



BRANDON SCHOOL DIVISION

January 4, 2017

NOTICE IS HEREBY GIVEN OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES

TO BE HELD MONDAY, JANUARY 9, 2017
7:00 P.M.

J. L. MILNE BOARDROOM, ADMINISTRATION OFFICE

1031 - 6TH STREET, BRANDON, MANITOBA

D. Labossiere
Secretary-Treasurer

AGENDA

1.00 AGENDA/MINUTES:

1.01 Reference to Statement of Board Operations

1.02 Approval of Agenda

1.03 Adoption of Minutes of Previous Meetings

- a) Board Meeting, December 12, 2016.
Adopt

2.00 GOVERNANCE MATTERS:

2.01 Presentations For Information

2.02 Reports of Committees

- a) Education Committee Meeting

P. Bartlette

2.03 Delegations and Petitions (max. 10 minutes)

- a) Paul Alexander, regarding modification of Motion 05/2016, which was approved at the January 11, 2016 Board Meeting:

“That registration for any high demand programs, for example French Immersion, be by random selection, that gives precedence to siblings of existing students, wherein every family is able to submit electronically, by paper or in person an application without undue hardship. Further this random selection take place in the Boardroom by the Superintendent or their designate.”

2.04 Communications for Action

2.05 Business Arising

- From Previous Delegation

- From Board Agenda

- MSBA Matters

- 1) Aboriginal Education Award Support Letter December 2016 (Appendix 'A')
- 2) ebuletin – December 14, 2016 (Appendix 'B')
- 3) Canadian School Board Association (CSBA) News December 2016 (Appendix 'C')
- 4) MSBA Resolutions

- From Report of Senior Administration

- a) Items from Senior Administration Report:

2.06 Public Inquiries (max. 15 minutes)

2.07 Motions

01/2017 That the Board approve the research request from Dr. Burcu Ntelioglou, Brandon University, for the study entitled “Supporting English as an Additional Language (EAL) Students” provided that the researcher obtain permission from the Principal, Students and Parents/Guardians at each of the schools, prior to the study.

2.08 Bylaws

2.09 Giving of Notice

2.10 Inquiries

- Trustee Inquiries

3.00 ADMINISTRATIVE INFORMATION:

3.01 Report of Senior Administration

3.02 Communications for Information

3.03 Announcements

- a) Personnel Committee Meeting – 11:00 a.m., Thursday, January 12, 2017, Boardroom.
- b) Facilities and Transportation Committee Meeting – 11:30 a.m., Monday, January 16, 2017, Boardroom.
- c) Finance Committee Meeting – 12:00 p.m., Thursday, January 19, 2017, Boardroom.
- d) NEXT REGULAR BOARD MEETING – 7:00 p.m., Monday, January 23, 2017, Boardroom.
- e) Upcoming Budget Dates:
 - Special Board Meeting – Presentation of Preliminary Budget – 7:00 p.m., Wednesday, February 8, 2017, Boardroom.
 - Public Budget Consultation Forum – 7:00 p.m., Wednesday, February 15, 2017, Kirkcaldy Heights School Gymnasium.
 - All Day Budget Meeting – 9:00 a.m., Tuesday, February 21, 2017, Boardroom.
 - Special Board Meeting – Public Presentations re: Proposed 2017-2018 Budget – 7:00 p.m., Monday, February 27, 2017, Boardroom.
 - Regular Board Meeting – Final Budget Approval – 7:00 p.m., Monday, March 6, 2017, Boardroom.

4.00 IN CAMERA DISCUSSION

4.01 Student Issues

- Reports
- Trustee Inquiries

4.02 Personnel Matters

- Reports
 - a) Confidential #1 – Personnel Report.
 - b) Confidential #2 – Administrative Selection Committee Dates.
- Trustee Inquiries

4.03 Property Matters/Tenders

- Reports
- Trustee Inquiries

4.04 Board Operations

- Reports
- Trustee Inquiries

5.00 ADJOURNMENT



BRANDON SCHOOL DIVISION

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES, THE BRANDON SCHOOL DIVISION, HELD IN THE J. L. MILNE BOARDROOM, ADMINISTRATION OFFICE, 1031 - 6TH STREET, BRANDON, MANITOBA, AT 7:00 P.M., MONDAY, DECEMBER 12, 2016.

PRESENT:

Mr. K. Sumner, Chairperson, Dr. L. Ross, Vice-Chairperson, Mr. P. Bartlette, Mrs. P. Bowslaugh, Mr. G. Buri, Mr. G. Kruck, Mr. J. Murray, Mr. M. Sefton.

Mr. D. Labossiere, Secretary-Treasurer, Ms. B. Sangster, Recording Secretary, Ms. T. Curtis, Live Streaming Video Operator.

Senior Administration: Dr. M. Casavant, Superintendent/CEO, Mr. M. Gustafson, Assistant Superintendent, Mr. G. Malazdrewicz, Assistant Superintendent, Ms. E. Jamora, Assistant Secretary-Treasurer, Ms. B. Switzer, Director of Human Resources.

REGRETS:

Ms. S. Bambridge.

The Chairperson called the meeting to order at 7:00 p.m. and welcomed everyone in attendance.

AGENDA

1.00 AGENDA/MINUTES:

1.01 Reference to Statement of Board Operations

1.02 Approval of Agenda

Mr. Labossiere, Secretary-Treasurer, noted he had two items under Board Operations for In-Camera.

Dr. Casavant noted he had one Student Matter for In-Camera and additional information to add under 3.02 Communications for Information.

Trustee Sumner noted he one Student Matter and one Board Governance Matter for In-Camera.

Mr. Kruck – Mrs. Bowslaugh
That the agenda be approved as amended.
Carried.

1.03 Adoption of Minutes of Previous Meetings

- a) The Minutes of the Board Meeting held November 28, 2016 were circulated.

Mr. Sefton - Mr. Buri
That the Minutes be approved.
Carried.

2.00 GOVERNANCE MATTERS:

2.01 Presentations For Information

- a) Brooklyn Maguathi, Grade 5 Riverview School student, was recognized for receiving a Governor General's Caring Canadian award in November 2016. Trustee Sumner noted that Brooklyn and Hannah Koversky, grade 7 student at St. Augustine School, (who also received this award but was not in attendance) have been raising money to build a school in Ecuador. Over the past 3 years, the girls have raised \$10,500 by holding craft sales and bake sales and selling Christmas tree ornaments.

Trustee Sumner congratulated Brooklyn and noted that the Board of Trustees is very proud of her achievements and added that they reflect on the whole Division.

2.02 Reports of Committees

- a) Policy Review Committee Meeting
The written report of the Policy Review Committee meeting held on December 2, 2016 was circulated.

Mr. Bartlette – Mr. Sefton
That the Minutes be received and filed.
Carried.

- b) Divisional Futures & Community Relations Committee Meeting
The written report of the Divisional Futures & Community Relations Committee meeting held on December 5, 2016 was circulated.

Mrs. Bowslaugh – Mr. Bartlette
That the Minutes be received and filed.
Carried.

- c) Facilities and Transportation Committee Meeting
The written report of the Facilities and Transportation Committee meeting held on December 8, 2016 was circulated.

Mr. Kruck – Mr. Bartlette
That the Minutes be received and filed.
Carried.

- d) Finance Committee Meeting
The written report of the Finance Committee meeting held on December 8, 2016 was circulated.

Mr. Sefton – Mrs. Bowslaugh
That the Minutes be received and filed.
Carried.

POINT OF PRIVILEGE:

Trustee Murray thanked the students from George Fitton School who provided the artwork for the Boardroom walls.

Trustee Bowslaugh acknowledged the students and staff at Neelin High School Off-Campus for the Christmas lunch last week and noted she is looking forward to attending more school holiday events.

2.03 Delegations and Petitions**2.04 Communications for Action****2.05 Business Arising****- From Previous Delegation****- From Board Agenda****- MSBA Matters (last meeting of the month)**

- 1) Safe Schools Manitoba Conference 2017
- 2) Call for workshop Proposals
- 3) Convention 2017 Raffle Donations Memo
- 4) Ebulletin

- From Report of Senior Administration

- a) Learning Support Services report
Strategic Continuous Improvement Plan: Update

Dr. Marc Casavant, Superintendent/CEO, spoke to the Strategic Continuous Improvement Plan - Update and noted that Senior Administration has spent three days with Principals working on this plan. He added that Principals are taking tasks back to the schools to gather information from the teachers and staff. Dr. Casavant thanked Ms. Wilson for all her work on this Plan and provided a summary of upcoming meeting agendas and work to be done.

Marnie Wilson, Research, Assessment and Evaluation Specialist, presented the update to the Board of Trustees and provided highlights on the following:

- Our Overall Process
 - Student Outcomes
 - Measures and Targets
 - Actions
- Identifying Priorities – Where are we in the process?
- Student Priorities
 - I need my education to be practical and relevant.
 - I need my education to be personalized and engaging.
 - I need opportunities to develop general skills, such as communication and problem solving skills.

- I need ample encouragement and support from teachers and parents.
 - I recognize the importance of developing into a respectful, responsible, and determined citizen.
- Department Priorities
 - Literacy
 - Numeracy
 - Indigenous student success
 - EAL learner success
- Community Priorities
 - Basic Literacy Skills, 21st Century Skills, Being “forward thinking”
 - Basic Numeracy Skills, Personal/Social Development, Aboriginal perspectives, knowledge, and success
- Our Guiding Principle:
 - “The effective school (division) is characterized by **high overall student achievement** with **no significant gaps** in that achievement across the major subgroups in the student population.” Lezotte & Snyder (2011)
- Connecting our Strategic Priorities with our Ultimate Outcomes
- Divisional Leadership Meeting #1 – Brainstorming activities
- Divisional Leadership Meeting #2 – Data, causal theories, theory checks
- Divisional Leadership Homework – Gathered corroborating evidence, gathered staff feedback
- Divisional Leadership Meeting #3 – Subjected our Causal Theories to tests
- Current (Draft) Set of Strategic Priorities
- Next Steps

Trustee Kruck commended Senior Administration for their involvement and the process they are going through.

