

# FROM THE BOARD

HIGHLIGHTS FROM THE  
FEBRUARY 27, 2025 BOARD MEETING



GSSD.CA

## February 27, 2025, Regular Meeting

The Regular Board meeting on February 27, 2025, was held at the Good Spirit Education Complex. The following trustees were present: Chairperson Jaime Johnson, Vice Chairperson Nicole Pohl, Christopher Balyski, Shannon Leson, Jan Morrison, Kelly Palmer, Jamie Smart-Sondergaard, Jay-Cee Brass, Steve Variyan, and Kendra Stav. Also in attendance were division office staff, including Director of Education/CEO Quintin Robertson, Chief Financial Officer Keith Gervais, Communications Coordinator Lauren Denysek, and Superintendent of Learning Lisa Wotherspoon.

## Meeting Opening

Board Chairperson Jaime Johnson commenced the meeting at 10 a.m. Trustee Pohl then reviewed GSSD's meeting norms and respectfully recognized that the meeting was taking place on Treaty 4 Territory; the traditional territory of the Anishinaabe, Cree, Assiniboine, and homeland of the Métis Peoples.

## Approval of Minutes

The meeting package included the minutes for the January 23, 2025, Regular Board Meeting, which were prepared by Chief Financial Officer Keith Gervais. The approved minutes can be accessed on the GSSD website: [GSSD](#) | [Board](#) | [Board Meetings](#) | [January 23, 2025](#)

## Delegation

As outlined in Board Policy 7, 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. There were no delegations.

## Accountability Report

### Report on high school credit attainment and the overall three-year and five-year graduation rates.

Quintin Robertson, Director of Education, with the support of Lisa Wotherspoon, Superintendent of Learning at the Good Spirit School Division, reviewed an accountability report on student outcomes, focusing on credit attainment and graduation rates, aligning with the division's priority of high-quality teaching and learning.

The report highlighted key achievements and ongoing challenges.



Key findings included:

- **Overall Graduation Rates:**
  - GSSD's 3-year graduation rate is 85.2%, with 90.6% graduating within 5 years—both above provincial averages.
  - Overall Graduation Rates (2023-24):
    - 85% of GSSD students graduated within 3 years (Provincial Avg: 78.7%).
    - 90.5% graduated within 5 years (Provincial Avg: 85.3%).
- **Indigenous Student Support:** The graduation gap between First Nations, Métis, and Inuit (FNMI), and non-FNMI students remains substantial with approximately 39% more non-FNMI students graduating within 3 years and 27% more within 5 years than FNMI students. Continued focus on family and community engagement as well as culturally responsive education is essential to further narrow this gap. The division has also expanded Indigenous Student Success Lead/Indigenous Community Worker positions to Melville & Norquay to provide additional support for Indigenous students and families.
- **Credit Attainment Initiatives:** The division continues to expand support systems, including career education pathways, grad coaching, and culturally responsive education, to enhance student success.
  - Alternative Pathways to Graduation
    - Increased participation in Apprenticeships, Special Project Credits, and Volunteerism (68 students, up from 40 last year).
    - Currently, there are 5 GSSD students enrolled in the Early Childhood Education Level 1 course as a dual credit opportunity.
    - New procedures for Work-Based Learning, Dual Credit Programs, and Special Project Credits.
    - Grad Coaches now have structured professional learning opportunities and dedicated diversity time.
  - Assessment and Reporting Improvements
    - AP 202 (Final Exams & Assessments) and AP 281 (Assessment & Reporting) revised for equity and consistency.
    - Credit Recovery and Credit Extension procedures now remove barriers to re-taking courses.
    - Monitoring and expanding the use of myBlueprint for individualized student credit plans.

GSSD remains committed to closing achievement gaps and supporting all students toward graduation and future success.

