

SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

**10112 – 105 Avenue
Fort St. John, BC V1J 4S4**

Telephone: (250) 262-6000

Board of Education



A G E N D A B O O K

FOR THE

REGULAR BOARD MEETING

BOARD ROOM

MONDAY, DECEMBER 16, 2024 @ 5:30 p.m.

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 60
REGULAR BOARD MEETING
MONDAY, DECEMBER 16, 2024
5:30 P.M.

AGENDA

1.0 Call to Order

Acknowledgement that today's Board Meeting is being held within the traditional territory of the Dane Zaa and Treaty 8.

2.0 Additions to the Agenda/Acceptance of the Agenda

3.0 Declaration of Conflict of Interest

4.0 Presentations/Delegations

5.0 Trustee Engagement/Celebrations

6.0 Minutes of the Regular Board Meeting, November 18, 2024 (pages 6-15)

6.1 Approval of the Minutes

6.2 Business Arising from the Minutes
(See attached Action Item List for completed and ongoing items)

7.0 Approval of Excerpts of the In Camera Board Meeting, October 21, 2024 (page 16)

8.0 Announcements and Reminders

December 23			
to January 3	Christmas Vacation		
January 13	COTW Meetings	1:00 p.m.	Board Room
January 13	NPAA Meeting	4:45 p.m.	Board Room
January 20	Board Meetings	5:30 p.m.	Board Room
January 28	SUP-PAC Meeting (<i>Gilbert/Snow</i>)	12:00 p.m.	Board Room
January 31	Non-Instruction Day (<i>Report Writing</i>)		
February 3	COTW Meetings (<i>Upper Pine School</i>)	2:30 p.m.	Upper Pine
February 7/8	Northern Interior Branch (NIB) Meetings		
February 9	Ministry Partner Liaison Meeting		
February 17	Family Day		
February 18(<i>Tues</i>)	Board Meetings	5:30 p.m.	Board Room
February 24	NPAA Meeting	4:45 p.m.	Board Room
February 25	SUP-PAC Meeting (<i>Lehmann</i>)	12:00 p.m.	Board Room
February 28	NID Day (<i>Semester Turnaround</i>)		

9.0 **Senior Staff Reports**

- 9.1 Superintendent's Report (pages 17-18)
- 9.2 Secretary-Treasurer's Report (page 19)

10.0 **Reports of Regular Committee of the Whole Meeting, December 2, 2024** (pages 20-21)

- 10.1 Approval of Minutes
- 10.2 Business Arising
(See attached *Action Item List* for completed and ongoing items)
 - a) Trustee Thoughts from Academy 2024 (*Attachment*)
- 10.3 Policy Committee

11.0 **Other Reports**

- 11.1 BCSTA – *Trustee Campbell*
- 11.2 BCPSEA – *Vice-Chair Lehmann*
- 11.3 Board Pro-D Committee – *Chair Gilbert*

12.0 **Correspondence**

- 12.1 Cyber Security Awareness Ministry Letter (*Attachment*)

13.0 **Unfinished Business**

- 13.1 NE Roundtable Update
Chair Gilbert

14.0 **New Business**

15.0 **PRNTA Update** – Donna Bulmer, President

16.0 **CUPE Local #4653 Update** – Jennie Copeland, President

17.0 **District Parent Advisory Council (DPAC) Report** – Corrie Bennie, President

18.0 **Questions from the Press and Public Related to Agenda Items**

19.0 **Suspend Regular Meeting & Move into In-Camera Meeting**

20.0 **In Camera Motions brought forward for implementation**

21.0 **Adjournment**

Please Note:

Where an individual/group knows in advance they wish to address the Board, a request in writing should be made to the Secretary-Treasurer one week in advance of the Board Meeting in accordance with Board Policy #1003.1.

The request must indicate the subject of the presentation, any technology requirements (ie. screen, projector, laptop use) and the estimated time required for the presentation. Presentations will be limited to a maximum of 10 minutes, unless approved otherwise.

If approval is granted, an electronic/written copy of the presentation must be provided no later than Thursday of the week before the date of presentation.

“PROVISIONAL” MINUTES SCHOOL DISTRICT NO. 60 (Peace River North)

REGULAR MEETING

**Monday, November 18, 2024
5:30 p.m.**

Present: Helen Gilbert, Chair – Board of Education (Area 5)
Bill Snow, Vice-Chair (Area 5)
Ida Campbell, Trustee (Area 4)
Nicole Gilliss, Trustee (Area 3)
Madeleine Lehmann, Trustee (Area 1)
David Scott-Moncrieff, Trustee (Area 2)
Tom Whitton, Trustee (Area 5)

Stephen Petrucci, Superintendent of Schools
Angela Telford, Secretary-Treasurer
Leah Reimer, Recording Secretary

(Guests/Media)

Donna Bulmer, PRNTA President
Max Bowder, Moose Media
Gwen Bourdon
Deborah Johnson



This Regular Board Meeting will be recorded and uploaded to our district website

Disclaimer: The definitive documentation and decisions of the Board are documented in the meeting minutes

Any use of an electronic device such as a computer or cell phone is related to the business of the meeting

The core values that guide the work of the school district are *RESPECT, COMPASSION, HONESTY, RESPONSIBILITY, and RELATIONSHIPS.*

Call to Order Secretary-Treasurer, Angela Telford, called the meeting to order at 5:37 p.m.

Acknowledgement that today’s Board Meeting is being held within the traditional territory of the Dane Zaa and Treaty 8.

Agenda

Approval of the Agenda

Motion #146-24 Scott-Moncrieff/Gilbert
THAT the agenda be accepted as presented.

CARRIED.

Declaration of Conflict of Interest

The following five trustees declared a “conflict of interest”:

- Trustee Campbell – daughter employed by Northern Health and a daughter employed by School District #60
- Trustee Snow – spouse is a teacher for School District #60 as well as Trustee Snow is a member of the BCGEU with his employer
- Trustee Gilbert – Yellow zone...daughter and son-in-law are part of groups bargained by the public sector (Northern Health)
- Trustee Scott-Moncrieff – daughter works for School District #60
- Trustee Gilliss – not currently in conflict but will be in the spring because daughter works for the BCGEU union

Election of Board Officers

Election of Board Chair

The Secretary-Treasurer announced the Election of Board Chair and called for nominations by secret ballot.

The Superintendent and Secretary-Treasurer distributed, gathered and sorted the ballots. The Secretary-Treasurer then announced the following nominees and asked if they would let their name stand for Board Chair:

Helen Gilbert	Accepted
Madeleine Lehmann	Declined

The Secretary-Treasurer declared Helen Gilbert the Board Chair by acclamation.

Election of Vice-Chair

Chair Gilbert took the chair and called for nominations by secret ballot for Vice-Chair.

The Superintendent and Secretary-Treasurer gathered and sorted the ballots and the Board Chair announced the following nominees:

Madeleine Lehmann	Accepted
Nicole Gilliss	Declined
Bill Snow	Accepted

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

The Board Chair declared Bill Snow the Vice-Chair.

