Never think that we are more important than anyone else. Freedom from pride and arrogance. Humility is being humble. 
4. Truth – Tapewewin – Etth'iyati
The act of telling the truth. Truth is to know and understand all that the seven teachings have been given to us by the Creator and to remain faithful to them. 
5. Honesty - Kwayaskyesihcikewinihk – Wats'l zile
To do things in an upfront and upright manner. Honesty is speaking and acting truthfully and thereby remaining morally upright. 
6. Love - Sakeyihtowin - Neghānestā
Expression of love, intense feeling of deep affection. Love must be unconditional. 
7. Respect - Pakakatisowin - Boritcha
The fundamental law of life is to respect all people at all times. Particular respect is given to elders and parents. Show respect to all of nature, every living thing. Respect is the condition of being honored. 

Appendix B: Needs Analysis

A. Human Resources:

- **Qualified teachers:** With expertise in local Indigenous pedagogy, land-based learning, and culturally responsive teaching.
 - Indigenous language teachers
 - Land-based learning coach
 - Physical literacy learning coach
 - Classroom teachers
 - Educational Assistants
- **Elders and Knowledge Keepers:** To share traditional knowledge, stories, and practices.
 - Local culture brokers may include:
 - Janvier:
 - Name 1
 - Name 2
- **Support staff (other than those who are leading the:** Including counselors, educational assistants, and potentially those with expertise in land-based skills.

B. Tangible Resources:

- **Land:** Access to safe and appropriate land for outdoor learning.
 - School yard
 - Nearby cultural grounds
 - Local Elders and Knowledge Keepers' land for field trips
- **Classroom space:** Equipped for both traditional academic learning and cultural activities.
 - Language Learning Room
 - Individual Classrooms with Traditional Language Learning components
- **Learning materials:** Culturally relevant curriculum resources, technology, and traditional tools.
 - Janvier:
 - Resource 1
 - Resource 2
- **Outdoor equipment:** Including clothing, tools, and safety gear for land-based activities.
 - Janvier
 - ACTION - Kayla/Team to enumerate what equipment the school already has (and identify what would be needed).
- **Transportation:** To access land-based learning sites and community resources.
 - Sparksman will offer no/low-cost field trip transportation in most cases.

- Other transportation - perhaps the Nation/other donors could be approached

C. Intangible Resources:

- **Program of Studies:** [Land-Based Learning Academy Program of Studies Alignment Grid](#)
- **Partnerships:** With local communities, organizations, and government agencies.
 - Janvier:
 - Local Chief and Council
 - Judo (Tony)
 - Community members with an interest in sports/traditional games
 - Others?

D. Processes and Systems:

- **Assessment strategies:** These are culturally relevant and measure holistic learning outcomes.
 - Classroom teachers require guidance from a Physical Literacy Learning Coach and a Land-Based Learning Coach to think about authentic assessment in all areas and at land-based events themselves.
- **Communication channels:** To facilitate effective communication between students, families, staff, and the community.
 - Principal - Site supervisor, primary point of contact for community
 - Learning Coaches - Supporting classroom teachers
 - Senior Leadership - available to respond to questions and concerns not addressed at the local level; able to establish extra-agency relationships.
 - Other?

This needs analysis provides a starting point for planning and resource allocation. Further consultation with school communities and stakeholders will be essential to refine and prioritize these needs.

References:

National Centre for Collaboration in Indigenous Education. (2020). *Reconciliation and NCCIE - NCCIE*.

NCCIE.

<https://www.nccie.ca/reconciliation-and-nccie/#:~:text=The%20Honourable%20Justice%20Murray%20Sinclair,get%20us%20out%20of%20it.%E2%80%9D>



ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** OCTOBER 19, 2024

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: Review of ASBA Bylaw Bulletin

REFERENCE(S):

ATTACHMENTS: ASBA Bylaw Bulletin

RECOMMENDATION
THAT the Board of Trustees receive as information the ASBA Bylaw Bulletin for the Fall General Meeting which is scheduled for November 17-19, 2024, as attached.

BACKGROUND:
RISK ANALYSIS:



BOARD CHAIR HIGHLIGHTS

October 19, 2024

Corporate Board Expense Summary as of September 30, 2024.

EXPENSES	BUDGET	YTD	REMAINING
Trustee Remuneration	155,973.00	7,087.50	148,885.50
Trustee Benefits	38,667.00	3,022.95	35,644.05
Advertising	1,253.00	0.00	1,253.00
Awards/Bursaries	32,335.00	0.00	32,335.00
In Service Board of Trustees - PD Training	39,361.00	2,750.00	36,611.00
Insurance	12.00	0.00	12.00
Legal Fees	0.00	0.00	0.00
Membership Fees (ASBA/PSBAA)	31,200.00	0.00	31,200.00
Professional Services	31,456.00	0.00	31,456.00
Office Supplies	4,471.00	0.00	4,471.00
Office Equipment	0.00	0.00	0.00
Travel and Subsistence	188,437.00	1,100.95	187,336.05
Ward 1		0.00	
Ward 2		0.00	
Ward 3		0.00	
Ward 4		0.00	
Ward 5		1,100.95	
Ward 6		0.00	
Ward 7		0.00	
Ward 8		0.00	
Ward 9		0.00	
Telephone & Internet	2,898.00	222.84	2,675.16
Visa Suspense		(269.13)	269.13
Elections			0.00
TOTAL	526,063.00	13,915.11	512,147.89

Volume 32-24 No. 06 September 2024

Highlights of the September 20, 2024, Trustees' Meeting

1. AUDITED FINANCIAL STATEMENTS

- ASEBP's fiscal year end recently changed from August 31 to December 31, primarily for auditing and financial reporting purposes.
- As the investment portfolio now represents 90% of ASEBP's total assets, and all investments share a year-end date of December 31, aligning ASEBP's fiscal year end allows for a more seamless and timely audit process.
- This change impacted ASEBP's Annual Report during the transition. A progress report to August 31, 2023, was shared early in 2024 without the usual financials. A financial report that covers the fiscal year ended December 31, 2023, will be available on ASEBP's website, asebp.ca, in early October 2024.
- The new January 1 to December 31 fiscal year does **not** affect premium rate setting and the plan design process, which are set to the school year to best serve covered member and employer needs.
- The ASEBP Trustees approved the audited financial statements for the year ended December 31, 2023. The external auditors gave an unqualified opinion.
- Over the year, ASEBP continued to focus on solid financial management to help deliver high-value health and income replacement benefits at a reasonable cost to covered members and their dependants.
- Trust assets are prudently invested and, as a result, reserves remain fully funded and current premium rates have been moderated.

2. OTHER BUSINESS

- The ASEBP Trustees made housekeeping changes to several policies, including the Spending Accounts (SA) Administration Services and Employee and Family Assistance Program (EFAP) Participation Policies.
 - SA Administration Services:
 - Limited detail was previously provided regarding SA administration eligibility for employers and their employees.
 - The SA Administration Services Participation Policy provides more detail; expands administration eligibility to eligible employers rather than limiting it to participating employers; and provides the ability to administer SA for retirees, should plan design change to include this offering or if an employer wishes to provide this benefit for retired former employees.

ASEBP TRUSTEES

Daryl Scott, Chair
James Gerun, Vice-Chair
Meagan Kuik
Judy Muir
Brett Nixon
Kim Pasula
Rob Pirie
Natashya Shewchuk
Morey Terry
Brad Toone

ACTING CHIEF EXECUTIVE OFFICER

Jocelyn Plakas-Lock

- EFAP:
 - Similar to SA Administration Services, limited detail was previously provided regarding EFAP eligibility for employers and their employees.
 - The EFAP Participation Policy does not change how the program is currently administrated; it simply provides more detail and removes it from the Group Admission, Departure, and Re-Admission Policies.
- The ASEBP Trustees participated in their annual code of conduct refresher training.

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

Allendale Centre East ○ Suite 301, 6104-104 Street NW ○ Edmonton, AB T6H 2K7
Phone: 780-438-5300 ○ Email: trustees@asebp.ca ○ Website: asebp.ca

Superintendent's Highlights

October 19, 2024

October 3 & 4, 2024 Principals Meetings

Principals, Vice Principals, Directors, Learning Coaches, and the Executive Team met in Edmonton on October 3 and 4, 2024, to discuss concrete ways to implement the 2024-2027 Education Plan. The team listened and learned about promising practices from across the Division in the following areas:

- Building connections with school communities
- Everyday practices that support holistic learning and building relationships (Wahkohotowin) with Land and Languages and interchange with the school community



Building Frameworks for Holistic Learning

School Leaders and Learning Coaches met for the first time to discuss developing Holistic Learning frameworks that promote student well-being, literacy, and numeracy.

Once developed, these frameworks will guide our teachers and school leaders in instructing, selecting resources, and conducting assessments for holistic learning, supporting Northland students' thriving in and beyond the classroom.



Truth and Reconciliation Week

In recognition and commitment to calls of action to address reconciliation in Alberta, Northland schools participated in Truth and Reconciliation Week activities.

This included students and staff wearing Orange. Orange Shirt Day began in British Columbia in 2013 when a residential school survivor, Phyllis Webstad, shared her story of having her shiny new orange shirt taken away on her first day at a residential school.

Since then, Orange Shirt Day has become an opportunity for First Nations, Métis, and Inuit governments, schools, and communities to unite in the spirit of reconciliation.