For a more comprehensive overview, please refer to the full report linked below. To view the accountability report in its entirety visit: [GSSD | Board | Board Meetings | Board Accountability Report – Credit Attainment and Graduation Data](#)



# Board Development

## Role of the Director of Education/CEO

**BOARD DEVELOPMENT**  
TOPIC: ROLE OF THE DIRECTOR OF EDUCATION/CEO  
FEBRUARY 27, 2025, REGULAR BOARD MEETING

**STRATEGIC PRIORITY**

- HIGH QUALITY TEACHING AND LEARNING
- ENGAGEMENT OF ALL STUDENTS, FAMILIES, AND COMMUNITIES
- EFFECTIVE POLICY AND PROCEDURES
- HEALTHY, SUSTAINABLE PHYSICAL & SOCIAL ENVIRONMENTS

**Information for the Board - 10 Fast Facts**  
*These fast facts provide a foundation for trustees, particularly new ones, to understand their responsibilities, ethical expectations, and the scope of their role within the Good Spirit School Division.*

- 1 The Director of Education serves as the Chief Executive Officer (CEO) of the Good Spirit School Division (GSSD) and is directly accountable to the Board. As the highest-ranking educational leader in the Division, the Director is responsible for overseeing all operational, financial, and academic functions to ensure high quality learning environments and student success.**
- 2 The Director's role encompasses strategic planning, governance, and compliance with Ministry of Education mandates while fostering collaboration among all stakeholders, including school administrators, staff, students, and community members.**
- 3 Strategic Oversight:** The Director ensures alignment between GSSD's strategic goals, the Provincial Education Plan, and school operations, providing leadership for 27 schools across 15 communities and over 6,300 students.
- 4 Educational Leadership:** The Director guarantees that all students receive high-quality education by implementing policies, supporting inclusive learning environments, and addressing student achievement gaps through targeted strategies.
- 5 Governance & Compliance:** As the liaison between the Board and the Division, the Director upholds governance policies, ensures financial accountability, and adheres to provincial education regulations.
- 6 Human Resource Management:** The Director leads staffing decisions, ensuring that recruitment, retention, and professional development align with the Division's mission and values.
- 7 Community & Stakeholder Engagement:** The Director fosters positive relationships with the Ministry of Education, Indigenous communities, local agencies, and families to enhance educational outcomes and operational effectiveness.
- 8 Leadership & Stability:** The Director provides overarching guidance for administrators and schools, ensuring continuity in policies and long-term planning.
- 9 Accountability & Transparency:** The Director ensures responsible fiscal management, policy compliance, and continuous reporting to the Board and stakeholders.
- 10 Student-Centered Decision-Making:** Every initiative under the Director's leadership prioritizes student well-being and achievement.

[Click here to expand the image!](#)

Director of Education, Quintin Robertson, presented an informative session on the role of the Director of Education as part of ongoing board development. This topic was chosen based on feedback from a pre-election survey that identified it as particularly valuable for new trustees. With five new board members this term, the presentation aimed to provide a solid foundation for their roles.

As the Chief Executive Officer of GSSD, the Director of Education is accountable to the Board and is responsible for overseeing all operational, financial, and academic functions within the division. This includes strategic planning, educational leadership, governance and compliance, human resource management, community engagement, and ensuring accountability and transparency. Ultimately, every decision made under the Director's leadership is centered on student well-being and achievement.

The session emphasized the importance of aligning GSSD's strategic goals with the Provincial Education Plan, fostering collaborative relationships with all stakeholders, and maintaining high standards of educational excellence for over 6,300 students across 27 schools.

The Board expressed appreciation for the insights shared, recognizing the importance of understanding the Director's role in driving the division's mission of building strong foundations to create bright futures.

Board Chair Johnson wrapped up the presentation by highlighting the Board's respect and gratitude for Quintin's leadership as Director. Trustee Pohl added that Quintin not only handles every responsibility but does so with genuine heart. His approach combines deep knowledge with compassion and care.