Trustee Sumner also commended Senior Administration on the process so far and noted that the Board is looking forward to seeing where this leads the Division into the future.

b) Items from Senior Administration Report:

- Vincent Massey High School – Off-Site Activity Request (Minneapolis) – Referred Motions.

2.06 Public Inquiries (max. 15 minutes)

2.07 Motions

136/2016 Mr. Murray – Mr. Buri

That the trip involving thirty-six (36) female Vincent Massey High School basketball students in grades 9 to 12 to make a trip to Minneapolis, MN from February 3, 2017 to February 5, 2017 be approved and carried out in accordance with Board Policy/Procedures 4001: Off-Site Activities.

Trustee Kruck asked if financial assistance is still offered to students who are unable to raise the money to attend these events.

Mr. Greg Malazdrewicz, Assistant Superintendent, responded that this is the practice with all the Division's athletic programs.

Carried.

137/2016 Mr. Murray – Mr. Buri

That it be formally acknowledged that Board meetings and consultations are held on Treaty Two and non-Treaty land, the traditional territories of the Anishinabe and Dakota Peoples, and the homeland of the Metis nation.

Mr. Sefton – Mr. Buri

Trustee Sefton proposed an amendment to the motion, adding four additional groups: Cree, Oji-Cree, Assiniboine and Dene peoples

Mr. Murray – Mr. Bartlette

Moved an amendment to the amendment, with the original motion remaining the same and the addition of the following:

And we further recognize that the Province of Manitoba was once the traditional lands of the Anishinabe, Cree, Oji-Cree, Assiniboine, and Dene people.

Mr. Murray noted that this covers the footprint the Division is sitting on and the traditional homelands of the people whose space the Division is occupying as well as the People from the rest of the province. The amendment recognizes the traditional lands of other people and services both of our purposes. it pays respect to all the aboriginal people in the province, it pays respect to the Metis nation, and it pays respect to the people's whose land, with respect, that the Division is using.

Trustee Buri noted that the Assiniboine people were the first to settle on this land, and he asked that they be added to the first statement.

Trustee Bowslaugh asked what it is the Board is trying to do and what is the purpose.

Trustee Sumner spoke in support of the motion, but noted he will not be supporting the amendment to the motion.

Amendment to the Amendment

Mr. Murray – Mr. Kruck

And we further recognize that the Province of Manitoba was once the traditional lands of the Anishinabe, Cree, Oji-Cree, Assiniboine, and Dene people.

Carried.

Discussion took place on the original amendment as amended by Trustee Murray.

Trustee Ross spoke in support of the amendment, but noted that the process used was hurried and she suggested a much better job could have been done had there been more time. Trustee Bowslaugh noted she wants the Division to be respectful of all indigenous people. She indicated the Board would be wise to table this motion and made a motion to that effect.

Mrs. Bowslaugh – Mr. Bartlette

To table motion 137/2016

Defeated

Amended Motion:

That it be formally acknowledged that Board meetings and consultations are held on Treaty Two and non-Treaty land, the traditional territories of the Anishinabe and Dakota Peoples, and the homeland of the Metis nation. And we further recognize that the Province of Manitoba was once the traditional lands of the Anishinabe, Cree, Oji-Cree, Assiniboine, and Dene people.

Carried.

138/2016 Mr. Sefton – Mr. Bartlette

That the Proposal from BDO Canada LLP for auditing services for the period of five (5) years commencing with the 2016-2017 audit in the amount of \$109,975 (plus applicable taxes) be accepted.

Trustee Murray asked when auditing services were last tendered.

Mr. Denis Labossiere, Secretary-Treasurer, responded that the Division tenders this item every five years.

Carried.

139/2016 Mr. Sefton – Mr. Bartlette

That the Proposal from SRB Education Solutions in the amount of \$645,450.00 (plus applicable taxes) for an Enterprise Resource Planning (ERP) Software System funded through the ERP System Capital Reserve Fund be accepted.

Trustee Kruck asked if this is fully funded out of the Reserve. Mr. Labossiere responded yes, and indicated that the Reserve Fund is \$800,000.

Trustee Bartlette asked questions for clarification regarding the new software. Mr. Labossiere responded that some of the features and benefits of the new software include occupational health and safety, automated dispatch, web based employee expense claims, dashboards, multi-year display of data, Excel integration, work life balance, ease of training new users, data based decision making.

Trustee Murray asked if there are annual licensing fees attached to this product. Mr. Labossiere responded that the annual software maintenance fees are \$91,000 annually plus hardware costs and services which results in an annual increase of \$71,000 over the current software. The new ERP system will reduce overtime, allow efficiencies within our system, and provide better data to make informed decisions.

Trustee Bartlette spoke on mid-year decisions about future budgets. Trustee Ross and Trustee Sefton spoke on the merits of the software and noted they are in favour of the motion. Trustee Bowslaugh and Trustee Sumner also spoke in favour of the motion.

Carried.

140/2016 Mr. Buri – Mr. Murray

That the Proposal from Gatekeeper (including installation) in the amount of \$149,553.20 (excluding taxes) for the supply and installation of 41 School Bus Surveillance Camera Systems funded through the Bus Video Surveillance Hardware Capital Reserve Fund be accepted.

Trustee Kruck indicated that not only will there be cameras on the buses, but there will be audio as well.

Trustee Sumner asked questions for clarification regarding the life span of the cameras and the DVR units. Mr. Labossiere indicated that the cost of a replacement camera is approximately \$2,000 per bus which would need to take place once per the life of each bus. He added that the camera/DVR unit cost is approximately \$4,000 per new bus. Trustee Kruck spoke in favour of the motion.

Carried.

141/2016 Mr. Buri – Mr. Murray

That the tender from Ben Wiebe Construction (1985) Ltd. in the amount of \$249,691.86 (plus GST) for the New Era School – Grooming Room and Exterior Ramp project be approved, subject to Public Schools Finance Board (PSFB) approval.

Carried.

142/2016 Mr. Kruck – Mrs. Bowslaugh

That the Proposal from the City of Brandon for provision of leased space for Off-Campus and ARYP for a term of ten (10) years in the amount of \$1,283,150 (plus property taxes and other applicable taxes) be accepted.

Trustee Bartlette asked Mr. Labossiere to identify the space indicated in the proposal. Mr. Labossiere responded that the space is referred to as the old Convergys Building. There is space in the downstairs of 8,000 sq. ft. and there is an additional 5,000 sq. ft. of space for future growth. Mr. Bartlette clarified that it is now known as the McDiarmid Building. Mr. Labossiere noted that for this new space, it is an additional \$50,000 per year, including taxes of approx. \$11,000 per year. These costs are above what the Division is currently paying for the other two spaces.

Trustee Kruck asked the Secretary-Treasurer to speak on the other spaces that were considered and asked about his insight into the City and Education taxes. Mr. Labossiere responded that the estimated property taxes for this space is approximately \$11,370, but noted that the property taxes are distributed between the City of Brandon, Brandon School Division and Manitoba Education. In the process, several businesses and realtors were informed of the tender.

Carried.

143/2016 Dr. Ross – Mr. Buri

That the appointment of MCM Architects Inc. to design, tender and administer the Earl Oxford School Grooming Room project, be approved, subject to approval by the Public Schools Finance Board.

Carried.

144/2016 Mrs. Bowslaugh – Mr. Kruck

That the appointment of Agassiz Consulting for construction quality control reviews for the George Fitton School Roof Replacement, be approved, subject to approval by the Public Schools Finance Board.

Trustee Bartlette asked questions for clarification on liability.

Carried.

145/2016 Mrs. Bowslaugh – Mr. Kruck

That the appointment of Agassiz Consulting for construction quality control reviews for the King George School Roof Replacement, be approved, subject to approval by the Public Schools Finance Board.

Carried.

146/2016 Mr. Bartlette – Mr. Sefton

That the appointment of Garland Canada for the project design, tender, contract administration and construction quality reviews for the Waverly Park School Roof Replacement, be approved, subject to approval by the Public Schools Finance Board.

Carried.

Dr. Casavant commended Senior Administration for all the work that went into preparing all these motions. Trustee Sumner also thanked Senior Administration on behalf of the Board.

2.08 Bylaws

2.09 Giving of Notice

2.10 Trustee Inquiries

(Trustee Murray exited at 8:40 p.m. and returned at 8:41 p.m.)

3.00 ADMINISTRATIVE INFORMATION:

3.01 Report of Senior Administration

Dr. Marc Casavant, Superintendent/CEO, provided highlights on the following item from the December 12, 2016 Report of Senior Administration:

- Information for Discussion and Correspondence
 - Manitoba Education and Training Correspondence
 - Minister Proclamation on Music Month: Celebrating Music in Manitoba Schools – May 2017

Dr. Ross – Mr. Murray

That the December 12, 2016 Report of Senior Administration be received and filed.

Carried.

3.02 Communications for Information

- a) Mr. Bramwell Strain, Deputy Minister, Manitoba Education and Training, November 30, 2016, sent to Board Chair Kevan Sumner, responding to a letter Trustee Sumner had sent to the Honourable Ian Wishart. Mr. Bramwell notes that at this time, the date of the funding announcement for the 2017-2018 school year is not known, and that the government will endeavor to make the announcement as soon as is practically possible.

Ordered filed.