Election of Provincial Councilor Rep

The Board Chair called for nominations by secret ballot for Provincial Councilor Rep.

Ballots were gathered and sorted by the Superintendent and Secretary-Treasurer and the Board Chair announced the following nominees:

Ida Campbell	Declined
Madeleine Lehmann	Declined
Bill Snow	Accepted
Thomas Whitton	Declined
Nicole Gilliss	Accepted

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

The Board Chair declared Nicole Gilliss the Provincial Councilor Rep.

Election of Alternate Provincial Councilor Rep

The Board Chair called for nominations by secret ballot for Alternate Provincial Councilor Rep.

Ballots were gathered and sorted by the Superintendent and Secretary-Treasurer and the Board Chair announced the following nominees:

Bill Snow	Accepted
David-Scott Moncrieff	Accepted
Helen Gilbert	Accepted

Voting proceeded and the ballots were gathered and sorted by the Superintendent and Secretary-Treasurer.

The Board Chair declared David Scott-Moncrieff the Alternate Provincial Councilor Rep.

Election of BCPSEA Rep

The Board Chair called for nominations by secret ballot for BCPSEA Rep.

Helen Gilbert, Ida Campbell, Nicole Gilliss, David Scott-Moncrieff and Bill Snow have declared a “conflict of interest”

Ballots were gathered and sorted by the Superintendent and Secretary-Treasurer and the Board Chair announced the following nominees:

Madeleine Lehmann	Accepted
Thomas Whitton	Declined

The Board Chair declared Madeleine Lehmann the BCPSEA Rep. by acclamation.

Election of Alternate BCPSEA Rep

The Board Chair called for nominations by secret ballot for Alternate BCPSEA Rep.

Helen Gilbert, Ida Campbell, Nicole Gilliss, David Scott-Moncrieff and Bill Snow have declared a “conflict of interest”

The Board Chair declared Thomas Whitton the Alternate BCPSEA Rep. by acclamation.

Motion #147-24

Scott-Moncrieff/Lehmann
THAT the secret paper ballots be destroyed.

CARRIED.

Other Board Duties

Audit Committee

- Trustee Lehmann will continue to chair this committee
- Trustee Moncrieff will also sit on the committee
- It was noted that all trustees are welcome to attend the Audit Committee meetings

School Liaison Reps

- Trustees had previously been asked if they would like to see any changes and no requests for changes were made. As a result, School Liaison representatives will remain the same

Presentations/Delegations

NEW – Student Wooden Flute Presentation

Tanis Bourgeois - Indigenous Youth Care Worker

Kaleb McGee, Korbin Didier and Bentley Hunt - Students

- The students performed a wood flute instrumental piece to the Board using wooden flutes they had carved themselves under the instruction of Elder, David Rattray and Indigenous Transition Coach, Mel Carew

Trustee Engagement/Celebrations

At this time, opportunity was given for Trustees to report on activities undertaken and/or information of interest:

Trustee Campbell (Area 4)

- Two PAC meetings
- Remembrance Day Ceremony in Taylor with Trustee Scott-Moncrieff and three international students...a very special and meaningful time
- PAC fundraiser event in Taylor
- DPAC/SUPAC
- Provincial Council in Vancouver

Trustee Gilliss (Area 3)

- Remembrance Day Ceremony in Hudson's Hope with daughter and one other student whose dad is a veteran
- Took volleyball students to Chetwynd

Trustee Lehmann (Area 1)

- BCPSEA Zoom meeting
- BCPSEA Symposium – a lot of good information
- Remembrance Day Ceremony in Cecil Lake – interest and attendance increases each year

Trustee Scott-Moncrieff (Area 2)

- Remembrance Day in Taylor with Trustee Campbell and three international students. It was well attended.
- DPAC/SUPAC
- Spoke with Wonowon administrator and she is very pleased about what is happening there with the new school build
- Connected with Buick School

Vice-Chair Snow (Area 5)

- Visited NPSS and Ambrose
- Remembrance Day ceremony in Fort St. John. It was a great turn out and very nice

Trustee Whitton (Area 5)

- Remembrance Day Ceremony in Fort St. John – it was nice to pay homage to veterans
- Community bonspiel
- Oldest got first hockey goal

Chair Gilbert (Area 5)

- NPAA meeting – listening to conversation was a reminder of the complexity of the administrator's job
- Remembrance Day Ceremony in Fort St. John. Appreciated inclusion of MMMCS students at the cenotaph.... a nice connection. Staff has worked hard in schools to build students understanding of why we remember, and I would like to thank them for that work

Minutes of the Regular Board Meeting

Approval of the Minutes

Motion #148-24

Scott-Moncrieff/Whitton
THAT the Regular Meeting Minutes of October 21, 2024 be adopted.
CARRIED.

Business Arising from the Minutes

The following business arose from the above noted Minutes:

Remedy Presentation

- A presentation to trustees to provide further information around "remedy" has been scheduled for Monday, December 16 @ 4:30 p.m.

Approval of Excerpts

Motion #149-24

Gilliss/Snow
THAT the excerpts from the September 23, 2024 In Camera Meeting Minutes be approved and appended to these Regular Meeting Minutes.
CARRIED.

Announcements & Reminders

November 18-20	Volleyball Tournament (Elementary)		Anne Roberts Young
November 21	District Band Concert	6:00 p.m.	NP Cultural Centre
November 21-23	Trustee Academy		Vancouver
November 26	SUP-PAC Meeting (Campbell/Gilbert)	12:00 p.m.	Board Room
November 27/28	Early Dismissal Days		
November 29	NID (Parent-Teacher Interviews)		
December 2	COTW Meetings	1:00 p.m.	Charlie Lake School
December 5	NPAA – Christmas Dinner	5:30 p.m.	
December 14	District Christmas Dinner & Dance	5:30 p.m.	Pomeroy Hotel
December 16	Board Meetings	5:30 p.m.	Board Office
December 23 to January 3	Christmas Vacation		
January 13	COTW Meetings	1:00 p.m.	Board Room
January 13	NPAA Meeting	4:45 p.m.	Board Room
January 20	Board Meetings	5:30 p.m.	Board Room
January 28	SUP-PAC Meeting (<i>Gilbert/Snow</i>)	12:00 p.m.	Board Room
January 31	Non-Instruction Day (Report Writing)		

Note: Trustee Campbell has shared regrets with the band teacher on the Board’s behalf due to the Board being away at the Trustee Academy in Vancouver during the evening of the District Band Concert

Senior Staff Reports

Superintendent’s Report

A written and electronic report was presented. Topics discussed and reported included:

Human Resources Summary for Teachers & AO’s

- For information purposes

Superintendent’s Report

- For information purposes

Out of District Field Trips

- See motion below

ACTION: At the Board’s request, District Staff will confirm what the details are for the Hudson’s Hope field trip in regard to vehicle travel, insurance, etc.

Motion #150-24

Whitton/Campbell

THAT the Board of Education accept the Superintendent’s Report with the exception of Out of District Field Trips.

CARRIED.

