

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday August 18, 2016
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

A	Chris Balyski
P	Bryan Cottenie
P	Gord Gendur
A	Shannon Leson
P	Florence Stachura
P	Lois Smandych – Chair

P	DJ Cairns – Vice Chair
P	Gilda Dokuchie
P	Rick Haacke
P	Bonnie Rushowick
P	Bob Simpson

Staff

Quintin Robertson – Acting Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Acting Deputy Director of Education Services

16-125

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.

Carried.

16-126

Cottenie:

Adoption of agenda

That the agenda be adopted as presented.

Carried.

Conflict of Interest

None declared regarding presented agenda items.

16-127

Haacke:

Approval of regular minutes

That the minutes of the June 21, 2016 Regular Meeting be adopted as presented.

Carried.

16-128

Stachura:

Approval of special minutes

That the minutes of the June 27, 2016 Special Meeting be adopted as presented.

Carried.

Business arising from the minutes

None

Planning and Development

None

Accountability Reports

None

Delegation

None

In-Committee Items

1. In-Committee Board Session
2. Human Resources Report
 - a. Director Recruitment
 - b. CUPE 4784 Letter of Understanding
 - c. Negotiations Report
 - d. Outstanding Employee Issues
 - e. New Employee Issues
3. Student Discipline Report
4. Facilities/Transportation Facility Discovery Report
5. Yorkton Minor Football Report
6. Non-Resident Tuition Report
7. Public Section Litigation Report
8. SSBA 2017 Draft Budget
9. Calder Boundary Review Request

16-129

Rushowick:

Enter committee of the whole

That the Board enter committee of the whole.
Carried.

16-130

Cottenie:

Exit committee of the whole

That the Board exit committee of the whole.
Carried.

LUNCH

16-131

Dokuchie:

Enter committee of the whole

That the Board enter committee of the whole.
Carried.

16-132

Simpson:

Exit committee of the whole

That the Board exit committee of the whole.
Carried.

Action Items

1. In-committee Items
 - a. Director Recruitment
 - b. CUPE 4784 Letter of Understanding
 - c. Yorkton Minor Football
2. Old Business
 - a. 2016-2017 Budget Amendment
 - b. Jackie Adam Plaque
3. New Business
 - a. Sturgis Schools Consolidation
 - b. Fleet Vehicle Purchase
 - c. Board Policy 8 and 9 Recommendations
 - d. Outstanding Tuition Fees
 - e. Election
 - i. Poling Locations
 - ii. Remuneration
 - f. CJES SCC Loan

16-133

Gendur:

Director Recruitment

That the Board proceed with recruitment for the position of Director of Education. Further, the Board will accept the recommendation of the Board Executive Committee regarding the Consultant for the recruitment.
Carried.

- 16-134**
Stachura: **CUPE 4784 Letter of Understanding**
That the Board ratify the Letter of Understanding with Canadian Union of Public Employees Local 4758 for addition to the contract August 1, 2013 to July 31, 2017.”
Carried.
- 16-135**
Stachura: **Yorkton Minor Football**
That the Board approved the letter as recommended by Legal Counsel to be sent to Raider Gridder Football Alumni Association Inc.
Carried.
- 16-136**
Gendur: **2016-2017 Budget Amendment**
That the Board approved the 2016-2017 Budget Amendment as presented.
Carried.
- 16-137**
Rushwick: **Jack Adam Plaque**
That the Board approves the Jackie Adam Memorial Plaque.
Carried.
- 16-138**
Cairns: **Sturgis Schools Consolidation**
That the Board accept the recommendation of the Sturgis School Community Council and consolidates the Sturgis Elementary and Sturgis Composite High Schools into one facility located in the Sturgis Composite High School facility effective for the 2017-2018 school year.”
Carried.
- 16-139**
Cottenie: **Fleet Vehicle Purchase**
That the Board award the tender for the purchase of 2 fleet vehicles to Terry Ortynsky Royal Ford Sales Ltd.
Carried.
- 16-140**
Haacke: **Board Policy 8 and 9 Amendments**
That That the Board amend Board Policy 8 *Committees of the Board* and Board Policy 9 *Board Representatives* as presented.
Carried.
- 16-141**
Stachura: **Cowessess First Nation Students**
That the Board approve the acceptance of new Cowessess First Nation students with the written release and agreement to pay the tuition fee for the student from the First Nation. Further, that continued efforts are made to meet with Chief and Council and/or Administration to resolve outstanding tuition fees and engage in discussions to develop a tuition fee agreement.
Carried.
- 16-142**
Simpson: **Election – Polling Locations**
That the Board of Education of the Good Spirit School Division No. 204, in accordance with Section 22 of the Local Government Election Act, approve polling stations within the following communities for the October 26, 2016 School Board Election:
Subdivision #1 – Village of Pelly, Town of Kamsack and Town of Norquay
Subdivision #2 – Town of Preeceville and Town of Sturgis
Subdivision #3 – Village of Invermay and Town of Canora
Subdivision #4 – Village of Calder, Town of Springside, and within City of Yorkton
Subdivision #5 – Town of Churchbridge, Town of Langenburg and Town of Saltcoats
Subdivision #6 – Village of Grayson and City of Melville
Subdivision # 7 – Village of Stockholm and Town of Esterhazy

Subdivision # 8 – Key First Nation Reserve No. 65
At-Large – City of Yorkton as set up by the City.
Carried.

16-143
Gendur:

Election - Remuneration

That the Board approve the remuneration for election workers as established by The Government of Saskatchewan.

Carried.

16-144
Cottenie:

CJES SCC Loan Application

That the Board approve the CJES SCC Loan Application for the playground development up to the amount of \$100,000 as recommended by the Board Finance Committee.

Carried.

Information Items presented by the Acting Director of Education

1. Thank You Notes
2. Important Dates
3. Strategic Plan
4. Monthly Financial Report
5. Human Resources Report
6. Correspondence
 - a. 2016-2017 Budget – Minister Approval
 - b. SSBA Efficiency Data Request
 - c. Canadian Centre for Health and Safety
7. Education Property Tax Bill Update
8. Teacher Calendar Update
9. 2-way Radio Communication Pilot Project Update
10. Senior Administration Calendar

Discussion Items presented by the Acting Director of Education

1. Langenburg Central School
 - a. Grand Opening Program
 - b. Facility Update
2. Fort Livingstone School
3. Board Planning and Development Activities for 2016-2017
4. Draft Board Annual Agenda for 2016-2017
5. Staff Engagement
6. Student of Distinction Awards
7. SSBA Draft Position Statements
8. SSBA Submission of Bylaw Amendments and Resolutions for 2016 AGM
9. School Presentations for 2016-2017

Committee / Conference Reports

Tabled

Future Business

1. Meeting dates – Meeting start times, September, October, Organizational
2. Notice of Motion
3. Topics for Future Agendas
 - a. Receive and Review Monthly Financial Report
 - b. Receive and Review Accountability Report – Student and Family
 - c. Planning and Development – Strategic Plan
 - d. Receive and Review School Viability Report
 - e. Identify advocacy topics for GSTA Meeting

- 16-145**
Cairns: **October Special Board Meeting**
That the Board convene a Special Board Meeting on October 6, 2016 at 10:00 a.m. to discuss Director Recruitment and School Viability Reports.
Carried.
- 16-146**
Gendur: **September Board Meeting**
That the Board change the start time of the September 15, 2016 regular board meeting from 1:00 p.m. to 10:00 a.m.
Carried.
- 16-147**
Simpson: **Organizational Board Meeting**
That the Board convene the Organizational Board Meeting on November 3, 2016 at 5:00 p.m.
Carried.
- 16-148**
Stachura: **Adjournment**
That we do adjourn at 4:30 p.m.
Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

Regular Meeting Agenda

Date: Thursday, September 15 2016
Location: Fairview Education Center
Time: **10:00AM – Meeting**

1. Call to Order
2. Approval of Agenda
3. Approval of Minutes
 - 3.1. August 18, 2016 Regular Meeting
4. Conflict of Interest
5. Planning and Development – GSSD Strategic Plan
6. Accountability Reports –People Capacity
7. Delegations

None
8. In – Committee Items
 - 8.1. In- Committee Board Session
 - 8.2. Human Resources Report
 - 8.2.1. Director Recruitment
 - 8.2.2. Negotiations
 - 8.2.3. Outstanding Employee Issues
 - 8.2.4. New Employee Issues
 - 8.3. Student Discipline Report
 - 8.4. Facilities/Transportation Facility Discovery Report
 - 8.5. Yorkton Minor Football Report
 - 8.6. Non-Resident Students Update
9. Action Items
 - 9.1. Items Arising From In – Committee
 - 9.1.1. Student Discipline Committee Recommendation
 - 9.2. Old Business
 - 9.2.1. 2016-2017 Board Annual Agenda
 - 9.3. New Business
 - 9.3.1. EHS Category D International Field Trip Request
 - 9.3.2. Fuel Tender

9.3.3. Land Transfer Request

10. Director's Report

11. Committee/Conference Reports

11.1. School Community Council Governance Reports

11.2. Canadian School Boards Convention

11.3. Transportation Committee Report

12. Future Business

13. Meeting Dates – October 6, October 20 , Organizational Meeting – November 3

14. Notice of Motion

15. Topics for Future Agendas

15.1. Receive and Review Monthly Financial Report

15.2. Receive and Review Accountability Report – Student and Family

15.3. Advocacy – Host GSTA Executive

15.4. Advocacy – Identify topics for session with MLA's

15.5. Host Staff Recognition Evening – Oct 22

16. Adjourn

Delegation

None

In-Committee Items

1. In-Committee Board Session
2. Human Resources Report
 - a. Director Recruitment
 - b. Negotiations Report
 - c. Outstanding Employee Issues
 - d. New Employee Issues
 - e. Other
3. Student Discipline Report
4. Facilities/Transportation Facility Discovery Report
5. Yorkton Minor Football Report
6. Non-Resident Tuition Report

16-153

Simpson:

Enter committee of the whole

That the Board enter committee of the whole.

Carried.

16-154

Balyski:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

LUNCH

Board Member Gendur joined the meeting at 12:15 p.m.

16-155

Leson:

Enter committee of the whole

That the Board enter committee of the whole.

Carried.

16-156

Rushowick:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

Action Items

1. In-committee Items
 - a. Student Discipline Committee Recommendation
 - b. Board Executive Committee Member
2. Old Business
 - a. 2016-2017 Board Annual Agenda
3. New Business
 - a. EHS Category D International Field Trip
 - b. Fuel Tender
 - c. Budget Exception Request

16-157

Simpson:

Student Discipline Committee Recommendation

That the Board accept the recommendation of the Student Discipline Committee, convened on June 30, 2016, to extend the suspension of Hunter Thompson, from the Yorkton Regional High School, to June 30, 2017.

Carried.

16-158

Leson:

Board Executive Committee

That the Simpson replace Haacke as a Board representative on the Board Executive Committee.

Carried.

16-159

Gendur:

2016-2017 Board Annual Agenda

That the Board accept the Board Annual Agenda as presented.

Carried.

16-160

Cairns:

EHS Category D International Field Trip Request

That the Board approves the Category D International Field Trip request from Esterhazy High School to the International Peace Garden October 12 and 13, 2016.

Carried.

16-161

Simpson:

Fuel Tender

That the Board award the fuel tender to the following vendors: Brendonn Holdings in the following communities: Yorkton, Melville (Bulk) Grayson (Bulk) Calder (Bulk), Esterhazy and Canora, Federated Coop in the following communities: Preeceville, Sturgis, Norquay, Rama, Theodore, Churchbridge, Stockholm and Langenburg, Ritchie Holdings in Kamsack, 8+49 in Pelly, Town and Country in Bredenbury, Domo Petroleum in Springside and United Petroleum in Saltcoats.

Carried.

16-162

Rushowick:

Budget Exception Request

That the Board accept the budget exception request to provide one (1.0 FTE) teacher to address the Functionally Integrated Classroom needs at the YRHS until the end of June 2017.

Carried.

Information Items presented by the Acting Director of Education

1. Thank You Notes
2. Important Dates
3. Strategic Plan
4. Monthly Financial Report
5. Human Resources Report
6. Correspondence
 - a. Resort Village of West End
 - b. SPTRB – SCC Invitation for Input Survey
 - c. Public Section – Sept 22 Executive Meeting Agenda
 - d. SSBA – Education Property Tax Consultation Response
 - e. Saskatchewan High Schools Athletic Association
7. Revised School Visits to Board Meetings Schedule
8. 2 Way Radio Update
9. Communications RFP
10. Van Training Recertification Exceptions
11. Annual Report Checklist

Board Member Cairns excused herself from the meeting at 3:30 p.m.

Discussion Items presented by the Acting Director of Education

1. Fiscal Constraint Messaging
2. Identification of Topics for Advocacy Session with GSTA Executive
3. School Review Process
4. Program Reductions Process due to Low Enrolments

Committee / Conference Reports

1. School Community Council Governance Reports
2. Canadian School Boards Convention

Future Business

1. Meeting dates –October 6, October 20, November 3
2. Notice of Motion
3. Topics for Future Agendas
 - a. Receive and Review Monthly Financial Report
 - b. Receive and Review Accountability Report – Student and Family
 - c. Advocacy – Host GSTA Executive
 - d. Advocacy – Identify topics for session with MLA’s
 - e. Host Staff Recognition Evening – Oct 22, 2016

16-163
Gendur:

Adjournment

That we do adjourn at 4:00 p.m.

Carried.

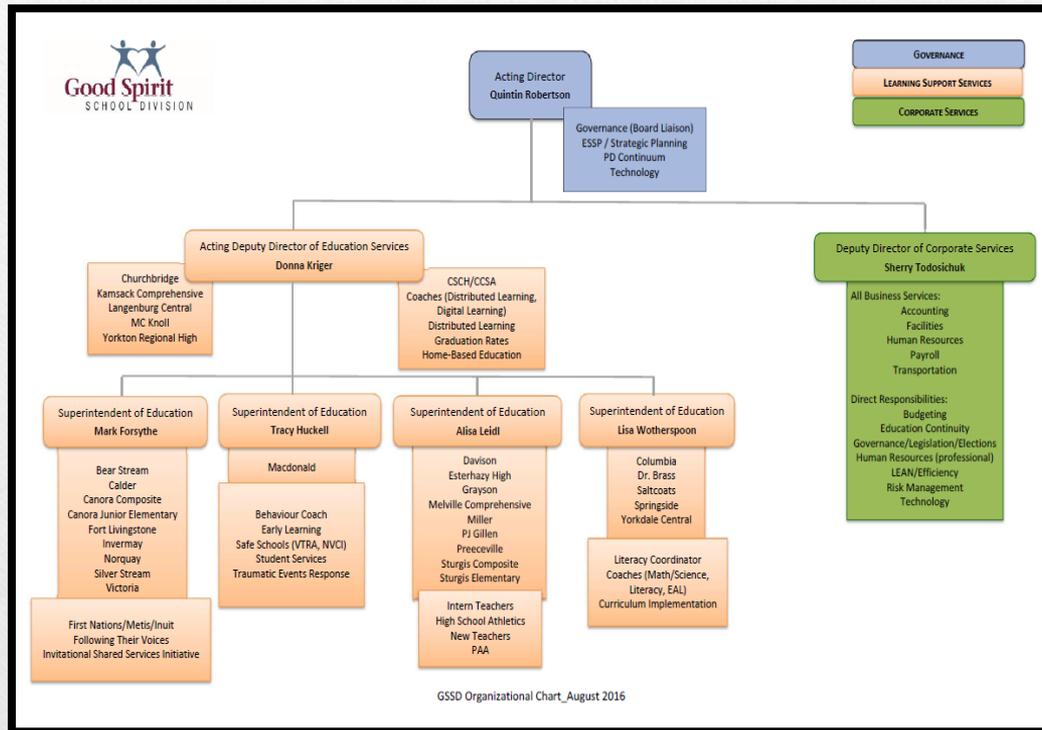
CHAIRMAN - Smandych

SECRETARY – Todosichuk



**Board of Education
Planning & Development
Presentation
Strategic Plan**

Our Senior Admin. Team



Our Ed. Council Beliefs



Education Council Belief Statements

I
As leaders in the division (Director, Deputy Director, Superintendents) we believe in the importance and commit ourselves to be ...

Lead learners who positively promote Ministry of Education and division directives, goals, and initiatives

Engaged with our schools by being visible

Available to support students, staff, parents, and stakeholders

Demonstrators of a positive, caring attitude

Eager and willing to make decisions in the best interest of students & the staff that serve them

Reliable and trustworthy

Successful by being good listeners, transparent, respectful, and collaborative

Our Division Foundational Statements

GSSD Aspirational Statements

What we do best

- Student Learning and Well-Being
- Equitable and Balanced Opportunities
- Accountability For All
- People Engagement
- Sustainable Infrastructure



GSSD Motto

How we make strategy a habit

Students Come First

GSSD Vision

What our Division will look like

Learning Without Limits ... Achievement For All

Our GSSD Mission

Building Strong Foundations to Create Bright Futures

Our Division Values

GSSD Believes in Belonging, Respect, Responsibility, Learning and Nurturing

- **We belong:** A sense of belonging is a team effort where, as we continue to grow and change, the traditions of individuals and families who live, work and play in our communities are celebrated. A safe learning atmosphere where we connect and learn from one another will be shaped by those who work and study in our school division. Diversity is celebrated and welcomed in a caring environment.
- **We respect:** There is a mutual respect among staff, students, families and communities for the individual contributions each of us makes towards a vibrant education experience. A team effort is important to maintain a healthy, culturally-responsive environment that celebrates diversity, fairness, respect, responsibility and enhanced learning. We welcome, understand and value individuals.
- **We are responsible:** All aspects of education are important to the entire school experience. Each of us is responsible to one another in terms of achieving the best education possible and reaching our potential. We are accountable citizens within our schools and our communities.
- **We learn:** We are a community that learns from one another. Learning leaders provide students and families with innovative, relevant education experiences. We are all learners and teachers; all of our daily interactions are opportunities to develop rich life experiences.
- **We nurture:** Students, staff, families and communities play a vital role in the foundation of the Good Spirit School Division. We promote intellectual, physical, emotional and spiritual well-being within the learning environment as well as the community at large. The leaders of tomorrow are in our schools today.

Our Plan

SASKATCHEWAN Education Sector Strategic Plan to 2020

90% Students exiting Kindergarten are ready for learning in Grades 1 to 3

80% 80% of students will be at grade level in reading, writing, and math

65% Achieve significant improvements in First Nations and Métis engagement and graduation rates

85% Saskatchewan will lead the country in graduation rates

I am ready to learn
I am valued
I belong
I am successful
I am preparing for my future

Sector-wide approach to find efficiencies and be responsive to student needs

Created by Saskatchewan's 28 School Divisions, First Nation and Métis Education Organizations and the Government of Saskatchewan, with collaboration from other education sector partners.

One Page Plan 2016 - 2017 School Year

Foundation

Our GSSD Mission
"Building Strong Foundations to Create Bright Futures"

Our GSSD Values
GSSD Believes in Belonging, Respect, Responsibility, Learning and Nurturing

- We belong:** A sense of belonging is a team effort where, as we continue to grow and change, the traditions of individuals and families who live, work and play in our communities are celebrated. A safe learning atmosphere where we connect and learn from one another will be shaped by those who work and study in our school divisions. Diversity is celebrated and welcomed in a caring environment.
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- We nurture:** Students, staff, families and communities play a vital role in the foundation of the Good Spirit School Division. We promote intellectual, physical, emotional and spiritual well-being within the learning environment as well as the community at large. The teachers of tomorrow are in our schools today.

Strategic Focus and Division Goals

Student & Family

- GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.
 - By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
 - By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning.
 - By June 2020, GSSD will achieve a 3 year graduation rate of 85%.
 - By June 2020, < 10% of GSSD students will report being affected/impacted by depression and anxiety.

Internal Processes

- GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.
 - By June 2020, GSSD will increase service to students and schools through development, revision and refinement of processes with an aim to improve communication, efficiency, and equity.

People Capacity

- GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.
 - By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.
 - By June 2020, GSSD will enhance system effectiveness by enhancing existing external partnership and by seeking new opportunities.

Financial Stewardship

- GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools.
 - By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

Key Performance Indicators

How we measure success

- Foundas and Pinwell BAS
- Outcome Based Report Cards
- EYE TA
- Tell Them From Me Survey

GSSD Vision

What our Division will look like

"Learning Without Limits ... Achievement For All"

GSSD Motto

How we make strategy a habit

"Students Come First"

GSSD Aspirational Statements

What we do best

- Student Learning and Well-Being
- Equitable and Balanced Opportunities
- Accountability For All
- People Engagement
- Sustainable Infrastructure

Our Focus

Student & Family

GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.

- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning
- By June 2020, GSSD will achieve a 3 year graduation rate of 85%.
- By June 2020, < 10% of GSSD students will report being affected/impacted by depression and anxiety.

Our Division Focus

Celebrations

Preeceville School

- K to 8, every Grade has 85% or more students with less than 10% absenteeism with several grades with over 90% of students with fewer than 10% absenteeism.
- 100% of Grade 5 students are reading at or above grade level.

FLS

- K & Grade 5 report 100% of students with less than 10% absenteeism.

SES

- 90% of Grade 5 students are reading at or above grade level.
- 91% of Grade 3 students are reading at or above grade level.

Our Division Focus

Celebrations

Sturgis Comp.

- 91% of students report having high skills in ELA, Math and Science.
- The six year average graduation rate at SCS is 84.6%
- 92% of Grade 11 students were meeting or exceeding credit expectations at the end of Jan. 2016.

Victoria

- 82% of Grade 3 students were reading at or above grade level.

Norquay

- 2017 grads have 100% of students on track for graduation
- Students Grade 4 to 12 report having positive relationships with teachers and value school outcomes.

Our Division Focus

Celebrations

Canora Comp.

- 6 Year grad rate is 81.4% with the highest rate over the last 6 years being 89.5%
- June 2017 grads currently have 100% of students either meeting &/or exceeding the number of credits required to graduate.

Grayson

- 88% of students in Grade 4 are reading at or above grade level.

Macdonald

- 88% of Grade 2 students are reading at or above grade level.
- 100% of Grade 5 students are reading at or above grade level.

PJ Gillen

- 83% of Grade 3 & 4 students were reading at or above grade level.
- 97% of Grade 5 students were reading at or above grade level.

Our Division Focus

Internal Processes

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.

- By June 2020, GSSD will increase service to students and schools through the development, revision and refinement of processes with an aim to improve transparency, communication, efficiency, and equity

Our Division Focus

Financial Stewardship

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public education.

- By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

Our Division Focus

People Capacity

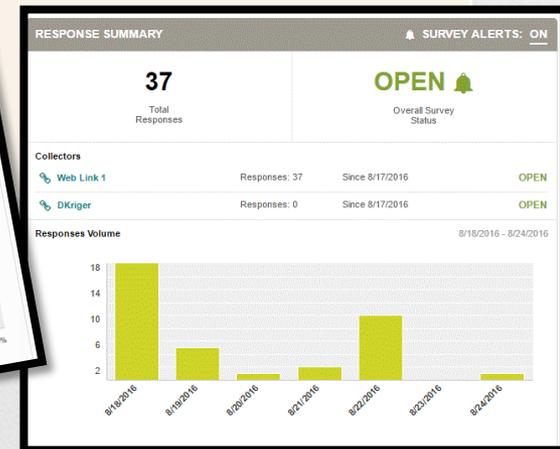
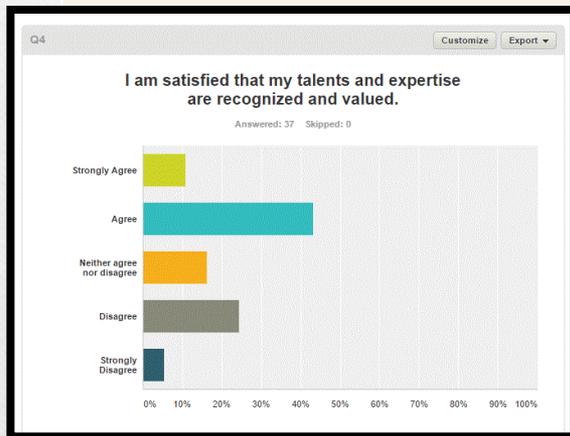
GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.

- By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.
 - By June 2017, GSSD will strengthen staff engagement and morale.

Our Division Focus

People Capacity

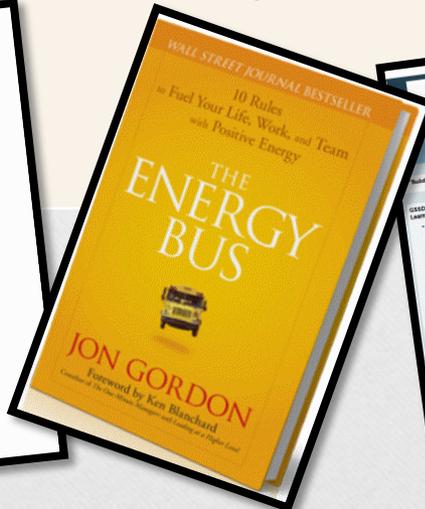
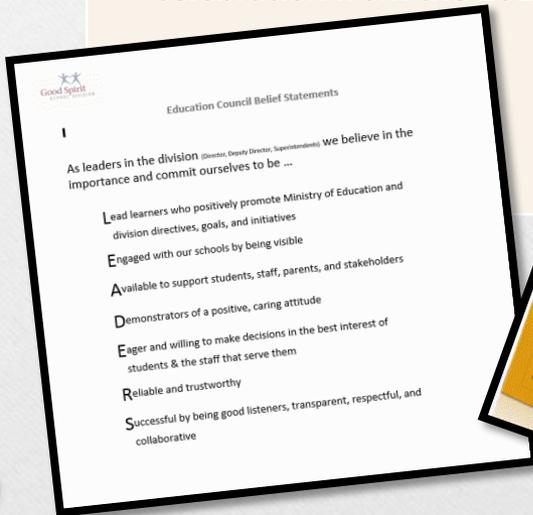
- By fall 2017, the Admin. Council will develop and conduct an engagement survey with the staff of the Fairview Education Centre. An ad hoc committee will be formed to review the findings and to develop strategies moving forward.



Our Division Focus

People Capacity

- By the end of Sept. 2016, Ed. Council will have visited all GSSD Schools to review the Ed. Council Belief Statements, review the One Page Strategic Plan, and to discuss areas of celebration from the 2015/16 school year.



Our Division Focus

People Capacity - Feedback

- I just wanted to let you know that people picked up a good “vibe” from the visit yesterday- and that the messages you and your team delivered were well received.*

August 29 th Schedule	
School	Arrival Time
M.C. Knoll	9:00 am
Dr. Bratt	9:40 am
WHS	10:15 am
Columbia	10:55 am
TCS	11:30 am
Division	1:30 pm
MCS	2:10 pm
Miller	2:50 pm

August 30 th Schedule	
School	Arrival Time
Franksville	9:00 am
BES	9:45 am
SCCS	10:20 am
Norquay	11:00 am
Fully	11:50 am
Trinity	12:35 pm
Victoria	1:35 pm
KCI	2:40 pm
TCS	3:15 pm
CHS	3:15 pm

August 31 st Schedule	
School	Arrival Time
Grayson	9:00 am
Macdonald	9:50 am
ENS	10:40 am
F.J. Gillen	1:10 pm
LCS	1:55 pm
CPA	2:45 pm
Tatcoats	2:45 pm

Learning Support Services School Tours Aug. 29 to 31	
Student & Family	Student Services, E-S-C Challenge, Achievement Support, E-S-C, E-S-C, The State Society, Professional Support and Quality Assurance Program, Professional Services, Professional Services
People Capacity	Professional Services, E-S-C Challenge, Ontario Education Services, Ontario Education Services
Internal Processes & Financial Stewardship	School Operations, E-S-C Challenge, Business Services, IT/IS, Information & Services Support Office, Human Resources, Learning Services for All, etc.

Our Division Focus

People Capacity - Feedback

- *I have heard from several teachers that you and other Senior Administrators have already been out in the schools. In case you aren't sure your visits and even more your words to staff have been greatly appreciated*



Our Division Focus

People Capacity - Feedback

- *I want to thank you and your team for taking the time to visit our staff at Preeceville this week. Getting the information was great, but more importantly, I appreciated the down-to-earth, caring feel to that meeting. It was a kind gesture which impressed all of us. What a pleasant way to begin the year!*



Our Division Focus

People Capacity - Feedback

- *Just wanted to let everyone know how much your short visit yesterday meant to our staff. It was so nice that you were able to give specific examples of how the staff members had been positively impacting the lives of the children.... It was also nice have you reinforce the message that I had presented earlier in the morning.*



Our Measures



Our Measures

Learning Behaviours				
Student		2015-2016	Columbia Elementary School	
School Year		Teacher	School	
Key	(1) Rarely	(2) Occasionally	(3) Usually	(4) Consistently
I Belong				
Participation Participates in class activities.	T1	T2	T3	
Cooperation Works cooperatively with others.				
I Learn				
Engagement in Learning Engages in acquiring new skills and knowledge.				
Organization Skills Manages belongings, materials and assignments.				
I Am Responsible				
Accepts Responsibility Accepts responsibility for actions.				
Work Habits Uses class time effectively.				
I Respect				
Respect for Others Demonstrates respect for peers and adults.				
Respect for School Follows rules and procedures.				
I Nurture				
Conflict Resolution Responds to conflicts appropriately.				
Citizenship Is considerate, thoughtful and encouraging to others.				

[1] Beginning	[2] Approaching	[3] Meeting	[4] Exceeding
[1] Beginning The student is having difficulty demonstrating an understanding of the concept.	[2] Approaching The student is developing an understanding of the concept.	[3] Meeting The student consistently demonstrates an understanding of the concept or has achieved the concept.	[4] Exceeding The student independently demonstrates an in-depth understanding of the concept, and consistently applies this knowledge to new situations.

[IE] Insufficient Evidence
 The student has not demonstrated enough evidence for reporting purpose. A list of work to be completed or an explanation accompanies the progress report.

Our Professional Development

Good Spirit School Division
Professional Development Highlights
September 2013 – June 2016



Our Unit Plans

Good Spirit School Division UbD Unit Plan	
Teacher:	Subject: Grade:
Unit Title:	
Context (ELA only):	Type of Unit (ELA only):
Time Frame:	
STAGE ONE: IDENTIFY THE DESIRED RESULTS	
Outcomes Addressed in the Unit	
SK curriculum outcomes can be copied and pasted, focuses highlighted.	
Big Ideas/Enduring Understandings What do you want students to understand and be able to use several years from now? What are the BIG ideas?	Essential Questions Open-ended questions that stimulate thought and inquiry linked to the content of the enduring understandings.
Knowledge and Skills (Students will know and do...) What key knowledge and skills will students acquire as a result of this unit? (These may be indicators from the curriculum)	
Knowledge (Students will know...) What key knowledge will students acquire as a result of this unit?	Skills (Students will know how to...) What key skills will students acquire as a result of this unit?

Our Classroom Environment

Environment Suggestions (Updated on April 27/15)

A special thank you goes out to staff at **Victoria School, Yorkdale Central School, Kamsack Comprehensive Institute, and Springside School** for providing the following pictures of possible environment changes you may want to consider for your classroom or school.



Things to Notice

- reference materials above board blend with the wall
- reference material to the left that is not needed is covered
- shelving unit is draped with grey material to hide contents and reduce distractions
- students grouped to promote social construction of knowledge
- word wall is neutral-coloured to permit focus on words
- material on front board and word wall is hung straight as brain research indicates this is the best way for students to process information



Things to Notice

- clean, uncluttered teaching wall
- limited visual distractions
- teaching wall allows students to focus on instruction

Our Teacher Supervision



Our Motto: Students Come First

Our Mission: Building Strong Foundations to Create Bright Futures

Our Values: Belonging, Respect, Responsibility, Learning, Nurturing

Our Vision: Learning Without Limits... Achievement For All

Indicators of Responsive Teaching (First/Second Year Teachers)

Name:

School:

Teaching Assignment:

Including Grade Level:

The following indicators are descriptions of effective responsive teaching practices that focus on student learning. Our value statements all start with "We". This is a true reflection of Good Spirit School Division in that all of us are important to education. As we expect our students to learn, we all play a fundamental role in the education process and the successes produced.

- **We belong:** Diversity is celebrated and welcomed in a caring environment.
- **We respect:** A team effort is important to maintain a healthy, culturally-responsive environment.
- **We are responsible:** We are accountable citizens within our schools and our communities.
- **We learn:** Learning leaders provide students and families with innovative, relevant education experiences.
- **We nurture:** The leaders of tomorrow are in our schools today.

As you reflect on all the indicators in this area, rate yourself using the following scale:

Comfort Level	
1	I'm not there yet, or this is new to me.
2	I'm beginning to understand and implement this practice.
3	I'm almost there and I feel comfortable with this practice.
4	I'm there, and do this consistently and effectively in practice.

After you have rated yourself please provide a brief explanation on the specific evidence to support your rating. For example an indicator under Planning and for Implementation of Curriculum Outcomes is:

- Have a clear understanding of curriculum outcomes using the Understanding by Design (UBD) framework to unpack outcomes and plan learning opportunities.

In the box your evidence may be the number of UBD units you have planned and the area of UBD planning you feel most comfortable with.

Evidence of Practice to Support your Rating

Summary of Appraisal

Recommendations for Follow-Up

Click here to enter text.

Appraisal

The overall appraisal indicates the level of performance that describes the individual's achievement as assessed by the Central Office LEAD. The appraisal takes into account assessments of specific performance criteria and important indicators of performance and achievement of the general description of each category.

Meets Expectations

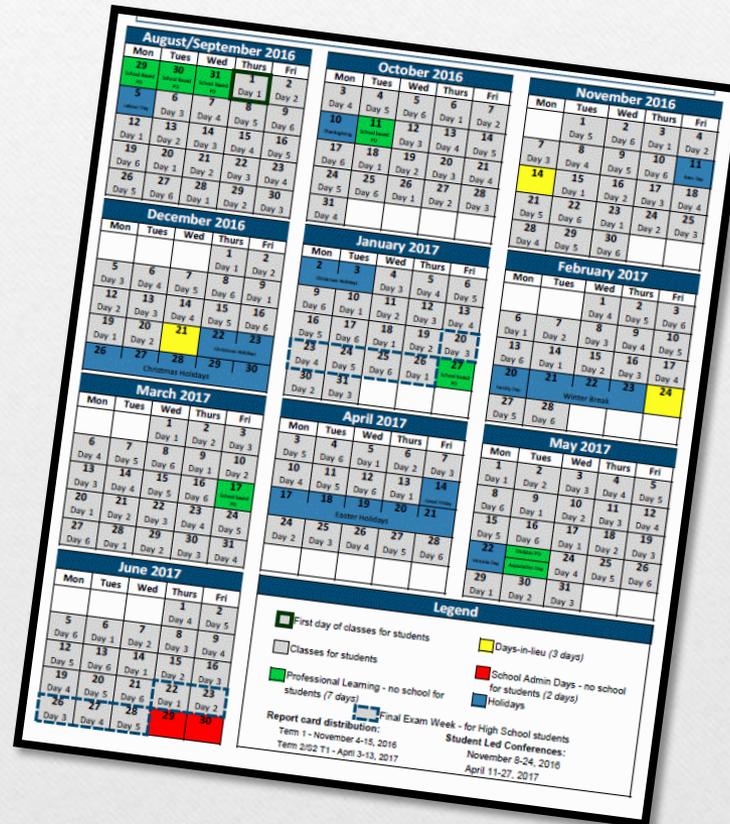
Consistent evidence of practice. Performance which consistently meets normal requirements of the position.

Performance and understanding of the indicators which does not meet expectations and requirements of the position. Performance which does not meet expectations and appropriate development has not been evident.

I have read the above report and discussed it with my Central Office LEAD. My signature does not indicate that I agree with the contents of the report.

Teacher's Signature: _____ Date: _____

Our Division Calendar



Supporting Documents



Our Motto Students Come First

Our Mission Building Strong Foundations to Create Bright Futures

Our Values Belonging, Respect, Responsibility, Learning, Nurturing

Our Vision Learning Without Limits...Achievement For All

ACCOUNTABILITY REPORT

Board Goal:

- Student and Family Engagement
- Internal Process
 - People Capacity
- Financial Stewardship

Topic	Date
People Capacity	Sept. 15, 2016

Background

Strategic Focus
GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.

Long-term Goal (support Strategic Focus)

- By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.

Short-term Goal (support Long-term Goal)

- By June 2017, GSSD will strengthen staff engagement and morale.

Work-plan (support Short-term Goal)

- By the end of Sept. 2016, Ed. Council will have visited all GSSD Schools to review the Ed. Council Belief Statements, review the One Page Strategic Plan, and to discuss areas of celebration from the 2015/16 school year.
- By fall 2017, the Admin. Council will develop and conduct an engagement survey with the staff of the Fairview Education Centre. An ad hoc committee will be formed to review the findings and to develop strategies moving forward.

Pros	Cons
<ul style="list-style-type: none"> • GSSD strength has always been its staff. • Starting the year with school based visits will allow for personal connections between leadership and the staff. • Leadership can individually craft each message to the school focusing on areas of celebration and future growth. 	<ul style="list-style-type: none"> • 3 days out of the office will pose a challenge for senior leadership. • There are more efficient ways to deliver a message.

Strategic Plan Report Planning Guide

Student and Family Focus

Strategic Focus
GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.

Long-term Goals

- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning
- By June 2020, GSSD will achieve a 3 year graduation rate of 85%.
- By June 2020, < 10% of GSSD students will report being affected/impacted by depression and anxiety.

F & P Results Grade 1 to 5 (Green & Blue)

FTV Write-up

People Capacity Focus

Strategic Focus
GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.

Therefore, GSSD has chosen to focus energy and resources on its staff. The following Long-term Goal and the corresponding Short-term Goal represent the strategic direction the division is taking in this area. Connected to this is the work-plan item identified below. It represents actions taken by the Education Council to celebrate and honor the work of our staff in schools.

Long-term Goal

- By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.

Short-term Goal

- By June 2017, GSSD will strengthen staff engagement and morale.

Example of a Work-Plans (action items)

- By the end of Sept. 2016, Ed. Council will have visited all GSSD Schools to review the Ed. Council Belief Statements, review the One Page Strategic Plan, and to discuss areas of celebration from the 2015/16 school year.



Our Motto Students Come First
Our Mission Building Strong Foundations to Create Bright Futures
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ACCOUNTABILITY REPORT

Board Goal:

- Student and Family Engagement
- Internal Process
 - **People Capacity**
- Financial Stewardship

Topic	Date
People Capacity	Sept. 15, 2016

Background
<p>Strategic Focus GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.</p> <p>Long-term Goal (support Strategic Focus)</p> <ul style="list-style-type: none"> • By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development. <p>Short-term Goal (support Long-term Goal)</p> <ul style="list-style-type: none"> • By June 2017, GSSD will strengthen staff engagement and morale. <p>Work-plan (support Short-term Goal)</p> <ul style="list-style-type: none"> • By the end of Sept. 2016, Ed. Council will have visited all GSSD Schools to review the Ed. Council Belief Statements, review the One Page Strategic Plan, and to discuss areas of celebration from the 2015/16 school year. • By fall 2017, the Admin. Council will develop and conduct an engagement survey with the staff of the Fairview Education Centre. An ad hoc committee will be formed to review the findings and to develop strategies moving forward.

Pros	Cons
<ul style="list-style-type: none"> • GSSD strength has always been its staff. • Starting the year with school based visits will allow for personal connections between leadership and the staff. • Leadership can individually craft each message to the school focusing on areas of celebration and future growth. 	<ul style="list-style-type: none"> • 3 days out of the office will pose a challenge for senior leadership. • There are more efficient ways to deliver a message.

<ul style="list-style-type: none"> • Small group discussions allows to relationship building. • Allowed two new Sup't of Education to make connections with schools. • Displayed a unified Senior Team. • Surveying Central Office Staff allowed Senior Admin. to identify areas of strength, weakness, etc. • Forming an Ad Hoc Committee that represents functional areas illustrates that Senior Admin. is interested in change and hearing the staff voice. 	
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<p>Financial Implications</p>
<ul style="list-style-type: none"> • Senior Leadership traveling to each school is significantly cheaper than bringing all staff into a centralized location. • When the division held a centralized celebration to acknowledge the creation of our strategic plan in 2012, the cost was approximately \$50000.

<p>Governance Implications</p>
<p>None</p>

<p>Legal Implications</p>
<p>None</p>

<p>Communications</p>
<ul style="list-style-type: none"> • Enhancing our communication with internal and external stakeholders will be a major focus of the strategy being developed by our external communications firm. • To date, GSSD has not adequately told "our story" to the public and our staff. • The Ed. Council has made this a major focus of our interactions with our school staff and drove the decision to keep staff in schools for Aug. 29 to 31. The school visits were intended to allow for school based time as well as to provide an avenue to celebrate staff accomplishments.

<p>Attachments</p>
<ul style="list-style-type: none"> • See the Sept. 2016 Strategic Plan Report • See the Sept. Planning & Development Presentation Power Point

<p>Submitted By:</p>
<ul style="list-style-type: none"> • Q. Robertson, Acting Director of Education



Celebrating 10 Years of Education

Our Motto
Our Mission
Our Values
Our Vision

Students Come First
 Building Strong Foundations to Create Bright Futures
 Belonging, Respect, Responsibility, Learning, Nurturing
 Learning Without Limits...Achievement For All

Strategic Plan Report

Date of Submission to the Board of Education: September 15, 2016

Submitted By: Quintin Robertson, Acting Director of Education

STUDENT AND FAMILY FOCUS

Strategic Focus

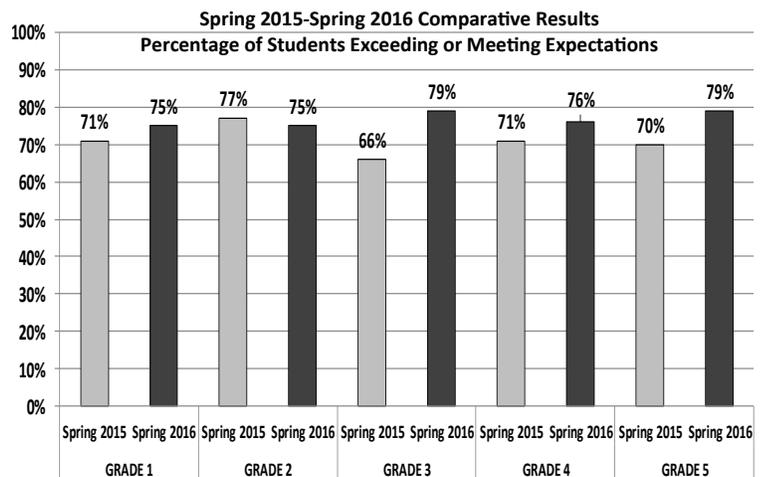
GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.

Long-term Goals

- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning
- By June 2020, GSSD will achieve a 3 year graduation rate of 85%
- By June 2020, <10% of GSSD students will report being affected/impacted by depression and anxiety.

Fountas & Pinnell Benchmark Assessment System Grades 1-5 Comparative Results

The following chart represents the growth GSSD has seen over the last year in our students' literacy results. You can see that in all grades (with the exception of grade 2) we have experienced significant improvement in our Spring 2016 F&P results. As a result of the hard work of our staff and students, GSSD is nearing our 2017 goal of *80% of our students reading at or above grade level*. Our current Grade 1 to 5 average literacy level is 77%.



Following Their Voices

Once again the Following Their Voices Program will be initiated in GSSD at the Kamsack Comprehensive Institute. This is the second year of the three year program as outlined by the Ministry. This year there are six new teachers that have been added to the cohort, in addition to the nine educators that were trained last year, to work at accelerating the learning of our FNMI students. The teachers will be supported by the Strategic Change Leadership Team (SCLT) which consists of the two administrators, a lead teacher (Alexis Mcgonigal), and Wendy Shabotoski, the lead facilitator. The SCLT team will once again be involved in Professional Development, developed by the Ministry to ensure guidelines and processes are in place to support the staff at KCI.