- b) Dr. Casavant provided information from the Department of Education. The Communication from the Department was received on Friday, December 9, 2016, noting that the Department of Education is now a “Cradle to Career Services” department. Some of the Departments within that structure will be:

- Public Schools’ Finance
- Teachers Retirement Allowances
- Indigenous Inclusion
- Office of the Manitoba Fairness Commissioner
- Administration and Finance
- Healthy Child School Programs
- Bureau de l’éducation de Française
- Advanced Learning and Workforce Development
- Immigration and Economic Opportunities
- Policy Planning and Performance

Trustee Ross asked questions for clarification.

3.03 Announcements

- a) Education Committee Meeting – 12:00 p.m., Tuesday, December 13, 2016, Boardroom.
- b) Divisional Futures & Community Relations Committee – Lunch Visit to École New Era School – 11:40 a.m., Friday, December 16, 2016, École New Era School.
- c) Policy Review Committee Meeting – 11:30 a.m., Thursday, January 5, 2017, Boardroom.
- d) NEXT REGULAR BOARD MEETING – 7:00 p.m., Monday, January 9, 2017, Boardroom.
- e) Upcoming Budget Dates:
- Special Board Meeting – Presentation of Preliminary Budget – 7:00 p.m., Wednesday, February 8, 2017, Boardroom.
 - Public Budget Consultation Forum – 7:00 p.m., Wednesday, February 15, 2017, Kirkcaldy Heights School Gymnasium.
 - All Day Budget Meeting – 9:00 a.m., Tuesday, February 21, 2017, Boardroom.
 - Special Board Meeting – Public Presentations re: Proposed 2017-2018 Budget – 7:00 p.m., Monday, February 27, 2017, Boardroom.
 - Regular Board Meeting – Final Budget Approval – 7:00 p.m., Monday, March 6, 2017, Boardroom.

Trustee Murray added that Michael Wenham’s Brain Cancer Research fundraiser in support of Vincent Massey Principal Michael Adamski, will take place at 11:30 a.m. on Wednesday, December 14, 2016 at Neelin High School.

Mr. Kruck – Mr. Buri

That the Board do now resolve into Committee of the Whole In-Camera. (8:50 p.m.)

Carried.

IN COMMITTEE OF THE WHOLE IN CAMERA**4.00 IN CAMERA DISCUSSION:****4.01 Student Issues****- Reports**

- a) Trustee Sumner provided information on a Student Issue.

- Trustee Inquiries**4.02 Personnel Matters****- Reports**

- a) Confidential #1 – Personnel Report was presented.
- b) Confidential #2 – Personnel Report was presented.

- Trustee Inquiries**4.03 Property Matters/Tenders****- Reports****- Trustee Inquiries****4.04 Board Operations****- Reports**

- a) The Secretary-Treasurer provided information on two Board Operations matters.

- Trustee Inquiries

Mr. Sefton – Mr. Bartlette

That the Committee of the Whole In-Camera do now resolve into Board.

Carried.

5.00 ADJOURNMENT

Dr. Ross – Mrs. Bowslaugh

That the meeting does now adjourn (9:59 p.m.)

Carried.

Chairperson

Secretary-Treasurer



BRANDON SCHOOL DIVISION

Education Committee Minutes

Tuesday, December 13, 2016 – 12:00 p.m.
Boardroom, Administration Office

Present: P. Bartlette (Chair), G. Buri, M. Sefton (Alternate)
M. Gustafson, M. Casavant

Regrets: G. Kruck

1. CALL TO ORDER

The Education Committee Meeting was called to order at 12:13 p.m. by Committee Chair Peter Bartlette.

2. APPROVAL OF AGENDA

The agenda was approved as circulated

3. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The Minutes of November 8, 2016 were received as information.

4. COMMITTEE GOVERNANCE GOAL ITEMS

A) **Brandon School Division Research Advisory Committee – Research Application: Supporting English as an Additional Language (EAL) Students – Research Request from Dr. Burcu Nteliogiou, Brandon University**

Mr. Mathew Gustafson, Assistant Superintendent, reviewed the Brandon School Division Research Advisory Committee memorandum to the Education Committee. The research objectives and questions were provided:

1. Looking at pedagogical resources and innovative instructional approaches that consider the needs of EAL students within BSD;
2. Incorporating both an awareness and skill set that responds to EAL student needs within the initial teacher education program at BU and;
3. Using research and language and literacy education to inform and change current discourse and policy about what constitutes effective teaching of linguistically diverse students.

The BSD Research Advisory Committee had recommended approval of this research request, provided that the following points are addressed:

1. What criteria will you use to select one Early Years, one Middle Years, and one Senior years teacher for this research?
2. Expectation that Dr. Nteliogiou is prepared to translate the parent/guardian consent forms so that parents understand what they are agreeing to, for both themselves and their children.

Mr. Gustafson indicated that six EAL Co-op teachers have accepted the mentoring piece and Joanna Ford, EAL Specialist, is willing to be a collaborator and provide support where needed. Translation services will be covered by Brandon University.

Trustee Bartlette asked if the Committee would receive the results of the research. Mr. Gustafson responded that research will be shared with the Division prior to publication.

Trustees asked questions for clarification. The Education Committee supported the recommendation to approve the research.

Recommendation:

That the Board approve the research request from Dr. Burcu Ntelioglou, Brandon University, for the study entitled "Supporting English as an Additional Language (EAL) Students" provided that the researcher obtain permission from the Principal, Students and Parents/Guardians at each of the schools, prior to the study.

B) Graduation Rates

Mr. Mathew Gustafson, Assistant Superintendent, spoke to this item and on tracking the path of current students. Electronic information from the Province tracks where the student was in grade 9. With students moving in and out of the Division, it is impossible to have the numbers balance for Graduation and September 30. Trustees asked questions for clarification. The Committee agreed that there is no perfect solution to the calculation of graduation rates and calculations should remain as they are.

C) Aboriginal Student Achievement

The Committee discussed how the success of Aboriginal Student Achievement is measured. Mr. Gustafson noted that Provincially, Literacy and Numeracy and meeting basic needs are considered successes. He added that it is a multi-factor piece which includes causal theory. Mr. Gustafson indicated that in summary, the Department is looking to see how the Continuous Improvement Framework (CIF) program moves forward with students, staff, specialists, teachers, etc.

The Committee discussed how the Committee Goals will fit moving forward with the updated Strategic Plan, as well as Middle Years options programs and possible upcoming program reviews. Trustees asked questions for clarification.

The Committee asked for Mr. Gustafson to provide reports on the work Senior Administration is doing at upcoming Education Committee meetings.

5. OTHER COMMITTEE GOVERNANCE MATTERS

A) Sub-Committee Reports

Aboriginal Education Advisory Committee – NIL
Brandon Community Drug and Alcohol Education Coalition – NIL
Friends of Education Fund Committee – NIL

6. OPERATIONS INFORMATION

7. NEXT REGULAR MEETING: Tuesday, January 10, 2016, 12:00 p.m., Boardroom

The meeting adjourned at 1:15 p.m.

Respectfully submitted,

G. Kruck

M. Sefton (Alternate)



BRANDON SCHOOL DIVISION

Report of Senior Administration to the Board of Trustees

January 9, 2017

A. Administrative Information

I. CELEBRATIONS

1. **MS. JANELLE WILTS, MUSIC SPECIALIST, ST. AUGUSTINE SCHOOL - CAROLING**
2. **MICHAEL WENHAM, CANCER FUNDRAISER – DECEMBER 14, 2016**

II. COMMUNITY CONNECTIONS

The following community connections were made by Dr. Casavant, Superintendent of Schools/CEO from December 7, 2016 – January 2, 2017.

- December 8, 2016 – Brandon University - The President's Circle Holiday Reception
- December 13, 2016 – Brandon School Division / Brandon University Research Partnership Meeting
- December 16, 2016 – meeting with Mr. Ken Klassen, Executive Director, Manitoba Association of School Superintendents
- December 16, 2016 – Southwest Superintendents' Meeting

“Accepting the Challenge”

III. SUSPENSIONS

<u>SCHOOL</u>	<u>NO./STUDENTS</u>	<u>NO./DAYS</u>	<u>REASON</u>
Elementary Schools	1 total	1 – 5 day	Assaultive Behavior
High Schools	29 total	7 – 3 day	Assaultive Behaviour
		3 – 3 day	Unacceptable Behaviour
		9 – 5 day	Drug and Alcohol Policy
		2 – 5 day	Assaultive Behaviour
		3 – 5 day	Unacceptable Behaviour
		1 – 7 day	Unacceptable Behaviour
		1 – 8 day	Assaultive Behaviour
		1 – 10 day	Assaultive Behaviour
		2 – 10 day	Unacceptable Behaviour

IV. INFORMATION ITEMS

1. MANITOBA EDUCATION AND TRAINING CORRESPONDENCE

PROVINCIAL IMPLEMENTATION OF TELL THEM FROM ME (TTFM) SURVEY FOR GRADES 4 TO 12 STUDENTS

For InformationDr. Casavant

Manitoba Education and Training is entering into another 3-year contract with The Learning Bar (TLB) for the TTFM survey for Grades 4 to 12 students. This contract will take precedence over any existing contracts between school divisions and TLB, resulting in reduced costs per school for those divisions.

Grades 4 to 12 students across the province will again have the opportunity to provide their voice via TTFM. The elementary and secondary student surveys will include pertinent questions related to bullying and school safety as well as questions related to career exploration and planning. *Career Pathways*, currently in development by TLB, will be implemented in the Spring of 2017.

The Department will continue to provide funding, on a cost-sharing basis, to school divisions in support of their participation in the 2016-2017 school year. A requirement of this funding will be participation on the *Career Pathways* measure in the Spring of 2017.

