

January 2022 Regular Meeting

The regular Board meeting for January 2022 took place via Zoom on Thursday, January 27, 2022. Trustees who were in attendance included: Chairperson Bob Simpson, Vice Chairperson Jaime Johnson, Trustees Jade Anderson, Chris Balyski, Gilda Dokuchie, Shannon Leson, Jan Morrison, Lois Smandych, Nicole Pohl and Steve Variyan. Division office staff in attendance included Director of Education/CEO Quintin Robertson, Chief Financial Officer, Keith Gervais, Superintendent of School Operations Mark Forsythe, and Executive Services Supervisor Heather Morris.

Approval of Minutes

The December 16, 2021, Regular Board meeting minutes were approved by the Board and posted to the website. To access the minutes, visit gssd.ca > Board > Board Meetings > 2021 12 16 Regular Board Meeting > [December 16, 2021 Minutes](#).

Delegation

The Board of Education heard from a delegation during the January 27th meeting. In accordance with [Policy 7](#) contained within the [Board Policy Handbook](#), the Board will make provision for a delegation to make a presentation at a Board meeting in the interest of improving the education provided in Division schools.

Accountability Report

Effective Policy & Procedures – Onboarding Staff

Superintendent of Human Resources, Jason Trost, presented the accountability report, which met Quality Indicator 4.1 - Quality recruitment, orientation, staff development, disciplinary, evaluation and supervisor processes are developed and effectively implemented.

The [Good Spirit School Division Hiring Process](#) lays out the flow of work, timelines and most responsible person for ensuring people looking to be employed by the school division are recruited and onboarded in a way that ensures they are qualified, competent and legally entitled to work in Canada.

Trost stepped Trustees through processes such as recruitment, Applicant Tracking, interviews, offers, employment contacts and employee information collection, supervisor onboarding checklists, and probationary periods.

Future strategies include:

- 1) Development of an Employment Equity Hiring Statement to align with the Human Right Commission of Saskatchewan. Targets for a representative workforce will be developed.
- 2) Digital signatures will make the entire employment hiring process paperless (with the exception of insurance forms). This will further reduce processing on onboarding time.
- 3) Increase social media presence by developing GSSD accounts specific for job vacancies within GSSD. This will give a greater audience of postings. Social media can be used for a pre-step in the hiring process and allow people to express an interest without applying for positions.

To read the accountability report, visit gssd.ca > Board > Board Meetings > 2022 01 27 Regular Board Meeting > [Accountability Report – Onboarding Staff](#).

Board Development

Understanding Staff and Student Mental Health

Kyla Christianson, Curriculum Consultant, provided an Understanding Staff and Student Mental Health Board Development session, focusing on:

- GSSD Workplace Wellness;
- Administrative Procedures;
- Mental Health Training, Education and Support;
- School Counsellors/Educational Psychologists;
- Prioritizing Expectations of Staff;
- Strategic Planning;
- Anti-bias Education;
- Wellness Resources; and,
- Mental Health Collaboration, Referrals and Supports.

Christianson acknowledged how much staff members are struggling throughout this pandemic. GSSD is exploring a *Well at Work* initiative to support staff, remove barriers, focus on improving and maintaining mental wellbeing, and developing a healthier workplace culture.

Robertson shared that GSSD School Counsellors have had 2,000 student contacts so far this year. He spoke very highly of the Counsellors and how they go above and beyond to ensure the students safety and wellbeing is looked after.

On behalf of the Board, Johnson thanked Kyla for the great wellbeing initiatives accomplished by her and others in the Division.

To access the detailed board development, visit gssd.ca > Board > Board Meetings > 2022 01 27 Regular Board Meeting > [Board Development – Understanding Staff and Student Mental Health](#).

Advocacy Session

First Nations Representation

The Board was pleased to have Cote First Nation Education Councillor, Delvina Whitehawk, and Chief George Cote attend the advocacy portion of the Board meeting.

Robertson spoke to the initiatives/resources which are available in GSSD and connected to each aspirational statement.