The Work of a GSSD School Counsellor



Amber Wawryk, a GSSD School Counsellor, was delivering a lesson to Prekindergarten students at the Yorkton Family Resource Centre in May 2016 as part of an Early Years IMPACT event. To support student well-being and healthy development, Amber was engaging the children in a lesson on recognizing emotions; what they look like, feel like, and how they can change. The students used play-doh and mirrors to practice identifying and expressing different feelings.

INTERNAL PROCESS FOCUS

Strategic Focus

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.

Long-term Goals

- By June 2020, GSSD will increase service to students and schools through development, revision and refinement of processes with an aim to improve communication, efficiency, and equity.

High School Assessment

- Within GSSD, we recognize the tremendous opportunity we have as educators to address changes in how we view student learning. With changes in the way we understand learning, we know that education must change to accommodate who our learners of today are.
- Best assessment practices are based on sound educational research. They are respectful of student learning, empower students to take ownership for their learning, and accurately reflect student achievement. GSSD has moved in the direction to have academic grades report student mastery of learning outcomes while reporting learning behaviours separately.
- After visiting and consulting with all Secondary Teachers and their Administrative Teams, a survey was conducted to collect feedback on areas such as: homework, late assignments, credit recovery and extension, attendance, use of zeros, summative vs formative assessment as well as re-dos and/or re-takes. The feedback was then used to refine The Assessment, Grading and Reporting Handbook for Secondary Schools. The refinement process has also led to the development of a new Attendance AP, an AP for Credit Recovery/Extension as well as a new Attendance Incentive for our High School Students. The new documents have been shared with all High School Staff and we will continue to obtain feedback from them regarding their impact and usefulness.
- Throughout this process, we continue to believe that the primary purpose for assessment and evaluation is to support student learning while informing teacher instruction. Our desire is that our refined processes regarding Assessment will create optimum learning opportunities for our students and will support teacher work-life balance.

Celebrations from Around the Division

NOTE: these are only a sampling of the dozens of celebrations in each of our schools.

Canora Composite School

- Six year grad rate is 81.4% with the highest rate over the last 6 years being 89.5%
- June 2017 grads currently have 100% of students either meeting &/or exceeding the number of credits required to graduate.



Fort Livingstone School

- Kindergarten & Grade 5 report 100% of students with less than 10% absenteeism.

Grayson School

- 88% of students in Grade 4 are reading at or above grade level.

Macdonald School

- 88% of Grade 2 students are reading at or above grade level.
- 100% of Grade 5 students are reading at or above grade level.



Norquay School

- 2017 grads have 100% of students on track for graduation
- Students Grade 4 to 12 report having positive relationships with teachers and value school outcomes

PJ Gillen School

- 83% of Grade 3 & 4 students were reading at or above grade level.
- 97% of Grade 5 students were reading at or above grade level.

Preeceville School

- In Kindergarten to Grade 8, every grade has 85% or more students with less than 10% absenteeism; several grades have over 90% of students with fewer than 10% absenteeism.
- 100% of Grade 5 students are reading at or above grade level.



Sturgis Elementary School

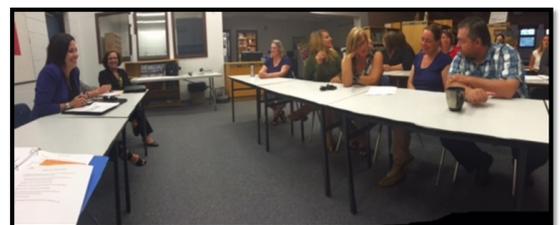
- 90% of Grade 5 students are reading at or above grade level.
- 91% of Grade 3 students are reading at or above grade level.

Sturgis Composite School

- 91% of students report having high skills in ELA, Math and Science.
- The six year average graduation rate at is 84.6%
- 92% of Grade 11 students were meeting or exceeding credit expectations at the end of January 2016.

Victoria School

- 82% of Grade 3 students were reading at or above grade level.



PEOPLE CAPACITY FOCUS

New Teacher Orientation (formerly known as CLASS ACT)

On August 26, 2016, teachers new to GSSD were invited to FEC for an orientation to our division. The morning began with an overview of strategic planning and GSSD priorities.

Teachers then rotated through a series of informative sessions: Introductions to UbD planning; Outcome-based Reporting; Administrative Procedures; Academic and Behavioural Supports; GSSD Technology. In the early afternoon, teams completed a scavenger hunt activity to learn about the various departments at FEC.



Welcome to the new staff of GSSD!

Professional Development

PD Event	Date	Topic / Outcome
Science Lab Safety	August 29, 2016	GSSD Grade 10-12 Science teachers that handle lab chemicals learned the new Global Harmonized Labeling System as well as other lab safety information.
Fountas & Pinnell	September 9, 2016	GSSD Grade 2-6 teachers who had not previously had F&P training will be trained to effectively administer the Fountas and Pinnell Benchmark Assessment.
Dialogical Learning	September 13, 2016	Grade 7 Teachers will review the Dialogical Learning Unit on Courage and become familiar with the resources which have been purchased.
LLI Training	September 15, 2016	The purpose of this session is to train interventionists new to LLI that have not received GSSD LLI training.

FINANCIAL STEWARDSHIP FOCUS

Strategic Focus

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools.

Long-term Goals

- By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

PAA Budgeting

By adopting a new PAA funding model we hope to allow for more financial balance, equity and predictability. Following consultation with PAA teachers and administrators, allotted funds will move from distribution based on proposals and historic funding, to a more equitable per student model. This shift should be less susceptible to budget fluctuations.

- PAA supply funds will follow the student so the dollars flow into the program offered at each school.
- Equipment funds will be blocked at standardized base amounts.
- All funding is based on prior year program offerings with actual class enrolments.

Special Meeting Agenda

Date: Thursday, October 6, 2016
Location: Fairview Education Centre
Time: 10:00 a.m. to 2:00 p.m.

1. Call to Order
2. Approval of Agenda
3. In – Committee Items
 - 3.1. Director Recruitment
4. Action Items
 - 4.1. Items Arising From In – Committee
 - 4.1.1. Director Recruitment
 - 4.2. Old Business
 - 4.3. New Business
 - 4.3.1. [2016-2017 September 30 Enrolments](#)
 - 4.3.2. [School Review Handbook](#)
 - 4.3.3. [School Review Policy](#)
 - 4.3.4. School Review Presentations
 - 4.3.4.1. [Calder School](#)
 - 4.3.4.2. [Fort Livingstone School](#)
5. Adjourn

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday October 6, 2016
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Chris Balyski
P	Bryan Cottenie
A	Gord Gendur
P	Bonnie Rushowick
P	Bob Simpson

P	DJ Cairns – Vice Chair
P	Gilda Dokuchie
P	Shannon Leson
P	Florence Stachura
P	Lois Smandych – Chair

Staff

Quintin Robertson – Acting Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Acting Deputy Director of Education Services

16-164

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.
Carried.

16-165

Stachura:

Adoption of agenda

That the agenda be adopted as presented.
Carried.

Conflict of Interest

None declared regarding presented agenda items.

In-Committee Items

1. Director Recruitment

16-166

Cottenie:

Enter committee of the whole

That the Board enter committee of the whole.
Carried.

16-167

Simpson:

Exit committee of the whole

That the Board exit committee of the whole.
Carried.

Action Items

1. In-committee Items
 - a. Director Recruitment
2. Old Business
3. New Business
 - a. School Review Presentation
 - i. September 30, 2016 enrolments
 - ii. School Review Handbook
 - iii. Board Policy 17 *School Reviews*

- iv. Calder School
- v. Fort Livingstone School

16-168

Cairns:

Director Recruitment

That the Board hire Quintin Robertson as the Director of Education/CEO effective October 1, 2016. Further that the contract recommended by the Board Executive Committee be approved as presented.

Carried.

16-169

Simpson:

Calder School

That the Board direct Administration and the Board Member for Calder School to undertake an internal review of operations of Calder School.

Carried.

15-170

Cairns:

School Viability – Fort Livingstone School

That the Board of Education for the Good Spirit School Division No. 204 of Saskatchewan review Fort Livingstone School located at Pelly, Saskatchewan in accordance with the provisions of *The Education Act, 1995* and the Regulations enacted pursuant to that Act, and;

That the review be conducted in accordance with the following criteria previously adopted by the Board:

The Board of Education, in its efforts to provide meaningful learning experiences that reflect what is best for students and to assist students in developing their full potential, recognizes that it needs to maintain viable schools and classrooms. It is the responsibility of the Board of Education, pursuant to *The Education Act, 1995* to make decisions regarding grade discontinuance or school closure.

To that end, the Board believes:

- It is of the utmost importance to maintain the ability to provide for quality educational opportunities for all students in Good Spirit School Division.
- School reviews shall follow a clearly delineated, transparent and fair process.
- Appropriate and meaningful consultation with the community at various stages of the process is vital.

The Education Act, 1995 requires the Board of Education to adopt criteria for the review of schools where there may be potential closure or discontinuance of grades. The criteria set by the Board are based on essential characteristics of an educational program that would meet educational standards expected by the Board within budgetary considerations.

Criteria for Review

The criteria to be considered by the Board in carrying out the review of a school pursuant to section 87.2 of *The Education Act, 1995* shall consist of the following:

A school shall not be placed in review or considered for grade discontinuance or closure unless it meets all specific criteria established under *The Education Act, 1995* which includes the following:

Enrolment

If the enrolments fall below the following levels:

- For K-4 schools, enrolment falls below 25 students;
- For K-5 schools, enrolment falls below 30 students;

For K-6 schools, enrolment falls below 37 students;
For K-7 schools, enrolment falls below 44 students;
For K-8 schools, enrolment falls below 51 students;
For K-9 schools, enrolment falls below 58 students;
For K-12 schools, enrolment falls below 88 students; and
For each grade level from 10-12, the average enrolment falls below 10 students.

Location

If the school is located within 40 kilometers of another school(s) which could provide appropriate space for all students; and
The receiving school(s) can adequately accommodate the incoming students; and
Students can be transported to the receiving school(s) meeting existing Board transportation policy requirements.

Transportation

A school will not be placed in review if:
Closure of the school or discontinuance of grades means students would spend more than 75 minutes on the bus one way; and
It would be fiscally imprudent to deploy sufficient bussing support to meet the required time criteria.

The Board of Education may also consider one or more of the following criteria:

Grade Configuration: If there are projected to be more than three grades in a classroom.

Appropriate Teaching Staff

If the school does not have available sufficiently qualified teachers to fulfill the academic program; or
If a lack of appropriately trained teachers results in or is projected to result in inadequate program offerings or delivery.

Operational Cost: If, in comparison, the average operational cost per student is considerably greater than the division average cost per student (cost per student excludes capital projects, transportation and central office administration).

Facilities: If the school does not meet required standards of safety and health considerations and there are insufficient numbers of students to warrant extensive renovations or capital projects and there is a viable alternative receiving school.

Program Offerings: If the courses and options available to students do not meet minimum Ministry requirements.

Extra-Curricular Activities: Students have access to extra-curricular activities appropriate to their needs.

Number of Reviews Annually: The Board of Education will not undertake more than three (3) reviews in any one school year.

While a school or a classroom may not meet the criteria of a viable school, the school or classroom may be allowed to continue to operate if special circumstances exist, including, but not limited to:

If the situation is temporary; and
The school is designated by the Board as an isolated school due to distance to the next closest school being more than 40 kilometers.

Special Program Schools: Alternate educational programming shall not be included in the school review process and the need for these schools will be reviewed as deemed necessary.

Establishing a Process of Review

The Director or designate shall prepare School Review Procedures in accordance with the requirements of *The Education Act, 1995* and with this policy.

The Director or designate shall ensure that this policy and the School Review Procedures are publicized in accordance with statutory and Board requirements.

Reviews may result in any one of the following:

- Continuance.
- Grade discontinuance.
- Space decommissioning.
- School closure.

All school enrolments will be examined annually using the September 30th Principal's September Statistical Report.

Reviews will be conducted by the Board of Education sitting as a committee of the whole and its Senior Administrative staff.

Carried.

15-171
Leson:

School Review Committee – Fort Livingstone School

That the Board of Education for the Good Spirit School Division No. 204 of Saskatchewan establish a School Review Committee to review Fort Livingstone School located at Pelly, Saskatchewan, in accordance with *The Education Act, 1995* and Regulations enacted thereunder; and the motion and the criteria adopted by the Board on October 3, 2013, and that the School Review Committee be comprised of:

1. Four (4) members of the school community council for Fort Livingstone School, appointed by the school community council;
2. Two (2) individuals appointed by the council of the Village of Pelly, one of which shall be an elected member of the council and another which is a resident of the Village of Pelly but not an elected member of the council; and
3. Two (2) individuals appointed jointly by the Councils of the Village of Arran, the Rural Municipality of Livingston and the Rural Municipality of St. Philips.
4. One (1) individual appointed by the Keeseekoose First Nation.

Carried.

LUNCH – 12:15 to 1:00

Board Member Cairns excused herself from the meeting at 12:15 p.m.

16-172
Leson:

Transportation Committee Recommendation – Megan Crane

That the Board accept the recommendation of the transportation committee to allow transportation for the Crane family to Canora from an alternate location provided they declare this location as their primary pickup location. Further, this decision is to be reviewed annually to ensure the conditions on which this recommendation was brought forward continue to exist.

Carried.

16-173

Rushowick:

Adjournment

That we do adjourn at 1:15 p.m.

Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

Regular Meeting Agenda

Date: Thursday, October 20, 2016
Location: Fairview Education Center
Time: 10:00AM – Meeting

*** We will be joined by students and staff from Yorkton Regional High School to give us a brief overview of their school ***

1. Call to Order
2. Approval of Agenda
3. Approval of Minutes
 - 3.1. September 15, 2016 Regular Meeting
 - 3.2. October 6, 2016 Special Meeting
4. Conflict of Interest
5. Planning and Development – Assessment Practices – Donna Kriger
6. Accountability Reports – Student and Family – Graduation Rates
7. Delegations - none
8. In – Committee Items
 - 8.1. Human Resources Report – hand out provided at meeting
 - 8.1.1. Negotiations
 - 8.1.2. Outstanding Employee Issues
 - 8.1.3. New Employee Issues
 - 8.1.4. OOS Salary Review Committee Recommendation
 - 8.2. Student Discipline Report
 - 8.3. Yorkton Minor Football Report
 - 8.4. Transportation Committee Report
9. Action Items
 - 9.1. Items Arising From In – Committee
 - 9.1.1. Student Discipline Report
 - 9.1.2. OOS salary grid amendments
 - 9.1.3. Transportation Committee recommendations
 - 9.2. Old Business
 - 9.3. New Business
 - 9.3.1. Yorkton and Area Arts Council Fundraising – Anne Portnuff Theatre

- 9.3.2. CUPE 4784 Memorandum of Agreement
 - 9.3.3. Application to Ministry for relocatables
 - 9.3.4. Fort Livingstone School
10. Director's Report
11. Committee/Conference Reports
- 11.1. School Community Council governance reports
12. Future Business
13. Meeting Dates – Organizational Meeting – November 3, others to be determined
14. Notice of Motion
15. Topics for Future Agendas
- 15.1. Receive and Review Monthly Financial Report
 - 15.2. Receive and Review Accountability Report – Financial Stewardship
 - 15.3. Advocacy – Identify topics for session with Parkland College
 - 15.4. Host MLAs
16. Adjourn



GSSD
High School Assessment

Where We've Been What We've Done

January – June 2015

- Quintin & Donna visited all 12 GSSD High Schools twice to consult with all teachers and administrators

July 2015

- Secondary Assessment Handbook was written
- Handbook was shared with all schools

June 2016

- High School Teachers were surveyed about assessment/attendance/credit recovery

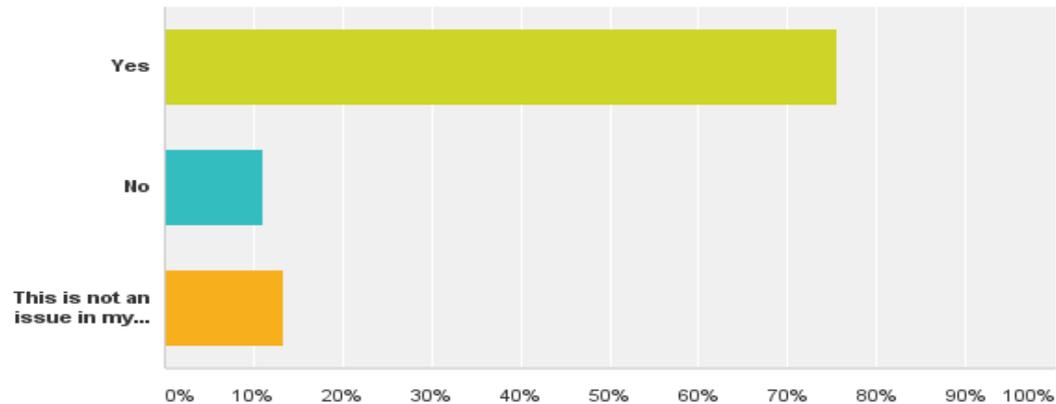
August 2016

- Secondary Assessment Handbook is revised
- New AP's are drafted to support Secondary Assessment

What We Heard.....

Q2 Do you think it is necessary for teachers to have a protected window of time prior to Mid-term marks being due and prior to Final Exams where outstanding assignments would not be graded?

Answered: 45 Skipped: 3



Acknowledging the Challenge

Teachers require sufficient time to accurately assess student work for reporting periods. Therefore, “outstanding summative assessments” which are submitted near a teacher’s mark submission deadline for a reporting period, ***despite a teacher’s best effort, might not be marked in time to have them reflected in the overall grade.*** It is left to the ***discretion of each school staff to define a protective window of time prior to mid-term reporting*** where late summative assessments will not be graded.

Our Response in Support.....

Teachers use their professional judgment to provide flexibility with deadlines when it is feasible and appropriate. Teachers should also ***clearly communicate summative assessment due dates to their students throughout each semester. Students are expected to adhere to the due dates and deadlines*** which when possible, are established together.

A “final submission day” whereby summative assessments will no longer be accepted as evidence (no later than 10 days prior to mark submission deadline) will be clearly communicated to students and parents/guardians for each semester end (January and June).

In the Words of a Teacher

“I understand not assigning zeros, however, it is very difficult to hand back assignments/assessments to the class when students are not completing them on time. If I hand them back, without having everyone done, then those students can simply just copy answers from their classmates who have finished on time. It is very frustrating.”

“Accountability needs to shift to students. Teacher workload and accountability should not increase as a result of students who have made choices to not attend, not hand in work, not ask for help until the 11th hour, not attend RTI or Study Hall.”

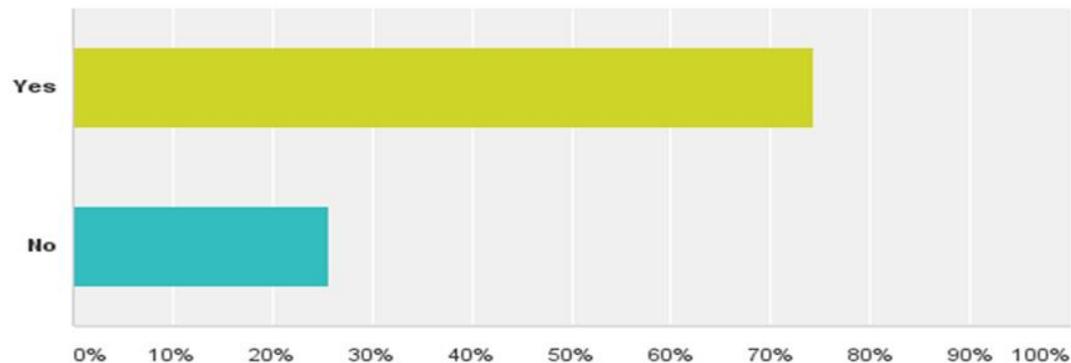
Further To Late Submissions of Work

As a last resort, zeros may be assigned if there is no evidence and/or intervention attempts have been unsuccessful. Students may not be given the opportunity to choose a zero over completing the required summative assessments for a unit of study. ***An accumulation of incomplete work may ultimately result in a loss of credit for a course.***

What We Heard

Q5 GSSD is proposing a consistent set of criteria for Credit Recovery options which would allow students a defined window of time to complete a course which they have either failed or have received an INC in. Are you in favour of this?

Answered: 43 Skipped: 5



Our Response in Support.....

Guidelines for Qualification:

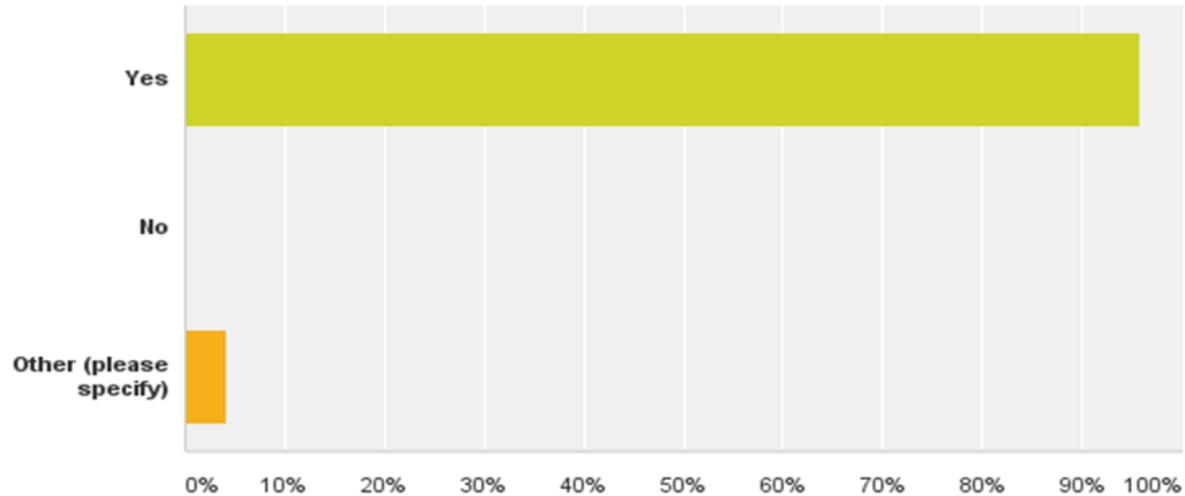
In specific circumstances, students in the Good Spirit School Division may be allowed to recover high school credits they have failed. The following guidelines identify those students who might qualify for Credit Recovery:

1. Each student may recover no more than four high school credits in three years (Grades 10-12).
2. To qualify for credit recovery in any given course, the student must have completed the course and received a final grade of at least 40% in the course. This grade must have been submitted to the Ministry of Education.
3. Students enrolled in credit recovery must have attended the class a minimum of 75% unless it has been determined that extenuating circumstances prevented a student from doing so.
4. The course must have been taken in a Good Spirit School Division school and failed in the past semester.
5. The credit recovery must be completed within the first 30 calendar days of the semester following the failure, unless the student is timetabled into a credit recovery tutorial or due to extenuating circumstances as determined by the school administration.
6. Only basic compulsory graduation requirements may be challenged (e.g., a science at the 20-level is compulsory; a 30-level science is not).

What We Heard

Q3 Is absenteeism impacting the success of your students?

Answered: 47 Skipped: 1



In the Words of a Teacher

“Absenteeism is a growing concern... not only families pulling their children out of school but also school based absences. Kids are being pulled from class for school related things is just as much or more of a problem. I find it hypocritical of us to tell parents being present is crucial for success in high school, yet we are constantly pulling kids from class as a school.”

Our Response in Support

Though teachers have the best interests of their students in mind, it ***may not always be feasible for a classroom teacher to “catch students up”*** on all instruction which is missed during an absence or accumulation of absences. It is therefore the ***responsibility of the student to acquire any materials, resources and instruction which is missed due to an excused or unexcused absence.*** Students would be expected to attend homework rooms, tutorials, and other supports available within their school to catch up on missed work/instruction. When reasonable and possible to do so, teachers are asked to assist students in accomplishing this.

A Proposed Incentive

Student Attendance Incentive

Attendance Incentives are designed to recognize those students who have made efforts to attend classes regularly and punctually. The incentive that may be earned is as follows:

- The mark attained on the final assessment will not negatively impact the grade earned for that class.

Attendance incentives are earned by students if the following criteria are satisfied:

- Students that have missed **10% or less** in each individual class, per semester.
 - A student is deemed to be present when they physically attend their regularly scheduled course. (Absences include excused and school excused).
- Students may have a total of **three or fewer** ~~lates~~ in each individual class, per semester.
 - A late is defined as any time a student is not present in their scheduled course before the bell sounds signifying the beginning of class.
- Students must have all assignments completed in a satisfactory manner (no zeros) with a maximum of **one** late assignment over the entire semester.
- Students must have a minimum of 50% in the selected course one week from the end of classes.

Note:

Any unexcused absence or a school suspension (for the current semester only) will lead to loss of Incentive. In addition, it is important that parents/guardians maintain accurate attendance |

Separating Behaviours and Academics

KEY:

1 – Rarely

2 – Occasionally

3 – Usually

4 – Consistently

Responsibility	Midterm	Final
Fulfills responsibilities and commitments by completing and submitting class work, homework, and assignments according to agreed-upon timelines.		
Regular attendance and punctuality are demonstrated.		
Learning		
Class time is used appropriately to complete tasks and meet goals.		
Multiple attempts are not required to successfully demonstrate proficiency within an outcome.		
Respect		
Responds positively to the ideas, opinions, values and traditions of others.		
Builds healthy relationships with peers and staff members.		
Belonging		
Shares information, resources, expertise and promotes critical thinking to solve problems and make decisions.		
Actively participates in classroom discussions, group work, conferencing, and daily classroom responsibilities.		
Citizenship		
Assesses and reflects critically on own strengths, needs and interests.		
Demonstrates consideration, thoughtfulness, and encouragement toward others.		

Changes to Final Exams

- Final examinations or other culminating assessments will be worth no more than 25% of a student's final grade. If the purpose of a final evaluation is for students to demonstrate what they have learned, then all students should be involved.

Expectations for Secondary Teachers

- a. Provide students with **Course Outlines** which have been shared with their In-School Administrators and which include:
 - **Descriptions** of course content and learning outcomes.
 - **An assessment framework** that outlines the nature of diagnostic, formative and summative tasks.
 - **Evaluation criteria and percentage breakdown** of marks (final examinations may count to a maximum of 25%)
 - **Marks will be updated** in Maplewood every two weeks.
- b. Provide students with clear descriptions of performance criteria and standards, such as **rubrics and exemplars**, prior to assessment tasks.
- c. Use a **variety** of formative assessments to prepare students before summative assessments are given. Examples may include, but are not limited to:
 - Drafts, Checklists for understanding, Quizzes

Expectations Continued

- d. **Clearly explain expectations** of students in relation to assignments, including how assignments will be evaluated, due dates and implications of submitting work after the due date.
- e. Make reasonable attempts to **inform parents/guardians** of issues related to completion of work in a timely manner.
- f. Use their professional discretion to make **adaptions to assignments** based on individual student abilities, circumstances and learning styles.
- g. Base final Ministry marks on assessments that clearly **measure provincial curricular learning outcomes**.
- h. **Keep accurate records** of assessments and enter summative marks into Maplewood. Students must understand that an accurate reflection of their achievement occurs over time and with multiple assessments.

Questions/Thoughts/Concerns

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday October 20, 2016
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Chris Balyski
P	Bryan Cottenie
P	Gord Gendur
P	Bonnie Rushowick
P	Bob Simpson

P	DJ Cairns – Vice Chair
P	Gilda Dokuchie
P	Shannon Leson
P	Florence Stachura
P	Lois Smandych – Chair

Staff

Quintin Robertson – Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Deputy Director of Education Services

16-175

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.
Carried.

16-176

Cottenie:

Adoption of agenda

That the agenda be adopted as presented.
Carried.

Conflict of Interest

None declared regarding presented agenda items.

16-177

Simpson:

Approval of regular minutes

That the minutes of the September 15, 2016 Regular Meeting be adopted as presented.
Carried.

16-178

Gendur:

Approval of special minutes

That the minutes of the October 6, 2016 Special Meeting be adopted as presented.
Carried.

Business arising from the minutes

None

16-179

Stachura:

Enter committee of the whole

That the Board enter committee of the whole to review delegation scheduled.
Carried.

Board Member Rushowick joined the meeting at 10:30 a.m.

16-180

Dokuchie:

Exit committee of the whole

That the Board exit committee of the whole.
Carried.

Planning and Development

Assessment Practices – Donna Kriger

16-181

Leson:

Enter committee of the whole

That the Board enter committee of the whole to hear the delegation.

Carried.

Delegation - In-Committee

Jesse Baron

16-182

Balyski:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

Accountability Reports

Student and Family – Graduation Rates – Donna Kriger

LUNCH

In-Committee Items

1. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues
 - c. New Employee Issues
 - d. Out of Scope Salary Review Committee Report
 - e. Other
2. Student Discipline Report
3. Yorkton Minor Football Report – joined by Ms. Knudsen @ 3:00 p.m.
4. Transportation Committee Report
5. Electoral Boundaries

16-183

Rushowick:

Enter committee of the whole

That the Board enter committee of the whole to receive and review agenda items.

Carried.

16-184

Cottenie:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

Action Items

1. In-committee Items
 - a. Student Discipline Report
 - b. Out of Scope Salary Review Committee Report
 - c. Transportation Committee Report
2. Old Business
3. New Business
 - a. Yorkton and Area Arts Council Fundraising – Anne Portnuff Theatre
 - b. CUPE 4784 Memorandum of Agreement
 - c. Application to Ministry for relocatables
 - d. Fort Livingstone School School Community Council recommendation

- 16-185**
Dokuchie: **Student Discipline Report**
That the Board approves the student suspension report as presented.
Carried.
- 16-186**
Rushowick: **Out of Scope Salary Review Committee Report**
That the Board approves the recommendations presented by the Out of Scope Salary Review Committee.
Carried.
- 16-187**
Balycki: **Transportation Committee Report**
That the Board approves the recommendations presented by the Transportation Committee.
Carried.
- 16-188**
Leson: **Yorkton and Area Arts Council Fundraising – Anne Portnuff Theatre**
That the Board approves the request of the Anne Portnuff Theatre Revitalization Committee to recognize theatre seat donors with a plaque on the back of each seat.
Carried.
- 16-189**
Rushowick: **CUPE 4784 Memorandum of Agreement**
That the Board ratifies the Letter of Understanding with CUPE Local 4784 effective September 1, 2016.
Carried.
- 16-190**
Cottenie: **Application to Ministry for relocatables**
That the Board approves the submission of the application for the 2017-2018 relocatable classroom program.
Carried.
- 16-191**
Cairns: **Fort Livingstone School School Community Council**
That the Board accepts the recommendation of the Fort Livingstone School Community Council regarding the closure of the Fort Livingstone School on June 30, 2017.
Carried.

Discussion Items presented by the Director of Education

1. Board Member orientation and training
 - a. Orientation materials
 - b. Sask Polytechnic program
2. Board Member recognition
3. Board Member resources
4. Transformational change – Director’s conference call

Information Items presented by the Director of Education

1. Thank You Notes
2. Important Dates
 - a. Employee Service Recognition – presentation by Human Resources
3. Strategic Plan Report
4. Monthly Financial Report
5. Human Resources Report
6. Correspondence
7. FNME Achievement Plan
8. Contracted services update

9. Fuel tender update
10. Communication strategy update
11. 2 Way radio update

Board Member Cairns excused herself from the meeting at 4:30 p.m.

Committee / Conference Reports

1. School Community Council Governance Reports
2. Members' Council Report – Lois Smandych and Bob Simpson - tabled
3. City Infrastructure and Planning Report – Gord Gendur - tabled

Future Business

1. Meeting dates – November 3
2. Notice of Motion
3. Topics for Future Agendas
 - a. Receive and Review Monthly Financial Report
 - b. Receive and Review Accountability Report – Financial Stewardship
 - c. Advocacy – Identify topics for session with Parkland College
 - d. Host Advocacy session with MLA

16-192
Cottenie:

Adjournment

That we do adjourn at 5:00 p.m.

Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk



Our Motto Students Come First
Our Mission Building Strong Foundations to Create Bright Futures
Our Values Belonging, Respect, Responsibility, Learning, Nurturing
Our Vision Learning Without Limits...Achievement For All

ACCOUNTABILITY REPORT

Board Goal:

- Student and Family Engagement
 - Internal Process
 - People Capacity
 - Financial Stewardship

Topic	Date
Graduation Rates	October 20, 2016

Background

Graduation is a key step in helping young people realize healthy and fulfilling lives. The Ministry of Education's 2020 goal is a three year graduation rate of 85% for all students. Given the breakdown of FNM students and non-FNM students within GSSD, in order to meet this target GSSD will need to actualize a 91% on-time graduation rate for non-FNM students.

The current provincial three year graduation rate for all students is 75.6% (2015). The GSSD three year graduation rate for all students is 82.4% (2015). The provincial three year graduation rate for First Nations and Métis (FNM) students is 41.8% (2015). GSSD's three year graduation for First Nations and Metis (FNM) students is 54.3% (2015). The provincial three year graduation rate for non-FNM students is 84.6% (2015) compared to the rate of 87.2% (2015) for GSSD.

Provincially the five year graduation rate for all students increases to 83.3% (2015), and the five year graduation rate for FNM increases to 59.6% (2015). The five year graduation rate for all students in GSSD increases to 87.9%(2015), while the five year graduation rate for FNM students increases to 55.4%(2015).

Pros	Cons
<ul style="list-style-type: none"> • GSSD has met the provincial target for 2015-16. • GSSD has seen an overall increase of 5.3% overall from the previous year. • Our FNM graduation rate has increased by 14% since the 2014-15 school year. • The FNM graduation rate is 12.5% higher than the provincial average for 2015-16. • We are seeing schools change their practice with respect to areas that have a high impact on graduation rates (assessment, credit-recovery, attendance, etc.) 	<ul style="list-style-type: none"> • The graduation rate is cohort dependent and can fluctuate dramatically from year to year. • Our graduation rate is for FNM students is still 10.7% lower than the on-time target of 65%. • We continue to see high levels of anxiety and depression reported by our FNM students. • Changing practice is very dependent upon school leadership teams and has added additional pressure to high school teachers.

Financial Implications

In order for GSSD to meet the 2020 Ministry goal of 85% for on-time graduation rates, the following investments will likely need to be considered:

- Continued support for division/school projects/initiatives that support the mental health/well-being of our students and staff (CSCH)
- Further development and delivery of courses through Distributed Learning supporting credit opportunities for students and blending opportunities for teachers.
 - Equitable opportunities for guidance counselor support across GSSD.
- External communication opportunities regarding student attendance, course offerings, dual credit opportunities, etc. for GSSD stakeholders.

Governance Implications

n/a

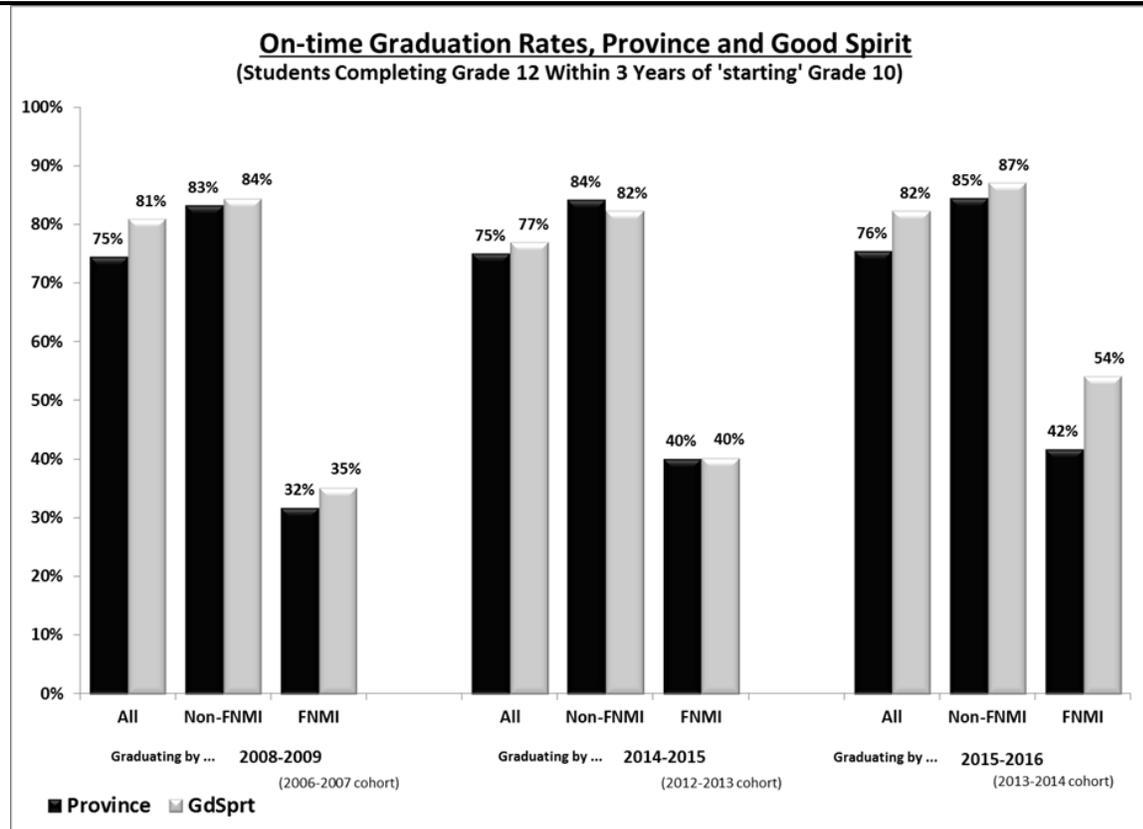
Legal Implications

n/a

Communications

n/a

Attachments



Submitted By: Donna Kriger

Strategic Plan Report

Date of Submission to the Board of Education: October 20, 2016

Submitted By: Quintin Robertson, Director of Education

STUDENT AND FAMILY FOCUS

Strategic Focus

GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.

Long-term Goals

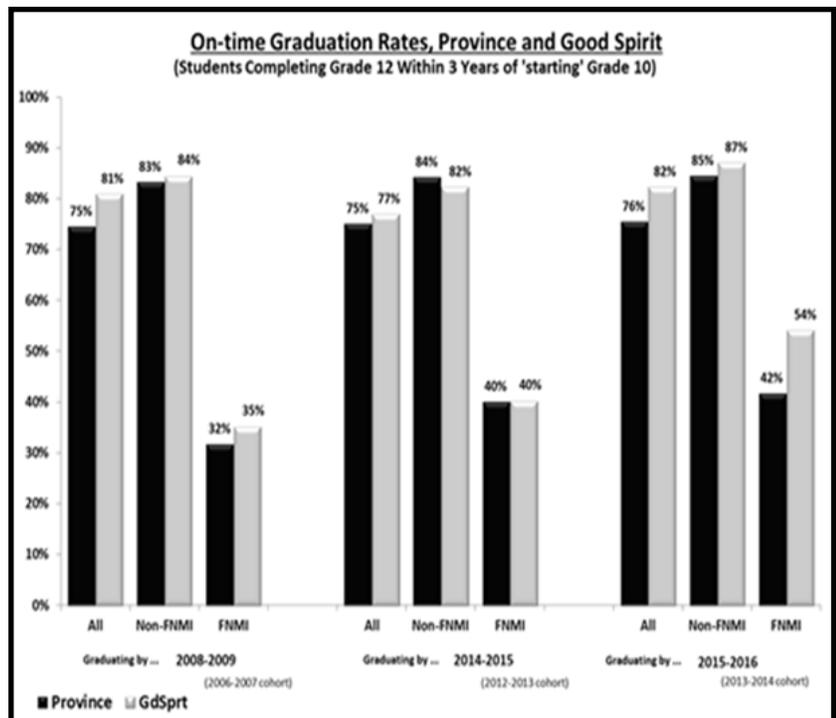
- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning
- By June 2020, GSSD will achieve a 3 year graduation rate of 85%
- By June 2020, <10% of GSSD students will report being affected/impacted by depression and anxiety.

GSSD Graduation Rates

The following graph shows how graduation rates within the Good Spirit School Division compare with provincial graduation rates. The data suggests that growth has occurred for all GSSD students with the most significant growth occurring among our First Nation Métis students. The GSSD graduation rate for First Nation Métis students is 12% higher than the provincial average. The GSSD overall on-time graduation rate of 82% for 2015-16 is just slightly lower than the 2020 target of 85%. Thus the Good Spirit School Division is poised to meet the provincial 2020 target.

There has been much work done with instructional and assessment strategies which have resulted in higher student engagement.

Likewise our schools have implemented effective responsive teaching strategies that when combined with school wide RtI practices, lead to improved student success. A focus on student – teacher relationships through projects such as Following Their Voices has also contributed to the improvement seen in graduation rates. Good Spirit School Division remains committed to providing high school students within the division with alternate forms of course delivery, access to dual credits and special project credits to assist with meeting the 3 year on-time graduation target.



Saltcoats School Autumn Summit

On September 30, Saltcoats School hosted their 32nd Annual Autumn Summit. The Autumn Summit is the largest Cross Country event in Saskatchewan and western Manitoba and is held each year on the last Friday of September. An estimated 1400 people were at the Saltcoats Regional Park as volunteers, spectators, or participants. For the second year in a row, over 1000 participants ran in the event. Over 40 schools participate annually including schools from GSSD, Christ the Teacher School Division and as far away as Roblin, MB, Tisdale, Wadena, Wynyard, Foam Lake, Whitewood, Rocanville and Maryfield. One of the cross country coaches mentioned that she ran in the Autumn Summit when she was in Grades 3-12 and now she is bringing students to the event as a teacher.



Knowledge Empowers You Conference

Esterhazy High School recently hosted a 'Knowledge Empowers You' conference for all students which focused on making good decisions in all aspects of life. Students had the opportunity to engage in an entertaining session with Mitch Dorge, the drummer for Crash Test Dummies, who used his inspiring story and passion for drumming to encourage students to be positive, make good decisions, find their passion, and pursue it with everything they have.



Through various break-out sessions, students also had the opportunity to learn about workplace etiquette, addictions, depression, making good online and driving decisions, and to be aware of how to seek support for anyone experiencing domestic violence or abuse. It was wonderful to see students engaged in presentations which empowered them to make good choices to support their mental health and well-being, and also to be inspired to change negative circumstances and relationships. One quote from a session summed up the message of the day; students were reminded that 'at any given moment you have the power to say this is not how the story is going to end.' This day was very valuable for students as it focused on many powerful and critical life lessons for students.

Building Connections, Celebrating Life

Kamsack Comprehensive Institute's Grade 6 classrooms were welcomed back from the long weekend with a Celebration of Thankfulness on Wednesday, October 12. Elders, grandparents, parents, and special guests were invited to join their children for a feast served by homeroom teachers, Tracey Fedorchuk and Julianna Nichol, as well as Shannon Bielecki, Educational Assistant, and Candace Nelson, Intern. After the meal, guests were treated to a short program of student presentations outlining the reasons they were thankful: family, friendships, culture, delicious food, technology, health, culture, education, freedom, safety and the privilege of living in Canada. The guests and hostesses were thankful for the opportunity to gather together to celebrate our children and their accomplishments.



STUDENT AND FAMILY FOCUS continued

SHSAA Provincial Golf Championship

The SHSAA 2016 Provincial Golf Tournament was held on September 23 & 24, 2016 at Madge Lake Golf Resort in Duck Mountain Provincial Park. Seventy boys and 34 girls made up 14 boys' teams and 6 girls' teams.