V. PRESENTATIONS

1. THE SCHOOL PLAYGROUND

For Information.....R. Clark

This presentation will address the role that physical activity has on the development of the whole child and how the school playground can contribute to this growth.

2. ACCESSIBILITY PLAN

For Information.....G. Malazdrewicz

The *Accessibility for Manitobans Act (AMA)* became law December 5, 2013. Under this legislation, the Manitoba government developed five mandatory Accessibility Standards:

- customer service standard;
- information and communication;
- transportation;
- employment; and
- built environment.

Removing barriers to accessibility will give Manitobans of all abilities the opportunity to:

- participate fully in everyday life; and
- access and benefit from a system, service, product or environment.

For 2016, and every second year after that the Act will require Manitoba government and broader public sector organizations to prepare accessibility plans that address the identification, prevision and removal of barriers, starting with Accessible Customer Service.

Attached as Appendix A is a draft of the Brandon School Division's Accessibility Plan. This is provided as information.

3. LEAN

For Information Dr. Casavant and D. Labossiere

In this presentation there will be information provided about the background and history of LEAN and how it could be used in the public education sector. Please see Appendix B.

B. Business Arising for Board Action

I. INFORMATION FOR DISCUSSION AND CORRESPONDENCE

1. PERSONNEL REPORT

For Information B. Switzer

Included in the agenda package as Confidential #1 is the Personnel Report, a listing of resignations and employment approved by the Superintendent of Schools and Secretary-Treasurer since the last meeting.

II. SENIOR ADMINISTRATION RESPONSE TO TRUSTEE INQUIRIES

This report from members of the Brandon School Division Senior Administration is submitted respectfully for your consideration, action, and information.

**Dr. Marc D. Casavant
Superintendent of Schools/
Chief Executive Officer**

Accessibility Plan

Name of Organization: Brandon School Division

Part 1. Baseline Report

Overview of Programs and Services

Brandon School Division (BSD) is a diverse community of learners with a complex set of needs. With 24 facilities, over 8,700 students and in excess of 1,200 staff members, BSD has developed a network of resources and expertise to meet the educational and operation needs of students and staff in an agile fashion.

Brandon School Division provides a wide range of programming in both the English and French Immersion Academic Diploma programs. Additionally, a wide range of program streams in the Technology/Vocational Diploma program area also available as well as the Mature Student and Individualized Education Diploma programs.

Individual needs are also addressed through Advanced Placement and International Baccalaureate programming and alternative education models.

Accessibility Achievements

The Brandon School Division recognizes and supports the United Nations Declaration on the Rights of the Child, and the Canadian Charter of Rights and Freedoms. The Brandon School Division believes that every child is entitled to a quality education free from discrimination irrespective of race/colour, religion, ethnicity, gender, gender identity, sexual orientation, socio-economic status, language, physical/social/emotional/intellectual development, disability and beliefs. Brandon School Division policies promote principles of fair and equitable access.

Brandon School Division has a solid history of strong policy supporting the dignity and needs of the diverse community that it serves including fair and equitable access. Examples of these policies include:

- Policy 1001 – Foundations and Commitments
- Policy 1001.1 – Equity
- Policy 4044 – Appropriate Educational Programming
- Policy 7004 – Student Conduct

Brandon School Division continues to maintain and develop its facilities in a prudent and thoughtful fashion to incorporate design and technology to facilitate and support access by individuals with temporary or permanent disabilities.

Accessibility Plan - *Continued*

Barriers to Accessibility

Active participants in Brandon School Division programming generally have their needs met through our adaptation and individualized education plans (IEPs) and facility enhancements. The schools and learning spaces are generally accessible with resources to support adapted basic needs. The ongoing development of capital assets will continue to include accessibility considerations.

There is no doubt that public business spaces have not traditionally been designed to be highly accessible. While buildings are accessible, they are not always accessible at the main “business” entrance where community members would normally require reasonable access.

As well, the Division provides a significant amount of print resources that are not always readily accessible for vision impaired community members. The external representation of information is generally through the world-wide web and may not be fully compatible with screen-reading technology.

A vision to re-interpreting those resources to support external participants to ensure reasonable access to space and services is required. Access to information will continue to be an area of need and consideration for creative solutions will be required.

Part 2. Accessibility Plan

Statement of Commitment

The Board of Trustees believes that education is a fundamental building block to establishing “equity” rights for all students.

The Mission Statement of the Brandon School Division states, “The Brandon School Division strives to enable each student to achieve maximum intellectual, emotional, social and physical growth. We accomplish this through the provision of programs and services which facilitate the development of students as healthy contributing members of society.”

Educational “equity” refers most broadly to a condition of fairness with respect to educational opportunities, access, and outcomes for all people. As applied in education, the legal principle of “equity rights” provides that all students have a right to an education that maximizes opportunities to develop their knowledge, skills and attitudes as embedded in the mission statement of the Brandon School Division.

To this end, the Brandon School Division is committed to maintain and develop its facilities and incorporate design and technology to maximize community accessibility to divisional services as part of its long term planning.

Accessibility Plan - *Continued*

Policies

The Board recognizes and accepts its responsibility to provide policy direction and resources to enhance and support quality instruction and learning opportunities that assist schools in closing education achievement gaps by investing strategically in all students.

To demonstrate its commitment to respectful and equitable education in all Board activities, the Board commits to governance decisions that reflect these principles:

- the provision of appropriate learning opportunities for all students;
- the assessment of the effectiveness of programs and services to help students succeed;
- the identification and removal of systemic barriers to student achievement;
- the use of data to inform resource allocation decisions;
- the advocacy for funding and resources to support students in at-risk situations; and
- the advocacy for the enactment and protection of student equity rights.

Actions

Action 1 – Establish Accessibility Working Group

Initiatives/Actions

Senior Administration will:

- Appoint an Accessibility Coordinator
- Establish an Accessibility Working Group
- Establish operating parameters for the Accessibility Working Group
- Board of Trustees will confirm division's commitment to accessibility

Expected Outcomes

- A representative group will be assigned to the Accessibility Working Group
- Operating parameters, expectations and quarterly and annual reporting will be established by the Accessibility Working Group to govern their work including Accessibility Plan updates as per legislative requirements.
- Quarterly reports on progress available

Accessibility Plan - *Continued*

Action 2 – Engage in a Facility Accessibility Planning Process

Initiatives/Actions	Expected Outcomes
<p>The BSD Maintenance Department will:</p> <ul style="list-style-type: none">• Establish a Facility Accessibility working group• Consult with members of the disabled community to audit accessibility requirements• Develop a compliance strategy to meet identified needs	<ul style="list-style-type: none">• Improved access to all division facilities• Refined audit of BSD facilities in regards to physical/architectural barriers• Design an action plan that will be phased in within the next several years

Action 3 – Develop and Implement a Staff Awareness and Training Program

Initiatives/Actions	Expected Outcomes
<p>The Human Resources Department, with the support of Student Achievement Support Services will:</p> <ul style="list-style-type: none">• Establish an education working group• The Staff Awareness and Training Working group will create a communication protocol	<ul style="list-style-type: none">• Staff understands accessibility and supports implementation of the plan• Human Resources and Student Achievement Support Services will offer accessibility awareness and training presentations to trustees, school administrators, professional staff, support staff and community partners

Action 4 – Offer and Provide Information in Accessible Formats

Initiatives/Actions	Expected Outcomes
<p>The BSD MIST Department will:</p> <ul style="list-style-type: none">• Audit the accessibility requirements• Develop a compliance strategy• Establish a sub group consisting of BSD staff, in consultation with various members of the disabled community to execute identified items	<ul style="list-style-type: none">• Provide information in the following areas:<ul style="list-style-type: none">• Web applications• Print media• Signage• Public communication• Access to information will be formatted to meet needs of students, staff and community members who require supports for:<ul style="list-style-type: none">• Mobility• Vision• Hearing• Understanding

Accessibility Plan - *Continued*

Action 5 - Establish an Accessibility Monitoring Program	
Initiatives/Actions The Accessibility Coordinator will: <ul style="list-style-type: none">• Develop a quarterly report to Senior Administration to document progress on the Accessibility Plan• Establish a reporting format	Expected Outcomes <ul style="list-style-type: none">• Senior Administration will monitor progress supporting the effective implementation of the Accessibility for Manitobans Act• Budgetary requirements will be clearly communicated to Senior Administration as part of the annual budget development process• Quarterly/Annual reporting on Accessibility Plan implementation

Contact Person: Greg Malazdrewicz, Assistant Superintendent
Accessibility Coordinator

Phone Number: 204-729-3105

Email: malazdrewicz.greg@bsd.ca

Senior Manager's Signature: _____ **Date:**



BRANDON SCHOOL DIVISION

Introduction to LEAN

Presentation to Board of Trustees

January 9, 2017

"Accepting the Challenge"



BRANDON SCHOOL DIVISION

What is LEAN?

LEAN is a management philosophy and business practice with a set of tools to eliminate waste and maximize flow to add value to the customer.



“Accepting the Challenge”



BRANDON SCHOOL DIVISION

LEAN is about Simplifying our Work

- Making things easy and intuitive for citizens and staff.
- Reducing or improving tasks that do not add value.



BRANDON SCHOOL DIVISION

History of LEAN

- Started by Toyota in Japan
- Brought to North America in the late 1980s
- Adopted by many private-sector companies
- Manitoba companies adopted LEAN in mid 2000's (New Flyer, Boeing, Standard Aero, Assiniboine Credit Union)
- Manitoba government adopted LEAN in 2008 (Health, Healthy Living & Seniors, St. Boniface Hospital)

“Accepting the Challenge”



BRANDON SCHOOL DIVISION

Why LEAN in the Public Sector?