Visit our website to view schools participating in Orange Shirt Day.

<https://www.nsd61.ca/about-us/division-news/post/truth-and-reconciliation-week-highlights2>

Bailey Johnson: A Teacher at the Northland Online School Incorporating Indigenous Culture into Teachings

Northland School Division (NSD) is excited and proud to celebrate Bailey Johnson, one of our teachers at Northland Online School!

A graduate of the University of British Columbia's (UBC) Indigenous Teacher Education Program, Bailey incorporates Indigenous culture into her teaching, making her a perfect example of our Education Plan's Priority 1—Connections Supporting Reconciliation. This priority focuses on strengthening connections to land, Indigenous languages, and school communities.

Before the National Day for Truth and Reconciliation, Bailey participated in interviews about the importance of Indigenous education.

You can click the website links below to see the interviews!

- CBC News: <https://www.cbc.ca/player/play/video/9.6522986>
- Global News:

<https://globalnews.ca/news/10786905/ubc-celebrating-50-years-indigenous-teacher-program/>

980 CKNW: <https://globalnews.ca/bc/program/980-cknw-weekends-rob-fai>. Click on the audio recording called "The Importance of Educators on Truth and Reconciliation."



Conklin Community School - Music Week

In September, the Conklin Community School hosted music week with the help of Boyd Davies, Music Specialist and two guest artists, Marissa Karpiak and Justin Khuong.

Marissa, Justin and the Conklin Community students wrote and recorded two original songs: Kirby Moose and Waves. Please click the links below to listen to their songs.

- [Kirby Moose](#)
- [Waves](#)

Reading, Give it a Shot!

Reading, Give it a Shot! is a literacy program available for students from grades 1-9 to boost classroom literacy rates by rewarding students for reading. In partnership with local businesses, this program links literacy in a child's most formative years to the reward of having the opportunity to attend a live hockey game at Rogers Place.

Registering for Reading, Give it a Shot is easy! All students have to do is start reading. Once every student in a classroom completes their required reading in one month, the teacher can submit an entry form for their chance to win tickets to an Oilers or Oiler Kings Game!



Articles

- Letter to Superintendent Johnson from Student, September 20, 2024
- Town and Country Today, October 2, 2024
- Lakeside Leader, October 9, 2024

J.F Dion School

20/09/24

Dear Cal Johnson,

This is just a letter to give you a huge thank you for letting us all participate in an exciting event such as the Northland Games.

I love doing track and field so this was very exciting for me to participate in. But, I was so disappointed when Track And Field got canceled in June because of the fires.

What I really enjoyed when I went to the school was when I socialized with everybody. Everybody was so kind, I got many compliments from people and I met plenty of new friends and thankfully got along with everyone there.

Although it was a very long bus ride to Anzac, I ignored it. Not to mention, the food we had at A&W was delicious, I loved it! My favorite food there was the fries, and teen burger.

My favorite event at Track And Field was the 40 meter, and cross country because I love running long distance. When I did cross country and got to the finish line, i gave it my all and I was absolutely exhausted and I also ran against much older students. My teacher was so proud of me and so was my mom. Everybody was telling me about how there was bear on the loose as we were running. Sage saw the bear.

Doing the cross country was so tiring. When I was done I was so exhausted from running so much but I still did the other events.

My other favorite event was the dog sled. Mostly because it involved my friends in that event. I had so much fun doing that one because Me, Hayden, Izzy, And Sage kept getting our arms tangled up and we kept laughing so much but we never let go of each other. I was not expecting all of us to win but we did. We all got first place medals.

Again, I had so much fun participating in these events and I would love to come to Anzac again sometime.

Eisha
Grade 6



Jerry Jackson gave a thumbs up to Wabasca's 3rd annual Cultural Days while others prepared to make calling horns.



With the school board chairman and school division superintendent handling the ribbon-cutting duties, the new Mistassiniy School in Wabasca held its grand opening last Friday, September 27. The new Northland School Division facility replaces the former Mistassiniy School which was located nearby and was demolished this past summer. A description of the

new school appears on Fever Page 4.

Witnessing the ribbon cutting were (left to right): Regan Auger, District Captain Wabasca-Desmarais for Métis Nation of Alberta; Mistassiniy School student George Gullion; Karen Davies, Mistassiniy School Principal; Deborah Moses, Chief of Staff for Laila Goodridge, MP for Fort McMurray - Cold Lake; Mistassiniy stu-

dent Tommy Gerrits; Robin Guild, Northland School Division Board Chair; Cal Johnson, Northland School Division Superintendent of Schools/CEO; Tanya Fayant, Northland School Division Vice-Chair; Scott Sinclair, MLA for Lesser Slave Lake; and Mistassiniy student Sandhya Kafle.

Photo provided by Northland School Division

Kid's Talk

If you could have super powers, what super power would you have?

Asked of Grade 1 and Grade 4 students at Smith School



Cooper

To be invisible.

Ben

To control all electricity.



Aria

Fire power, because it sounds cool.



Bowie

Electricity speed, to run faster than the power of speed.



Fiona

Invisibility, so I can scare my brother because he is a scaredy cat.



Northland board chair decided by draw

Pearl Lorentzen
Local Journalism Initiative Reporter

Having lost a trustee, Northland School Division has eight. When voting for a new board chair, this even number resulted in a tie three times. Therefore the decisions had to be made by a draw, which former vice chair Tanya Fayant won.

On Saturday, September 28, the board met at Mistassini School in Wabasca for an organizational and regular board meeting. Seven of the councillors were present in person and Marianne Moberly, Susa Creek trustee, appeared via video.

Incumbent Robin Guild and Fayant both put their hat in the ring for chair. Guild is the trustee for Wabasca and Chipewyan Lake, north of Slave Lake. Fayant represents Elizabeth Métis Settlement and Fishing Lake Métis Settlements, in the Cold Lake area.

"I think Robin's done a great job," said Fayant starting her opening remarks.

However, she added,

that she thinks her skill set would be beneficial in the chair position especially regarding advocacy.

"We have some places that we need to go," she said.

Guild's comments focused on continuity.

"I just want to thank everyone for the faith in me for the last 10 months," he said, also mentioning his over 20 years on the Northland board.

The trustees voted, which resulted in a tie.

Aimee McCamon represents Anzac, Janvier, and Conklin, in the Fort McMurray area.

She mentioned Guild is also an M.D. of Opportunity councillor and Fayant has returned to school and the role of chair has a lot of meetings and public engagements.

"Do you feel you had the time for that?" she asked.

"There's very few events I missed as chair," said Guild.

Fayant said she had been attending events as vice chair and had the time to continue.

She added, "I don't think either of us would

put our name in if we weren't able to give 110 per cent."

Wally Rude, Calling Lake (south of Wabasca) trustee, said he hadn't really thought about the chair decision before the meeting because, "I've been so happy and pleased with this configuration (Guild as chair and Fayant as vice chair). I feel like there's a stability there."

"I've enjoyed being the vice chair," said Fayant. However, she added that the times she got to speak with the MLAs were good, but she'd feel like she would have more clout as the chair.

"It's hard to have the authority as the vice chair," she said. "I'm still going to do it (advocate), if I'm chair, vice chair, or sitting in that chair."

"I think we are stable," she added. "I think we need to advocate for our needs, and I feel that's my strength."

"Me and Tanya have really worked well together," said Guild. "In all honesty, either one of us would be good."

He then added that they just had slightly dif-

ferent mindsets.

Jesse Lamouche, trustee for East Prairie Métis Settlement by High Prairie, spoke next. He said that last year the board and administration did community engagement in each community and that this should be a priority this year as well.

"Community engagement is huge," agreed Guild, adding that returning to the community for more engagement is a priority.

"We've got to go back soon (for community engagement)," agreed Fayant. "I'm usually the one making pushes for change."

The board voted again, which resulted in a second tie. No one had anything more to say. A third vote was also a tie.

Administration gave Guild and Fayant the option of leaving the room to decide between the two of them who would be chair or to have a draw. They chose a draw. Fayant won the draw.

Guild put his name forward for vice chair. No one ran against him, so he was appointed by acclamation.

"We're the spiritual voice in some ways"; New chaplains at SLCA

Chastin Martel
Lakeside Leader

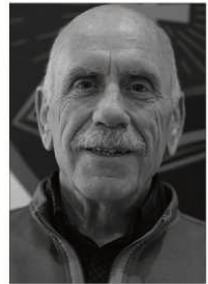
There are two new chaplains at Slave Lake Christian Academy. Their names are Rob Parker and Heath Jeffrey. According to Jeffrey, it is an "on-call basis."

"I was asked, prayed about it," Parker says. "I love kids, I love to see kids growing. I believe parents are the primary educator of their children."

In contrast to Parker's answer, Jeffrey says, "To support the families of my church, give my time and energy to the school."

Now what exactly is a chaplain?

"A chaplain is often someone who is an advisor that offers to bring comfort, encouragement to the teachers of a school," says Parker. "There is a connection with the school and the



Rob Parker, one of the chaplains, smiles for the camera on October 1, 2023.

leader at the college," Jeffrey.

"They're all the same, bringing encouragement, and a God focus into that establishment," says Parker. Jeffrey clears up the confusion between pastor and chaplain. "In the church, we get called a pastor. Not all chaplains are pastors." In this case, though, both Parker and Jeffrey are also local church pastors.

One of the main tasks of a chaplain is encouragement.

