



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 25-01
AGENDA**

Location: Virtual	
Zoom:	
Meeting ID: Passcode:	Phone: 1 (587) 328-1099
Date: Saturday, January 25, 2025	Time: 9:00 a.m. - 4:30 p.m.

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

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

A. CALL TO ORDER

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

B. BUSINESS ARISING FROM CLOSED SESSION

C. BOARD MATTERS

D. MINUTES

No.	Title	Responsible	Action	Page No.
1.	November 22, 2024 Regular Meeting Minutes	All	Motion	04
2.	December 17, 2024 Special Meeting Minutes	All	Motion	12
3.	Board Action Items	Superintendent Johnson	Information	17

E. BUSINESS ARISING FROM MINUTES



NORTHLAND SCHOOL DIVISION REGULAR BOARD MEETING NO. 25-01 AGENDA

F. CONSENT AGENDA

No.	Title	Responsible	Action	Page No.
1.	Board Chair Report	Chair Fayant	Information	20
2.	Superintendent of Schools Report	Superintendent Johnson	Information	21
3.	Trustee Activity, Committee and/or Board Representative/Association Reports <ul style="list-style-type: none"> • Trustee B. Lamouche, Ward 3 • Trustee A. McCamon, Ward 9 	Trustees	Information	24

G. ACTION ITEMS

No.	Title	Responsible	Action	Page No.
1.	Monthly Financial Report	Secretary-Treasurer Aird	Information	27
2.	Student Engagement, Attendance & Completion Report	Associate Superintendent Owens	Information	29
3.	Monthly Enrollment Report	Superintendent Johnson	Information	37
4.	Review Draft 2025-2026 School Calendar	Superintendent Johnson	Motion	39
5.	Policy 2 Appendix D - Board and Superintendent Communication Guidelines	Chair Fayant	Motion	41
6.	Policy 16 - Recruitment and Selection of Personnel	Chair Fayant	Motion	43
7.	Policy 21 Appendix A - School Council Conflict Resolution	Chair Fayant	Motion	50
8.	Policy 21 Appendix B - Elder Guidelines	Chair Fayant	Motion	54
9.	Bill 27 Draft Administrative Procedures	Superintendent Johnson	Information	57
10.	2023-2024 Audited Financial Statements	Secretary-Treasurer Aird	Information	60
11.	2024-2025 IMR Project List	Secretary-Treasurer Aird	Information	61
12.	ASBA Sustainability Presentation	Chair Fayant	Information	65
13.	Bishop Routhier School Out of Province Field Trip to Toronto, Ontario	Superintendent Johnson	Motion	89



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 25-01
AGENDA**

H. MONITORING REPORTS

No.	Title	Responsible	Action	Page No.
1.	10:00 a.m. Awards/Celebrations/Presentations <ul style="list-style-type: none"> ● Recognition of Zain Ibdah and Avery Auger-Gladue ● Debbie Mineault and Melanie Lapp 	Superintendent Johnson	Information	-
2.	Board Chair Highlights	Chair Fayant	Information	90
3.	Superintendent Highlights	Superintendent Johnson	Information	95
4.	OH&S Department Report	Associate Superintendent Veitch	Information	107

I. PRELIMINARY DISCUSSION

No.	Title	Responsible
1.	NSBA Conference - Atlanta	Chair Fayant
2.	PSBC Meeting - February 6 & 7, 2025	Chair Fayant

J. ADJOURNMENT & CLOSING CULTURAL REFLECTION



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025

SUBMITTED BY: Cal Johnson, Superintendent of Schools

SUBJECT: November 22, 2024 Regular Board Meeting Minutes

REFERENCE(S):

ATTACHMENTS: November 22, 2024 Regular Board Meeting Minutes

RECOMMENDATION:
THAT the Board of Trustees approve the November 22, 2024 Regular Board Meeting minutes, as presented.

BACKGROUND:

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-09 MINUTES

Location: DoubleTree West Edmonton

Date: Friday, November 22, 2024

Time: 9:00 a.m.

Table with 6 columns: Attendance status, Name, Position, Attendance status, Name, Position. Rows include Lorraine McGillivray, Marianne Moberly, Bonnie Lamouche, Jesse Lamouche, Tanya Fayant, Vacant, Robin Guild, Wally Rude, and Aimee McCamon.

A. CALL TO ORDER

1. Call to Order

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

2. Recognition of Traditional Lands

Chair Fayant gave the land acknowledgement.

3. Opening Prayer, Cultural Reflection or Reflection

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

4. Adoption of Agenda

MOTION: Trustee McCamon moved that the Board of Trustees approve the agenda with one additional item: 16: Board Meeting Dates

26013/24 CARRIED

5. Closed Session

MOTION: Chair Fayant moved that the Board of Trustees go into a closed session with only the Administration at 9:06 a.m.

26014/24 CARRIED



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-09 MINUTES**

Pearl Lorentzen, Lakeside Leader reporter, left the meeting at this time. At 9:20 a.m., the staff was asked to leave for the remainder of the closed session portion of the meeting.

6. Regular Session

MOTION: Trustee B. Lamouche moved that the Board of Trustees return to regular format at 9:50 a.m.

26015/24 CARRIED

Break from 9:50 a.m. to 10:00 a.m.

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

B. BUSINESS ARISING FROM CLOSED SESSION

MOTION: Vice Chair Guild moved that the Board of Trustees authorize the Board Chair to approve the evaluation and salary increase for Employee 18692, effective December 1, 2024.

26016/24 CARRIED

MOTION: Trustee Rude moved that the Board of Trustees proceed with a third-party investigation into a staff member's allegations.

26017/24 CARRIED

C. BOARD MATTERS

No board matters were brought before the Board of Trustees.

D. MINUTES

1. October 19, 2024 Regular Meeting Minutes

MOTION: Trustee Moberly moved that the Board of Trustees approve the October 19, 2024 Regular Board Meeting minutes.

26018/24 CARRIED



NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-09 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. BUSINESS ARISING FROM MINUTES

There were no business items arising from the minutes.

F. CONSENT AGENDA

1. Consent Agenda

MOTION: Trustee McGillivray 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

26019/24 CARRIED

G. ACTION ITEMS

1. Monthly Financial Report

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

2. Student Engagement, Attendance & Completion Report

Director Savill presented the Student Engagement, Attendance and Completion Report for October 2024. The Student Engagement, Attendance and Completion Report was received and filed as information.

3. Monthly Enrollment Report

Superintendent Johnson presented the monthly enrollment report as of November 13, 2024. The monthly report was received and filed as information.

NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-09 MINUTES

4. Policy 1 - Foundational Statements

MOTION: Trustee McCamon 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 1 - Foundational Statements.

26020/24 CARRIED

5. Policy 2 Appendix C - Board Performance Assessment

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 Policy 2 Appendix C - Board Performance Assessment.

26021/24 CARRIED

6. Policy 15 - School Closure

MOTION: Vice Chair Guild 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 1 - Foundational Statements.

26022/24 CARRIED

7. Policy 19 Appendix A - Student Code of Conduct

Policy 19 Appendix A - Student Code of Conduct was reviewed, and no changes were made.

Vice Chair Guild left the meeting at this point.

8. 2024-2025 Fall Budget

MOTION: Trustee Rude moved that the Board of Trustees approve the 2024-2025 Fall Budget Update as presented, with no transfer of accumulated operating surplus to reserves.

26023/24 CARRIED

NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-09 MINUTES

9. Tri-Annual Report #1

Superintendent Johnson presented the Tri-Annual Report #1, highlighting critical items. The Tri-Annual report was received and filed as information.

Break from 11:47 a.m. to 12:33 p.m. Trustee B. Lamouche left the meeting.

10. School Viability Studies

Superintendent Johnson informed the Board of Trustees that he is not issuing a notice to conduct any school viability reports. The School Viability Studies update has been received and filed as information.

11. Draft 2023-2024 Audited Financial Statements

Secretary-Treasurer Aird informed the Board of Trustees that the audited financial statements are still being processed. This is due to staff turnover and coding changes for the school year. The Auditors have been very flexible and helpful throughout the process, including providing additional assistance to help catch up.

The filing requirement is November 30, 2024. However, NSD has been in contact with Alberta Education and under the circumstances, they understand and have asked the Division to file the date by November 30th, followed by the audit.

12. Annual Education Results Report

Superintendent Johnson and Deputy Superintendent Meunier presented the Annual Education Result Report for the 2023-2024 school year to the Board of Trustees.

MOTION: Trustee McCamon moved that the Board of Trustees approve, in principle, the 2023-2024 Annual Education Results Report.

26024/24 CARRIED

Vice Chair Guild returned to the meeting at this point.

13. Bylaws for Electoral Wards

Secretary-Treasurer Aird advised the Board of Trustees that legal counsel is reviewing the bylaws for the electoral wards. This item has been tabled.

NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-09 MINUTES

14. Superintendent of School/CEO Evaluation Report

MOTION: Trustee McCamon moved that the Board of Trustees approve the Superintendent of Schools/CEO's evaluation report as developed in the evaluation workshop on November 4, 2024, as an accurate account of the Superintendent's performance for the 2023-2024 school year; and further, the Board authorizes the Board Chair to make any required technical edits and to sign the report on behalf of the Board of Trustees.

26025/24 CARRIED

15. Board Self-Evaluation Report

MOTION: Trustee Rude moved that the Board of Trustees approve the Board's self-evaluation report as developed in the evaluation workshop on November 4, 2024, as an accurate account of the Board of Trustees performance for the 2023-2024 school year, and further, the Board authorizes the Board Chair to make any required technical edits and to sign the report on behalf of the Board of Trustees.

26026/24 CARRIED

16. Board Meeting Dates

This item was tabled until the next meeting.

H. MONITORING REPORTS

1. The Board of Trustees received and filed the following reports:
 - a. PSBAA Presentation - Dennis MacNeil, President and Troy Tait, Executive Director/CEO
 - b. Board Chair Highlights
 - c. Superintendent Highlights
 - d. Occupational Health & Safety Report

PSBAA Presentation

The Public School Boards Association of Alberta (PSBAA) provides a wide range of services to support school divisions and enhance educational governance. They have developed specialized modules on trusteeship to empower school board members with essential leadership skills. Additionally, the association offers professional development (PD) sessions tailored to address



**NORTHLAND SCHOOL DIVISION
REGULAR BOARD MEETING NO. 24-09 MINUTES**

evolving educational needs. PSBAA also assists school divisions with research initiatives, providing data-driven insights to improve outcomes. They actively advocate for member concerns by engaging with the Minister of Education to address critical issues like budget allocations and disparities between urban and rural school divisions. PSBAA is also exploring innovative approaches through a pilot project that integrates neuroscience and artificial intelligence into education.

All reports were received and filed as information.

I. PRELIMINARY DISCUSSION

There were no items to address.

J. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Trustee McCamon moved that the Board of Trustees declare the meeting adjourned at 1:54 p.m.

26027/24 CARRIED

2. Closing Prayer, Cultural Reflection or Reflection

Trustee Rude provided the closing prayer.

Tanya Fayant, Board Chair

Douglas Aird, Secretary-Treasurer



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: December 17, 2024 Special Board Meeting Minutes
REFERENCE(S):
ATTACHMENTS: December 17, 2024 Special Board Meeting Minutes

RECOMMENDATION:
THAT the Board of Trustees approve the December 17, 2024 Special Board Meeting minutes, as presented.

BACKGROUND:

RISK ANALYSIS:



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 24-04 MINUTES**

Location: Zoom

Date: Tuesday, December 17, 2024

Time: 4:00 p.m.

Membership					
✓	Lorraine McGillivray	Trustee Ward 1	✓	Cal Johnson	Superintendent of Schools
✓	Marianne Moberly	Trustee Ward 2	✓	Scott Meunier	Deputy Superintendent
x	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	Secretary-Treasurer
x	Vacant	Trustee Ward 6	✓	Curtis Walty	Media Relations Manager
✓	Robin Guild	Board Chair	✓	Cheryl Osmond	Executive Assistant
✓	Wally Rude	Trustee Ward 8			
✓	Aimee McCamon	Trustee Ward 9			

A. CALL TO ORDER

1. Call to Order

Chair Fayant called the meeting to order at 4:02 p.m.

2. Adoption of Agenda

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

26028/24 CARRIED

3. Closed Session

MOTION: Vice Chair Guild moved that the Board of Trustees go into a closed session at 4:04 p.m.

26029/24 CARRIED

4. Regular Session

MOTION: Trustee McCamon moved that the Board of Trustees return to regular format at 4:13 p.m.

26030/24 CARRIED

B. BUSINESS ARISING FROM CLOSED SESSION

There was no business arising from the closed session.

NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 24-04 MINUTES

C. ACTION ITEMS

1. Bylaw 02-2024 for Form of Nominations - 2025 Elections

Chair Fayant read Bylaw No. 02-2024 Form of Nominations to the Board of Trustees and Administration.

MOTION: Vice Chair Guild moved that the Board of Trustees approve the first reading of Bylaw 02-2024 that provides receipt of nominations for election purposes at an office other than the local jurisdiction office.

26031/24 CARRIED

MOTION: Trustee McGillivray moved that the Board of Trustees approve the second reading of Bylaw 02-2024 that provides receipt of nominations for election purposes at an office other than the local jurisdiction office.

26032/24 CARRIED

MOTION: Vice Chair Guild moved that the Board of Trustees waive the requirement that only two readings of a bylaw must be given at any one meeting by unanimously agreeing to consider the third and final reading of Bylaw 02-2024 as per Section 6 of the Board Procedures Regulation (AR 82/2019). The votes were unanimous.

26033/24 CARRIED

MOTION: Trustee McGillivray moved that the Board of Trustees approve the third and final reading of Bylaw 02-2024 that provides receipt of nominations for election purposes at an office other than the local jurisdiction office.

26034/24 CARRIED

2. Bylaw 03-2024 for Electoral Wards

Chair Fayant read Bylaw No. 03-2024 Electoral Wards to the Board of Trustees and Administration.

MOTION: Trustee McCamon moved that the Board of Trustees approve the first reading of Bylaw 03-2024 to amend the Electoral Wards of the Northland School Division.

26035/24 CARRIED

**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 24-04 MINUTES**

MOTION: Trustee J. Lamouche moved that the Board of Trustees approve the second reading of Bylaw 03-2024 to amend the Electoral Wards of the Northland School Division.

26036/24 CARRIED

MOTION: Vice Chair Guild moved that the Board of Trustees waive the requirement that only two readings of a bylaw must be given at any one meeting by unanimously agreeing to consider the third and final reading of Bylaw 03-2024 as per Section 6 of the Board Procedures Regulation (AR 82/2019). The votes were unanimous.

26037/24 CARRIED

MOTION: Trustee McGillivray moved that the Board of Trustees approve the third and final reading of Bylaw 03-2024 to amend the Electoral Wards of the Northland School Division.

26038/24 CARRIED

3. February 2025 Regular Meeting Date

Superintendent Johnson shared that the ATA Local has invited the Board of Trustees to attend the New Teacher Induction and Appreciation Dinner on Thursday, February 13, 2025, in Edmonton and that it would be more economical to reschedule the February 22, 2025, meeting to February 14, 2025.