To access the full document of the 10 fast facts visit [GSSD](#) | [Board](#) | [Board Meetings](#) | [Board Development – Role of the Director of Education](#)

## Advocacy Session

### Labour Groups

At noon, the Good Spirit School Division Board welcomed Stuart Wilson (Good Spirit Teachers Association President), Karla Sastaunik (CUPE 4784 President), Michele Federuik (CUPE 5123 President), and Lariene Thompson (DPEA President, joining online) for an advocacy session aimed at strengthening relationships, enhancing collaboration, and fostering mutual commitments.



## Key Highlights:

- **Unique Collaboration:** Karla Sastaunik emphasized the positive relationship CUPE shares with GSSD. She praised GSSD’s commitment to support staff, noting that open communication allows for effective problem-solving, reducing the need for grievance procedures.
- **Trust and Transparency:** Stuart Wilson echoed Karla’s sentiments, appreciating the productive and collegial approach to addressing issues. He noted that GSSD Director, Quintin Robertson, is invited to three GSTA meetings annually, fostering trust and personal connections.
- **Open Communication:** Lariene Thompson commended GSSD's transparent communication and highlighted the ongoing challenges in recruiting bus drivers.
- **Relationship Building:** Michele Federuik highlighted the importance of meetings as an opportunity to learn, connect, and build new relationships.

During the meeting, interest-based bargaining was touched on and the importance of working together to create an environment of commitment.

Board Chair Jaime Johnson concluded the session by emphasizing that while “Students Come First,” staff are equally valued. She praised the leadership of the labour representatives, noting that their commitment and collaboration make GSSD a great place to work. The session highlighted the shared dedication to maintaining a positive and supportive work environment.

## New Business

### Approve the Board Budget Development Framework for 2025-26

Chief Financial Officer Keith Gervais presented the 2025-26 Budget Development Framework, noting that 95% of GSSD’s funding comes from provincial grants based on projected enrolment.

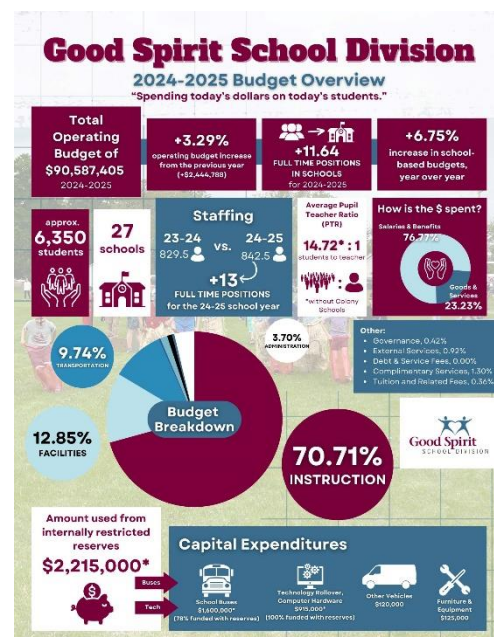
#### Key Budget Priorities:

1. **Staffing and Equity:** Ensuring manageable class sizes, recruitment in rural communities, and support for diverse student needs.
2. **Indigenous Education:** Targeted hiring, mentorship, and cultural competency training.
3. **Student Success and Equity:** Programs for underserved students and initiatives to improve attendance.
4. **Learning and Well-Being:** Continued investment in reading programs and expanded mental health resources.
5. **Leadership and Trust:** Succession planning, leadership development, and transparent communication.
6. **Community and Environment:** Building community partnerships and maintaining safe, sustainable schools.

#### Aspirational Goals:

The budget aligns with four pillars:

- **Teaching and Learning:** Culturally responsive curricula and diverse learning opportunities.
- **Engagement:** Health and well-being initiatives and community collaboration.
- **Policy and Procedures:** Efficient and effective policy development.
- **Physical and Social Environments:** Safe, inclusive, and sustainable school environments.