"When there is a trial or difficulty, we can bring a perspective of looking to God," Parker says. "We try to make sure all eyes are on God. We bring comfort, we bring that dimension of the church to be connected to the school."

"When there are difficulties," Parker adds, "we come in and bring a

focus there. It's not always times of trials, it's those good times of encouragement, where we can cheer them on. We bring that perspective of what God might be feeling about the situation."

"It might sound like we come with a voice to change direction," he adds, "but we come with advice. They can agree to it or not."

In response, Jeffrey adds, "We're the spiritual voice in some ways."

Heath Jeffrey, the other chaplain at the school.

Heath Jeffrey, the other chaplain at the school.

Heath Jeffrey, the other chaplain at the school.



Heath Jeffrey, the other chaplain at the school.

Want to get noticed? Place an ad in the Lakeside Leader!
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Northland School Division

Notebook

September 28, 2024 meeting

Pearl Lorentzen
Local Journalism Initiative Reporter

Northland runs schools across northern Alberta including communities served by the *Lakeside Leader* and *South Peace News*. Schools within the region covered by these two papers are in Wabasca, Chipewyan Lake, Calling Lake, Peavine Métis Settlement (Bishop Routhier School), East Prairie Métis Settlement (Hillview School), Gift Lake, and Grouard. This meeting was at Mistassiniy School, in Wabasca. Seven trustees attended in person and Marianne Moberly, Susa Creek trustee, appeared via video.

Organizational meeting

The first order of business was the organizational meeting, which began with a contested vote for chair, between the incumbent Robin Guild and last year's vice-chair Tanya Fayant. After three rounds of tied votes, Fayant was elected by a draw. (See article on Page 6 for details).

Guild put his name in for vice chair and was elected by acclamation. The board agreed to meet on Saturdays for the next year. The meetings will be from 9 a.m. to 4:30 p.m. on the following days: October 19, November 23, January 25, February 22, March 22, April 26, May 24, and June 28.

Annually at the organizational meeting, the board reviews its various sub-committees. Some such, as advocacy include, the whole board. Others have one and an alternate and others have three or four.

The trustees are also board representatives on other boards and committees, which are based on region. For example, some trustees are in Zone 1 for the Alberta School Board Association and others are in Zone 2/3. Ward trustees are also appointed as representatives on the various Métis settlement councils and First Nation tribal councils which make sense for where they live and the schools they represent.

The Northland website says that 95 per cent of its students are Indigenous.

Regular meeting

The meeting started in closed session. After the closed session, Wally Rude, Calling Lake trustee, mentioned three items which were business arising from the closed session. These were Mistassiniy trustee, horse riding, and Paddle Prairie water (see below).

Mistassiniy trustee

After the closed session, Wally Rude, Calling Lake trustee, mentioned that some people were disappointed that the board decided not to fill the vacant Ward 6 position, after the trustee died.

Parents who had students at Mistassiniy School in Wabasca wondered who their trustee is now.

"Who should the parents go to?" asked Rude. Guild lives in Wabasca and has been taking on both St. Theresa (the elementary school) and Mistassiniy (the high school).

Fayant made a motion that administration let the parents know that Guild is their trustee, for now.

Horseback riding

Is horseback riding allowed on fieldtrips? asked Rude. At the end of last year, a teacher had been told that it wasn't. The teacher thought that was too restrictive.

Certain activities can't be insured, said Cal Johnson, Northland superintendent. Also, the Government of Alberta has a list of prohibited activities. Horse jumping is one, but there's no other comment on horse riding. It is important for the teachers to apply at least 30 days before the trip, so any issues can be addressed.

Paddle Prairie water

Northland runs a school in Paddle Prairie Métis Settlement south of High Level in northwestern Alberta. Paddle Prairie is five hours north of Slave Lake.

Rude mentioned that if some infrastructure isn't fixed in six months the community could run out of water. He had mentioned this to Scott Sinclair, MLA for Lesser Slave Lake, the day before at the Mistassiniy School grand opening. He wanted Northland to advocate more on the settlement's behalf.

"We don't want them to run out of water," agreed Fayant.

Recruitment

When the report was written, the division had four required vacant teaching positions and a few others, said Krista Veitch, associate superintendent of HR. Since then, two have been hired and two are left to hire.

Northland has started a principal mentorship program, said Veitch. The division hired three former division leaders to be the mentors.

The division has also made the application and orientation process easier for new staff.

Hiring teachers is very competitive, said Johnson.

Please see Page 12



Your Opinion Counts!

write the Editor
c/o Lakeside Leader P.O. Box
849, Slave Lake, AB. T0G 2A0

**Questions about vaccines?
Ask your pharmacist**

To the Editor:

Pharmacies will be bombarded in the coming weeks with questions about vaccines. We field hundreds of phone calls each year on this topic, and I think this will be a good way to inform people of the essential details and ensure everyone gets consistent, accurate information.

Pharmacists are permitted to administer vaccines/injections to patients five years of age or older. The Alberta College of Pharmacy has announced upcoming changes to the standards, which will lower the age to two years. This change does not take effect until February 2025 and it will be up to each individual pharmacist to do additional training for this, or choose whether they will participate. Until then children under five years will still need to be vaccinated elsewhere (AHS, doctor's office etc...)

Influenza

Pharmacies will be offering the annual influenza vaccine ("flu shot") to the general public starting October 15th. There are two types of vaccine offered.

1) A standard dose "quadrivalent" vaccine (meaning four viral strains). Anyone six months of age or older may receive this version of the vaccine (again, children under five years will need to be vaccinated elsewhere until

the standards for pharmacists change in February 2025).

2) A "high dose" quadrivalent version available for ages 65+. It contains four times more antigen (flu virus protein) per dose than the standard, to help create a stronger immune response.

COVID-19

There will be a new formulation of the COVID-19 vaccine available (also starting October 15th)

The options that will be offered by pharmacies:

- 1) Moderna ("Spikevax") KP.2 for ages five years and up
- 2) Pfizer ("Comirnaty") KP.2 for ages 12 years and up

Pneumonia

This summer, Alberta changed the provincially

funded pneumonia vaccine offered through pharmacies from "Pneumovax-23" to "Prenvax-20".

Please see Page 12

NOTICE TO CREDITORS AND CLAIMANTS

Estate of **Richard Martin Thompson** who died on January 27, 2024
If you have a claim against this estate, you must file your claim by November 30, 2024 with **Don and Randi Thompson** at 242036 1100 Dr. East, Foothills, AB, T1S 4T4. If you do not file by the date above, the estate property can lawfully be distributed without regard to any claim you may have.

In Loving Memory

Frances Anne Prichuk
August 27, 1947 - September 7, 2024

Frances was born in Edinburgh, Scotland and moved to Canada with her mother Isabelle in 1963. They settled in Slave Lake, Alberta with her uncle Tom Stuart. She completed her schooling there and began working at the Bank of Nova Scotia.

After her son Steven was born in 1972 she pursued further education and joined the staff at Northern Lakes College. She cherished her career and continued working there until her retirement. In her retirement she lived in Arizona with her husband Charlie and formed many lasting friendships during the winter months. In her final years she bravely faced health challenges.

Frances will be missed by her husband Charlie, son Steven (Marlee), grandchildren Jady, Kamrin, and Jackson as well as her wide circle of friends from the Slave Lake Oilwives, Kinuso Seniors Club and her colleagues at Northern Lakes College.

Thank you

to everyone who came to Nick's celebration.

A special thank you to Sharon Watchel and crew for the food they served, prepared and organized.
Brett for the BBQ and your chef skills.
Shaun for your eulogy.
Nine Mile Point for the set up and clean up.
Warren and Ken the fireworks they were amazing.
Greatly appreciated.
Kathy and Family

Northland School Division**Notebook**

September 28, 2024 meeting

Pearl Lorentzen
Local Journalism Initiative Reporter

From Page 10

Board action items

The board and administration discussed the board action items. Two had been completed: the Hillview School sign had been replaced and administration had compared the trustee remuneration against other Alberta school districts.

Others were in progress; a few are mentioned below.

Cultural equity

One mentioned was encouraging schools to include 'cultural equity,' so the Indigenous identity of the students is visible within the buildings.

Johnson gave St. Theresa School (in Wabasca) as an example of a school that is doing this well.

"You could see the identity and the history of the community in the school," he said.

Fayant is the trustee for the Elizabeth Métis Settlement and Fishing Lake Métis Settlement. These are in the Cold Lake area in northeastern Alberta.

"I'm seeing it on my end," she said.

Community-Based Bachelor of Education

On October 22, Northland is holding a professional development day for education assistants, who might like to become a teacher. This is about the University of Calgary Community-Based Bachelor of Education. It allows people to earn a teaching degree without leaving their home community. Northland has some funds to help staff who are accepted into the program.

Education Assistant training

Northland has made a partnership with Northern Lakes College to give education assistants the opportunity to earn an education assistant certificate.

Métis resources

Métis students at Northland are eligible for Rupertsland Institute tutoring. In addition, Northland is negotiating an education agreement with Rupertsland Institute for access to Métis teaching material. The school division is also interested in developing resources of its own.

"We need to lead this," said Fayant.

Decreased school enrolment

The final board action item it had to do with concerns about a decrease in enrolment at Mistassiniy (in Wabasca) and the Elizabeth Métis Settlement school.

At Mistassiniy, part of the decrease is a result of more accurate counting, said Johnson. In the past, students who weren't showing up and weren't enrolled at another school were included. The new Bigstone Cree Nation junior high and high school might also have made a difference.