Motion #151-24

Snow/Scott-Moncrieff

THAT the Board of Education approve the attached Out-of-District Field Trips as presented.

CARRIED.

Secretary-Treasurer’s Report

A written report was presented. Topics discussed and reported included:

Financial Update to October 31, 2024

- Childcare fees consist of BASC parent fees and payments of Ministry “top ups” such as CCOF. Revenue used to be reflected in “Fund 60” (Special Purpose Fund), however it has now moved to an operating expense. Will need to continue to look at BASC and Seamless Day revenue coming in and delegate as needed.
- Has the recent government election slowed down the process? Angela – should be seeing reflective funding by December 15. It’s about timing of funding
- Interest rate notes should read “September” and not “October”
- Rental Revenue – we charge third party childcare programs monthly for use of the space

Human Resources Summary Report

- For information purposes

Motion #152-24

Lehmann/Scott-Moncrieff

THAT the Board accept the Secretary-Treasurer’s Report.
CARRIED.

Reports of Regular Committee of the Whole Meeting

Approval of the Minutes – November 4, 2024

Motion #153-24

Snow/Lehmann

THAT the Board accept the Regular Committee of the Whole minutes of November 4, 2024 and its recommendations
CARRIED.

Business Arising from the Minutes

The following business arose from the above noted Minutes:

BCSTA Survey re: Non-voting Student Delegates at BCSTA’s Annual General Meeting Report (Attachment)

- Wording of questions is questionable;
- Opportunity for parental involvement but that doesn’t give all students opportunity if they don’t have someone to supervise them.
- Who will supervise the students? What age is reasonable? It is not appropriate or the role of trustees and district staff to supervise students. Would need criminal record checks.
- Option to bring in a minor online presence? This would include them in the extra training sessions and discussions.
- Where does the funding come from? Could the student be required to do fundraising? Not equitable across the province depending on where they need to travel from.
- More cost to BCSTA for venues. Need to look at the value of having students there compared to the costs.
- Discussion around trustees giving up their spots but, as trustees, we’re accountable for the decisions made at the AGM.
- Inequity of larger and smaller districts to pay to bring students.

Would students with neurodiversity be able to attend. What other stakeholders do we potentially start to include? There are different ways of getting students' voice (ie. attend local board meetings)

- There have been students from local districts that have been attending for years. This is not to stop that from happening or pressure other districts to start sending students.
- Superintendent – if key questions are from a governance perspective, there are virtual and representative methods that can be used
- Chair Gilbert – “student voice” is imbedded in our Strategic Plan and we’re working on operationalizing. The Board needs a collective vision of student voice and how we’re going to do it. Trustees are encouraged to bring forward ideas to district staff. Will be looking at this further at the Board Advance.

Policy Committee

Motion #154-24

Policy 4006.1 – Support Staff Benefits (STD/LTD)

Whitton/

That the Board of Education issue a Notice of Motion for the adoption of Policy 4006.1 – Support Staff Benefits (STD/LTD)

CARRIED.

Motion #155-24

Policy 4011 – Benefits-Retirement

Snow/

That the Board of Education issue a Notice of Motion for the deletion of Policy 4011 Benefits-Retirement

CARRIED.

Motion #156-24

Policy 5006.1 – Level II First Aid

Campbell/

That the Board of Education issue a Notice of Motion for the adoption of Policy 5006.1 – Level II First Aid

CARRIED.

Other Reports

BCSTA

Trustee Campbell

- Attended Provincial Council AGM
 - October 25 – Climate Action Working Group Presentation
 - October 26 – Oral reports, Capital Working Group discussion and review of the BCSTA Survey re: Student Voice at the AGM
 - Detailed information is on the BCSTA Portal
 - No motions were brought forward at this meeting
- Trustee Academy is November 21-23, 2024 which may include a Provincial Council meeting around adoption of the budget. Trustees Gilliss and Scott-Moncrieff will attend if there is a meeting.

BCPSEA (Attachment)

Trustee Lehmann

- Trustee Lehmann attended the BCPSEA Symposium
 - AI Integration in Education presentation was well done...ethical and practical integration
 - New Recruitment Services Division has been created

- Chair Gilbert – a shout out from the Rural & Remote Committee as the bursary for the three-year commitment is in the works.
- Day 2 was in regard to Bargaining
- The employer local teacher bargaining team met this morning

Board Pro-D Committee

- Trustee Academy – November 21 – 23, 2024
- Trustees are asked to report back at a future board meeting
- Remedy Pro-D on December 16, 2024 at 4:30 p.m.

Correspondence

UBCIC Resolution 2024-57 “Provincial MMIWG2S+ Anti-Violence Curriculum”

- For information purposes

Unfinished Business

None

New Business

None

PRNTA Update – Donna Bulmer, President

- Nice to see familiar and new faces
- We have concerns and celebrations. Concerned about the lack of certified teachers so great to hear about bursaries, etc. to encourage teachers to come and to stay.

CUPE Local #4653 Update – Jennie Copeland, President

No report - not present

District Parent Advisory Council (DPAC) Report – President

No report - not present

Questions from Press/Public

At this time, opportunity was given for questions from the press and public:

Max – Moose Media – confirmed annual election results and requested information on the different roles

ACTION: Chair Gilbert will send out the requested information

Deborah Johnson – regarding the letter from UNBCIC, has anyone seen the Fifth Estate episode on missing men and woman in Dawson Creek? This includes Indigenous and non-Indigenous.

Suspension & Move into In-Camera Meeting

Motion #157-24

Snow/Scott-Moncrieff

THAT the Board suspend the Regular Meeting and move into the In-Camera Meeting.

CARRIED.

It was noted that there were no motions made In Camera that are needed to be brought forward for implementation.

Adjournment

Motion #158-24

Snow/Whitton

THAT the meeting be adjourned. (8:00 p.m.)

HELEN GILBERT, CHAIR,
BOARD OF EDUCATION

ANGELA TELFORD,
SECRETARY-TREASURER

**EXCERPTS
FROM THE OCTOBER 21, 2024
“IN CAMERA” MEETING MINUTES**

The meeting was called to order and the In-camera Meeting Minutes, September 23, 2024 were read and adopted.

Business Arising

- Trustee Advance Dates

Superintendent’s Report

Items discussed and reported included:

- *None*

Secretary-Treasurer’s Report

Items discussed and reported included:

- Joint Health & Safety Committee Meeting Minutes – October 10, 2024

Other Reports

- BCSTA
- BCPSEA

Correspondence

- *None*

Unfinished Business

- Staff Appreciation 2024 Feedback

New Business

- *None*

REGULAR MEETING

REPORT TO THE

BOARD OF SCHOOL TRUSTEES

FROM THE SUPERINTENDENT OF SCHOOLS

Monday, December 16, 2024

Human Resources

1. Human Resources Summary Report for Teachers

HR Summary Report for Teachers & AO's - 2024/2025
for the period of November 14th to December 12th, 2024

	Personnel Assignments	Leaves of Absence	Admin Appointments	Resignations /Retirements	Reports on Teachers
New assignments	6	6		5	1
Changes to existing	16	10			
Return from leave	3				
Payout prep	1				

Operations

1. **Security Issues in Schools** *(Attachment)*
2. **Debrief for Practice Evacuation in Taylor** *(Attachment)*

Education

1. **Superintendent's Report**
[Superintendent's Report - December 2024](#)

2. **Equity Scan (Attachment)**
Recommended Motion: That the Board of Education accepts the Equity Scan as presented.