MOTION: Trustee McCamon moved that the Board of Trustees approve the change in the date of the February 2025 board meeting from February 22, 2025 (Virtual) to February 15, 2025 (in person), in Edmonton.

26039/24 CARRIED

4. ASBA Friends of Education Award Nomination

Superintendent Johnson informed the Board of Trustees that the Alberta School Board Association (ASBA) Friends of Education Award nominations open in January 2025. He recommended that Pearl Lorentzen, a Lakeside Leader reporter, be nominated. The Board of Trustees agreed with the nomination.



**NORTHLAND SCHOOL DIVISION
SPECIAL BOARD MEETING NO. 24-04 MINUTES**

5. CAPSLE Conference

Chair Fayant informed the Board of Trustees that the CAPSLE Conference is scheduled for April 9 - 11, 2025, in Banff. Registration is open at an early bird rate of \$800, which is valid until January 14, 2025. Interested trustees are to notify Executive Assistant Page as soon as possible.

6. Ever Active Wellness Conference

The Ever Active Wellness Conference is scheduled for January 29, 2025, to February 1, 2025, in Lake Louise, Alberta. Ever Active Schools supports and engages schools through various methods. In addition, it is an opportunity for networking and professional development for teachers, administrators, and trustees.

MOTION: Trustee McGillivray moved that the Board of Trustees approve and authorize any interested trustees to attend the Annual Ever Active Wellness Conference from January 29 to February 1, 2025, in Lake Louise.

26040/24 CARRIED

D. ADJOURNMENT & CLOSING PRAYER/CULTURAL REFLECTION

1. Adjournment

MOTION: Vice Chair Guild moved that the Board of Trustees declare the meeting adjourned at 4:52 p.m.

26041/24 CARRIED

2. Closing Prayer, Cultural Reflection or Reflection

Trustee Rude provided the closing prayer.

Tanya Fayant, Board Chair

Douglas Aird, Secretary-Treasurer

Current Board Action Items:

Meeting	Date of Meeting	Assigned To	Agenda Item	Task	Due Date	Status	Action
Board	28-Sep-2024	Administration	Website	FNMI Department to list the resources available on the NSD website, just like Rupertsland	30-Jun-2025	In Progress	Reference: https://www.rupertsland.org/#



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
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 before the approval of the agenda and simply requires a trustee to request the item be pulled from the consent agenda and placed on the regular agenda.

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
BOARD CHAIR REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Tanya Fayant, Board Chair, Ward 5
SUBJECT: Board Chair Report

DATE	EVENT
November 8, 2024	Legal Meeting
November 15 - 16, 2024	PSBC Meeting
November 17 - 19, 2024	ASBA Fall General Meeting
November 20, 2024	Audit Committee Meeting and Capital Plan Committee Meeting
November 21, 2024	Attraction & Retention/Teaching and Learning Committee Meetings
November 22, 2024	Corporate Board Meeting
November 25, 2024	Legal Meeting and Participated in an Interview
November 25, 2024	Northland Online Student Council Meeting
November 29, 2024	Alberta Education Capital Planning Workshop
December 5, 2024	Elizabeth School Parent Council Meeting
December 16, 2024	Jody Calahoo Stonehouse Meeting, MLA Edmonton-Rutherford Riding
December 17, 2024	Special Board Meeting and J.F. Dion School Christmas Concert
December 18, 2024	Northland Online School Christmas Concert and Career Education and Curriculum Engagement Kick-Off Meeting
December 19, 2024	Elizabeth School Christmas Concert
January 6, 2025	Agenda Review and Policy Committee Meeting
January 14, 2025	Anzac Community Engagement Session



Superintendent's Report

C. Johnson

January 25, 2025

ASBA Fall General Meeting	November 17-19, 2024
Collaborative Response Model Webinar	November 20, 2024
Participated in the Collaborative Response Model Webinar with Kurtis Hewson.	
Audit & Finance Ad Hoc Committee Meeting	November 20, 2024
Attended the Audit and Finance Ad Hoc Committee Meeting in Edmonton.	
Capital Planning Ad Hoc Committee Meeting	November 20, 2024
Participated in the Capital Planning Ad Hoc Committee Meeting in Edmonton.	
Attraction & Retention/Teaching & Learning Committee Meetings	November 21, 2024
Attended the Attraction & Retention/Teaching & Learning Committee meetings with the ATA Local.	
Corporate Board Meeting	November 22, 2024
Attended the monthly corporate board meeting.	
Legal Meeting	November 25, 2024
Participated in a meeting with legal counsel.	
Alberta Education Oversight Committee Meeting	November 27, 2024
Attended the monthly Alberta Education Oversight Committee meeting.	
JUPA Follow-Up Meeting	November 28, 2024
Attended the JUPA Follow-Up Meeting virtually.	
Alberta Education Capital Planning Workshop	November 29, 2024
Attended the Capital Planning Workshop in Edmonton hosted by Alberta Education.	

Superintendent Youth Council Meeting	December 3, 2024
Met with students representing their schools across the jurisdiction, where they actively participated in various activities.	
Superintendent Elder & Knowledge Keeper Council Meeting	December 4, 2024
Met with Elders and Knowledge Keepers from communities within the jurisdiction to discuss key topics, including education, community initiatives, and land-based learning.	
Principals' Meeting	December 5, 2024
Hosted the monthly principals' meeting virtually.	
Lakeside Leader Interview	December 9, 2024
Participated in an interview with Pearl Lorentzen of Lakeside Leader.	
TEBA Engagement Meeting Session	December 10, 2024
Participated in the virtual TEBA Engagement meeting session.	
Legal Meeting	December 11, 2024
Met with Legal Counsel to discuss legal issues.	
Ever Active Meeting	December 12, 2024
Met with Brian Torrance with Ever Active to discuss working with the Northland School Division.	
Anzac and Bill Woodward School Visits	December 16, 2024
Father R. Perin School Visit	December 17, 2024
J.F. Dion School Visit	December 17, 2024
Special Board Meeting	December 17, 2024
Participated in the Special Board Meeting.	
Agenda Review Meeting	January 6, 2025
Attended the monthly Agenda Review Meeting reviewing the draft agenda for January's board meeting.	
Policy Committee Meeting	January 6, 2025
Attended the monthly Policy Committee Meeting reviewing policies 2, 16, 21 Appendix A and Policy 21 Appendix B.	

Collaboration Meeting	January 7, 2025
Met with the Executive Team, Directors, and Learning Coaches to collaborate on the Education Plan.	
Fierce Conversations Webinar	January 8, 2025
Attended the Fierce Conversations webinar with the Executive Team and principals.	
Legal Meeting	January 10, 2025
Met with legal counsel to discuss legal matters.	
Anzac Community Engagement	January 14, 2025
Hosted the Anzac Community Engagement session.	
Conklin Community Engagement	January 16, 2025
Hosted the Conklin Community Engagement session.	



NORTHLAND SCHOOL DIVISION

TRUSTEE REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025

SUBMITTED BY: Bonnie Lamouche, Trustee, Ward 3

SUBJECT: Activity Report for the Months of October and November 2024

SUMMARY:	
Date	Description
Nov 4, 2024	Board & Superintendent Evaluation
Nov 5, 2024	GL School Vice-Principal Interview
Nov 7, 2024	GL School Remembrance Day Ceremony
Nov 14-15, 2024	PSBA Meeting-Edmonton
Nov 20, 2024	Audit & Capital Planning Meeting
Nov 21, 2024	Attraction & Retention Meeting
Nov 22, 2024	Board Meeting



TRUSTEE REPORT TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025

SUBMITTED BY: Aimee McCamon, Trustee, Ward 9

SUBJECT: Activity Report as of January 13, 2025

SUMMARY:	
Date	Description
Aug 7-9, 2024	<ul style="list-style-type: none"> ● PSBAA PD & PSBC Meeting Grande Prairie
Aug 10-11, 2024	<ul style="list-style-type: none"> ● NSD Board Retreat
Sept 19, 2024	<ul style="list-style-type: none"> ● Northland Games
Sept 27, 2024	<ul style="list-style-type: none"> ● Mistassiniy School Grand Opening
Sept 28, 2024	<ul style="list-style-type: none"> ● NSD Board Meeting & Organizational Meeting
Oct 7, 2024	<ul style="list-style-type: none"> ● Board Evaluation via Phone with Dr. Cindy
Oct 9, 2024	<ul style="list-style-type: none"> ● Policy Meeting/ ASBA Zone 1 Meeting in Peace River
Oct 16, 2024	<ul style="list-style-type: none"> ● Lois Hole Dinner Edmonton
Oct 17-18, 2024	<ul style="list-style-type: none"> ● PSBA Meeting
Oct 19, 2024	<ul style="list-style-type: none"> ● NSD Board Meeting
Oct 30, 2024	<ul style="list-style-type: none"> ● Travel to Conklin to Deliver goods to the community
Nov 4, 2024	<ul style="list-style-type: none"> ● Board and Superintendent Evaluations Edmonton
Nov 15-16, 2024	<ul style="list-style-type: none"> ● PSBA Fall General Meeting
Nov 17, 2024	<ul style="list-style-type: none"> ● ASBA Awards Dinner



TRUSTEE REPORT TO THE BOARD

SUMMARY:

Date	Description
Nov 18-19, 2024	● ASBA Fall Meeting
Nov 21, 2024	● Attraction & Retention/Teaching & Learning
Nov 22, 2024	● NSD Board Meeting
Dec 3, 2024	● Student Council Meeting Edmonton
Dec 4, 2024	● Elder Council Meeting Edmonton
Dec 6, 2024	● Anzac Community School Christmas Concert
Dec 17, 2024	● NSD Special Board Meeting
Dec 18, 2024	● Father R Perin Christmas Concert and Dinner
Dec 19, 2024	● Conklin Community School Christmas Concert



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: Monthly Financial Report
REFERENCE(S):
ATTACHMENTS: Monthly Financial Report as of December 31, 2024

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

BACKGROUND:
RISK ANALYSIS:



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

REVENUE	Budget				
	2024-25	YTD Budget	YTD Actual	Variance	%
Alberta Education	\$ 43,413,453	\$ 14,471,151	\$ 12,999,478	\$ (1,471,673)	(10)
Federal Government & First Nations	11,375,099	3,791,700	5,459,104	1,667,404	44
Other Revenue	2,290,899	763,633	683,873	(79,760)	(10)
	<u>\$ 57,079,451</u>	<u>\$ 19,026,484</u>	<u>\$ 19,142,455</u>	<u>\$ 115,971</u>	<u>1</u>
EXPENSES					
Schools	\$ 23,778,823	\$ 7,926,274	\$ 7,674,871	\$ 251,403	3
Instructional Support	7,184,433	2,394,811	2,480,398	(85,587)	(4)
Instructional Supply	5,949,243	1,983,081	2,075,415	(92,334)	(5)
Transportation	3,854,628	1,284,876	1,465,569	(180,693)	(14)
Operations and Maintenance	8,739,791	2,913,264	2,765,752	147,512	5
External Services	3,877,194	1,292,398	1,393,540	(101,142)	(8)
System Administration	2,563,525	854,508	1,127,057	(272,549)	(32)
Corporate Board	526,063	175,354	201,346	(25,992)	(15)
Insurance (Buildings)	861,691	287,230	307,841	-20,611	(7)
	<u>\$ 57,335,391</u>	<u>\$ 19,111,796</u>	<u>\$ 19,491,789</u>	<u>\$ (379,993)</u>	<u>(2)</u>
NET SURPLUS (DEFICIT)	<u>\$ (255,940)</u>	<u>\$ (85,312)</u>	<u>\$ (349,334)</u>	<u>\$ 495,964</u>	

VARIANCE ANALYSIS

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

Revenues

Revenues received and accrued have been in line with the budget (+1%).

Expenses

Expenses are slightly overbudget including unbudgeted Jordans staff costs

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

Uncertificated salaries and benefits include additional student supports and Jordans staffing (\$910K year to date) which is supported by the Federal Government and not included in the budget

Operations and Maintenance expenses are being monitored closely. Utility and maintenance cost pressures continue.

System Administration costs include some division-wide costs which will be re-allocated.

External Services are also being monitored closely to ensure Housing operations, renovations and School Food Services remain on plan.

Salaries and Benefits Detail

Certificated salaries and benefits	\$ 20,035,569	\$ 6,678,523	\$ 6,593,698	\$ 84,825	1
Uncertificated salaries and benefits	15,900,011	5,300,004	7,109,235	(1,809,231)	(34)
	<u>\$ 35,935,580</u>	<u>\$ 11,978,527</u>	<u>\$ 13,702,933</u>	<u>\$ (1,724,406)</u>	<u>(14)</u>



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025

SUBMITTED BY: Mark Owens, Associate Superintendent

SUBJECT: Student Engagement, Attendance, and Completion Report

REFERENCE(S):

ATTACHMENTS: Student Engagement, Attendance, and Completion Report
November and December 2024

INFORMATION ITEM
The Student Engagement, Attendance, and Completion report for the months of November and December 2024 has been received as information and filed.

BACKGROUND:
RISK ANALYSIS:



The Northland School Division

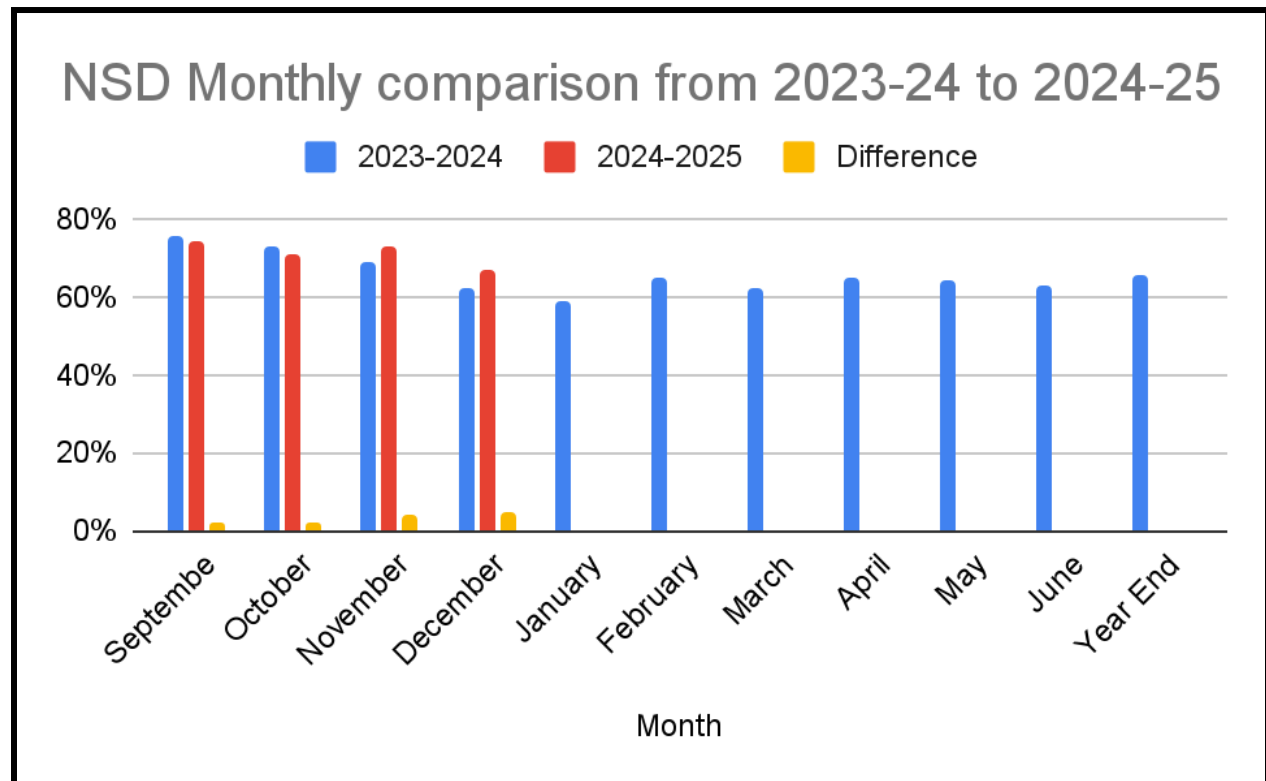
**Director of Engagement and High School Completion
Board Attendance Report**