At the Elizabeth school, Fayant said, some switched to the school in the closest town for sports.

Secretary-Treasurer

The board made a motion appointing Douglas Aird as acting secretary-treasurer until a permanent one can be hired.

Finances

The Northland finances are "in line with the budget," said Aird, presenting the monthly statement as of July 31, 2024.

The budget for the 2023-24 school year was \$56,448,962 revenue, \$56,901,094 expenses, with a (\$452,132) shortfall to come out of reserves.

Superintendent and board evaluation

The board chose November 4 for both the superintendent and board evaluations in person in Edmonton.

The written report says, "This process ensures accountability and promotes continuous improvements in the school division's leadership and administration."

For the superintendent evaluation, the person hired will interview 22 members of the division who work at different levels. She will report the findings to the board on Nov. 4.

Board policies

The board approved minor amendments to three board policies: Policy 8 (board committees), Policy 9 (board representatives), and Policy 11 (board delegation of authority).

Please see Page 13

Vaccines

From Page 8

Individuals over the age of 65 who have not yet had a dose of Pevnar 20 (or the previous product Pneumovax-23) are eligible. Certain individuals between 18 and 64 are also eligible, depending on various risk factors, medical conditions, and previous vaccine history.

RSV

Lastly, a new vaccine was recently approved in Canada for "RSV" (Respiratory Syncytial Virus). Arexvy and Abrysvo are the two products, with the latter

being provincially funded this year for eligible seniors starting October 21.

Seniors over 60 who reside in congregate and supportive living facilities (i.e., Vanderwell Lodge or Sweetgrass) will be eligible. Seniors over 75 who still live at home in the community will also be eligible. Otherwise, those over age 60 who are not eligible but wish to receive this vaccine can choose to pay out of pocket (close to \$300, unfortunately), or in some cases private insurance may cover a portion of the cost.

Not all pharmacies will have access to the provincially funded sup-

ply of RSV vaccine (only ~500 pharmacies were selected across the province). We can confirm there are several pharmacies in Slave Lake who will be participating.

The RSV vaccine cannot be given at the same time as flu or COVID vaccines. It must be given at least two weeks before or after (preferably after). It should also be administered at least six weeks before or after any other type of vaccine.

For more information, check with your pharmacist!

Megan Tanner
Slave Lake Medicine Shoppe

Creek clean-up: good work, but more to be done

Joe McWilliams
Lakeside Leader

The Sawridge Creek clean-up project on Sept. 28 was successful, as far as it went. That was only about half as far as organizers were hoping, but good work was done in that first half.

"We got as far as the railway bridge," says Jule Asterisk, the chief organizer of the effort.

Asterisk is part of REAC, the Regional Environmental Action Committee. The Town of Slave Lake and Sawridge First Nation were also listed as sponsors, or participants, on the poster. Ten volunteers spent about six hours, cleaning up junk

from in the creek and along the banks, starting above the Hwy. 2 bridge and moving downstream. The goal was to get all the way to the Hwy. 88 bridge over the creek on the other side of town, but as noted, that turned out to be optimistic. Perhaps with twice as many volunteers it might have happened.

Asterisk says eight shopping carts (four of them from under the railway bridge) were removed, plus bicycle tires, "assorted metal items," and about 20 bags of garbage.

Still in the creek are two more shopping carts, a bicycle, a radiator, and "everything

east of (the) railway bridge," Asterisk says. Add to that a section of snow fence and a tarp – both of which were so difficult to extricate they had to be left where they were found.

"We will be back," Asterisk says. "There's more to do, and I plan to interview our volunteers, to see when and how we can proceed."

Volunteers for the clean-up were Asterisk, Michael Vance, Calvin Couturier (whose winch came in very handy), Teodulo Barocio-Asterisk, Harold Norberg, Alaina Stefanson, Tanya Justason, Bonnie Raho, Tim Horsman and two Lakeshore Regional Police Service officers.



Tim Horsman (left, in the creek) and Teo Barocio-Asterisk (upper right) look on as Calvin Couturier winches one of four shopping carts out of Sawridge Creek from under the railway bridge on Sept. 28.

Northland School Division

Notebook

September 28, 2024 meeting

Pearl Lorentzen
Local Journalism Initiative Reporter

From Page 12

Student attendance and engagement

In 2022-23, Northland had a 65 per cent attendance record, says the written report. In 2023-24, this increased by one per cent to 66 per cent.

Attendance was highest for the youngest grades and lowest for the oldest students, adds the report. The yearly rates were Kindergarten to Grade 3 (72 per cent), Grade 4 to 6 (71 per cent), Grade 7 to 9 (60 per cent), and Grade 10 to 21 (54 per cent).

Mark Owens, associate superintendent, gave the report to the board. He had met with the auditor general the week before, about the numbers and the ways Northland is trying to correct them.

"They were very impressed with all the work we're doing," he said.

The group also met with the Alberta Education oversight committee.

"We may have seen a light at the end of the tunnel," said Johnson.

Further details about the oversight committee weren't mentioned at the meeting. *The Leader* reached out to Northlands for some clarification.

"Northland School Division works with the Alberta Education oversight committee and the auditor general's office for support and guidance with attendance and engagement," emailed Curtis Walty, Northlands media relations manager. "This has been a process since 2015."

Dual credit

Northland received a grant for students in Grade 11 and Grade 12 to take dual credit education assistant certificate courses at Northern Lakes College. The grant is \$50,000.

September 2024 enrolment

On June 30, 2024, the division had 1,750 students, says the written report. On Sept. 19, 2024, it had 1,630.

Provincial and federal funding for schools is connected with enrolment. This is calculated in September and early October.

The schools can count students who start by October 17, who aren't enrolled at another school, said Aird.

Year-end audit planning

The board approved the year-end audit plan, which will hire Metrix Group LLP, to do the audit. The school divisions year end was August 31. The audit will be submitted in November and presented to the board in December.

Internet infrastructure

The board passed a motion to upgrade the internet at all Northland schools for \$309,906.36, including GST. The funds come out of capital reserves. The company hired is ACSI Securing Networks, using a rate negotiated for school divisions by the Government of Alberta.

"It's an opportunity to recognize where the division is going," said Scott Meunier, deputy superintendent, referring to the Education Plan number one priority "connections supporting reconciliation," which includes access to online learning.

The current system is five years past the expected life span, he added.

"I move to spend the money on the internet," said Jesse Lamouche, East Prairie Métis Settlement and Grouard trustee.

This was carried.

Tri-Annual Report 2023-2024

Walty presented on the Tri-Annual Report for the 2023-24 year.

For context, he noted that it still has the old education plan priorities. The next report will have the new priorities.

Northland had "some positive graduation numbers from 2024," he said.

In 2023-24, Northland had 66 graduates across the division. In Wabasca, Mistassiniy School had 29 and Career Pathways School (outreach) had 15. Calling Lake School had one graduate. Calling Lake is a K to 12 school, which in June 2024 had 118 students.

School liaison

The division has added a school liaison position, which is filled by an education assistant.

"Every school does have one now," said Owens.

This person liaises with the community and each school administration chooses the right personality from within the existing education assistant pool. In the summer, the division hired 30 extra education assistants so all schools should have extra. The principals at each school will let the community know who these people are.

Europe field trip approved

Pearl Lorentzen
Local Journalism Initiative Reporter

Rome from March 22 to April 4, 2025.

other international trips.

Wabasca students will have the chance to travel to Europe in the spring.

The cost per student is \$5,429, says the written report. So far, five students are interested, but the trip is open to more applying.

"I think this is awesome for our students," said Wally Rude, Calling Lake trustee. He asked if they would get school credit.

On September 28, Northland School Division board approved a Mistassiniy School trip to Europe.

Students are responsible for the cost of the trip, but the school will seek financial help from the M.D. of Opportunity and Bigstone Cree Nation.

No credit, said Johnson, adding, "all of these trips have a learning component. I'm sure they will have curricular connections."

The board has to approve all out-of-province field trips.

"This isn't his first rodeo, so to speak," said Cal Johnson, Northland superintendent, about Davis. He has organized

Aimee McCamon, is the Anzac, Janvier, and Conklin trustee. She made the motion to approve the trip, which was carried.

Wabasca student talks with school board

Pearl Lorentzen
Local Journalism Initiative Reporter

tendent advisory council, which will have representatives from all Northland schools.

Gladue, "we already said we wouldn't pilot their social studies curriculum, because it doesn't represent us."

A Wabasca student had some training for his new role on the Alberta Minister of Education Youth Council by talking with his local school board.

"I'd join that," said Gladue.

"It's also important for the rest of Canada to understand," said Robin Guild, vice chair and Wabasca and Chipewyan Lake trustee.

On September 28, Northland School Division board held its meeting in Mistassiniy School in Wabasca.

Gladue told the board he applied for the Minister's council because he didn't see any other Indigenous students on it and very few from rural Alberta. He thinks Indigenous culture, teachings, and land-based learning should be taught to everyone.

Northland has schools across northern Alberta. Its website says that 95 per cent of its students are Indigenous.

Owen Gladue, from Career Pathways School in Wabasca, stopped by the board meeting to answer questions about his new role on the Minister's Youth Council.

"That is the history of this land," he said, "this entire country. It needs to be a priority."

Wally Rude is the trustee for Calling Lake, which is 117 km south of Wabasca.