3. **Out-of-District Field Trips (Attachment)**
Recommended Motion: That the Board of Education approve the attached Out-of-District Field Trips as presented.

4. **Community Coaches (Attachment)**
Recommended Motion: That the Board of Education approve the attached Community Coaches as presented.

5. **Posts of Responsibility (Attachment)**
Recommended Motion: That the Board of Education approve the attached Posts of Responsibility as presented.

Respectfully submitted

Stephen Petrucci, EdD
Superintendent of Schools

**REPORT TO THE
BOARD OF EDUCATION
FROM THE SECRETARY-TREASURER
Monday, December 16, 2024
REGULAR MEETING**

Operations

1. **Finance Update to November 30, 2024** *(Attachment)*

Human Resources

1. **Annual Executive Disclosure Reports**
[Annual Executive Disclosure Reports](#)
2. **2025 Statement of Disclosure** *(Attachment)*
 - o Submission deadline – January 15, 2025
3. **Human Resources Support Staff Summary**

Human Resources Summary Report for Support Staff
For period of November 15th, 2024, to December 10th, 2024

	Personnel Assignments	Leaves of Absence	Resignations
New assignments	11	1	6
Changes to existing	7		
Return from leave	3		
Layoff	2		
Retirements			
Termination	1		

Angela Telford,
Secretary-Treasurer

SCHOOL DISTRICT #60 (PEACE RIVER NORTH)
COMMITTEE OF THE WHOLE
“REGULAR” MEETING MINUTES
 MONDAY, DECEMBER 2, 2024
 2:30 P.M.

Present: Helen Gilbert, Chair, Board of Education
 Bill Snow, Vice-Chair
 Ida Campbell, Trustee
 Nicole Gilliss, Trustee
 Madeleine Lehmann, Trustee

Jarrold Bell, Director of Instruction
 Angela Telford, Secretary Treasurer
 Leah Reimer, Executive Assistant

Media/Guests:
 Donna Bulmer, PRNTA President
 Max Bowder, Moose Media

Regrets: Stephen Petrucci, Superintendent
 David Scott-Moncrieff, Trustee
 Thomas Whitton, Trustee

Education

Education Update

Jarrold Bell, Director of Instruction

Framework Presentations & Departmental Reports (Attachment)

Charlie Lake Elementary School

Glen Longley, Administrator

Allison Finter, Vice-Principal

- School administrators presented and answered questions from trustees and district staff

Governance

Board Meeting Follow Up Questions/Discussion

Helen Gilbert, Board Chair

- November 18, 2024 - Wood Flutes Student Presentation
- Chair Gilbert met with David Rattray who taught the students to carve the flutes. He goes to a local place and chooses cedar that would be good for making flutes. He carved the birds on the flutes, as they are complex to carve, which allowed the students to concentrate on carving the actual flute.

ACTION: Chair Gilbert will send a thank you to all of those involved in the presentation

Operations

Operations Report

Angela Telford, Secretary-Treasurer

- Setting concrete for the Wonowon School is currently happening; the warmer temperatures coming will help with that.
- Chair Gilbert attended the November 27, 2024 Labour Management Meeting. Our labourer crew is operating three shifts...12:00 a.m., 4:00 a.m. and 8:00 a.m. They are maximizing equipment and manpower that they have to clear the snow at all sites and doing a great job.
- A Mechanic posting is out...we have a shortage and things are getting "backed up"

EQUITY FOR INDIGENOUS LEARNERS

in

School District No. 60 (Peace River North)

Equity Scan Report - June 2024



Introduction



*Je aa haanach'e -
We live and learn on the traditional territory
of the Dane-zaa, within Treaty 8.*

Je aa haanach'e (Welcome)

PREAMBLE

We would like to acknowledge and honour that School District No. 60 (Peace River North) resides on Tsáá? Ché Ne Dane territory, within Treaty 8.

The Equity Action Plan (EAP) has been developed, and will be implemented, with the guidance and approval of the Indigenous Education Advisory Council (IEAC) and the Indigenous communities with the vision and spirit of continuously improving educational outcomes, and achieving equity for Indigenous students within our school district.

The EAP represents an ongoing commitment between the School District, local First Nations, local Indigenous communities and the Ministry of Education and Child Care. Through a continuing collaborative partnership between all parties, we commit to improving educational achievement for all Indigenous students. The six year completion rate of Indigenous students increased by 12.5% through the efforts of our first EA moving from 42.5% to 55%. In 2022-2023 the Six-year completion rate gap between Non-Indigenous and Indigenous students was narrowed by 6%. The graduation rate for the Indigenous students was at their highest rate at 79%. It is the intent of this EAP to further increase student engagement and close the educational gap even more.

Local Education Agreements (LEA)

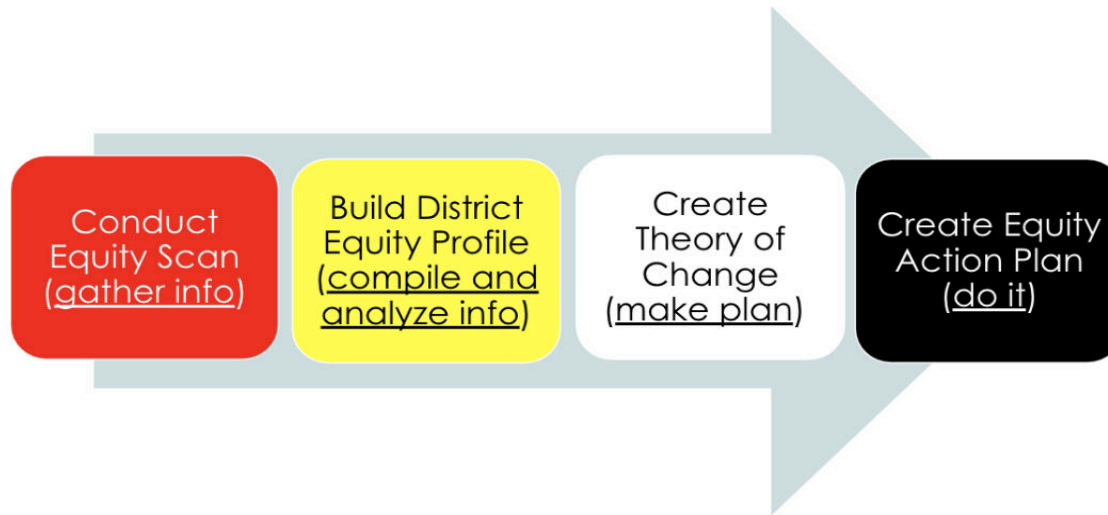
- SD 60 has completed and signed LEAs with all three of our First Nations Communities. SD60 acknowledges the important role of schools to build positive, effective, collaborative and constructive relationships to improve Indigenous student outcomes and achieve high levels of Indigenous student success, graduation and transition to post-secondary and training, or employment. The Equity Scan process keeps the focus on equity and inclusion.

