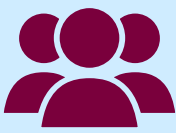


COMMITMENT TO EXCELLENCE AND ACCOUNTABILITY



About the Good Spirit School Division

At the Good Spirit School Division, we take great pride in providing education and employment in the Parkland region. With over 840 full-time staff across 29 locations—27 schools and two service centers—in 15 communities, we are a major employer and generator of economic activity in the area.



840+

full-time staff



29

locations



15

communities

Commitment to Students

- Delivering provincial curriculum along with mentorship, supervision, and genuine care.
- Striving to acknowledge and address the individual needs of each student.

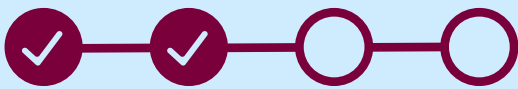


6,300+ students



Students Come First.

Addressing Issues



- GSSD has a fair and thorough process for investigating and addressing issues
- Progressive discipline system to correct behavior, not merely punish

Discipline Process

- Range from verbal warnings, suspensions without pay, to termination, depending on severity.
- Repeat offenses move an employee along the discipline procedure, starting with a verbal warning and potentially leading up to termination.
- Includes opportunities for employees to appeal through:
 - Grievance procedures
 - Show-cause hearings before the Board of Education
 - Arbitration before a Board of Reference
 - Defense before bodies like the Labour Board of Saskatchewan or the Court of King's Bench
- Issues can be reported to the Saskatchewan Professional Teachers Regulatory Board (SPTRB) for further investigation.



Reporting a Concern



- 1 address the issue with the person (the teacher or support staff member)
- 2 address the issue with their direct supervisor (principal, manager, etc.)
- 3 address the issue with the Superintendent of Schools or Director of Education
- 4 address the issue with your local Trustee or Board Chairperson
- 5 address the issue with the Ministry of Education/Minister of Education

GSSD maintains:

- accountability and high-quality service through established processes
- transparency and fairness in all practices while respecting privacy concerning student, staff, and human resource matters