"I want to thank you for representing Northland," said Cal Johnson, Northland superintendent. He also invited Gladue to join the Northland superin-

Tanya Fayant, is the board chair and trustee for Elizabeth Métis Settlement and Fishing Lake Métis Settlements, near Cold Lake in north-eastern Alberta.

Rude had met Gladue the Monday before at a round dance in Calling Lake, where Gladue was drumming with his father.

She agreed telling

"You're living it," Rude said to Gladue.



Non-perishable, please

Barb Courtorielle of the Friendship Centre mans one of the food drive collection points on the morning of Sept. 28. The 10th annual drive to help replenish the food bank at the Friendship Centre is organized by the local Church of Jesus Christ of Latter Day Saints (LDS for short). This year something a bit different was attempted, and according to Courtorielle it worked well. The house-to-house method brought in lots of donations, she says, but a lot of them were not usable. The result was a lot of work sorting, and inevitably throwing out a lot of unusable food. It was much better this time, she says. Around 4,800 lbs. of food was collected, from bins like the one pictured. Others were at Sobeys, Walmart, No Frills and Tim Hortons. Courtorielle figures the 4,800 lbs. of food will last about a month.



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Mistassiniy School grand opening in Wabasca

Pearl Lorentzen
Local Journalism Initiative
Reporter

"We are excited about the futures that will be impacted within these walls," said former Mistassiniy School graduate Regan Auger, at the grand opening of the new Mistassiniy School.

Auger was speaking in his role as the district captain for the Wabasca-Desmarais Métis District of the *Otipemisiwak* Métis Government.

Auger was one of the dignitaries who spoke at the grand opening of this new public Grade 7 to 12 school in Wabasca, Alta, on Friday, Sept. 27.

The new school was built from 2022 to 2024, with students starting to take classes there in February 2024. It replaces one built in 1979.

The school was funded by the Government of Alberta. The estimated cost on *alberta.ca* is \$32 million. This school is built to house 415 students. It was designed by BR2 Architecture and built by Gen-Mec ACL Inc.

"This is an honour. My history brings me back here." - Monica Crawford, a local Indigenous elder and Mistassiniy alumnus, who said the opening prayer in Cree

Wabasca is the largest hamlet within the M.D. of Opportunity. It is surrounded by several Bigstone Cree Nation reserves. The M.D.'s website estimates a combined population between the hamlet and reserves of 3,300.

The majority of the Mistassiniy students are Indigenous.

The 2021 Canada Census estimates that about 80 per cent of the population of the M.D. of Opportunity has some Indigenous ancestry. It does note, however, that this number may not be completely accurate, as many Indigenous people do not fill out the census, which implies that the number could be higher.

One of the design objectives was to include Indigenous culture, including a round entryway.

Students come to Mistassiniy from Wabasca and Sandy Lake.



The ribbon-cutting at the grand opening of Mistassiniy School on September 27 in Wabasca, Alta.

Left to right, Regan Auger (district captain for Wabasca-Desmarais, *Otipemisiwak* Métis Government), George Gullion (Mistassiniy student), Karen Davies (Mistassiniy School principal), Deborah Moses (Chief of Staff for Laila Goodridge, MP for Fort McMurray - Cold Lake), Tommy Gerrits (Mistassiniy student), Robin Guild (Northland School Division board chair), Cal Johnson (Northland School Division Superintendent of Schools/CEO), Tanya Fayant (Northland School Division vice-chair), Scott Sinclair (MLA for Lesser Slave Lake), and Sandhya Kafle (Mistassiniy student).

The Hamlet of Sandy Lake has a population of 163 according to the 2021 Census. It is about 30 km southeast of Wabasca.

This school is run by Northland School Division.

After community engagement last year, Northland's top education priority is 'connections supporting reconciliation.'

As the MC, Curtis Walty, Northland Media Manager mentioned that the grand opening was the Friday before Orange Shirt Day (National Day of Truth and Reconciliation) which raises awareness of the inter-generational trauma caused by the Indian Residential School system in Canada. Part of this was a loss of Indigenous language and culture.

Northland is dedicated to "supporting the reclamation of language and culture," said Walty.

Monica Crawford, a



Regan Auger, holds his daughter Aleina Auger, while giving his speech at the grand opening. A Mistassiniy grad he is the district captain for the Wabasca-Desmarais Métis District of the *Otipemisiwak* Métis Government.

local Indigenous elder, opened the ceremony with a prayer in Cree. She also mentioned attending the old Mistassiniy School in junior high.

"This is an honour," she said. "My history brings me back here."

Northland Chair

Robin Guild, from Wabasca, also gave a speech.

The idea of replacing Mistassiniy started in the early 2000s, he said, "and now we finally get to see it."

Guild was joined at the ceremony by most of the other trustees. They are spread across 288,347 square kilometres of northern Alberta. The trustees attended the grand opening and held a board meeting the next day in Mistassiniy School.

Guild and others mentioned that the school is a combination of 21st Century learning and traditional Indigenous culture.

Scott Sinclair, MLA for Lesser Slave Lake, said a few words for himself and the Government of Alberta.

"I feel a sense of promise," he said, "that this place will become a vibrant hub."

He also mentioned the dedicated culinary arts, carpentry, and trades spaces.

Other dignitaries in-

cluded M.D. of Opportunity Reeve Marcel Auger, Northland Superintendent Cal Johnson, High Prairie School Division Superintendent Murray Murran, Owen Gladue (Northland student on the Alberta Minister of Education youth advisory council).

Earlier this year, Bigstone Cree Nation opened a high school on reserve in Wabasca. This is *Osaw Kihew Kiskinwahamatowika mik* (Golden Eagle High School).

Elsewhere in the M.D. of Opportunity, the Hamlet of Red Earth Creeks has been approved for a new school. The original design was too small, but the M.D., Peace River School Division, and others advocated and put some money towards a bigger school.



Scott Sinclair, MLA for Lesser Slave Lake, spoke on behalf of the Government of Alberta.



Grand opening attendees on a tour of the school are shown a courtyard which will become an outdoor classroom. This is to include land-based Indigenous learning at the school.



Associate Superintendent Report

October 19, 2024

Priority 1: Building Connections Supporting Reconciliation

National Day for Truth and Reconciliation

NSD staff visited various events at sites across Alberta to observe the National Day for Truth and Reconciliation. It was an important opportunity to listen, learn about the Truth about the legacy of residential schools, and build connections with communities that support reconciliation.



Priority 3: Excellent People Supporting Our Students

Principal Mentorship

The mentors from the principal mentorship program met in September to review plans and discuss effective strategies for mentors, focusing on showing new principals how to implement these strategies independently. We also spent considerable time reviewing the divisional priorities and how they could help principals implement these priorities.

Staff Recognition

During the principals' meeting, we reintroduced the criteria for staff appreciation. Appreciation letters are not just for certified teachers but for all deserving staff. Staff must have shown exemplary commitment, going above normal expectations to help strengthen school culture, care for students and contribute to staff morale.

Staff will begin receiving their commendation letters in October.