Board Strategic Plan

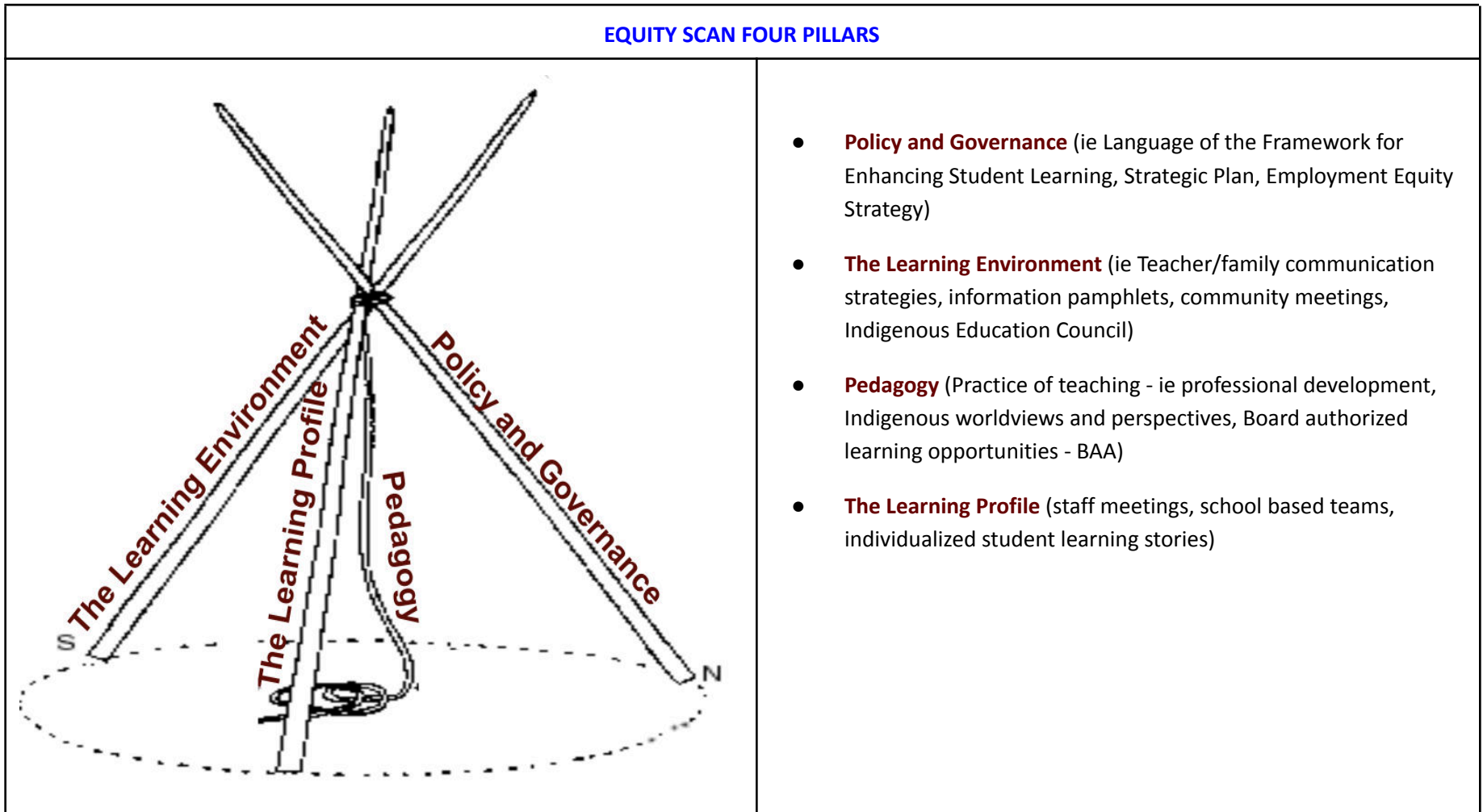
- School District 60 will continue to focus on building strong connections with our three local First Nations communities and other local Indigenous communities and is committed to integrating Indigenous knowledge and culture into learning and all school communities.

Framework for Enhancing Student Learning

- SD60 continues to work on Truth and Reconciliation through the Equity Scan, through our LEAs, Indigenous-focused graduation courses and our curriculum development initiatives. This work is integrated into all aspects of planning at the school and district level.



FOUR TIPI PILLARS: Surveys were developed to correspond with the following themes



Our approach to implementing the Equity Action Plan in 2023/2024 was based on a collaborative and inclusive process. We continued to engage various stakeholders, including Indigenous community members, educators, students, and parents, to ensure their voices and perspectives were captured. During the 2023/2024 school year, the SD60 Equity in Action committee continued to collect and analyze the data collected via surveys, focus groups and district data. Initial data suggests more work needs to be done in regards to increasing awareness and understanding, for both staff and students, around cultural safety and cultural competencies across all schools within the district.

SD 60 Equity Scan Survey Demographics: The culmination of surveys are from three years of feedback on Equity Scan questions. The intention of the equity scan is not to provide a “grade” but to provide a baseline to guide collaboration and planning on addressing potential systemic inequities for our Indigenous learners.

SURVEYED in 2022/23 and 2023/24	
1. Students	305
2. Parents & Council	56
3. School Administrators	41
4. Indigenous Staff	17
5. Teachers	96
6. Trustees	05
Total	520

Learning Profile

The emerging learning profile emphasizes addressing privilege, bias, and racism by fostering equity, inclusivity, and cultural awareness through active measures within the educational system. It highlights the importance of effective and respectful communication, ensuring culturally appropriate practices, and encouraging Indigenous parental involvement to build a collaborative community. The profile also stresses the need for professional development in cultural competence and inclusive teaching practices for educators, alongside ongoing training for support staff to enhance their understanding of Indigenous knowledge and learning principles.

Theory of Change

If SD60 implements a comprehensive plan to address privilege, bias, and racism; establishes effective and respectful communication channels with Indigenous parents and guardians; enhances the cultural competence and pedagogical skills of educators; and supports the understanding and skills of support/exempt staff, then the district will create a more equitable, inclusive, and supportive educational environment for Indigenous students. This will lead to improved academic outcomes, increased engagement, and a stronger sense of belonging among Indigenous students and their families.

By focusing on these key components, SD60 aims to transform the educational experience for Indigenous students, ensuring it is equitable, inclusive, and respectful of their cultural heritage. This holistic approach is expected to result in a more supportive atmosphere, better educational outcomes, and stronger community ties.

Action Plan 2024/2025

School District No. 60 recognizes that an Action Plan will be a living document involving regular scans and adjustments where change will occur in increments over time. The process will begin with furthering a deeper understanding for each member of our school community in their understanding of the role they play in the outcomes for Indigenous learners in our schools through increased awareness of implicit bias and the First Peoples Principles of Learning along with Indigenous ways of knowing and learning.