High Quality Teaching & Learning

GSSD schools have incorporated Indigenous ways of knowing and perspectives through:

- Under One Sun in Kindergarten to Grade 8
- 4Seasons of Reconciliation (Student Resource in Grades 9-12)
- Elders/Knowledge Keepers/Cultural Advocate in Classrooms
- Blanket Exercises
- FNMI library and classroom resources
- Land Based Learning
- January 4th – Ribbon Skirt Day

Good Spirit
SCHOOL DIVISION

DID YOU KNOW...

Fast Facts:
Understanding Staff and Student Mental Health

- 1 Good Spirit School Division Workplace Wellness**
 - GSSD is exploring a national initiative, **Well at Work**, to help guide the wellness work in the division. Part of these efforts will include creating a wellness committee to provide voice and direction for our various employee groups in developing a healthy workplace culture.
- 2 Administrative Procedures**
 - APs that support staff and student well-being are supported while others are revisited and updated to reflect a focus on wellbeing of students and staff.
- 3 Mental Health Training, Education and Support**
 - Accessing grant money from the Ministry of Education to provide continued Mental Health First Aid training to a cross-section of GSSD staff. This training is a collaborative partnership with our local mental health workers and supports staff who work with youth to identify, intervene, and refer to appropriate resources for youth struggling with mental health impacts.
- 4 School Counsellors/Educational Psychologists**
 - GSSD continues to prioritize the work of school counsellors and educational psychologist in providing mental health supports for staff and students.
- 5 Prioritizing Expectations of Staff**
 - Expectations, such as final exams will not occur for the third year in a row. Teacher Observations/Evaluations have been postponed for the month of January.
- 6 Strategic Planning**
 - The inclusion of goals that position mental health and wellness in GSSD strategic plan highlights the importance of staff and student wellness. These goals include staff and students feeling welcome, mentally fit, and a sense of belonging at school/work.
- 7 Anti-bias Education**
 - Research shows that perception of racism, homophobia and transphobia impacts peoples' mental health almost as deeply as experiencing/witnessing it. Anti-bias learning is part of every Student Achievement meeting.
- 8 Wellness Resources**
 - Research shows that perception of racism, homophobia and transphobia impacts peoples' mental health almost as deeply as experiencing/witnessing it. Anti-bias learning is part of every Student Achievement meeting.
- 9 Mental Health Collaboration, Referrals and Supports**
 - School Counsellors regularly collaborate with local Mental Health therapists for referrals, programs, and information. An example of this collaborative manner to support youth is the Teen Boost program, which is delivered in schools virtually by Mental Health workers and supported by School Counsellors.

High Quality Teaching & Learning/Engagement of All Students, Families, & Communities/Effective Policies & Procedures/Healthy, Sustainable Physical & Social Environments

- Cultural Activities
- Indigenous Language
- September 30th - Orange Shirt Day/National Day for Truth & Reconciliation
- Reconciliation Challenge
- Indigenous Storytelling Month
- Cultural Awareness Training

Healthy, Sustainable Physical & Social Environments

- Indigenous Student Centers in Dr. Brass School, Kamsack Comprehensive Institute, and Yorkton Regional High School
- Smudging Rooms
- Nutrition Programs
- Indigenous Community Worker and Indigenous Student Success Coach
- Indigenous Art Displays
- Outdoor Classrooms/Land-based Learning Environments

Effective Policy & Procedures

- Smudging AP
- Honoraria AP
- 4Seasons of Reconciliation Training
- Truth & Reconciliation Calls to Action
- Continued professional learning regarding Indigenous Perspectives and Ways of Knowing
- Mandatory Indigenous Studies 10

Engaging of All Students, Families & Communities

- Innovational Shared Services Initiative
- Partnerships with Yorkton Tribal Council
- Development of Service Agreements with First Nations
- Development of Transportation Agreements with First Nations
- Formation of a FNMI Advisory Council
 - Cote First Nation
 - Keeseekoose First Nation
 - Cowessess First Nation
 - Kahkewistahaw First Nation

Robertson is looking forward to having the service agreements signed and forging a strong relationship.

Whitehawk is looking forward to the future as there are a lot of positive changes taking place – gaps are being filled. She looks forward to all that GSSD has to offer.

Chief Cote thanked the Board for opening the doors to all youth and is grateful that we can learn from one another. He looks forward to meeting face-to-face as it has more meaning when in the presence of one another.