Opening ceremonies were held Friday morning prior to the shot gun start. Kevin Kitchen spoke on behalf of the host committee. Greetings were extended by Rod Gardner, Mayor of Kamsack, Mark Forsythe, Superintendent of Education, Leanne Woodhouse, SaskTel representative and Lyle McKellar SHSAA representative.

There were many volunteers who not only worked during the tournament but also spent time preparing the golf course. Special thanks to Barb Tetoff for looking after registration and scoring entries, Kevin Kitchen, for commissioning and scoring entries, Dave Placatka and Mike Oleskiw for scoring entries, and to Audrey Horkoff, Affinity Credit Union and Neil Weber, SaskTel for handing out medals and plaques. A huge thank you to the many local sponsors who donated door prizes.

RESULTS:

2016	Boys TEAM	BOYS INDIVIDUAL	Girls TEAM	GIRLS INDIVIDUAL
GOLD	Estevan	Connor Tate (Kindersley)	Esterhazy	Ray-Lyn Schmidt (Moose Jaw Central)
SILVER	Yorkton Regional & PA Carlton (tie)	Taden Wallin (Humboldt Collegiate)	Cut Knife	Hannah Macneil (Shaunavon)
BRONZE		Jayden Dudas (Estevan)	Fort Qu'Appelle Bert Fox	Hallie Burke (Rocanville)

Canadian Student Leadership Conference

Four students, Dayva Halcrow, Catherine Miller, Jasmine Suwala, Kylie Severson, and two teachers, Miss Koskie and Miss Schmidt, from Melville Comprehensive School attended the Canadian Student Leadership Conference (CSLC) in Edmunston, New Brunswick.

The conference gave them the opportunity to experience how Canadians can come together and share ideas with each other without having to worry about being judged. During the pre-conference, they learned about the Acadian culture and were given the opportunity to try Acadian food and tour historical villages. This allowed them to see and experience how French settlers lived hundreds of years ago.

During the conference, they did many activities requiring teamwork and developing strategies to listen to everyone's ideas. One of the teambuilding activities included moving a marble, a golf ball, and a basketball from one cup to another using only pipes. This forced them to change their way of thinking in order to make each ball roll through the pipe. They also did a paired activity where they had to create a "building" using foam shapes based on their partner's description of the shape. These activities showed us the importance of communication, feedback, teamwork, and leadership.

There are many different ways to be a leader and enhance each leader's strengths. Keynote speakers and workshops helped to develop their ability to combine different ways of thinking to create an efficient and valued team. For example, one person may like to do tasks in order, while someone else might like to do things on the fly. They learned how to make this work for everyone in a team. They are hoping to build a strong Student Representative Government at MCS by incorporating these ideas.

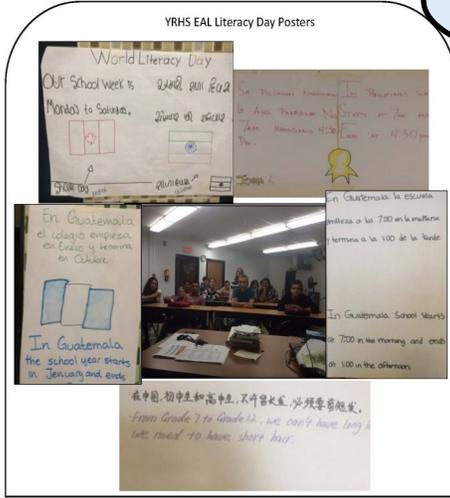
Having the opportunity to travel to a different province, be surrounded by a different language, learn about becoming and leading a stronger team, and collaborating with people from around the country was amazing. There were countless life lessons and tips on how to become a great leader for their school.



STUDENT AND FAMILY FOCUS continued



National Literacy Day Activities From Around the Division



STUDENT & FAMILY INTERNAL PROCESSES PEOPLE CAPACITY FINANCIAL STEWARDSHIP

INTERNAL PROCESS FOCUS

Strategic Focus

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.

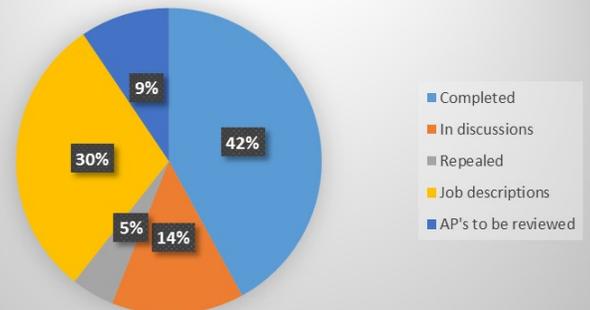
Long-term Goals

- By June 2020, GSSD will increase service to students and schools through development, revision and refinement of processes with an aim to improve communication, efficiency, and equity.

Administrative Procedures Review

The administrative procedures were developed and adopted for Good Spirit School Division in August 2006. Beginning last year a complete review was begun of the existing 255 AP's. In 2015-2016, Administrative Council met 11 times to review the suggested amendments. So far in 2016-2017 the group has met twice and will continue to meet on a monthly basis until all AP's are reviewed and updated. The critical review of the division's administrative procedures by June 2017 plays a key role in achieving the division's goal of increasing service to students and schools through the development, revision and refinement of processes with an aim to improve transparency, communication, efficiency and equity.

Administrative Procedures Review



PEOPLE CAPACITY FOCUS

Strategic Focus

GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.

Therefore, GSSD has chosen to focus energy and resources on its staff. The following Long-term Goal and the corresponding Short-term Goal represent the strategic direction the division is taking in this area. Connected to this is the work-plan item identified below. It represents actions taken by the Education Council to celebrate and honor the work of our staff in schools.

Long-term Goal

- By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.
- By June 2020, GSSD will enhance system effectiveness by enhancing exiting external partnership and by seeking new opportunities.

Professional Development

PD Event	Date	Topic / Outcome
Biology 30 Curriculum Day	September 30	The Biology 30 workshop, facilitated by Rob McLean and Rob Gosselin, provided teachers with a chance to plan the new curriculum with colleagues, share activities and compare assessments.
Violence Threat Risk Assessment—Level 1	October 4 & 5	Participants learned how to utilize a multidisciplinary process to determine whether a threat maker actually poses a risk to a target(s) they have threatened. Participants learned to assess students with histories of violence for further or more serious violence potential. Teams are trained to collect data that helps determine the level of risk that a student may carry out an act of violence towards themselves or others, and what appropriate interventions should be based on data collected.
Library Technician Professional Development	October 11	GSSD library technicians will continue our library collection analysis work by examining our library budget expenditures. Updates from the school library world were given. The Great Big GSSD Book Swap event took place.
Physics 30 Curriculum Day	October 11	Physics 30 teachers were given the opportunity to plan the new curriculum collaboratively and to share labs and instructional activities. The day was facilitated by Wayne Clark and Blair Drader. Pat Kossman from Perimeter Institute was in attendance to assist in Quantum Physics planning.
Transfer and Lifter Training	October 11	A small group of Educational Assistants attended a Transfer and Lift Training session instructed by Janet Lake from Sunrise Health.
Grade 11 iLit Learning Opportunity	October 12	Grade 11 teachers received support from literacy coach, Simone Homeniuk on integrating iLit resources with technology as well as access to a set of fully developed Grade 11 UbD units.
Independent Reading	October 13	Facilitated by Literacy Coordinator, Charlotte Raine and Literacy Coach, Simone Homeniuk, this full day workshop had Central Cluster grade 6 ELA teachers delving into the world of independent reading and collaborating with colleagues guided by the works of literacy authors Penny Kittle and Donalyn Miller.
NonViolent Crisis Intervention Refresher	October 13	This refresher course is for GSSD staff that had received the 2-day NVCI training in previous years.
NonViolent Crisis Intervention (NVCI) Training	October 17 & 18	Participants learn to recognize different stages that individuals move through as their behavior starts to escalate and how to diffuse these behaviors while keeping everyone safe.
Independent Reading	October 18	South Cluster grade 6 ELA teachers participated—see previous description
Independent Reading	October 20	North Cluster grade 6 ELA teachers participated—see previous description

PEOPLE CAPACITY FOCUS continued



Physics 30 Curriculum Day



Biology 30 Curriculum Day

Following Their Voices Facilitator

Wendy Shabatoski, a teacher at Kamsack Comprehensive Institute, has taken on another lead role in the Following Their Voices Ministry driven initiative to support schools in increasing graduation rates for FNMI students. Wendy is a dynamic teacher facilitator and has been shouldered by Ministry representatives to organize, plan and deliver workshops pertaining to the Following Their Voices Initiative. She will be facilitating this professional development opportunity to 8 out of the 17 provincial and federal schools currently in the program over the 2016-17 school year. In addition, in May of 2017 Wendy will facilitate an additional 3 days to support the new schools that will be added to the FTV Initiative. Congratulations Wendy on a job well done!

Violence and Threat Risk Assessment Training in GSSD

We would like to recognize Shaune Beatty and Shelly Westberg who are certified Level 1 Violence and Threat Risk Assessment (VTRA) trainers for GSSD and our Community Partners. Shaune and Shelly recently facilitated a two day VTRA training session for GSSD administrators, school counsellors, and community partners which included SIGN, RCMP, Parkland College and Christ the Teacher Catholic Schools. VTRA training focuses on a multi-disciplinary approach to proactively identifying worrisome behavior, threats, and risks; and on facilitating a multi-disciplinary responsive intervention plan to rehabilitate youth with increasing baselines for committing violence. Thank you Shaune and Shelly for your passion and commitment to keeping our students, schools, and communities safe through the training and consultation you provide to our GSSD folks and community protocol partners.



FINANCIAL STEWARDSHIP FOCUS

Strategic Focus

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools.

Long-term Goals

- By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

Facilities Projects in 2015-2016

As the summer draws to a close and we start a new school year it is always good to reflect on the number of facilities projects the Facilities Team was able to accomplish in the past budget year. Some of the involvement was more managerial as with our major capital projects, and some was direct hands on teamwork. Regardless of the effort, the reward is an improved environment for students and staff. The following is a highlight of a few of the projects completed within the last year:

Canora Junior Elementary School – new cement front entrance

Churchbridge Public School – renovation project for the gymnasium change rooms

Esterhazy High School – gymnasium floor refinish and gym painting.

Kamsack Comprehensive School – new security camera and track upgrades

Langenburg Central School – coordination of new school project

Macdonald School – renovation to create a kitchen and server

PJ Gillen School – renovations to the library and gymnasium, new lockers, windows and classroom lighting

Springside – wheelchair accessible washroom

Sturgis Composite High School – front entrance renovation

Yorkton Regional High School – new security camera system

FINANCIAL STEWARDSHIP FOCUS

Facilities Baseline for Building Improvements

This baseline will serve as the measuring stick against which any decision to improve a facility will be measured against. The goal is for every school to be at or above the baseline in all categories. When choosing to improve a building (above and beyond repairs to maintain the status quo) priority will be given to buildings below the baseline in the higher ranking areas, as finances allow, and to lesser priority items where the improvement will significantly impact the quality of the student learning environment. Highest priority will be given to health and safety and building integrity.

Sample key baselines:

Building envelope

- includes roof, foundation, crawlspaces and structural components.

Emergency and Life Safety Systems

- includes fire alarms, emergency lighting and sprinkler systems.

Heating, Ventilation and Air Conditioning (HVAC)

- Every school must have a clean, operational heating system that allows for appropriately comfortable working conditions.

Lighting

- modern fixtures and maximum lighting required to meet lighting codes.

Windows and Doors

- must be properly functioning, safe, useable, modern and energy efficient

Phones, Intercoms and Bells

- There must be sufficient phone lines
- intercom systems must be operational and reliable
- bell systems must be easily programmable and audible throughout the facility

Washrooms, fountains and faucets:

- Washroom fixtures (toilets, sinks and urinals) must be sanitary, operational and in good repair.
- Toilet partitions must be sound, of appropriate height with proper functioning doors.
- Fixtures must be non-corroded, properly functioning

Lockers

- There must be one locker for every child

Accessibility

- The building/rooms should be accessibility for all

General building finishes

- Paint, Flooring and Blinds

Gymnasium Floors

- All elementary schools should have a sport floor
- All high schools should have hardwood

Orange Shirt Day, September 30 is the time of year in which children were taken from their homes to residential schools. Orange Shirt Day is an opportunity for First Nations, local governments, schools and communities to come together in the spirit of reconciliation and hope for generations of children to come. [Orange Shirt Day Website](#)



A caregiver from Dr. Brass School made these awesome shirts



Organizational Meeting Agenda

Date: Thursday, November 3, 2016
Location: Fairview Education Center
Time: **5:00 PM – Supper**
5:45 PM – Meeting

Board Members required to take oath of office - Darryl James, Commissioner of Oaths

1. Call to Order – by the Director
2. Approval of Agenda
3. [Organizational Items](#)
4. [Director's Report](#)
5. Adjourn

Regular Meeting Agenda

Date: Thursday, November 24, 2016
Location: Fairview Education Center
Time: 10:00AM – Meeting

We will be joined by students and staff from Columbia School to give us a brief overview of their school

Shawn Kostiuk will host an Outlook and Portal training session with the Board from 3 – 3:45 pm

1. Call to Order
2. Review and Approval of Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1. October 20, 2016 Regular Meeting
 - 4.2. November 3, 2016 Organizational Meeting
5. Conflict of Interest
6. Planning and Development – Understanding Financial Statements – Sherry Todosichuk
7. Accountability Report – Financial Stewardship – Audit – Sherry Todosichuk
8. Delegations
 - 8.1. YRHS Administration – Bid to host Canadian Student Leadership Conference 2018 @ 10:45 am
 - 8.2. Nick Toma, Mona Wiwcharuk – Transportation Communication/2-way radios/cell phone booster @ 11:30 am
 - 8.3. Dan Perrins – Governance Review Discussions @ 4:00 pm
9. In – Committee Items
 - 9.1. Human Resources Report
 - 9.1.1. Negotiations
 - 9.1.2. Outstanding Employee Issues
 - 9.1.3. New Employee Issues
 - 9.2. Student Discipline Report
 - 9.3. Student Discipline Committee
 - 9.4. Access to Information Request – Melville Advance
 - 9.5. Yorkton Minor Football Report – Teresa Korol
10. Action Items

- 10.1. Items Arising From In – Committee
 - 10.1.1. Student Discipline Report Recommendation
 - 10.1.2. Student Discipline Committee Recommendation
- 10.2. Old Business
 - 10.2.1. Annual Report Approval
- 10.3. New Business
 - 10.3.1. Category D Field Trip – Melville Comprehensive School
 - 10.3.2. Governance Training with Leroy Sloan
 - 10.3.3. Board Policy 1 Amendments
 - 10.3.4. Land Transfer
 - 10.3.5. St. Magnus Agreement
 - 10.3.6. Endeavour Transportation Request
 - 10.3.7. 2015-2016 Audited Financial Statement
 - 10.3.8. Bid to Host CSLC 2018 recommendation
- 11. Director's Report
- 12. Committee/Conference Reports
 - 12.1. SSBA AGM
 - 12.2. School Community Council Meetings
- 13. Future Business
- 14. Meeting Dates – Regular Meeting – December 15, January 19
- 15. Notice of Motion
- 16. Topics for Future Agendas
 - 16.1. Receive and Review Monthly Financial Report
 - 16.2. Receive and Review Accountability Report – Internal Processes
 - 16.3. Host Parkland College
- 17. Adjourn

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday November 24, 2016
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Anderson, Jade
P	Dokuchie, Gilda
P	Johnson, Jaime
P	Morrison, Jan
P	Simpson, Bob – Vice Chair
P	Variyan, Steve

P	Balyski, Chris
P	Gendur, Gord
P	Leson, Shannon
P	Stachura, Florence
P	Smandych, Lois – Chair

Staff

Quintin Robertson – Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Deputy Director of Education Services

16-225

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.

Carried.

16-226

Johnson:

Adoption of meeting norms

That the Board adopt the meeting norms as discussed.

Carried.

16-227

Anderson:

Adoption of agenda

That the agenda be adopted as presented.

Carried.

16-228

Stachura:

Approval of regular minutes

That the minutes of the October 20, 2016 Regular Meeting be adopted as presented.

Carried.

16-229

Morrison:

Approval of organization meeting minutes

That the minutes of the November 3, 2016 Organizational Meeting be adopted as amended.

Carried.

Business arising from the minutes

None

Conflict of Interest

None declared regarding presented agenda items.

Board Members Balyski and Dokuchie joined the meeting at 10:35 a.m.

Planning and Development

Understanding Financial Statement – Sherry Todosichuk

Accountability Reports

Financial Stewardship – Audit – Sherry Todosichuk

16-230

Variyan:

Accountability Report

That the Board accept the accountability report on financial stewardship as presented.

Carried.

Delegations

10:45 a.m. – YRHS Administration – Canadian Student Leadership Conference 2018 proposed bid.

11:30 a.m. – Nick Toma – Transportation Communications

LUNCH

In-Committee Items

1. Ministry Information – Mid-Year Financial Update
2. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues
 - c. New Employee Issues
3. Student Discipline Report
4. Student Discipline Committee Report
5. Access to Information Request – Melville Advance
6. Yorkton Minor Football Review

16-231

Balyski:

Enter committee of the whole

That the Board enter committee of the whole to receive and review agenda items.

Carried.

16-232

Leson:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

Action Items

1. In-committee Items
 - a. Student Discipline Report
 - b. Student Discipline Committee Report
2. Old Business
 - a. 2016 Annual Report
3. New Business
 - a. Category D Field Trip – Melville Comprehensive School
 - b. Governance Training – Leroy Sloan
 - c. Board Policy 1 Amendments
 - d. Land Transfer – RM of Cote
 - e. St. Magnus Agreement – RM of Orkney
 - f. 2015-2016 Audited Financial Statements and Management Letter
 - g. Bid to host 2018 CSLC Conference

16-233

Johnson:

Student Discipline Report

That the Board approves the student suspension report as presented.

Carried.

- 16-234**
Stachura: **Student Discipline Committee Report**
That the Board approves the student suspension committee report as presented.
Carried.
- 16-235**
Anderson: **2015-2016 Annual Report**
That the Board approves the 2015-2016 Annual Report for submission to the Ministry.
Carried.
- 16-236**
Morrison: **Governance Training**
That the Board contract Leroy Sloan to provide governance training on January 6 and 7, 2017.
Carried.
- 16-237**
Leson: **Board Policy 1**
That the Board amend Board Policy 1 *Foundational Statements* as presented.
Carried.
- 16-238**
Anderson: **Approval to dispose of property – RM of Cote**
That the Board approve the land transfer for two former rural school properties in the RM of Cote, parcel numbers 153766402 and 153766424, to the Bradley Vanin, owner of the adjoining properties. Further, that the cost of title transfer is the responsibility of the new property owner.
Carried.
- 16-239**
Dokuchie: **Property Lease Agreement – RM of Orkney**
That the Board enters into a ten year lease agreement with the RM of Orkney to lease the property known as St. Magnus School located at 137 George Avenue, Collacot Subdivision.
Carried.
- 16-240**
Balyski: **Transportation Request – Kristina Boman**
That the Board confirm board motion 16-187 denying the transportation request of Kristina Boman.
Carried.
- 16-241**
Gendur: **Audit Report and Management Letter**
That the Board receives and approves the Audited Financial Statements for the year ending August 31, 2016 and the Management Letter as presented.
Carried.
- 16-242**
Simpson: **YRHS Request to host 2018 Canadian Student Leadership Conference**
That the Board support the YRHS in its bid to host the 2018 Canadian Student Leadership Conference. Further, that Administration work with YRHS to finalize budget implications and report back to the board at a future meeting.
Carried.

Discussion Items presented by the Director of Education

1. Parkland College Advocacy Topics
2. Review of Governance Budget for 2016-2017
3. Board Annual Agenda Review
4. Trustee Insurance
5. Annual General Meeting Format

Information Items presented by the Director of Education

1. Thank You Notes
2. Important Dates
3. Strategic Plan Report
4. Monthly Financial Report
5. Human Resources Report
6. Community Threat Assessment and Support Protocol

Board Member Variyan excused himself from the meeting at 3:400 p.m.

Committee / Conference Reports

1. School Community Council Governance Reports – tabled
2. SSBA Annual General Meeting - tabled

Future Business

1. Meeting dates – December 15, January 19
2. Notice of Motion
3. Topics for Future Agendas
 - a. Receive and Review Monthly Financial Report
 - b. Receive and Review Accountability Report – Internal processes
 - c. Host Advocacy session with Parkland College

16-243

Anderson:

Adjournment

That we do adjourn at 5:25 p.m.

Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

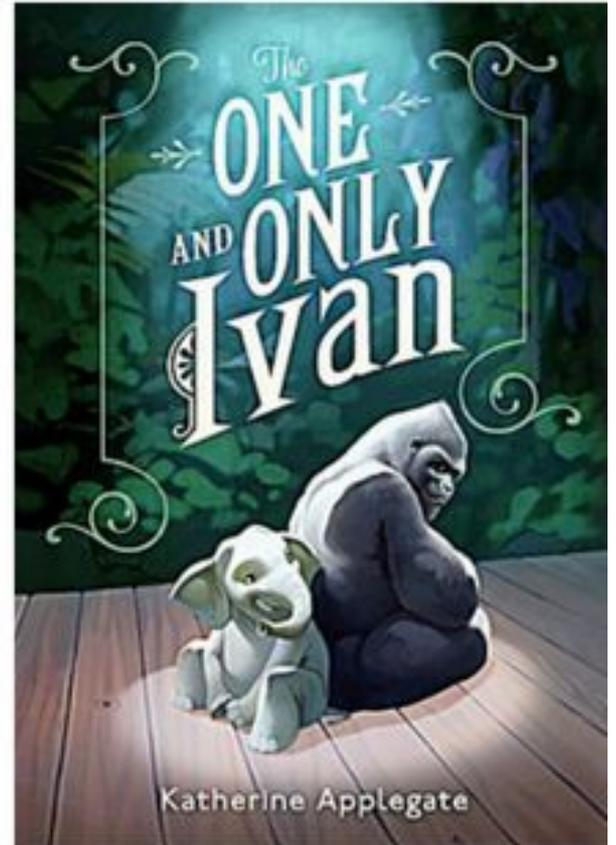
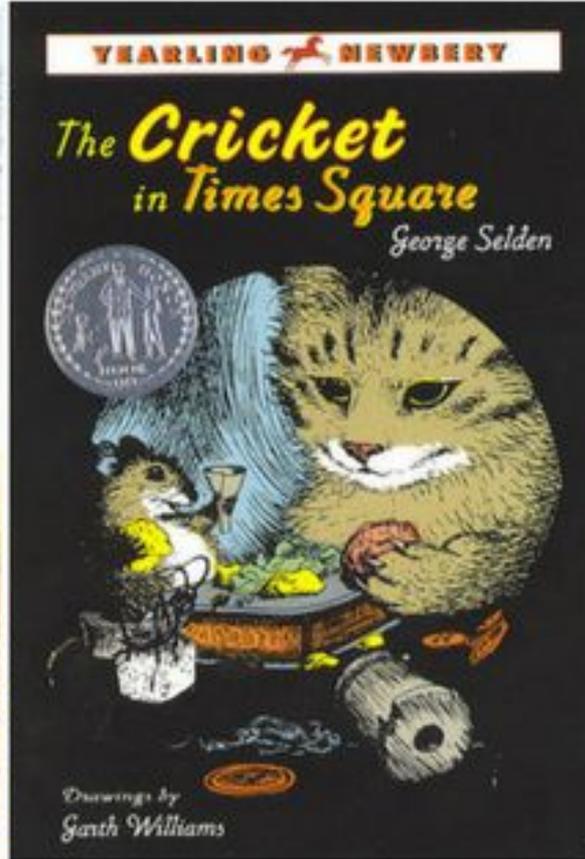
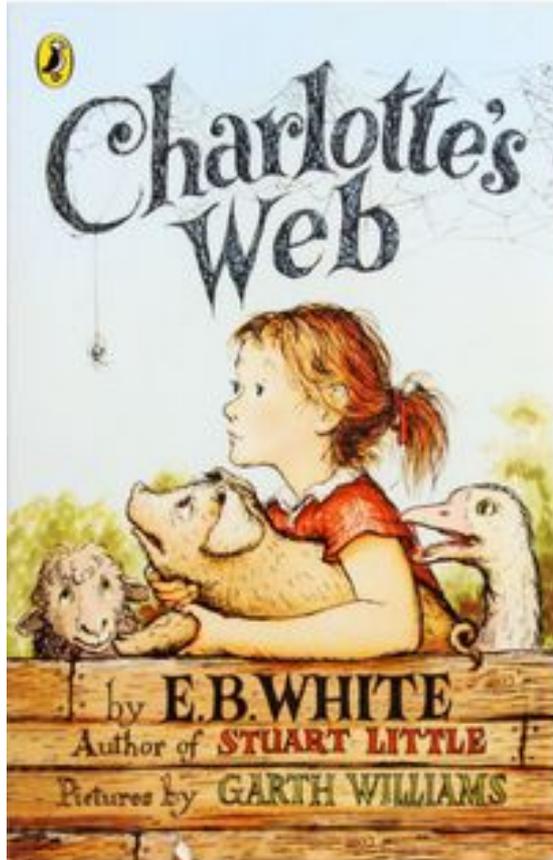


COLUMBIA SCHOOL - WHERE GOOD THINGS HAPPEN!

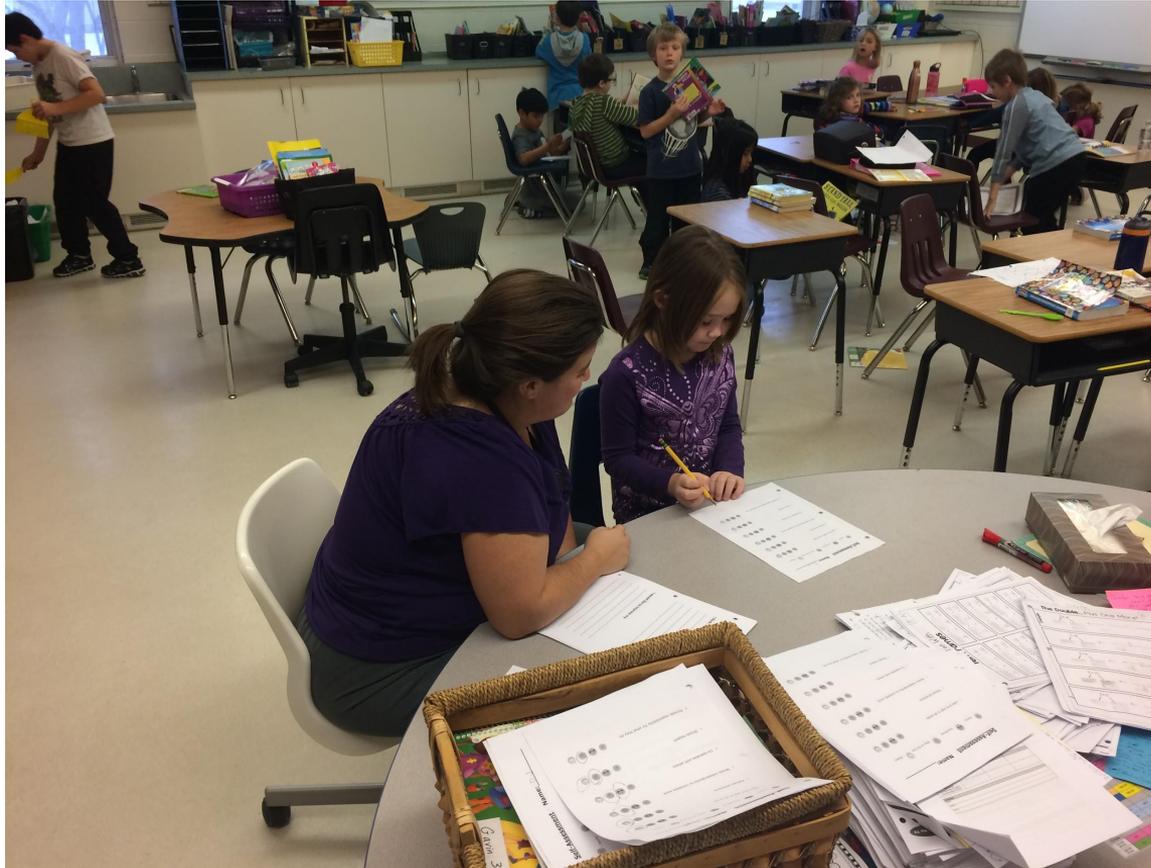
A FEW QUICK FACTS

- We currently have about 450 students with new ones arriving every day, We had 6 new ones last week.
- We are very culturally diverse including many students who do not have English as a first language.
- We have an awesome group of students who are involved and make the school a great place.
- We also have a dedicated staff who work hard to make the school a great place.
- Today we are going to highlight some of the things that happen at Columbia.

ONE SCHOOL - ONE BOOK



HOMEROOM RTI



INTERGENERATIONAL CLASSROOM



MONTHLY CURRICULAR FOCUS TEAMS

October
Math

November
Student Led
Conferences

December
Giving Back

**JANUARY
LITERACY**

**February-March
In Motion**

**April
Science**

May - Multicultural

June - Literacy

LIFE SKILLS INTEGRATION



Market
Math



INCREASED COMMUNICATION WITH PARENTS AND FAMILIES

f Columbia School

Tim Home

Page Messages Notifications **1** Insights Publishing Tools Settings Help **v**

Columbia School
@ColumbiaSchool

Home
About
Photos
Events
Reviews
Likes

Liked Message More **v**

Status Photo / Video Offer, Event +

Write something...

Education · School
in Yorkton, Saskatchewan
5.0 ★★★★★ Opens tomorrow

INCREASED COMMUNICATION WITH PARENTS AND FAMILIES

 **Columbia School**
8 hrs · 🌐

Here's your Wednesday morning announcements - short and sweet!
Have a great day.

**Columbia School
Morning
Announcements**



▶ 0:30 🔊 ⚙️ 📺 ↗️

90 people reached [Boost Post](#)

INCREASED COMMUNICATION WITH PARENTS AND FAMILIES



Campaigns

Templates

Lists

Reports

Automation



Tim
Columbia School

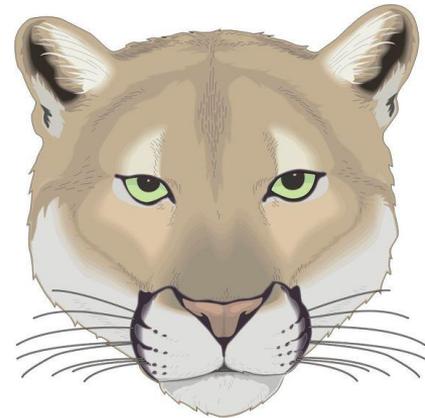
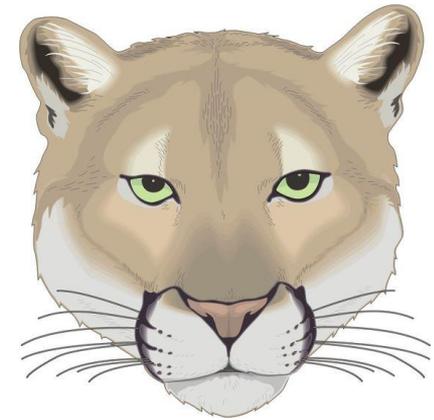


He

<input type="checkbox"/>	Christmas Concert Info - nov 21-2016 (copy 01) Regular • Columbia School Sent on Mon, Nov 21, 2016 10:58 am	226 Subscribers	58.7% Opens	0.0% Clicks	View Report	
<input type="checkbox"/>	Christmas Concert Info - nov 21-2016 Regular • Columbia School Sent on Mon, Nov 21, 2016 10:53 am	226 Subscribers	44.4% Opens	0.0% Clicks	View Report	
<input type="checkbox"/>	Mom's Pantry Pickup Info Regular • Columbia School Sent on Fri, Nov 18, 2016 12:43 pm	226 Subscribers	41.8% Opens	0.0% Clicks	View Report	
<input type="checkbox"/>	Columbia School Newsletter - November 2016 Regular • Columbia School Sent on Wed, Nov 16, 2016 11:31 am	226 Subscribers	61.3% Opens	28.4% Clicks	View Report	

THANKS FOR INVITING US TO SHARE

PLEASE COME AND VISIT ANYTIME



Columbia School Board Presentation - November 24

One School, One Book

We are planning for our 4th One School One Book Celebration.

Everyone in the school gets their own copy of the book that we will be reading.

There are activities that parents can do and read with their kids every night.

At the end of the book, Mrs. Krasowski and her team plan a celebration party focused around the book and everyone has a great time.

Charlotte's Webb was the first book we did 3 years ago -

Cricket in Times Square - we did 2 years ago

The One and Only Ivan - we did last year, and that's when we had our first celebration party with activities, games and food all focused around the theme of the book.

this year's book is still a secret

Homeroom time for RTI. (Response to Intervention)

We have RTI time scheduled into our daily timetables.

(RTI) is a multi-tier approach to the early identification and support of students with learning and behavior needs.

Quote from one of our teachers "I would not be able to teach as responsively as I do without it". It has a direct positive impact on student learning.

1H- Intergenerational Classroom <http://rheshka.wixsite.com/ig-classroom>

Every Friday afternoon 1H goes over to the Yorkton and District Nursing home and she holds her class there.

They do exactly what they would do in their Columbia School classroom.

In a nutshell, it is about “intergenerational engagement” – the full range of ways in which young people and older adults interact, support, and provide care for one another”

If anyone is interested in coming out on a Friday afternoon, you are all more than encouraged to do so. Ms. Heshka would be happy to have you there.

This year the teachers wanted to start a Monthly curricular focus. They broke up into teams based on where their passions are in teaching and the year is broken up as follows.

- October was Math, November-Student Led Conferences, December-Giving back, January-Literacy, February and March is in motion, April-Science, May-Multicultural, June-literacy

We have many students with diverse needs that require more than what the classroom offers.

For those students we work as a team to Integrate life skills.

This includes outside school opportunities, partnering with community organizations and implementing a market math program using real money, gymnastics, community service, recreational phys ed, and anything else we can think of that would benefit to our students.

Communication with Parents and Families

- Facebook page - 422 followers - our posts have reached 1221 people in the last week
- Morning Announcements
- Email List



Good Spirit School Division

Board Planning and Development

November 24, 2016

Audited Financial Statements

Audited Financial Statements



- ✓ Management's Responsibility for the Financial Statements
- ✓ Independent Auditors' Report

Audited Financial Statements



- ✓ Statement of Financial Position

Audited Financial Statements



- ✓ Statement of Operations and Accumulated Surplus from Operations

Audited Financial Statements



- ✓ Statement of Changes in Net Financial Assets

Audited Financial Statements



- ✓ Statement of Cash Flows

Audited Financial Statements



Supplementary Schedules:

- ✓ Schedule A: Revenues
- ✓ Schedule B: Expenses
- ✓ Schedule C: Tangible Capital Assets
- ✓ Schedule D: Non-Cash Items Included in Surplus
- ✓ Schedule E: Net Change in Non-Cash Operating Activities

Audited Financial Statements



Notes to the Financial Statements

- ✓ Notes 1 to 2 – highlight significant accounting policies
 - ✓ Canadian public sector accounting standards (PSAB)
 - ✓ Measurement uncertainty and use of estimates
 - ✓ Tangible Capital Assets

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 3 – Line of Credit
 - ✓ \$8 Million
 - ✓ Requires approval of the Minister of Education
 - ✓ Historically our reliance on the line of credit has been minimal

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 4 – Portfolio Investments
 - ✓ Equity Shares

Audited Financial Statements



Notes to the Financial Statements

✓ Note 5 – Expenses by Function and Economic Classification

✓ Salaries & Benefits	74.6%
✓ Goods & Services	20.2%
✓ Debt Service	0.2%
✓ Amortization of TCA	5.0%

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 6 – Employee Future Benefits
 - ✓ Information is provided by Morneau Shepell Ltd under contract with the Ministry
 - ✓ School Division provides detailed Employee information
- ✓ Note 7 – Pension Plans
 - ✓ Detailed information provided by the pension plan providers

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 8 – Accounts Receivable
 - ✓ Education Property Taxes uncollected
 - ✓ Provincial Grants Receivable
 - ✓ GST Receivable
 - ✓ Other Receivables

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 9 – Accounts Payable and Accrued Liabilities
 - ✓ Accrued Salaries and Benefits
 - ✓ Supplier payments
 - ✓ Other

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 10 – Long-term Debt
 - ✓ Capital loans
 - ✓ Buildings – Norquay HS, YRHS Admin reno
 - ✓ Technology
 - ✓ Buses
 - ✓ Capital leases
 - ✓ Buses

Audited Financial Statements



Notes to the Financial Statements

✓ Note 11 – Deferred Revenue

✓ Capital Projects

- ✓ Federal Capital Tuitions

- ✓ Property disposal

✓ Other

- ✓ Property Taxes – pre-paid portion of collections

- ✓ Third Party Grants

Audited Financial Statements



Notes to the Financial Statements

✓ Note 12 – Complementary Services

✓ Enhance K-12 programming but not the primary purpose

✓ Pre-K Programs

✓ Community Schools

✓ PPEP (pre-school and parent education program (federal rather than provincial))

✓ Visions (FNME)

✓ ISSI (Invitational Shared Services Initiative – YTC)

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 13 – External Services
 - ✓ Outside of the school division’s learning support
 - ✓ No direct link to K-as programs
 - ✓ Includes:
 - ✓ Cafeteria at YRHS for staff and students
 - ✓ Regional Kidsfirst Program

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 14 Accumulated Surplus
 - ✓ Financial
 - ✓ S.286 pre-April 2009 capital reserves
 - ✓ PMR maintenance project allocations
 - ✓ Internally restricted
 - ✓ Unrestricted
 - ✓ Non-financial less liabilities
 - ✓ Invested in Tangible Capital Assets

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 15 – Budget Figures
 - ✓ Indicates approval by Board and Minister
- ✓ Note 16 – Related Parties
 - ✓ School Division is related to all Government of Saskatchewan ministries, agencies, boards, other school divisions, health authorities, colleges, and crown corporations

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 17 – Trusts
 - ✓ Funds for other organizations that are administered by the school division
 - ✓ Revenues and expenses are not included in school division revenues and expenses

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 18 – Contractual Obligations and Commitments
 - ✓ Details of these requirements over the next 5 years

Audited Financial Statements



Notes to the Financial Statements

- ✓ Note 19 – Risk Management
 - ✓ Credit Risk
 - ✓ Generally low risk – allowances for doubtful accounts
 - ✓ Liquidity Risk
 - ✓ Managed by budget monitoring and cash balances
 - ✓ Market Risk
 - ✓ Interest Rate Risk

Audited Financial Statements



Key Messages

- ✓ Financial Statements provide the reader with:
 - ✓ Summary of all revenues and expenses for the operational year
 - ✓ Detail assets and liabilities at a point in time – August 31st
 - ✓ Highlight if the net financial strength is improving or declining year over year
 - ✓ Details of accounting policies that are used

Audited Financial Statements



Auditor provides an independent opinion on:

- ✓ Managements use of estimates
- ✓ Internal controls
- ✓ Compliance
- ✓ Key document is the Independent Auditors' Report (Page 2)

Accountability Report
On
Audited Financial Statement

Statement of Financial Position – Page 3

1. How much the school division has in financial assets
 - Cash – as of August 31st the division had \$14.17 million in the bank account.
 - Accounts Receivable – increase of \$1.27 (note 8)
 - (Net) Taxes receivable increased minimally by \$358,980. There was an adjustment made to the allowance for doubtful collections to decrease it by \$66,967 based on a review of all of the statements of education taxes received from the Municipalities. Note – there has been a noticeable improvement in both the number of statements received (reduced requirement to estimate) and the level of completion since the municipality is required to submit to Ministry of Governmental Affairs
 - Provincial grants receivable – Langenburg Central School \$2,453,895
 - Other receivable increased by \$585,357. agreement
 - Tuition fees - \$566,226
 - Rental of facilities - \$17,657
 - Miscellaneous - \$100,505
 - Gavel - \$35,705
 - MCS Buses - \$20,000
 - YMF - \$524,521
 - Langenburg Community - \$347,186
 - Allowance for doubtful set up for YMF \$276,111 and Gavel \$22,402 – based on documents on file
 - Portfolio Investments – includes equity shares in Coops.
2. How much the school division owes
 - Accounts Payable and Accrued Liabilities (note 9)
 - Employees – accrued salaries and benefits - \$1,024,236 (includes time worked in August for the 16-17 school year and vacation time earned but not taken)
 - Suppliers – timing of invoices and payments - \$997,467
 - Students/Parents – caution fees, correspondence deposits - \$175,135
 - Long Term Debt – to financial institutions for long term debts and capital leases (note 10)
 - Norquay project – balance owing \$240,966 – matures August 2019

- Technology project – balance owing \$3,542,328 – matures July 2020 – approximately \$1.18 M per year over 4 years
- YRHS project – balance owing \$22,797 – matures November 2016
- Bus purchase – balance owing \$639,241 – matures September 2019
- Leases – buses are replaced on a planned basis at approximately 10% of fleet per year. In 2015 the decision was made to use long-term debt rather than leasing if required. The reason being is this provides more direct control vs leasing. Total balance owing \$1,683,810 – bus leases are set for 4 years with a \$1,000 buyout of each bus. There are currently 4 bus leases remaining with the latest maturity date of October 2021.
- Liability for Employee Future Benefits – Estimate is calculated by an actuarial specialist – include accumulating non-vested sick leave. Assumptions include demographics, usage of benefits and experiences observed. Calculated as the present value of expected future benefits
- Deferred Revenue – Include federal capital tuition fees, the proceeds of the sale of the excess FEC property, pre-paid but unearned property taxes (taxes for 2016 paid before August 31st for the entire year however the amounts for September – December 2016 are yet unearned), foreign tuition and various third party grants

If we had collected all of our accounts receivable and cashed in our long term investments and paid all of our debts we would have about \$14 million – which is our **net financial assets**

3. Non-financial assets are outlined in Schedule C:

- Investments in tangible capital assets - \$62.7 million
 - August 31, 2016 closing balance \$110.9 M
 - Less: August 31, 2016 amortized (48.2) M
 - Net \$62.7 M
- Purchases during the year:
 - Bus – SGI Replacement \$42,640
(note: 10 buses order but not delivered until Nov)
 - Maintenance vehicles \$56,557
 - Furniture & Equipment at Schools, Playgrounds, etc \$799,850
 - Assets under Construction (PJG, EHS, YRHS, LCS, KCI) \$12,487,359
 - TOTAL \$13,386,406
- Disposal during the year – deemed dispositions when fully amortized (7,589,378)
- Transfers from work in progress to asset account:
 - Buildings \$2,214,217
 - Computer Hardware and AV Equipment \$4,536,102

- Removed from WIP (6,750,319)
- Prepaid expenses - \$749,414
 - Insurance – insurance premiums paid for Sept 16 to Jan 17
 - SSBA membership fees taken off the grant paid for the year
 - Consumable supplies – inventories (bus garages, technology, public relations)

Statement of Operations and Accumulated Surplus – Page 4

This is what is typically reported to the Board on a regular basis through the year.