Staff Survey

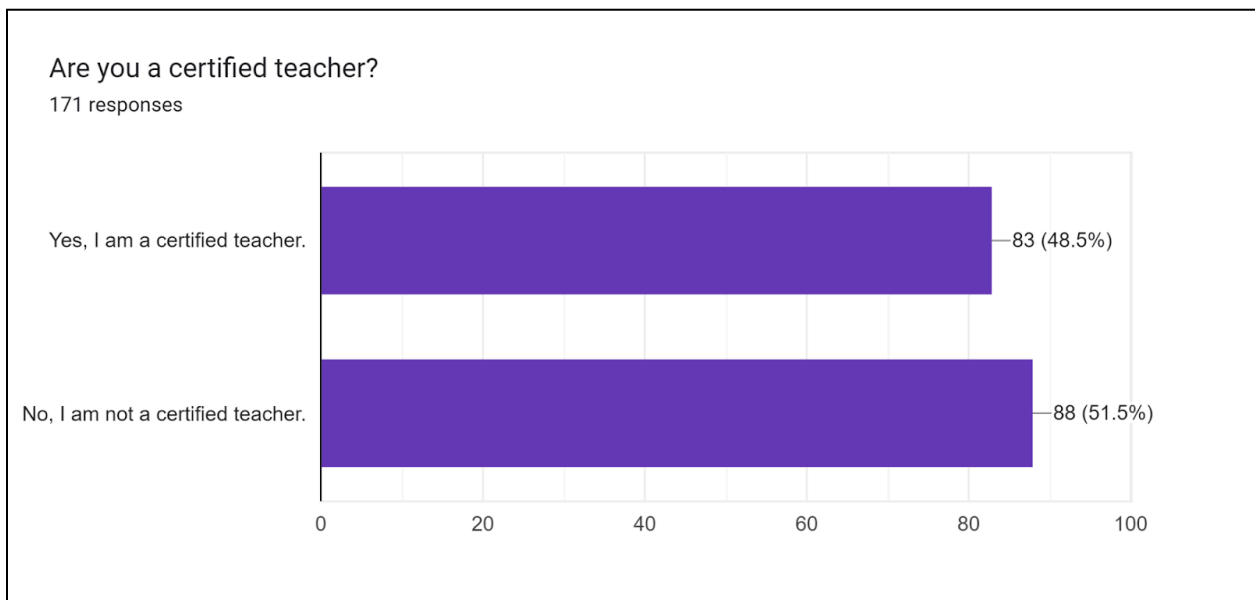
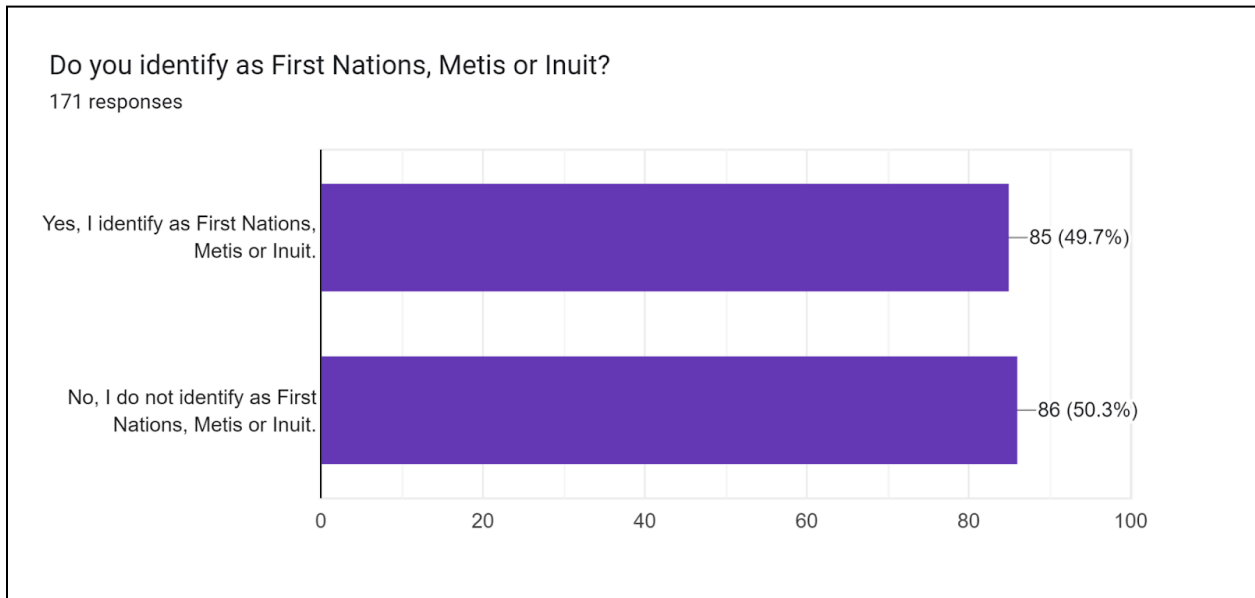
HR issued a voluntary survey to all staff to assess the success of *Policy 16: Recruitment and Selection of Personnel*, which states,

"The Board recognises our critical role and responsibility in contributing to Truth and Reconciliation. The Board is committed to employment equity. To achieve a representative workforce, selection may be based on qualified candidates self-identifying as belonging to First Nation, Métis, and Inuit peoples to recognise diverse viewpoints that have traditionally been underrepresented."

All new staff will have an opportunity to answer this question as part of their onboarding process. Of the 465 staff, 171 answered. Here are some highlights from the responses:



Associate Superintendent Report October 19, 2024



Staff Wellness

The principals received information from HR about staff wellness funds, how to apply for them, and the terms for which they can be used.

Student Services

We continue implementing fair and equitable access to services for all children in all schools and apply universal strategies to support student success. Khan Communication Services will also visit schools to provide universal strategies and model these for staff.



Associate Superintendent Report

October 19, 2024

Through Peace Collaborative Services, NSD has unlimited access to Para-Bytes, which offers a variety of online videos and sessions to help educational assistants grow their skill sets. Para-Bytes covers foundational practices, academics, behaviour, personal independence and social relationships.

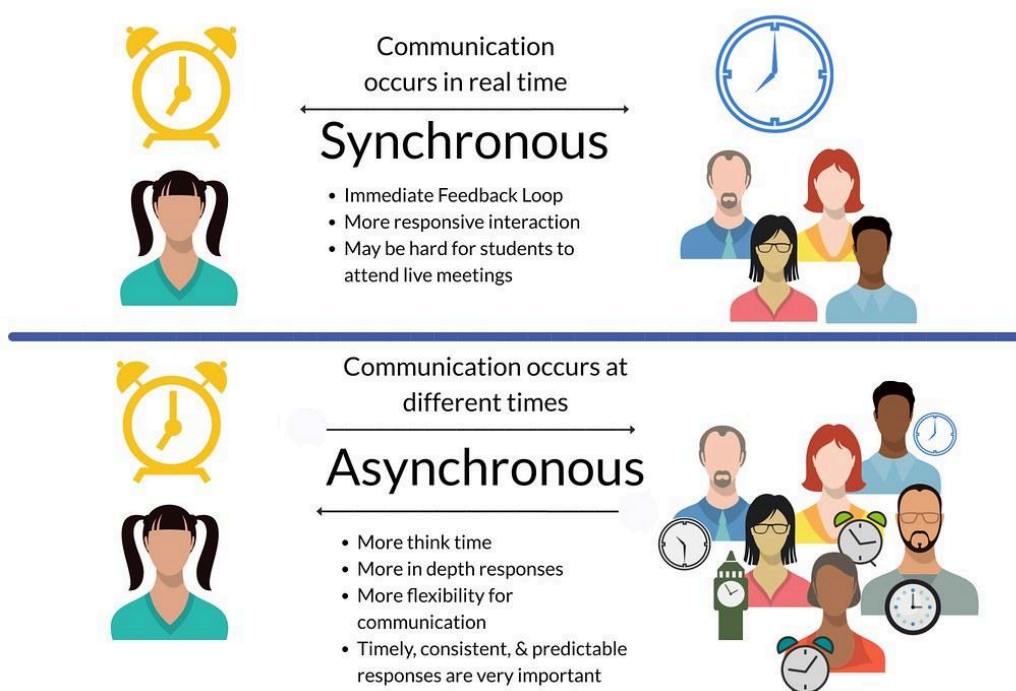
HR has started in-school training for EAs. This work will continue throughout the fall.

Responsible Resourcing

Professional Learning Connections for Online School Staff Members

Northland Online School is undertaking specific professional learning to help respond to increasing requests for *asynchronous* learning options. Adding to existing (and continuing) “same time, same place” learning, asynchronous programming lets students access and undertake learning at their own pace. This approach, planned to be made available alongside and in addition to regular student programming, can significantly increase the flexibility of Northland Online School programming and creates options for connecting with a greater number of learners in the future.

Since asynchronous development requires slightly different approaches to curriculum and activity development, the Northland Online School staff will be accessing professional learning from a combination of internal and external experts in the field of instructional design for distance and online learning, including Edmonton Public Schools and Pembina Hills Public School Division.