- To improve program and service delivery to our clients.
- To evolve our organizational culture by engaging and empowering ALL employees.
- To help involve staff in decision-making.
- To develop and maintain efficient processes.



"Accepting the Challenge"



BRANDON SCHOOL DIVISION

LEAN Principles

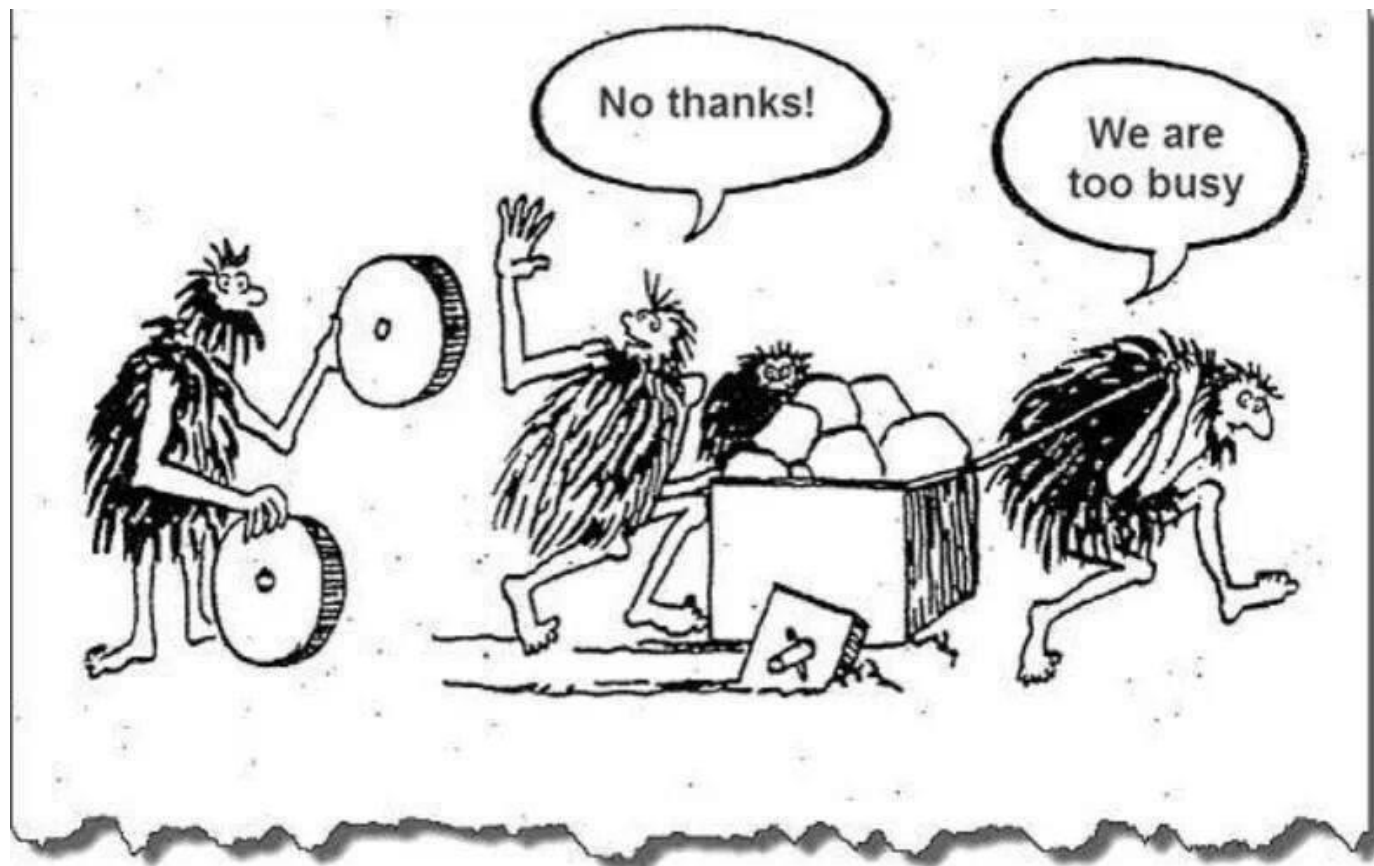
1. Define value from the customer perspective
2. Create continuous flow
3. Eliminate waste
4. Engage (involve and empower) employees
5. Continuously seek perfection

"Accepting the Challenge"



BRANDON SCHOOL DIVISION

Why is LEAN Important?



"Accepting the Challenge"



BRANDON SCHOOL DIVISION

LEAN Leadership Values

- Socialize LEAN thinking.
- Consider alternative viewpoints: not being seen as having all the answers.
- Engage and be responsible to employees at all levels. Solicit and encourage ideas. Teach and guide.
- Model the behaviours you want others to follow.
- Actively participate and support LEAN activities; be Champions/Sponsors; own the approach.

“Accepting the Challenge”



BRANDON SCHOOL DIVISION

Slimming Down the Files ***A LEAN Story***



<https://www.youtube.com/watch?v=X2Cbn90xxK4>

“Accepting the Challenge”

LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

December 8, 2016

The Honourable Ian Wishart
Minister of Education and Training
Room 168-450 Broadway
Winnipeg, MB R3C 0V8

Dear Minister Wishart:

On behalf of Manitoba's public school boards and this association, I would like to thank you for continuing the long-established government partnership with the Business Council of Manitoba in support of the Manitoba Aboriginal Education Awards.

As you know, 2000 awards worth more than \$5 million have been granted since the program's inception in 2001. Each of these awards has undoubtedly had a positive impact in the lives of individual recipients, but they have done much more than that. The awards have inspired Aboriginal youth by making available to them post-secondary educational options that may otherwise have seemed beyond their reach. The awards have had a positive impact on First Nations communities, as many recipients return home to live and practice their chosen professions. The awards have also positively impacted our entire province by drawing on a growing Manitoba demographic to help meet Manitoba's skills and labour market needs, while generally strengthening the provincial economy.

When we support children and youth, we are investing in Manitoba's future. When those supports are intended for historically disadvantaged groups such as the province's Indigenous and Aboriginal peoples, the investment is even more important. So once again, thank you for the investment the government of Manitoba has made through its support of the Aboriginal Education Awards. We hope that such support will continue in future years.

Sincerely yours,



Ken Cameron
President

KC/hd

cc All Manitoba School Boards

REGIONAL TELECONFERENCES

The dates have now been set for our January regional teleconference meetings. In accordance with [association by-law #5](#), these meetings are being convened to nominate candidates for provincial executive office, and to consider resolutions to be taken forward by the region to the annual convention in March. Dates and times are as follows.



Region 1:	Tuesday, January 24, 5:00 p.m.
Region 2:	Wednesday, January 25, 7:00 p.m.
Region 3:	Thursday, January 26, 5:00 p.m.
Region 4:	Wednesday, January 25, 5:00 p.m.
Region 5/6:	Thursday, January 26, 7:00 p.m.

The deadline for receipt of resolutions to be considered at these meetings is Tuesday, January 3, 2017. Resolutions received after that date will be considered late resolutions, and handled in accordance with the relevant provisions of by-law #5. Resolutions should be sent to Executive Assistant [Andrea Kehler](#). Nominations for executive positions may also be sent to Andrea in advance of the convention; the final call for nominations will be at the call to order on the morning of Friday, March 17, 2017. Full details of the [nominations and resolutions](#) procedures are available on our website.

AWARDS AND RECOGNITION PROGRAMS



The deadline for receipt of nominations for all association awards and recognition programs is January 27, 2017. There are four such programs offered by the association.

- [Student Citizenship Awards](#) (six individual and one group) recognize outstanding young people throughout Manitoba who are active participants in their communities and schools.
- [The Premier Award for School Board Innovation](#) recognizes educational innovations and improvements advanced or directed by boards of education to support and/or enhance student achievement.
- [The Presidents' Council Award](#) celebrates exemplary service and outstanding achievement, innovative thinking and personal initiative, and lasting and pervasive impact in the field of public education.

- [Long Service Trustee Recognition](#) honours individuals with 12, 16 or 20 years of school board service.

Full [details](#) about each of these programs can be found on our website.

NEW ON THE WEB

We've revamped the [trustee education page](#) of our website to make it even easier to find [trustee education that works for you!](#) Whether you are looking to sharpen your skills as an individual trustee, or exploring options on behalf of your entire board, we can help! We have options to fit everyone's schedule and needs, from on-line resources such as videos and webinars, to customized in-person sessions, to provincial and regional workshops. So whether you're wanting to hone your governance skills, keep up-to-date on emerging research and trends, or looking for some guidance or support in policy development, remember—we're here to help.



CONVENTION UPDATE

The Convention Planning Committee is in the process of finalizing details for this year's event, which will run from March 16 to 18 at the Delta Hotel in Winnipeg. The committee has some exciting sessions and speakers lined up to help us explore the theme of The Effectiveness

Equation:

Governing for Student Success.

The full program and registration package will be distributed in late

January, but in the meantime, you can keep abreast of the latest developments by visiting the dedicated [convention page](#) on our website. One document you'll find posted there is the [hotel room booking memo and form](#). Boards must use this form, which was also distributed in late November via divisional email, to access their five guaranteed rooms at the Delta. The initial booking period is now open, and runs until December 22, 2016.



DEADLINE EXTENDED

It's not too late to submit a proposal for a convention workshop. The deadline has been extended to December 23, 2016. For [details and the proposal form](#), visit our website.