It shows what was collected in revenues and expenses on an accrual basis and the impact on the accumulated surplus

	2016 Budget	2016 Actual	Variance	%
Revenues				
Property Taxes	18,988,848	18,997,023	8,175	0.0%
Grants	63,305,234	66,938,664	3,633,430	5.7%
Tuition and Related Fees	2,360,582	2,235,914	(124,668)	-5.3%
School Generated Funds	2,400,000	2,552,909	152,909	6.4%
Complementary Services	859,752	1,007,190	147,438	17.1%
External Services	255,051	270,744	15,693	6.2%
Other	330,600	405,315	74,715	22.6%
Total	88,500,067	92,407,759		
Expenses				
Governance	549,021	582,781	33,760	6.1%
Administration	2,850,622	2,873,499	22,877	0.8%
Instruction	55,195,497	53,954,672	(1,240,825)	-2.2%
Plant	7,875,076	8,710,755	835,679	10.6%
Transportation	7,220,373	6,614,895	(605,478)	-8.4%
Tuition and Related Fees	970,707	1,015,830	45,123	4.6%
School Generated Funds	2,412,615	2,488,491	75,876	3.1%
Complementary Services	912,865	1,305,917	393,052	43.1%
External Services	249,867	278,178	28,311	11.3%
Other Expenses	278,154	458,975	180,821	65.0%
Total	78,514,797	78,283,993		
Operating Surplus for the Year	9,985,270	14,123,766		
Opening Accumulated Surplus	63,332,156	63,332,156		
Closing Accumulated Surplus	73,317,426	77,455,922		

Explanation of Significant Variance budget to actual

- Grants
 - PMR \$284,211
 - Facility Conditions Audits \$123,757
 - Langenburg Central School \$2,408,238
 - EAL and Sub Cost Reimbursements, Operating Grant \$47,194
 - SGI \$61,067
 - Community contributions – YMF \$543,582
 - Community contributions – LCS \$352,186
- Complementary Services
 - Invitational Shared Services Initiative (Yorkton Tribal Council) \$150,000
- Other
 - Increase interest earned and asset disposals which were offset by reduced reimbursements and rental revenues received
- Governance
 - Over budget for membership dues by \$81,642 which was offset by various board operation, professional develop activities and public relations spending of \$52,882
- Instruction
 - Under budget in salaries which should be offset by the over budget in complementary services. This will be fixed for next year. Budget is based on an estimate of teacher salaries which can changed significantly depending on the experience of the teachers. Difference between entry level and top of the grid is \$30,000. Less payout outs of sick leave than estimated.
 - Under budget in all areas except amortization
- Plant
 - PMR spending was \$1.095 M and included 3 roofing projects (Davison, MCS, and Kamsack Bus Garage) that were set up as operational rather than capital expenditures
 - Ministry funded (identified in revenues) facility condition audits of \$123,000
 - Envirotec cleanup of \$57,000 came from funds directed from Admin Council review of savings during the year
 - Operationally, other expenses were under which offset this amount by \$384,000
- Transportation
 - Under budget on salaries due to shortage of drivers through the year and savings in gas and oil expenses. As intended some of these savings were redirected to repairs and maintenance for the bus fleet.

- Complementary Services
 - Over budget due to way of recording administrative salaries. These are budgeted under instruction now.
- Other Expenses
 - Set up of estimated uncollectible accounts
 - Under budget in long-term debt interest payments

Statement of Changes in Net Financial Assets – Page 5

This statement further describes the change in the net financial assets. It shows why there was an increase of \$1,929,960.

Statement of Cash Flows – Page 6

This statement breaks down our activities into 4 areas: operating, capital, investing and financing.

Our cash position improved by \$2.09 million and is due to:

- Cash provided from operating activities of \$15,873,191
 - Non-cash items included in Surplus– amortization of tangible capital assets and loss on disposal of TCAs – net \$3.9 million
 - Increases in non-cash operating activities – A/R, prepaid expenses, A/P and accrued liabilities, liabilities for employee future benefits and deferred revenues – resulting in an overall reduction of cash
- Cash used for capital activities of \$17,368,686 – this is the purchase of assets and proceeds on disposal of the buses of \$300,388
- Cash used by investing activities of \$520 – falling interest rates
- Cash provided in financing activities of \$3,288,984 – proceeds from long term debt (our buses and technology) exceeds amount of repayment on all long term debt and leases

Schedules A (Revenues) and B (Expenses) – Pages A1 – B4

These provide information at the functional level of the revenues and expenses for the year.

Auditors' Report – Page 2

This is deliverable provided by the Board appointed auditor. The statements are prepared by management and reviewed and tested by the auditor which enables him to provide a professional opinion on the financial statements.

In reality, the auditor is more involved than simply reviewing and testing – management consults on reporting issues with the goal of reaching a clean audit report.

Achieved our goal of obtaining an unqualified opinion due to the increased comfort level related to procedures in place and trend analysis of school based funds. No changes to SBF's this year.

The Notes – beginning on Page 7

The notes provide the added information to assist the reader of the financial statement in assessing the information provided in the various statements. The format of which is prescribed by the Ministry.

AFS – explanation of surplus

Surplus	2015	2016	Change
Invested in Tangible Capital Assets	\$45,745,989	\$56,564,983	\$10,818,994
Restricted – TCA	\$120,000	\$0	(\$120,000)
Restricted – PMR	\$1,531,695	\$1,252,767	(\$278,928)
Restricted – Other	\$2,010,653	\$1,716,537	(\$294,116)
Unrestricted	\$13,923,819	\$17,921,635	\$3,997,816
Total	\$63,332,156	\$77,455,922	\$14,123,766

Unrestricted Surplus – mainly due to:

- Under budgeted expenses
- Recognition of accounts receivable increase – recorded as revenue during year

Actual Cash Unrestricted Surplus Analysis

Unrestricted surplus, August 31, 2016	\$ 17,921,635
Less: Accounts Receivable, net of allowance expensed	13,148,936
Net – 6% of expenses	4,772,699
Less: Accounts Payable	2,196,838
Actual cash position - liquidity	\$ <u>2,575,861</u>

Improvement from 2015:

Unrestricted surplus, August 31, 2015	\$ 13,923,819
Less: Accounts Receivable, net of allowance expensed	11,874,866
Net – 2.7% of expenses	2,048,953
Less: Accounts Payable	3,809,847
Actual cash position – liquidity	\$ <u>-1,760,894</u>

Strategic Plan Report

Date of Submission to the Board of Education: November 24, 2016

Submitted By: Quintin Robertson, Director of Education

FINANCIAL STEWARDSHIP FOCUS

Strategic Focus

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools.

Long-term Goals

- By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

Intern Stipend

GSSD had originally budgeted for 20 interns to be placed in the division. Interns are able to apply for a stipend of \$150 per month for up to 4 months (\$600 per intern). This year GSSD is hosting 10 interns; this will halve the funds necessary to provide them with stipends. The remaining funds are able to be reallocated to another area of priority.

Picture:

Three interns with their cooperating teacher pairs and administrators who facilitate the intern process



Distance Learning

While schools have the responsibility to provide instructional programs that ensure students will have an opportunity to meet the provincial graduation requirements and be prepared for entry into the workplace or post-secondary studies, GSSD recognizes that situations may arise where students may not be able to take desired courses from the school which they attend. The Good Spirit School Division, therefore, supports the registration of students in distance learning (courses purchased outside our school division) where circumstances and available funding dictate such action.

During the 2014-2015 school year between 140–150 students within the division accessed distance learning courses at a price tag of approximately \$500 per course. In 2015-2016, a defined process saw priority given to students who required compulsory credits and who did not have access to these courses due to timetabling conflicts or other extenuating circumstances within their schools. In addition, elective courses required to meet graduation requirements were considered for funding within GSSD schools having fewer than 100 students in grades 10 through 12. These changes saw the number of students accessing distance learning courses reduced to 32 during the 2015-2016 school year. To date, the 2016-2017 school year has seen fewer than 10 students accessing courses outside our school division. This has resulted in the opportunity for GSSD to invest more dollars into Distributed Learning (alternate course delivery) which is offered by GSSD teachers, providing compulsory and elective courses to our students while also building capacity within our own school division. Despite this change in course delivery, GSSD has a graduation rate that is well above the provincial average.

Strategic Focus

GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.

Long-term Goals

- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning.
- By June 2020, GSSD will achieve a 3-year graduation rate of 85%.
- By June 2020, <10% of GSSD students will report being affected/impacted by depression and anxiety.

Provincial Cross Country

On October 15, the provincial cross country competition was held in Delisle, Saskatchewan. Yorkton, Sturgis and Canora sent squads to participate in the team event. The following schools sent athletes to compete in the individual provincial competition events: Churchbridge, Esterhazy High, Invermay, Kamsack Comprehensive, Langenburg Central, Preeceville, Sturgis Composite, and Yorkton Regional High. Many GSSD students achieved personal best times and Kelsey Haczkewicz, a senior at YRHS, brought home a silver medal. We wish Kelsey well at the national competition on November 26.



Picture: Kelsey Haczkewicz, YRHS

Provincial Soccer

GSSD students are increasingly interested in playing soccer. The Yorkton Regional High School has active 3A level teams for both boys and girls. This year the girls' team competed in the provincial competition that was held in Swift Current. The boys' team hosted the provincial competition and worked hard to earn a silver medal.

Picture: YRHS silver medal soccer team

Football

GSSD high schools compete in 6, 9 and 12-man football. The following teams reached the provincial quarter finals: Melville in 9-man 2A football, Esterhazy in 9-man 3A, and the Yorkton Regional in 12-man, 3A competition.

An interesting fact:

Many of the football teams sign joint agreements to allow opportunities for our student athletes. The Esterhazy Warriors are affiliated with Churchbridge and Langenburg schools bringing players from 11 different communities together to play on the team.



Picture:
Esterhazy High vs Melville Comprehensive

Junior Volleyball

The results from the Junior Girls Volleyball Tournament held at Kamsack Comprehensive Institute are as follows:

- Gold – Langenburg Central School
- Silver – Kamsack Comprehensive Institute
- Bronze – Esterhazy High School

The following medals were awarded at the Junior Boys Tournament held at Sacred Heart High School:

- Gold – Yorkton Regional High School
- Silver – Melville Comprehensive School
- Bronze – Norquay School

Learning Behaviour Reporting

During the 2014-2015 school year, the Good Spirit School Division began implementing outcome based report cards. Five elementary schools were involved in the original implementation with the 2016-2017 school year seeing all GSSD schools, with the exception of the Yorkton Regional, involved with outcome based reporting. Currently the Saskatchewan Ministry of Education requires that high schools report student achievement in percentage points resulting in the continuation of traditional grading and reporting practices in grades 10–12.

This year, despite traditional reporting of grades, GSSD has implemented the process of separating student achievement and student behaviour at the high school level. For the first time, high school teachers were given the opportunity to report on the areas of student responsibility, student learning, respect, belonging and citizenship. Teachers are expected to report grades that are accurate and which are not distorted or influenced by student behaviour, character, work habits or attendance. Teachers, parents, and students will be given the opportunity to provide feedback on the addition of learning behaviours to the high school report card. The feedback collected will result in the refinement of the report card for future reporting periods.

Photos from Career Explorations 2016

Career Explorations was hosted by Parkland College, Good Spirit School Division & Christ the Teacher Catholic School Division at the Gallagher Centre in Yorkton on Friday, November 18, 2016.



GSSD Professional Development

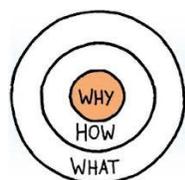
PD Event	Date	Topic / Outcome
Time For Bonding Chemistry 30 Workshop	November 23, 2016	Ron Lutz and Helen Forbes facilitated a Chemistry 30 sharing session. Teachers had the opportunity to share labs, activities, assessment and resources.
Violent Threat Risk Assessment Level 2 Training	November 24 & 25, 2016	Participants will be able to identify complex cases and how multidisciplinary VTRA teams can collaborate to assess and intervene. This training helps teams to distinguish between Stage I VTRA (Threat Assessment) and STAGE II VTRA (Risk Assessment), and identify case-specific risk enhancers and the proper interventions for them. It also includes how to conduct strategic interviewing of the student (or person) of concern and others related to the process. The training session was facilitated by Kevin Cameron from the Canadian Centre for Threat Risk and Trauma Response.

Professional Development at Dr. Brass School

The staff at Dr. Brass School appreciated the School Based Professional Development start up days to kick off the 2016-2017 school year. The staff focused on their “WHY” and engaged deeply in Positive Behaviour Intervention Systems (PBIS). The work amongst staff engaged in a focus on Behaviours that are Respectful, Responsible and Safe. They had various school-wide systems from previous years that helped them along the path and developed a 2016-2017 school-wide Behaviour Matrix. The staff also engaged in common expectations and teachings that accompany the behaviour matrix. The dialogue and learning amongst staff was very rich and revolved around a common WHY for their entire staff focus for teaching positive behaviours.



Why Do We Teach?



The next day was focused on WHY they teach at Dr. Brass School. As a staff, they came up with 3 pillars that drive their HOW and WHAT. Their focus was in all areas of Literacy, Lifelong Skills, and Relationships. They recognized that these 3 pillars are the back bone of their school and firmly represent the WHY they teach at Dr. Brass School.

Staff members were able to add their personal WHY under each of the pillars. This focus developed a strong belief that as a group they all understand their WHY that will lead to success in the HOW and the WHAT.



SK READS And Learning Improvement Plan

In June, the Dr. Brass teaching staff created a Learning Improvement Profile for each student and classroom. This work in June allowed for deep discussion around the school goals that they were setting for the 2016-2017 school year. During the startup days, they were able to develop their Learning Improvement Plan (LIP) and focus on student success in each of the areas of Literacy, Math, and Student and Family focus. They recognized that the LIP was revolving around their “WHY we teach” and focus within the PBIS school wide plans to be respectful, responsible, and safe.

Dr. Brass Staff Reads

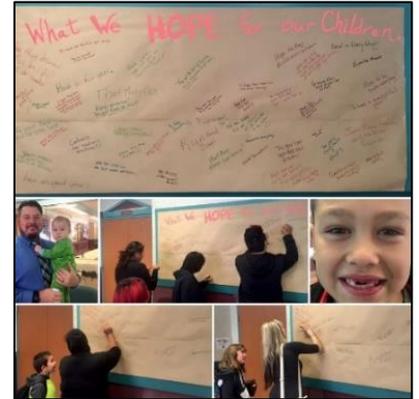
Within their work in SK Reads, they focused on school-wide systems from their LITERACY Pillar and are leading by example as a staff. Building on their WHY, every staff member has a picture on his or her door with a foundational belief about reading.

What are your HOPES for our Children?

On September 1st, the parents of Dr. Brass students signed the Wall of HOPE. There are many powerful statements that parents hope for their children this year. The staff at Dr. Brass will extend this project to their students and are reminded of the many HOPES the parents have for their children this year.

The Dr. Brass Way!

The school year start up for 2016-2017 allowed the time for our staff to build a strong connection that ignited our team with a Powerful WHY. This power will engage our group all year long for a successful school year.



Non-Violent Crisis Intervention (NVCi)



Deb Bulitz, Doug Kreklewich, and Craig Folk facilitated three full days of Non-Violent Crisis Intervention (NVCi) training and refreshers for individuals from across the division in October. Doug, Deb, and Craig are certified trainers through the Crisis Prevention Institute and they offer this training in GSSD annually to help us ensure that each school has a certified NVCi team to diffuse crisis situations and respond to escalating behaviors.

Participants are taught techniques for preventing and managing escalating behavior, and how to physically intervene when an individual becomes an immediate danger to themselves or others. These three trainers spend many hours during the school year supporting school teams in the development of safety plans and debriefing with them when they have had to respond to physical escalations. Thanks Deb, Doug, and Craig for your commitment to safety in our schools through teaching and supporting others to utilize Non-Violent Crisis Intervention.

Practical Applied Arts Consultant



During the 2015-2016 school year, GSSD contracted SunCorp to determine the safety and layout needs in our industrial shops. The information collected was valuable, but a plan was needed to implement the recommendations. By reallocating funds, we were able to secure a contract with a consultant/mentor (a GSSD employee currently working part time) to review the recommendations, communicate with shop teachers, building administrators and the facilities department to ensure our students are working in a safe environment.

Picture: Melville Comprehensive School welding shop

STUDENT & FAMILY

INTERNAL PROCESSES

PEOPLE CAPACITY

FINANCIAL STEWARDSHIP

GSSD Transportation Department

The Transportation department at the Fairview Education Center (FEC) includes Reg Fogg, Transportation Assistant, Laurel Pitsula, Executive Assistant, Eric Sorestad, Transportation Manager and Teresa Korol, Assistant Superintendent of Business Administration. The Transportation Team includes staff at FEC, four bus garages located in Yorkton, Melville, Sturgis and Kamsack, and full-time and temporary bus drivers.

The Transportation Team is made up of dedicated workers that oversee and provide transportation for 27 GSSD schools as well as rural transportation for Christ the Teacher Catholic School Division around Melville, Yorkton and Theodore. The transportation function includes rural and city bus routes, 15 passenger vans, special needs vans, extra-curricular and co-curricular travel.

This valuable team has one common goal, the safe transportation of children to and from school!

DID YOU KNOW?

- Good Spirit School Division has 106 permanent full-time bus drivers & 58 substitute drivers.
- GSSD Bus Drivers cover 20,796 KM...DAILY!
- There are 2,816 GSSD bus students; 2,296 Rural students and 520 Urban students.
- Some bus drivers have driven 3 generations of the same family on their routes
- Bus drivers are the first and last contact from Good Spirit School Division every day.

BUS DRIVER APPRECIATION DAY



INTERNAL PROCESS FOCUS

Strategic Focus

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.

Long-term Goals

- By June 2020, GSSD will increase service to students and schools through development, revision and refinement of processes with an aim to improve communication, efficiency, and equity.

Website Update

There have been some subtle change to the [GSSD Website](#) over the last several months. Emphasis has been placed on simplicity and usability. After an analysis of user traffic, our team highlighted six areas on the home screen of the website. Users will now be able to have direct access to information on the GSSD calendar, student registration, transportation, the strategic plan, media, and parent/public information. Additional work is currently underway to enhance the usability of the Board, Division and Programming sections of the website; each will undergo enhancements in the weeks to come. GSSD has contracted the services of an external communications specialist to undertake a comprehensive communications audit. One component of the audit will include our current division website and portal.



Regular Meeting Agenda

Date: Thursday, December 15, 2016
Location: Fairview Education Center
Time: **10:00AM – Meeting**
12:00-1:30 PM - Lunch at St. Mary's

10:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1. November 24, 2016 Regular Meeting
5. Conflict of Interest

10:15 AM

6. Planning and Development – [ESSP Feedback](#) – Quintin Robertson

10:45 AM

7. Accountability Report – Performance Management – Donna Kriger

11:00 AM

8. Delegation
 - 8.1.1. Public Section @ 11 am – Larry Huber, Bert de Gooijer

1:45 PM

9. In – Committee Items
 - 9.1. Human Resources Report
 - 9.1.1. Negotiations
 - 9.1.2. Outstanding Employee Issues
 - 9.1.3. New Employee Issues
 - 9.2. Student Discipline Report
 - 9.3. Student Discipline Committee Report
 - 9.3.1. Student Discipline Committee Report for 2016 12 08
 - 9.3.2. Student Discipline Committee Report for 2016 12 14
 - 9.4. Budget 2017-2018 Scenarios

2:45 PM

10. Action Items
 - 10.1. Items Arising From In – Committee
 - 10.1.1. Student Discipline Report
 - 10.1.2. Student Discipline Committee recommendation for 2016 12 08

- 10.1.3. Student Discipline Committee recommendation for 2016 14 14
- 10.2. Old Business
 - 10.2.1. Category D Field Trip – Melville Comprehensive School trip to Orlando
- 10.3. New Business
 - 10.3.1. Photocopier Lease Tender
 - 10.3.2. Category D Field Trip – Norquay School trip to California

3:15-3:30 PM – Break

3:30 PM

- 11. Director's Report

4:45 PM

- 12. Committee/Conference Reports
 - 12.1. School Community Council Meetings
- 13. Future Business
- 14. Meeting Dates – Regular Meeting – January 19, February 16
- 15. Notice of Motion
- 16. Topics for Future Agendas
 - 16.1. Receive and Review Monthly Financial Report
 - 16.2. Receive and Review Accountability Report – People Capacity
 - 16.3. Host School Administration
- 17. Adjourn

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday December 15, 2016
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Anderson, Jade
P	Dokuchie, Gilda
P	Johnson, Jaime
P	Morrison, Jan
P	Simpson, Bob – Vice Chair
P	Variyan, Steve

P	Balyski, Chris
A	Gendur, Gord
P	Leson, Shannon
P	Stachura, Florence
P	Smandych, Lois – Chair

Staff

Quintin Robertson – Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Deputy Director of Education Services

16-244

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.

Carried.

16-245

Anderson:

Adoption of agenda

That the agenda be adopted as presented.

Carried.

16-246

Stachura:

Approval of regular minutes

That the minutes of the November 24, 2016 Regular Meeting be adopted as presented.

Carried.

Business arising from the minutes

None

Conflict of Interest

None declared regarding presented agenda items.

Board Members Balyski and Variyan joined the meeting at 10:20 a.m. and 10:30 a.m. respectively.

Planning and Development

Education Sector Strategic Plan Board Feedback – Quintin Robertson

Accountability Reports

People Capacity - Performance Management – Donna Kriger

16-247

Variyan:

Accountability Report

That the Board accept the accountability report on People Capacity as presented.

Carried.

Delegations – In-Committee

11:00 a.m. – Public Section – Larry Huber, Executive Director and Bert de Gooijer, Chairperson

16-248

Morrison:

Enter committee of the whole

That the Board enter committee of the whole for the delegation.

Carried.

16-249

Leson:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

LUNCH

In-Committee Items

1. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues
 - c. New Employee Issues
2. Student Discipline Report
3. Student Discipline Committee Reports
 - a. 2016 12 08
 - b. 2016 12 14
4. 2017-2018 Budget Scenarios

16-250

Leson:

Enter committee of the whole

That the Board enter committee of the whole to receive and review agenda items.

Carried.

16-251

Balyski:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

Action Items

1. In-committee Items
 - a. Student Discipline Report
 - b. Student Discipline Committee Report 2016 12 08
 - c. Student Discipline Committee Report 2016 12 14
2. Old Business
 - a. Category D Field Trip – Melville Comprehensive School
3. New Business
 - a. Photocopier Lease Tender
 - b. Category D Field Trip – Norquay School

16-252

Stachura:

Student Discipline Report

That the Board approves the student suspension report as presented.

Carried.

16-253

Variyan:

Student Discipline Committee Report

That the Board approves the recommendation from the student suspension committee for the meeting on 2016 12 08 as presented.

Carried.

16-254
Balyski:

Student Discipline Committee Report

That the Board approves the recommendation from the student suspension committee for the meeting on 2016 12 14 as presented.
Carried.

16-255
Variyan:

Category D Field Trip – Melville Comprehensive School

That the Board approves the category D field trip for Melville Comprehensive School to Orlando, Florida April 16 to 21, 2017.
Carried.

16-256
Variyan:

Photocopier Lease Tender

That the Board approves the tender for the provision of lease financing from Concentra Commercial Leasing for the purchase of 15 photocopiers from Toshiba Business Solutions.
Carried.

16-257
Variyan:

Category D Field Trip – Norquay School

That the Board approves the category D field trip for Norquay School to California April 13 to 21, 2017.
Carried.

Discussion Items presented by the Director of Education

1. Review of Governance Budget for 2016-2017
2. Trustee Benefit Insurance
3. Canada's 150th Anniversary
4. Board Member Business Cards
5. Board Member School Tour
6. Advocacy Session with School Administrators
7. Debrief of School Community Council Symposiums

Information Items presented by the Director of Education

1. Thank You Notes
2. Important Dates
3. Monthly Financial Report
4. Human Resources Report
5. Yorkton Regional High School – Canadian Student Leadership Conference 2018
6. School Closure Transition Document
7. Correspondence
 - a. Ministry of Education re: Attendance and Electoral Boundaries
8. City of Yorkton By-law Update
9. Communication Audit Update

Board Members Variyan and Leson excused themselves from the meeting at 3:20 p.m. and 4:00 p.m. respectively.

Committee / Conference Reports

1. School Community Council Governance Reports

Future Business

1. Meeting dates – January 19, February 16
2. Notice of Motion
3. Topics for Future Agendas
 - a. Receive and Review Monthly Financial Report

- b. Receive and Review Accountability Report – People Capacity
- c. Host School Administration

16-258

Balyski:

Annual Meeting

That the Board convene its' annual meeting for the 2015-2016 fiscal year as February 16, 2017 at 5:00 p.m. at the Fairview Education Centre.

Carried.

16-259

Balyski:

Adjournment

That we do adjourn at 5:00 p.m.

Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

Accountability Report

Board Goal:

- Student and Family Engagement
- Internal Process
- People Capacity
- Financial Stewardship

Date of Board Meeting: December 15, 2016

Topic: Teacher Supervision

Background:

The Good Spirit School Division is committed to the development of its teachers. Systematic supervision, professional development, and formal evaluations ensure that the goals of the school division are being met and that they maintain a high standard of performance. Supervision and evaluation is intended to inform the professional practice of teachers regarding their strengths and areas of growth related to their job. It will provide assistance and support, contributing to teacher future growth and development.

Research also supports that teacher reflective practice and peer collaboration have a significant impact on student learning. For this reason, Good Spirit School Division has incorporated these elements into the Teacher Supervision Cycle for all teachers.

Pros:

Alignment of AP with Supervision Documents as well as the Teacher Professional Growth Plan. Expectations built into all forms are grounded in research around “best practices” which support and enhance Student Learning.

Cons:

Potentially adds to teacher stress and anxiety with the occasional perception that it adds to teacher workload.

Financial Implications:

The Supervision of teachers requires a great deal of time to be invested by both In-School Administrators as well as Central Office Personnel (Superintendents of Education, Deputy Director of Education, and Director of Education). Literacy Coaches, Math Coach, Digital Learning Coach, and the Literacy Coordinator are all key players to Teacher Growth and Development.

Within an average year, each Central Office LEAD will supervise a minimum of 20 teachers at least twice throughout the year. The typical supervision is 60 minutes long with a 20-30 preconference and 20-30 minute post conference for a combined total of 2 hours per visit. There is usually a conversation between the in-school administrator and Central Office LEAD to discuss strengths/weaknesses/areas of growth or concern which adds to this time. The report writing for each supervision takes a minimum of approximately 30-60 minutes, for an investment of 5+ hours per supervision. This does not take into account the time invested into teacher practice by coaches/coordinators.

Ultimately, teachers are critical to student success and the time/resources dedicated to this process are necessary and worthwhile.

Governance Implications:

None

Legal Implications:

N/A

Communications:

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Attachments:

AP 412-3 Supervision and Evaluation of Professional Staff
Form 412-3 Teacher Professional Growth Plan
Form 412-5 Peer Observation
Form 412-6 Self Assessment Tool
Superintendent/In-School Administrator Supervision Form

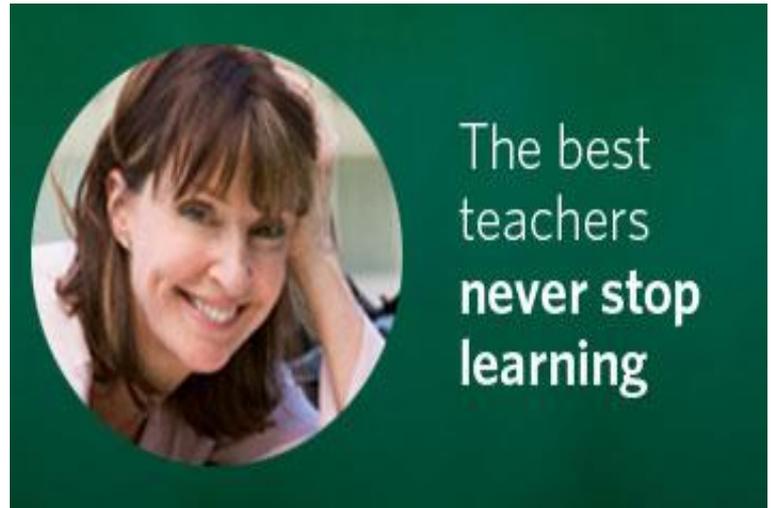
Submitted by: Donna Kriger

Good Spirit School Division

Students Come First

**GSSD Internal Process:
Teacher Supervision**

- Good Spirit School Division is committed to the development of its teachers.
- Systematic supervision, professional development, and formal evaluations ensure that the goals of the school division are being met and that they maintain a high standard of performance.



Supervision and evaluation is intended to inform the professional practice of teachers regarding their strengths and areas of growth related to their job. It will provide assistance and support, contributing to teacher future growth and development.



Where We've Been

- Inconsistency in Observation Templates
- Variation in Report Type
- Variation in the Indicators which were reported on

Where We Are.....

- Revised Administrative Procedure to align with new templates
- Consistent Templates for Reporting
- Consistency in Final Reporting
- Indicators of Responsive Teaching are the “look fors” – based on “best practice” from research

Teacher Professional Growth Plan (Form 412-3)

- Each year, all teachers are required to submit a Professional Growth Plan to be reviewed by their in-school administrator
- With the exception of 1st and 2nd year teachers, staff are able to self-select an option on the 6 year cycle.
- Research supports that teacher reflective practice and peer collaboration have a significant impact on student learning and thus they have been incorporated into Growth Plan Opportunities
- [Teacher Professional Growth Plan](#)

Date (Year)	Peer Observation Related to <i>RtI, Tiered Instruction, Assessment, Flexible Groupings, Differentiated Instruction, Balanced Literacy or alternate as discussed with Administrator</i>	Self- Assessment Tool <i>Indicators of Responsive Teaching</i>	PD Inservice/ Conference connected to your school's LIP	School Administrator Formal Supervision	Other (as discussed with Administrator) <i>May include but not limited to: Book Study, Mentoring a 4 month Intern, Lead Learner Role in your school, etc.</i>	Formal Supervision by Superintendent of Education (mandatory by the end of Year 6)
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Peer Observation (Form 412-5)

Related to areas such as:

- Rtl
- Tiered Instruction
- Assessment
- Flexible Groupings
- Differentiated Instruction
- Balanced Literacy
- Alternate as discussed with Administrator

- [Teacher Peer Observation Report](#)

Responsive Teaching Self Assessment Tool (Form 412-6)

Related to areas such as:

- Planning for Implementation of Curriculum Outcomes
- Creation of a Supportive Learning Environment
- Use of Response Teaching Strategies for Instruction
- Assessment of Student Learning
- Growth Mindset
- Interpersonal Relations and Communication Skills
- Professionalism (Qualities, Attitudes, And Responsibilities)

- [Indicators of Responsive Teaching Self-Assessment Tool](#)

Superintendent/Administrator Supervision Report

- Alignment with all documents involved in the Teacher Professional Growth Plan Cycle
- If our teachers know the expectations, they can hit the target
- Used to celebrate the work of our staff
- Used to provide high quality feedback in specific areas
- Constructed with a growth mindset
- [Teacher Supervision - Report Template](#)

WHAT IS SUPERVISION

Supervision is a process of facilitating the professional growth of a teacher primarily by giving the teacher **feedback** about classroom interactions and helping the teacher make use of that feedback in order to make teaching more effective



Question and Answer



**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday January 19, 2017
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Anderson, Jade
P	Dokuchie, Gilda
P	Johnson, Jaime
P	Morrison, Jan
P	Simpson, Bob – Vice Chair
P	Variyan, Steve

P	Balyski, Chris
P	Gendur, Gord
P	Leson, Shannon
A	Stachura, Florence
P	Smandych, Lois – Chair

Staff

Quintin Robertson – Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Deputy Director of Education Services

17-001

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.

Carried.

17-002

Leson:

Adoption of agenda

That the agenda be adopted as presented.

Carried.

17-003

Variyan:

Approval of regular minutes

That the minutes of the December 15, 2016 Regular Meeting be adopted as amended.

Carried.

Business arising from the minutes

None

Conflict of Interest

None declared regarding presented agenda items.

Planning and Development

Governance & Board Policy Review – Quintin Robertson

17-004

Johnson:

Enter committee of the whole

That the Board enter committee of the whole to discuss the Governance debrief report from the Chair.

Carried.

17-005

Leson:

Exit committee of the whole

That the Board exit committee of the whole.

Carried.

Board Member Balyski excused himself from the meeting at 10:40 a.m.

17-006
Anderson: **Board Policy 3 Role of the Board Member**
That the Board amend Board Policy 2 *Role of the Board* and associated Appendices A *Annual Agenda* and B *Board Self-Evaluation Process* as presented.
Carried.

17-007
Dokuchie: **Board Policy 2 Role of the Board**
That the Board amend Board Policy 3 *Role of the Board Member* as presented.
Carried.

17-008
Leson: **Board Policy 7 Board Operations**
That the Board amend Board Policy 7 *Board Operations* as presented.
Carried.

17-009
Johnson: **Board Policy 12 Director/CEO Roles and Responsibilities**
That the Board amend Board Policy 12 *Director/CEO Roles and Responsibilities and associated Appendices A Director Evaluation Process, Criteria and Timelines, B Director/CEO Role Expectations and Performance Assessment Guide and C Leadership Practices Interview Guide* as presented.
Carried.

17-010
Johnson: **CEO/Board Evaluation and Strategic Planning**
That the Board contract Sloan Consulting to facilitate the Director/CEO Evaluation and the Boards' Self-Evaluation. Further, that the Board conduct the evaluations on August 24, 2017 from 1-9 p.m. In addition, that the Board contract Sloan Consulting to facilitate its' strategic planning event on August 25, 2017 from 8:30 to 5:00 and include Administrative Council.
Carried.

17-011
Simpson: **Special Board Meeting – CEO/Board Evaluation**
That the Board hold a special board meeting on August 24, 2017 at 8:00 p.m. regarding the Director/CEO Evaluation and the Board Self-Evaluation.
Carried.

17-012
Gendur: **Board Policy 16 Student Transportation**
That the Board refer the review of Board Policy 16 *Student Transportation* to the Transportation Committee of the Board. Further that recommended amendments be provided to the Board for the April board meeting.
Carried.

Board Member Variyan excused himself from the meeting from 11:30 a.m. to 1:00 p.m.

LUNCH

Accountability Reports

Student Welfare (Community Threat Assessment Protocol) – Tracy Huckell / Quintin Robertson

17-013
Simpson: **Accountability Report**
That based on the evidence provided in the accountability report presented on student welfare, the Board determines the following quality indicators:

- QI 1.1 Facilitate environments where students feel safe, and have high levels of intellectual engagement

have been satisfactorily been met relative to the current evaluation period (October 1, 2016 – August 31, 2017).
Carried.

Board Member Gendur excused himself from the meeting at 2:00 p.m.

In-Committee Items

1. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues
 - c. New Employee Issues
2. Student Discipline Report
3. Town of Langenburg Offer
4. Governance Panel Presentation
 - a. Provincial Directors Response to Dan Perrins Report

17-014

Simpson:

Enter committee of the whole

That the Board enter committee of the whole to receive and review agenda items.
Carried.

17-015

Dokuchie:

Exit committee of the whole

That the Board exit committee of the whole.
Carried.

Action Items

1. In-committee Items
 - a. Student Discipline Report
 - b. Town of Langenburg Offer
2. Old Business
3. New Business
 - a. Bus Purchase Tender
 - b. Land Transfers
 - c. Award Contract of Sturgis School Flooring

17-016

Anderson:

Student Discipline Report

That the Board approves the student suspension report as presented.
Carried.

17-017

Variyan:

Town of Langenburg Offer to Purchase

That the Board accept the offer from the Town of Langenburg to purchase the vacant un-serviced parcel Blk/Par Y – Plan AB409 Ext. 0 Title number 124634493 for the sum of \$10,000.
Carried.

17-018

Leson:

Bus Purchase Tender

That the Board award the tender for the purchase of 10 school buses to Warner Industries as recommended by the Finance Committee of the Board.
Carried.

17-019

Johnson:

Land Transfers

That the Board agree to transfer title for the following former rural school properties back to the adjoining property owner, and that the cost of title transfer be borne by the new property owner. Property Parcel Numbers:
150489603,149942829,151680360,152048639,152104610,152104632,
152104654,152192842,152192853,149343194,151780787,151905843,
152084718,202799740,147662017,151636035,151650525,144968901,
145050982,146714328,150954835,151621646,151655148,152081300,
152132486, 152131496.
Carried.

17-020

Simpson:

Award of Flooring Contract Sturgis School

That the Board award the contract for the Sturgis Composite High School upstairs classroom flooring installation to Carpet One.
Carried.

Discussion Items presented by the Director of Education

1. 2016-2017 Enrolments and Pupil Teacher Ratios (PTR)
2. Projected 2017 Enrolments
3. School Closure/Grade Discontinuance
 - a. School Closure Checklist
 - b. Plans for buildings being closed – Sturgis Elementary, Fort Livingstone, Hoffman
4. Facilities Presentation Proposal

Information Items presented by the Director of Education

1. Thank You Notes
2. Important Dates
3. Monthly Financial Report
4. Human Resources Report
5. Student Incident of Concern Report
6. Correspondence
 - a. Workers' Compensation Board
 - b. SSBA Media Releases
 - c. Minister Morgan Letter to School Community Councils
 - d. Public Engagement Summary
 - e. Public Sector Compensation Restraint Letter
7. Communication Audit

Committee / Conference Reports

1. School Community Council Governance Reports
2. Transportation Committee Report
3. January 10, 2017 attendees at Administrators Meeting

Future Business

1. Meeting dates – February 16, March 16
2. Notice of Motion
3. Topics for Future Agendas
 - a. Monitoring Reports
 - b. Accountability Reports
 - i. Strategic Planning and Reporting
 - c. Advocacy
 - i. Host School Administrators
 - ii. Set date and purpose for Support Staff Session
 - d. Engagement Events
 - i. Bear Stream School Presentation
 - ii. Conduct Annual General Meeting of Electors – February 16, 2017
 - e. Planning
 - i. Review draft 2017-2018 School Calendar
 - f. Development
 - i. To be determined

17-021
Morrison:

Adjournment

That we do adjourn at 5:09 p.m.

Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

Regular Meeting Agenda

Date: Thursday, January 19, 2017
Location: Fairview Education Center
Time: 10:00AM – Meeting

We will be joined by students and staff from Canora Junior Elementary School to give us a brief overview of their school

10:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1 December 15, 2016 Regular Meeting
5. Conflict of Interest

10:10 AM

6. Planning and Development – Governance & Board Policy Review – Quintin Robertson
 - 6.1. Debrief from Governance Training
 - 6.2. Review of Policy
 - 6.2.1. Policy 1 – Foundational Statements
 - 6.2.2. Policy 2 – Role of the Board
 - 6.2.3. Policy 7 – Board Operations
 - 6.2.4. Policy 12 – Director / CEO Roles and Responsibilities
 - 6.3. Decision Items
 - 6.3.1. Policy 2 – Role of the Board
 - 6.3.2. Policy 7 – Board Operations
 - 6.3.3. Policy 12 – Director / CEO Roles and Responsibilities
 - 6.3.4. CEO/Board Evaluation and Strategic Planning Dates
 - 6.3.5. Special Board Meeting
 - 6.3.6. Policy 16 – Student Transportation

1:00 PM

7. Accountability Report – Student Welfare (Community Threat Assessment Protocol)
8. Delegation - none

2:00 PM

9. In-Committee Items (*in the future will be referred to as Closed Session*)
 - 9.1. Human Resources Report (*in the future will be revised to match Quality Indicators*)
 - 9.1.1. Negotiations
 - 9.1.2. Outstanding Employee Issues

- 9.1.3. New Employee Issues
- 9.2. Student Discipline Report
- 9.3. Town of Langenburg Offer
- 9.4. Governance Panel Presentation – response to Dan Perrins Report

3:00 PM

- 10. Action Items
 - 10.1. Items Arising From In – Committee
 - 10.1.1. Student Discipline Report
 - 10.2. Old Business
 - 10.3. New Business
 - 10.3.1. Bus Purchase Tender
 - 10.3.2. Land Transfers
 - 10.3.3. Award Contract of Sturgis School Flooring

3:15-3:30 PM – Break

3:30 PM

- 11. Director’s Report

4:30 PM

- 12. Committee/Conference Reports
 - 12.1. School Community Council Meetings
 - 12.2. Transportation Committee
- 13. Future Business
- 14. Meeting Dates – Regular Meeting – February 16, March 16
- 15. Notice of Motion
- 16. Topics for Future Agendas
 - 16.1. Monitoring
 - 16.2. Accountability Report
 - 16.2.1. Strategic Planning & Reporting
 - 16.3. Advocacy
 - 16.3.1. Host School Administration
 - 16.4. Set Date and Purpose for Support Staff Advocacy Session
 - 16.5. Engagement Events
 - 16.5.1. Bear Stream School Presentation
 - 16.5.2. Conduct Annual General Meeting of Electors
 - 16.6. Planning
 - 16.6.1. Review draft School Calendar
 - 16.7. Development
 - 16.7.1. TBD
- 17. Adjourn

Strategic Plan Report

Date of Submission to the Board of Education: January 19, 2017

Submitted by: Quintin Robertson, Director of Education

PEOPLE CAPACITY FOCUS

Strategic Focus

GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.

Long-term Goal

- By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.
- By June 2020, GSSD will enhance system effectiveness by enhancing exiting external partnership and by seeking new opportunities.

GSSD Professional Development

PD Event	Date	Topic / Outcome
"What to Look For" - Understanding and Developing Student Thinking in Early Numeracy	December 1 & 2	The Pearson Early Numeracy workshop was two full days of hands on learning focusing on how to diagnose and address early numeracy gaps.
ASIST Training	December 12 & 13	The Applied Suicide Intervention Skills Training (ASIST) was a two-day intensive, interactive and practice-dominated course designed to help caregivers recognize and review risk, and intervene to prevent the immediate risk of suicide. It is by far the most widely used, acclaimed and researched suicide intervention training workshop in the world. This workshop is valid for 14 Class 'A' Continuing Competency credits for Social Workers.
Grade 7 Dialogical Learning	December 13	Grade 7 teachers reviewed the Dialogical Learning Unit on Courage and became familiar with the resources that been purchased.
PAA Meeting	December 13	The General PAA Meeting went over smoothly as topics discussed included industrial shops (support with SunCorp recommendations) and teacher networking.



Pictures:
GSSD Teachers collaborating at the Pearson Early Numeracy workshop

Community Protocol Re-signing

Good Spirit School Division and Christ the Teacher Catholic School Division, along with community partners, re-signed the Yorkton and Area Community Threat Assessment and Support Protocol (CTASP) on November 24th, 2016. Lois Smandych, GSSD Board Chair, and Quintin Robertson, Director of Education, signed on behalf of GSSD.



This protocol supports collaborative and proactive planning among community partners in assessing threats and reducing the risk of violence to keep our schools and communities safe. It fosters the timely sharing of information and the development of supportive and preventive plans. Partner agencies include Christ the Teacher Catholic Schools, RCMP, Sunrise Health Region, Ministry of Social Services,

Ministry of Justice, Corrections and Policing, SIGN, Yorkton and Melville Fire Departments, Yorkton Tribal Council, and Parkland College.

The CTASP reflects the work of Kevin Cameron, Executive Director of the Canadian Centre for Threat Assessment and Trauma Response. The original Yorkton Community Threat Assessment and Support Protocol was signed in September 2013.



Big Brothers Big Sisters: Mentoring Works!

Did you know that students who meet regularly with their mentors are 52% less likely than their peers to skip a day of school and 37% less likely to skip a class? At Good Spirit School Division, we proudly support our partnership with Yorkton and Area Big Brothers Big Sisters (BBBS).

There are currently 70 (and counting) in-school mentoring matches at eight GSSD schools - Dr. Brass, Yorkdale, Miller, Davison, Churchbridge Public, Langenburg Central, Esterhazy High and PJ Gillen. In addition to individual matches, BBBS provides a number of group opportunities to GSSD students. This spring, BBBS will provide the *Go Girls!* program to GSSD students in Yorkton. Girls in grade 6 and 7 will be able to take part in this eight-week, hour-long program structured around four themes: physical activity, healthy eating, self-esteem, body image and communication skills.

At Esterhazy High School, BBBS will be initiating *Club Connect*, a 12-week after school group mentoring program for students in grades 6-8. Students will participate in twelve, mentor-lead sessions that incorporate fun, educational games and activities designed to stimulate self-reflection and group discussion. Each session will address the topics of active living, balanced eating, and feeling good.