GSSD's current budget, shared in June, 2024.



### Next Steps:

- **Mar. 19/25:** Provincial Budget Announcement
- **Apr. 24/25:** Preliminary Budget Review at the Regular Board Meeting
- **May 22/25:** Preliminary Budget Review at the Special Board Meeting
- **June 12/25:** Final Budget Review and Approval

The Board approved the 2025-26 Budget Development Priorities.

### Approve the Technology Integration Plan

At the February 27, 2025, board meeting, the Good Spirit School Division (GSSD) approved the Technology Integration Plan to enhance digital learning and maintain a secure IT environment. The plan was presented by IT Manager Jonas Prysliak.

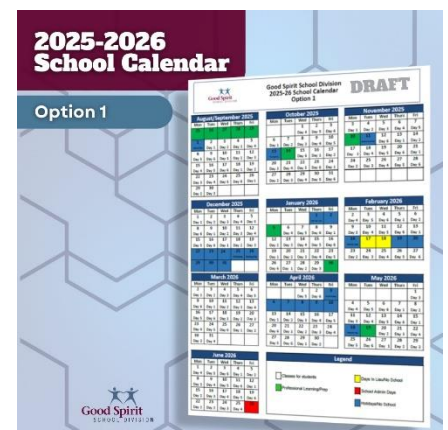
Key initiatives include:

- **Equitable Access to Technology:** GSSD now provides 1:1 Chromebooks for grades 4-12 and 3:1 iPads for K-3, ensuring all students have access to digital learning tools.
- **Enhanced Security and Infrastructure:** The plan includes upgraded internet bandwidth, advanced cybersecurity measures, and regular device maintenance.
- **Support for Teachers and Students:** Classroom management tools and ongoing staff training will support personalized learning and digital citizenship.

This plan reflects GSSD's commitment to modern, inclusive education.

### Approve the 2025-26 School Year Calendar

In December 2024, a committee developed two calendar options for the 2025-26 school year. A survey conducted from January 16 to 30, 2025, showed a 75% preference for Option 1. The Board reviewed both options, emphasizing factors like instructional time and holidays. The Option 1 calendar presented to the Board meets Ministry of Education requirements and was approved by the Board. By May 1, it will be submitted for final approval from the Ministry. Following this, specific dates will be identified and shared with the public. This collaborative effort ensures an inclusive and compliant calendar for the upcoming school year.



### Board and CEO Evaluation Process

Quintin presented the option of using a skills matrix for board self-evaluation. The matrix would help identify both strengths and areas for improvement, guiding the development of targeted strategies to enhance board effectiveness.

The evaluation structure incorporated for the August 13, 2025, Special Board Meeting is as follows:

- **Morning:** Director of Education's Evaluation and Presentation of Reports
- **Afternoon:** Board Governance Evaluation and Skills Development Planning

### Policy Review

The Board reviewed and approved updates to Board Policy 8 Committees of the Board, and all its appendices. The Board also approved the change to Policy 2A Annual Work Plan, which reflected moving the 25-26 Calendar Approval item to February instead of March. The updated and reviewed policies are now available on the website:

- [Policy 2A Annual Work Plan](#)
- Policy 8 Committees of the Board (pending slight revisions, will be uploaded to the website)
- [Policy 8 Appendix A Executive Committee Terms of Reference](#)
- [Policy 8 Appendix B Finance Committee Terms of Reference](#)
- [Policy 8 Appendix C Indigenous Advisory Committee Terms of Reference \(updated Oct 2024\)](#)
- [Policy 8 Appendix D LINC Negotiating Committee Terms of Reference](#)
- [Policy 8 Appendix E Support Staff Negotiating Committee Terms of Reference](#)
- [Policy 8 Appendix F Transportation Committee Terms of Reference](#)
- [Policy 8 Appendix G Workplace Wellness Steering Committee Terms of Reference](#)

[GSSD](#) | [Board](#) | [Board Policy Handbook](#)

## Director's Report

### Professional Development Opportunities

The Board was updated on upcoming professional development opportunities for both Division staff and Board members. Board members recently attended GSSD's Lunch and Learn on Treaty 4, the second session in a four-part series commemorating the 150th anniversary of Treaty 4 Territory. Next, some members will participate in the session titled *"Beginning Your Journey to Becoming an Anti-Racist Educator."*

A summary of all professional development opportunities from January and February will be featured in the upcoming edition of *In Focus*.

