

Accountability Topic: Equitable Access to Technology – Technology Integration Plan

Date of Board Meeting:

October 9, 2025

Strategic Priority:

- ☒ High Quality Teaching and Learning
- ☒ Engagement of All Students, Families, and Communities
- ☐ Effective Policy and Procedures
- ☐ Healthy, Sustainable Physical & Social Environments

Quality Indicator(s) (if applicable):

QI 4.3 Establishing and following adequate internal financial controls

QI 4.7 Reviewing expenditures to ensure continuous improvement in value for money.

QI 7.2 Keeping the Board informed about Division operations, challenges, and celebrations.

Presented by:

Jonas Prysliak, GSSD IT Manager

Objective: The goal of this technology integration plan is to outline the focus areas for the GSSD Information Technology Department as we work towards providing the support and resources necessary to help achieve the current and future educational goals of the school division. This document is updated annually with new and ongoing initiatives.

1. Assessment and Planning:

a. Infrastructure Assessment:

- Conduct annual assessments of the current server and network infrastructure to ensure it can handle the always increasing demands of higher utilization and deployment numbers.
- Evaluate internet bandwidth to support the simultaneous use of iPads, Chromebooks, and other devices. Bandwidth upgrades were completed at all schools to ensure a 100 MB/s connection is the standard for all GSSD schools.

b. Device Inventory:

- Maintain an inventory of existing devices, including desktop computers, iPads, and Chromebooks.
- Identify devices that are obsolete or in need of an upgrade and continually upgrade devices based on the technology renewal plan.

2. Device Procurement and Deployment:

a. Device Procurement:

- Plan the procurement of additional iPads and Chromebooks based on the enrollments and assessed needs in order to achieve the desired ratio of 1:1 in grades 4-12 and 2:1 in grades K-3. These ratios

have now been fully achieved during the 25/26 school year. Now that the desired ratios are achieved the rollouts will consist of replacement of devices based on their end of life. The planned Chromebook and iPad deployment numbers for the next 4 years are as follows:

SY	Chromebooks	iPads
25/26	200	200
26/27	800	120
27/28	800	120
28/29	800	120

- Upgrade staff devices on a 5-year renewal cycle with the last deployment happening this past year in the 24/25 school year. This consisted of approximately 500 laptops. The staff laptops that were upgraded were redeployed to the schools as devices for EA's, Substitute Teachers and Caretakers in July of 2025.
- Upgrade desktop computers based on the remainder of the 3-year upgrade plan defined below:

25/26 School Year:

- CCS – Replace Lab of M73 computers with new PC's and move P330 computers to the other lab.
- YRH – Remove A20 lab which contains M73 computers. Upgrade PAA lab and move computers to the Business Centre.
- Any remaining M73 computers will be upgraded.

26/27 School Year:

- Remaining P330 computers upgraded.

b. Deployment Strategy:

- Utilize a phased deployment strategy to minimize disruption.
- Ensure sufficient training for teachers and students on the use of hardware.
- Ensure budget planning is in place to ensure appropriate funds are available for each deployment.

c. Maintenance Strategy:

- With 1:1 Chromebooks and 2:1 iPads comes the maintenance of these devices.
 - Repairs of both devices from incidents like drops and vandalism are done in house by GSSD IT staff as these items are not covered under warranty. The cost of the repair is then charged back to the school budget.
 - Devices that require repairs caused by device failure are repaired under warranty by the manufacturer during the first year. Once the warranty expires all repairs are completed in house by GSSD IT staff. These repairs come out of the IT repair budget.
 - Devices misplaced by the schools are replaced and charged to the school's budget.
 - Devices will be checked at the schools 2 times throughout the year to ensure that devices are operating normally and device repairs aren't required.

d. Classroom Impact:

- Providing schools with 1:1 Chromebook and 2:1 iPad ratios provides all GSSD schools with equitable access to technology. This ensures teachers can efficiently plan their lessons knowing that students will have access to the technology when they need it.
- 1:1 Chromebooks supports the individual needs of each student which helps support personalized learning experiences.
- Providing all teachers with a laptop provides equitable access to up to date resources such as AI, etc and technology within the classroom.
- Putting devices into the hands of the kids increases student engagement and offers a flexible learning environment for students.
- Providing students with equitable access to technology creates better digital citizens.
- Technology tools such as robotics, coding in the classroom and AI are pivotal in preparing students for their future. Providing students with equitable access to technology ensures they are prepared to use these tools.
- Proficiency in technology is important for academic and future success.
- Technology in the classroom encourages collaboration and communication amongst students and teachers.
- Leveraging the technology in the classroom allows for more high quality teaching and learning practices such as blended learning.