In addition to in-school mentoring matches and group initiatives, BBBS works with other agencies to provide GSSD students additional leadership opportunities. Working in conjunction with STOPS for Violence and YTC, BBBS will be offering, *Engaging Young Leaders*, a program developed to help build leadership skills and abilities for youth ages 15-21. Monthly sessions will take place in north and south locations and run from February - December 2017.

Mentoring can change the course of a young life, which, in turn, can change the future of communities by making them better places to work, live and thrive. At GSSD we appreciate the opportunities provided to our students through Yorkton and Area Big Brothers Big Sisters.



Social Sciences Teachers’ Institute for Parliamentary Democracy

Good Spirit School Division had the most representation at the Social Sciences Teachers' Institute for Parliamentary Democracy from November 19-23 in Regina. The institute was a jam packed 5 days giving teachers the chance to experience the workings of parliament. This is an amazing professional development opportunity for teachers in all grade levels!

Picture:
GSSD representatives along with the Sergeant at Arms, Terry Quinn, and the Speaker of the House, Corey Tochor who is a 1996 graduate of Esterhazy High School.



SaskTel Pioneers Host Santa Christmas Party

Each December, the SaskTel Pioneers host a Christmas Santa party and invite ten GSSD students from Kindergarten to Grade 6 to participate, based on the recommendations of our Student Support Teachers and Student Services Coordinators. The Christmas party includes music, lunch, a visit with the Yorkton Terriers, and gifts from Santa which are purchased based on interests of each child.

GSSD would like to thank SaskTel for this special opportunity which they continue to provide each holiday season. Our students have thoroughly enjoyed their SaskTel Santa party experiences and they have great memories to treasure from this event!



STUDENT AND FAMILY FOCUS

Strategic Focus

GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.

Long-term Goals

- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning.
- By June 2020, GSSD will achieve a 3-year graduation rate of 85%.
- By June 2020, <10% of GSSD students will report being affected/impacted by depression and anxiety.

Math Team 2016 Regional Champions



The Esterhazy High School Grade 6 Math team walked away from the 2015-2016 National Math Contest as Regional winners. The contest was held in February 2016 and the plaque arrived on December 13, 2016.

Congratulations Mathletes!

Ice, Ice, ...Science



On December 7, 2016, Preeceville School junior and senior high students “Zoom”-ed in (live connection through the internet and satellite) with scientists at the IceCube. The IceCube is a research facility in Antarctica which is situated at the South Pole. It is a particle detector which searches for neutrinos which develop as a result of astrophysical events such as supernovas. This telescope is also used for dark matter research. During the webchat, they learned about the challenges of doing research in such a cold (and sometimes dark!) part of the world, what neutrinos are, more about the telescope and the exciting research that is

taking place. While this topic technically fits into the Physics 30 program, all of the junior/senior students were invited to be a part of the experience.



Since then, the students have generated a lot more questions to ask the IceCube scientists. There are no IceCube webchats scheduled in the near future, so the students are hoping to connect through email to learn more about how the scientists became interested in dark matter and what education pathways they took to get where they are.

YRHS Robotics Team Competes Among the Best in Europe

The Yorkton Regional High School Robotics Team is back from Euroskills 2016, with a wealth of knowledge and memories.

From December 1st -3rd, Europe's largest vocational skills competition took place in Gothenburg, Sweden. Over 500 youth from over 28 countries competed for the title "Best of Europe."



The YHRS Robotics team placed 4th out of 11 teams with a mark of 71. Even though they did not qualify for a medal, they are still in the mix amongst the best of Europe and we could not be more proud!

Saltcoats School Grade 5/6 Gazette



The Gazette began in 1971- 72 as a Grade 6 project. The teacher responsible for the beginning of the newspaper was Walter Farquharson. He thought that students would learn more about how powerful writing could be, if they had a larger audience than just their teacher. Students wrote creative writing articles, reported school and town news, and collected money for advertisements from local businesses and townspeople. Each edition of the Gazette sold for 2 cents, and was published once a week. The fund raising aspect of the Gazette was to raise money for a year end camping trip.

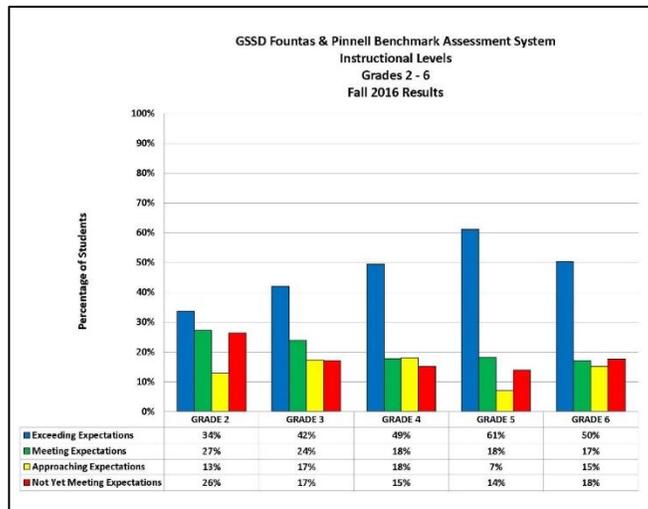
This year is the 45th Volume of the Gazette, which is now published by the Grade 5 and 6 classes run by Mrs. Candice Baron and Mrs. Crystal Farquharson. Students write news articles (for the town and school) as well as share narrative, expository, descriptive, and persuasive paragraphs. The Gazette is a trusted source of community news- used by many local groups and citizens to inform the community of events and activities. Students learn writing, interviewing and word processing skills as they publish the Gazette, for their 242 subscribing customers. Gazettes are still hand delivered in the town of Saltcoats, but are also mailed and e-mailed internationally with subscribers in Scotland and in the USA. A year subscription includes approximately 18 editions and now costs \$12, with funds helping pay for a September Leadership Camp for students at Circle Square Ranch near Wolseley.



Fountas & Pinnell Fall Reading Data

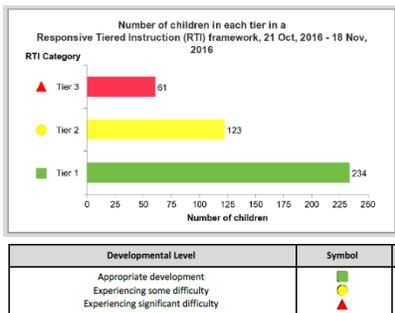
The Fountas and Pinnell Benchmark Assessment System (F&P BAS) was administered to 2,149 grade 2-6 students from September 19th to November 10th. The information gathered from this assessment has provided school teams with a “snapshot” of students’ current reading behaviours so that appropriate instruction and intervention could be implemented. The data collected indicates that 68% of grade 2-6 students are reading at or above grade level according to Fall targets. There are currently 61 Levelled Literacy Intervention (LLI) groups operating within the school division providing 11% of grade 2-6 students with targeted reading intervention.

The Winter assessment interval, which is optional for grades 2-6, begins January 9th and on January 16th for all grade 1 students. Since 2014, GSSD has seen an average increase of 12% of students in grades 1-5 reading at or above grade level from fall to spring. We are encouraged by our initial results and remain confident that we will meet or exceed our target of 80% of grade 1-6 students reading at or above grade level by June 2017.



EYE Results

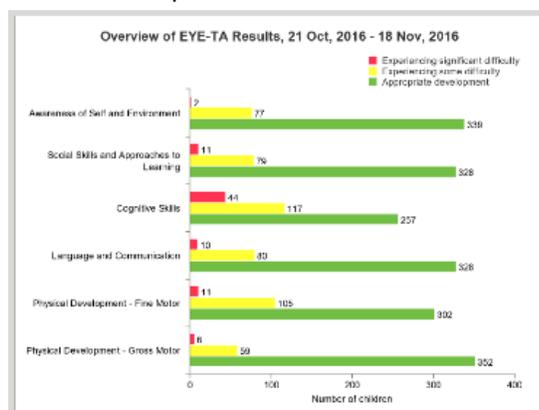
The Early Years Evaluation (EYE-TA) pre-assessment was carried out with all Kindergarten children across GSSD in October/November. This provincial assessment supports early identification of learning needs to ensure timely responsive programming/intervention and to reduce the risk of further learning difficulties.



Pre-assessment results division-wide indicate that 56% of Kindergarten students are experiencing appropriate development (green tier) and are on track to be ready to learn in Grade 1. Twenty-nine percent are experiencing some difficulty (yellow tier), and 15% are experiencing significant difficulty (red tier). Inter-disciplinary teams met in December with schools to review their data, and collaboratively develop action plans to respond to the data and target the needs of students in the yellow and red tiers. Review of this data at the school level helps to identify trends and patterns

which can be used to plan classroom based interventions specific to the developmental needs of students.

Kindergarten students in the yellow and red tiers will be reassessed in May 2017 to monitor progress. Spring results will be used to ensure responsive interventions are in place for those who will require them in Grade 1, so that we can achieve our GSSD mission of ‘Building Strong Foundations to Create Bright Futures’ and our vision of ‘Learning without Limits....Achievement for All’.



INTERNAL PROCESS FOCUS

Strategic Focus

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.

Long-term Goals

- By June 2020, GSSD will increase service to students and schools through development, revision and refinement of processes with an aim to improve communication, efficiency, and equity.

Human Resource Information System

GSSD has endeavored to increase the usage of technology solutions to enhance its Human Resource Information System, commonly referred to as HRIS. Bellamy, the HRIS program, has an HR module that allows HR Staff to support the HR processes and GSSD staff in a number of ways. One such example is tracking of performance evaluation due dates for employees on probation. The system is used to assist supervisors on the front end to meet evaluations deadlines within required timeframes using automatic reminders and reports. Another example of support is the use of automatic notifications to help monitor leaves of absences so we know when staff are due to return and follow up can be done to either transition them back successfully or ensure coverage is in place if extensions are necessary. The system is used to record certifications, first aid expiry dates, contracts, etc., and to generate reports for management to assist them in monitoring these items. This is a new initiative for Corporate Services and is part of the strategic goal to improve internal processes to support our students and schools by enhancing levels of qualified staff through absence management, evaluations, and skills development.

FINANCIAL STEWARDSHIP FOCUS

Strategic Focus

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools.

Long-term Goals

- By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

Occupational Health & Safety

Over the past few years the Good Spirit School Division has been working to support the WorkSafe Saskatchewan Goal of Mission Zero. These initiatives included the development of an employer health and safety improvement plan that included tracking all incidents in order to prevent future events. In the summer of 2016 the division was involved with a comprehensive audit of our Safety Management System. This audit identified a number of areas that the division could improve upon.

This fall, with a renewed vision and purpose, we continued to work towards improving our safety management. Included in this was the addition of ‘safety talks’ at Central Office staff meetings, Administrator meetings and Facilities meetings. A new safety policy and a safety manual for our facilities and transportation departments was rolled out in December including tracking and monitoring of “tool box talks” and incident reporting. Administrators are encouraged to use the OHS School Kit as a tool to guide them as they become safety leaders in their schools.

While we may all feel safe in our roles there is always more we can do to ensure we all make it home safe every day. Improved procedures and policies that are communicated to all GSSD staff along with training and awareness are just a few of the things we are currently working on as we work towards Mission Zero.



Role of the Board’s Finance Committee

In June 2016, the Board approved the addition of a Board Finance Committee to assist the Board in fulfilling its oversight responsibilities. The role of this committee is to review all contracts in excess of \$100,000 for goods and services with the exception of contracts reviewed by the Ministry such as capital projects. Included on this committee is one of either the Chair or Vice-Chair along with two other trustees which are appointed annually at the Board’s organizational meeting in November. The Board retains the overall authority to enter into contracts however the committee members play a key role in working with Administration by reviewing the terms and conditions of contracts, seeking independent advisors when necessary and providing the recommendation to the full board for decision making.

Did you know GSSD employs a Literacy Coordinator?

A Day in the Life of the GSSD Literacy Coordinator

On any given day, GSSD’s Literacy Coordinator, Charlotte Raine, can be found at a school working with teachers, library technicians, administrators, and students sharing her passion that students’ achievement in literacy is dependent upon their ability to be independent readers and thinkers.



To that end, Charlotte works with the literacy coaches developing literacy programs and with library staff developing library programs that offer a wide range of resources reflecting a variety of topics and interests. Charlotte has been introducing staffs to the wealth of digital resources from eBooks to digital video.

Charlotte is pictured here at the new GSSD Centralized Library along with Sheila Tillman, the library technician. Housed in the basement of the Yorkton Regional High School, this collection of almost 6,000 items provides professional books for teachers and administrators as well as a substantial selection of classroom literacy resources.



Accountability Report

Date of Board Meeting: January 19, 2017

Topic: Violence and Threat Risk Assessment (VTRA) & Community Threat Assessment and Support Protocol Re-Signing

Quality Indicators:

Student Welfare

QI 1.1 Facilitate environments where students feel safe, and have high levels of intellectual engagement.

Evidence and Background:

- GSSD, CTCS and Partner Agencies signed the first Community Protocol in 2013.
- The purpose of the protocol is to support collaborative risk assessment and intervention planning so that we can reduce violence and implement safe, caring and restorative approaches.
- Collaborating to proactively identify and reduce risk will support us to keep our schools and communities safe.

Pros:

- The protocol fosters collaboration and timely sharing of information. This helps to proactively identify risks and implement risk-reducing interventions.
- Threat assessments have to be multi-disciplinary to be accurate. No one professional has all the relevant data available to them; often each agency has only one piece of a puzzle that needs to be put together to ensure a comprehensive risk assessment.
- The better the assessment, the better the intervention.

Cons:

- Each partner agency lead needs to understand the protocol and commit to educating/training their personnel to ensure consistent implementation of the VTRA model and that critical/relevant information is shared proactively to reduce risk. If agency leads aren't committed or don't understand the protocol, communication can break down.

Financial Implications:

- All Principals, Vice Principals, and School Counsellors are required to have Level 1 and 2 VTRA training.
- Level 1 Training is offered annually at FEC for any principals, school counsellors, and partner agency personnel that don't have Level 1 training. GSSD has 3 certified trainers – Shaune Beatty, Shelly Westberg, and Tracy Huckell.
- Level 2 Training is provided by Kevin Cameron from the Canadian Centre for Threat Assessment and Trauma Response (CCTATR).

Legal Implications:

- SSBA Legal Services advises the timely sharing of relevant information among agencies regarding threats or violence so that we can proactively identify and reduce risks.
- Geraldine Knudson has taken VTRA training with Kevin Cameron and she supports the VTRA model and Kevin Cameron's message that 'Safety trumps privacy'.

Communications:

- Lois Smandych, GSSD Board Chair, and Quintin Robertson, Director of Education, signed the Yorkton and Area Community Threat Assessment and Support Protocol on November 24, 2016 along with other Partner Agency Managers/CEOs.
- The [Fair Notice Letter](#) sent out to families by GSSD and CTTCS Directors each fall indicates that safety of students is our top priority, and that our school divisions will not accept 'no response' to serious threats.
- Violence and Threat Risk assessments are documented in CLEVR. Principals, School Counsellors and Senior Administration have access to this information. Partner agency personnel that are part of the VTRA team are provided a copy of the VTRA and intervention plan.
- The Yorkton and Area Community Threat Assessment and support Protocol is posted on the GSSD and CTTCS websites, and on the [Canadian Centre for Threat Assessment and Trauma Response website](#) along with protocols from across Canada.

Attachments:

The Yorkton and Area Community Protocol and Fair Notice Letter can be found on our [GSSD website](#).

Governance Implications:

- Under Policy 11, Delegation of Authority authorizes the Director to oversee responsibility in this area.

Recommended Decision/Motion:

"That based on the evidence provided in the accountability report presented on student welfare, the Board determines the following quality indicators:

- QI 1.1 Facilitate environments where students feel safe, and have high levels of intellectual engagement.

have been satisfactorily been met relative to the current evaluation period (October 1, 2016 – August 31, 2017)."

Submitted by: Quintin Robertson, Director of Education

Good Spirit School Division

Students Come First

Violence/Threat Risk Assessment
& Community Protocol
Re-Signing

Good Spirit School Division ... Who We Are

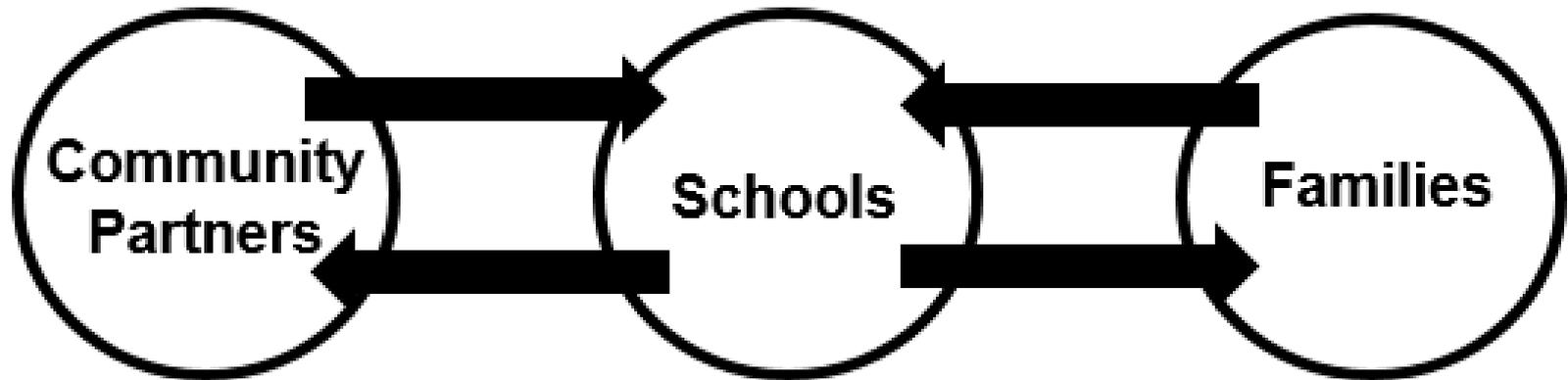
Our Motto Students Come First

**Our Mission Building Strong Foundations to
Create Bright Futures**

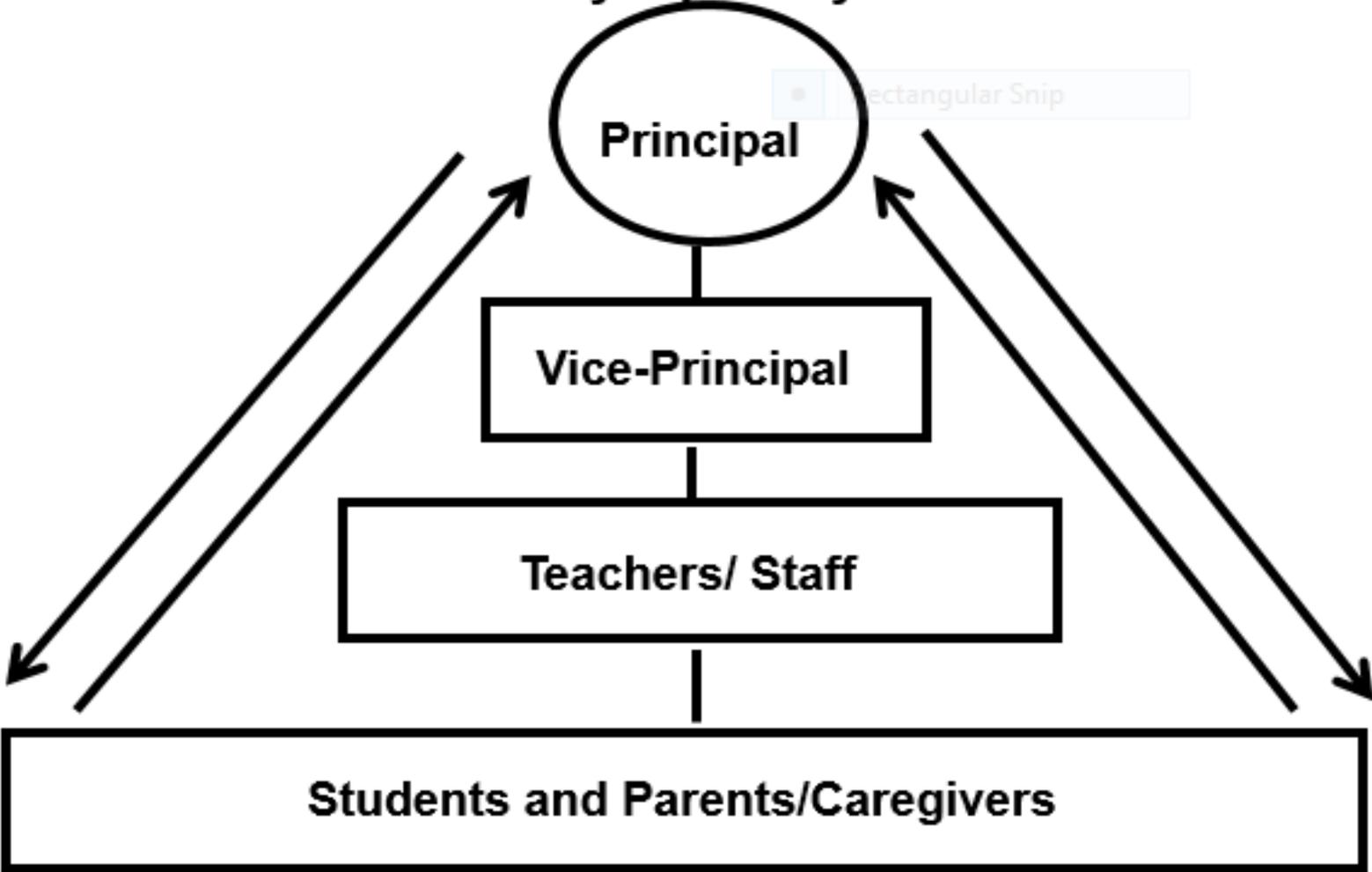
**Our Values Belonging, Respect, Responsibility,
Learning and Nurturing**

**Our Vision Learning Without Limits...
Achievement For All**

Naturally Open Systems



Naturally Open System



VTRA Process

1. Identify worrisome or threatening behaviour
2. Utilize a multi-disciplinary team to conduct a violence threat risk assessment
3. Determine if the treat maker actually poses a risk
4. Intervene appropriately

Categories for Action

1. Worrisome Behaviors
2. High-Risk Behaviors
3. Immediate Risk Situations



Worrisome Behaviors



High Risk Behaviors



Immediate Risk Situations



School Threat Assessment Team (TAT)

- Principal and/or VP
- School Counsellor
- RCMP Member



Duty to Report





Christ the Teacher Catholic Schools
Believe.. Belong.. Become

September 1, 2016

Dear Parents/Guardians:

The safety of our children is of top priority for all of us. We, the Good Spirit School Division and Christ the Teacher Catholic Schools, are involved in intensive safety training with our community partners. Together, we developed a plan for responding to high-risk behaviours. High-risk behaviours include, but are not limited to, possession of weapons, bomb threats and threats to injure oneself or others.

This letter is to inform you that GSSD/CTCS school systems have a policy that requires principals to initiate a "threat assessment" in all cases of students displaying any type of high-risk behaviour. Should you wish to review the "Administrative Procedure 165: Safe Schools" or "Administrative Procedure 354: Threat Assessment", please visit our websites at either www.gssd.ca or www.christtheteacher.ca. The purpose of these assessments is to determine how best to support high-risk students so that their behaviour does not become hurtful or destructive. If your child comes home and tells you that a student has behaved in a threatening way at school, please advise your principal and be assured that your principal will be taking measures to deal with the situation in a positive and proactive manner. If your principal invites you to a meeting to discuss safety concerns about your own child, please be assured that the procedure is being followed and that the primary goal is safety, not punishment.

This letter is intended to serve our community with fair notice that we, as school communities, will not accept "no response" to a serious threat. Our goal is to respond to all threats in a professional manner that provides for a healthy and caring learning environment.

We are pleased to provide, in conjunction with our community partners, a safe environment for all of our students.

Sincerely,

A handwritten signature in blue ink, appearing to read "Quintin Robertson".

Quintin Robertson
Acting Director of Education

A handwritten signature in blue ink, appearing to read "Barb MacKesey".

Barb MacKesey
Director of Education

Good Spirit School Division No. 204
Fairview Education Centre
63 King Street East, Yorkton, SK S3N 0T7
PH: 306-786-6600 FAX: 306-783-0355

Christ the Teacher Catholic Schools
45-A Palliser Way, Yorkton, SK S3N 4C5
PH: 306-783-8787 FAX: 306-783-4992

Duty to Respond



Yorkton and Area Community Threat Assessment and Support Protocol



*Christ the Teacher Catholic Schools
Believe... Belong... Become*



Yorkton and Area Protocol Re-Signing



Question and Answer



Contact Information

Tracy Huckell – Superintendent of Education
Fairview Education Centre
63 King Street East | Yorkton, SK | S3N 0T7
Phone 306-786-5531
Toll Free 1-866-390-0773
Email tracy.huckell@gssd.ca
Website www.gssd.ca

Facebook and Twitter @GSSD204

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday February 16, 2017
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Anderson, Jade
P	Dokuchie, Gilda
P	Johnson, Jaime
P	Morrison, Jan
P	Simpson, Bob – Vice Chair
P	Variyan, Steve

P	Balyski, Chris
A	Gendur, Gord
P	Leson, Shannon
P	Stachura, Florence
P	Smandych, Lois – Chair

Staff

Quintin Robertson – Director of Education

Sherry Todosichuk – Deputy Director of Corporate Services

17-022

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.

Carried.

17-023

Simpson:

Adoption of agenda

That the agenda be adopted as amended.

Carried.

17-024

Stachura:

Approval of regular minutes

That the minutes of the January 19, 2017 Regular Meeting be adopted as presented.

Carried.

Business arising from the minutes

None

Conflict of Interest

Variyan declared regarding presented agenda items.

Planning and Development

Review of Draft School Year Calendar – Quintin Robertson

Board Member Morrison joined the meeting at 11:15 a.m.

Accountability Reports

Strategic Planning and Reporting – Quintin Robertson

17-025
Johnson:

Accountability Report

That based on the evidence provided in the accountability report presented on February 16, 2017 “Strategic Planning and Reporting” the Board determines the following quality indicators have been met relative to the current evaluation period (October 1, 2016 to August 31, 2017)”

- QI 7.2 Strategic Planning – Achieves the key results identified in the Strategic Plan.

Carried.

LUNCH – Bear Stream School

Board Member Variyan excused himself from the meeting at 1:00 p.m. for the portion of the Human Resources Report.

Closed Session Items

1. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues
 - c. New Employee Issues
2. Transformational Change
 - a. School Community Council Governance Review Petition
3. Budget Constraints
 - a. Public Sector Compensation Restraint– SSBA Update
 - b. GSSD response to 2017-2018 Public Sector Compensation Restraint
 - c. School Division Employee Compensation Engagement Template
4. Restricted Reserves
5. Transportation Policy 16 Planning
6. Yorkton Minor Football
7. Transportation Requests
8. Board Chair Report
 - a. Public Section
 - b. Provincial Leadership Team
 - c. Budget
 - d. Member’s Council
 - e. Provincial Bargaining

17-026
Morrison:

Enter closed session

That the Board enter closed session to receive and review agenda items.

Carried.

17-027
Balycki:

Exit closed session

That the Board closed session.

Carried.

Action Items

1. In-committee Items
 - a. Transportation Requests
 - i. Fiske
 - ii. Fort Livingstone School Families
2. Old Business
 - a. Board Policy 15 *Recruitment and Selection of Personnel*
3. New Business
 - a. Capital Funding Submission
 - b. Emergent Funding for Yorkton Regional High School

- c. Purchase of bleachers Melville Comprehensive School
- d. Purchase of GPS Units
- e. Columbia School Request for Library Plaque
- f. Anne Portnuff Theatre Fundraising Committee Request
- g. Governance Panel Presentation Honorarium and Thankyous

17-028

Anderson:

Board Policy 15 Recruitment and Selection of Personnel

That the Board amend Board Policy 15 Recruitment and Selection of Personnel as presented.

Carried.

17-029

Leson:

Transportation Request – Fiske

That the Board accept the recommendation of the transportation committee to deny transportation to the Justin Fiske family.

Carried.

17-029

Leson:

Transportation Request – Fort Livingstone School Families

That the Board accept the recommendation of the transportation committee to provide transportation to those families currently transporting their students to Norquay from the Fort Livingstone School attendance area.

Carried.

17-030

Variyan:

Capital Funding Submission

That the Board approves the submission of the application for Major Capital Project Funding for 2018-19.

Carried.

17-031

Simpson:

Emergent Funding Application re Yorkton Regional High School

That the Board approves the submission of the application for emergent funding for asbestos abatement at the Yorkton Regional High School.

Carried.

17-031

Morrison:

Purchase of Bleachers Melville Comprehensive School

That the Board award the contract for the Melville Comprehensive School bleachers to Royal Stewart Inc.

Carried.

17-032

Johnson:

Purchase of GPS Units

That the Board award the contract for the GPS units for the school buses to Synovia Solutions.

Carried.

17-033

Balyski:

Columbia School Request for Library Plaque

That the Board approves the Irene Lyons Memorial Plaque.

Carried.

17-034

Leson:

Anne Portnuff Theatre Fundraising Request

That the Board approve the request of the Anne Portnuff Theatre Revitalization Committee to recognize theatre seat donors with a donation greater than \$1000 with their name on a donor wall plaque in the Anne Portnuff Theatre.”

Carried.

17-035

Anderson:

Governance Panel Presentation Honorarium and Thankyou

That the Board approves the payment of an honorarium to non-school division employees and employees on leave for attendance and presentation on behalf of Good Spirit School Division to the Governance Review Panel in Regina on January 25, 2017.

Carried.

Discussion Items presented by the Director of Education

1. Facilities Presentation – Part I
2. Calder Transportation Request
3. Annual General Meeting

Information Items presented by the Director of Education

1. Thank you notes
2. Important Dates
 - a. April Board Meeting
 - b. Support Staff Advocacy Session
 - c. Joint Conference 2017 – LEADS/SSBA/SASBO - postponed
3. Strategic Plan Report
4. Student Incident of Concern Report
5. GSSD Central Office Calendar
6. Education Sector Strategic Plan Cycle 3 (2017-2019)
7. Correspondence
 - a. School Governance Review Letter – January 25, 2017
 - b. SSBA Media Releases
 - c. Melville Advance Correction
 - d. Edmonton Journal Article – Public School Board Chair Wants Province's Blessing to Offer Catholic Programs
 - e. Letter to Minister – Fiscal Restraint

Board Members Simpson and Balyski excused themselves from the meeting at 4:15 p.m. and 4:30p.m., respectively.

Committee / Conference Reports

1. School Community Council Governance Reports

Future Business

1. Meeting dates – March 16, April 13
2. Notice of Motion
3. Topics for Future Agendas
 - a. Monitoring Reports
 - i. Receive Monthly Strategic Plan Update
 - ii. Receive Quarterly Financial Report
 - b. Accountability Reports
 - c. Advocacy
 - i. Set date and purpose for Advocacy Session with Christ the Teacher RCSSD
 - d. Engagement Events
 - i. Dr. Brass School Presentation
 - e. Planning
 - i. Approve 2017-2018 School Calendar
 - f. Development
 - i. To be determined

17-036

Morrison:

April Board Meeting

That the Board changes the regular Board Meeting from April 20, 2017 to April 13, 2017 due to the Easter Break.

Carried.

17-037
Variyan:

Adjournment
That we do adjourn at 4:40 p.m.
Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

Regular Meeting Agenda

Date: Thursday, February 16, 2017

Location: Fairview Education Center

Time: **10:00AM – Meeting**

Board Photos are scheduled for 9:00 a.m.

We will be joined by students and staff from Bear Stream School to give us a brief overview of their school

10:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1 January 19, 2017 Regular Meeting
5. Conflict of Interest

10:10 AM

6. Planning and Development – Review of Draft School Year Calendars – Quintin Robertson

10:30 AM

7. Accountability Report – Strategic Planning & Reporting

11:30 AM

8. Delegation

1:00 PM

9. Closed Session
 - 9.1. Human Resources Report
 - 9.2. Transformational Change
 - 9.3. Budget Constraints
 - 9.3.1. Public Sector Compensation Restraint – SSBA update
 - 9.3.2. GSSD Response to 2017-2018 Public Sector Compensation Restraint
 - 9.3.3. School Division Employee Compensation Engagement Template
 - 9.4. Restricted Reserves
 - 9.5. Transportation Policy 16 Planning
 - 9.6. Yorkton Minor Football

1:15 PM

10. Action Items
 - 10.1. Items Arising From Closed Session
 - 10.2. Old Business

10.2.1. Board Policy 15 – Recruitment and Selection of Personnel

10.3. New Business

- 10.3.1. Capital Funding Submission
- 10.3.2. Emergent Funding YRHS
- 10.3.3. Purchase of Bleachers Melville Comprehensive School
- 10.3.4. Purchase of GPS Units
- 10.3.5. Transportation Request – Fiske Family
- 10.3.6. Transportation Request – Fort Livingstone School
- 10.3.7. Columbia School Request for Library Plaque – in memory of Irene Lyons
- 10.3.8. Anne Portnuff Theatre – donor wall request
- 10.3.9. Governance Panel Presentation Honorarium/Thank You
- 10.3.10. Annual General Meeting Preparation
 - 10.3.10.1. Nomination of Chairperson
 - 10.3.10.2. Nomination of Secretary

2:00 PM

11. Director's Report

3:15-3:30 PM – Break

3:30 PM

12. Committee/Conference Reports
- 12.1. School Community Council Meetings
 - 12.2. Transportation Committee
 - 12.3. Public Section
 - 12.4. Board Chair
 - 12.5. Members Council
13. Future Business
14. Meeting Dates – Regular Meeting – March 16
15. Notice of Motion
16. Topics for Future Agendas
- 16.1. Monitoring
 - 16.1.1. Receive Monthly Strategic Plan Update
 - 16.1.2. Quarterly Financial Report
 - 16.2. Accountability
 - 16.3. Advocacy
 - 16.3.1. Set Date and Purpose for Advocacy Session with Christ the Teacher
RCSSD
 - 16.4. Engagement Events
 - 16.4.1. Dr. Brass School Presentation
 - 16.5. Planning
 - 16.5.1. Approve School Year Calendar
 - 16.6. Development
 - 16.6.1. TBD

17. Adjourn

Strategic Plan Report

Date of Submission to the Board of Education: February 16, 2017

Submitted by: Quintin Robertson, Director of Education

INTERNAL PROCESS FOCUS

Strategic Focus

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.

Long-term Goals

- By June 2020, GSSD will increase service to students and schools through development, revision and refinement of processes with an aim to improve communication, efficiency, and equity.

Relationship with CUPE Local 4784 Highlighted in Front of the Governance Review Panel

On January 25th, 2017, Karla Sastaunik, President of CUPE Local 4784, joined the group of individuals who spoke to the Governance Review Panel in Regina.

During that visit, Karla expressed that the CUPE local has a very strong relationship with the Good Spirit School Division Board of Education and the Senior Administration. She indicated that, *"Our amicable relationship is built on the philosophy of putting the needs of students first. We endeavor to work together to solve issues before they become problems and turn into grievances, which are costly and can create a climate of mistrust."* Karla went on to share that *"In the past 10 years, since amalgamation, we have only had two grievances which we solved during the process, and have had only two issues that resulted in arbitration, a record which I think underscores the relationship we have with our employer."*



In front of the Governance Review Panel, Karla highlighted that annually, the local CUPE executive, division board members and senior administrative staff gather for an evening that includes a supper and socializing. Karla identified that the opportunity allowed the local CUPE executive, staff and board members to get to know each other on a more personal level, thus allowing for a stronger working relationship.

Karla highlighted that CUPE members take pride in the role they play in educating our students. She emphasized that the local believes *"a quality education is the greatest gift we can give the youth of our province."* She spoke to the possibility of those achievements, which Good Spirit School Division has reached might be lost with the proposed changes to education in Saskatchewan.

Good Spirit School Division was proud to have Karla speak to the Governance Review Panel on behalf of the Board of Education. Karla not only spoke to the strong relationships within GSSD at various levels but she did a wonderful job articulating why the current landscape in education IS ensuring that our students are achieving at high levels.

GSSD was very pleased to have Karla represent them on January 25th before the Review Panel as she is a dedicated ambassador for our division as well as a strong advocate for CUPE Local 4784.

Strategic Focus

GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.

Long-term Goal

- By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.
- By June 2020, GSSD will enhance system effectiveness by enhancing existing external partnership and by seeking new opportunities.

STUDENT & FAMILY

INTERNAL PROCESSES

PEOPLE CAPACITY

FINANCIAL STEWARDSHIP

Two Thumbs Up for GSSD Staff!



During the week of February 12-18, we celebrate Staff Appreciation Week to honour the outstanding work of our staff within the Good Spirit School Division. There is no doubt that it takes a dedicated team to provide our students with safe, caring environments for learning and there is much evidence of this within GSSD.

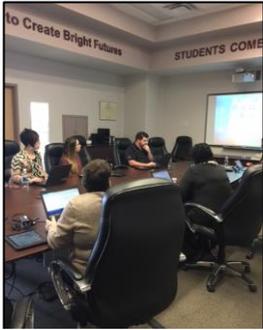
Appreciation goes out to each of the school staff members who give their “all” throughout the school year; the transportation department for getting everyone safely to and from school each day; the administrative assistants who are the welcoming voice and friendly face to our students and their families; the facilities staff who get our schools cleaned and ready for the day; the support staff on whom both students and teachers depend for a huge variety of duties; the counsellors and professional service providers who work with our students behind the scenes to ensure their well-being. Each of you deserve our gratitude, respect and total support.

A special “thank you” to our teachers and in-school administrators for the work they do. Our teachers are tasked with preparing engaging lessons for each subject or class they teach, studying curriculum, and researching and utilizing best practices within their classrooms. In addition to this, they spend many hours working with kids in extra-curricular activities that take them away from their own families. Our in-school administrators do an excellent job of advocating for the well-being and best interests of all students and staff within their schools. They are the learning leaders within our schools who work tirelessly to ensure that learning occurs without limits and that achievement is accessible to all.

The Board of Education and the Central Office Administration celebrate the excellent work you do to ensure our students are successful. We are most appreciative of your dedication, care and compassion that you consistently demonstrate within your work. Thank you for being a valued member of the GSSD Team!



GSSD Professional Development



Tech Day PD
February 14, 2017



PD Event	Date	Topic / Outcome
Student Services Teacher & Professional Service Providers Tech Day	February 14, 2017	AGENDA OF THE DAY: <ul style="list-style-type: none"> • Google Read and Write • Google Classroom • App purchasing process • Library Apps and Audio Books • EAL Online Resources • Blended and Distributed Learning

One Hundred Rainbows at MCS!

Melville Comprehensive School is taking part in a jointly sponsored activity to connect their students to the environment. The school is collaborating with the Saskatchewan Wildlife and Melville Fish and Game League through the Fort Qu'Appelle Fish Culture Station to hatch rainbow trout eggs.

Fish Culture Station provided 100 rainbow trout eggs.

Rainbow trout do not naturally spawn in the province of Saskatchewan because the water conditions are not tolerable. All populations of rainbow trout in Saskatchewan lakes come from the Fish Culture Center. Melville Fish and Game provided the school with approximately \$1500 of start-up equipment (pumps, cooler). The

Students enrolled in Biology 30 and Wildlife Management 20/30 courses are coordinating the hatchery project. In the future, the school plans to include Science 10 students. Students will see first-hand fish development from the egg to fry stage and be able to take part in the release of these fish. The release will take place in late June at Wilson Lake, close to Willowbrook, Saskatchewan.



Dual Credit English

The Ministry of Education has established a dual credit program which is designed to provide alternative pathways to graduation by allowing high school students the opportunity to earn high school credits and post-secondary credits or other program recognition at the same time in the same course. Currently, six students from the Yorkton Regional High School along with nine students from the Melville Comprehensive School are enrolled in a Dual Credit ELA 100 course which is being delivered by GSSD teacher Jean Knoll. The opportunity was established through a partnership between GSSD Distributed Learning and the Parkland College. Through this opportunity, GSSD students are able to obtain a first year English credit through the University of Regina while also fulfilling the requirements for ELA B30. Christ the Teacher Catholic School Division and the Parkland College also have students enrolled in the class which is delivered on the Parkland College campus. Technology allows the Melville students to see, hear, and be active participants in the class from their home location.



GSSD Distributed Learning and the Parkland College are hopeful that in the 2017-2018 school year, students will have the opportunity to take not only ELA 100 but also Calculus 104, a first year course, which serves as a dual credit for Calculus 30. Though students in larger cities such as Regina and Saskatoon have been involved in accelerated programming through their local universities for quite some time, the partnership between GSSD and the Parkland College is relatively new but brings with it many exciting opportunities for the students of the Good Spirit School Division in the future.



2017-2018 Calendar Options Survey

Annually, Good Spirit School Division and Christ the Teacher Catholic School Division meet to create the School Year Calendar. As part of this process, we are asking our parents, staff and interested members of the public to provide feedback on the two options.

Visit the GSSD website at www.gssd.ca to review the two options and take the short feedback survey.

STUDENT AND FAMILY FOCUS

Strategic Focus

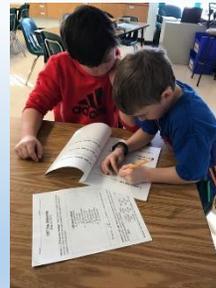
GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.

Long-term Goals

- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning.
- By June 2020, GSSD will achieve a 3-year graduation rate of 85%.
- By June 2020, <10% of GSSD students will report being affected/impacted by depression and anxiety.

“100 Day”

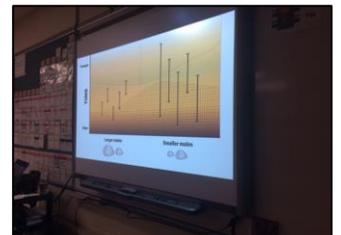
Davison School celebrated the 100th day of school this year on Thursday, February 9. Creativity was everywhere as students came to school wearing 100 items (stickers, safety pins, names of hockey teams or necklaces made from Cheerios) and enjoyed many activities focusing on the number 100. Classrooms buddied up to complete activities such as “How Many Licks Does it Take to Eat a Popsicle?” and “How Long Does it Take to Do 100 Exercises?” Some graphing, writing and of course eating was done as the students completed each station. Cups were also seen in the hallways as students tried to make towers using 100 plastic cups. Laughter could be heard as pictures of students aged to 100 were posted. The day ended with the principal visiting and reading “The Night Before 100th Day” to some classrooms.



Virtual Science Connections

Over the past month, the high school students at Preeceville School, have connected with three different scientists to learn about careers in science and the work that the scientists are involved in.

On January 31, Science 8 students connected via text chat to ask Dr. Elizabeth Cottrell (a geochemist with the Smithsonian Natural History Museum) to learn about volcanoes and how they are looking for chemical signals of volcanic eruption. Biology 30 students connected with Morgan Jackson on February 8 to learn about the relevance of taxonomy and his research with Diptera (flies). On February 9, students in Biology 30 connected with Dr. Hunt via webcast from the Smithsonian to hear about his research with ostracodes and the influence of environmental change on these organisms.



Making It “Count”: Supporting and Nurturing Math Literacy

P.J. Gillen School has dedicated time and energy to support and strengthen math skills for its students.

The staff at P.J. Gillen spent time last spring identifying essential outcomes in each grade level from Kindergarten to Grade 5. A curriculum map was constructed based on these essential outcomes.

Teachers dedicate a 30-minute Math Fact period once in a 6-day cycle. During this period, the focus is on building Math Fact fluency using games, technology, strategies, and innovative practice.

Promoting math literacy requires the right manipulatives. P.J. Gillen teachers also identified “must have” math manipulatives for their classrooms. These items were then gathered and housed in a Math Cart that every homeroom teacher received to support their Math program. Remaining items that are “nice to have” are housed in the library where teachers can sign them out as needed.