To achieve the outlined goals and ensure an inclusive, respectful, and culturally responsive educational environment for Indigenous students in SD60, the following strategies and actions will be implemented:

Goal 1: Foster an Educational Environment that Actively Addresses Privilege, Bias, and Racism

Strategies:

- **Inclusive Curriculum Development**
 - Representation of Indigenous Knowledge: Integrate Indigenous perspectives and worldviews accurately and respectfully into the curriculum.
 - Collaboration: Partner with Indigenous Knowledge Keepers, Elders, and communities to ensure authentic and respectful curriculum content.
 - **Supportive Learning Environment**
 - Leadership Programs and Extracurricular Activities: Develop programs celebrating Indigenous heritage, fostering leadership, and promoting community engagement among students.
 - **Cultural Competency Training**
 - Ongoing Training for All Staff: Offer continuous cultural competency and anti-racism training on Indigenous history, culture, and current issues, emphasizing awareness of bias and privilege.
-

Goal 2: Establish Effective and Culturally Respectful Communication with Families

Strategies:

- **Regular Communication Channels**
 - Consistent Updates: Share regular updates with Indigenous families through newsletters, emails, and phone calls.
 - Multiple Platforms: Use diverse communication methods (digital, print, in-person) to ensure information accessibility for all families.
 - **Parent and Guardian Education Programs**
 - Workshops: Provide sessions on navigating the school system, understanding rights, and supporting education at home.
 - **Community Events and Gatherings**
 - Inclusive Events: Host cultural celebrations, potlucks, and storytelling nights to build a sense of community among students, Indigenous families, and the school.
-

Goal 3: Enhance SD 60 Staff Cultural Competence and Skills to create Cultural Safety

Strategies:

- **Support Educators' Cultural Competence and Pedagogical Skills**
 - Cultural Competency Training
 - Establish training on Indigenous history, values, and current issues, developed with local Indigenous communities.
 - Ongoing Professional Learning: Offer continuous learning opportunities through workshops, online modules, and immersive experiences.
 - **Curriculum Integration**
 - Comprehensive Representation: Equip teachers to integrate Indigenous content across subjects effectively.
 - Local Knowledge Collaboration: Continue working with DRFN Heritage and Language and SD60 Curriculum Committees to develop the Dane Zaa curriculum, supported by Knowledge Keeper protocols and professional development sessions (minimum 5 per year).
 - Culturally Responsive Teaching: Provide training in inclusive, culturally responsive teaching methods.
 - **Enhance Cultural Competence for CUPE and Exempt Staff**
 - Implement training focused on Indigenous history, values, and learning principles to support local First Nations knowledge.
-

Goal 4: Develop Policies and Practices Supporting Equity for Indigenous Learners and Build Partnerships with Families and Rights Holders

Strategies:

- **Equitable Policies and Practices**
 - Maintain a focus on Indigenous student success.
 - Review the Indigenous Education Center's Framework for Enhancing Student Learning.
 - Ensure policies support equity, align with Bill 40, and adhere to a Distinctions-Based Approach.
 - **Strengthen Relationships**
 - Support engagement strategies by the Indigenous Education Center, Council, and schools.
 - Encourage trustee participation in Indigenous community events and government-to-government gatherings.
 - Establish ongoing communication with Rights Holders and ensure information sharing between the Indigenous Education Council and the board.
-

By implementing these strategies, SD60 aims to create an equitable, inclusive, and supportive educational environment that respects Indigenous knowledge, promotes effective communication, and fosters cultural competence across all staff.



Camp Cameron Planning Day Oct, 2023

Appendices:

[English First Peoples 11 - NPSS Presentation June 2022.pdf](#)

First Nation Community Dinners, entertainment and meetings were very well attended





Doig River First Nation Elder Sam Acko showing the students how to make bannock.

You are invited to

EQUITY in Action Information Meeting

As a parent/guardian to an Indigenous student enrolled in one of School District No. 60 schools, you are invited to attend an evening of learning and provide input into the "Equity in Action". The Equity in Action is a collaborative process involving all School District No. 60 education stakeholders; students, parents, school Administrators, School Board, Indigenous Education Advisory Council and other school district staff. The collected survey information will be used to develop an action plan that will create improved Indigenous student success.

Thursday, January 26, 2023
5 pm - 8 pm
North Peace Cultural Centre
Dinner provided - Stew & Bannock
Door prizes - Bingo prizes - Parent/Guardian Survey



For more information please contact:
Pat Jansen 250-785-8324
or
Carleen Andrews 250-262-6017

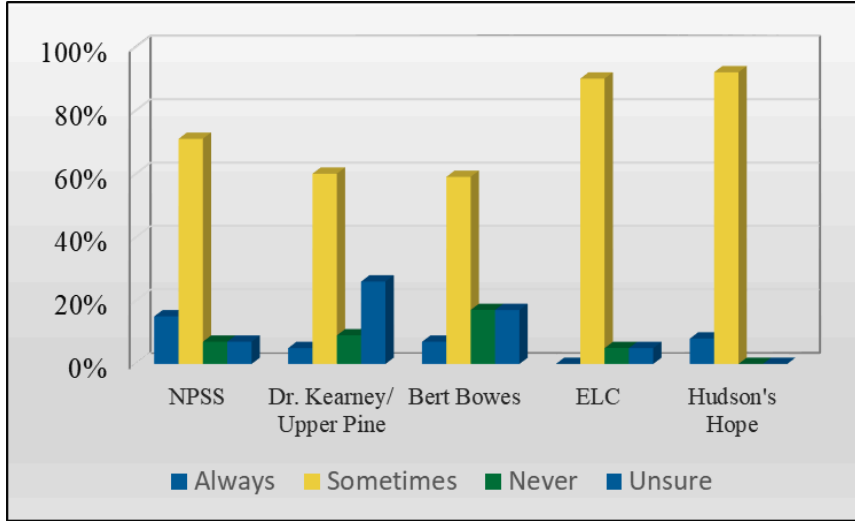


Indigenous Education Centre School District #60
Adult focused meeting (limited seating)