CANADIAN SCHOOL BOARDS ASSOCIATION

DECEMBER 2016 NEWSLETTER





MESSAGE FROM THE PRESIDENT'S DESK

The CSBA Board of Directors met in Montreal on October 23-24th. Sleeves were rolled up and we were ready for our short time together to discuss how we can support and learn from each of our jurisdictions. Some of the highlights from the meeting were:

Communications:

- ▶ The CSBA newsletter is published following each board of directors meeting to keep Canadian trustees abreast of what is happening at the association and across the country and to help boards across jurisdictions connect.
- ▶ Follow us on Twitter (@cdnsba), where you will receive notifications of events that may be of interest to you in your role as trustee, some of which may have a national impact.
- ▶ On our website, you can find a "Cross Canada Snapshot" with up to date news from each province.
- ▶ There are several articles we want to make you aware of which highlight what is taking place across the country. One is an article published by [CEA in Education Canada](#) on collaboration between the Martin Aboriginal Education Initiative, Saskatchewan School Boards Association and other partners that has seen tremendous success in entrepreneurship programming in First Nations communities. OPSBA will publish an article in the January issue of *Education Today* that looks into government efforts to reduce the role of school boards.
- ▶ This edition of our newsletter highlights a BC model of community collaboration that has resulted in partnership from different sectors providing original solutions that keep children and their families at the centre.
- ▶ We are in the process of writing a letter in support of Corinne's Quest for changes to section 43 of the Criminal Code pertaining to corporal punishment.

Governance:

A Governance Committee was established in the spring to ensure the Association is operating efficiently. With the change in faces at our board table over the past 2 years, from both retirements and changing of the guard, both the corporate memory and good governance practices need to be addressed. The committee's mandate is to ensure that the necessary policies and or practice for the association are in place.

We are building a reference binder that will serve all board members and allow for better communication and understanding.

We are also reviewing jurisdictional membership at the association and how we can work towards better representation from across the country. The review is based on the following:

- Not every jurisdiction or provincial school board association in Canada is represented
- There are provincial associations interested in joining
- Each jurisdiction is unique in its membership. Some member associations represent a cross-section of Boards including public, English and French language boards as well as Catholic boards. In other jurisdictions each of these have separate associations.
- The Association's Constitution allows for multiple associations from a Province, however we need to ensure we can provide services for additional members.
- A committee was formed to examine some of these issues and to bring recommendation(s) to the Board of Directors by the end of January

Indigenous Education:

We are developing an advocacy campaign for equitable funding for education in indigenous communities. We are also developing strategies that will address the Truth and Reconciliation Commission recommendations regarding education that we, as boards can control or impact.

With the intention of providing information on Indigenous Education programs to all trustees, we have been working on a cross county portrait of successful practices taking place across the country, be they board, community or ministry initiatives.

We are successfully lobbying for more communication across institutions with Council of Ministers of Education, Indigenous and Northern Affairs Canada (INAC), Assembly of First Nations and National Truth and Reconciliation Commission (NTRC). This is so we can work to support changes in curriculum where Indigenous history, culture and perspectives are part of the education of every Canadian child.

...continued

CANADIAN STUDENTS PERFORMANCE AMONG THE BEST IN THE WORLD



PRESIDENT'S MESSAGE CONT...

Copyright discussions return:

A review of the Copyright Act will be conducted next year. Since a 2012 Supreme Court ruling, School Boards were exempt from paying tariffs. At the same time, "Fair Dealing Guidelines" were established which we now need to work together to lobby to protect, as the federal government is reviewing the Canadian Copyright Act in 2017. Boards must be diligent in ensuring information about copyright is communicated to teachers on a regular basis (see website <http://copyrightdecisiontool.ca/DecisionTool/>). Key messages have been provided on page 5 of this newsletter.

Partnerships:

CSBA has a number of partner relationships which benefit school boards across the country.

The National School Board Association (NSBA) is a new partner. Tom Gentzel, the Executive Director at NSBA gave a presentation to the Board of Directors on the benefits our board members now enjoy, including opportunities for sharing resources, mutual international support on issues, as well as cross promotion. We have a strong Canadian contingency attending NSBA this year in Denver Colorado and will welcome Mr. Gentzel and some of his members for the first time at our congress in July 2017.

We have partnered with Respect Group to look into advocating for the sharing of information between different agencies related to children and their needs. Information on their training programs which address the prevention of abuse, bullying and harassment is provided in this newsletter.

We continue to participate in discussions on shared agendas and missions with WE, Equitas, the PanCanadian Coalition on Student Health, National Truth and Reconciliation Commission, Canadian Association for School System Administrators, Association of Canadian Deans of Education, Canadian Teachers Federation and of course, the Council of Ministers of Education Canada.



Here is **ANOTHER** reason to be proud to be a Canadian Trustee - When it comes to academic and equitable education standards, we stand among the most successful countries in the world.

The Programme for International Student Assessment (PISA) 2015 reports were released December 6. PISA is an international standardized evaluation of the skills and knowledge of 15-year old students in science, mathematics and reading and is conducted by the Organization of Economic Cooperation and Development (OECD) in 72 countries. In Canada, approximately 20,000 students from 900 schools in all 10 provinces participate.

Some results (from the CMEC summary):

- ➔ According to the results of PISA 2015, Canada remains one of the top-performing countries in **science**. Overall, students achieved a mean score of 528 overall, 35 points above the OECD average, surpassed by students from only three countries.
- ➔ Canada also achieved a strong performance in **mathematics** scoring well above the OECD average and outperformed by only six countries.
- ➔ Canada continues to perform well internationally in **reading**, scoring well above the OECD average and outperformed by only one country.

Equity in education:

As a measure of equity in educational outcomes, PISA considers the difference between the average score of students at the 90th percentile and those at the 10th percentile. In all three domains, the gap between high and low achievers was smaller in Canada than in OECD countries (indicating more equity).

Results from PISA 2015 provide an opportunity to confirm the success of our world-class education systems from a global perspective. Canada remains in the group of top-performing countries and achieves its standing with relatively equitable outcomes.

It is important to both celebrate the successes and address the challenges highlighted in this report. It is essential that our education systems contribute significantly in preparing Canadian youth for full participation in our modern society for generations to come.

For more information, including provincial breakdowns/comparisons within Canada and the rest of the world, go to http://www.cmec.ca/Publications/Lists/Publications/Attachments/365/Book_PISA2015_EN_Dec5.pdf



GOVERNANCE REFERENCE MATERIALS

WE DON'T HAVE TO REINVENT THE WHEEL

CSBA has been working hard to develop a trove of resources that can be shared between school boards across Canada and the US.

1.) Among the items we will be bringing you **professional development modules** that have been developed in several provinces and which provide a strong foundation for their trustees. Items in these modules include such things as policy making, the role of a trustee, conflict management, media training, what makes good governance, running effective meetings, board finance, governing ethically, social media, staff evaluations, etc. The list is long and full of complete and valuable lessons.

2.) In addition, we are now providing our [Cross Country Check In](#) on a monthly basis through our website. Most jurisdictions provide a monthly eNewsletter and some provide magazines written specifically for trustees and addressing current issues. Those publications are now linked to the CSBA website under "Cross Country Snap Shot." Check in at any time to find out what is going on with your colleagues across the country.

3.) We are polling our members so we can provide you with **information about existing programs** in their jurisdictions specific to our Core Issues. Beginning with Indigenous Education, we have almost completed a portrait that includes items such as the structure of Indigenous education in each province/territory, self identification programs, jurisdictional response to the TRC, curriculum, language and significant programs that

have been offered through school boards, ministries of education, etc..

Some of the modules can be studied as is. Some of the modules are actually offered as webcasts. Some have quizzes added at the end so you can test your knowledge.

Links to all of this information are now on our website under [Professional Development](#). We will be doing some updating in January, but in the meantime, take your time and peruse some of the following modules to brush up on your skills:

- ▶ http://cge.ontarioschooltrustees.org/files/en_good-governance_web.pdf
- ▶ <http://modules.ontarioschooltrustees.org/en/>
- ▶ <http://ssbagovernancehandbook.ca>
- ▶ https://dsweb.bcsta.org/docushare/dsweb/Get/Document-7473/Good_Governance_for_Boards_of_Education-Module_01.pdf
- ▶ <http://www.mbschoolboards.ca/divDispatches.php>

Our network for resources now include NSBA materials. If you are interested in something specific, the Executive Directors of each provincial association can use our National connection to submit or ask questions of our American colleagues, who actually share many of our same issues and concerns.

COPYRIGHT ISSUES - WHAT YOU NEED TO KNOW

THE FOLLOWING IS AN EXCERPT FROM A DOCUMENT PUBLISHED BY CMEC THROUGH
CONSULTATION WITH SEVERAL PARTNERS IN EDUCATION

Changes to copyright law have led to a disagreement on the interpretation of “fair dealing” between the Canadian education sector and national associations of publishers, authors and Access Copyright.

There is a significant change to Canada’s copyright law as a result of the 2012 Supreme Court decision that clarified what fair dealing means when teachers communicate or copy short excerpts for their students.

- The Supreme Court ruled that fair dealing is a user’s right with Parliament identifying education as a stated purpose within the fair dealing provision of the *Copyright Act* as “educational fair dealing supports learning, fosters innovation and drives knowledge creation”.
- Teachers may communicate or copy short excerpts of a copyright-protected work (a single chapter, or 10% of a work) for students in their classes without having to ask for copyright permission or pay copyright royalties.
- As a consequence of the 2012 Supreme Court decision, many educational uses of copyright-protected works no longer require payment of copyright royalties and a recent Copyright Board finding identified 98% of teachers’ copying is fair dealing.

The Canadian education sector implemented the *Fair Dealing Guidelines* in the Fall of 2012 in response to the Supreme Court decision relating to “short excerpts”.

