

## INTERNAL PROCESS FOCUS

### Strategic Focus

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

### Long-term Goals

- By June 2020, GSSD will demonstrate improvement in services to students and staff through the development and revision of processes and administrative procedures.

### TRANSPORTATION DEPARTMENT TARGETS

The transportation department has moved through a series of significant changes in staffing, roles, and responsibilities within the last two years. During this time, substantial improvements have been made to internal processes to ensure compliance with the provincial auditor's recommendations, SGI regulations and GSSD policy.

Four internal process areas were targeted as priorities for transportation to focus on. These included improve safety of students and staff, implement a driver evaluation process, monitor fleet health and ongoing compliance, and streamline routing process for improved efficiencies. Using those four target areas as the focus, the transportation team developed work plans to support their goals.

- Safety:
  - ◇ Improve communications with parents and drivers with Synervoice software
  - ◇ Install GPS on all route buses
  - ◇ Provide training opportunities for all new drivers and continue training events for existing drivers.
- Driver Evaluations:
  - ◇ Develop a process to evaluate existing drivers and new hires as a means to support driver growth and development
- Fleet Health and Compliance:
  - ◇ Implement new safety check/circle check binders and develop a process to monitor for SGI compliance
  - ◇ Monitor SGI inspections and plate renewals for compliance
- Routing:
  - ◇ Implement Bus Planner software to automate bus route process.

At the November 23, 2017 board meeting the transportation team was pleased to report that they have been able to meet their targets in most areas identified and are continuing to work towards meeting their goals in the remaining areas. Highlights of this information included:

- Safety:
  - ◇ Synervoice has been updated and is ready for use as a communication tool as the need arises
  - ◇ By the beginning of November 93% of all the GPS units had been installed in route buses.
  - ◇ Bus driver training for special needs students was underway, with additional in-services planned.
  - ◇ The 15 Passenger Van Training was provided by Saskatchewan Safety Council in August and 43 staff and volunteers were able to complete the course during this time.
- Routing:
  - ◇ Bus Planner software was purchased in spring 2017
  - ◇ Training commenced immediately and implementation occurred for the routes effective fall 2017.
  - ◇ Software challenges are being worked on to improve this process for the fall of 2018.

## 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 demonstrate improvement in student learning and well-being through the training and development of our staff.
- By June 2020, GSSD will demonstrate improvement in student learning and well-being through the establishment of new and reaffirmed partnerships.
- By June 2020, GSSD will demonstrate improvement in staff safety and well-being through on-going training and development.

### GOOD SPIRIT SCHOOL DIVISION PROFESSIONAL DEVELOPMENT OPPORTUNITIES

PD Event	Date	Topic / Outcome
Mental Health First Aid Training	November 15 & 16	<p>This two day training course held by Sunrise Health Region helped teachers with:</p> <ul style="list-style-type: none"> <li>• How to engage confidently where a person may be a danger to themselves or others.</li> <li>• Provided help to prevent the mental health problem from developing into a more serious state.</li> <li>• Promoted the recovery of good mental health.</li> <li>• Provided comfort to a person experiencing a mental health problem.</li> </ul>
Gender Sexual Diversity In-service	November 24	This in-service provided Administrators with strategies, suggestions and support on Gender and Sexual Diversity.
VTRA Level 1 Training	November 29 & 30	This two-day training taught GSSD staff, SIGN staff and other community partners (mental health, social services, youth probation, RCMP, etc.) the multidisciplinary process of determining whether a threat maker actually poses a risk to a target(s) they have threatened. Participants learned how to assess students with histories of violence for further or more serious violence potential.
Gender Sexual Diversity In-service	December 1	This in-service provided School Counsellors with strategies, suggestions and support on Gender and Sexual Diversity.
Initial PD Continuum Planning Workshop	December 5	Participants started to plan Phase 2 of the Good Spirit School Division PD Continuum. SPDU facilitated the session which has set the direction for the next five years.