January 2025

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

Strategy 1.1: Standardize attendance tracking processes

Table 1 - YR-YR Comparison			
Month	2023-2024	2024-2025	Difference
September	76%	74%	2%
October	73%	71%	2%
November	69%	73%	4%
December	62%	67%	5%



Highlights

- 12 schools passed their target attendance rate for November
- Attendance increases in November 2024 from November 2023 in 9 schools and increases in 7 schools in the month of December from 2023 to 2024
- Northland online school had 48% of their students attending over 95% in November, while Conklin at 65% of their students attending over 90%
During the month of November, Anzac Community School, Bill Woodward, Chip Lake, Conklin, J.F. Dion, and the Online School had between 35% and 65% of their students attending over 90% of the time.
- During the Month of December, Anzac, Chip Lake, Conklin, and St. Theresa had between 35% and 50% of their students attending over 90% of the time.
- Division attendance increase from November 2023 to November 2024 of 4%
- Division attendance increase from December 2023 to December 2024 of 5%

November 2023 to November 2024 attendance rates by individual school

School	November 2023	November 2024
Anzac	80%	83%
Bill Woodward	71%	68%
Bishop Routhier	70%	69%
Calling Lake	68%	63%
Chipewyan Lake	72%	85%
Conklin	76%	82%
Elizabeth	63%	74%
Father R Perin	56%	63%
Gift Lake	71%	58%
Grouard Northland	65%	70%
Hillview	77%	68%
JF Dion	83%	81%
Mistassiniy	60%	70%
Northland Online	57%	56%
Paddle Prairie	66%	60%
St. Theresa	77%	77%
Susa Creek	74%	80%

December 2023 to December 2024 attendance rates by individual school

School	December 23	December 24
Anzac	72%	78%
Bill Woodward	71%	64%
Bishop Routhier	59%	54%
Calling Lake	68%	64%
Chipewyan Lake	69%	85%
Conklin	81%	78%
Elizabeth	65%	68%
Father R Perin	51%	48%
Gift Lake	62%	54%
Grouard Northland	65%	70%
Hillview	72%	61%
JF Dion	84%	75%
Mistassiniy	53%	63%
Northland Online	53%	60%
Paddle Prairie	61%	59%
St. Theresa	67%	74%
Susa Creek	50%	75%

Individual School Attendance rates by percentile for November 2024

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	26%	18%	26%	12%	6%	6%	6%
Bill Woodward	16%	19%	11%	11%	12%	5%	25%
Bishop Routhier	13%	2%	19%	15%	19%	19%	12%
Calling Lake	12%	12%	9%	11%	13%	17%	28%
Chipewyan Lake	27%	14%	32%	23%	5%	0%	0%
Conklin	24%	41%	18%	0%	0%	0%	18%
Elizabeth	15%	14%	15%	16%	15%	15%	10%
Father R Perin	9%	9%	19%	13%	16%	10%	26%
Gift Lake	26%	1%	13%	16%	12%	9%	21%
Grouard Northland	10%	10%	10%	23%	20%	10%	17%
Hillview	15%	13%	13%	15%	13%	5%	26%
JF Dion	9%	31%	22%	13%	9%	9%	7%
Mistassiniy	14%	10%	16%	23%	12%	9%	16%
Northland Online	48%	1%	10%	7%	7%	6%	22%
Paddle Prairie	4%	5%	13%	11%	17%	17%	34%
St. Theresa	15%	19%	19%	17%	11%	8%	10%
Susa Creek	17%	17%	17%	14%	24%	7%	3%

Individual School Attendance rates by percentile for December 2024

School	95-100	90-94	80-89	70-79	60-69	50-59	Below 50
Anzac	23%	20%	19%	8%	11%	8%	12%
Bill Woodward	11%	12%	16%	14%	11%	8%	29%
Bishop Routhier	0%	7%	19%	5%	19%	10%	40%
Calling Lake	8%	13%	17%	10%	15%	6%	31%
Chipewyan Lake	23%	27%	27%	5%	14%	0%	5%
Conklin	24%	24%	24%	6%	6%	6%	12%
Elizabeth	8%	11%	20%	13%	18%	11%	19%
Father R Perin	6%	1%	3%	10%	20%	18%	42%
Gift Lake	15%	4%	14%	11%	17%	7%	31%
Grouard Northland	10%	10%	10%	23%	20%	10%	17%
Hillview	10%	10%	13%	3%	21%	15%	28%
JF Dion	9%	20%	27%	16%	16%	4%	9%
Mistassiniy	12%	10%	16%	10%	13%	9%	30%
Northland Online	1%	3%	16%	18%	18%	15%	28%
Paddle Prairie	2%	3%	15%	16%	19%	15%	29%
St. Theresa	20%	15%	19%	10%	15%	7%	15%
Susa Creek	10%	17%	38%	3%	7%	14%	10%

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

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

School	Principal	November Attendance	December Attendance
Anzac	Andrew Belsheim	83%	
Chip Lake	Blair Sellars	85%	85%
Conklin	Bernard Woodfine	82%	
J.F. Dion	Nicola Christensen	81%	
Susa Creek	Tresha Moorhouse	80%	

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

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

Grade Level	Name	School
k-3	Sawan, Riley Karissa	Gift Lake
4-6	Baird, Dylan James	Anzac
7-9	Saulnier, Damien Joshua Joseph	Father R
10-12	Noskiye, Ava Chloe	Northland Online

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

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

Grade Level	Name	School
k-3	Precious Cardinal	Paddle Prairie
4-6	Kenneth Cardinal	St. Theresa
7-9	Lindsay Edwards	Bill Woodward
10-12	Kate Platt	Bill Woodward

2024 Target Attendance

	2024-25 Target	November	December
Anzac	81.5	83%	78%
Bill Woodward	70.5	68%	64%
Bishop Routhier	64.5	69%	54%
Calling Lake	64.5	63%	64%
Chipewyan Lake	75.5	85%	85%
Conklin	74.5	82%	78%
Elizabeth	73.5	74%	68%
Father R Perin	55.5	63%	48%
Gift Lake	66.5	58%	54%
Grouard Northland	74.5	70%	70%
Hillview	73.5	68%	61%
JF Dion	75.5	81%	75%
Mistassiniy	59.5	70%	63%
Northland Online	49.5	56%	60%
Paddle Prairie	59.5	60%	59%
St. Theresa	76.5	77%	74%
Susa Creek	71.5	80%	75%



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Monthly Enrollment
REFERENCE(S):
ATTACHMENTS: Monthly Enrollment as of January 15, 2025

INFORMATION ITEM
The monthly enrollment report, as of January 15, 2025, has been received as information and filed.

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



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

NORTHLAND SCHOOL DIVISION - MONTHLY ENROLLMENT UPDATE FOR 2024-2025											
Schools	JUNE 30th	SEPT 19, 2024	OCT 9, 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	April 2025	May 2025	June 2025
Anzac Community School	91	85	88	89	84	85					
Bill Woodward School	93	109	111	110	111	111					
Bishop Routhier School	60	60	57	53	61	60					
Calling Lake School	118	123	111	121	122	123					
Career Pathways School	137	86	103	118	124	126					
Chipewyan Lake School	25	22	22	22	22	23					
Conklin Community School	20	17	17	17	17	17					
Elizabeth School	91	84	83	81	80	80					
Father R. Perin School	70	69	70	70	71	71					
Gift Lake School	135	140	140	137	122	131					
Grouard Northland School	34	32	35	33	28	27					
Hillview School	31	35	37	38	39	39					
J.F. Dion School	54	46	46	46	45	47					
Mistassiniy School	305	278	214	214	215	217					
Northland Online School	72	64	72	80	84	82					
Paddle Prairie School	123	120	119	117	119	122					
St. Theresa School	261	231	238	240	241	246					
Susa Creek School	30	29	29	29	29	20					
TOTAL	1750	1630	1592	1615	1614	1627	0	0	0	0	0



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: 2025-2026 School Year Calendar Draft
REFERENCE(S):
ATTACHMENTS: Draft 2025-2026 School Calendar

RECOMMENDATION:
THAT the Board of Trustees approve the draft 2025 - 2026 school calendar as presented.

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

The Board is responsible for setting the school division calendar, as required by Section 60 of the Education Act. Once the Board of Trustees reviews and approves the draft school calendar, it is then circulated to school principals to gather feedback from staff and community members.

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

Northland School Division

2025-2026 School Calendar

August 2025						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OD 5

ID 0

September 2025						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OD 19

ID 18

October 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OD 22

ID 21

November 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

OD 17

ID 16

December 2025						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

OD 15

ID 15

January 2026						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

OD 20

ID 19

February 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

OD 18

ID 14

March 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

OD 20

ID 19

April 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OD 18

ID 17

May 2026						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

OD 18

ID 18

June 2026						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OD 19

ID 18

July 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Non-Operational Day - No school for staff or students
 Teachers Only - No school for students

Semester 1: 89
 Semester 2: 86

Operational Days 191
 Instructional Days 175
 Semester 1 Ends January 30

August	25	First Day for Staff
August	25 to 29	School Organizational Days
August	27	Teacher Prep Day MORNING ONLY AM
August	28	Teacher Prep Day MORNING ONLY AM
Sept	1	Labour Day - Non-Operational Day
Sept	2	First Day for Students
Sept	26	Divisional PD Day
Sept	29	Non-Operational Day - Staff Wellness Day
Sept	30	National Day for Truth and Reconciliation: Non-Operational Day
Oct	13	Thanksgiving Day: Non-Operational Day
Oct	24	Divisional PD Day
Nov	3	Metis Settlement Day (Nov 1): Non-Operational Day
Nov	10	Non-Operational Day
Nov	11	Remembrance Day: Non-Operational Day
Nov	28	Division PD Day
Dec 22 to Jan 2		Christmas Break - No school for staff or students

Jan	5	Classes resume
Jan	30	Divisional PD Day (Local PD)
Feb	9	Professional Learning Day - No school for students
Feb	10	Professional Learning Day - No school for students/Travel Day
Feb	11	Non-Operational Day
Feb	12 to 13	Teacher Convention - No school for students
Feb	16	Family Day: Non-Operational Day
March 30 to April 6		Spring Break
April	7	Classes Resume
April	24	Divisional PD Day
May	15	Non-Operational Day
May	18	Victoria Day: Non-Operational Day
May	29	Non-Operational Day - Staff Wellness Day
June	22	Indigenous Peoples' Day (June 21) Non-Operational day
June	25	Last Day for Students
June	26	Last Day for Staff



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: JANUARY 25, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 2 Appendix D - Board and Superintendent Guidelines

ATTACHMENTS: Policy 2 Appendix D - Board and Superintendent 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 2 Appendix D - Board and Superintendent Guidelines.

BACKGROUND:

RISK ANALYSIS:

POLICY 2 - APPENDIX D

BOARD AND SUPERINTENDENT COMMUNICATION GUIDELINES

The Board and Superintendent form one of the most important teams in the Northland School Division, and as such, ~~the~~ **their** communication ~~between them~~ needs to be very strong and effective. This appendix is designed to help enhance communication and is not intended ~~in any way~~ to interfere with **either's** the roles, responsibilities, or authority ~~of either~~.

These guidelines are in addition to the guidelines about communication in policies:

- Policy 2 Role of the Board;
- Policy 3 Role of Trustee,
 - Policy 3 Appendix B Trustee Working Relationships
- Policy 5 Role of Chair
- Policy 12 Role of Superintendent

GUIDELINES

A. GOLDEN RULES OF COMMUNICATION

- a. Model Policy 1 Foundational Statement at all times (*see also Policy 2 Role of Board, Policy 3 Role of Trustee*)
- b. Remember to deposit into other's emotional bank accounts with the words you choose and the way you say them.
- c. Keep confidential information confidential – no exceptions.
- d. Before sharing information from a conversation, ensure the person who provided you the information is okay with you sharing it.
- e. Confirm understanding of communication:
 - i. Email follow-up to phone conversations to ensure understanding and a record of information shared and actions to occur where feasible. Generally, the administration will follow up with email; however, the trustee, too, has a responsibility to ensure there is understanding.
- f. Remember, decision-making is made up of an educational perspective and a political (community) perspective.
- g. Communicate, Communicate, Communicate

B. EDUCATION PROGRAMS/INITIATIVES

(see also Policy 12 Role of Superintendent).

- a. Engage the Board with regard to the structure and community engagement process of significant or potentially controversial education initiatives/programs. When determining what items involve significant change or have the potential to be controversial, the following factors are for consideration:
 - i. Traditions, cultures and practices vary extensively by community;



POLICY 2 - APPENDIX D

BOARD AND SUPERINTENDENT COMMUNICATION GUIDELINES

- ii. Potential for it to be controversial - the larger the change being proposed, the higher the chance for controversy.
 - iii. Using the services of an elder, expert or consultant outside of the division.
- b. Engage the Board to provide input and/or approval as required into major education initiatives such as, but not limited to:
- i. Approval and implementation of locally developed courses;
 - ii. Major program initiatives: Flexible learning, family wellness workers program
 - iii. Attendance;
 - iv. Land-based learning framework;
 - v. Pilot projects;
 - vi. School year calendar concept.
 - vii. Collegiate model

C. HUMAN RESOURCES

(see also Policy 16 Recruitment & Selection of Personnel)

- a. Through various processes, practices and communication, the Board will be assured that Northland has strong human resources policies and procedures so they can confidently say, “We have good, lawful and fair processes, and they are being followed in all instances”.

D. INFORMATION SHARING

(see also Policy 12 Role of Superintendent)

- a. The superintendent shall keep the Board informed about what is going on in the division ahead of public knowledge:
 - i. To enable them to fulfill their role effectively;
 - ii. Ensure they have the information they need, so they can answer questions in a professional, informed manner, for example:
 - 1. If there is something that has a possible political implication that may cause a trustee to have to respond to the community;
 - 2. Major staff changes (i.e. teacher transfers, appt. of senior staff, principals, staff termination); and/or
 - 3. A critical incident in the division.
 - iii. Division initiatives that might result in questions to trustees from their communities:
 - 1. Purpose of professional development, especially a session involving large staff travel
 - 2. Northland Games – location, purpose and attending participants



POLICY 2 - APPENDIX D

BOARD AND SUPERINTENDENT COMMUNICATION GUIDELINES

- b. Trustees shall keep the Superintendent informed about communities to help ensure he/she can fulfill their role effectively.
 - i. Equipping him/her with all information to help make great decisions or handle issues/concerns effectively.
- c. The superintendent shall keep the Board informed of division media releases 1-2 hours prior to their release, with the exception of media releases by schools about school events. Notwithstanding this exception:
 - i. The Chair will receive all media releases prior to their release, with time to provide input;
 - ii. Social media releases related to things that could be politically sensitive will be approved by the Superintendent and the Chair based on the item;
 - iii. Questions about any media release are to be directed to the Superintendent.