In addition to strong classroom instruction, teachers recognized the need for a math Intervention program that would support students who were not meeting essential math literacy skills. A Levelled Math Interventionist (LMI) was scheduled into the school day. Every afternoon, identified students receive instruction in targeted math skills and lowering math anxiety. Instruction is delivered in small groups and through 5 week intervention blocks.

GSSD Math Screeners are one method used to identify students who may benefit from LMI. In the fall, the screeners were given to each of the students in grades 3-5. From this data

collection, along with discussion with teachers, students were identified to receive Math Intervention. Classroom teachers have the opportunity to refer students to the LMI.

Math literacy at P.J. Gillen...counts!

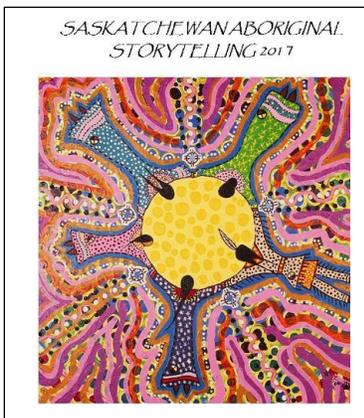
STUDENT & FAMILY

INTERNAL PROCESSES

PEOPLE CAPACITY

FINANCIAL STEWARDSHIP

Winter is a traditional time for Aboriginal people to share the gift and time-honoured custom of storytelling and February has been designated as Aboriginal Story Telling Month.



For Aboriginal people, storytelling is both a gift and an old custom and tradition utilized by the people to teach, entertain and remember. Throughout February, First Nation and Metis storytelling events and activities are being held in libraries, communities and schools all over Saskatchewan. A number of GSSD schools are planning events for students from PreK to grade 12. Events include storytelling, visual arts, and interactive displays portraying First Nation and Metis symbols through culturally based narratives.

Other activities to coincide with the storytelling are the makings of Dream Catchers, traditional music, Metis dancing and Book in a Bag where students choose a First Nation book then create activities that coincide with that book to share with other children. These events connect us to the age old tradition of storytelling and to Elders while allowing our students and staff to seek knowledge and learn from one another that is both entertaining and engaging.

Strategic Focus

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools.

Long-term Goals

- By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

Purchase of School Buses

The Good Spirit School Division has committed to a fleet replacement plan of 10 new school buses per year. This commitment ensures that the overall fleet age and health can adequately provide safe reliable service to the students of the division.

The risks associated with providing transportation services relate directly to safety. Mechanical failure, cold weather operation and the ability to provide quick response to students and drivers.

The health and dependability of our bus fleet is currently under pressure due to a specific make and model year of bus. A recent analysis of the 15 - 2012 International Company (IC) buses at the Melville Bus garage showed that only five were considered to be "OK" and reliable for use. The remaining 10 IC buses had issues ranging from engine knocks to antifreeze leaking into the oil. The cost to replace an engine could be as high as \$28,000 and the historical cost to remedy the park brake components is typically \$6,000 - \$8,000. The other garages have all experienced similar issues with this model and year of school bus.



During this school year, GSSD has purchased 20 new Thomas/Freightliner school buses, 10 from 2015-2016 budget year tender and 10 from the 2016-2017 budget year tender. The new buses will reduce our reliance on the 2012 IC buses. This will ensure that our fleet is in better overall health and able to provide dependable reliable service to the students and drivers within the division.

A Day in the Life of the GSSD Student Services Coordinator

This month we would like to highlight the role of our three Student Services Coordinators (SSCs): Adelle Kopp-McKay (North Cluster), Laurel Welke (Central Cluster), and Val Ruf (South Cluster). The SSCs lead and support our schools and Professional Services Providers in meeting the diverse and intensive needs of students.

On any given day, you can find these ladies responding to the needs of GSSD students and staff by:

- Meeting with Student Support Teachers and Principals to ensure Ministry and division procedures are implemented regarding programming and services to students
- Facilitating/participating in various interdisciplinary team meetings such as Inclusion and Intervention Plan (IIP) meetings, transition meetings, and problem solving meetings
- Collaborating with teams to ensure students are meaningfully included in their classroom, school, and community
- Collaborating with Professional Services Providers (Speech Language Pathologists, Occupational Therapists, Counsellors, Psychologist, Behavior Support Coach) and school teams regarding student programming, referrals, adaptations, and interventions
- Helping to connect students to relevant partner agencies such as Mental Health, Sunrise Therapies, PECIP, SIGN, Community Living Division, etc.
- Processing various assistive technology requests to support student learning and independence
- Supporting schools to implement a non-violent crisis intervention model when responding to students who have difficulty regulating their emotions
- Working with school teams and fellow SSCs to allocate Educational Assistant support throughout GSSD schools
- Meeting as a Student Services Professional Learning Community (PLC) to ensure communication, collaboration, capacity building, and consistency of practice across GSSD

All of the above and more makes for busy days as a Student Services Coordinator! These ladies truly believe and enact our GSSD vision of “Learning without Limits, Achievement for All”.



Regular Meeting Agenda

Date: Thursday, March 16, 2017
Location: Fairview Education Center
Time: **10:00AM – Meeting**

We will be joined by students and staff from Dr. Brass School to give us a brief overview of their school

10:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1 February 16, 2017 Regular Meeting
5. Conflict of Interest

10:10 AM

6. Planning and Development – Approve School Year Calendar – Quintin Robertson

10:30 AM

7. Delegation - none
8. Closed Session
 - 8.1. Human Resources Report
 - 8.2. Student Discipline Report
 - 8.3. Restricted Reserves
 - 8.4. Correspondence
 - 8.4.1. Board Chairs Council Meeting Notes, February 2, 2017
 - 8.4.2. Education Funding
 - 8.4.3. MLA Fact Sheet PSSD
 - 8.4.4. Letter to MLAs
9. Action Items
 - 9.1. Items Arising From Closed Session
 - 9.1.1. Restricted Reserves

1:00 PM

- 9.2. New Business
 - 9.2.1. Parkland College Agreement
 - 9.2.2. Bus Planning Software
 - 9.2.3. Land Transfers
 - 9.2.4. Connect Energy Natural Gas Contract

1:30 PM

- 10. Closed Session
 - 10.1. Human Resources Report

2:00 PM

- 11. Director's Report

3:45 PM

- 12. Committee/Conference Reports
 - 12.1. School Community Council Meetings
- 13. Future Business
- 14. Meeting Dates – Regular Meeting – April 13, May 18, June 15
- 15. Notice of Motion
- 16. Topics for Future Agendas
 - 16.1. Monitoring
 - 16.1.1. Receive Monthly Strategic Plan Update
 - 16.2. Accountability
 - 16.2.1. Communications & Community Relations
 - 16.3. Advocacy
 - 16.3.1. Set Purpose for Advocacy Session with Support Staff Association(s) –
Date: May 18, 2017
 - 16.4. Engagement Events
 - 16.4.1. Preeceville School Presentation
 - 16.5. Planning
 - 16.5.1. Receive Draft Budget Plan
 - 16.5.2. Receive Draft PTR Plan
 - 16.6. Development
 - 16.6.1. TBD
- 17. Adjourn

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday March 16, 2017
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Anderson, Jade
P	Dokuchie, Gilda
P	Johnson, Jaime
P	Morrison, Jan
P	Simpson, Bob – Vice Chair
A	Variyan, Steve

P	Balyski, Chris
P	Gendur, Gord
A	Leson, Shannon
P	Stachura, Florence
P	Smandych, Lois – Chair

Staff

Quintin Robertson – Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Deputy Director of Education

17-040

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.
Carried.

17-041

Balyski:

Adoption of agenda

That the agenda be adopted as presented.
Carried.

17-042

Anderson:

Approval of regular minutes

That the minutes of the February 16, 2017 Regular Meeting be adopted as presented.
Carried.

Business arising from the minutes

None

Conflict of Interest

None

Planning and Development

Review of Final School Year Calendar – Quintin Robertson

Board Member Stachura joined the meeting at 10:15 a.m.

17-043

Morrison:

2017-2018 School Calendar

That the Board approved 2017-2018 school calendar.
Carried.

Closed Session Items

1. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues

- c. New Employee Issues
- d. Other
- 2. Student Discipline Report
- 3. Restricted Reserves
- 4. Correspondence
 - a. Board Chairs Council Meeting Notes, February 2, 2017
 - b. Education Funding
 - c. MLA Fact Sheet PSSD
 - d. Letter to MLAs

17-043

Johnson:

Enter closed session

That the Board enter closed session to receive and review agenda items.
Carried.

17-044

Balyski:

Exit closed session

That the Board closed session.
Carried.

LUNCH – Dr. Brass School

17-045

Stachura:

Enter closed session

That the Board enter closed session.
Carried.

17-045

Johnson:

Exit closed session

That the Board closed session.
Carried.

Action Items

- 1. Items Arising from Closed Session
 - a. Restricted Reserves
 - b. Payment to Prior Board Members
 - c. Legal Advice
- 2. Old Business
- 3. New Business
 - a. Parkland College Agreement
 - b. Bus Planning Software
 - c. Land Transfers
 - d. Connect Energy Natural Gas Contract

17-046

Dokuchie:

Restricted Reserve – Minor Renovations

That the Board transfer \$1,000,000 from unrestricted accumulated surplus and establish a restricted accumulated surplus fund for minor renovations.
Carried.

17-047

Stachura:

Restricted Reserve – Feasibility Study of Non-School Facilities

That the Board transfer \$200,000 from unrestricted accumulated surplus and establish a restricted accumulated surplus fund for a feasibility study of non-school facilities.
Carried.

17-048

Gendur:

Restricted Reserve – Risk Management and Security

That the Board transfer \$134,000 from unrestricted accumulated surplus and establish a restricted accumulated surplus fund for the purchase of cameras for buses.
Carried.

- 17-049**
Balyski: **Restricted Reserve – Bus Purchases**
That the Board transfer \$800,000 from unrestricted accumulated surplus and establish a restricted accumulated surplus fund for the purchase of buses.
Carried.
- 17-050**
Anderson: **Payment to Prior Board Members**
That the Board provide the approved daily indemnity rate to prior board members, D.J. Cairns and B. Cottenie for assisting the Board Chair on February 17 and 18, 2017 responding to a prior employee issue.
Carried.
- 17-051**
Simpson: **Enter closed session**
That the Board enter closed session.
Carried.
- 17-052**
Morrison: **Exit closed session**
That the Board closed session.
Carried.
- 17-053**
Gendur: **Legal Advice**
That the Board contract independent legal advice as discussed during closed session.
Carried.
- 17-054**
Leson: **Parkland College Agreement**
That the Board approves the lease/operating agreement for the Parkland College Melville Campus for the period beginning September 1, 2017 as presented.
Carried.
- 17-055**
Johnson: **Purchase of Bus Planning Software**
That the Board award the contract for the purchase of Bus Planner software to Geo Ref.
Carried.
- 17-056**
Dokuchie: **Land Transfers**
That the Board approve the transfer of title for the following former rural school properties back to the adjoining property owner, and the cost of title transfer be the responsibility of the new property owner. Property title numbers: 115696345, 1241885565, 124071162, 124956197, 124325300, 123632052, 123046949, 124083930, 118668897, and 124324039.
Carried.
- 17-057**
Stachura: **Natural Gas Contract**
That the Board enter into a five year agreement with Connect Energy for the supply of natural gas effective November 2017.
Carried.

Discussion Items presented by the Director of Education

1. Facilities Presentation – Part II
2. Horizon School Division – Wall of Fame
3. Horizon School Division – From the Board

Information Items presented by the Director of Education

1. Thank you notes

2. Important Dates
 - a. Set date and purpose for Advocacy Session with Christ the Teacher RCSSD
 - b. GSSD High School Graduation Dates
3. In Focus (Strategic Plan Report)
4. Quarterly Financial Report
5. Student Incident of Concern Report
6. LEAN Event – Out of Attendance Area process
7. Education Sector Strategic Plan
8. Stop the Attack
9. SSBA Spring Assembly
10. January 25 Feature Story link
11. GSSD Trustee Photos on the website
12. Correspondence
 - a. Yorkton Regional High School Emergent Funding Letter March 15, 2017
 - b. Ministry of Education - 2017 Pre-Budget Invitation Letter

Committee / Conference Reports

1. School Community Council Governance Reports

Future Business

1. Meeting dates – April 13, May 18, June 15
2. Notice of Motion
3. Topics for Future Agendas
 - a. Monitoring Reports
 - i. Receive Monthly Strategic Plan Update
 - b. Accountability Reports
 - i. Communications and Community Relations
 - c. Advocacy
 - i. Set date and purpose for Support Staff Association(s)
 - d. Engagement Events
 - i. Preeceville School Presentation
 - e. Planning
 - i. Receive Draft Budget Plan
 - ii. Receive Draft PTR Plan
 - f. Development
 - i. To be determined

17-058
Stachura:

Adjournment
That we do adjourn at 4:55 p.m.
Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk



FROM THE BOARD

Highlights of the GSSD Board of Education Monthly Meeting

March 2017

March 2017 Regular Meeting

The regular monthly meeting of the Board for March 2017 took place in the Fairview Education Center boardroom on Thursday, March 16, 2017. In attendance at this month's meeting were Lois Smandych (Chairperson) and Bob Simpson (Vice-Chairperson), Trustees, Jan Morrison, Jade Anderson, Chris Balyski, Gord Gendur, Gilda Dokuchie, Jaime Johnson, Florence Stachura, Director of Education(CEO)/Quintin Robertson, Deputy Director of Corporate Services/Sherry Todosichuk, Deputy of Education/Donna Kriger. Trustees absent were: Steve Variyan and Shannon Leson.

2017-18 School Calendar Review

Director of Education/CEO, Quintin Robertson shared the calendar development process with the Board of Education. Quintin Robertson highlighted how its development is a collaborative process by which both the Good Spirit School Division and Christ the Teacher School Division engage in. Quintin indicated that Good Spirit believes it is important to consult stakeholders during this process, and as such, a survey outlining the two calendar options was shared with schools, staff, parents and the public. Though there was overwhelming support of Option 1, it was highlighted that those who completed the survey were not overly satisfied with the options. In response, a third option was developed which was the overwhelming favourite. Ensuing changes were made to the Christmas break and to the long weekends resulting from Professional Development days.

Director of Education/CEO, Quintin Robertson explained how the school year and school day must comply with provincial legislation and regulations, as well as any directives from the Ministry of Education regarding the number of school days and instructional hours required. Submission of the calendar to the Ministry must occur on or before May 1st.

Highlights of the 2017 – 2018 School Calendar included:

- A total of 197 days are included within the 2017 – 2018 school year, with 185 being instructional days. Each school day consists of 310 instructional minutes, totalling 1016 hours.

- School start up in August will include 4 non-instructional days, with opening day for students being Sept 5th, 2017 as mandated by Legislation. A total of 12 non-instructional days are included within the calendar year balancing semester Semester I and II with 93 instructional and 92 instructional days respectively.
- Preservation of the February Break (Feb.19th, 2018 – Feb.23rd, 2018)
- Christmas Break (Dec.22nd, 2017 – Jan.3rd, 2018)
- Easter Break – Mar.30th, 2018 – April 6th, 2018)

The Board of Education passed a motion to accept the School Calendar as presented based on it meeting the requirements of the Ministry of Education and Administrative Procedure 130.

Dr. Brass School Presentation

Four Grade 8 students from Dr. Brass together with Mr. Jason Gordon, Principal and Ms. Julie Parisloff, teacher joined the Board of Education for a light lunch followed by a presentation highlighting the academic programming and extra-curricular opportunities available for students at their school. The students spoke passionately regarding the importance of school culture and student-teacher relationships. They highlighted the impact that both the professional and support staff have on the lives of students at Dr. Brass. The presentation was emotionally charged and reinforced to Trustees that the motto of “Students Come First” is alive and well at Dr. Brass School.



Facility Highlights From Across GSSD

Teresa Korol, Assistant Superintendent of Business Administration took the Board of Education through a virtual walkthrough of various schools located within the Good Spirit School Division during the March meeting. In the past, the Board of Education would carry out tours of the school facilities located across the Division to familiarize new Trustees with its schools. In an attempt to be fiscally responsible, the Board of Education made a decision to be prudent with their resources and carry out virtual visits instead.

The schools highlighted during the March Board Meeting were:

Calder School – located 57 km East of Yorkton

Calder School is our smallest building. Built in 1960 it is a four classroom school without a gym.

The current enrolment of this K-8 school is 25 and the utilization rate is 41%. Calder School has received a significant number of upgrades. In the last eight years it has had a complete roof replacement, a new boiler system, and the addition of a staff washroom and staff room. Upon entering this building, it is evident it is a very pleasant learning environment.

Nicole Piercy is the Principal of Calder School.



Canora Junior Elementary School – located 47 km North of Yorkton

Canora Junior Elementary School uses every inch of their space including the hallways. CJES is a Pre K-4 school and has an enrollment of 195 not including the Pre-K students. The 16 Pre-K students are located in the former division office building across town. Even with the Pre-K students in another building this school is over utilized with a gross utilization rate of 128%.

In 2012 the division was fortunate enough to receive funding for 3 portables. These portables allowed the school to expand into more classrooms and to provide for break out spaces for one on one work with students. The addition of 3 classrooms has made a significant impact on the school. A new kitchen has recently been added, allowing the school to provide students breakfast and snacks as well as access to a cooking program.

Rod Steciuk is the Principal of CJES.



Dr. Brass Elementary School – located within the City of Yorkton

Dr. Brass Elementary School is one of four elementary schools located within the city of Yorkton. It was built in 1950 and was formerly known as Yorkton Collegiate.

The current enrolment of this PreK- 8 school is 193 students. While the utilization rate for this school is only 53% the number is not truly reflective, as this school has a full basement that is currently not useable student space. The classroom utilization rate is 105%.

The school staff and community are very proud of the gymnasium housed within their school. It is among the best that can be found within the Yorkton area for Grades PK – 8. It boasts a balcony for viewing sports and multi-use functions and for that reason it is often sought after by community users.

Jason Gordon is the Principal of Dr. Brass and Ron Gillis is the Vice-Principal.



Melville Comprehensive School – located within the City of Melville

Melville Comprehensive School was built in 1969 and was the last Comprehensive School built in the province. It currently has an enrolment of 348 students Grade 7-12 and a utilization rate of 41%. This does not take into consideration the area occupied by the Parkland College, which has its main administration office and some classroom space in the school.

The Melville Comprehensive is a very well maintained building and is in immaculate condition. It has a fine compliment of Practical and Applied Arts shops within the facility, including automotive, welding, cosmetology, and construction. A roofing project was just completed during the summer of 2016. The original gymnasium bleachers are slated to be replaced in 2017 as well as an upgrade to the HVAC system is also planned for the summer of 2017.

Brandon Needham is the Principal of MCS and Darren Wandy is the Vice-Principal.



P.J. Gillen School – located within Esterhazy (90 km South of Yorkton)

PJ Gillen was built in the 1960's and is a K-5 school with an enrollment of 267. The current utilization of this school is 95%.

PJ Gillen School has had significant renovations over the past three years. In 2015 the emergency funding was made available to upgrade the heating system. At the same time the school and community worked diligently to generate additional funds. Mosaic provided a \$300,000 grant to enhance the school and additional PMR funding was made available to complete the renovations.

Over the last two years the school has had an upgraded heating system, renovated library and gymnasium, renovated washrooms, new classroom lighting, new windows, new hallway paint, new administration offices and lockers installed.

Kelsey Shields in the Principal of P.J. Gillen and Wanita Lippai is the Vice-Principal.



Preeceville School – located 100 km North of Yorkton

Preeceville School was built in five phases from 1963 until 1984. The current enrolment is 286 and the utilization rate is 94%.

Preeceville School has had extensive renovations over the past eight years. In the fall of 2010 the heating system in a portion of the school was turned off and the duct work sealed. An electric heating system was installed in school until the Ministry approved funding in 2011 for a heating and ventilation replacement and necessary upgrades to the classrooms and hallway, including new ceilings and lighting.

Other renovation projects at Preeceville School include the replacement of two roof sections, complete upgrades to the senior washrooms, an accessibility project to accommodate a wheelchair student, and renovations to the gym including new change-rooms, refinishing of walls, removal of its acoustical sprayed finish, and installation of a hardwood gym floor.



Quarterly Financial Report

The Board heard from Sherry Todosichuk, Deputy Director of Corporate Services regarding a quarterly report and financial summary. The report highlighted that the 2016 – 2017 budget was on track and on target to meet budget expectations. The budget reporting was introduced with a commentary as well as a financial spreadsheet which made it easier to understand the fiscal picture of the Good Spirit School Division. In addition to the budget reporting, Sherry also provided a comprehensive explanation of the Education Tax and distribution of Ministry grants.

The process of Budget Forecasting was also explained to the Board of Education with Sherry highlighting how team effort and transparency among members of the Administrative Council enabled the potential for reallocating resources for current emergent needs within the School Division.

Lean Event on Transportation and Out of Attendance Area Requests

Director of Education/CEO, Quintin Robertson and Deputy Director of Corporate Services, Sherry Todosichuk shared information regarding a LEAN event which they lead, targeting the process involved with Out of Attendance Area Requests affecting the schools within the cities of Yorkton and Melville. Florence Stachura, a Good Spirit Trustee, participated in the event with two school administrators, an SCC member, and a Superintendent of Education. The team identified issues occurring throughout the process and problem solved solutions to resolve them. This resulted in a reduction of unnecessary steps thus streamlining the process from beginning to end.

Submissions & Feedback

To submit photos or stories regarding the Board of Education or an individual Trustee in your school community, please contact the Good Spirit School Division at Heather.Morris@gssd.ca

Thanks for reading!

Next Board Meeting Scheduled for April 13, 2017

Location: Fairview Education Board Room

Contact Us

Good Spirit School Division #204

Fairview Education Center
63 King Street East
Yorkton, Saskatchewan
S3N 0T7

Phone: (306) 786-5500

Visit us online at

www.gssd.ca

Good Spirit School Division Board of Education Regular Meeting Agenda

Date: Thursday, April 13, 2017
Location: Fairview Education Center
Time: **10:00 AM – Meeting**

We will be joined by students and staff from Preeceville School to give us a brief overview of their school

10:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1 March 16, 2017 Regular Meeting
5. Conflict of Interest

10:10 AM

6. Monitoring and Accountability – Quintin Robertson
 - 6.1. Communications & Community Relations
 - 6.2. Leadership Qualities

10:30 AM

7. Delegation – none
8. Closed Session
 - 8.1. Human Resources Report
 - 8.2. Planning and Development – Sherry Todosichuk
 - 8.2.1. Draft Budget Plan
 - 8.2.2. March 24th Ministry PowerPoints – Quintin Robertson
 - 8.2.2.1. 2017-2018 Technical Briefing PowerPoint
 - 8.2.2.2. 2017-2018 Provincial Budget and School Division Governance PowerPoint
 - 8.3. Student Discipline Committee Reports
 - 8.3.1. Student Discipline Committee Report for 2017 04 04 – 1
 - 8.3.2. Student Discipline Committee Report for 2017 04 04 – 2
 - 8.3.3. Student Discipline Committee Report for 2017 04 04 – 3
 - 8.4. Audit Tender
 - 8.5. Policy 15 – Recruitment of Staff
 - 8.6. Policy 16 – Student Transportation
 - 8.7. Public Section

9. Action Items

9.1. Items Arising From Closed Session

- 9.1.1. Student Discipline Committee Recommendation for 2017 04 04 – 1
- 9.1.2. Student Discipline Committee Recommendation for 2017 04 04 – 2
- 9.1.3. Student Discipline Committee Recommendation for 2017 04 04 – 3
- 9.1.4. Audit Tender Recommendation
- 9.1.5. Policy 15 – Recruitment of Staff Recommendation

9.2. Old Business

- 9.2.1. Revised 2017-2018 School Year Calendar

1:00 PM

9.3. New Business

- 9.3.1. Sturgis School Name
- 9.3.2. Norquay School Community Council Loan Application
- 9.3.3. Sturgis HVAC Award of Contract
- 9.3.4. Suncorp Valuations Contract

1:30 PM

10. Director's Report

3:00 PM

11. Committee/Conference Reports

- 11.1. School Community Council Meetings
- 11.2. Transportation Committee

12. Future Business

13. Meeting Dates – Regular Meeting – May 18, June 15

14. Notice of Motion

15. Topics for Future Agendas

- 15.1. Monitoring
 - 15.1.1. Monthly Strategic Plan Update
- 15.2. Advocacy
 - 15.2.1. Host Elders Gathering
 - 15.2.2. Host Christ The Teacher Catholic School Division
- 15.3. Engagement Events
 - 15.3.1. Grayson School Presentation
 - 15.3.2. Graduation/Achievement Events
- 15.4. Planning
 - 15.4.1. Receive Draft Budget Plan
 - 15.4.2. Receive Draft PTR Plan

16. Adjourn

Good Spirit School Division Board of Education

Regular Meeting Agenda

Date: Thursday, May 18, 2017

Location: Fairview Education Center

Time: 10:00 AM – Meeting

We will be joined by students and staff from Grayson School to give us a brief overview of their school

10:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1 April 13, 2017 Regular Meeting
5. Conflict of Interest

10:10 AM

6. Delegation – none
7. Closed Session
 - 7.1. Human Resources Report – handout at meeting

10:30 AM

- 7.2. Planning and Development – Sherry Todosichuk
 - 7.2.1. Draft Budget Plan

1:00 PM

- 7.3. Student Discipline Committee Reports
 - 7.3.1. Student Discipline Committee Recommendation 2017 04 04 - 1
 - 7.3.2. Student Discipline Committee Recommendation 2017 04 04 - 2
 - 7.3.3. Student Discipline Committee Recommendation 2016 06 30
 - 7.3.4. Student Discipline Committee Recommendation 2016 06 21
8. Action Items
 - 8.1. Items Arising From Closed Session
 - 8.1.1. Student Discipline Committee Decision 2017 04 04 - 1
 - 8.1.2. Student Discipline Committee Decision 2017 04 04 - 2
 - 8.1.3. Student Discipline Committee Decision 2016 06 30
 - 8.1.4. Student Discipline Committee Decision 2016 06 21

1:15 PM

- 8.2. New Business
 - 8.2.1. Policy 16 – Student Transportation
 - 8.2.2. Sturgis Composite School SCC Loan
 - 8.2.3. Invermay School Football Cooperative
 - 8.2.4. Norquay Gym Floor Tender
 - 8.2.5. Invermay School Roof Tender
 - 8.2.6. Sturgis Composite School Roof Tender
 - 8.2.7. Preeceville School Roof Tender
 - 8.2.8. Yorkton Regional High School Asbestos Abatement Tender
 - 8.2.9. Columbia School Portables PMGM Contract
 - 8.2.10. Esterhazy High School Sasktel Contract
 - 8.2.11. Driver Education Contract
 - 8.2.12. South East Cornerstone Boundary Review

2:00 PM

- 9. Director's Report

4:30 PM

- 10. Committee/Conference Reports
 - 10.1. School Community Council Meetings
 - 10.2. Transportation Committee
- 11. Future Business
- 12. Meeting Dates – Special Board Meeting – June 8; Regular Meeting – June 15
- 13. Notice of Motion
- 14. Topics for Future Agendas
 - 14.1. Monitoring
 - 14.1.1. Quarterly Financial Report
 - 14.2. Accountability
 - 14.2.1. Year End Strategic Plan Report
 - 14.3. Engagement Events
 - 14.3.1. Host Retirement Recognition Evening – June 15, 2017
 - 14.3.2. Graduation/Achievement Events
 - 14.4. Planning
 - 14.4.1. Approve Finalized Budget
 - 14.4.2. Approve Finalized PTR Plan
- 15. Adjourn

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday May 18, 2017
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Anderson, Jade
P	Dokuchie, Gilda
P	Johnson, Jaime
P	Morrison, Jan
P	Simpson, Bob – Vice Chair
P	Variyan, Steve

P	Balyski, Chris
P	Gendur, Gord
P	Leson, Shannon
P	Stachura, Florence
P	Smandych, Lois – Chair

Staff

Quintin Robertson – Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Deputy Director of Education

17-086

Smandych:

Call to order

That this meeting now come to order at 10:00 a.m.

Carried.

17-087

Morrison:

Adoption of agenda

That the agenda be adopted as presented.

Carried.

17-088

Johnson:

Approval of regular minutes

That the minutes of the April 13, 2017 Regular Meeting be adopted as presented.

Carried.

Business arising from the minutes

None

Conflict of Interest

None

Closed Session Items

1. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues
 - c. New Employee Issues
 - d. Other
2. Draft Preliminary Budget Plan
 - a. Governance
 - b. Transportation
 - c. Facilities
3. Student Discipline Committee Reports
 - a. Report 2017 04 04 -1
 - b. Report 2017-04-04-2

- c. Report 2016-06-30
- d. Report 2016-06-21

17-089

Variyan:

Enter closed session

That the Board enter closed session to receive and review agenda items.
Carried.

17-090

Gendur:

Exit closed session

That the Board closed session.
Carried.

LUNCH – Grayson School

Board Member Leson joined the meeting at 1:40 p.m.

17-091

Stachura:

Enter closed session

That the Board enter closed session.
Carried.

17-092

Dokuchie:

Exit closed session

That the Board closed session.
Carried.

Action Items

1. Items Arising from Closed Session
 - a. Student Discipline Committee Report 2017-04-04-1
 - b. Student Discipline Committee Report 2017-04-04-2
 - c. Student Discipline Committee Report 2016-06-30
 - d. Student Discipline Committee Report 2016-06-21
 - e. Legal Services
2. Old Business
3. New Business
 - a. Policy 16 *Student Transportation*
 - b. Sturgis Composite School SCC Loan
 - c. Invermay School Football Cooperative
 - d. Norquay Gym Floor Tender
 - e. Invermay School Roof Tender
 - f. Sturgis Composite School Roof Tender
 - g. Preeceville School Roof Tender
 - h. Yorkton Regional High School Asbestos Abatement Tender
 - i. Columbia School Relocatables Architect Contract
 - j. Esterhazy High School Sasktel Contract
 - k. Driver Education Contract
 - l. South East Cornerstone Boundary Review

17-093

Anderson:

Student Discipline Committee Report 2017-04-04-1

That the Board accepts the Student Discipline Committee recommendations from May 2, 2017.
Carried.

17-094

Simpson:

Student Discipline Committee Report 2017-04-04-2

That the Board accepts the Student Discipline Committee recommendations from May 2, 2017
Carried

- 17-095**
Balyski: **Student Discipline Committee Report 2016-06-30**
That the Board accepts the Student Discipline Committee recommendations from May 2, 2017.
Carried
- 17-096**
Morrison: **Student Discipline Committee Report 2016-06-21**
That the Board accepts the Student Discipline Committee recommendations from May 2, 2017.
Carried.
- 17-097**
Variyan: **Legal Services**
That the Board, for provide payment of legal services to Rusnak Balacko Kachur Rusnak for services provided.
Carried.
- 17-098**
Johnson: **Policy 16 Student Transportation**
That the Board amend Board Policy 16 Student Transportation as presented.
Carried.
- 17-099**
Gendur: **Sturgis Schools SCC Loan**
That the Board approve the Sturgis School Community Council loan application for the playground project up to the amount of \$70,000 as recommended by the Board Finance Committee.
Carried.
- 17-100**
Stachura: **Invermay School Football Cooperative**
The Board approve Invermay School joining in a football cooperative with Foam Lake School.
Carried.
- 17-101**
Stachura: **Norquay Gym Floor Tender**
That the Board award the contract for the hardwood gym floor installation for the Norquay School to Titan Sport Systems Ltd.
Carried.
- 17-102**
Dokuchie: **Invermay School Roof Tender**
That the Board award the contract for the roof replacement contracts at Invermay to Clark Roofing Ltd.
Carried.
- 17-103**
Anderson: **Sturgis Composite High School Roof Tender**
hat the Board award the contract for the roof replacement contracts at Sturgis Composite High School, to Clark Roofing Ltd.
Carried.
- 17-104**
Simpson: **Preeceville School Roof Tender**
That the Board award the contract for the roof replacement contracts at Preeceville School, to Clark Roofing Ltd.
Carried.
- 17-105**
Balyski: **Yorkton Regional High School Asbestos Abatement Tender**
That the Board award the contract for the asbestos abatement for the Yorkton Regional High School to Visco Demolition Contractors.
Carried.

Board Member Balyski excused himself from the meeting at 3:30 p.m.

- 17-106**
Morrison: **Columbia School Relocatables Architect Contract**
That the Board award the contract for architectural services for the Columbia School Relocatables to PMGM architecture ltd.
Carried.
- 17-107**
Leson: **Esterhazy High School Phone System Contract**
That the Board award the contract for phone/bell/intercom system installation for the Esterhazy High School to Sasktel
Carried.
- 17-108**
Variyan: **Driver Education Contract**
That the Board approve a contract extension for Driver Education Services for 2017-2018 and 2018-2019 to MCS Community Development for Churchbridge, Esterhazy, Kamsack and Langenburg Schools.
Carried.
- 17-109**
Johnson: **Boundary Review**
That the Board approve a boundary review to be completed with the South East Cornerstone Public School Division.
Carried.

Discussion Items presented by the Director of Education

1. Facilities Presentation – Part III
2. Out of Attendance Area LEAN Close Out Report
3. Director of Education – Leadership Quality Interview Listing
4. Kindergarten Registration Advertising – referred to budget discussions
5. Revisions to Bill 63
6. Public Section
 - a. Minutes of April 6, 2017 meeting
 - b. Survey
7. SSBA Position Statements Feedback
 - a. Education Equity
 - b. Collective Bargaining
 - c. Partnership Agreements
8. School Closure Transition Updates
 - a. Sturgis Elementary to Sturgis Composite School
 - b. Fort Livingstone School to Norquay School

Board Member Stachura excused herself from the meeting at 4:00 p.m.

Information Items presented by the Director of Education

1. Thank you notes
2. Important Dates
 - a. GSSD High School Graduation Dates
 - b. CASSA Annual Conference
 - c. Special Board Meeting June 8 – Budget
 - d. GSSD Showcase Track Meet
3. In Focus (Strategic Plan Report)
4. Student Incident of Concern Report
5. Correspondence
 - a. 2017 Confirmed Education Property Tax Mill Rates
 - b. #TransformSK Report

- c. SSBA Media Coverage
- d. Op-Ed Overriding the Charter, May 3, 2017

Committee / Conference Reports

- 1. School Community Council Governance Reports
- 2. Transportation Committee

Future Business

- 1. Meeting dates – June 8, June 15
- 2. Notice of Motion
- 3. Topics for Future Agendas
 - a. Monitoring Reports
 - i. Quarterly Financial Report
 - b. Accountability Reports
 - i. Year End Strategic Plan Report
 - c. Advocacy - **none**
 - d. Engagement Events
 - i. Host Retirement Recognition Evening
 - ii. Graduation/Achievement Events
 - e. Planning
 - i. Receive Draft Budget Plan
 - ii. Receive Draft PTR Plan

17-110

Leson:

Special Board Meeting

That the Board convene a special meeting on June 8, 2017 from 1:00 to 4:30 p.m. for discussion of the 2017-2018 budget.

Carried.

17-111

Leson:

Adjournment

That we do adjourn at 4:30 p.m.

Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

Good Spirit School Division Board of Education Special Meeting Agenda

Date: Thursday, June 8, 2017
Location: Fairview Education Center
Time: **1:00 PM**

1:00 PM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda

1:05 PM

4. Closed Session
 - 4.1. Budget
 - 4.2. Preliminary Preventative Maintenance and Renewal Plan
5. Adjourn

Good Spirit School Division Board of Education

Regular Meeting Agenda

Date: Thursday, June 15, 2017

Location: Fairview Education Center

Time: **10:00 AM – Meeting**

10:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. Approval of Minutes
 - 4.1. May 15, 2017 Regular Meeting
 - 4.2. June 8, 2017 Special Meeting
5. Conflict of Interest

10:10 AM

6. Monitoring and Accountability
 - 6.1. Year End Strategic Plan Report

10:30 AM

7. Delegation – Horizon School Division Families

11:00 AM

8. Closed Session
 - 8.1. Human Resources Report – handout at meeting
 - 8.2. Planning and Development – Sherry Todosichuk
 - 8.2.1. Finalized Budget
 - 8.2.2. Proposed SSBA Budget 2018
 - 8.3. Non Resident Student
 - 8.4. Student Discipline Report

2:30 PM

9. Action Items
 - 9.1. Items Arising From Closed Session
 - 9.1.1. Human Resources Recommendation
 - 9.1.2. Finalized Budget Recommendation
 - 9.1.3. Non Resident Student Recommendation
 - 9.1.4. Student Discipline Recommendation

9.2. New Business

- 9.2.1. Preliminary Preventative Maintenance and Renewal Plan
- 9.2.2. Melville Comprehensive School Joint School Division Agreement
- 9.2.3. Contract – Serenic Software

3:00 PM

10. Director's Report

3:45 PM

11. Committee/Conference Reports

- 11.1. School Community Council Meetings
- 11.2. Transportation Committee

12. Future Business

13. Meeting Dates – August 17, 2017

14. Notice of Motion

15. Topics for Future Agendas

- 15.1. Accountability
 - 15.1.1. Personnel Management
- 15.2. Engagement Events
 - 15.2.1. Conduct Board and Administrative Council Strategic Planning Retreat
- 15.3. Planning
 - 15.3.1. Conduct Board & CEO Evaluation
 - 15.3.2. Conduct Division Strategic Planning
 - 15.3.3. Conduct Board Annual Advocacy Planning
- 15.4. Development
 - 15.4.1. Governance and Strategy Focus

16. Adjourn

**The Board of Education of the
Good Spirit School Division No. 204 of Saskatchewan**

**Minutes of the Regular Meeting of the Good Spirit Board of Education
Thursday June 15, 2017
Fairview Education Centre, Yorkton, Saskatchewan**

Board Members (P)Present (A)Absent

P	Anderson, Jade
P	Dokuchie, Gilda
P	Johnson, Jaime
P	Morrison, Jan
P	Simpson, Bob – Vice Chair
P	Variyan, Steve

P	Balyski, Chris
A	Gendur, Gord
P	Leson, Shannon
P	Stachura, Florence
P	Smandych, Lois – Chair

Staff

Quintin Robertson – Director of Education
Sherry Todosichuk – Deputy Director of Corporate Services
Donna Kriger – Deputy Director of Education

17-117
Smandych: **Call to order**
That this meeting now come to order at 10:00 a.m.
Carried.

17-118
Morrison: **Adoption of agenda**
That the agenda be adopted as presented.
Carried.

17-119
Anderson: **Approval of regular minutes**
That the minutes of the May 18, 2017 Regular Meeting be adopted as presented.
Carried.

17-120
Dokuchie: **Approval of special minutes**
That the minutes of the June 8, 2017 Special Meeting be adopted as presented.
Carried.

Business arising from the minutes
None

Conflict of Interest
None

Accountability Report
1. Year End Strategic Plan Report

17-121
Stachura: **Year End Strategic Report**
That the Board approve the Year End Strategic Plan Report as presented and determines that the Director of Education has fully met the Board's expectations for QI 7.2 & 7.3.
Carried.

Board Member Balyski joined the meeting at 10:25 a.m. via conference call.

Delegation

Horizon School Division Families

17-122

Transportation Request – Horizon School Division Families attending Invermay School

Leson:

That the Board approve transportation provided by Good Spirit School Division for the 2017-2018 school year. Further, that the Board consider a boundary review in cooperation with Horizon School Division in 2017-2018.

Carried.

Closed Session Items

1. Human Resources Report
 - a. Negotiations Report
 - b. Outstanding Employee Issues
 - c. New Employee Issues
 - d. Other
2. Finalized Budget
3. Proposed SSBA 2018 Budget
4. Student Discipline Committee Recommendation

17-123

Leson:

Enter closed session

That the Board enter closed session to receive and review agenda items.

Carried.

17-124

Johnson:

Exit closed session

That the Board closed session.

Carried.

Board Member Variyan excused himself from the meeting from 11:30 a.m. to 2:15 p.m.

Lunch

Action Items

1. Items Arising from Closed Session
 - a. Human Resource Report
 - b. 2017-2018 Budget
 - c. Non-Resident Student
 - d. Student Discipline Report
2. Old Business
3. New Business
 - a. Preventative Maintenance and Renewal Plan
 - b. Melville Comprehensive School Joint Board Agreement
 - c. Contract with Serenic Software

17-125

Simpson:

Out of Scope Bus Drivers and Garage Technicians

That the Board approves the 2016-2017 salary grids and benefits for out of scope bus drivers and garage technicians as discussed.

Carried.

- 17-126**
Johnson: **Out of Scope Early Years Outreach Workers**
That the Board approve the salary grid for out of scope early years outreach workers as presented.
Carried
- 17-127**
Variyan: **Mediation Agreement – Andrew Quewezance**
That the Board approve the mediation agreement developed on May 12, 2017 with Andrew Quewezance.
Carried
- 17-128**
Statchura: **2017-2018 Budget**
That the Board approve the 2017-2018 Budget as presented.
Carried.
- 17-129**
Dokuchie: **Non-Resident Student**
That the Board continue to allow the Non Resident Student as discussed to be enrolled as a home based student with Good Spirit School Division and to waive the tuition fee. That the Board determines that the Director of Education has fully met the Board expectations for QI 3.5, 4.5 & 9.1.
Carried.
- 17-130**
Anderson: **Student Discipline Committee Recommendation - #2904237**
That the Board approve the Student Discipline Committee recommendations from June 15, 2017 and determines that the Director of Education has fully met the Board's expectations for QI 1.3.
Carried.
- 17-131**
Morrison: **Preventative Maintenance and Renewal Plan**
That the Board approve the 2018 Three Year Preventative Maintenance and Renewal Plan and amendment form for submission to the Ministry.
Carried.
- 17-132**
Simpson: **Melville Comprehensive School Partnership Agreement**
That the Board approve the revised partnership agreement between Christ the Teacher Roman Catholic Separate School Division and Good Spirit School Division. That the Board determines that the Director of Education has fully met the Board expectations for QI 9.1 & 5.1
Carried.
- 17-133**
Johnson: **Serenic Software Contract**
That the Board approve the contract for Serenic Software for September 1, 2017 to August 31, 2020.
Carried.

Discussion Items presented by the Director of Education

1. Fort Livingstone School Review
2. North Cluster Band Program Update
3. Fire Safety Update

Information Items presented by the Director of Education

1. Thank you notes
2. Important Dates
 - a. GSSD High School Graduation Dates
 - b. Draft 2017-2018 Board and Administration Planning Calendar
3. Quarterly Financial Report

4. In Focus (Strategic Plan Report)
5. Student Incident of Concern Report
6. Correspondence
 - a. Education Sector Purchasing and Services Project
 - b. Meeting Request from Public Section
 - c. Annual Report
 - d. Funding Announcement Anne Portnuff Theatre Project

Committee / Conference Reports

1. School Community Council Governance Reports
2. Transportation Committee

Future Business

1. Meeting dates – August 17 (Regular), August 24 (Special – CEO/Board Evaluation)
2. Notice of Motion
3. Topics for Future Agendas
 - a. Accountability Reports
 - i. Personnel Management Report
 - b. Engagement Events
 - i. Conduct Board and Administrative Council Strategic Planning Retreat
 - c. Planning
 - i. Conduct Board and CEO Evaluation
 - ii. Conduct Division Strategic Planning
 - iii. Conduct Board Annual Advocacy Planning
 - d. Development
 - i. Governance and Strategy Focus

17-134

Johnson:

July Board Meeting

That the Board cancel the regular meeting scheduled for July 20, 2017.
Carried.

17-135

Leson:

Enter closed session

That the Board enter closed session.
Carried.

17-136

Variyan:

Exit closed session

That the Board closed session.
Carried.

17-137

Stachura:

Adjournment

That we do adjourn at 4:30 p.m.
Carried.