*Photo above:  
Big Brother Big Sisters In-school mentoring YRHS recruiting blitz held on November 27, 2017*

*Photo below:  
Mental Health First Aid training led by Britton and Lynae from Sunrise Health*

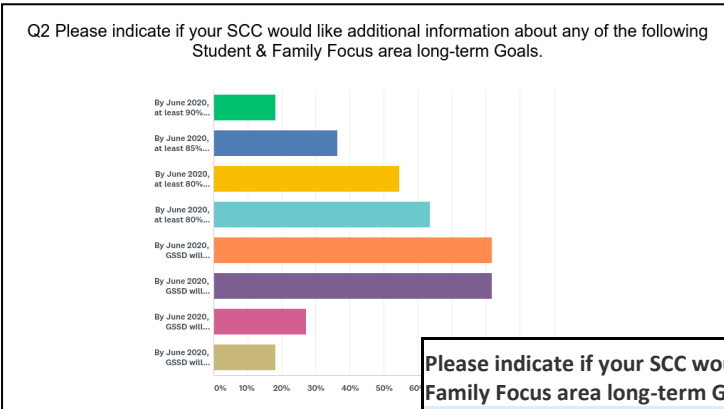


*Photo above:  
Getting ready for Career Explorations 2017*

## SCHOOL COMMUNITY COUNCIL SYMPOSIUMS

Starting in November, Senior Administration had an opportunity to present to groups of School Community Council (SCC) members throughout the Division. Preceding each regional event, individual SCCs were invited to select topics within the Student & Family, Internal Process, People Capacity, and Financial Stewardship focus areas. Senior Administration was then able to differentiate each presentation to meet each audiences need.

Sample survey question:



Please indicate if your SCC would like additional information about any of the following Student & Family Focus area long-term Goals.

Answer Choices	Responses
By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning.	18.18%
By June 2020, at least 85% of GSSD students will be at grade level in reading.	36.36%
By June 2020, at least 80% of GSSD students will be at grade level in writing.	54.55%
By June 2020, at least 80% of GSSD students will be at grade level in math.	63.64%
By June 2020, GSSD will reduce the number of students reporting anxiety by 10%.	81.82%
By June 2020, GSSD will reduce the number of students reporting depression by 10%.	81.82%
By June 2020, GSSD will achieve an 85% three-year graduation rate.	27.27%
By June 2020, GSSD will achieve an 85% three-year graduation rate.	18.18%

A follow-up event will be centrally held in the late winter to support SCC functioning based on a School Community Council Health Check survey that was distributed at the end of each session and emailed to each SCC Chairperson.

## INTERN PROFESSIONAL DEVELOPMENT

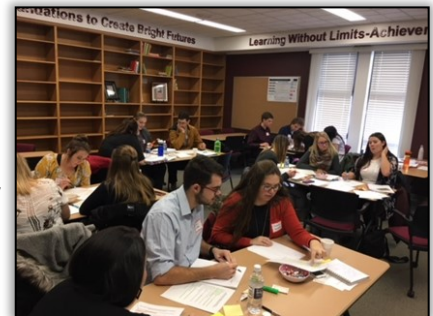
On Tuesday, December 12, 17 GSSD interns attended an Application and Interview Preparation session. Brittany Korell, HR Coordinator, guided interns through the GSSD application process. Interns also received resume, application, and interview advice from GSSD senior administration.

Interns returned to Fairview Education Centre on December 19 to participate in trial interviews as well as a Student Support presentation by Student Services Coordinator, Val Ruf. Interns gained insight and advice for new teachers from Churchbridge Public School Vice-Principal, Derek Serdachny. The session concluded with a group celebration dinner.



We were fortunate to have had these fine interns in our GSSD schools and wish them all the best as they begin their teaching careers.

In January 2018, GSSD will begin supporting 11 interns who will be representing the University of Regina, First Nations University and Minot University.



## FINANCIAL STEWARDSHIP

### 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 education.

### Long-term Goals

- By June 2020, GSSD will implement systemic approaches to find efficiencies and increase value for money allowing the division to respond to the challenges of student and staff needs.

## FINANCIAL STATEMENT SUMMARY

Overall financial stability is strong with an unqualified audit opinion issued by the external auditors at the November Board meeting. Overall revenues of \$79,900,000 and expenses of \$77,930,000 left the division in a positive position at the year end of August 31, 2017.

Noteworthy items contained in the financial statement include:

- Non-financial assets of \$66,264,000 now includes the addition of the new school build in Langenburg of \$23,870,000;
- The board has paid down nearly \$1,900,000 in long term debt and did not issue any new debt in 2016-17.

## 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, GSSD will reduce the number of students reporting anxiety by 10%.
- By June 2020, GSSD will reduce the number of students reporting depression by 10%.
- By June 2020, at least 85% of GSSD students will be at grade level in reading.
- By June 2020, at least 80% of GSSD students will be at grade level in writing.
- By June 2020, at least 80% of GSSD students will be at grade level in math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning.
- By June 2020, GSSD will achieve an 85% three-year graduation rate.
- By June 2020, GSSD will achieve a 90% five-year graduation rate.