### Transportation Update

Ryan Hall, Transportation Manager, presented an update covering the period from December 16, 2024, to February 28, 2025.

#### Key Highlights:

- **Operations:** Good Spirit School Division operates 98 bus routes and is considering adding another route in Yorkton to reduce ride times and address capacity concerns.
- **Staffing Challenges:** Bus driver recruitment remains difficult, with one temporarily vacant route covered by nearby routes. Incentives have helped attract six potential drivers who are in various stages of the licensing process. Ryan Hall shared that the Transportation Department plans to attend an upcoming Melville Career Fair and is considering a "Try a Bus Day" event to help recruit new drivers.
- **Equipment and Maintenance:**
  - New buses from a recent tender are expected to arrive by the end of February.
  - A technician departed from the Yorkton bus garage, and interviews for the position are scheduled.
  - GPS provider options are being reviewed for renewal, with installation planned for summer 2025.
- **Route Cancellations:** Cancellations are significantly higher this school year due to a shortage of spare drivers and severe winter weather conditions.
- **Planning Ahead:** Preliminary routes are being constructed for the 2025-26 school year as new Kindergarten enrollments are received.
- **Professional Development:** The Student Transportation Association of Saskatchewan will resume yearly meetings, with a one-day event planned for April 23, 2025, to provide training and networking for shop technicians.
- **Provincial Collaboration:** A project is underway with the provincial transportation group to explore changes to licensing requirements.

This update provided valuable insights into the challenges and ongoing initiatives within the GSSD Transportation Department.

## Financial Update

Keith Gervais, Chief Financial Officer, provided an update on GSSD's financials. Due to the timing of the Board meeting, February payroll numbers were not included. Revenues are on track as planned, and there are no unusual expenses to report. The financial notes remain unchanged from the previous meeting.

## Administrative Procedures

The Board was informed of the Administrative Procedures that have undergone revision and review since the Regular Board Meeting on January 23, 2025. The following APs have been finalized and posted to the website:

- [AP 140 - Responsible Use of Technology \(Updated February 2025\)](#)
- [AP 190 - Copyright \(Updated February 2025\)](#)
- [AP 204 - English As An Additional Language \(New February 2025\)](#)
- [AP 409 - Home Based Work \(Updated February 2025\)](#)

## Closing Items

### Committee and Conference Reports

#### Recap: School for New Trustees – SSBA Session (January 30-31, 2025)

Trustee Pohl shared positive feedback from the SSBA's School for New Trustees, highlighting valuable material and key messaging around the importance of protecting the process: *"Process is your best friend. Protect the process, and it will protect you."* She also appreciated the interactive breakout sessions and suggested expanding networking opportunities.

Trustee Stav noted how well GSSD board meetings are organized, a takeaway from the keynote speaker. She found the financial breakout session particularly insightful, appreciating the opportunity to learn about financial processes and the importance of asking the right questions.

Trustee Sondergaard described the session as valuable and informative. Trustee Palmer appreciated the practical examples shared, both positive and negative, by the author of *"101 Board Room Problems."*

Overall, the session was well-received, providing useful insights and networking opportunities for new trustees.

### School Community Councils & Celebration

**Trustee Johnson** highlighted the success of the School Community Council (SCC) Symposium on February 26, 2025, and expressed appreciation for Quintin's emphasis on the important collaboration between SCCs and Administrators.