CHAIRMAN - Smandych

SECRETARY – Todosichuk

Good Spirit School Division Board of Education Special Meeting Agenda

Date: Thursday, July 25, 2017
Location: Fairview Education Centre – conference call
Time: **9:00 AM**

9:00 AM

1. Call to Order
2. Review Meeting Norms
3. Approval of Agenda
4. New Business
 - 4.1. Columbia School Tender
5. Adjourn

Good Spirit School Division

Students Come First

Accountability Report Feb. 16, 2017
Strategic Planning & Reporting
Evidence & Background

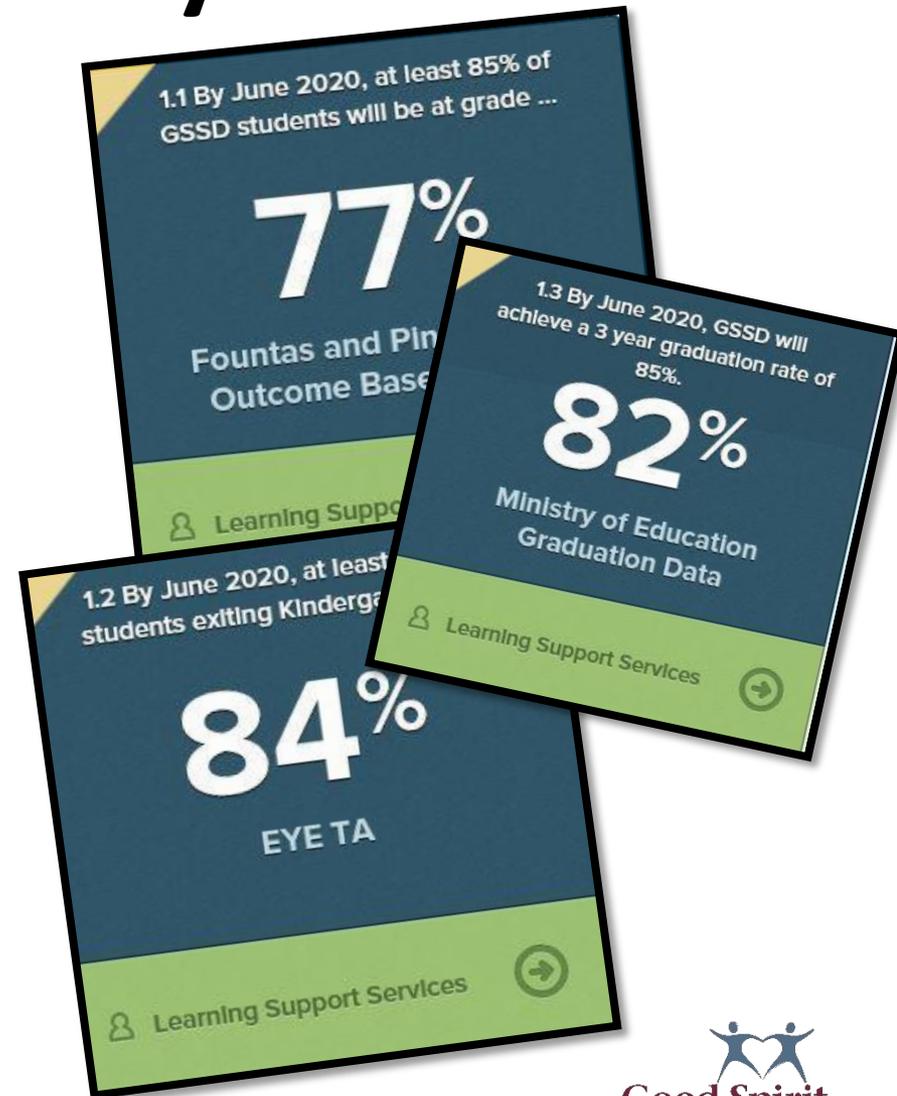
Strategic Plan Overview

- ✓ Board Policy 1
 - In Board Policy Handbook
- ✓ GSSD Full Strategic Plan with Progress
 - In the Resource Centre



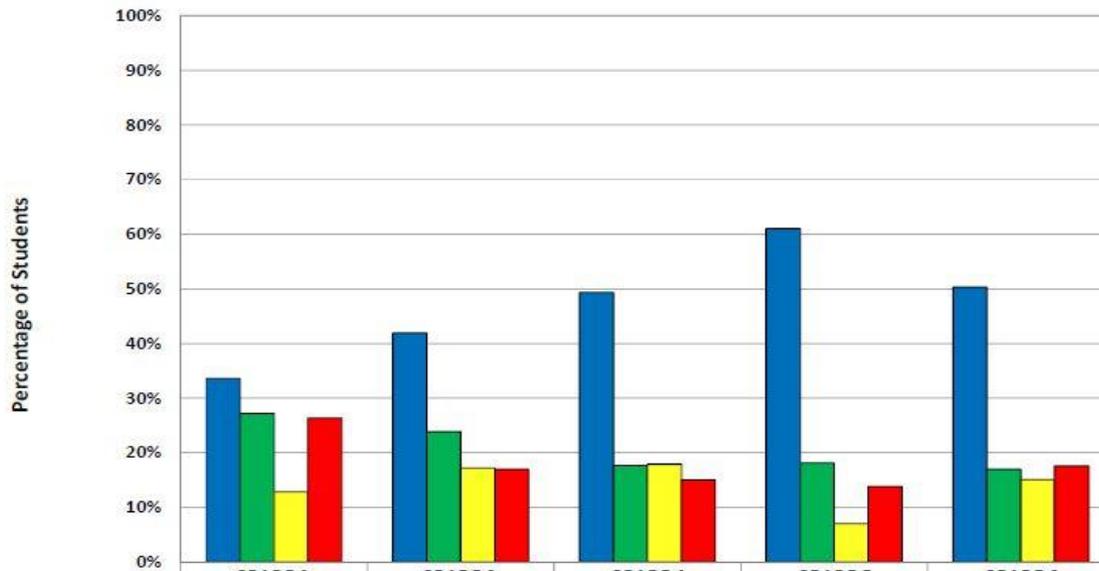
Student & Family Focus

GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.



Key Performance Indicator - By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.

GSSD Fountas & Pinnell Benchmark Assessment System
Instructional Levels
Grades 2 - 6
Fall 2016 Results



Exceeding Expectations	34%	42%	49%	61%	50%
Meeting Expectations	27%	24%	18%	18%	17%
Approaching Expectations	13%	17%	18%	7%	15%
Not Yet Meeting Expectations	26%	17%	15%	14%	18%

Gr. 2 - 61% at or above grade level

- 4% increase from 2015/16

Gr. 3 - 66% at or above grade level

- 1% increase from 2015/16

Gr. 4 - 67% at or above grade level

- 2% increase from 2015/16

Gr. 5 - 79% at or above grade level

- Remained the same from 2015/16

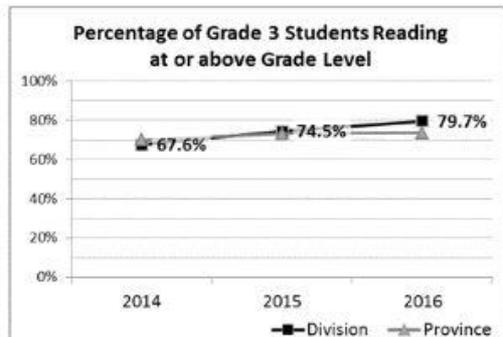
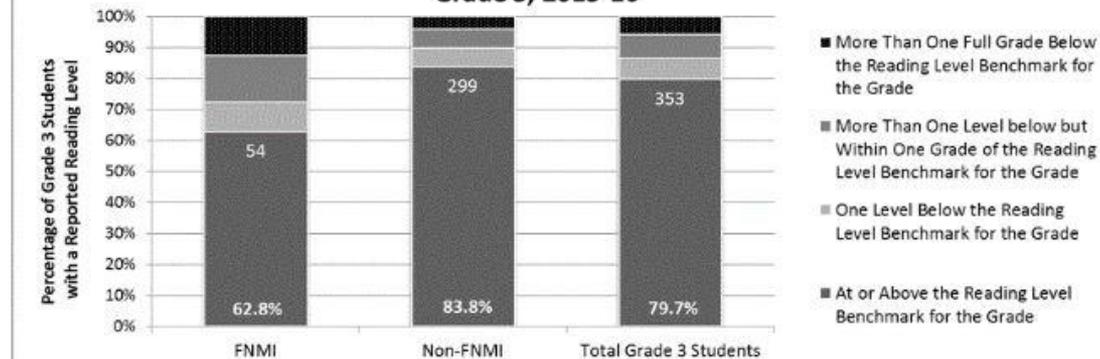
Gr. 6 - 67% at or above grade level

- First year that GSSD assessed Gr. 6 students

Literacy Facts

GSSD Provincial Level Data from 2014 to 2016

Reading Results Data, Good Spirit SD 204, Grade 3, 2015-16



Proportion of Grade 3 Students with Reported Reading Levels, 2015-16

	Students with a Reported Reading Level		Students with no Reported Reading Level (Percentage)		Total Number of Students
	Number	Percentage	Pre-Established Exclusions	'Unexcused' Exclusions	
Division (FNMI)	86	98.9%	0.0%	1.1%	87
Division (Total)	443	95.3%	4.5%	0.2%	465
Province (FNMI)	2,491	99.6%	3.3%	1.2%	2,606
Province (Total)	12,622	89.4%	10.1%	0.5%	14,325

- GSSD assessed 95.3% of students
- 6.2% more than the province
- GSSD's grade 3 literacy rates improved by 12.1% since 2014
- 79.7% of grade 3 students in GSSD were reading at or above grade level
- 77% of grade 1 to 5 students were reading at or above grade level

Literacy Facts

- The Fountas and Pinnell Benchmark Assessment System (F&P BAS) was administered to 2,149 grade 2 to 6 students from September 19th to November 10th
- The information gathered from this assessment has provided school teams with a “snapshot” of students’ current reading behaviours so that appropriate instruction and intervention could be implemented
- The data collected indicates that 68% of grade 2 to 6 students are reading at or above grade level according to Fall targets
- This would represent 112 additional students reading at or above grade level compared to last year
- There are currently 61 Levelled Literacy Intervention (LLI) groups operating within the school division providing 11% of grade 2 to 6 students with targeted reading intervention
- Since 2014, GSSD has seen an average increase of 12% of students in grades 1 to 5 reading at or above grade level from fall to spring. We are encouraged by our initial results and remain confident that we will meet or exceed our target of 80% of grade 1 to 6 students reading at or above grade level by June 2017

Literacy Facts

- GSSD is showing a slight increase in Literacy scores from year to year

Grade	Fall/Winter 2014	Spring 2015	Fall/Winter 2015	Spring 2016	Fall 2016
1	53%	71%	67%	75%	N/A
2	57%	77%	54%	75%	61%
3	62%	74%	65%	79%	66%
4	59%	71%	65%	76%	67%
5	71%	70%	79%	79%	79%
Overall	60%	73%	66%	77%	68%

- We believe we can do better with continued improvement to our Tier 1 or classroom instruction
- Another area where we believe improvement can be made is in our Tier 2 or small group intervention
- The 2015-2016 LLI data indicates that 20% of grade 1s, 37% of grade 2s and 27% of grade 3s met grade level targets after LLI intervention

Corrective Actions

- Five Saskatchewan school divisions (Chinook, Prairie South, PA Catholic, Regina Public, and North West) were contacted and the Literacy Team met with Shannon Hahn with Christ the Teacher to investigate procedures these school divisions have implemented resulting in impressive reading results.
- GSSD's current practices mostly align with other school divisions with differences in the areas of Accountability and Intervention Procedures.



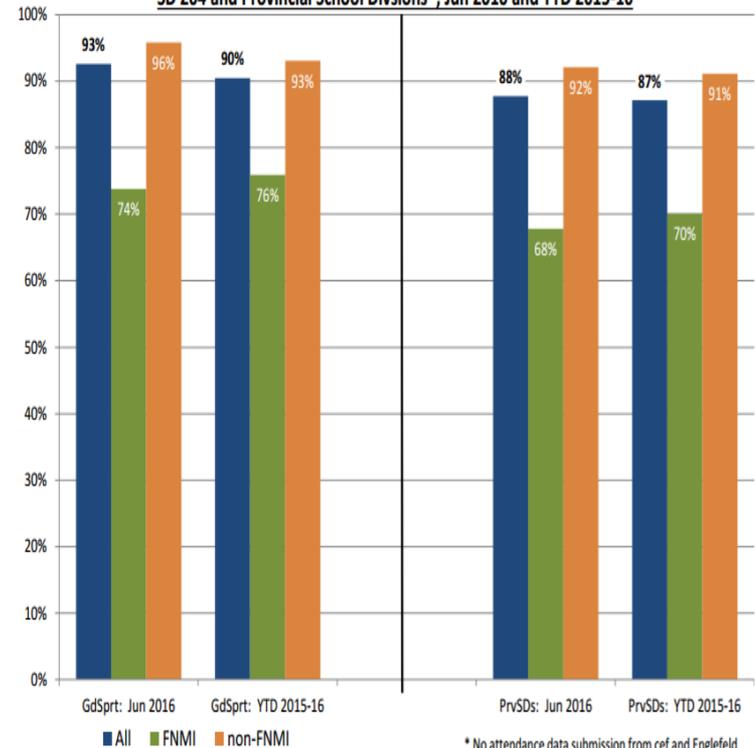
Corrective Actions

- Literacy Team will continue to enhance the Literacy portal page adding GSSD videos and resources
- Literacy Team will begin creating Moodle Courses for each Instructional Approach on the portal. Word Study Moodle to be completed by June 2017
- Word Study Resource will be purchased for all GSSD Kindergarten teachers
- Professional Development (PD) for Student Services Teacher (SST) in Word Study
- Select a resource (The Phonological Awareness Kit primary & intermediate) to target Tier 3 literacy intervention and workshop SSTs
- Literacy Intervention PD for Educational Assistants

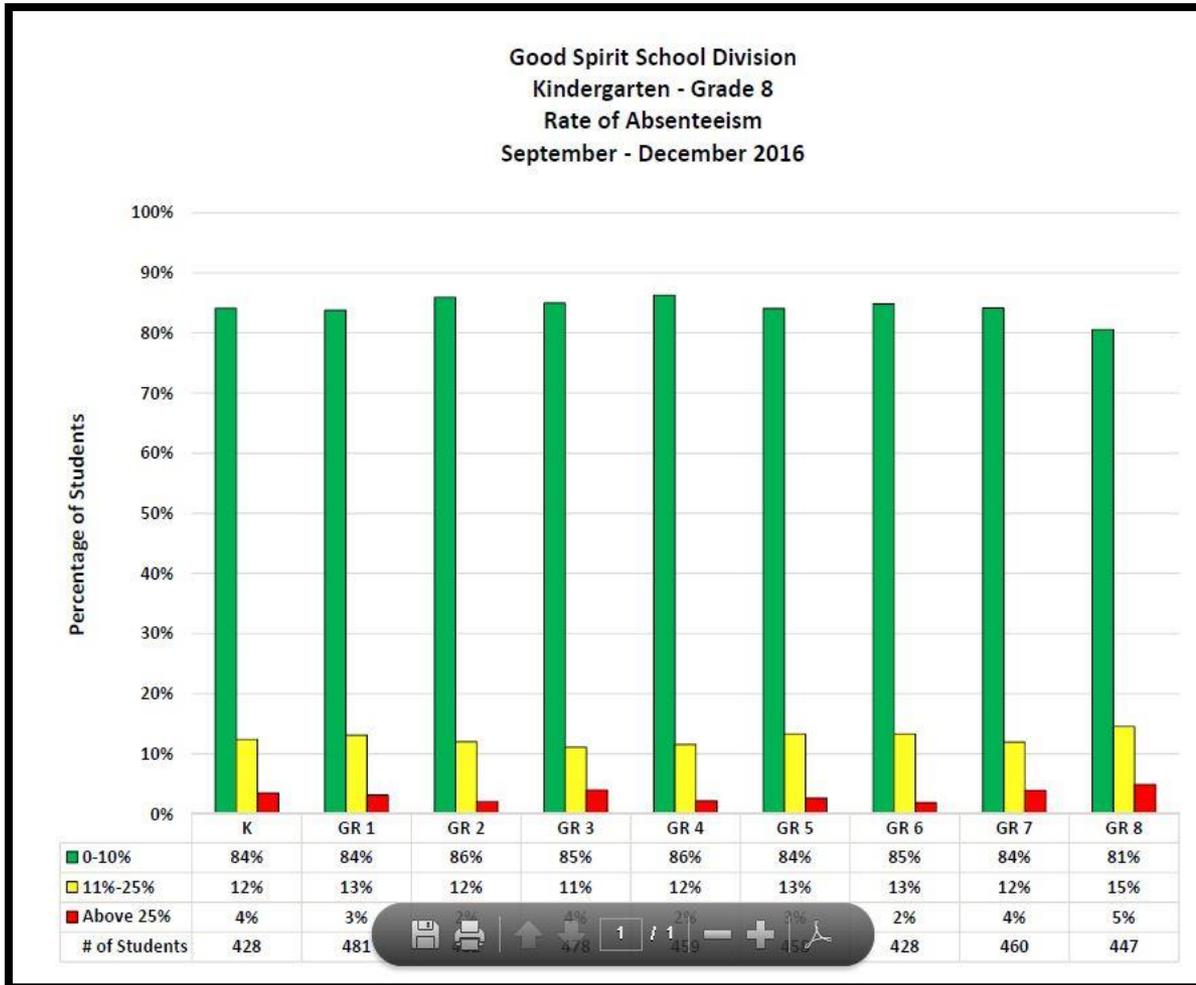
Key Performance Indicator - By June 2017, GSSD will reduce the number of high school students considered "at risk" in attendance by 10%.

- The provincial attendance target is 80% (GREEN)
- GSSD has set 90% as our attendance target (GREEN)
- We believe that allowing students to be absent for more than 20 days in a school year is too high
- 20% absenteeism would equal 1 month of school over the course of an academic year
- 20% absenteeism would equal to 1 year of school over a student's academic career

Figure 4: Percentage of Students with 80% or Higher Attendance, All Grades, Good Spirit SD 204 and Provincial School Divisions*, Jun 2016 and YTD 2015-16



Attendance Facts



Kdn. – 84% GREEN

- 8% increase from 2015/16

Gr. 1 – 84% GREEN

- 8% increase from 2015/16

Gr. 2 – 86% GREEN

- 6% increase from 2015/16

Gr. 3 – 85% GREEN

- 5% increase from 2015/16

Gr. 4 – 86% GREEN

- 5% increase from 2015/16

Gr. 5 – 84% GREEN

- 2% increase from 2015/16

Gr. 6 – 85% GREEN

- 2% increase from 2015/16

Gr. 7 – 84% GREEN

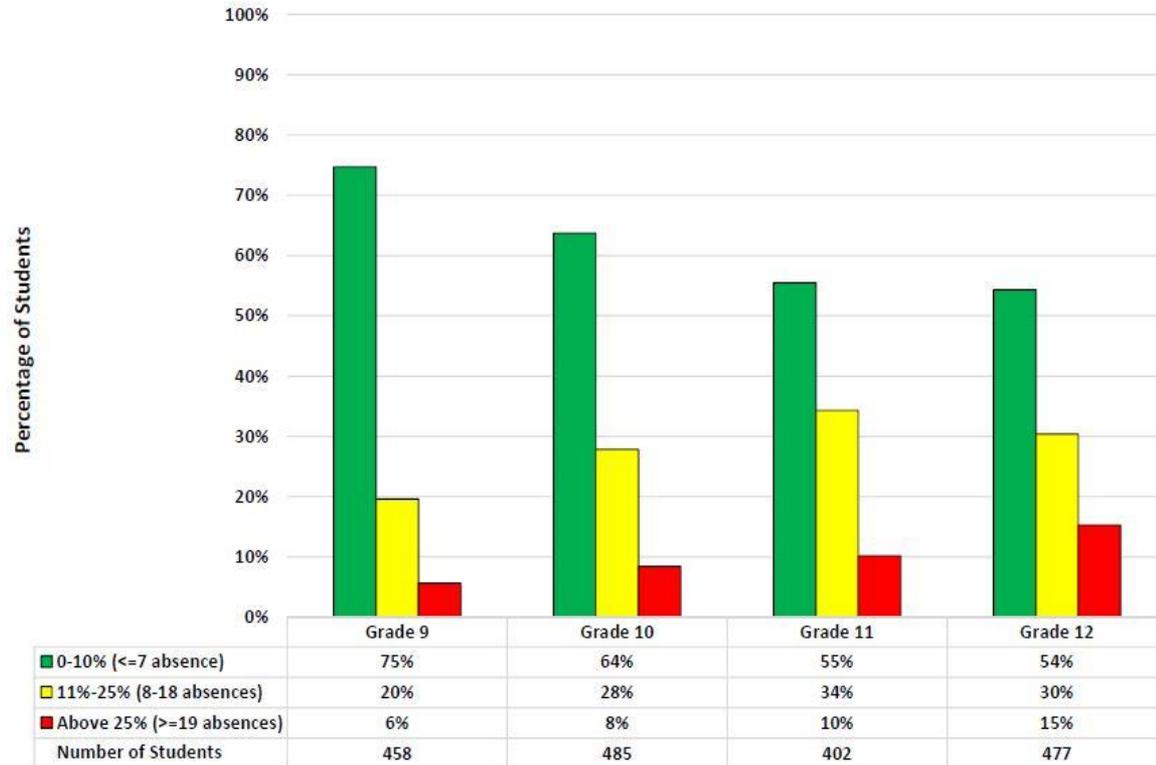
- 2% increase from 2015/16

Gr. 8 – 81% GREEN

- 2% increase from 2015/16

Attendance Facts

Good Spirit School Division
 Grades 9-12
 Rate of Absenteeism
 September - December 2016



Gr. 9 – 75% GREEN

- Consistent with 2015/16

Gr. 10 – 64% GREEN

- 3% increase from 2015/16

Gr. 11 – 55% GREEN

- 5% decrease from 2015/16

Gr. 12 – 54% GREEN

- 2% increase from 2015/16

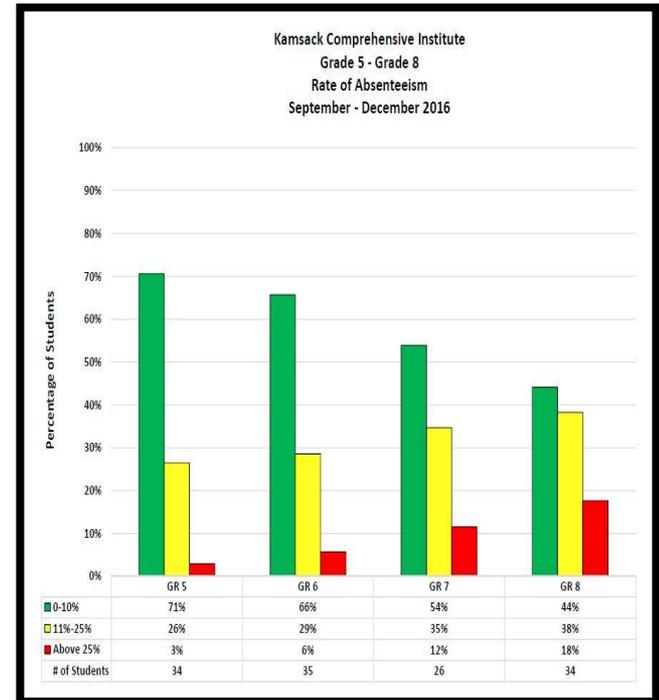
Corrective Actions

- Good Spirit School Division has embarked on a journey with support from the Ministry to implement the Following Their Voices Initiative (FTV)
- This initiative is supporting the ESSP priority of increasing graduation rates for our First Nations/Métis/Inuit (FNMI) students
- We believe that this initiative will also improve our FNMI student attendance rates
- FTV is designed to focus on relationships, environment, and interactions between our teachers and our FNMI students
- GSSD has one school, the Kamsack Comprehensive Institute (KCI), involved in the initiative
- Following Their Voices focuses on FNMI culture where students have a sense of belonging and are encouraged to bring their culture in the classroom and be proud of where they came from



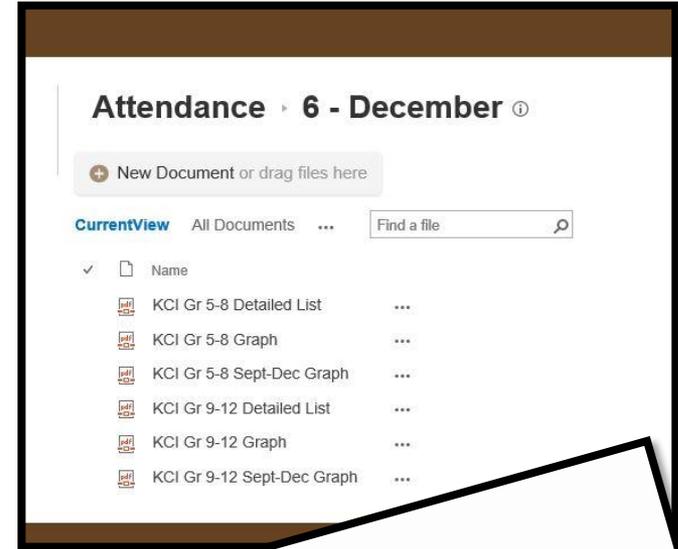
Corrective Actions

- The goals of the FTV initiative are to accelerate the learning in the classroom for our FNMI students by co-constructing criteria so students can acquire the outcome or learning in a variety of ways, to actively listen so the students' voice is heard, and to know and understand the students in a personal way through conversation and community
- Fostering positive relationships with students means increased engagement for our students which equals better attendance and ultimately increased graduation rates for our FNMI students
- At KCI they are seeing significant decreases in the number of behavioural issues as well as an increase in the FNMI graduation rate
- We believe that this initiative will also improve our FNMI student attendance rates

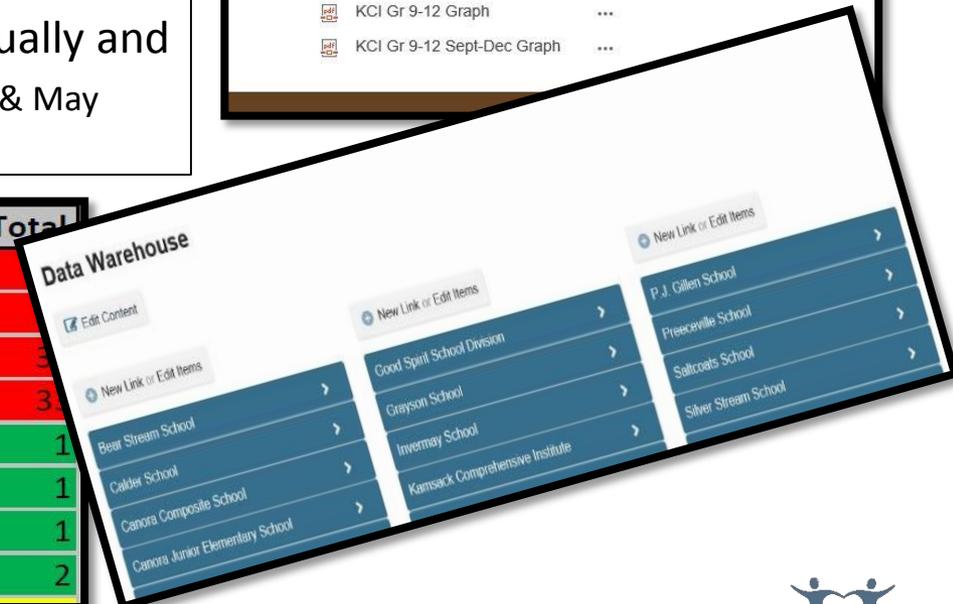


Corrective Actions

- GSSD continues to provide comprehensive attendance reports for each school every 2 weeks
- This information is provide in a summary report and in a detailed report (down to the individual student level)
- In-school administrators engage in conversations with their Sup't of Education regarding the data contained in the Data Warehouse individually and at alternating Admin. Meetings (Feb. 28/17 & May 30/17)



Grade	Class	Entry Date	Sept	Oct	Nov	Dec	Total
11	SCI10a	2011-08-31	6	8	8	8	30
11	ENSC20a	2011-08-31	7	7	8	6	28
11	LTR30a	2011-08-31	8	10	9	6	33
11	CRRECa	2011-08-31	9	7	10	7	33
11	ELA20a	2010-08-30	0	1	0	0	1
11	PSC20a	2010-08-30	0	1	0	0	1
11	HSC20a	2010-08-30	0	1	0	0	1
11	MF20a	2010-08-30	0	1	0	1	2



Internal Processes

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.

2.1 By June 2020, GSSD will increase service to students and ...

42%

Product Measure

2.1.1.2 By March 2017, the Human Resources Department will review and revise the presence on the portal (Sherry Tadasichuk)

Comments on Status: Jan 11/17 - revised target date. Need to review with Shawn. Oct 26/16 - Revised roles and responsibilities for HR committed staff have been updated and are ready for uploading onto portal

10/01/16,
03/31/17

100%
All relevant items are
available on the portal
(internal) or website
(external)

20%

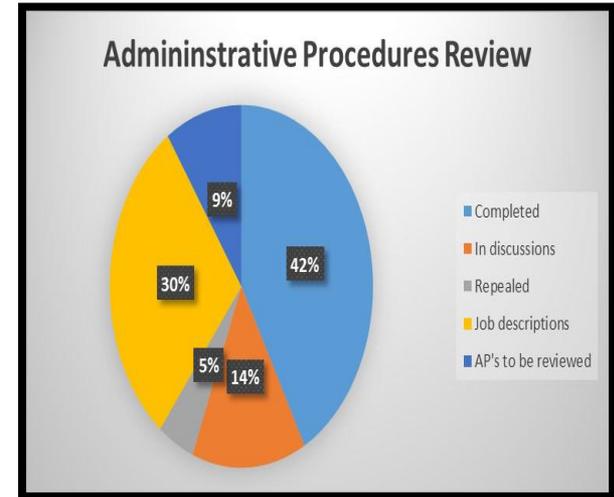
As of 01/17/17

Key Performance Indicator - By June 2020, GSSD will increase service to students and schools through the development, revision and refinement of processes with an aim to improve transparency, communication, efficiency, and equity.

- As Part of on-going board training, the Board of Education spent two days with Dr. Leroy Sloan analyzing and refining the Board Policy Handbook
- Specific areas of focus were on the following Board Policies:
 - Foundational Statements
 - Role of the Board
 - Role of Board Members
 - Board Operations
 - Role of the Director
 - Recruitment
- The Policy Handbook functions to highlight and support the very important governance function of the Board
- The Policy Handbook is intended to direct the Administrative Staff in the development of a variety of Administrative Procedures

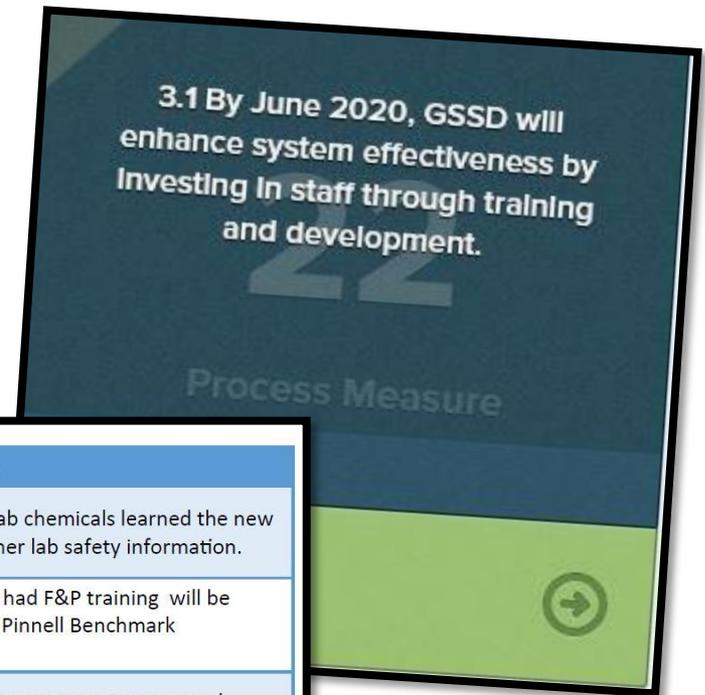
Procedures Facts

- The administrative procedures were developed and adopted for Good Spirit School Division in August 2006
- Beginning last year a complete review was begun of the existing 255 AP's
- In 2015-2016, Administrative Council met 11 times to review the suggested amendments
- So far in 2016-2017 the group has met twice and will continue to meet on a monthly basis until all AP's are reviewed and updated
- The critical review of the division's administrative procedures by June 2017 plays a key role in achieving the division's goal of increasing service to students and schools through the development, revision and refinement of processes with an aim to improve transparency, communication, efficiency and equity



People Capacity

GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.



PD Event	Date	Topic / Outcome
Science Lab Safety	August 29, 2016	GSSD Grade 10-12 Science teachers that handle lab chemicals learned the new Global Harmonized Labeling System as well as other lab safety information.
Fountas & Pinnell	September 9, 2016	GSSD Grade 2-6 teachers who had not previously had F&P training will be trained to effectively administer the Fountas and Pinnell Benchmark Assessment.
Dialogical Learning	September 13, 2016	Grade 7 Teachers will review the Dialogical Learning Unit on Courage and become familiar with the resources which have been purchased.
LLI Training	September 15, 2016	The purpose of this session is to train interventionists new to LLI that have not received GSSD LLI training.

Key Performance Indicator - By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.

- Professional development of the staff of GSSD continues to be a focus for the division
- Emphasis on PD has been placed on areas, topics, etc. that align with our strategic plan long term and short term goal areas
 - In the fall, GSSD offered 15 professional development opportunities for the professional and paraprofessional staff of the division. The topics ranged from science lab safety, Fountas and Pinnell assessment training Non Violent Crisis Intervention Training, playground inspection training, etc.
 - In the month of Dec., GSSD offered 4 professional development opportunities for the professional and paraprofessional staff of the division. The topics included PAA, Gr. 7 Dialogical Learning, ASIST Training (Applied Suicide Intervention Skills Training), Developing Student Thinking in Early Numeracy, etc.
 - Senior Admin. is currently examining how we offer professional development in the division from an effectiveness and cost saving measure. GSSD will be moving to a Moodle delivery model for the final year of the 5 Year PD Continuum

Financial Stewardship

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public education.

Description	Estimated Cost
Contract project needs in HR / Support to DD Corp Services	
Work on remaining job descriptions, admin procedures, performance management project, Privacy/Access to Information file	\$ 35,000.00
Physical Therapies	
Contract of additional PT services to back fill OT vacancy	\$ 5,000.00

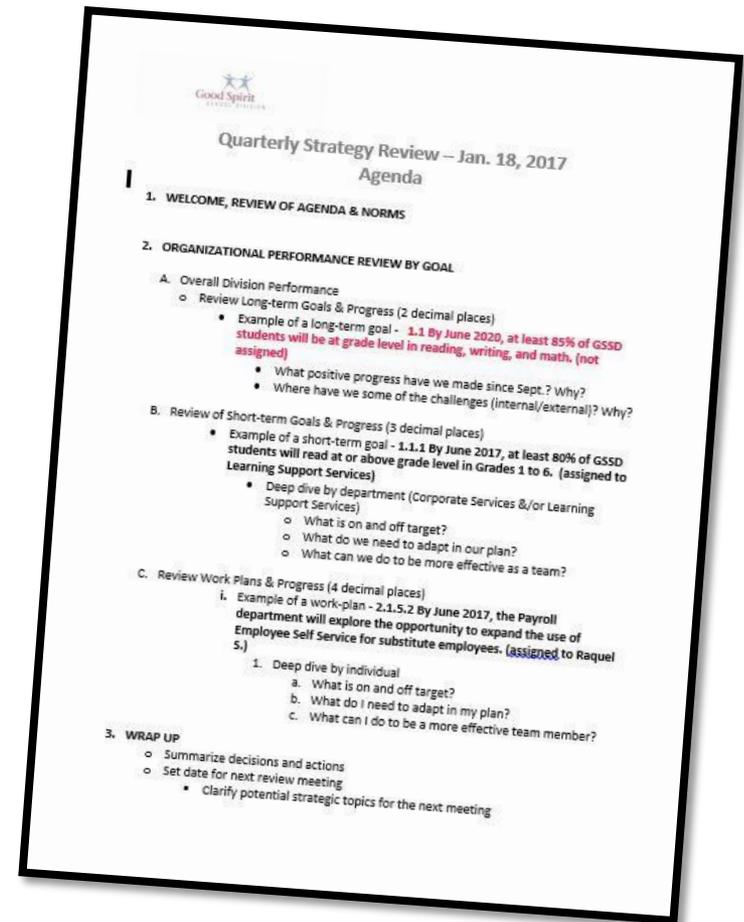
	\$ Available
Best Report - Feb 8, 2017	
Sherry - Director Recruitment Advertising and Process	3,000
Sherry - HR Manager Vacancy - Jan 1 to Aug 31	70,000
Tracy - OT Vacancy, net of increasing Maureen to 1.0 FTE	35,000
Tracy - personal travel budget	2,000
Tracy - general M & S budget - received a grant	2,000
Tracy - receiving fewer RTI requests	2,000
Tracy - PD non-instruction - no training for Miranda	2,000
Alisa - Interns complete	5,000
Alisa - New Teacher development	5,000
Mark - Band	1,500
Mark - Using Elders at events rather than holding an Elders Gathering	1,500
Mark - OTC - have supplies on hand and don't need more	1,000
Mark - Career fair complete	2,000
Donna - Home-based allocation deadline passed	5,000
Donna - distributed learning	4,000
Donna - personal travel budget	2,500
Lisa - Substitute days projected to be unused	3,000

Financial Stewardship - By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

- GSSD has used a budget forecasting approach to ensure responsiveness in the budgeting process
- The forecast is updated at regular intervals (monthly starting in January)
- GSSD uses the forecast for short-term operational considerations, such as adjustments to staffing, professional development needs, etc.
- The key difference between a budget and a forecast is that the budget is a plan for where the division wants to go, while a forecast is the indication of where we are actually going

On-going Planning

- Strategic Planning is an on-going process in GSSD
- The Director of Education leads the Admin. Council through bi-weekly strategic planning sessions
- In addition, every quarter the Admin. Council does a “deep dive” into the strategic plan
- During the quarterly review the team reflects on the long-term and short-term goals looking at what is on and off target as well as adaptations needed to the plan
- The quarterly review meeting also encourages team members to analyze their own work plans to determine how each member can improve



On-going Planning

- On a bi-weekly basis the Deputy Directors of Education Services and Corporate Services lead their teams through strategic planning meetings to drill into the status of work plans, etc.
- Bi-Annually the Director, Deputy Directors, Sup't, etc. complete and review their Professional Growth Plans
- These plans are to target areas that align with the division strategic plan and the sector ESSP

Good Spirit
SCHOOL DIVISION

Annual Professional Growth Plan

During the course of this school year, I plan to focus on the following goals as my professional growth area(s): Consider goals that connect with the Division Strategic Plan.

People Capacity Focus

GSSD Short-term Goal - By June 2017, GSSD will strengthen staff engagement and morale.

PGP Goal #1: The Acting Director will actively search for ways to enhance staff engagement, morale, and pride in the Good Spirit School Division.

Success Indicators

How will you know you have reached your goal?

- Engagement levels, pride in the organization, and job satisfaction levels will increase in division and school level staff.
- Staff will speak positively about GSSD as a place to work and educate your children.

Approaches

What strategies will you use to reach your goal?

- By Fall 2017, the Admin. Council will develop and conduct an engagement survey with the staff of the Fairview Education Centre. An ad hoc committee will be formed to review the findings and to develop strategies moving forward.
- By the end of Sept. 2016, Ed. Council will have visited all GSSD Schools to review the Ed. Council Belief Statements, review the One Page Strategic Plan, and to discuss areas of celebration from the 2015/16 school year.
- Throughout the school year, the Acting Director will share celebrations with the division in the Month Strategic Plan Report, Director Week Ahead, Twitter, Synrevoice Messages, etc.

Resources

- Survey Monkey
- The Energy Bus by Jon Gordon
- Synrevoice
- Twitter

Personal Learning Focus

What personal skills and processes will you be mindful of while working towards this goal?

- The Acting Director will be mindful of his messaging, tone, and energy levels. The Acting Director will strive to be a positive ambassador for the sector and the division.

On-going Planning

- Reporting on the division's progress towards our strategic plan goals is also an on-going process
- Examples include the following
 - [GSSD Annual Report](#)
 - Submitted to the Ministry & provided at the AGM
 - [GSSD Audited Financial Statement](#)
 - Submitted to the Ministry & provided at the AGM
 - [Strategic Plan Report](#)
 - Released monthly
 - Provided to the Board of Education, SCC Chairs, Administrators, all staff (on the Friday File)
 - [GSSD Portal and Website Feature Story](#)

Involvement of the Board

- The Board is involved throughout the Strategic Planning process
- In the fall the Board of Education approved the division focus areas (Student & Family, Internal Processes, People Capacity and Financial Stewardship)
- The Board affirmed with by updating and approving Board Policy 1
 - Policy 1 contained the Division's Foundation Statements and Long-term Goals



Involvement of the Board

- The Board also had an opportunity to influence the Sector Plan or ESSP during the annual Catchball Process in Dec. 2016
- The GSSD Board Chair recently participated in a presentation by the Provincial Leadership Team
 - Chairs saw the final version of Cycle 3 of the ESSP
 - A copy of the presentation has been provided to the entire Board in the resource centre
- The entire GSSD Board will participate in our Annual Strategic Planning session with Dr. L. Sloan in Aug. 2017

Next Accountability Report

April Regular Board Meeting

Topic: Communication & Community Relations



Agenda
Annual Meeting of Electors
Fairview Education Centre
Anna Ingham Room
February 16, 2017
5:00 p.m.

1. Call to Order
2. Nominations for Chairperson
3. Nominations for Secretary
4. Adoption of Agenda
5. Approval of the February 2, 2016 minutes
6. Reports
 - Governance Report, Mrs. Lois Smandych
 - Director Report, Mr. Quintin Robertson, Director of Education
 - Financial Report, Mrs. Sherry Todosichuk, Deputy Director of Corporate Services
7. Questions
8. Adjournment

Good Spirit School Division

Students Come First

Annual General Meeting
Yorkton, SK
February 16, 2017

Agenda

1. **Call to Order** (Quintin Robertson, Director of Education)
2. **Nominations for Chairperson**
3. **Nominations for Secretary**
4. **Adoption of Agenda**
5. **Approval of the February 2, 2016 minutes**
6. **Reports**
 - **Governance Report** (Lois Smandych, Board Chair)
 - **Director's Report** (Quintin Robertson, Director of Education)
 - **Financial Report** (Sherry Todosichuk, Deputy Director of Corporate Services)
7. **Questions**
8. **Adjournment**

Governance Report

Lois Smandych

As of August 31, 2016, the Board of Education members were:

- Subdivision 1 Bryan Cottenie
- Subdivision 2 Christopher Balyski
- Subdivision 3 Shannon Leson
- Subdivision 4 Florence Stachura
- Subdivision 5 Lois Smandych (Board Chair)
- Subdivision 6 Robert A. Simpson
- Subdivision 7 D.J. Cairns (Board Vice-Chair)
- Yorkton-At-Large.....Gordon Gendur
- Yorkton-At-Large Richard Haacke
- Yorkton-At-Large..... Bonnie Rushowick
- Subdivision 8 Gilda Dokuchie



Governance Panel Presentation



Director's Report

Quintin Robertson

- Who We Are?
- Quick Facts
- Organizational Chart
 - Senior Management Team
- Strategic Plan Overview
 - Division Goals

Who We Are?