E. ISSUES

(see also Policy 12 Role of Superintendent)

- a. Trustees need to be informed as soon as possible when a critical incident occurs so they are not “blindsided” and ~~also so they~~ are prepared to answer questions.
- b. If the Deputy/Associate or Superintendent sends out information about an incident, trustees should provide them with any additional information they have about the incident; regardless of whether the information is accurate, it should be shared.
- c. There is an understanding that the Superintendent cannot always share complete/exact details with trustees due to privacy and/or process rules.
 - i. Example: An incident occurred between 2 staff members; a trustee may hear about it and let the Superintendent know immediately. Then the appropriate action can be taken. The Superintendent will keep the Board informed as quickly as possible.
- d. The Board needs to be confident that action is being taken, although they may not be aware of the details (if confidential). This is part of their governance monitoring role ~~but~~ and also assists them ~~to~~ in answering questions within the community. The action might not have political implications, but it is important for the Board to know.
- e. Inform the Board when an incident has happened;
 - i. Include information about the process;
 - ii. Keep the Board up to date on the process moving forward, including some detailed information about what is occurring;
 - iii. If information is sensitive, state what can and cannot be shared;
 - iv. Include suggestions on how to communicate information, especially if it is sensitive.
- f. Communication of decisions shall generally be shared with the Board prior to the decision going public:

POLICY 2 - APPENDIX D

BOARD AND SUPERINTENDENT COMMUNICATION GUIDELINES

- i. Let the Board know about a principal or key position hires, promotions or any other substantial change 1-2 hours prior to it going public;
- ii. Inform the Board of substantive staff discipline-type incidents with as much information as allowable;
- iii. The Board shall not hear about the transfers of a teacher prior to the public as transfers are appealable to the Board.

F. **CONCERNS**

(see also Policy 3 Role of Trustee Appendix B Trustee Working Relationships Guidelines)

- a. A trustee is to advise the Superintendent immediately when a concern is heard:
 - i. The Superintendent will acknowledge the information and give an idea of a timeline for resolving;
 - ii. Trustee will follow up with an email to the Deputy/Associate (cc to Superintendent) if they do not hear back within a reasonable timeline;
 - iii. The Superintendent shall advise the Trustee when the concern is resolved, providing as much information as allowable.
- b. Trustees should always follow up with the person regarding the concern to ensure it is resolved.
- c. Trustees are responsible for communicating a concern directly with the Superintendent and not asking or assuming the Chair will take it forward.

G. **TRUSTEES ROLE IN EFFECTIVE COMMUNICATION**

(see also Policy 3 Role of a Trustee)

- a. Keep confidential information confidential – no exceptions. Please refer to Policy 4 - Trustee Code of Conduct.
- b. Check emails, texts, and voicemails, answering each in a timely manner.
- c. Respond to requests by staff with regards to travel ASAP. Try to keep changes to a minimum.
 - i. Please respond quickly to requests to ensure arrangements can be made for you.
- d. When told something negative about Northland, acknowledge the information and indicate that you will look into it and get back to the individual;
 - i. Gather information on the details for Administration follow-through.
 - ii. Always “challenge” negative comments (in a polite way) if you know they are not correct if you feel comfortable doing so.
- e. When you have questions, feel free to ask the Administration.



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: JANUARY 25, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 16 - Recruitment and Selection of Personnel

ATTACHMENTS: Policy 16 - Recruitment and Selection of Personnel

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 16 - Recruitment and Selection of Personnel.

BACKGROUND:

RISK ANALYSIS:



POLICY 16 RECRUITMENT AND SELECTION OF PERSONNEL

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

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

The Board recognizes our critical role and responsibility in contributing to Truth and Reconciliation. ~~The Board~~ and 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 recognize diverse viewpoints that have traditionally been underrepresented.

Specifically

1. The Board, in the case of the Superintendent, and the Superintendent or designate, in the case of all other staff, will assume the sole responsibility for initiating the advertising process and will make every reasonable effort to ensure all current Division employees are made aware of any vacancies.
2. The Board has the sole authority/responsibility to recruit and select an individual for the ~~Superintendent position~~ ~~position of Superintendent~~. The Board may appoint an individual to the position of Deputy Superintendent when the Superintendent position is vacant, and the Board determines such action to be beneficial.
3. **Interview Committees:** The following process shall be followed for all interview committees:
 - 3.1. All persons forming part of any interview committee are required to sign a confidentiality agreement.
 - 3.2. An orientation about all the processes and procedures with regard to interviewing, including reviewing the interview questions, selection, and hiring, is to be provided to all persons participating in any interview committee.
 - 3.3. ~~After~~ ~~At the end of~~ interviewing all candidates, the administration lead shall ensure ~~that~~ all committee members are fully aware of the next steps in the process.
 - 3.4. The Superintendent or designate shall keep committee members informed of the process after the interviews; (e.g. references are complete, references for the first choice didn't work out, etc.)
 - 3.5. The Board and committee members shall be advised of the hiring decision before making the decision public.



POLICY 16 RECRUITMENT AND SELECTION OF PERSONNEL

4. **Deputy/Associate Superintendents, Secretary-Treasurer:** The following process will be followed for the Deputy/Associate Superintendent positions and the Secretary-Treasurer position:
 - 4.1. The Superintendent and the Board shall be responsible for creating a shortlist of candidates for these positions.
 - 4.2. A committee of the Board and the Superintendent shall constitute the selection committee. The decision will normally be made by consensus of the selection committee.
 - 4.3. The successful candidate must be supported by a majority of the selection committee, with the Superintendent having must be one (1) of the votes in the majority.
 - 4.4. These positions shall have a role description and a written evaluation for each person occupying one (1) of the positions. These individuals shall have a written contract of employment. The Superintendent is delegated full authority to determine contract renewals.

5. **Division Office Staff:** The Superintendent is delegated full authority to recruit and select staff for all Division Office positions other than the senior administration level detailed above.
 - 5.1. All positions with a duration longer than a six-month period shall be posted within the community, utilizing social media (school and community) and local posting boards;
 - 5.2. The Division cannot use section 5.1 to extend or renew the hiring of a person with a shorter contract past the cumulative period of six months.

6. **Principal:** The following process will be followed for the appointment of candidates to the position of Principal:
 - 6.1. The Superintendent or designate shall form an interview committee which will include central office staff and representatives from the following if they wish to participate:
 - 6.1.1. School staff member;
 - 6.1.2. Ward trustee or Board Chair or designate if the trustee is not available;
 - 6.1.3. School Council Chair or designate;
 - 6.1.4. Local First Nation and/or Métis Settlement, as applicable.
 - 6.2. Generally, the preferred candidate(s) will be chosen by consensus of the interview



POLICY 16 RECRUITMENT AND SELECTION OF PERSONNEL

committee, with their recommendation being submitted to the Superintendent.

6.2.1. The interview committee shall:

6.2.1.1. Rank the interviewed candidates to have 1st and 2nd choices in the case a candidate declines the position, or that reference, criminal record, and vulnerable sectors checks determine the 1st preferred candidate is not viable; or

6.2.1.2. Recommend that the position be reposted if the preferred candidate does not accept the position or that reference, criminal record, and vulnerable sectors checks determine the 1st (or 2nd) preferred candidate is not viable.

6.3. The Superintendent will make the final decision on the successful candidate following reference checks and other procedural steps.

6.4. The Superintendent and/or designate will inform the committee of the process and ensure they are aware of the final decision before it is publicly released.

6.5. The Superintendent has delegated the authority to make all decisions regarding the term of appointment of Principals.

7. **School-Based Staff:**

7.1. The Superintendent is delegated full authority to recruit and select staff for all other school-based positions with the understanding that the principal should involve a hiring committee consisting of the school council chair/member, designate, Elder or community members.

7.2. All school-based positions will be posted within the community, utilizing social media (school and community) and local posting boards.

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

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



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 21 Appendix A - School Council Conflict Resolution

ATTACHMENTS: Policy 21 Appendix A - School Council Conflict Resolution

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 21 Appendix A - School Council Conflict Resolution.

BACKGROUND:
RISK ANALYSIS:



POLICY 21 APPENDIX A

SCHOOL COUNCIL/PARENT ADVISORY COMMITTEE CONFLICT RESOLUTION

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

Procedures

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



POLICY 21 APPENDIX A

SCHOOL COUNCIL/PARENT ADVISORY COMMITTEE CONFLICT RESOLUTION

-
- 4.1 The appeal must be in the form of a letter that outlines the conflict, the steps to resolve and the preferred resolution of the principal and school council/PAC.
 - 4.2 All parties will be informed that the decision of the Board is final prior to the appeal proceeding.
 - 4.3 The hearing of the appeal must be scheduled within thirty (30) days of the letter being received.
5. At the special meeting of the Board, the Board Chair shall indicate, at the commencement of the meeting, the nature of the business to be transacted and that the conflict shall be heard in a closed session of the special meeting.

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

- 5.1 The appeal will be heard **in** a closed session with the school council representative(s), the principal, and the **Deputy/Associate Superintendent present in attendance**.
- 5.2 The appeal hearing will be conducted in accordance with the following guidelines:
 - 5.2.1 The Board Chair will outline the purpose of the hearing, which is to provide the following:
 - 5.2.1.1 An opportunity for the parties to make representation in support of their respective positions to the Board. The information presented may include both written and verbal communication;
 - 5.2.1.1 The Board with the means to receive information and review the facts of the conflict;
 - 5.2.1.1 A process through which the Board can reach a fair and impartial decision.
 - 5.2.2 Notes of the proceedings will be recorded for the purpose of the Board's records.
 - 5.2.3 The Superintendent and/or staff will explain the decision and give reasons for the decision.
 - 5.2.4 The school council/PAC representative will present their position on the conflict and their preferred resolution.
 - 5.2.5 The principal will present their position on the conflict and their preferred resolution.
 - 5.2.6 Board members will have the opportunity to ask questions or clarification from both parties.



POLICY 21 APPENDIX A

SCHOOL COUNCIL/PARENT ADVISORY COMMITTEE CONFLICT RESOLUTION

-
- 5.2.7 No cross-examination of the parties shall be allowed:
- 5.2.7.1 Questions may be directed to the other party through the Board Chair with the permission of the Board Chair.
 - 5.2.7.2 The Board may ask questions of the parties to help their understanding of the conflict.
 - 5.2.7.3 The Board Chair may facilitate more discussion if it is felt that will assist the Board in resolution or understanding of the conflict.
- 5.2.8 The Board will meet without the respective parties to the appeal in attendance to arrive at a decision regarding the appeal. The Board may have legal counsel in attendance.
- 5.2.9 If the Board requires additional information or clarification to make its decision, all parties to the appeal will be requested to return to the hearing for the required additional information.
- 5.2.10 **Once a decision has been reached,** the Board's decision and the its reasons ~~for the decision~~ will be communicated to everyone. ~~once a decision has been reached.~~
- 5.2.10.1 If a decision is not reached immediately following the hearing, then it shall be communicated and confirmed in writing following the hearing.
 - 5.2.10.2 Included in the communication to all parties shall be informed that the decision of the Board is final.
- 5.2.11 **The Board Chair may disclose** ~~Public disclosure of the complaint,~~ and any resulting decision taken by the Board ~~may be disclosed by the Board Chair~~ only at the direction of the Board, following the disposition of the complaint by the Board at an appeal hearing.
6. The Board may request the Minister to dissolve a school council/PAC without notice at any time if the Minister is of the opinion that the school council/PAC is not carrying out its responsibilities in accordance with this Act and the regulations.

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



NORTHLAND SCHOOL DIVISION

ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES

DATE: JANUARY 25, 2025

SUBMITTED BY: Tanya Fayant, Board Chair

SUBJECT: Policy 21 Appendix B - Elder Guidelines

ATTACHMENTS: Policy 21 Appendix B - Elder 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 21 Appendix B - Elder Guidelines.

BACKGROUND:

RISK ANALYSIS:



POLICY 21 - APPENDIX B ELDER/KNOWLEDGE KEEPERS GUIDELINES

There is no one definition of an Elder/Knowledge Keeper. Each person defines and chooses their own Elder/Knowledge Keeper. It is important that everyone respects and honours all Elder/Knowledge Keepers. Schools will work with their community to adopt a definition of an Elder/Knowledge Keeper and protocols for engaging with Elders/Knowledge Keepers.

Procedures

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



POLICY 21 - APPENDIX B

ELDER/KNOWLEDGE KEEPERS GUIDELINES

5.3 WARD COUNCIL MEETINGS:

- 5.3.1 The Board is responsible for appointing Elders/Knowledge Keepers, if any, by motion to a ward council meeting.
- 5.3.2 **Each trustee shall select** ~~The selection of Elders/Knowledge Keepers shall be done by each trustee~~ on a rotational basis, with due consideration given to the number of communities in a ward.

5.4 AREA EVENTS/MEETINGS:

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

5.5 SCHOOL EVENTS/MEETINGS (including school councils):

- 5.5.1 The principal is responsible for ensuring a selection process for choosing Elders/Knowledge Keepers, if any, for school events.
- 5.5.2 In consultation with the principal, the school council chair shall set up a process for selecting an Elder/Knowledge Keeper, if any, for school council meetings.

6. Compensation:

- 6.1 When an Elder/Knowledge Keeper is officially invited or appointed by Board motion to participate in a Ward Council meeting, Board, Division, and/or Area event/meeting, their expenses shall be paid, and they shall receive honoraria for the event/meeting.
- 6.1.1 Their expenses and honoraria shall be paid per Policy 7, Appendix A - Schedule of Rates.
- 6.1.2 **The central budget will pay** ~~Payment of honoraria and expenses to Elders/Knowledge Keepers for Ward Council meetings, Board, Division, and Area events/meetings shall be from the central budget.~~
- 6.2 The principal shall be responsible for the procedures and payment of honoraria and expenses to Elder/Knowledge Keepers, if any, for school events.
- 6.2.1 Payment of honoraria and expenses for school events shall be from school budgets.

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



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Bill 27 Draft Administrative Procedures
REFERENCE(S):
ATTACHMENTS: Bill 27 Draft Administrative Procedures

INFORMATION ITEM
The Bill 27 Draft Administrative Procedures has been received as information and filed.

BACKGROUND:
RISK ANALYSIS:

Introduction:

This document outlines the changes required to Northland School Division Policy 19 Appendix B and Administrative Procedure (AP) 325 to ensure compliance with the *Education Amendment Act, 2024* (Bill 27). These changes relate to using preferred names and pronouns, instruction on human sexuality, gender identity, and sexual orientation, and shifts to at-home learning.