Johnson rounded off the conversation by thanking everyone for their leadership and looks forward to the bridges being built and the cooperation moving forward.

New Business

Board Budget Development Framework

As the division begins solidifying the budget for the following school year, one of the first steps is ensuring the budget priorities align with the direction set out by the Board of Education documented in the Budget Framework. For 2022-23 the Board of Education is committed continuing to the following six areas:

- Advocacy,
- Principled Decision Making,
- Expenditure Review,
- Equitable Staffing,
- Target Supports for Indigenous & Students in Vulnerable Circumstances,
- Maximizing the Impact of the Division Strategic Plan.

Following the Provincial budget announcement in March, the Board and Senior Administration will begin to finalize the upcoming budget:

- Keith Gervais, Chief Financial Officer, will provide an overview of the preliminary budget during the May 5, 2022, Regular Board Meeting.
- The Board will receive a detailed report of the preliminary budget during the May 26, 2022, Special Board Meeting.
- The Board will approve the final 2022-23 budget during the June 16, 2022 Regular Board Meeting.

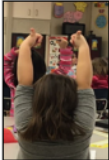
During the January 27, 2022, Trustees reviewed and approved the Board of Education Budget Framework for the 2022-23 year.

Students Come First

Board of Education Budget Framework – 2022/23

HOW ARE WE FUNDED?

The Government of Saskatchewan determines the funding available to school divisions each year. The primary driver for funding is projected enrolment levels established in January before upcoming academic year. Boards of Education are given the responsibility to allocate funding in an equitable and transparent manner that reflect the principles, priorities and commitments adopted by the Board of Education.



WHAT ARE WE ABOUT?
GSSD Aspirational Statements

High Quality Teaching and Learning

- Provincial curricula and related resources that are developmentally appropriate and culturally responsive.
- Employ play-based learning experiences that support a sense of personal competency, self-efficacy, and social responsibility; and,
- A wide range of opportunities to learn, practice, experience and demonstrate understanding, confidence, and motivation for a healthy and balanced life.

Engagement of All Students, Families, and Communities

- Efforts are aligned to promote student, family, staff and community health and well-being.
- School Community Councils and First Nations Education organizations are involved in School Level Plans.
- School Leadership values cooperation, effective interpersonal communication and shared decision making.
- Schools, families, and communities engage in ongoing discussions and shared efforts to promote and support the health and well-being of staff, students, and the community; and,
- Reciprocal relationships share resources and services within the school and community.

Effective Policy and Procedures

- Protocols for collaboration on policy development and related protocols practices for health and well-being.
- Ongoing evaluation and monitoring of needs and effectiveness of efforts to improve well-being.
- Promising practices that enhance and well-being; and,
- Clear practices, procedures, protocols and regulations regarding health and safety in children and youth (e.g., nutrition, anti-bullying, physical activity, pandemic planning, air quality).

Healthy, Sustainable Physical and Social Environments

- Access to and support for healthier options.
- A welcoming, caring, and inclusive environment.
- Healthy relationships among and between students, staff, and the community.
- Responsive and inclusive leadership of students, staff, and community.
- Relationships that influence and are influenced by families, cultural perspectives, and the community.
- Modern, responsible infrastructure to maintain and promote the highest levels of support for students, staff, families, and the community.
- Systems that ensure buildings, grounds, transportation, and technology are built and maintained not only to current standards, but that practices and procedures are in place to plan for a strong, vibrant future.
- Proactive, innovative approaches to sustain, support and grow Division facilities and systems.
- Efficiencies, both internally and externally, to ensure appropriate resources are targeted to our key areas including facilities, transportation, and technology.
- Strategies to use the school buildings and grounds, materials, equipment, and routes to and from the school to enhance well-being of staff, students, and the community; and,
- Informal role modelling, peer support, nurturing families, and safe communities.

WHAT ARE OUR PRIORITIES?

Advocacy—The Board of Education and Administrative Council will conduct targeted advocacy sessions with the Ministry of Education and the Provincial Government seeking sustainable funding. GSSD will also explore innovative partnerships with a mission to expand funding sources allowing the division to meet the vision of building strong foundations and bright futures.


Principled Decision Making—The Board of Education and Administrative Council will strive to make budget decisions based on our Aspirational Statements.