Our Motto

Students Come First

Our Mission

**Building Strong Foundations to
Create Bright Futures**

Our Values

**Belonging, Respect, Responsibility,
Learning and Nurturing**

Our Vision

**Learning Without Limits...
Achievement For All**

Quick Facts

(as reported in the 2015/16 Annual Report)

- Good Spirit School Division is a combined rural and city school division with 29 schools located in 17 communities and 2 Hutterite colonies.
- The division is located in east central Saskatchewan and encompasses approximately 14,000 square kilometres. It spans a geographic area from Esterhazy in the south, Preeceville in the north, Calder in the east, and Springside in the west.
- Much of Good Spirit School Division is rural, encompassing several large towns and two cities, Melville and Yorkton.
- The economy of the Good Spirit area is mixed. Mining is important and so is agriculture with thriving multi-cultural communities. Two large potash mines are located near Esterhazy and two canola crushing plants are located north of Yorkton.

Enrolment

(as reported in the 2015/16 Annual Report)

Grade	School Year		
	2013-14	2014-15	2015-16
Kindergarten	458	481	474
1	460	472	484
2	452	464	468
3	427	450	465
4	468	438	440
5	441	479	438
6	460	447	467
7	467	460	455
8	444	475	464
9	504	461	488
10	559	521	477
11	499	507	499
12	500	491	498
Total	6139	6146	6117



Staffing

(as reported in the 2015/16 Annual Report)

Job Category	FTEs
Classroom teachers	403.2
Principals, vice-principals	25.8
Other educational staff (positions that support educational programming) – e.g., educational psychologists, educational assistants, school community coordinators, speech language pathologists	152.7
Administrative and financial staff – e.g., accountants, Information Technology people, supervisors, administrative assistants, clerks	49.0
Plant operations and maintenance – e.g., caretakers, handypersons, carpenters, plumbers, electricians, gardeners, supervisors	60.0
Transportation – e.g., bus drivers, mechanics, parts persons, bus cleaners, supervisors	116.0
Senior management team (as described below) – e.g., chief financial officer, director of education, superintendents	7.0
Total Full-Time Equivalent (FTE) Staff	813.7

Senior Management Team

- Reports to Board of Education:
 - Director of Education
- Superintendents:
 - Director of Education Services
- Reports to Superintendents:
 - Managers, Coordinators, Coaches, In-School Administrators, etc.



Where Did We Focus?

Our Strategic Plan is divided into 4 areas:

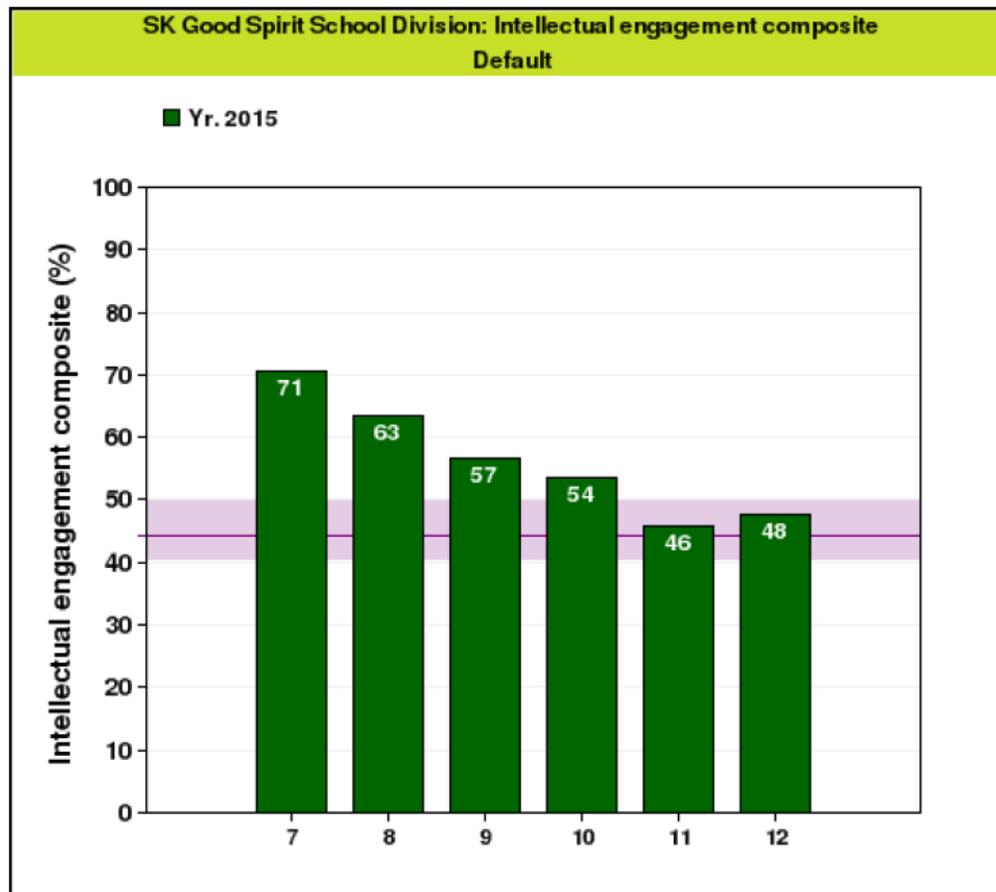
- **Student & Family**
- **Internal Processes**
- **People Capacity**
- **Financial Stewardship**



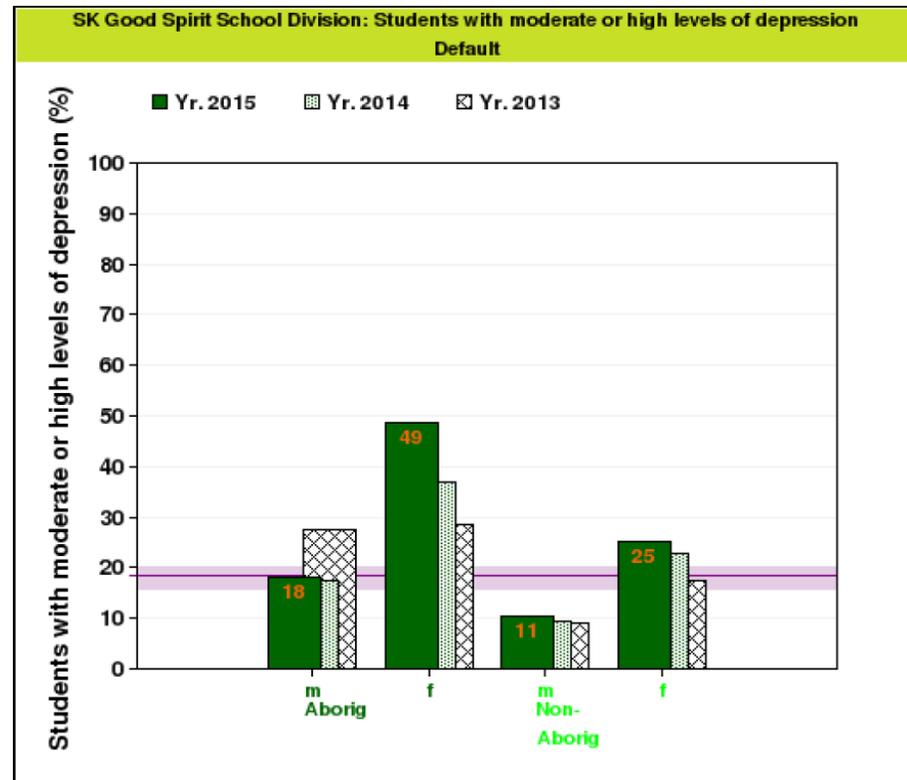
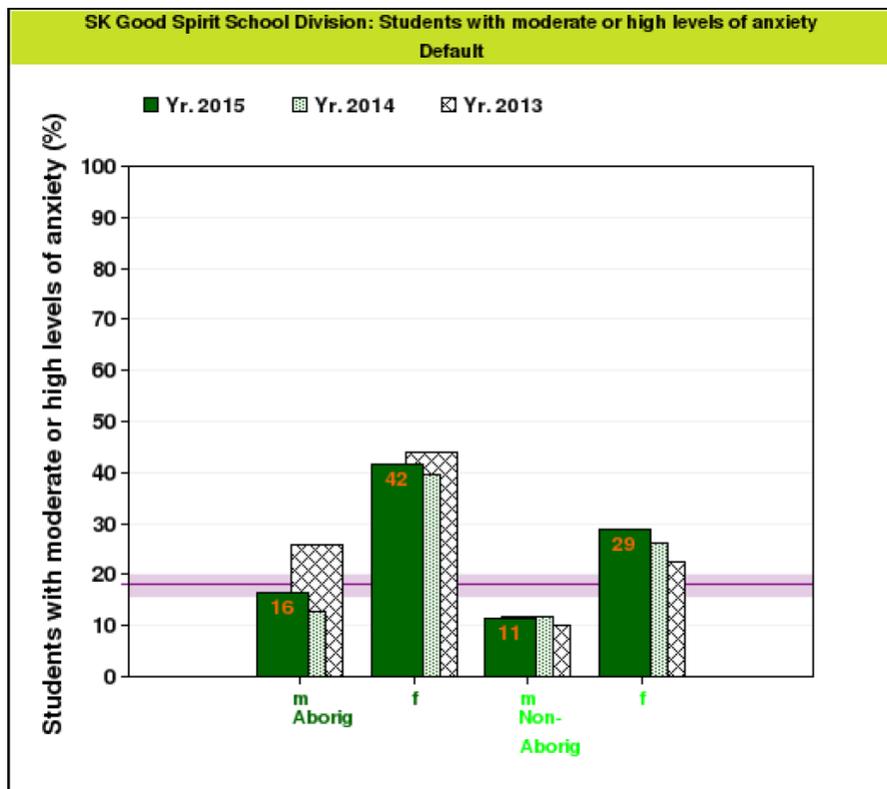
Student & Family

GSSD exists to provide the highest level of student learning. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional, spiritual and physical well-being.

Tell Them From Me Survey Data



Tell Them From Me Survey Data



Early Years Evaluation

Ready to Learn: Early Years Evaluation – Teacher Assessment (EYE-TA) RTI
(responsive, tiered instruction) results (%) at school entry & Kindergarten exit,
2014-15 (baseline) & 2015-16

2014-15 (baseline) collection; % of n values for *School entry* & *Kindergarten exit* categories

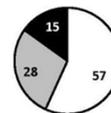


School entry (Fall)
n=459

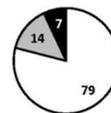


Kindergarten exit (Spring)
n=461

Good Spirit SD #204



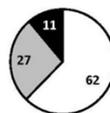
School entry (Fall)
n=13,591



Kindergarten exit (Spring)
n=13,905

All school divisions

2015-16 collection; % of n values for *School entry* & *Kindergarten exit* categories

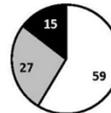


School entry (Fall)
N=467

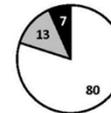


Kindergarten exit (Spring)
n=484

Good Spirit SD #204

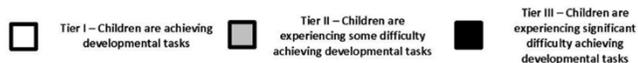


School entry (Fall)
n=13,305



Kindergarten exit (Spring)
n=13,702

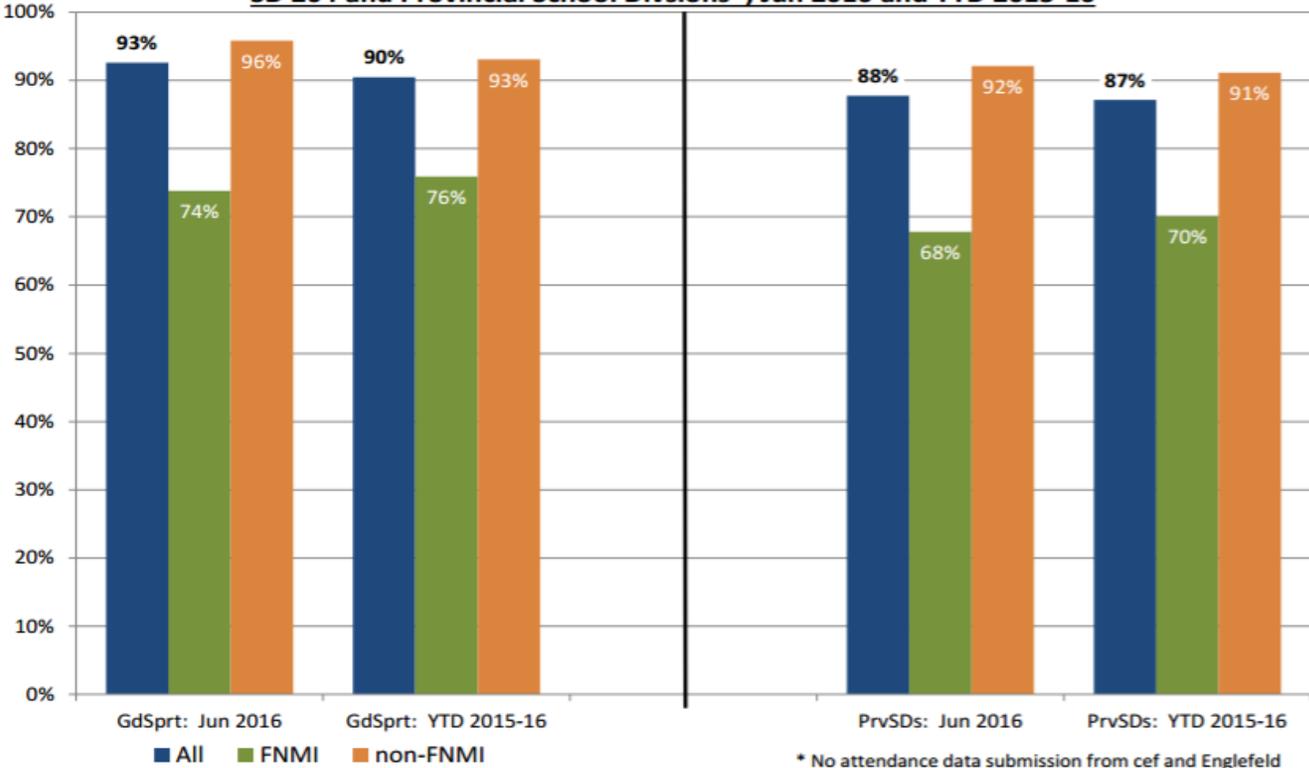
All school divisions



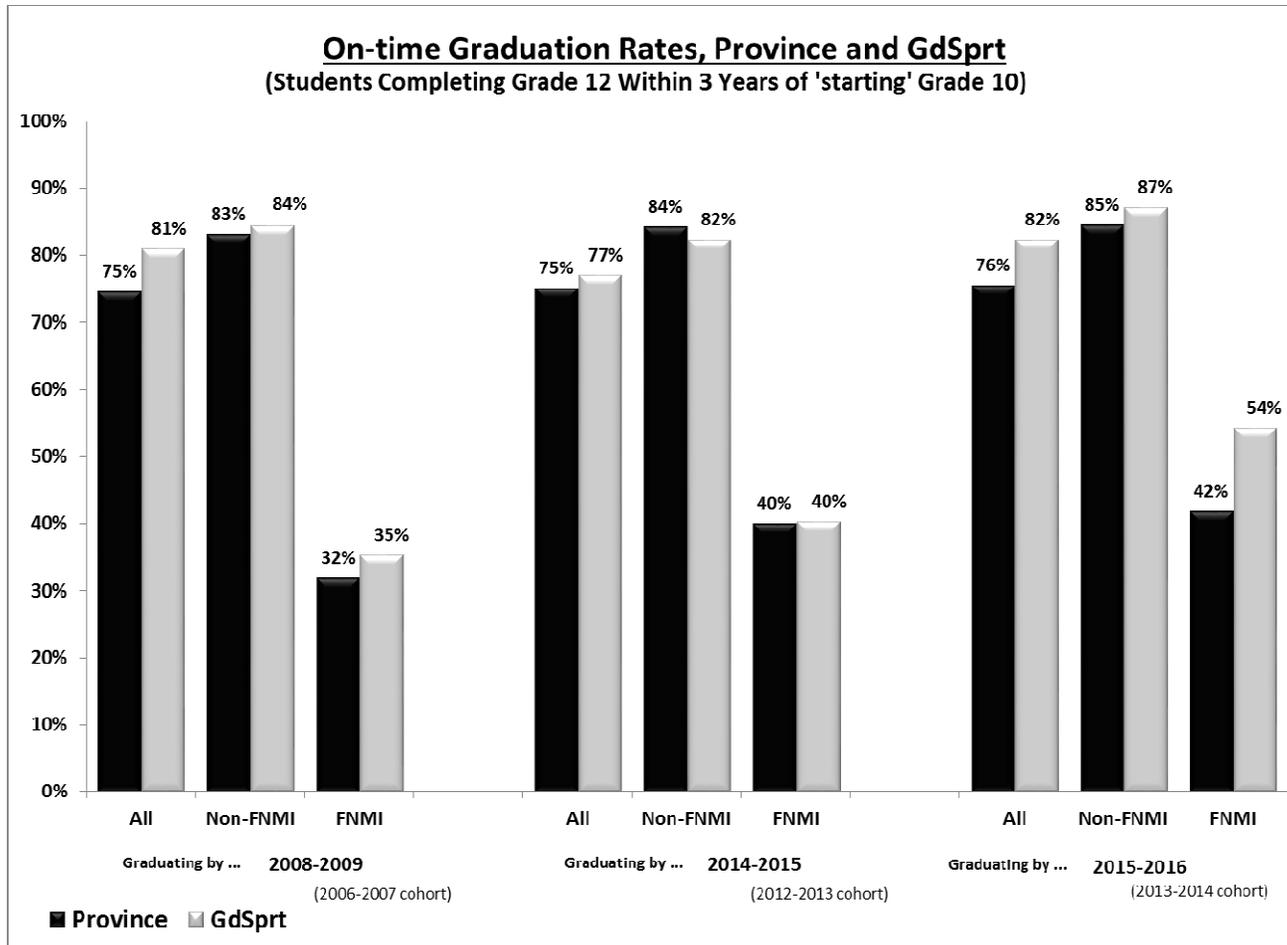
Totals may not add to 100 due to rounding

Attendance

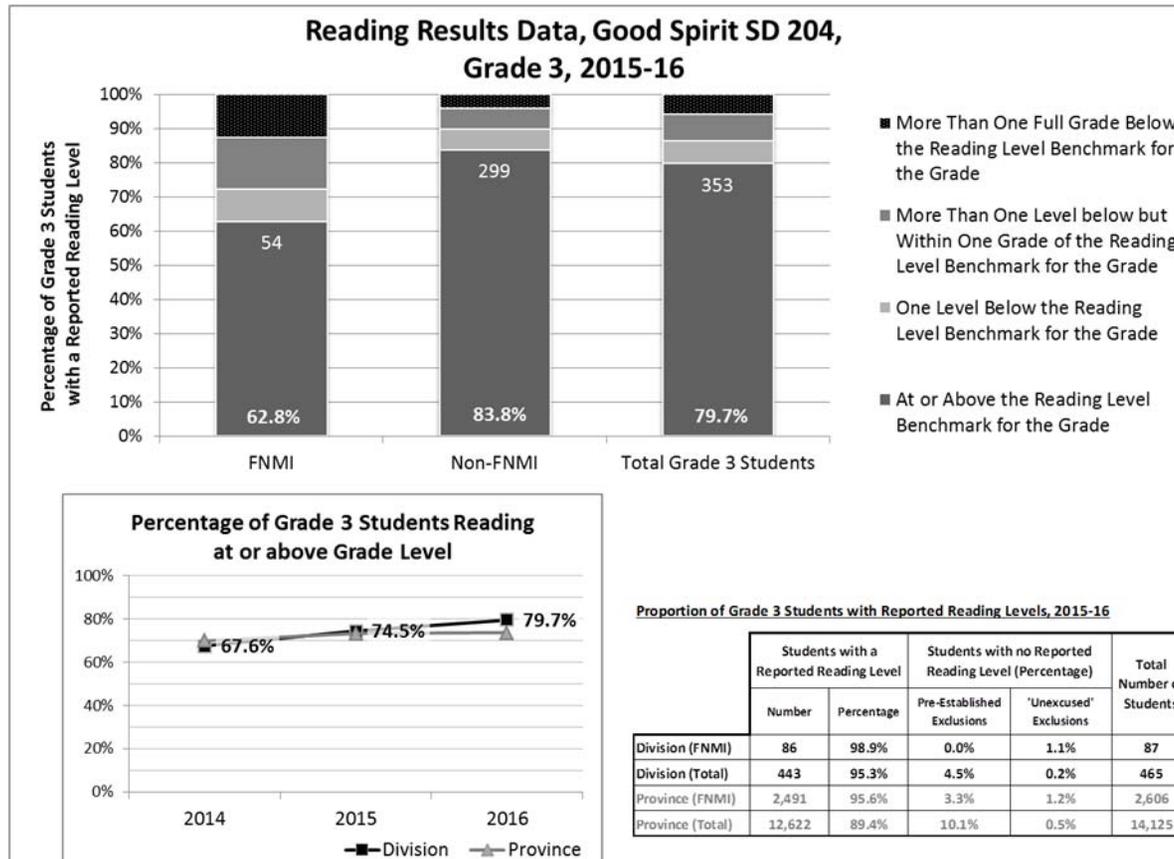
Figure 4: Percentage of Students with 80% or Higher Attendance, All Grades, Good Spirit SD 204 and Provincial School Divisions*, Jun 2016 and YTD 2015-16



Graduation Rates



Literacy

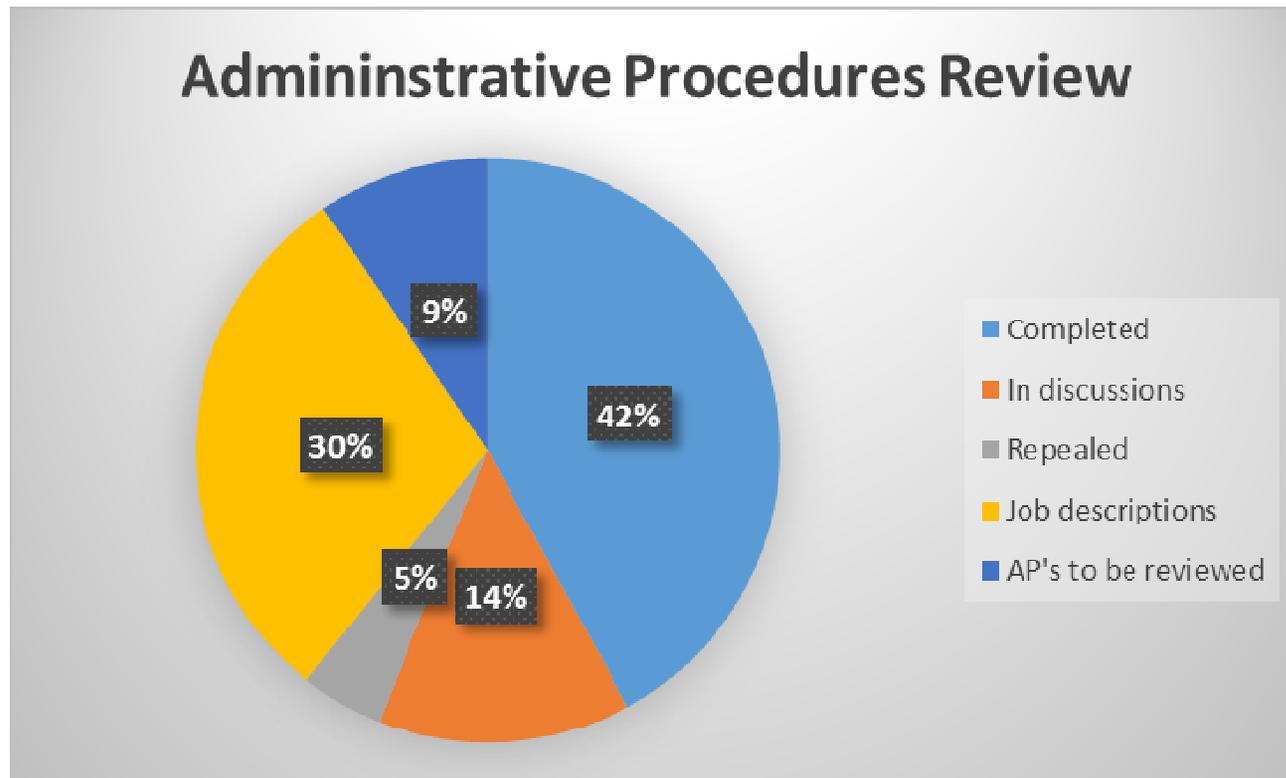




Internal Processes

GSSD is committed to provide equitable, balanced opportunities among schools, students and staff. To achieve this goal, baselines are essential to organizational effectiveness.

Administrative Procedures Review





People Capacity

GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities. Internal and external communication focus on fostering and growing positive relationships to create a sense of confidence, optimism and pride in Good Spirit School Division.

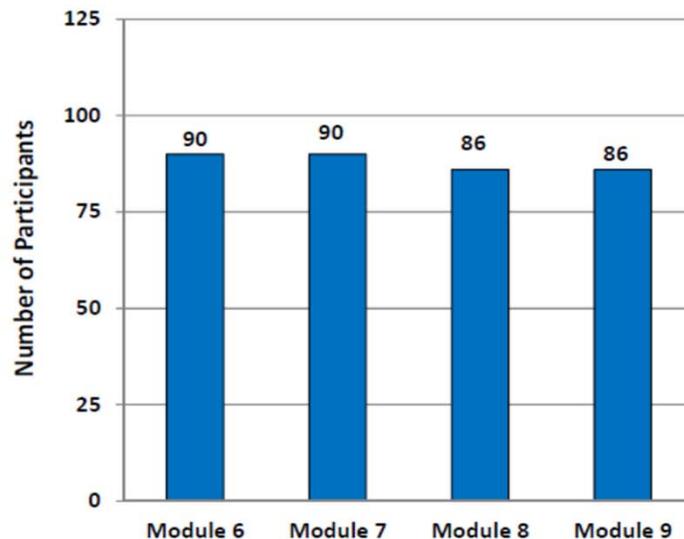
People Capacity

Within the people capacity focus area GSSD strived to achieve the following goals:

- Enhancing levels of qualified staff;
- Strengthening staff engagement and morale;
- Increasing leadership capacity.

5 – Year PD Continuum

Good Spirit School Division
5 Year PD Continuum Plan
2015-2016



Note: The information above identifies the actual number of staff who attended each module session.

Source: Good Spirit School Division PD Place

MODULE DESCRIPTIONS

MODULE 6: Providing Student Choice to Demonstrate Learning (INSTRUCTION)

Students learn in different ways and need the opportunity to demonstrate their learning using products that are meaningful to them. One of the essential characteristics of differentiated instruction is student choice. This module looked at different ways teachers can provide choice when students need to demonstrate their learning.

MODULE 7: Giving Descriptive Feedback to Students (ASSESSMENT)

Descriptive feedback plays an important role in formative assessment as this type of assessment informs instruction. It is never marked or graded. Rather, teachers provide feedback to students that will help them improve and achieve curriculum outcomes or objectives.

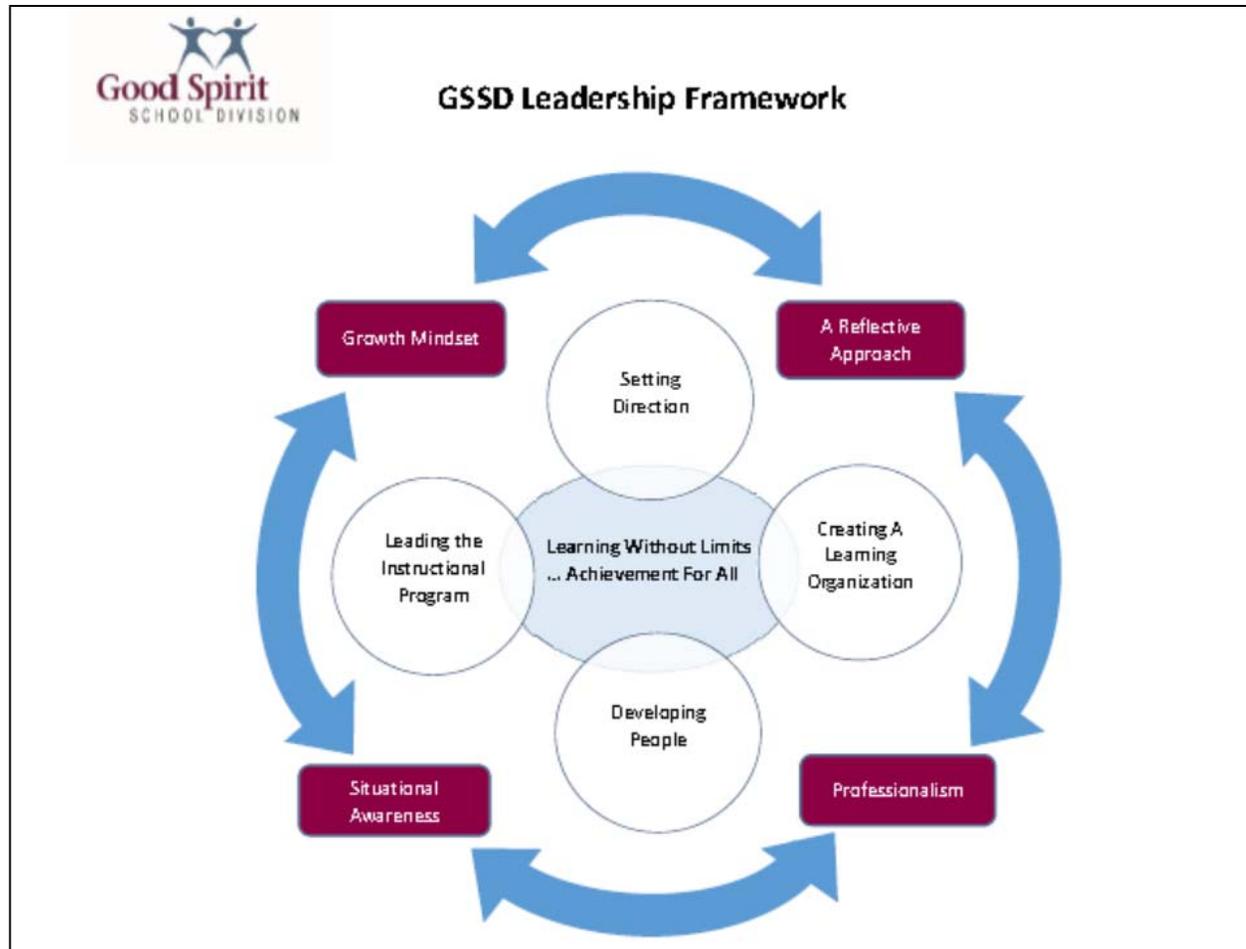
MODULE 8: Creating Outcome-Based Anchor Activities That Target Student Needs

Anchor activities are more than giving students “busy-work.” They should be tailored to the individual needs of students. This module looked at different ways of creating anchor activities for students in a classroom. Discussion of the concept of “bump-it-up walls” within the classroom.

MODULE 9: Planning Tiered Instruction

Tiered instruction is a natural practice when teaching from a differentiated philosophy. It focuses on the learning needs and preferences of students. In this module, teachers focused on creating tiered activities and/or tiered assignments for their students.

Leadership Project





Financial Stewardship

GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools. GSSD is committed to providing modern, responsible infrastructure to maintain and promote the highest levels of support for students, staff, families and the community.



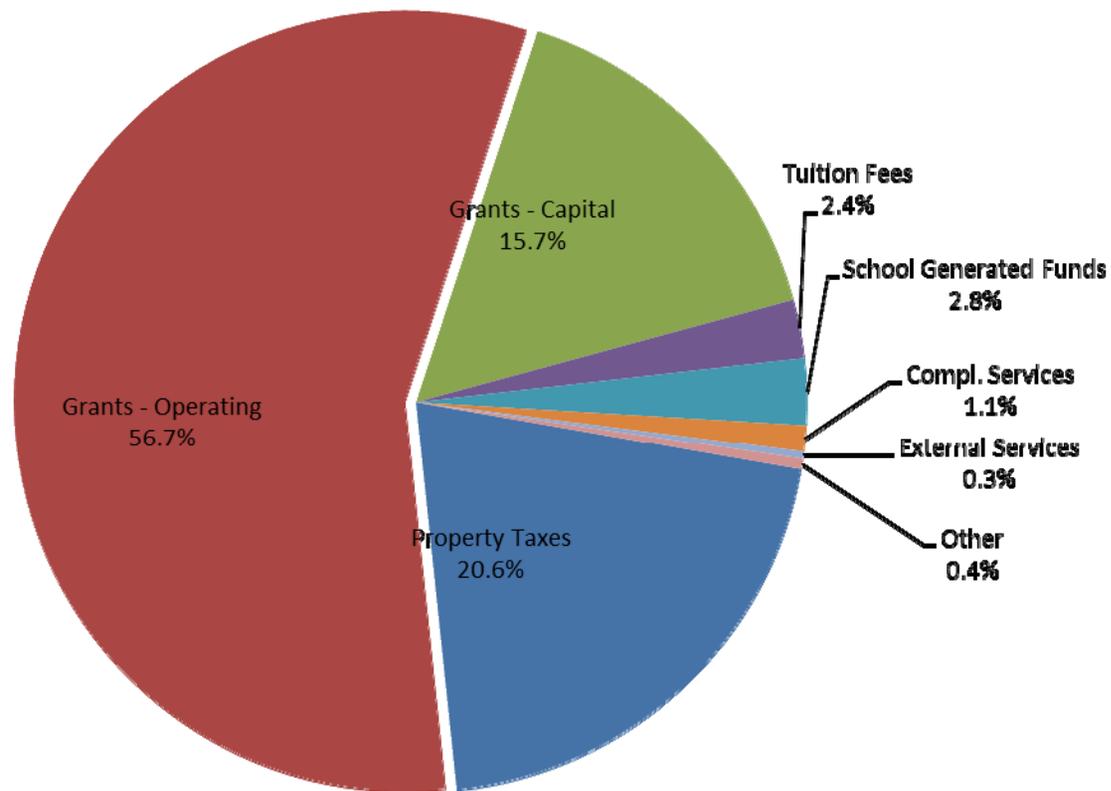
Financial Report

Sherry Todosichuk

September 1, 2015 to August 31, 2016

The full financial statement report is available on the website at www.gssd.ca

Revenues \$92,407,759



Grants – 72.4%

	Budget	Actual
Operating Grants		
• General	51,731,484	51,699,150
• Other		
• FNME	103,750	118,607
• Driver Education	285,000	162,049
• Following Their Voices Reimbursement	0	61,883
Capital Grants		
• Langenburg School	10,000,000	12,408,238
• PMR	1,185,000	1,469,211
• Facility Condition Audits	0	123,757
• Community Contributions (YMF, LCS)	0	895,768
Total	63,305,234	66,938,664

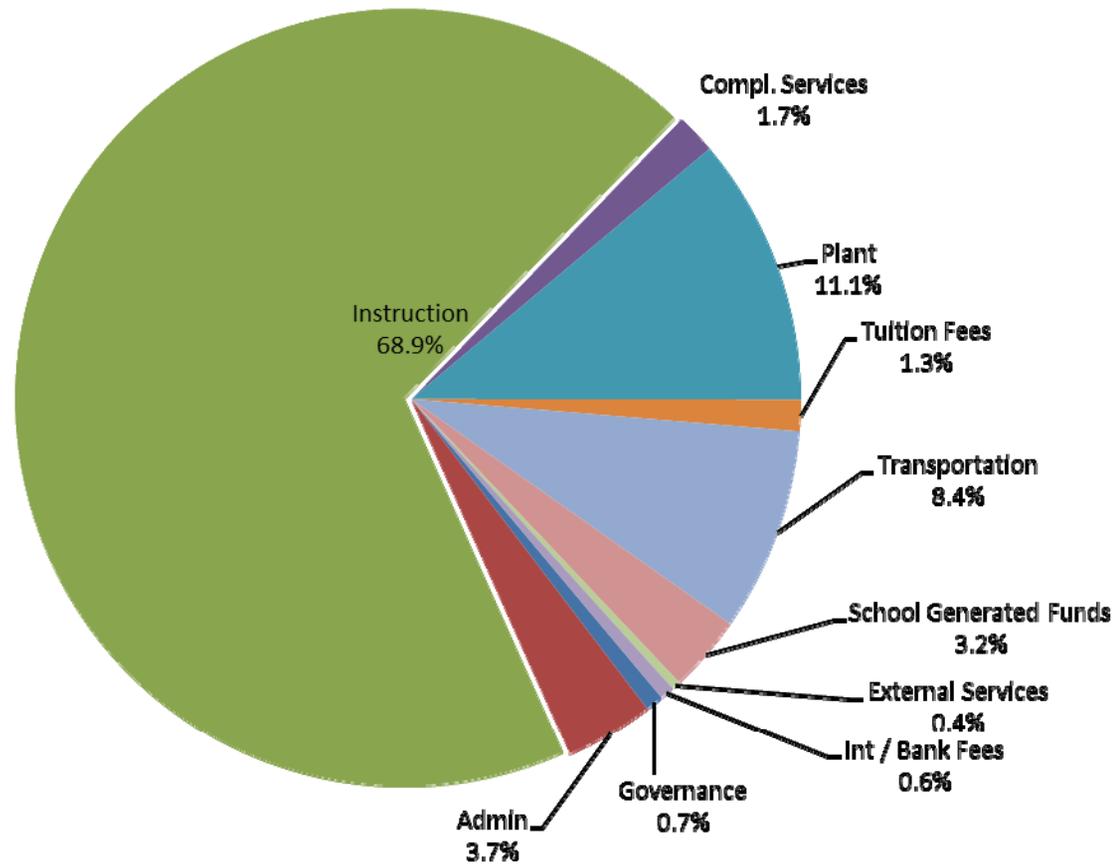
Property Taxes – 20.6%

- No changes in the mill rates set by the Province
- Increase of assessment resulted in increase of \$95,000
 - Will result in reduced grant payments next year

Other Revenues

Revenue	%	\$	Description
Tuition Fees	2.4	2,235,914	First nations, Cross Border students
School Funds	2.8	2,552,909	
Complementary	1.1	1,007,190	Pre-K Programs, Treaty 4, PEPP, Families First
External Services	0.3	270,744	Kids First, YRHS Cafeteria
Other Revenue	0.4	405,315	Facility Rentals, Interest, GST rebates, Cost recovery fees collected, 3 rd Party Program Administration Fees

Expenses - \$78,283,993



Governance – 0.7%

- Activity of 11 Board Members
- Grants provided to 27 SCCs
- Other
 - Public Relations / Advocacy / Staff Recognition

Actual	Budget	% of Budget
\$582,781	\$549,021	1.06%

Administration – 3.7%

- 23 FTE staff providing Central Administration Services
 - Includes Senior Education FTE's
 - Payroll for over 1300 regular and casual staff
 - Accounting
 - Accountability Reporting to Ministry
 - Communications

Actual	Budget	% of Budget
\$2,873,499	\$2,850,622	100.01%

Instruction – 68.9%

- Largest portion of this budget is salaries of professional and paraprofessional staff (89%)
- Supplies and services (6%)
- Amortization of the school facilities (5%)

Actual	Budget	% of Budget
\$53,954,672	\$55,195,497	97.75%

Plant Operation – 11.1%

- Salaries and benefits of maintenance and caretaking staff
- Utilities
- Supplies and services
- Capital Projects

Actual	Budget	% of Budget
\$8,710,755	\$7,875,076	110.6%

Transportation – 8.4%

- Salaries and benefits of bus driver and garage staff
- Insurance
- Fuel
- Repairs and maintenance
- Contracted services

Actual	Budget	% of Budget
\$6,614,895	\$7,220,373	91.6%

Tuition and Related Fees – 1.3%

- Paid to other agencies providing PK-12 Education Services
 - Cross Border Agreements
 - Early Intervention Pre-K programs
 - Parkland College ABE programs

Actual	Budget	% of Budget
\$1,015,830	\$970,707	104.6%

School Generated Funds – 3.2%

- Expenses for various programs
- SRC activity
- School Community Councils (SCCs)
- Food and Beverage services
- Fundraised Donations for 3rd party recipients ie. Terry Fox Run, Telemiracle

Actual	Budget	% of Budget
\$2,488,491	\$2,412,615	103.1%

Other “Services” – 2.7%

- Complementary Services – 1.7%
 - Enhancements to the Kindergarten – Grade 12 program
- External Services – 0.4%
 - YRHS Cafeteria
 - Kids First Program
- Other – 0.6%
 - Bank Charges and Interest, Loss on disposal of assets

Actual	Budget	% of Budget
\$2,043,070	\$1,440,886	141.8%



Surplus

- **The budgeted surplus was \$9,985,270**
 - Approved budget – cash basis – 0
 - Re-stated budget to new reporting method
 - Langenburg School Project
- **The actual surplus was \$14,123,766**

Additional Surplus Explanation

	2016 Budget	2016 Actual	Variance	%
Revenues				
Property Taxes	18,988,848	18,997,023	8,175	0.0%
Grants	63,305,234	66,938,664	3,633,430	5.7%
Tuition and Related Fees	2,360,582	2,235,914	(124,668)	-5.3%
School Generated Funds	2,400,000	2,552,909	152,909	6.4%
Complementary Services	859,752	1,007,190	147,438	17.1%
External Services	255,051	270,744	15,693	6.2%
Other	330,600	405,315	74,715	22.6%
Total	88,500,067	92,407,759		
Expenses				
Governance	549,021	582,781	33,760	6.1%
Administration	2,850,622	2,873,499	22,877	0.8%
Instruction	55,195,497	53,954,672	(1,240,825)	-2.2%
Plant	7,875,076	8,710,755	835,679	10.6%
Transportation	7,220,373	6,614,895	(605,478)	-8.4%
Tuition and Related Fees	970,707	1,015,830	45,123	4.6%
School Generated Funds	2,412,615	2,488,491	75,876	3.1%
Complementary Services	912,865	1,305,917	393,052	43.1%
External Services	249,867	278,178	28,311	11.3%
Other Expenses	278,154	458,975	180,821	65.0%
Total	78,514,797	78,283,993		
Operating Surplus for the Year	9,985,270	14,123,766		
Opening Accumulated Surplus	63,332,156	63,332,156		
Closing Accumulated Surplus	73,317,426	77,455,922		

Accumulated Surplus

Surplus	2015	2016	Change
Invested in tangible capital assets	45,745,989	56,564,983	10,818,994
Internally restricted	3,662,348	2,969,304	(693,044)
Unrestricted	13,923,819	17,921,635	3,997,816
Total	\$ 63,332,156	\$ 77,455,922	\$ 14,123,766

Actual Cash Unrestricted Surplus Analysis

Unrestricted surplus, August 31, 2016	\$17,921,635
Less: Accounts Receivable, net of allowance expensed	13,148,936
Net – 6% of expenses	4,772,699
Less: Accounts Payable	2,196,838
Actual cash position – liquidity	<u>\$ 2,575,861</u>

Improvement from 2015:

Unrestricted surplus, August 31, 2015	\$13,923,819
Less: Accounts Receivable, net of allowance expensed	11,874,866
Net – 2.7% of expenses	2,048,953
Less: Accounts Payable	3,809,847
Actual cash position – liquidity	<u>\$ -1,760,894</u>



- \$ expected like a pay cheque

Government Grants
Property Taxes
Tuition Fees
Community donations

Savings Account



Planned expenses ...

- ✓ Mortgage
- ✓ Groceries
- ✓ Utilities
- ✓ Loan payments

? Hot water tank



Bills

- ✓ Accrued Salaries & benefits
- ✓ Invoices to vendors for products and services
- ✓ Long-term debt payments

? Emergencies

- HVAC system emergency repair

Questions and Answers



Adjournment



Contact Information

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