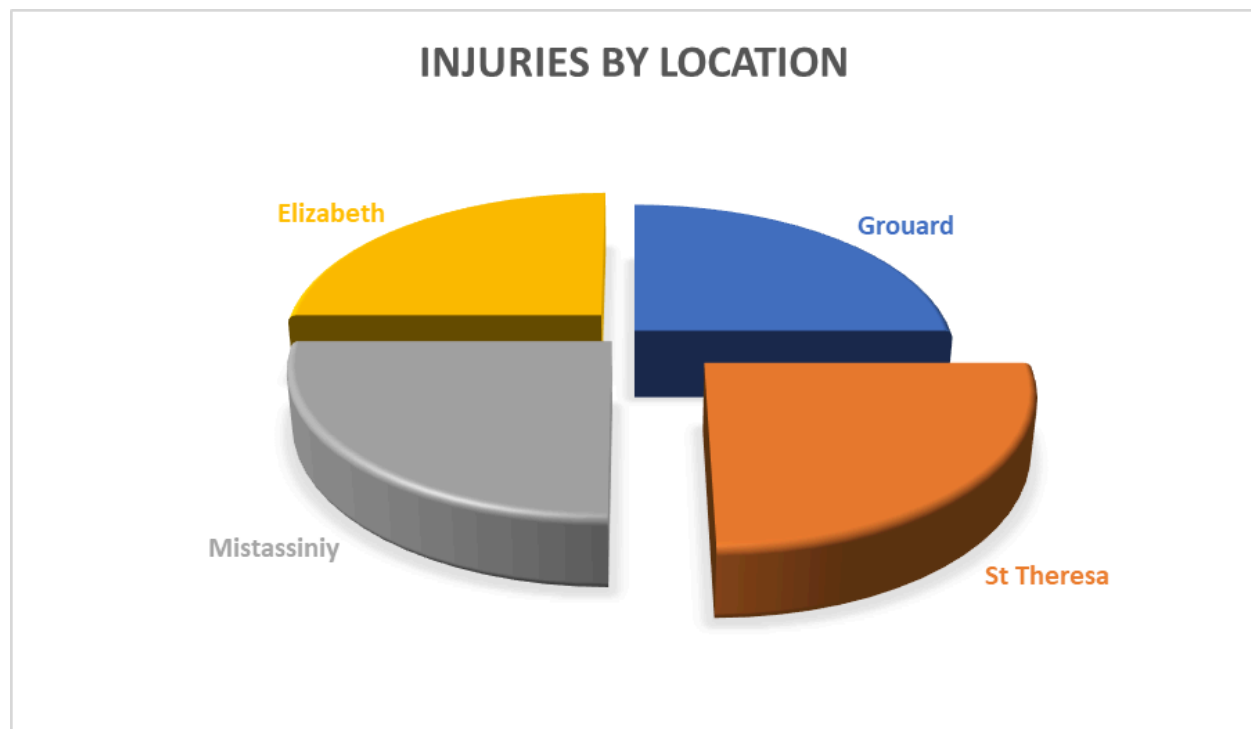
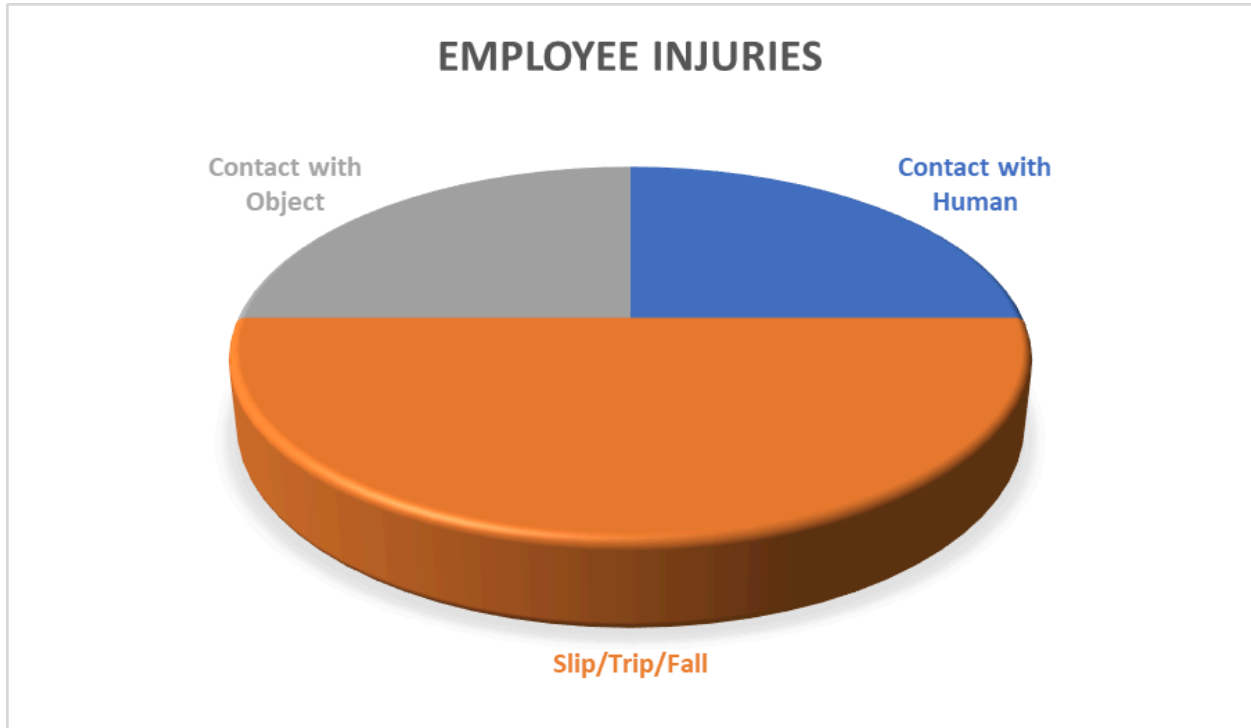




Occupational Health & Safety Report

October 19, 2024

Teacher/Sub Teacher/ Employee Incidents: Of the 4 reports above, no follow-up is required, and no WCB reporting is required.

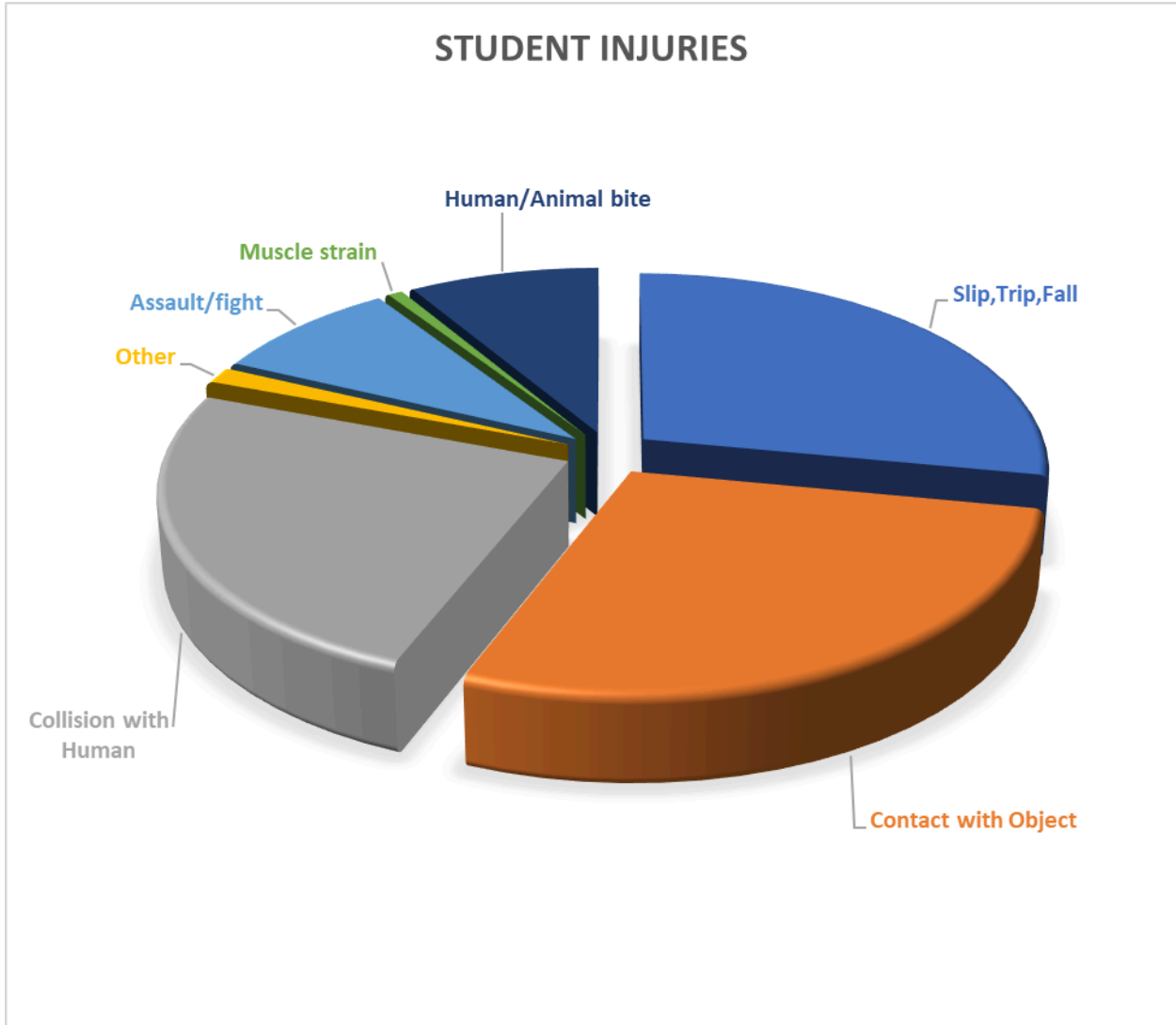




Occupational Health & Safety Report

October 19, 2024

Students: 150 student Injuries for the period of September 3, 2024 to October 8, 2024.

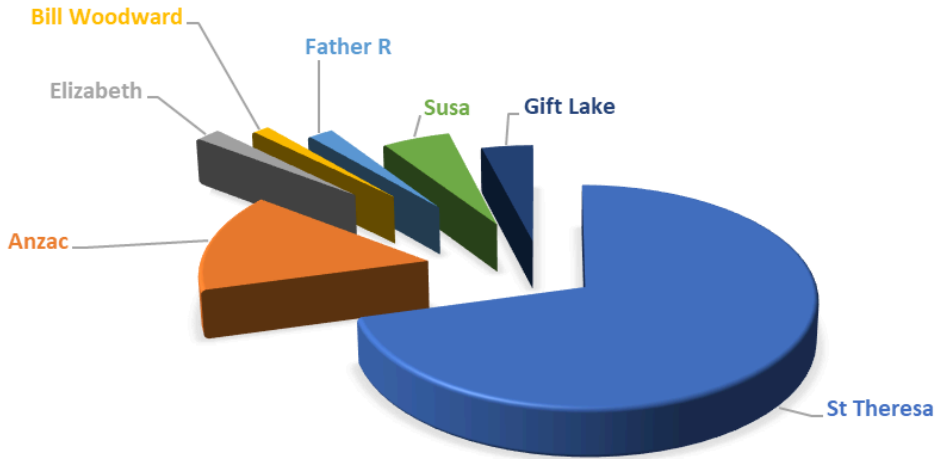




Occupational Health & Safety Report

October 19, 2024

INJURIES BY SCHOOL





First Nations, Métis and Inuit Department Report October 19, 2024



As we continue to implement everyday ᐱᐱᐱᐱᐱᐱ Wahkotowin to the interconnections of a good life for every Northland student to thrive in their learning journey. Staff are successfully being immersed in the land learning about Indigenous worldviews, cultures and languages. By doing so, we are applying foundational knowledge as place-based metaphors rooted in the richness of histories, traditions and ancestry based on community voices. Traditional protocols and two-eyed seeing are the methodologies we want in schools connecting our Education Plan priority commitments supporting the Truth and Reconciliation Commission (TRC) on the Calls to Action and Alberta Education standards for professional development.