3. Software Deployments and Enhancements:

i. Mosyle

a. Implementation:

- Completed deploying Mosyle as the iPad MDM solution to manage, monitor, and secure iPads during the 24/25 school year.

b. User Training:

- Work with our digital learning consultants to provide training sessions for IT staff, teachers, and administrators on using Mosyle effectively.
- Create user-friendly documentation and resources.

c. Classroom Impact:

- Enables more efficient deployment of apps to iPads.
- Allows schools to move the iPads within the school where they are required without requiring support from IT.

ii. LanSchool

a. Implementation:

- Implement LanSchool for Chromebook monitoring and classroom management during the 24/25 school year.
- Configure LanSchool to monitor student activity, block/allow specific websites, and manage applications.
- Continue to review the effectiveness and use of the software to ensure that proper license numbers are purchased and the software is meeting the requirements of the schools.

b. User Training:

- Work with the digital learning consultants to train teachers on utilizing LanSchool for effective classroom management.
- Create user-friendly documentation and resources.

c. Classroom Impact:

- Allows teachers to monitor and manage student activities even when not in the presence of the students.
- Allows teachers to keep students on track with options like locking screens, messaging and website tracking.
- Allows teachers to monitor students during exam writing periods which provides students access to accessibility tools.

iii. MSS / Edsby / Clevr

a. Enhancements:

- Enhancements to the SIS and related software are ongoing and are continually monitored by the IT department for available updates and enhancements. The database administrators continually test updates and enhancements to ensure they operate properly and meet the needs of GSSD.
- eCum files will be rolled out in a phased approach beginning in the 24/25 school year. These will be built into the current SIS.
- The Parent / teacher conference scheduler tool within Edsby was rolled out in the 25/26 school year allowing for parents to book their parent teacher conference more conveniently.

b. User Training:

- The database administrators offer PD sessions to schools to ensure they are up to date on the latest features and enhancements to the SIS and related software.
- Create user-friendly documentation and resources.

c. Classroom Impact:

- Promotes family engagement.

School	Active Parent Accounts	Invitation Issued	Not Activated	No Access	Total Students
CCS	95%	3%	2%	0%	270
CJE	94%	5%	0%	0%	157
COL	86%	10%	4%	1%	329
CPS	99%	1%	0%	0%	192
DAV	95%	5%	0%	0%	199
...					
YCS	96%	2%	1%	1%	477
YRH	84%	13%	2%	1%	872
Overall	88%	9%	2%	1%	6071

iv. Google Workspace for Education Plus Licenses

a. Implementation:

- Google workspace for Education Plus licenses were purchased and deployed at the start of the 25/26 school year.

b. User Training:

- Work with our digital learning consultants to provide training sessions for staff on using Google Workspace for Education effectively.
- Create user-friendly documentation and resources.
- Utilize training provided through Google included in the purchase of the licenses through a 3rd party.

c. Classroom Impact:

- Enables staff and students to use advanced learning tools only available through the Plus licensing.
- Allows IT staff to have more robust security tools withing the Google Administration interface which allows us to continue to secure our environment making us more resilient to attacks and allowing us to better investigate incidents.

v. Operating Systems

a. Upgrades:

- Upgrade operating systems and software applications to the latest versions.
 - All GSSD Devices received Windows 11 during the 24/25 hardware upgrade and the summer of 2025.
 - Chrome devices, iPads and Windows devices all receive updates from their respective vendor as they are made available.
- Ensure compatibility with educational software used in the curriculum. Working with the digital learning consultants to ensure that the software being used in the classroom is able to remain functional.

b. User Training:

- Work with our digital learning consultants to provide training sessions for IT staff, teachers, and administrators on using software effectively.

- Create user-friendly documentation and resources.

c. Classroom Impact:

- Provides updated tools for teachers to utilize in the classroom such as built in screen casting.
- AI is now generally available throughout all operating systems. Ongoing work to provide guidance to staff and students is already in progress.

vi. Software Maintenance and Deployment:

- Maintenance and deployment of all current GSSD software is performed on a daily basis with a yearly review of licensing numbers and software requirements to ensure we are utilizing the correct number of licenses and that the software still meets the needs of the division.