Changes Related to Preferred Names and Pronouns:

- **Parental Notification and Consent:** Both Policy 19 Appendix B and AP 325 must be updated to include the new requirements for parental notification and consent when a student requests to be referred to by a new gender identity-related name or pronoun.
 - For students **under 16 years of age, parental consent is required** before school staff can use the student's preferred name or pronouns.
 - For students **16 years of age and older, parental notification is required**, but consent is not.
- **Support for Students:** If parental notification is reasonably expected to cause psychological or emotional harm to the student, or if a student requests assistance, the school authority must ensure the student is provided with counselling or other assistance prior to notifying their parents. This could include supports such as guidance counsellors or social workers.
- **Current Procedures:** AP 325 currently states that a student's preferred name and/or gender identity will be included on class lists, timetables, student files, identification cards, etc., at the request of the student or their parent/guardian. This will need to be amended to include the new parental consent and notification requirements.
- **Communication:** AP 325 states that unless specified otherwise, communication between school and home will use the student's legal name and pronoun assigned at birth. This will need to be updated to align with the new notification and consent procedures.

Changes Related to Instruction on Human Sexuality, Gender Identity, and Sexual Orientation:

- **Parental Opt-In:** Policy 19 Appendix B and AP 325 must incorporate the requirement for parental opt-in for classroom content that deals primarily and explicitly with human sexuality, gender identity, or sexual orientation.
 - Parents must be notified at least 30 days prior to the start of a course, program of study, instruction, or the first use of instructional materials or an exercise.
 - Parents must be provided with sufficient information to make an informed decision and the opportunity to opt their child in for all or part of the instruction.
- **Approval of Materials:** The Minister of Education must approve learning and teaching resources dealing primarily and explicitly with gender identity, sexual orientation, or human sexuality. This approval is not required for resources used for religious

instruction, but external parties presenting such resources require approval regardless of the context. Policy 19 Appendix B and AP 325 must reflect these requirements.

Other Changes:

- **Right to Education:** Policy 19 Appendix B and AP 325 must be updated to align with the new right to education during a public health emergency.
- **At-Home Learning:** AP 325 should include updated requirements for shifts to at-home learning, including when a Ministerial Order is required (shifts longer than three days), and reporting requirements.
- **Publicly Available Policies:** To mitigate negative impacts, the school division must develop publicly available policies related to any future shifts to at-home learning. These policies must include ways to accommodate students at other facilities, the rationale for considering a shift, how learning will continue, and how schools will provide accommodations.

Implementation Timeline:

- Changes related to parental notification and consent for preferred names and pronouns, and for health procedures are anticipated to come into effect in early 2025.
- The remaining changes are expected to come into force on September 1, 2025.

Additional Considerations:

- The changes to the *Education Act* and regulations will apply to all school authorities in Alberta.
- The school division will need to develop new policies and procedures in response to these changes.
- The school division will need to work with Alberta Education to ensure appropriate referral pathways are in place for mental health supports for students.

Conclusion:

These changes to Policy 19 Appendix B and AP 325 are essential to ensure compliance with the *Education Amendment Act 2024*. The school division should begin updating these policies and procedures immediately to prepare for the changes.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: 2023 - 2024 Audited Financial Statements Update
REFERENCE(S):
ATTACHMENTS:

INFORMATION ITEM:
The 2023-2024 Audited Financial Statements update has been received as information and filed.

BACKGROUND:
The 2023-2024 audited financial statements are in process and will be completed shortly. The delay has arisen from staff turnover, required cleanup and coding changes.

Our auditors, The Metrix Group, have been very flexible and helpful throughout the process. In addition, the province has been advised that we have filed a preliminary report, and they have also been supportive.

Once completed, the financial statements will be presented to the Board for approval, submitted to Alberta Education and posted on the Division’s website.

RISK ANALYSIS:



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Douglas Aird, Secretary-Treasurer
SUBJECT: 2024-2025 Infrastructure, Maintenance and Renewal (IMR)
ATTACHMENTS: 2024-2025 IMR Project List

INFORMATION ITEM
 The 2024-2025 Infrastructure, Maintenance and Renewal (IMR) project list has been received as information and filed.

BACKGROUND:
 Attached is the plan for using the 2024-2025 Infrastructure, Maintenance and Renewal (IMR) funds received of \$242,778 and the accumulated balance, including contingencies of \$2M. This includes repairs and emerging issues beyond the plan to ensure the \$188M insured value of Division building assets is safe, functional, and lasting.

Given the age of the school buildings, there remains an approximate \$8M backlog of planned work (both Capital Maintenance Renewal (CMR) and Infrastructure Maintenance Renewal (IMR)).

The division intends to continue prioritizing and working through the “project pipeline” with a 3-year timeline. The Division is also actively managing the operating budget, creating the opportunity to use financial reserves to fund critical capital projects.

RISK ANALYSIS:
 No risks are perceived.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

**Infrastructure, Maintenance & Renewal (IMR)
 Projects (2024 - 2025)**

COMPLETED

SCHOOL	DESCRIPTION		COST
JF Dion	Bathroom remediation	\$	24,000
Anzac	boiler repairs		6,100
Conklin	boiler repairs		6,000
Father Perin	water line repair		14,000
Bill Woodward	exterior lighting		6,200
Calling Lake	vape detectors		12,000
St. Theresa	Flooring		17,000
Hillview	Controls upgrade		3,400
Susa Creek	Controls upgrade		8,600
Gift Lake	Portable duct cleaning		4,200
St. Theresa	Sprinkler repairs		5,800
JF Dion	Sprinkler repairs		11,500
Bill Woodward	Flooring in library		13,500
Father Perin	Gym PA speakers		8,100
		\$	<u>140,400</u>



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

PROJECT PIPELINE (\$2.0M 3 YEARS)

SCHOOL	DESCRIPTION	COST
Hillview	Retrofit Controls System	\$ 50,000
Grouard	Boiler Replacement	225,000
Grouard	Sidewalk, Bus loop and staff parking lot paving	125,000
Paddle	Boiler Replacement	250,000
Paddle	Sidewalk, bus loop and staff parking lot paving	125000
Paddle	Redo plumbing to lower shower drains	25,000
Grouard	PA System	80,000
Susa	Replace WIFI thermostats with hardwired ones into BMS	50,000
Susa	Replace fire alarm panel and devices and upgrade to ULC monitoring	35,000
Pelican	Boilers	200,000
Pelican	Convert building appliances and boiler to natural gas	100,000
Calling Lake	Magnetic lock for the east exit door	10,000
Calling Lake	Fix fence	10,000
St. Theresa	Rekey/master all doors	50000
St. Theresa	Consolidate and re-engineer boiler exhaust into a single exhaust	85,000
St. Theresa	Replace kitchen cabinets	50,000
Chipewyan Lake	Replace fire alarm panel and devices and install monitoring	50,000
Chipewyan Lake	Boiler replacement	275,000
Chipewyan Lake	LED lighting replacement	50,000



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

Bill Woodward	Flooring in the office area	30,000
Conklin	Boiler replacement	75,000
J.F Dion	Flooring throughout	130,000
J.F Dion	Upgrade lighting esp gym	60,000
J.F Dion	Landscaping	30,000
Father R. Perin	Section of roof replace	170,000
Father R. Perin	Tie in individual boiler circ pumps into BMS	5,000
Father R. Perin	Replace remaining eavestroughs	60,000
Father R. Perin	Parking lot perimeter fence replace	30,000
Father R. Perin	Replace all window screen	7,000
Father R. Perin	Regrade parking lot and gravel	20,000
Anzac	Sidewalk repair	40,000
Anzac	Gravelling (remove grass)	15,000
Anzac	Replace parking lot perimeter logs	20,000
Anzac	Install exit audio alarms on boot room exterior doors	6,000
Elizabeth	Landscaping	40,000
Elizabeth	Fencing	20,000
Elizabeth	Replace wifi thermostats with hardwired ones into BMS	65,000
Vape Detectors	\$2,000 per unit across division	TBD
Total IMR Plan 2024-25		<u>\$ 800,000</u>

Note: Projects in excess of the funds available are being included to ensure that the full allocation will be used.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION INFORMATION ITEM

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Tanya Fayant, Board Chair
SUBJECT: ASBA Sustainability Engagement Presentation
ORIGINATOR: Wally Rude, Trustee, Ward 8 and ASBA Zone 1 Representative
ATTACHMENTS: ASBA Sustainability Engagement Presentation

INFORMATION ITEM
The ASBA Sustainability Engagement Presentation has been received as information and filed.

BACKGROUND:
On January 8, 2025, Dr. Vivian Abboud, with the Alberta School Boards Association (ASBA), shared with members at the ASBA Zone 1 meeting. Boards are encouraged to send their feedback to ASBA by January 31, 2025.
RISK ANALYSIS:

Sustainability Engagement

Presented by: Dr. Vivian Abboud CEO



Pages 66-88 removed due to confidential information.



NORTHLAND SCHOOL DIVISION
ADMINISTRATION RECOMMENDATION TO THE BOARD

TO: THE BOARD OF TRUSTEES **DATE:** JANUARY 25, 2025
SUBMITTED BY: Cal Johnson, Superintendent of Schools
SUBJECT: Bishop Routhier School Out of Province Field Trip with DC Student Adventures
 June 16 - 20, 2025 Toronto, Ontario
REFERENCE(S): Administrative Procedure 260 - Field Trips and Excursions
ATTACHMENTS:

RECOMMENDATION:
THAT the Board of Trustees approve the Bishop Routhier School Out of Province Field Trip to Toronto, Ontario, from June 16 - 20, 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.

Bishop Routhier School would like to participate in a six-day tour of Toronto, Ontario, during which students and chaperones would participate in various activities such as visiting Niagara Falls with admission to the Hornblower Cruise, exploring Clifton Hill, the Toronto Zoo, visits to the Hockey Hall of Fame, the CN Tower, Ripley’s Aquarium of Canada, Kensington Market, Chinatown, Graffiti Alley, Nathan Phillips Square to see the Old City Hall and attend a Blue Jay’s game.

The approximate cost is \$2,738, plus GST/person, for 10 students and 10 chaperones. This cost does not include travel from High Prairie to Edmonton or chaperone expenses. The Peavine Metis Settlement and parents will provide financial support and fundraising from the students.

RISK ANALYSIS:



BOARD CHAIR HIGHLIGHTS

January 25, 2025

Corporate Board Expense Summary as of December 31, 2024.

EXPENSES	BUDGET	YTD	REMAINING
Trustee Remuneration	155,973.00	55,576.00	100,397.00
Trustee Benefits	38,667.00	13,973.55	24,693.45
Advertising	1,253.00	335.28	917.72
Awards/Bursaries	32,335.00	1,704.26	30,630.74
In Service Board of Trustees - PD Training	39,361.00	6,950.00	32,411.00
Insurance	12.00	0.00	12.00
Legal Fees	0.00	33,862.26	(33,862.26)
Membership Fees (ASBA/PSBAA)	31,200.00	12,988.00	18,212.00
Professional Services	31,456.00	22,969.23	8,486.77
Office Supplies	4,471.00	1,402.40	3,068.60
Office Equipment	0.00	0.00	0.00
Travel and Subsistence	188,437.00	52,084.80	136,352.20
Ward 1		4,292.91	
Ward 2		4,278.29	
Ward 3		4,990.04	
Ward 4		3,693.30	
Ward 5		9,018.54	
Ward 6		0.00	
Ward 7		4,358.63	
Ward 8		4,253.37	
Ward 9		8,414.64	
Telephone & Internet	2,898.00	789.02	2,108.98
Visa Suspense		(1,288.61)	1,288.61
Elections			0.00
TOTAL	526,063.00	201,346.19	324,716.81



The Honourable Patty Hajdu
Minister of Indigenous Services
House of Commons
Ottawa, ON K1A 0A6

Dear Honourable Hajdu,

I am writing on behalf of the Northland School Division to request federal support for our School Food Services program, which provides essential breakfast and lunch services to First Nation and Métis students across Northern Alberta.

Since its inception in 1973, the School Food Services program has been critical to addressing nutritional needs and improving educational outcomes for Indigenous students. Originally established to meet gaps in nutrition for Métis children, the program has evolved to provide hot meals to students across Northland School Division. It became part of the division in 1990 and now serves students in many of Alberta's northern Indigenous communities.

Currently, the program operates on an annual budget of \$2.1 million. The total budget includes \$266,500 from the province's nutrition grant and \$66,678 from the Breakfast Club of Canada, which supports breakfast services at 10 schools. While we are grateful for this support, the majority of the program is funded through the division's operating budget. This significant financial burden limits our ability to invest in other critical areas, such as learning initiatives, school facility upgrades, and staff housing.

Rising costs across essential categories are compounding these challenges. Projections from our suppliers (Sysco Foods and Gordon Food Services) indicate a 3.17% increase in the cost of goods for 2025, adding over \$30,879 to expenses. Furthermore, Canadian government forecasts project an inflation rate of 5%, which could result in an additional \$48,705 in costs, bringing our total spend for food and supplies to over \$1 million in 2025. Significant increases are expected in key categories such as juice (12%), groceries (10%), and disposable gloves (8%), as well as dairy (6%) and cleaning supplies (5%).

These inflationary pressures emphasize the urgent need for additional support. Without assistance, these rising costs will impact the sustainability of the program. We respectfully propose the development of a federally supported funding formula to ensure consistent access to nutritious meals for Northland School Division students. This framework would address rising costs, enhance educational outcomes, and enable us to redirect resources toward other essential areas that help Northland students thrive.

We would welcome the opportunity to discuss our School Food Services program further and explore potential solutions to ensure its sustainability. For your reference, the enclosed document provides an overview of Northland School Division. Thank you for considering this request and for your continued commitment to improving the well-being and educational outcomes of Indigenous students.

Sincerely,



Tanya Fayant
Board Chair
Northland School Division

cc:

Board of Trustees, Northland School Division
Cal Johnson, Superintendent of Schools/CEO
The Right Honourable Justin Trudeau, P.C., M.P., Prime Minister of Canada
Arnold Vierson, Member of Parliament for Peace River-Westlock
Laila Goodridge, Member of Parliament for Fort McMurray-Cold Lake
Shannon Stubbs, Member of Parliament for Lakeland
Chris Warkentin, Member of Parliament for Grande Prairie-Mackenzie
Gerald Soroka, Member of Parliament for Yellowhead
Blake Desjarlais, Member of Parliament for Edmonton Griesbach
Jamie Brown, Regional Services Director, Indigenous Services Canada - Alberta Region

Enclosure: About Northland School Division

Volume 32-24 No. 08 December 2024

Highlights of the December 6, 2024, Trustees' Meeting

1. PLAN DESIGN – SECOND READING

- The ASEBP Trustees recognize the importance of supporting the health journey of the publicly funded K-12 education sector in Alberta. The Trustees are constantly striving to provide value and make balanced decisions about plan benefits and the cost of investing in the current and future health of covered members.
- The ASEBP Trustees gave **final approval** (second reading) to Extended Health Care changes for the MyRetiree Plan. The following changes affect the **emergency travel benefit of Extended Health Care** for the **MyRetiree Plan** effective **January 1, 2025** and will **not** impact premium rates.
 - The stability clause limitations will be removed from the MyRetiree Plan Out-of-Province Emergency Travel Benefit.
 - The MyRetiree Plan Out-of-Province Emergency Travel Benefit will be included on the Core Retiree 85 and Older Plan and the Enhanced Retiree 85 and Older Plan.
- In addition to the changes above, the ASEBP Trustees also approved a **six-month open enrolment period for the MyRetiree Plan, to run from January 1, 2025, to June 30, 2025**. This open enrolment period will allow covered members that left the Plan due to the stability clause or age limitations to return without penalty, as well as encourage other retirees to consider joining the MyRetiree Plan.