## LITERACY DATA IS LOOKING VERY PROMISING

The 2017 Fall assessment window closed in November and Good Spirit's initial data is looking very promising. According to the Fountas & Pinnell Benchmark Assessment System, 73% of students in grades 2-6 are currently reading at or above grade level which is 5% higher than Fall 2016 data. We are especially proud of the fact that 51% of students in grades 2-6 are currently exceeding grade level targets for this time of year. Our initial data suggests



we are on track to meet or exceed our goal of 83% of GSSD grade 1-6 students reading at or above grade level by June 2018. The F&P Winter assessment window will open for Grade 2-6 students still striving to meet grade level expectations on January 8<sup>th</sup> and for all Grade One students on January 15<sup>th</sup>, 2018.

Term 1 Writing data was also gathered from the ELA Compose and Create outcomes communicated on the GSSD outcome-based report card. The data indicates that 60% of grade 1-8 students are meeting or exceeding grade level writing outcomes. This is up slightly from 2016 Term 1 data which saw



57% of grades 1-8 students meeting or exceeding grade level writing outcomes. June 2018 will be the first opportunity for school divisions to report to the Ministry on Writing achievement in grades 4, 7, & 9. The GSSD Literacy team has been hard at work supporting schools to achieve our school division target of 75% of grade 1-9 students meeting or exceeding writing outcomes by June 2018. To date, the Literacy team has met with 25 of the 27 schools to review the GSSD Writing Outcome Support plan. Professional Development days have been planned for grade 4, 7, & 9 ELA teachers in May to work through the assessment process using the Ministry holistic rubric.

### Davison School Christmas Family Movie Night



### PROVINCIAL PASS, PUNT & KICK COMPETITION

On October 28, four Columbia School students participated in the Provincial Pass, Punt & Kick competition in Regina; Sarah James, Willow Krawetz, Mischa Chernoff, and Haley Hitchens. All students did a great job of representing Columbia School and the Good Spirit School Division at the competition. A special congratulations to Willow Krawetz, who finished in third place in the under 10 girls punting event at provincials.

Way to go, all of you! We're proud of your efforts!

*Photo on the right: Columbia School students that participated in the Regional Competition in Melville*



### PROVINCIAL COMPETITIONS



*YRHS Raiders at Balgonie*

Congratulations to the Melville Comprehensive School 2A and Esterhazy High School 3A football teams for earning their way to the quarter final in provincial competition.

The YRHS Raider Football team won their game against Balgonie Greenall School to advance to the provincial final. The season ended in a match against North Battleford resulting in a silver provincial medal finish. Congratulations Raiders!



*MCS Boys Volleyball at provincials*

Congratulations to the YRHS Boys' soccer team for their fourth place finish in the 3A provincial competition.

The Sturgis/Norquay Boys 4A and Langenburg Central School 3A Girls volleyball teams participated in provincials. Congratulations to the Melville Comprehensive School Boys volleyball team for placing fourth at provincials.



*Photo to the left: YRHS Boys soccer team was awarded the SHSAA Sportsmanship Award for 3A Boys Soccer*

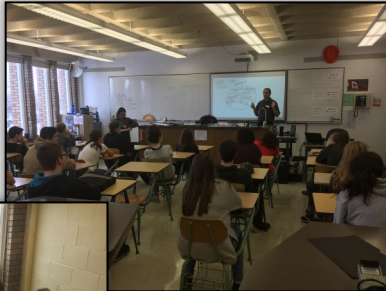
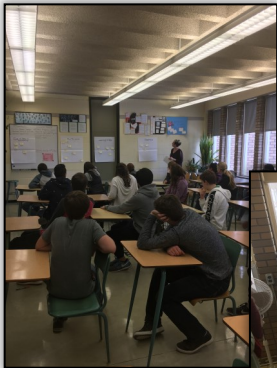
## HEALTHY YOUTH MENTAL HEALTH & WELLNESS FAIR

On December 12, 2017, the Yorkton Regional High School, in conjunction with Sunrise Regional Medical Association, hosted a Mental Health and Wellness Fair for two hours in the afternoon called "Healthy YOUth". There was a host of medical professionals in attendance: Doctor of Psychiatry, Medical Physicians, Nurse Practitioners, Mental Health & Addiction Workers and Public Health Nurses. These professionals shared topics of: resiliency, gambling, anxiety, smoking, alcohol, healthy eating, stress, sexual health, marijuana, and HIV.