Expenditure Review—The Board of Education and Administrative Council will support processes and practices that allow for the review of expenditures for cost efficiencies in operational, administrative, and instructional areas.

Equitable Staffing—The Board of Education and Administrative Council support equity and transparency of staff allocation. Staffing equity will be achieved by considering the Pupil-Teacher Ratio (PTR) with an eye on class size, grade configurations, the diversity of our students, schools, and communities. Consultation and collaboration will be a key feature of the staffing process.

Targeted Supports for Indigenous & Students in Vulnerable Circumstances—The Board of Education and Administrative Council are mindful of the significance and urgency of the Truth and Reconciliation Calls to Action. GSSD is compelled to work with stakeholders to enhance educational outcomes for indigenous students, now and into the future. GSSD will also provide targeted supports and interventions for students in vulnerable circumstances.

Maximizing the Impact of the Division's Strategic Plan—The Board of Education and Administrative Council is cognizant of the importance of the division Aspirational Statements—High Quality Teaching & Learning; Engagement of All Students, Families, and Communities; Effective Policy & Procedures; Healthy, Sustainable Physical & Social Environments. The division is committed to exploring new and innovative ways to enhance opportunities for students, staff, and communities.



Building Strong Foundations to Create Bright Futures
Learning Without Limits...Achievement For All

French Immersion Funding

Kristen Myers, Curriculum Consultant, provided an overview of the French Immersion programming currently being offered at Melville Comprehensive School. The program begins in Grade 10 to students who have participated in the French Immersion program up to Grade 9 prior to attending MCS. Myers shared that:

- Students in Grades 10-12 are currently offered the opportunity to fulfill the bilingual program graduation requirements and earn a “*mention bilingue*” (bilingual mention) on their high school diploma.
- The *Handbook for Leaders of French as a Second Language (FSL) Programs (2018)* provides school divisions with direction for requesting designation of French Immersion programs.
- Designation would offer increased credibility to the program, an increase in operational funding, and increased access to programs, initiatives, and grants available to the division.

The Board made a motion in support of the request to the Ministry of Education to designate the French Immersion program at Melville Comprehensive School.

Director's Report

Board Policy Review

The Director and Board of Education, as part of their annual work plan, review all eighteen policies and appendixes each year, revising these policies as the Board sees fit.

Trustees reviewed the following Board Policies:

- Policy 6 – Role of the Vice Chair
- Policy 7 – Board Operations
- Policy 8 – Committees of the Board
- Policy 8 Appendix Executive Committee Terms of Reference
- Policy 8 Appendix Finance Committee Terms of Reference
- Policy 8 Appendix Transportation Committee Terms of Reference
- Policy 12 – Director/CEO Roles and Responsibilities

Facilities Update

Pat Morrison, Facilities Manager, provided a listing of current projects in the active design phase, scheduled projects, and projects in progress.

Current Projects – Active Design

Project	Budget	Current Status
Esterhazy High School Major Capital	Major Capital	Design – Submit Application February 28 th
Sturgis High School Brick Wall Repairs	PMR	Design – 1080 Architecture
Canora Comp Roof Structure	PMR	Design – 1080 Architecture
Canora Comp Home Ec Renovation	PMR	Design – 1080 Architecture
Churchbridge Public Boiler Room Renovation	PMR	Design – 1080 Architecture
Churchbridge Public Entrance Way Renovation	PMR	Design – 1080 Architecture
Esterhazy High School Computer Lab	PMR	Design – 1080 Architecture
Canora Junior Barrier Free Change/Washroom	Minor Renovations	Design – Internal
Victoria School Gymnasium HVAC	PMR	Design – H.D.A.
Sturgis Composite School PAA Air Quality	TBD	Review – Internal
Macdonald School Classroom Renovations	PMR	Design – Internal