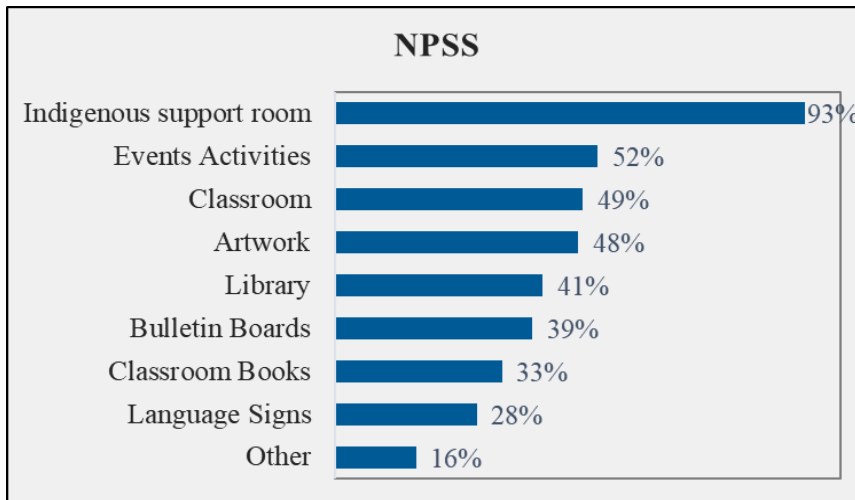


Student Survey

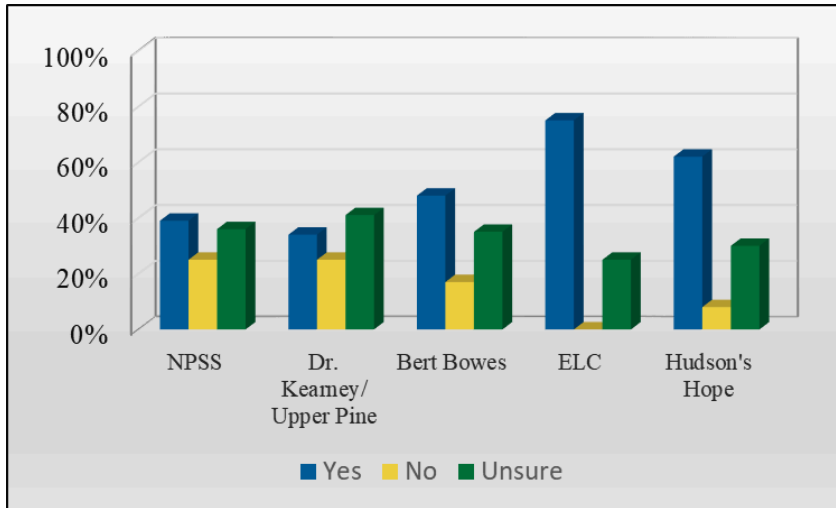
I am learning about Indigenous peoples and cultures at school in all my subjects.



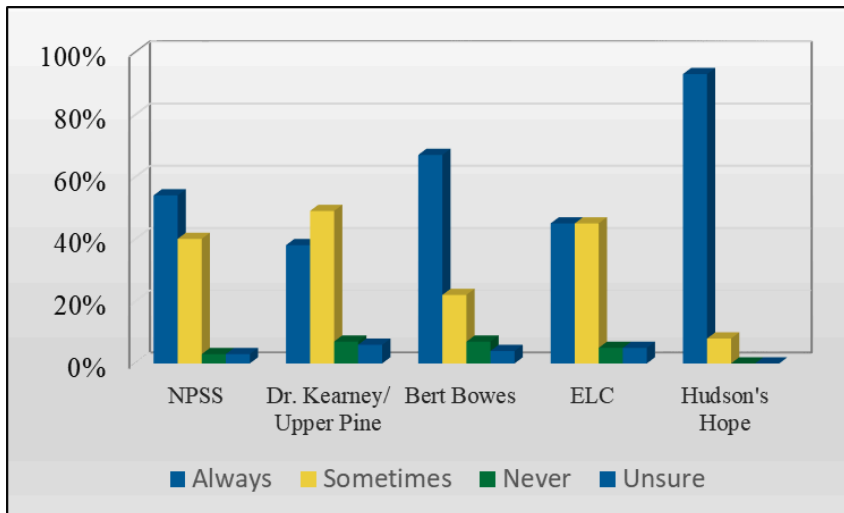
If you see Indigenous culture at school, where are you seeing it?



I am learning about local Indigenous culture at school (Dane-zaa, Cree, Metis, Inuit, etc.).

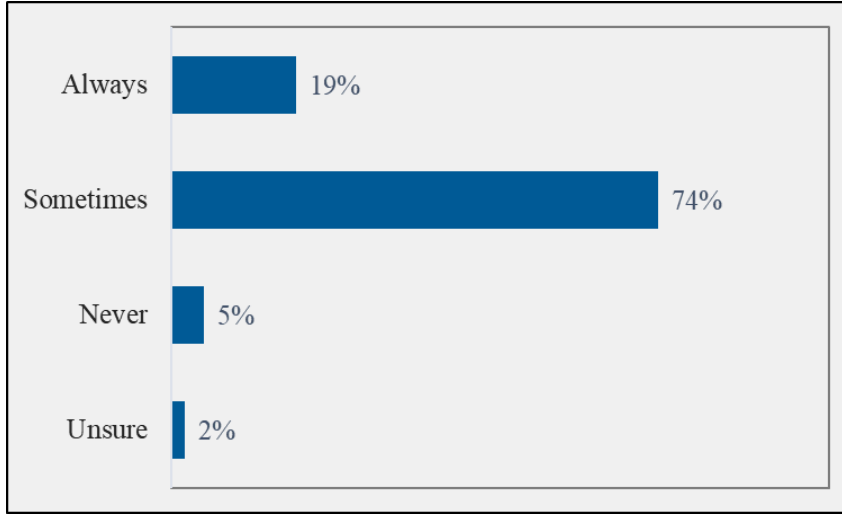


Do you feel welcome at school?