- *Fair Dealing Guidelines* were developed by education sector lawyers to establish a uniform set of guidelines to help educators understand their rights and limits when using copyright-protected works of others based on the Supreme Court of Canada’s decision on fair dealing. These *Guidelines* are an institutional policy describing the uses of copyright-protected works that are permitted without permission from the copyright owner or payment of copyright royalties.
- Fair dealing permits the use of “short excerpts” only (described in the guidelines) for educational purposes.
- The relationship between the K to 12 education sector and Access Copyright changed in January of 2013, when consortium members’ ministries of education across Canada (outside of Quebec) and Ontario school boards ceased payment of Access Copyright tariffs. The years since 2013 have been a transitional period in which the impact of the changes to the law on fair dealing are beginning to be understood.

Today, the interpretation of “*Fair Dealing*” is before the courts.

Educational publishers, writers and Access Copyright are conducting a coordinated lobby to reverse the Supreme Court and Copyright Board decisions on fair dealing in the 2017 review of the *Copyright Act*.

The decline in educational publishers’ textbook sales are mostly likely a result of many factors unrelated to teachers’ copying. (e.g. decrease in enrolment, the longer lifespan of textbooks, increased use of the Internet and other electronic tools, and more resource-based learning, resources provided by their ministries or school boards, sharing of resources among teachers, and open educational resources. Text books are not longer the sole resource for education.

The *Fair Dealing Guidelines* correctly interpret the Canadian law.

- They provide teachers with a description of “short excerpts” based on decisions of the Supreme Court of Canada and the Copyright Board.
- They are based international standards and commonly accepted practices around the world where copying a single chapter or up to 10% of a work for educational purposes is considered to be “fair.”
- They do not allow the copying of a whole copyright-protected work, only a “short excerpt.”
- They place Canadian students and their access to learning materials on the same playing field as other students around the world.
- The most recent Copyright Board K to 12 tariff decision made an evidence-based decision finding that the vast majority (98%) of copying by teachers is fair dealing and does not require payment of copyright royalties.

For more information on this text or other copyright issues,
please visit Copyright Matters at www.CMEC.ca





A BRITISH COLUMBIA COMMUNITY WORKS TOGETHER, PUTTING KIDS AND FAMILIES FIRST

BOUNDARY SCHOOL DISTRICT FINDS SOME INNOVATIVE SOLUTIONS TO ADDRESS A SCHOOL CLOSING AND COMMUNITY NEEDS FOR A HEALTH CENTRE.

The Boundary is home to approximately 12,000 residents spread across 7000 square kilometres between the Okanagan Valley and the West Kootenays on the Canada/US border. They have a long history of collaboration, Integrated Case Management having existed as a standard of practice since the 70's. Proof of that collaborative spirit has been demonstrated through some very innovative community collaborations over the past decade.

In 2001, a downturn in the local economy led to significant job loss and many families moved, leading to diminishing population in the schools. At the same time, the provincial government was examining alternative solutions for how services for children and families could be delivered and managed in BC.

In reaction to the circumstances they were facing, the **Boundary Integrated Services Model (BISM)** committee was established, to look at pooling resources and maximize services for children and families. The partners included the School District, the Ministry of Children and Family Development, Interior Health Public Health Nursing Family / Individual Services Society and Child Care Resource and Referral.

The Superintendent of Schools along with partner agencies established a four-day school week in an effort to keep all schools open in an environment of declining student enrolment.

Early in 2003, BISM began making plans for integration of services in the outlying rural communities of the Boundary. Unused classrooms were renovated into "Family Centres" in six other elementary schools in the District. Family Centres provided space for partner agencies to deliver programs and services. There was a lengthy consultation process with staffs, school communities, and the community-at-large but in spite of mixed reaction to the idea of Family Centres in the elementary schools, the Committee was able to show

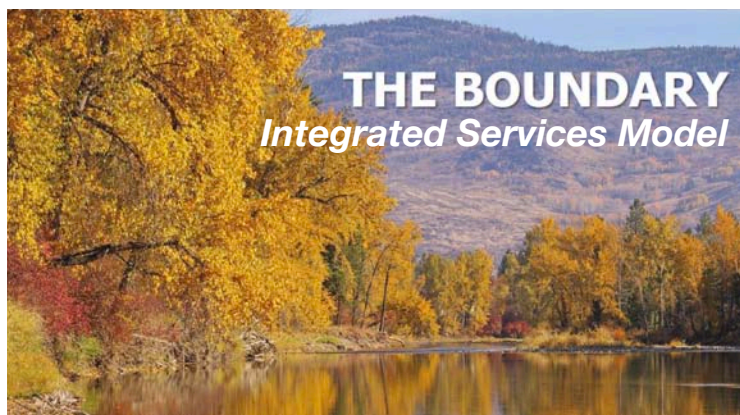
the stakeholders that the Family Centres would bring many benefits to the children and families of the Boundary communities.

Eighteen months after the initial challenge to integrate services, Family Centres were opened in three elementary schools, followed by a fourth quickly thereafter. By 2007, there were Family Centres in each of the seven elementary schools. Each Family Centre was equipped with a kitchen, group facilitation space, private meeting space, direct access from the outside and a separate security system.

The community response to the opening of the Family Centres was very positive. One young mom, originally a child in care, explained that whenever she had a family or health-related problem, there was someone at the Glanville Family Centre to talk to; with children all around and the school playground; "It's got family written all over it."

BISM and the Family Centre Network Today

BISM recognizes that it is the community families who have breathed life into the Family Centres. In 2014-15, there were more than 4700 attendances by children and 2200 attendances by adults. In addition, there were 5000 child attendances and 3800 adult attendances at Strong Start and Family Centre Programs. Examples of programming and services offered today include infant and toddler groups, parenting groups, child, youth and family supports, public health services, and services provided by the Ministry of Children and Family Development. The Family Centres provide a neutral space within which to build a sense of community and relationships with other families and children.





Between 2003 and 2014, the BISM committee received \$143,000 in rebate money from School District #51 Boundary; \$74,000 of that was turned into direct services for children, youth and families, with \$47,000 retained as of 2015. Services made possible through the rental rebates include counseling services for families, funding for the Family Attachment Matters Program, a group for youth accessing the alternate school program, Integrated Case Management training, start-up funding for an Options for Sexual Health Clinic, and start-up funding for a Gay-Straight-Alliance for youth.

Through the Family Centre Network, BISM has laid the foundation for a strong and vibrant social, health and learning network that is able to engage children, youth, families and community. Today, the BISM partners continue to meet on a monthly basis, to further their ability to collaborate and expand the capacity of services.

Boundary Integrated Services partners include the School District # 51 Boundary, the Ministry of Children and Family Development, Interior Health Public Health Nursing, Boundary Family and Individual Services Society and Sunshine Valley Child Care Society. Many other partners contribute to the BISM initiatives, including Boundary Child Care Resource and Referral, Boundary Regional RCMP Victim/Witness Services, Freedom Quest Regional Youth Services, Columbia Basin Alliance for Literacy, Selkirk College Grand Forks, Blessings Boutique, Circle of Indigenous Nations, Boundary All Nations Aboriginal Council, Boundary Metis Association, Kootenay Family Place, Kootenay Boundary Community Services Cooperative, Kootenay Kids, and Peer Mentors.

In collaboration, the Boundary Integrated Services partners function as catalysts to bring new and creative opportunities to respond to social, health and educational issues that are not addressed within individual mandates. We seek to unite with community citizens to provide leadership in promoting healthy children, youth and families in the Boundary community. We believe that Together we are stronger and that as collaborative partners we achieve more and are better able to respond to the needs of children youth and families in the Boundary.

More information is available at http://www.phecanada.ca/sites/default/files/2b_boundary_sd_51.pdf.

Our thanks to Teresa Rezansoff, President of BCSTA and Chairwoman of the Boundary School District 51, for providing this article.



YOU CAN...

- Inspire a shared vision
- Believe
- Trust
- Listen
- Encourage dialogue
- Challenge assumptions
- Look for opportunities
- Be adaptable
- Lead courageously



CSBA 2017 IN BEAUTIFUL WHISTLER, BC JULY 6-8, 2017



PLANS ARE COMING TOGETHER! WHAT TO EXPECT

- ▶ Great Speakers
- ▶ Inspiration
- ▶ NetWorking
- ▶ Lessons
- ▶ Knowledge
- ▶ Experience
- ▶ Contacts
- ▶ Fun



DAVID ALBURY

Consultant for Implementing Strategies and Policies for Transformation and Innovation



MOHAMED FAHMY

Award-winning journalist imprisoned in Egypt for two years



DAVID KING

Former Alberta Minister of Education and Chairman of Council of Ministers of



YONG ZHAO

Distinguished professor and international speaker on innovation within education

Go to: [CSBA2017](#)

NATIONAL TRUSTEE GATHERING ON ABORIGINAL EDUCATION, JULY 5-6

This event takes place immediately before the CSBA congress. It has been growing each year and it has never been more pertinent as we are called to respond to the recommendations put forth in the TRC report.

Join us to learn more about what you and your board can do to help your students heal a nation and discover part of their history through education. Speakers to be confirmed in January.

March 25-27, 2017



THE CONFERENCE FOR PUBLIC EDUCATION LEADERS

NSBA 2017

On **March 25-27, 2017**, the NSBA hopes to welcome more Canadian trustees than ever. One of the largest conferences in education, register now, book your hotel and look forward to speakers such as Captain Scott Kelly, Arianna Huffington and Wes Moore.



WHAT CAN YOU DO? PLENTY.

ORANGE SHIRT DAY

School boards across the country participate and share the story.

Phyllis Webstad was 6 years old when she chose a sparkly new orange shirt to wear on her first day of school at St. Joseph's Residential School in B.C. It was taken from her as soon as she arrived. While many assume these events happened in a very distant past, this event actually took place in the early '70s. Phyllis was already the third generation of her family to attend a residential school (www.orangeshirtday.org).