5. IT Security Enhancement:

a. Endpoint Security:

- Monitor security software on desktop computers to protect against malware and other threats.
- Implement regular security patches and updates.
- Our current endpoint security software is reviewed yearly to ensure we are still able to mitigate risks as well as stop unwanted threats if they do enter the environment.
- A new Endpoint Security application called Sentinel One was rolled out during the 23/24 school year offering another more advanced level of security to our servers and Microsoft Windows based workstations. The device licenses have been adjusted during the 24/25 school year to only include servers, workstation licenses were removed.

b. Network Security:

- Strengthen firewall configurations and implement intrusion detection/prevention systems.
- Conduct regular security audits to identify and mitigate vulnerabilities. Ongoing security assessments and testing are being conducted during the current school year using Arctic Wolf's Managed Risk Assessments.
- Monitor network hardware yearly for upgrades to firmware and security policies.
- Monthly review and configuration of email and network security policies will continue as well as implementation of new policies and procedures to ensure the security posture of the GSSD network remains strong.
- Yearly review of the school division's cybersecurity mitigation strategies including insurance, SOC, SIEM and other cybersecurity solutions. During the 23/24 school year GSSD implemented the Arctic Wolf Managed Detection and Response services ensuring that any malicious activity within the GSSD network is immediately detected and stopped. This also provides GSSD with \$1,000,000 of coverage in the event of an incident for remediation services.
- Microsoft Defender for Identity was rolled out during the 24/25 school year to further enhance the detection capabilities of the GSSD Cybersecurity team. This software gives us further insight into the environment to both detect and stop threats from entering the GSSD ecosystem.

- Yearly review and updating of the IT Risk Assessment.
- Continuous review of the school division's password and security policies is done. New password complexity policies and account lockout policies have been rolled out to all staff and students for the 24/25 school year.

c. Classroom Impact:

- Providing teachers with access to the division hardware and software they require ensures that they aren't using personal devices that pose a greater security risk to the environment.
- Implementation of a digital platform rubric is in planning to help evaluate the tools being used in the classroom ensuring that they are safe and secure.

6. Servers and Infrastructure:

i. Servers

a. Assessment:

- Evaluate the current data center server infrastructure yearly to identify performance bottlenecks and capacity limitations.
- Over the next 5 years a more cloud based approach will be taken to the data center with systems like email already being completely hosted in the cloud.

b. Upgrade:

- Plan and execute a server upgrade to enhance performance and reliability based on and needs identified in the yearly assessment.
- Maintain redundancy measures and regular backups. Data center recovery simulations are performed on a yearly basis to ensure the capability to recover from a catastrophic failure or cybersecurity incident. Cold backups and offsite backups are now being practiced to ensure a copy of our data still exists in the even of catastrophic failure.
- School based servers were upgraded at the high school level during the summer of 23/24 while elementary based schools saw their school servers phased out and those services centralized.
- During the 25/26 school year the datacenter operating system will be transitioned from Vmware to Hyper-V which gives us a large cost savings and better access to updates and patches to improve security.

ii. Firewall

a. Assessment:

- Assess firewall hardware and capabilities yearly to ensure that they meet the requirements for both security and capabilities.

b. Upgrade:

- Firewall hardware will be upgraded during the 25/26 school year to ensure that GSSD receives the latest updates and patches to this hardware ensuring that the firewalls remain secure.

iii. VoIP (Voice over Internet Protocol)

a. Assessment:

- A yearly assessment of VoIP systems both in production and outstanding is completed collaboratively with the Facilities department to ensure that schools have access to a reliable phone system.
- An assessment of the GSSD fax lines is ongoing to ensure that these lines are still required and to eliminate lines that are not being utilized.

b. Upgrade:

- VoIP upgrades are completed on a as needed basis when deemed necessary by the Facilities and IT department.
- IT continues to investigate all VoIP alternatives and alternate providers to the Sasktel / Cisco solution currently implemented to ensure we are utilizing the best option for the schools.
- New Phone systems were installed at COL, SAL and YRH during the summer of 2025. These systems are a hybrid copper and VoIP system which offers better reliability, no licensing costs like a traditional VoIP system but with the same functionality.

iv. IP Cameras / Door Access Systems

a. Assessment:

- A yearly assessment of IP Camera systems both in production and outstanding is completed collaboratively with the Facilities department to ensure that schools have the coverage required to ensure the safety of students and staff.

b. Installations:

- IP Cameras are installed in areas deemed necessary in collaboration with the Facilities department and the schools.
- COL, PRE, NOR, SAL and YCS saw new IP camera systems installed that ingrate with the current GSSD network in the 24 / 25 school year.
- Door access systems have also been installed at CJE, NOR, COL, LCS, VIC and CPS.

7. Monitoring and Evaluation:

a. Performance Monitoring:

- Research and implement monitoring tools to track the performance of devices, servers, and the network.
- Establish protocols for responding to performance issues promptly.

b. Feedback Mechanism:

- Create a feedback mechanism for teachers, students, and administrators to share their experiences and concerns.
- Use feedback to make continuous improvements to the technology integration plan.

8. Budgeting and Sustainability:

a. Budget Planning:

- Continue with the development of a comprehensive budget that includes device procurement, software licenses, training costs, and ongoing maintenance.

b. Sustainability Plan:

- Continue to plan ahead for the regular refresh of devices and technology infrastructure.
- Explore grant opportunities and partnerships to support long-term sustainability. An example of this being the Microsoft settlement where this year and for the next 2 years we will receive a portion (~\$40,000) of our Microsoft Licensing costs being returned to the school division.
- Explore cost saving opportunities where there is no reduction in service but a savings to the school division.

c. Classroom Impact:

- Efficient IT budgeting provides more resources to be used in the classroom.