Dr. Roodt – What is an Emergency?

Dr. Ali – Diabetes

Dr. Jokhan – HIV / HPV / STI's



## VICTORIA SCHOOL FAMILY ENGAGEMENT INITIATIVE

For several years, Victoria School has included Family Engagement as part of their school Learning Improvement Plan. As part of this plan, the Pre-Kindergarten staff organized and hosted monthly family events for the families of the three and four year olds in the school. The intent of these events is to invite parents into the school and have them become comfortable with the environment, the staff, other parents and working with their child. The events are based in the school or other community venues linking activities to the four developmental domains and the Essential Learning Experiences. The events alternate between Friday mornings and Wednesday evenings in order to meet the needs of the families. A meal is incorporated into each of the events. Events include: Welcome Back BBQ, Swimming, Skating, Bake Night, Planting the Community Garden, Magic Show, IMPACT Events, and Arts & Physical Activity Nights. Local experts and high school students volunteer their time and skills as a part of the events.

Due to the recognized success, the events have expanded to include the Kindergarten classes as they realized the engagement of families dropped when students entered Kindergarten. To bridge this gap, a partnership was created between PreK and Kindergarten hosting events together, which eases the transition from PreK to Kindergarten and keeps families engaged in their child's schooling. The most recent event in November was themed: Pizza, Portraits and Play and focused on the Social Emotional Domain. They used the Home-Economics lab at Kamsack Comprehensive Institute and had families bake pizzas. There was an opportunity for families to have photos taken in time for the holidays, and to engage in play and arts activities with their children.





## Focusing in on ...

### PROGRAM BENEFIT COORDINATOR

Dianna Kozak was hired in 2002 as the Community School Coordinator for Dr. Brass School. Her new role with Good Spirit, as of this 2017-18 school year, is Program Benefit Coordinator. Her office is located at the Yorkton Regional High School in the Learning Centre. In her half time position, her responsibility is to research grant proposals. She directs, coordinates, monitors, and evaluates the grant-funded programs.



Photo above:  
Dianna Kozak  
Program Benefit Coordinator

Some exciting success stories thus far include the following:

#### Victoria School in Kamsack



A generous donation of \$4000.00 was presented to Victoria School from Kamsack Petro Canada in care of Ritchie Industries Inc. on November 22, 2017.

The donation is in support of the breakfast program, which will help ensure students at Victoria School continue to receive a healthy and nutritious breakfast.

Photo on the left:

Kendra Simon-Vice-Principal of Victoria School, Leanne McLean-Nutrition Worker, Desmond Shingoose and Isobella Marsh-Students, Dianna Kozak, and Robert Ritchie-President of Ritchie Industries

#### Dr. Brass School in Yorkton

- \$1,800 Breakfast for Learning-Breakfast Program
- \$2,500 Yorkton Lions Club-Breakfast Program
- 50 pound bag of quick oats donated by Grain Millers

Dr. Brass School would like to express their gratitude to the Yorkton Lions Club for hosting the Annual Pancake Breakfast for students, staff, and families. The Yorkton Lions Club has donated \$2,500 to the Dr. Brass Breakfast Program, which many students benefit from each morning. Thank you for starting their day on the right foot to lifelong learning! This program has been in place for over 10 years!



Photo above:  
Yorkton Lions Club members Allan Konkin, Tracy Wills, Nadine Wagner, Al Greschuk, Janet Sharpe, Amanda Banga with Dianna Kozak

#### Columbia School in Yorkton

- \$250 from the Painted Hand Community Development Corporation (PHCDC) to start up a Breakfast Program
- Donation from Grain Millers of two 50 pound bags of oats for the Breakfast Program
- \$2,000 from the PHCDC to support the First Nations Beading Club
- \$3,000 from the PHCDC to sustain the Breakfast Program



Photo above:

Margaret Brass working with students to make lanyards with beads

Thank you to the Painted Hand Community Development Corporation for the generous donation of \$2,000 to Columbia School in Yorkton. With this donation the school can have Margaret Brass (First Nations Knowledge Keeper) come each week of the school year to teach First Nation Beading in Mrs. Beres Grade 7 classroom.



Photo above:  
Terry Tyson of Grain Millers and students of Columbia School

### GSSD FOUNDATIONAL STATEMENTS

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