2. STRATEGY

- The ASEBP Trustees participated in a strategic planning follow-up session. Once the new strategic plan is finalized, it will be shared with stakeholders.

3. GOVERNANCE EFFECTIVENESS

- The Trustees participated in a ransomware education session.

4. HAPPY HOLIDAYS

- ASEBP wishes covered members, employers, and stakeholders, a safe and healthy holiday season, and a happy new year.

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



ASEBP Trustees' Report

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

January 25, 2025

PRIORITY 1 - CONNECTIONS SUPPORTING RECONCILIATION

School leaders are taking action on necessary items to build connections supporting reconciliation within their schools and communities. While the work is just getting started in many ways, some highlights from the work across the Division in the last two months include:

- Elder involvement in schools: Multiple schools have begun inviting Elders to luncheons and "Elder of the Month" events, offering connection time with students during instructional days. These events normalize increased Elder presence in schools and create a good relationship base for receiving teachings supporting programs of study.
- Schools are taking time to develop detailed plans to respond to specific TRC Calls to Action. These schools are working alongside our First Nations, Metis and Inuit Education Team to ensure the plans are detailed and well-designed to involve the community and offer foundational knowledge for the benefit of all students.
- Framework Committees for Literacy, Numeracy, and Student Well-Being have been struck. These are individual actions, but the work of the committees will be combined with the data collected at Community Engagements and Staff Surveys to further refine the Education Plan in May.
- [2024 - 2027 Education Plan Action Items](#)

Priority 1 Connections Supporting Reconciliation	
Name	
IDENTIFY	a commitment to land-based learning at each school
ESTABLISH	Land-Based Learning Committees in each school
PLAN	to infuse Indigenous language learning in learning spaces
ESTABLISH	a Superintendent's Youth Council
ESTABLISH	of local Elder Advisory Council

PRIORITY 2 - HOLISTIC LEARNING

Holistic learning emphasizes the interconnectedness of knowledge, focusing on intellectual, emotional, physical, and spiritual growth. In fostering this approach, Northland School Division (NSD) has been integrating more land-based learning and cultural practices into its educational framework. This includes activities that connect students to the land, teaching traditional knowledge, and honouring Indigenous ways of knowing.

NSD has begun its community engagement sessions, the first of which was held on January 14, 2025, in Anzac. These sessions strengthen partnerships with families and local communities to ensure that education reflects and respects their unique cultural and environmental contexts. These efforts foster a deeper sense of identity, belonging, and respect for diversity while enhancing academic and personal development.

Anzac Community School and the Bill Woodward School have also integrated more land-based learning into their curriculum. They are focusing on literacy and numeracy by using the MindUP program, which was introduced in November 2024. In addition, students learnt the significance of the Indigenous winter solstice through engaging lessons such as exploring traditional legend stories, learning Cree words for winter and discovering the history and the importance of ceremonies.

Conklin Community School has established an Elder's Group to embed traditional practices and teachings into students' daily learning. This initiative connects students to the land, their cultural heritage, and the wisdom of Elders through storytelling, ceremonies, and hands-on activities. Elders play a pivotal role in this process, offering insight and guidance while deepening students' understanding of their cultural heritage.

These initiatives support academic achievement and nurture a sense of belonging and respect for the land and cultural diversity.

PRIORITY 3 - EXCELLENT PEOPLE SUPPORTING STUDENTS

Teacher Recruitment/Attraction and Retention

We have implemented the following attraction and retention initiatives:

- We have continued to provide new staff with wrap-around support to create a sense of belonging.
- Central office staff will be attending two career fairs in January.
- The Staff Wellness Committee:
 - We had an initial meeting and another to come in January
 - Established guiding principles and vision.
 - Held some staff wellness activities across the division, for example:
 - Newsletter
 - Divisional Bingo
 - Divisional Yoga

Housing

We have hired a student for a work term. She will assist the Housing Coordinator in organizing some major repairs/renovations and completing a housing assessment report.

Student Wellness Committee

Student leadership activities are ongoing in many schools. Each school has identified a staff and student wellness committee and has another Zoom meeting in January. The goal is to help students organize and facilitate fun activities in their schools. The student wellness committee will continue to choose a monthly fun activity to strengthen their autonomy and leadership skills. This month, the students will choose a name for the Student Wellness Committee that reflects the uniqueness of our school division.

Developing Leadership

Fierce Conversations are ongoing, and the feedback has been positive. Leaders have explained that they have increased confidence in engaging in challenging conversations.

Student Services

Khan Communication has worked with teachers to implement universal strategies. These are intended to help children succeed in class rather than leaving class for support. Children who require one-to-one pullout still receive that support.

A behaviour specialist has been contracted to assist identified children who struggle with meeting behavioural expectations. The specialist will continue to work with EAs and teachers to increase staff capacities and help meet children's needs.

The new updated JP funding application has been submitted.

Staff Appreciation Letters

September Staff Acknowledgement

- Charlotte Ruether, Transportation/OH&S Secretary

PRIORITY 4 - RESPONSIBLE RESOURCING

<i>Northland Collegiate</i>						
Educational Assistant Program	Carpentry Program		Welding		Healthcare and cosmetology	Multi Trade
Division Wide- 6 schools	Wabasca Site - 3 schools	Paddle Prairie Site - 1 School	Wabasca Site - 3 schools	Paddle Prairie Site - 1 School	Wabasca Site - 3 schools	Fort McMurray Site- 1 school
Northland School Division is the Industry Partner	Ricksim Trucking				Atoske Action Group - Employment service group	Suncore is the Industry Partner
Northern Lakes College	Northern Lakes College	Northern Lakes College	Northern Lakes College	Northern Lakes College	Northern Lakes	Keyano College
Start February 2025			Start Sept 2025	Start February 2026	Start February 2025	Start March 2025
	CTS credits available as a bridge	CTS credits available as a bridge			CTS credits available as a bridge	CTS credits available as a bridge

News Articles Featuring the Northland School Division

- Town and Country This Week, November 12, 2024 Edition
- Town and Country This Week, November 26, 2024 Edition
- Lakeside Leader, November 27, 2024 Edition
- The Fever, November 28, 2024 Edition
- Lakeside Leader, December 18, 2024 Edition

ATHABASCA

Northern Alberta school division ready to jumpstart dual credit program

\$50,000 in provincial funding allows Northland School Division to hit the ground running in the New Year

BY LEXI FREEHILL
Athabasca Advocate Staff

CALLING LAKE — High school students in the Northland School Division (NSD) will have new dual credit opportunities available for the taking as early as the February 2025 semester thanks to a grant from the provincial government.

In an Oct. 29 press release, the Alberta government announced nearly \$4.9 million in funding for the creation of 55 new dual credit programs across the province for the 2024-25 school year. An additional 22 existing programs were selected to receive \$100,000 in funding to sustain and improve their programming.

NSD was named as a recipient of the maximum of \$50,000 in start-up funding, a chunk of change for which Associate Superintendent Mark Owens said the division already had plans involving a nearby institution.

“The original application for this funding was to be able to start up a dual credit program working with one of our local colleges, Northern Lakes College, on an educational assistant program start for Grade 11 and 12 students,” said Owens.

“In our communities, a lot of our kids graduate and stay in the community, and a program like this would

allow them to get their foot in the door in a career in education,” he added.

Dual credit programming allows students to pursue training and work experience that counts towards apprenticeship pathways into the trades and post-secondary opportunities beyond high school.

The division has 17 schools scattered across the northern half of the province, with locations as far north as Paddle Prairie Métis Settlement — 70 km south of High Level — to Grande Cache, and east to Fishing Lake Métis Settlement, 80 km south of Bonnyville.

Of these, five schools serve high school populations, and all five schools will have access to the new programming start, including the Bill Woodward School in Anzac, Calling Lake School, Wabasca’s Mistassiniy School, Paddle Prairie School, and Northland Online School.

While student interest in the communities varies, with many partial to trades careers, Owens said the establishment of an educational assistant program is an attempt to hit two birds with a \$50,000 stone.

“The biggest part was looking into our community and where was the biggest employment availability for kids once they graduate high school and get their foot in the door in education, where we always seem to be

short staffed,” said Owens.

Not only will the program allow students a direct pathway to a job within — or outside — the division, but it will also give potential teachers and teachers’ aides hands-on experience to test whether a career working with children is the right fit for them, said Owens.

The program, which Owens said will hopefully be ready for its first cohort of students in the winter semester starting in February, will consist of a virtual theory course, with both synchronous and asynchronous elements. Students will then complete 60 hours of an in-class practicum in elementary settings without having to leave their home communities.

Owens said the program put into action with provincial dollars will hopefully remain viable for NSD students for years to come and evolve to meet both student interest and employment demand in fields beyond educational assistants.

“Without the start-up funding, it makes it very difficult to put the capital in to really kick-start a program that could be sustainable,” said Owens. “We’re really excited that we were successful in getting that, because it enables us to put in act something that’s really important for our kids.”

lfreehill@greatwest.ca

Repeated arrests at Calling Lake residence lands woman 50 days in jail

BY COLE BRENNAN
Athabasca Advocate Staff

ATHABASCA – A local woman from the Calling Lake area who was arrested twice at the same residence in a four-day span received a 50-day jail sentence and a lifetime

weapons prohibition.

In Athabasca Court of Justice Oct. 28, Kelly Anne Gambler, 40, pleaded guilty to resisting a peace officer, possessing prohibited ammunition, breaching a probation order, and failing to comply with a release order as part of a joint submission between

Crown prosecutor Andrew Dirgo and defence counsel Moe Tanash.

“It’s a true joint submission before you,” said Tanash, who told the judge Gambler wanted to take accountability for her actions. “She was quite clear with our office in respect to those matters, and that she wanted to take the guilty plea and resolve it.”

Gambler’s offences took place this fall, starting with a Sept. 8 incident in Calling Lake. Dirgo told court that the Athabasca RCMP had received a call that Gambler was in the area with weapons.

When the police showed up, they were told Gambler had entered a residence belonging to her parents. RCMP knocked on the door, which had been locked. After waiting for help to breach the door, police located Gambler in the basement, despite being on a peace bond to not attend the residence at the time.

Later that week, the RCMP received a call from Calling Lake security that Gambler was again at the residence. A officer attended and found her sitting

on the lawn with a purse beside her.

After being informed she was under arrest, Gambler kept trying to grab for her purse and pull away from the officer. When the officer attempted to take her to the ground, she continued to resist the arrest.

After being brought to the detachment, officers found two knives, a handmade metal spike, and nine rounds of ammunition. Gambler was on a peace bond at the time with a no-weapons condition.

While no formal Gladue report was prepared, Tanash told Justice Gordon Putnam there were Gladue factors to consider, including Gambler’s family background and early childhood.

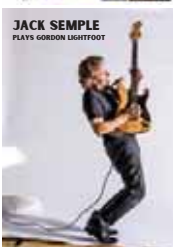
As a result of her plea, Gambler will face a lifetime firearms prohibition under Section 109 of the Criminal Code of Canada.

Justice Putnam waived the victim-fine surcharge, noting Gambler had been incarcerated for the previous 50 days and as such, the fine would be an undue hardship.

cbrennan@greatwest.ca



**Wednesday 7:30 PM • November 27, 2024
Athabasca, AB**



Semple grew up on a farm north of Regina, SK. He started his musical career playing with various Regina-based bands, and later relocated to Toronto in the late 1980s to become the lead guitarist of The Lincolns.

He writes & performs “Modern Blues” without forgetting where he came from. He is an epic guitarist & a soulful singer. Semple’s performance will be honoring one of Canada’s greatest musicians...Gordon Lightfoot.

Celebrate the timeless songwriting of “If You Could Read My Mind”, “Canadian Railroad Trilogy”, “Sundown”, and “Carefree Highway” expertly performed by the award-winning talents of Jack Semple. jacksemple.com



Nancy Appleby Theatre
4720 - 48 Street, Athabasca, AB
All shows start at 7:30 pm with one intermission

Whispering Hills Fuels
Athabasca Health Foods
Harvey 780-675-4158
George 780-698-3957

\$30 in advance
\$35 at the door
16 years and under FREE!
Will Call also available
780-307-6477 or
heartwood1997@gmail.com



Tickets Available at:
Online at Eventbrite**
**online fees apply
Value Drug Mart

The Athabasca Advocate



LEXI FREEHILL/AA

HOLIDAY MAGIC – The Athabasca Native Friendship Centre hosted their annual kids wrap Saturday, Nov. 23. Two-year-old Kehalani Brown proved to be a bit camera shy when posing for a photo in front of one of the centre's Christmas trees.

Mistassiniy students greet Alberta's Lieutenant Governor

BY COLE BRENNAN
Athabasca Advocate Staff

WABASCA – A routine visit to Alberta's legislature turned into a "once-in-a-lifetime" visit from Alberta's royal representative more than a year later after a Grade 6 class bumped into the Lieutenant Governor in a hallway last year.

Lt. Gov. Salma Lakhani made the trip up to Wabasca's Mistassiniy School to see the community, speak with students, and share her own story, which had the kids hanging off her every word during the presentation.

"The visit from the Lieutenant Governor to Mistassiniy School is truly an honour for Northland School Division," said Northland School Division's superintendent and CEO of schools Cal Johnson.

"This provided unique learning opportunities for students. Students were able to learn about Alberta's history, government, and the Lieutenant Governor's role, helping them understand responsibility and leadership. Experiences like this create lasting memories and encourage students to dream big about their future."

Lakhani's trip came about following a chance encounter at the Alberta Legislature. Christoph Ruge, a teacher at St. Theresa School in Wabasca, brought the Grade 6 students on a field trip to the Legislature. During their visit, they ran across Lakhani in the halls,

who invited the students into her chambers.

At the end of the visit, Lakhani expressed interest in visiting Wabasca, a comment Ruge made sure to follow up on earlier this year.

"We had to really coordinate with her security team as well as her secretary to make sure we were following all the protocols that were required," said Mistassiniy principal Karen Davies. "We had to write up a proposal of what the visit would look like, down to the very minute."

Once the details had been ironed out, students were free to focus on the unique opportunity the visit represented. Lakhani, who was born in Uganda, was left a stateless refugee — a type of refugee that doesn't have a passport to a home nation — after President Idi Amin ordered the expulsion of the country's Indian minority in 1972.

Davies said the staff focused on leadership, both for the school's student council and the young women who took part in the day.

"We have girls who are minorities and who don't always have the same opportunities so we wanted to help them meet someone who had come from the same sort of background, and who had overcome all of those things to become the Lieutenant Governor," said Davies.

"It's an amazing story."

Grade 12 students Zain Ibdah and Avery Auger-Gladue had the opportunity to tour Lakhani through their

school and they made the most of the 20 minutes.

"Those girls really commented on how amazing it was to be able to talk to her and meet her and see the things she's overcome. They were really excited about that," said Davies.