We are aligning our division priorities to develop relationships anchored in ways of knowing, doing and being to support curriculum and resources. Our learning journey is inclusive of TRC 10 iii. developing culturally appropriate curricula; 14 iv. the preservation, revitalization and strengthening of Aboriginal languages and cultures best managed by Aboriginal people and communities and 63 iv. Identifying teacher training needs relating to the i. ii. iii. and iv.

Our leadership is experiencing research with the intention of identifying with holistic learning. Dr. Dwayne Donald, University of Alberta, provided intercultural teachings on the land and sacred space to share stories of the past, treaty-making, the interconnection of nature, and the use of traditional river systems to hunt, fish, trade, and share with relatives.

In partnership with Elders and Knowledge Keepers, we are very excited to highlight a webinar on excellence for the building of respectful relationships through school community voices in CASS Connects rooted to the land, Indigenous cultures and languages! In this webinar, participants were invited to sit in a virtual circle featuring the learning journey of connections supporting reconciliation between Northland School Division (NSD) and ᐱᐱᐱᐱᐱᐱ Nehiyawak.

Facilities Report

Board Presentation
October 19, 2024



Overview

1. Serves and supports all Division sites

- 17 active schools plus Career Pathways (back at NLC site)
- two inactive schools (Fort McKay - transferred in 23/24 and Dr. Mary Jackson)
- central office (Peace River)
- one maintenance shop in Wabasca (Peace River and Lac La Biche shops vacated August 2023)
- various school outbuildings and CTS Trailers



Overview - cont'd

2. Service and workload management

- Maintenance care - ticket system for prioritizing and tracking

School Year	Tickets Completed	Annual change
2023-2024	1403	22%
2022-2023	1143	(0.9%)
2021-2022	1153	4.6%



Overview - cont'd

3. Staff Profile (budget)

- Manager
- Maintenance Support
- Maintenance staff (see table)
- Custodians (36)
- One custodian contract - replaced by employee August 2024
- Temp staff will support leaves

Job Description	Area 1	Area 2	Area 3	Total
carpenter	1	1		2
electrician	1			1
maintenance worker		1	1	2
plumber/gasfitter	1	1		2
plumber			1	1
casual		1		1
Total	3	4	2	9

Overview - cont'd

4. Operations and Maintenance Budget Overview

Category	2024-2025 Budget (May 2024)	Percentage
School Costs (custodial, utilities, supplies)	\$ 7,009,082	73%
Facilities and Maintenance	1,761,503	18%
Insurance (building)	830,897	9%
Total	\$ 9,601,482	100%



Review and Highlights from 2023-2024

Project Updates

- **New Mistassiniy School**
 - Move in February 1, 2024
 - Remediation of remaining deficiencies continues
 - CTS class redesigned and modified (complete in Oct 2024)
 - Welding shop design/planning underway
- **IMR**
 - Susa Creek renovation/cleanup - converted washroom to storage, two new furnaces, duct cleaning
 - Gym floor refinishing at St. Theresa, Gift Lake, Bill Woodward
 - Rekeying and painting at Calling Lake
 - Chipewyan Lake propane tank valve replacement



Review and Highlights from 2023-2024 (cont'd)

Project Updates (cont'd)

- IMR
 - Playground fencing at Hillview
 - Hot water heater replacement at Chipewyan Lake and Bill Woodward
 - Drainage landscaping completed at Gift Lake
 - Replacement of Gift Lake access system
 - Elizabeth sidewalk replacement and painting
 - St. Theresa flooring in 3 rooms and painting
 - Vape detectors at Paddle Prairie and Calling Lake
 - Father R. Perin sidewalk rebricking, painting, eavestroughs



Review and Highlights from 2023-2024 (cont'd)

Project Updates (cont'd)

- CMR
 - PA system replacement in progress for St. Theresa and Bill Woodward for 2024-25 GOA fiscal year
- Major Capital Projects completed August 2024 (\$2.8M)
 - Gift Lake mechanical, estimated \$80k
 - Grouard eavestroughing and brick repair, estimated \$830k
 - Bill Woodward stucco replacement estimated \$500k
 - Calling Lake, change room/private washrooms, estimated \$450k
 - Elizabeth roofing and glulam beam inspection, estimated \$500k
 - Susa Creek, gym rooftop unit walkway, estimated \$150k



Review and Highlights from 2023-2024 - Operational Review

The operational review considered the division's unique context and characteristics, including geographical distribution, to:

1. **Strengthen leadership** (management) capacity and accountability in the departments through an examination of past and present functions and processes
2. **Highlight existing successful business practices** used by the department
3. **Leverage “leading industry practices”** across the facilities, maintenance and custodial sectors
4. **Provide recommendations and options** that will support an enhanced, responsive, and proactive service delivery model
5. **Provide ongoing support and assistance** to ensure the departments are financially healthy, well-managed and positioned to direct optimum levels of resources in support of student success across the Division



Risk Management - Best Practices

1. Fire Risk Management
2. Flood Risk Management
3. Freezing Risk Management
4. Facilities Risk Management
5. Emergency On Call Risk Management
6. Construction Risk Management

This is a combination of best practices and requirements from ARMIC for projects to remain compliant in 2024-25.



The Year Ahead - 2024-2025

Potential Projects

- Funding from IMR/CMR/Budget
 - Boiler replacements at Grouard, Paddle Prairie, Calling Lake, Chipewyan Lake, Conklin
 - Sidewalk and paving/repairs at Anzac, Paddle Prairie, Elizabeth, St. Theresa
 - Replace wi-fi thermostats with hardwired into BMS at Susa, Elizabeth
 - Roof replace at Father Perin
 - Convert security systems to web-based communications
- Funding from Capital Reserves
 - Mistassiniy CTS welding shop
 - Mistassiniy sewer line replacement
- Project Back log
 - Annual repair and maintenance funding has not kept pace with the work required (\$5M).



Closing and next steps

- Questions
- Next steps





Technology Services Board Report October 2024

Teaching and Learning

Professional Learning

Several professional learning sessions have been held so far this school year to support teachers with teaching and learning and to support additional staff members in advancing their professional practice. Additional learning sessions are also planned over the next few months.

Professional Learning held in August, September, and October:

- Introduction to Hapara (Aug. 28th)
- Introduction to GoGuardian (Sept. 16th)
- Mathletics Learning Series
 - Introduction to Mathletics (Sept. 11th)
 - The Differentiated Math Classroom (Sept. 18th)
 - Creating Meaningful Math Stations (Sept. 25th)
 - Teaching and Learning with Formative Assessments (Oct. 2nd)
- MyBlueprint: Education Planner 101 (Oct. 30th)

Upcoming Professional Learning Sessions:

- Hapara Learning Series
 - Introduction to Hapara (Nov. 7th)
 - Exploring Workspaces and Resources (Nov. 21st)
 - Collaborative Workspace Building (Jan. 16th, 30th, and Feb. 20th)
- Supporting Students with Technology for Educational Assistants
 - Chromebooks 101 (Nov. 8th)
 - Assistive Technology Tools (Nov. 8th)

Student Learning

Engaging technology learning experiences for students are being offered this fall.

- CTS Week - CSE1110: Structured Programming 1, Grades 9-12 (Oct. 16-18)
- MindFuel: Circuits, Programming and Coding, Grades 5-12 (Starts Oct. 15th)

Ticketing and Support

Between August 19th and October 7th, the Technology Services Department received 475 tickets and resolved 441. IT technicians were on site at all schools during the first few weeks of school to assist with classroom technology setup and troubleshooting. So far this school year, the technology services department has made a combined total of 105 on-site school support visits.

Staffing

The technology services department hired two new IT technicians to fill recently vacated positions. Technology Services welcomed Sandeep Kumar and Jacob Bergen to our team. Sandeep will support schools on the east side of the school division, while Jacob will support schools on the west side.

CSL Report Card

Technology services provide support for the CSL elementary report card. Over the summer and into the new school year, changes were made to the report card to improve the overall look, such as revising the formatting for the condensed version to fit more content and to facilitate easier reading. Curricular outcomes were also updated to reflect recent changes to the Alberta science curriculum. The report card has been rolled over the current school year and is ready for teachers to access.

Infrastructure

Over the summer and into the new school year, the technology services team completed projects at several sites related to upgrading network hardware, PA speakers, and cameras. Cameras were replaced at Elizabeth, Conklin, Bill Woodward, Bishop Routhier and Chipewyan Lake. New and additional cameras were installed at St. Theresa, Hillview, Mistassiniy, Bill Woodward, and Central Office. Speakers were replaced at St Theresa and Bill Woodward, including the addition of digital clock/speaker combos in hallways and staff rooms. Some essential network hardware was upgraded at Anzac, Bill Woodward, Chipewyan Lake and St. Theresa.

Devices and Evergreening

Technology services purchased 300 new Chromebooks for this school year to replace expired and damaged devices. So far this school year, several schools have received these new devices, and the remaining new devices will continue to roll out to the remaining schools over the next few weeks. Northland School Division continues to have a 1:1 student-to-device ratio.

Upcoming Projects

With the recent approval of the network infrastructure capital project, the technology services team is currently planning each stage of the project and will begin the work in each school using a phased approach over the next several months of the school year.