**Trustee Pohl** attended Yorkdale's Service Recognition and SEASTARS Awards on February 26. She also noted that both Springside and Yorkdale SCCs participated in the Winter Symposium. Springside's Service Recognition event is coming up.

**Trustee Palmer** helped distribute awards with Service Recognition at Langenburg Central School. At Churchbridge Public School (CPS), the caretaker received a SEASTARS Award, which was a heartwarming moment. Quintin also attended an SCC meeting at CPS to discuss future administrative plans.

**Trustee Stav** attended the awards ceremony at Miller School, describing it as heartwarming. At Davison School, awards were given during the staff meeting. The Davison SCC is working on a new fence project.

**Trustee Smart-Sondergaard** attended PJ Gillen's SCC meeting and shared highlights from Macdonald School's award assembly, including the "Old Broom" award for the cleanest classroom, which was a hit with students.



Trustee Johnson and Brass present Norquay School's Vice-Principal Stacy Rubletz with her SEASTARS award.

## Upcoming Important Dates

March 10, 2025	Board Chairs Council Meeting – virtual, 8:30 – 9:30 a.m.
March 13, 2025	Public Section Orientation – virtual, 9-10:30am
March 27, 2025	Regular Board Meeting
April 2, 2025	Indigenous Council Meeting – 2:00 – 3:00 p.m., Saskatoon
April 3, 2025	Board Chairs Council Meeting In-person before Spring Assembly, 8:30 a.m. – 11:30 a.m., Saskatoon
April 3, 2025	Public Section Executive Meeting, Time TBD, Sheraton Cavalier Hotel, Saskatoon
April 3 & 4, 2025	Spring Assembly – Saskatoon, Sheraton Cavalier Hotel Downtown
April 18, 2025	Good Friday
April 21, 2025	Easter Monday
April 24, 2025	Regular Board Meeting
May 19, 2025	Victoria Day
May 22, 2025	Special Board Meeting
May 26, 2025	Board Chairs Council Meeting – virtual, 8:30 – 9:30 a.m.
June 4-6, 2025	Employee Benefits Plan Seminar, location TBD
June 5 & 6, 2025	Public Section General Meeting & Professional Development Event - Regina DoubleTree by Hilton
June 5, 2025	Good Spirit Retirement Gala, St. Mary’s Cultural Centre, more details to follow
June 12, 2025	Regular Board Meeting
August 13, 2025	Evaluation & Special Board Meeting
August 14, 2025	Regular Board Meeting
September 18, 2025	Board Chairs Council – In-person, Regina, 1:00 p.m. – 4:00 p.m.
September 30, 2025	Deadline for Submissions for the 2025 Premier’s Board of Education Award for Innovation and Excellence & the 2024 Award of Distinction – 4:30 p.m.
October 1, 2025	Deadline for Bylaw Amendments (for the AGM) – 4:30 p.m.
October 16, 2025	Deadline for Resolutions (for the AGM) - 4:30 p.m.
October 20, 2025	Board Chairs Council Meeting – virtual, 8:30 – 9:30 a.m.
November 16, 2025	Board Chairs Council Meeting – In-person before Fall Assembly, Regina 1:00 – 4:00 p.m. - Directors are invited to this meeting
November 16-18, 2025	Fall General Assembly and AGM – Regina, Delta Hotel

**Upcoming Board Meetings:** March 27/25, April 24/25, May 22/25 - Special Board Meeting, June 12/25, August 13/25 - Evaluation & Special Board Meeting, August 14/25

**Location & Time:** Good Spirit Education Complex at 10 a.m. 5B Schrader Drive, Yorkton, SK S3N 3Z4

To submit photos or stories regarding the Board of Education or an individual Trustee in your school community, please contact [lauren.denysek@gssd.ca](mailto:lauren.denysek@gssd.ca).

Board Policy 7 Board Operations: [GSSD](#) | [Board](#) | [Board Policy Handbook](#)