9. Professional Development:

a. Continuous Training:

- Provide ongoing professional development opportunities for technology staff and teachers to stay updated on new technologies and educational methodologies.
- Cybersecurity training will continue to be rolled out to staff to ensure that our first line of defense, our staff, is knowledgeable in spotting and stopping potential threats to the GSSD IT environment.

Technology services works closely with SaskDLC to provide hardware and software to our shared students to ensure that they have access to the resources required to complete their courses. Over the past 2 years we've developed a process that streamlines the deployment and re-acquisition of hardware and software for staff and students.

A key piece of each of the above areas is working closely with our digital learning consultants to make sure that the technology we are implementing is being utilized by the staff and students in the classrooms in a way that supports learning. We also receive and act on feedback from our digital learning consultants on what the needs of the schools are when it comes to technology. The curriculum and student services team also play an important role in deployment and support of curriculum based software.

By regularly reviewing this information, the Good Spirit School Division can ensure a smooth integration of iPads and Chromebooks, enhance the security of the IT environment, and provide a modern and efficient learning experience for students and educators. Regular monitoring, evaluation, and feedback mechanisms will contribute to the continuous improvement of the technology integration initiative.

Risk Assessment:

Impact Categories	Insignificant	Minor	Moderate	Major	Catastrophic
Financial	Financial impact of the event is less than \$50,000	Financial impact of the event exceeds \$50,000, but less than \$150,000	Financial impact of the event exceeds \$150,000, but is less than \$250,000	Financial impact of event exceeds \$250,000, but is less than \$500,000	Financial impact of the event exceeds \$500,000

Comments & Mitigation Strategy	While financial impacts can be high with risk associated with Technology, the GSSD IT department is constantly working on securing the environment to mitigate the risk of a breach. Proper planning of each project will mitigate the risk of cost over run. A strong implementation plan for each project also helps to keep the risk of a project failing low.				
Reputational	One negative article in a publication	Negative articles in more than one publication	Short term negative media focus and concerns raised by stakeholders	Long term negative media focus and sustained concerns raised by stakeholders	Stakeholders lose faith in management or Trustees
Comments & Mitigation Strategy					
Managerial Effort/Capacity	Impact can be absorbed through normal activity	Some management effort is required to manage the impact	Can be managed under normal circumstances with moderate effort	With significant management effort, can be endured	Potential to lead to the collapse of the organization
Comments & Mitigation Strategy	Ensuring that the IT department staff are motivated and well trained ensures that the risks associated with management of staff are mitigated.				
Government Relations	Routine ministerial inquires	In-depth ministerial inquires	Concerns raised by Ministry of Education	School division's ability mandate is questioned	Ministry of Education loses faith in the organization
Comments & Mitigation Strategy	Keeping up to date with the ministry's communications to ensure compliance with ministry's policy and regulations.				
Legal	Legal action threatened	Civil action commenced/small fine assessed	Criminal action threatened/moderate fine assessed	Criminal lawsuit commenced/significant fine assessed	Jail term of any length for a Trustee/Director; multiple significant fines assessed
Comments & Mitigation Strategy	Implementing controls to track unusual activities and have a plan to mitigate risks associated with security breaches.				
Student Outcomes	Immaterial impact on student achievement	Student achievement metrics begin to show a decline	Parental complaints submitted related to student achievement	Overall student competency levels are below standards	Inability to satisfactorily deliver curriculum or key programs
Comments & Mitigation Strategy	By working closely with the consultants and coordinators we can ensure that the needs of the classrooms are being met by providing staff and students access to the technology they need.				

Likelihood

The likelihood of identified risks is to be assessed by estimate the probability of the risk occurring during the planning horizon.

Rare	Unlikely	Moderate	Likely	Almost Certain
Extremely rare in the sector. Once in more than 10 years at the school division.	Has occurred occasionally in the sector. Once in 5 to 10 years at the school division.	Periodic occurrence in the sector; possible occurrence. Once in 3 years at the school division.	Has occurred previously and could reasonably occur again. Once in 1 to 2 years at the school division.	Extremely likely to occur. Multiple times per year at the school division.

Summary Comments:

Recommended Decision/Motion:

“That the Board approve the accountability report on Equitable Access to Technology: Technology Integration Plan and acknowledge the report met the requirements of QIs 4.3, 4.7, 7.2, based on the evidence within the report.”

Respectfully submitted,

Quintin M. Robertson, Director/CEO
Good Spirit School Division