Current Projects - Scheduled

Project	Budget	Current Status
YRHS Major Capital	Major Capital	Tender
Macdonald School Staffroom Cabinetry	Minor Renovations	Scheduled March 14
Melville Comp Roof Replacement	PMR	Scheduled March
Grayson School Roof Replacement	PMR	Scheduled March
Macdonald School Roof Replacement	PMR	Scheduled March
Saltcoats Exterior Doors Main Entrance	Minor Renovations	Scheduled February
Grayson School Phone System	PMR	Cabling Feb break, devices summer break
Canora Junior Phone System	PMR	Cabling Feb break, devices summer break
Springside School Phone System	PMR	Cabling Feb break, devices summer break
Springside School Roof	PMR	Tender Closed – Pending Board Approval
Kamsack Comprehensive Institute Boilers	PMR/Fed Tuition	Tender Closed – Pending Board Approval

Current Projects – Work in Progress

Project	Budget	Current Status
Esterhazy High Home Ec Renovations	PMR	In Progress – Complete January
YRHS Roof Replacement	Stimulus	Substantial Completion – Complete Jan.
Churchbridge Public Surveillance	Minor Renovations	In Progress – Complete January 26 th
YRHS Commercial Freezer Renovation	Minor Renovations	In Progress

Recently Completed Projects

Project	Budget	Current Status
Dr Brass School Surveillance	Minor Renovations	Complete January 18 th

Morrison shared that between December 11 to January 23, the Facilities Department received 228 service requests, 174 of which have been closed.

Morrison provided facilities strategic plan details on projects at Esterhazy High School and Yorkton Regional High School as well as other items (refer to the table below).

Item	Note
Facilities Area Storage	Facilities team is working hard to reorganize the facilities area with a goal of increased efficiency and functionality in a reduced footprint. Files were moved from this area to the archive storage room. Pallet racking was purchased, and wire shelving is being used to organize and make the best use of facilities space.
YRHS Major Capital Project	<ul style="list-style-type: none"> • Prequalification of General and Mechanical Contractors is complete. • Design is finalized with Ministry approval to proceed with tender. • Tender is scheduled to start during the week of January 24th. • Project will be tendered with base bid and optional alternates. • Base bid scope includes: <ul style="list-style-type: none"> ○ HVAC System Replacement ○ Roof Sections – Around Gymnasium ○ Entrance location cladding ○ A-wing Classrooms: Paint, floor, and ceilings (separate pricing for funding flexibility) • Alternate options: <ul style="list-style-type: none"> ○ Roof sections – Around Theatre ○ Windows and cladding in 14 groups by location • Tender scheduled to close February 25th • Project duration scheduled April 25, 2022 – September 27, 2023.
Esterhazy Major Capital Application	<ul style="list-style-type: none"> • Patrick attended an SCC meeting to review updated proposed scope of work and generate ideas of what to include regarding letters. • The SCC is planning to attain letters from the Mayor of Esterhazy, EHS SRC, EHS SCC, and MLA Warren Kaeding that will accompany our request. • The revised scope of work is set to include: <ul style="list-style-type: none"> ○ Demolition of 100 wing ○ Concrete levelling and new sports floor – Junior Gymnasium ○ Full HVAC renovation – All equipment removed from crawlspace ○ Ceilings, lighting, windows, paint, and millwork – Throughout School ○ Landscaping to ensure proper drainage – Perimeter of School • We are working with 1080 Architecture to revise the design and estimate cost. • Request will be submitted on February 28th.

Facilities Tour

Morrison provided a synopsis of upgrades that have occurred at Esterhazy High School. Esterhazy High is a Grade 6 to 12 school with a current enrollment of 306 students.



Several areas in the school has seen an improvement including the gym, library, PAA classroom, and the home economics space.

To view in the full report, visit gssd.ca > [Division](#) > [Facilities](#) > [School Tours](#) > [Esterhazy High School](#).

Financial Update

Chief Financial Officer, Keith Gervais presented a detailed financial update to the Board of Education. Gervais highlighted that caretaker subs are over budget but there have been savings in special events transportation due to COVID-19.