Beyond the tour guides, Davies said the entire student body was receptive to the presentation. Staff stressed the "once-in-a-lifetime" opportunity the visit represented, noting Lakhani doesn't go to every school.

"When they were listening to her story they were very engaged — her story is very interesting and it was pretty cool," she said.

Lakhani spoke about the importance of education, perseverance, and resilience and leadership, pulling examples from her own life along the way.

After the 1972 expulsion, she completed her Honours degree in Clinical Biochemistry from the University of Manchester in England, before moving to Edmonton when her husband was accepted into the University of Alberta for postgraduate studies.

Lakhani threw herself into volunteering later in life, working with NorQuest College's Youth in Transition program, becoming a founding member of the college's 1,000 Women: A Million Possibilities movement, and serving on a number of boards for charities. She was appointed the province's vice-regal in 2020.

cbrennan@greatwest.ca

The Lakeside Leader

Reg. No. 4513
Vol. 51

\$1.75
includes GST

No. 48 Wednesday, November 27, 2024 Slave Lake, Alberta

www.lakesideleader.com

780-849-4380 | lakesideleader@gmail.com



Gingery Christmas kickoff

Gingerbread was the theme of this year's Santa Claus Parade, the kickoff for the Slave Lake & District Chamber of Commerce's Moonlight Madness event. The parade was bigger than usual, with many floats, including this one from Northern Lakes College. See next week's *Leader* for more Moonlight Madness pictures.

NEWS

Local U13 hockey teams both win gold metals in home tournaments

Pages 17

OPINION

Page 4

COMMENTARY

Page 5

LETTERS

Page 10

UPCOMING EVENTS

Page 9

HERE'S MY CARD

Pages 21

SPORTS

Page 17 - 18

CAREERS & NOTICES

Page

CLASSIFIEDS

Page 26

New oilfield truck fill terminal being built near pulp mill

Joe McWilliams
Lakeside Leader

Construction has started on a truck terminal on the East Mitsue Road, east of Slave Lake. It's a project by a new player in the region, called Kingston Midstream.

Kingston recently purchased a pipeline running from the Marten Hills oil play, and needs a facility at the western end of it to load the oil into trucks for transport elsewhere.

How long construction will take, how many jobs and so on are questions unanswered by press time. A visit to the



Construction at the site, on Nov. 20.

Kingston Midstream website tells us the company has a major presence in the oilpatch of southeastern Saskatchewan. A map on the website shows Kingston's new Alberta asset, with its key users

towards its eastern end - those being Spur, Tamarack and Headwater.

"The crude oil loading terminal will alleviate transportation bottlenecks...." says the application to the Alberta En-

ergy Regulator. "The terminal will connect to Kingston Midstream Alberta Limited's existing 82km pipeline system."

Sarah Penny of Kingston Midstream says the plan is to have the terminal operating by late 2025 or early 2026.

The new facility is to be located adjacent to the Slave Lake Pulp entrance road, on the east side of the East Mitsue access road. It had a stand of mature spruce trees, which is being salvaged "per requirements," says the application to the Alberta Energy Regulator.

Please see Page 3

Lt.-Gov. visits Wabasca school

Pearl Lorentzen
Local Journalism Initiative reporter

A chance encounter at the Alberta Legislature last year led to the Lieutenant-Governor of Alberta visiting a northern Alberta school.

On November 19, Lieutenant-Governor Salma Lakhani came to Mistassini School in Wabasca.

In her speech, she said, "I invited myself."

Please see Page 14



DRIVE IT HOME
HOLIDAY EVENT

Your Best Deal in Alberta!

NEW! 2024 Jeep Grand Cherokee L
V6, 3rd Row Seating Remote Start
plus \$1,000 Holiday Cash

SAVE \$8000
\$58,760
stk# T24073



NEW! 2025 Jeep Compass Trailhawk 4X4
2.0 L Turbo Automatic Remote Start Heated Seats
plus \$1,000 Holiday Cash

SAVE \$3,500
\$45,285
stk# J25008



780-849-5225
Virtual Inventory
slavelakeram.com

Lt.-Gov. in Wabasca

From Page 1

Last year, the Mistassiniy Grade 7 students were Grade 6 students at the other public school in Wabasca, St. Theresa School. Their teacher Christoph Ruge took them to the legislature. They were in the hallway in front of the lieutenant-governor's office. Depending on who is telling the story, she either invited them in or one of the students got curious and tried the door, then she invited them in. Either way, she chatted with them and asked what school they were from, and then asked if she could come visit.

On Nov. 19, 2024, she kept her word and came to the school. Her visit included a photo with Ruge (who now teaches



Lt.-Gov. Salma Lakhani (centre), poses with the Mistassiniy Grade 7 students. Last year, when they were in Grade 6 at St. Theresa School, Christoph Ruge (back right) was their teacher. He took them to the legislature in Edmonton. They ended up in the lieutenant-governor's office. Lakhani asked which school they were from and if she could visit, which she did.

Grade 7) and the students who met her at the legislature.

The visit started with a welcome in the entry-

way, followed by a tour of the school given by two Mistassiniy students Avery Gladue-Auger and Zain Ibdah, who were the MCs at the ceremony. The school kitchen served a lunch of soup, fried bannock, and local fish to the lieutenant-governor and guests. This was topped off with desserts made by the foods class.

At the ceremony, the students gave the lieutenant-governor a big hand.

In her speech, Lt.-Gov. Lakhani mentioned how she appreciated the warm welcome, as sometimes people aren't sure how to react to her presence.

The lieutenant-governor's encouraged the students to not give up on their education, using her own life by way of example.

Lakhani's grandparents moved to east Africa from India, she said. Lakhani was the second generation born there.

"Your education is the one thing no one can take away from you" - Lt.-Gov. Salma Lakhani, to Misstassiniy School students

In 1972, the president of Uganda kicked every-one whose ancestors came from India (and others) out of the coun-try.

"We lost everything

...", she said, but "the one thing we didn't lose was our education."

As a refugee in Eng-land, the British govern-ment paid for her and the other refugees to

complete their education.

"Your education is the one thing no one can take away from you," Lakhani told the stu-dents, encouraging them to pursue what-ever type interests them.

Lt.-Gov. Lakhani wrapped up her speech saying, "all of you are go-ing to shape Alberta. You are our future."



Robin Guild, Northland School Division vice-chair (left) and Angela James (right), Northland supervisor of First Nations, Métis and Inuit education, present Lt.-Gov. Salma Lakhani with two beaded works made by local artists.



Angela James (right) is the Northland supervisor of First Nations, Métis and Inuit education. She sang a 'strong woman' song, accompanied by a rattle. Her daughter Kaylee James (centre) and her daughter's friend Pheobe Andrews (behind Angela James) stood with her. On the back left are student MCs Avery Gladue-Auger (left) and Zain Ibdah.



Connie Cardinal, Mistassiniy teacher (right), explains the ribbon skirt her mother Theresa Alook made for Lt.-Gov. Salma Lakhani (left). Mark Owens (second from left), Northland associate superintendent, helps present the skirt. Karen Davis, Mistassiniy principal, is second from right.



Lt.-Gov. Salma Lakhani (third from left) poses with Mistassiniy kitchen staff on a tour of the school.

Left to right, Amber Gladue, Jonah Gladue (back row), Lt.-Gov. Lakhani, Leanne Gladue, and Dara Auger.

After the tour, the kitchen staff served soup, fried bannock, and local fish to the Lt.-governor and guests.

WABASCA Christmas Parade.

Page 103 of 109
See Back Page of this issue
for Parade Prize Money
to be awarded December 11

Do you want to help prepare & cook
Wabasca Community Christmas Dinner?
See Fever Page 9

Addictions Awareness Week



There is local, provincial, national help available
Please reach out for it!

Northern Alberta News / Features / Commentary **\$190**

The FEVER

Volume 25, Issue 45 Thursday, November 28, 2024



First visit of the Honourable Salma Lakhani, Lieutenant Governor of Alberta (centre in red jacket), to the new Mistassini School in Wabasca on November 19 led to a posing of her Honour with students, Northland School Division representatives, and Mistassini staff beneath the new school mural recently created and painted by Bigstone Cree Nation's well-known Lance Cardinal, an artist, entertainer and entrepreneur.

Photo provided by Northland School Division

[More photos of the Lieutenant Governor's visit are on Fever page 4 and Focus front page](#)

Mistassiniy Grade 7 students got to pose with the Lieutenant Governor of Alberta when she visited Wabasca. It could be called a "reunion" photo since as Grade 6 students they had met her last year on a field trip to the Alberta Legislature. Northland School Division photo



Tour, lunch, presentations highlight Alberta Lieutenant Governor's visit to Mistassiniy School in Wabasca

Submitted by Northland School Division

Mistassiniy School and Northland School Division had the privilege of hosting Her Honour, the Honourable Salma Lakhani, Lieutenant Governor of Alberta, on November 19.

The day began with a group photo featuring Her Honour and the Mistassiniy School student council, showcasing leadership and unity.

Afterward, Grade 12 students Zain Ibdah and Avery Auger-Gladue led Her Honour on a tour of Mistassiniy School, highlighting its state-of-the-art learning spaces.

Her Honour and guests enjoyed a lunch prepared by the School Food Services staff, featuring chicken stew, bannock, and local fish, with desserts made by students in the Home Economics class.

The school community gathered in the gym for an assembly hosted by Zain and Avery. The assembly opened with a prayer by Cree Language Instructor Connie Cardinal.

Supervisor of First Nations, Métis, and Inuit Education Angela James performed the Strong Woman Song, an uplifting piece, before Her Honour shared her story.

The Lieutenant Governor spoke about the importance of education, encouraged students to never give up, and highlighted the value of resilience and leadership.

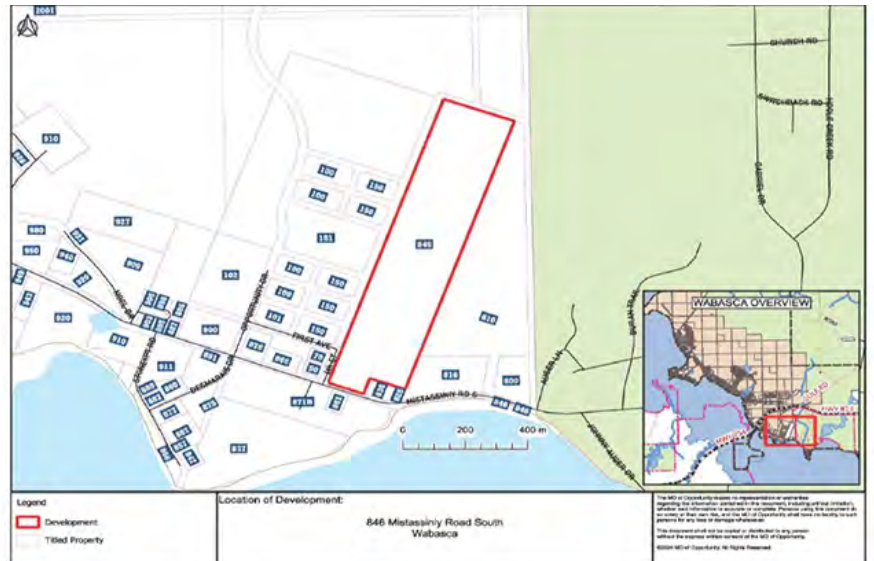
Near the end of the assembly, the Lieutenant Governor was presented with gifts—a personalized mug featuring the Mistassiniy logo, her name, and the word "Respect" written in English, Cree, and syllabics, along with painted and beaded artwork, and a ribbon skirt.

The visit concluded with a group photo of Her Honour and Grade 7 students. These students, who first met the Lieutenant Governor during a Grade 6 field trip, were instrumental in making this visit happen.

Notice of Appeal of Development Permit Application

Development Permit 24-DP-070

846 Mistassiniy Road South, Lot 28, Plan Wabiska, Hamlet of Wabasca



The Development Permit Application was for a **4-Storey Apartment with a 5.6 m height variance and a 26-Stall Parking Variance** at 846 Mistassiniy Road South: Lot 28, Wabiska, Wabasca.

This application was **APPROVED FOR THE APARTMENT AND HEIGHT VARIANCE** by the Municipal Planning Commission (MPC) of the Municipal District of Opportunity No. 17 on October 15, 2024, and **REFUSED THE PARKING VARIANCE AND IMPOSED SPECIAL CONDITIONS**.

The developer has appealed the MPC's decision to refuse the **PARKING VARIANCE AND THE SPECIAL CONDITION FOR FIREWALL SEPARATION**.

A Hearing will be held by the Subdivision and Development Appeal Board to consider the appeal.

Place of Hearing: Council Chambers
2077 Mistassiniy Road North, Wabasca.
Date of Hearing: Thursday November 28, 2024
Time of Hearing: 10:30 a.m.

Any person affected by the decision for, or against the special condition outlined in the Development Permit issued, may be present and heard by the SDAB. Persons requesting to be heard at the hearing may submit a written statement to the SDAB clerk,

Terah Yellowknee, at M.D of Opportunity No. 17,
Box 60, Wabasca, Alberta, T0G 2K0.

A verbal presentation can also be made during the Hearing.

For more information, please call Lisa Belanger, Development Officer
@ (780) 891-3778

CHIROPRACTIC SERVICES

upstairs at the **GOLDEN OPPORTUNITY MEDICAL CLINIC**



Dr. Kurt Deutscher



Dr. Joshua Deutscher



Dr. Matthew Deutscher

Wednesday • Open at 2:00 p.m.

Inquire Regarding Friday Appointment

Call 780-675-4030
for an appointment - or drop in



Property crimes can happen anywhere so best to follow police security tips

Property crimes continue to plague communities large and small throughout Alberta.

While in places like Edmonton, neighbourhoods closest to the city's downtown and adjacent to it appear to have the worst problems because of its homeless population along with people drawn to the shelters and other facilities serving a variety of men and women with limited income and/or mental issues or criminal tendencies.

Many businesses are locking their doors with an example being a gas station on 118th Avenue, adjacent to a former hotel which now has some type of social program drawing people in need to it - people who are known to just walk into the station's convenience store and just take what they want from its shelves. At that site, customers paying for fuel or buying lottery tickets must do so through a controlled window device.

Residential security tips

In residential areas, regardless of the size of the community, RCMP and other police services recommend the following security measures be taken by homeowners:

- Install an audible alarm system, to scare away intruders as well as signal to neighbours to be alert and call police.
- Install doorbell cameras or video cameras around your property, ensuring all back and side windows are in view. Make sure they are working and video can be saved and retrieved.
- Turn on all exterior lights in the evening or install motion sensor lights.
- Lock all exterior doors even when you are inside or outside in the back yard.
- Get to know your neighbours, and let them know who should be coming and going at your residence.
- Keep interior lights on in the evening when you are not home as it makes it appear that someone is still home.
- Trim trees and bushes around the home to ensure clear lines of sight.
- Lock up all valuable items in your home, and if possible engrave and/or record identifying marks/numbers/serial numbers on anything of value that could be stolen.
- Police encourages neighbours to be looking out for one another. Keep an eye out for suspicious vehicles in the neighbourhood. If you see someone entering a neighbour's back or side yard that you feel is suspicious, notify police immediately and do not engage with the person. If you feel someone is trying to enter your home, lock yourself in a bedroom or bathroom and call 911.