Over the past century, the Canadian education system espoused this method designed to strip all cultural identity from indigenous people through residential schools. From the 1880s until only 20 years ago, this school system forced approximately 150,000 First Nations,

Inuit and Metis children to attend church-run facilities that aimed specifically to "take the Indian out of the child." The students often suffered horrific neglect, abuse and sometimes death. Generations of children and parents were separated and placed in situations that were far from anything familiar or loving.

This heart breaking part of our Canadian history was examined by the Truth and Reconciliation Commission (TRC). The final report released this past year, provided 94 recommendations, several of which are specific to education. The impact of actions taken this past century will last for decade to come. Today, many indigenous children still leave their homes and culture behind to attend high school. Make sure your school board is working towards changes that will renew historical partnerships and ensure a bright future going forward together. For information on how you can help our youth be part of healing a nation through education visit www.trc.ca



PARTNER ACTIVITIES

CSBA OUT AND ABOUT



Horatio Alger Association

CSBA is a partner of this incredible scholarship program initially set up in the United States and now expanded into Canada to provide post secondary education funding for Canadian high school students in difficult circumstances. CSBA was proud to be present at the announcement of the \$10-million endowment for the national expansion of the Horatio Alger Canadian Scholarship Program who's board members and



supporters include astronaut Chris Hadfield, Toronto Mayor John Tory, Brian Mulroney, Isadore Sharpe, Jim Patterson and Wayne Gretzky.

EQUITAS: Human Rights Education

Children and youth play an important role in building an society based on respect, equality and full participation of all its members. Kids who are aware of the importance of inclusion, non-discrimination, human rights and who practice peaceful conflict resolution, will influence their peers, their families and ultimately shape their community.

Since 2004, Equitas has been developing innovative human rights educational, cross curriculum tools and programs for teachers that develop awareness and encourage participation of children and youth. They have reached over 700,000 children, working with school boards, community partners and indigenous communities across Canada.



In honour of International Day of the Child and the 25th anniversary of Canada adopting the UN Convention on Rights of the Child, Equitas held a celebration in the Senate for children. CSBA was honoured to participate.

Celebrate Canada's 150th Birthday on National Canadian Film Day 150 with REEL CANADA

It's hard to know how best to celebrate Canada's 150th birthday. But if you mark April 19th, 2017, as National Canadian Film Day 150, students at your board can engage in a conversation about what it actually means to be Canadian.

REEL CANADA has been introducing high school students across Canada to Canadian film for 12 years and is proud to present **RCtv**, an innovative livestream event featuring interactive Q&As with Canadian stars and filmmakers, and lots of online fun exploring Canadian identity, culture and storytelling. Best of all, it's **free of charge!**

Classes across the country will watch a great Canadian film, and engage in an online Q&A with actors and lots of surprise filmmaker guests. Students can see videos they submit and they can compete with other schools on a national level.



REEL CANADA provides **lesson plans** to help teachers easily tie in the event cross curriculum; a Screening Party Kit packed with goodies, games and fun giveaways and a free copy of the film the students screen. All that's required is an internet connection, a screen display and sound — and enthusiasm. Groups can range in size from a single class to an entire school.

We hope you'll join in the excitement on April 19th, 2017, and help share Canadian stories — our stories — with our students, on National Canadian Film Day 150.

Interested? Just email contactus@reelcanada.ca with the subject heading "RCtv, your school name and your city" or call [1-855-733-5709](tel:1-855-733-5709).



Respect in School is Canada's only on-line bullying, abuse, harassment and neglect prevention program for all school-based leaders. This program is ideal for any adult or student leader in a position of authority and trust and has been crafted to be completed by all school personnel including; Teachers, Administrators, Team Coaches, Councillors, Custodians, School Bus Drivers, Parent Volunteers or any school leader who may interact with students.

Several provincial ministries and school board associations, as well as many individual school boards already offer the Respect in Schools program to great success. In some provinces ministries of health and/or education are considering making it mandatory for adults working with children.

CSBA has recently resolved:

- ▶ That we agree to become a supporting organization of the *Respect in Schools* program, listing it as a valuable resource and counted among best practices.
- ▶ That the Respect in Schools Program is added to the agenda to discuss with CMEC and (when formed) the "national education leadership group" to collaborate on developing a national strategy.
- ▶ That the Student Health and Wellness committee evaluate if and how it would be appropriate to assist Respect Group to lobby for legislation for information sharing between provinces and agencies that could help support caring for abused children.

We look forward to working more closely with them over the coming year. Contact <http://respectinschool.com> for more information.

WE

With state of the art tools to make it easier, we.org provides full kits to help teachers help their students discover the importance of becoming global citizens and engaging in their communities. They provide examples, project management plans and tools to help students organizing events/fundraisers, contribute locally or globally and measure their contributions of service. Students in WE Schools volunteered over 4,000,000 hours for local and global causes, and WE Schools students raised over \$11,750,000 in support of 3,950 organizations. They are in 5675 Canadian schools, and are now expanding into the US and Europe.

Ontario Minister of Education Mitzie Hunter at We Day, Toronto.

Their events have provided incredible opportunities to hear from role models like Malala, Chelsea Clinton, Waneek Horn Miller, Chris Hadfield, Rick Hansen, the Dalai Lama, Robert Kennedy Jr., Prime Minister Justin Trudeau, etc. The We Stand Together program addresses several of the recommendations from the TRC report. They can provide you with the research that clearly shows how a student's mental health is positively impacted by the kind of activities they support for all kids.

Their work crosses all lines, all barriers with one common goal of making the world a better place for all. WE Day is fun for the kids, but inspiration to serve one's community is what gives this organization its real value. Contact we.org.



"Our goal in implementing the Respect Programs throughout our entire school division is to help create and sustain a culture that promotes the kind of behaviours and values we want to see in our teachers, support staff, coaches, and volunteers." Stacey Meyer - Assistant Superintendent Foothills School Division



Launch of the nomination period for the 2016–17 Prime Minister's Awards

In his October 5 [statement on World Teachers' Day](#), Prime Minister Justin Trudeau announced the launch of the 2016–17 Prime Minister's Awards. This prestigious program honours innovative and outstanding elementary and secondary school teachers and early childhood educators who are helping Canadian youth prepare for the challenges of tomorrow. CSBA is proud to be part of the Selection Committee the past 4 years.

Do you know a terrific teacher or early childhood educator? Consider nominating them for a 2016–17 Prime Minister's Award! The nomination packages are available at www.pma.gc.ca.

Looking for inspiration? Check out some of the previous [teaching](#) award recipients.

WINNERS OF THE 2016 PRIME MINISTERS AWARDS FOR EXCELLENCE IN TEACHING

ALBERTA

NICOLE BLAIS, ST. MARY'S SCHOOL, LLOYDMINSTER
SCOTT ONUCZKO, SPRUCE GROVE SCHOOL, SPRUCE GROVE

BRITISH COLUMBIA

EMMANUEL ESCUETA, ECOLE IRVINE, PORT COQUITLAM
MONICA LEE, DAVID LIVINGSTON SCHOOL IN VANCOUVER

MANITOBA

CHARLES BAZILEWICH, SISLER HIGH SCHOOL WINNIPEG

NEW BRUNSWICK

ARMAND DOUCET, RIVERVIEW SCHOOL, RIVERVIEW

ONTARIO

JEAN PAUL DUPONT, HOLY CROSS CATHOLIC IN STE CATHERINES
ANAND MAHADEVAN, UNIVERSITY OF TORONTO SCHOOLS, TORONTO
STEVE REVINGTON, EMILY CARR SCHOOL IN LONDON

QUEBEC

YVAN GIROUARD, ECOLE ETCHEMINS, LÉVIS

FOR AN ADDITIONAL 25 CERTIFICATE OF ACHIEVEMENT WINNERS AND MORE INFORMATION ON THEIR EXTRAORDINARY ACCOMPLISHMENTS, VISIT THE [PMA awards site](#).

CSBA 2016 - WRAP UP

There were 180 attendees at the National Gathering and 260 attendees at the Annual CSBA Conference in July this year. Seventy two percent of attendees rated the congress as "excellent", the highlights being the 5 keynote speakers, with honourable mention going to a documentary on racial tensions experienced by a ground breaking school trustee in North Caroline, during desegregation and the civil rights movement, still seemingly relevant today. For the CSBA board of directors, important congress activities included the approval of the 2016-2019 Strategic Plan, elections of the new executive, and presenting to all delegates at the Cross Country Check In on major issues and accomplishments in all jurisdictions. Suggestions for future topics included practical guides for governance, student health and inclusion in a diverse world. "Learning from other colleagues" still ranks as the most valuable part of a CSBA conference. Next stop is Whistler BC. Then we are off to the east coast and Halifax in 2018. OUR THANKS TO THE MANITOBA SCHOOL BOARDS ASSOCIATION FOR THE EXCELLENT PROGRAM AND THEIR OUTSTANDING WORK.

"If your actions inspire others to dream more, learn more, do more and become more...you are a leader".

John Quincy Adams

New Leadership at CSBA



Floyd Martens
President, CSBA



Goronwy Price
VP CSBA, Pres. NLSBA

Thank you!



Janet Foord, SK
Past President, CSBA



Connie Bailey
Past President, SSBA



Scott McCormack
Past Exec. Dir. ASBA

Welcome



Hank Middleton
President, NSSBA



Suzanne Polkosnik
Exec. Director ASBA



Shawn Davidson
President, SSBA



May the peace
and love of the
holidays be with
you now and
throughout
2017.

Thank you for
the work you do
on behalf of
Canadian
children.