2022-23 Draft School Calendar

Two options for the 2022-23 School Year Calendar have been jointly developed by representatives from CTCS, GSSD, and local Teachers' Associations. The following list of criteria was used during the development of these options:

- The number of instructional minutes per day has been set to 310.
- The number of instructional days has been set to 184.
- The Education Act 1995, which states, "(4.1.) For any school year in which Labour Day occurs on or after September 5, the minister may, by order, set a date in September that is earlier than Labour Day as the first instructional day for the school year. (5) In the absence of a minister's order pursuant. In the absence of a minister's order pursuant to subsection (4.1), the earliest day that a board of education or conseil scolaire may set as the first instructional day in a school year is the first day following Labour Day."
- The draft calendar will be shared on websites and social media along with an online survey which will be open from January 28, 2022 to February 4, 2022.
- Following the online survey, the committee will reconvene to review the results and present it to their respective Boards of Education. The Ministry of Education will provide feedback on the calendar presented.

GSSD Professional Development Opportunities

February 1, 2022

- SchoolCash Online Session
- MySchoolSask End of School Year Preparations
- Developing Self-Regulation and Social Emotional Skills in Early Years
- Using Holistic Rubrics in Writing and Math (Grades 1-5 Teachers)
- Digital Support for Blended Learning (Grade 6-9 Teachers)
- Using Assessment Strategies to Support Student Learning in High School
- Educational Assistant PD
- Library Technicians PD
- Using Holistic Rubrics in Writing and Math (Grades 6-9 Teachers)
- Digital Support for Blended Learning (Grade 1-3 Teachers/ Seesaw Users)
- Digital Support for Blended Learning (Grade 4-5 Teachers/ Google Classroom Users)
- Transfer, Lift, and Repositioning PD
- St. John's Ambulance Opioid Poison Training
- Phys. Ed PLC

Thursday February 3 – Friday February 4, 2022

- Violent Threat Risk Assessment Level 1 Training

March 9, 2022

- Non-Violent Crisis Intervention 1 Day Spring Refresher

Administrative Procedure Update

Morris provided a listing of the Administrative Procedure which went up for feedback, went through the approval process and has been posted to the GSSD website: [100 Strategic Plan](#).

Upcoming Important Dates

February 2022	Saskatchewan Aboriginal Story Telling Month
February 2022	Inclusive Education Month
February 6-12, 2022	Teacher/Staff Appreciation Week – <i>Pulling Together</i>
February 10, 2022	Trustee Academy, Zoom
February 16, 2022	Pink Shirt Day
February 17, 2022	March 3 Board Meeting Prep, 9 -10:15 am via Teams
February 21, 2022	Family Day
February 22-25, 2022	Winter Break
March 2022	One Book, One Province (Book: TBD)
March 3, 2022	Regular Board Meeting, 10 am – 5 pm, Birch Room
March 3, 2022	Public Section Executive Meeting, 1:00 pm – 2:30 pm – via Zoom
March 21, 2022	March 31 Board Meeting Prep, 9-10:15 am via Teams
March 27-28, 2022	2022 National Congress on Rural Education
March 31, 2022	Regular Board Meeting, 10 am – 5 pm, Birch Room
April 7, 2022	Public Section Executive Meeting, Saskatoon, time TBA
April 15, 2022	Good Friday
April 18, 2022	Easter Monday
April 19-22, 2022	Easter Break
April 25, 2022	May Board Meeting Prep, 9-10:15 am via Teams
May 5, 2022	Regular Board Meeting, 10 am – 5 pm, Birch Room
May 26, 2022	Special Board Meeting, 1-5 pm, Birch Room
June 2, 2022	Public Section General Meeting and Professional Development Event, Saskatoon Travelodge, 6:30 pm – 9:00 pm
June 3, 2022	Public Section General Meeting and Professional Development Event, Saskatoon

June 6, 2022
June 16, 2022
August 8, 2022
August 18, 2022

Travelodge, 8:30 am – 2:00 pm
June Board Meeting Prep, 9-10:15 am via Teams
Regular Board Meeting, 10 am – 5 pm, Birch Room
August Board Meeting Prep, 9-10:30 am via Teams
Regular Board Meeting, 10 am – 5 pm, Birch Room



Upcoming Board Meetings: March 3, March 31, May 5, June 16, August 18
Location: Good Spirit Education Complex
To review [Board Policy 7 Board Operations](#), visit gssd.ca > [Board](#) > [Policy Handbook](#) > [Board Operations](#).

Submissions & Feedback

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

For more information related to the Board of Education, visit our website at gssd.ca > [Board](#)

Contact Us
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*Building Strong Foundations to
Create Bright Futures*