Mistassiniy School's Cree Language Instructor Connie Cardinal presented the Honourable Salma Lakhani, Lieutenant Governor of Alberta, with a ribbon skirt during the dignitary's visit to the Wabasca School on November 19. NSD photo

Recovery Alberta lists resources for battling addictions

With this being National Addictions Awareness Week, Recovery Alberta Mental Health and Addictions Services notes that their are resources for persons battling addictions or for family members and others concerned with someone's substance abuse problems.

Resources to help with substance use or addiction concerns include 24/7 supports such as:

- Mental Health Helpline: 1-877-303-2642
- Addiction Helpline: 1-866-332-2322
- 211, call or text INFO to 211, or visit ab.211.ca.

Services are available in more than 170 languages.

- Access Addiction and Mental Health line: 1-888-594-0211, Monday to Friday, 8 a.m. to 4:30 p.m.
- The Indigenous Support Line: 1-844-944-4744, Monday to Friday from noon to 8 p.m..

Latest Provincial Data - Week ending November 16, 2024

New Influenza cases 66 So far this season 283	New Covid-19 cases 549 So far this season 6,155	New RSV cases 108 So far this season 276
Influenza Positivity 2.8%	Covid-19 Positivity 11.9%	RSV Positivity 4.1%
Influenza Cases in Hospital 24	Covid-19 Cases in Hospital 286	RSV Cases in Hospital 6
Influenza Intensive Care 1	Covid-19 Intensive Care 9	RSV Intensive Care 1
New Influenza Deaths 0 So far this season 3	New Covid Deaths 2 So far this season 178 in 12 weeks	RSV Deaths 0 this season

Kid's Talk

"What is one thing you're looking forward to on your Christmas break?"

Asked of Grade 6 students at EG Wahlstrom School



Tristan

"I'm looking forward to Santa coming to give me new toys to play with. My birthday is also coming up as well."

Ryder

"My vacation. I'm going on a cruise to The Bahamas."



Lily

"Spending time with my nana and papa."



Brieh

"Comfiness and family."



Alexis

"Changing my room around."



Northland starts youth council as part of reconciliation

Pearl Lorentzen
Local Journalism Initiative Reporter

Northland School Division's Superintendent's Youth Council met for the first time on December 3 in Edmonton. Some of the representatives were online because of bad weather.

"This (the youth council) allows us to hear the voice of our most important people, our students" - Cal Johnson Northland

"This (the youth council) allows us to hear the voice of our most important people, our students," says Cal Johnson, Northland superintendent.

The youth council is new, but the schools have gotten feedback from students in the past through surveys and attending individual schools.

"Representatives from all the schools at the same time, which is unique," says Johnson.

Northland has schools in northern Alberta communities with large Indigenous populations, including First Nations, Métis settlements, and hamlets.

The creation of the youth council and an elders council are part of Northland's new education plan. The top priority is 'connections supporting reconciliation.'

The changes to the education plan and the councils came out of community and student engagement last year, says Johnson.

"Their (the student's)



The Northland School Division Superintendent's Youth Council met for the first time on December 3, 2024. These council members attended in person. Back row: Jacob Swan (Elizabeth School), Rosie Lightning (Calling Lake School), Savaya Courtorielle (Grouard Northland School), and Ava Roe (Paddle Prairie School). Front row: Wynter Anderson (Gift Lake School), Alexis Cunningham (Gift Lake School), Agatha Calitis (St. Theresa School), and Avery Gladue-Auger (Mistassiniy School). Photos courtesy of Northland School Division

voice is critical to us," says Johnson.

The purpose of the council "is to make sure we're supporting reconciliation," adds Johnson, "and we're keeping the (Truth and Reconciliation Commissions) Calls to Action."

Education wasn't always good for the students parents and grandparents, says Johnson. "We want it to be great for them."

In the community engagement last year, Northland learned that students wanted to connect with other schools, which are spread out across northern Alberta. The division has started organizing some sporting events and other ways to connect the schools. The youth council is part of this.

"It (the council) brings our division closer together," says Johnson.

A Northland news release mentions that the students discussed field trip ideas.

One of the ideas, says Johnson, was for class exchanges between schools, to learn about the local culture of each community.

Not all of the school representatives were able to make the first meeting.

Asked if all of the schools had chosen representatives, Mark Owens, associate superintendent, says, "I think they all have them."

Asked about how the student representatives were found, Johnson says, "we left that process to the individual

schools."

The meeting included the students learning about how a meeting usually runs and deciding how they wanted the meeting to run.

"We asked them what their meeting should look like," says Owens. The students decided that respect was key.

"We gave them opportunities to lead," says Johnson.

Teachers at each school asked the students questions and the student representatives brought these to the meeting.

Johnson and Owens met a few weeks before the meeting to decide what they would like to learn from the students.

Part of this is attracting and retaining staff, says Johnson. The students will help make videos about their communities to help staff learn about the communities. This connects with another education plan goal: 'excellent people supporting students.'

This year, the council will meet three times, since it didn't start until December. When it can start in the fall, it will meet four times. Twice in person and twice online. The information gleaned from the youth council will be shared with school division staff and the community.

Northland is also working on setting up community engagements early in the new year.

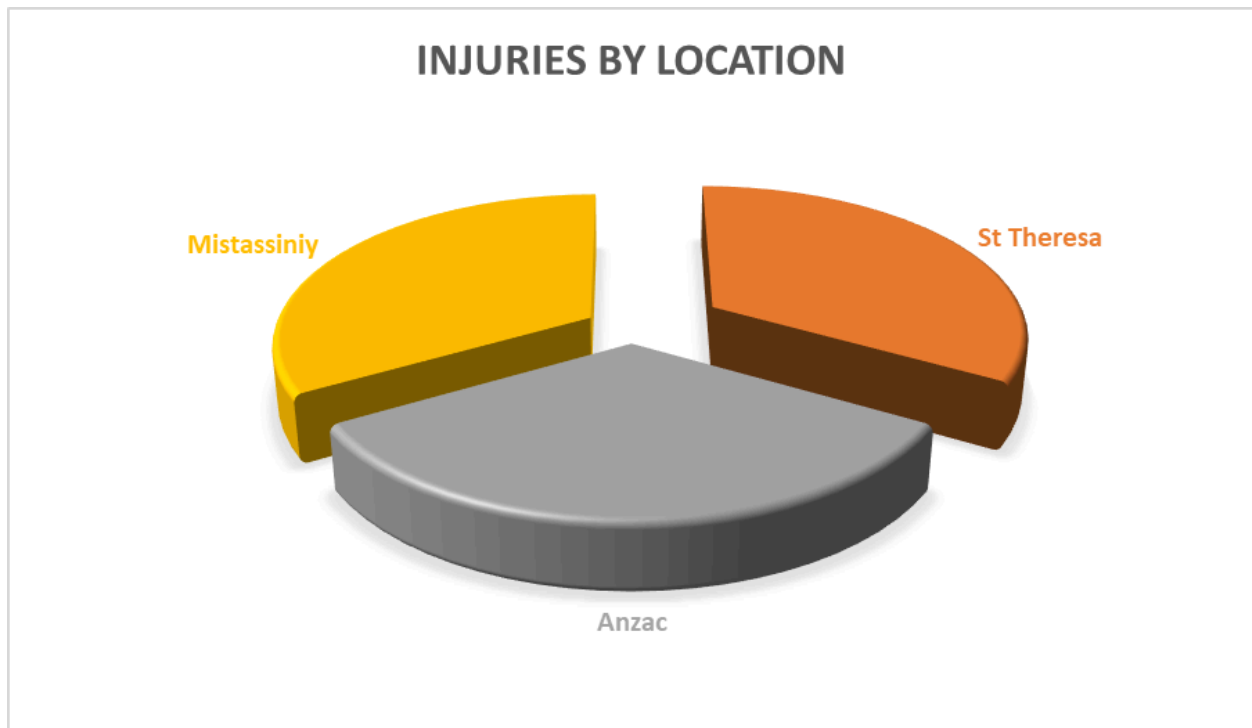
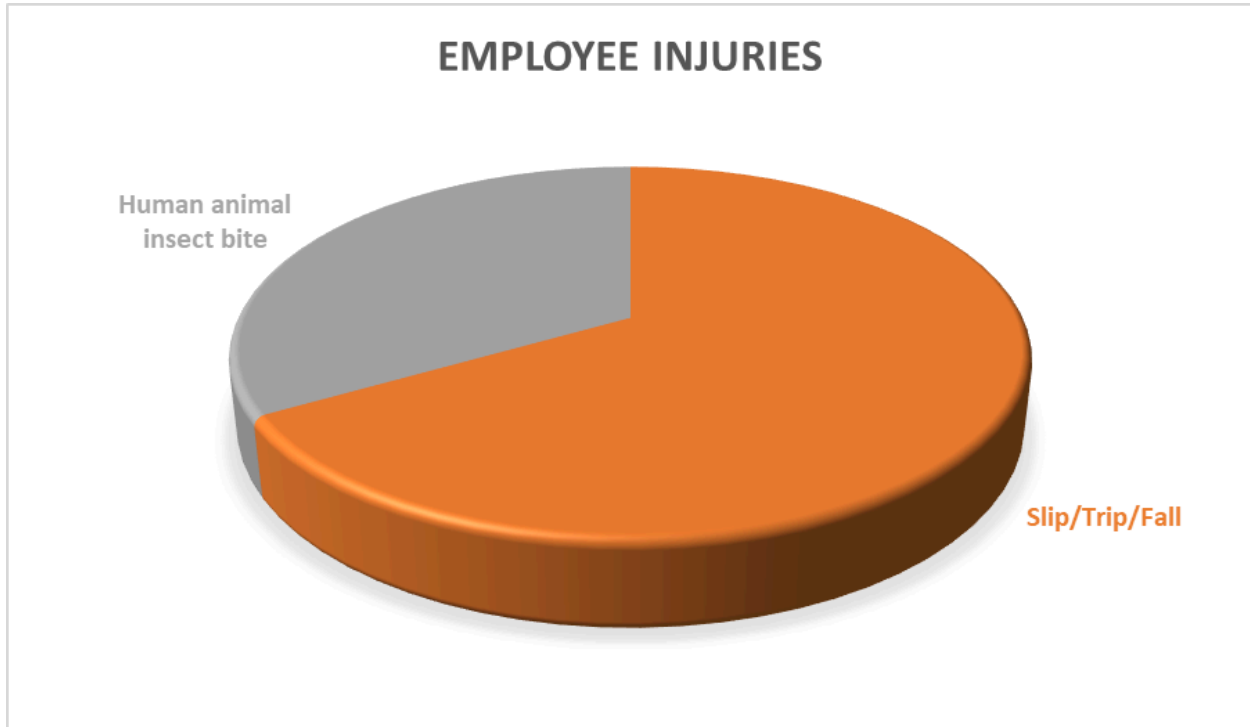


At the first youth council meeting, St. Theresa Grade 6 student Agatha Calitis is facing the camera and talking with Northland superintendent Cal Johnson (left) and Vice Chair Robin Guild (back to camera) and other Northland students on the right of the table. In the background, other Northland students are having a small group discussion.

Occupational Health & Safety Report

January 25, 2025

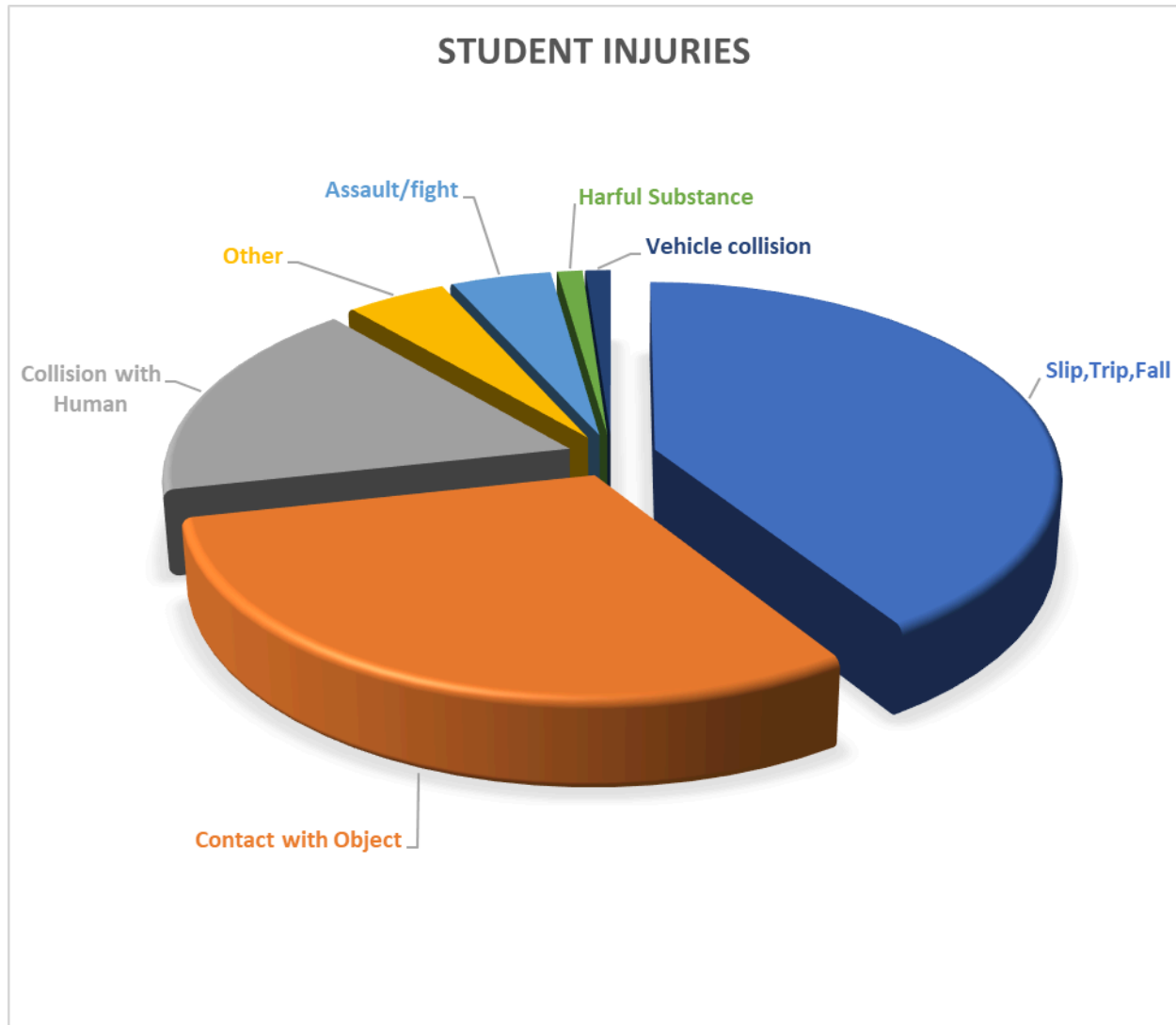
Teacher/Sub Teacher/ Employee Incidents: 3 injuries, no WCB Reporting.



Occupational Health & Safety Report

January 25, 2025

Students: 94 student Injuries November 9, 2024 - January 10, 2025



Occupational Health & Safety Report

January 25, 2025