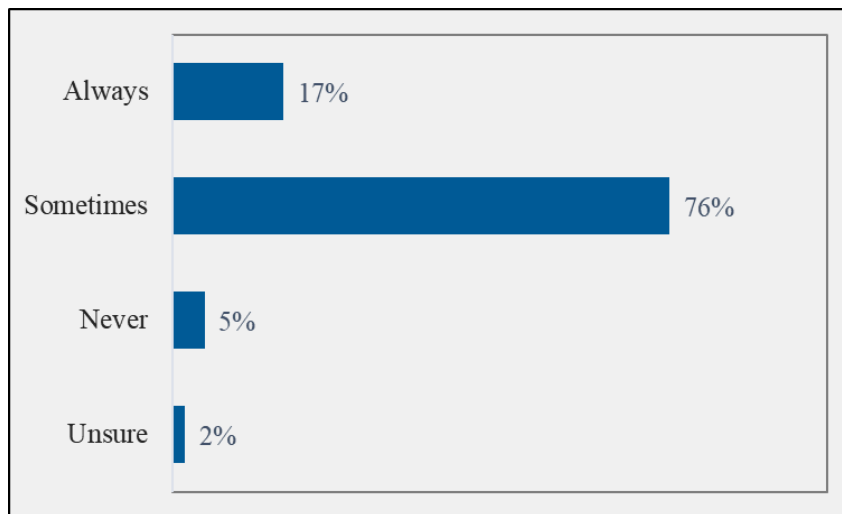


Parent Survey

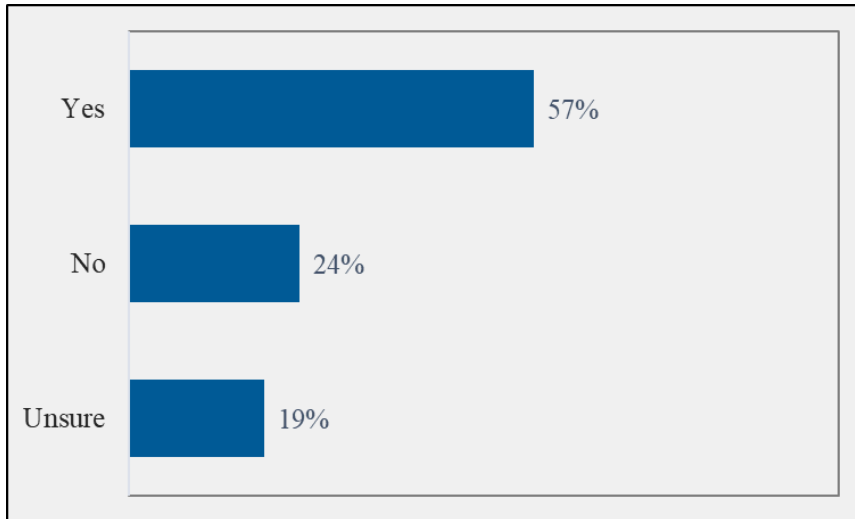
It is clear to me what my child is learning in class.



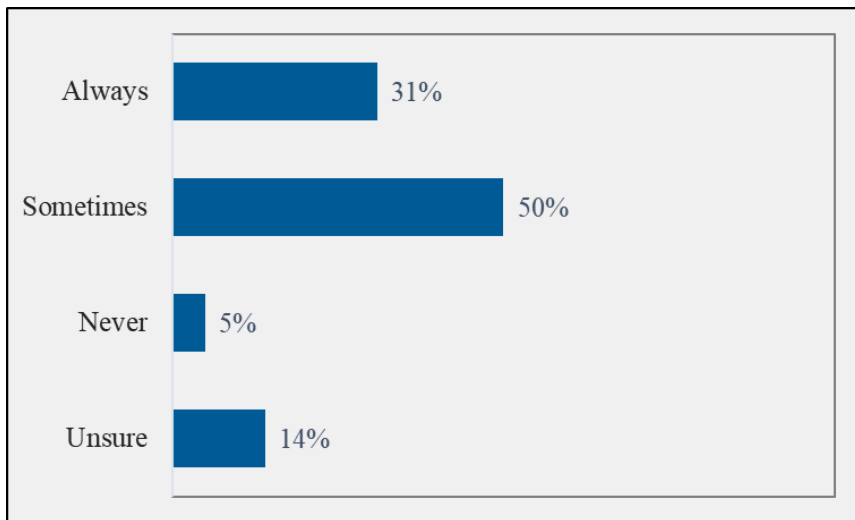
It is clear to me how my child is learning in class.



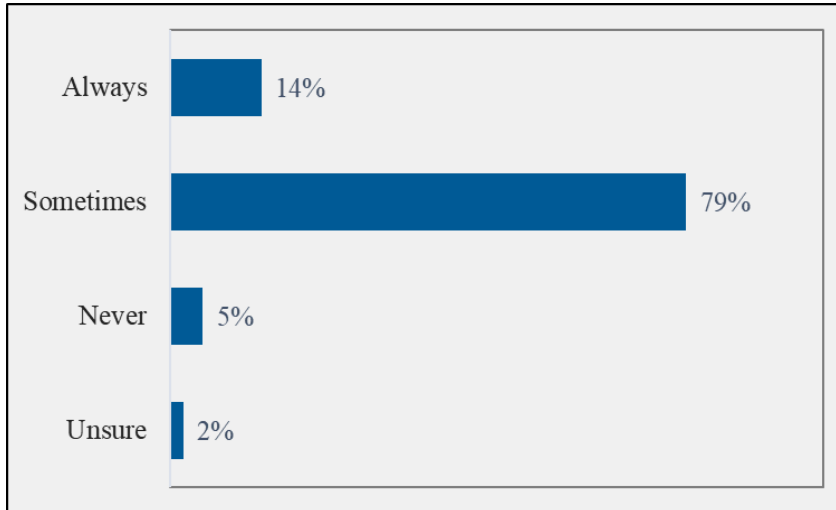
It is clear to me what my child needs to graduate and succeed academically.



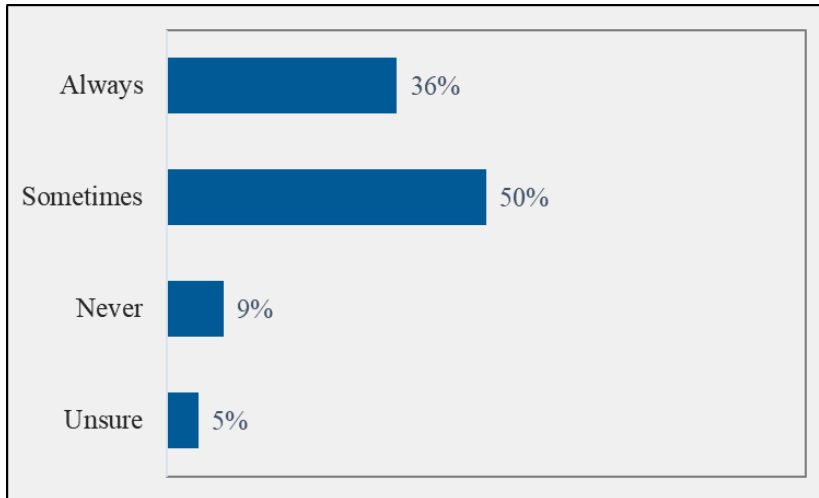
I know that my child is learning about the local First nation, Metis, Inuit, and other Indigenous people.



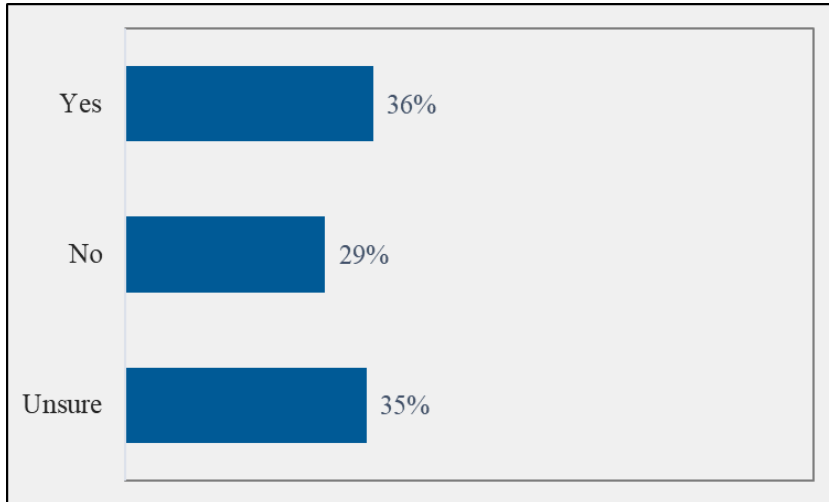
Do you feel you have enough input into your child's learning?



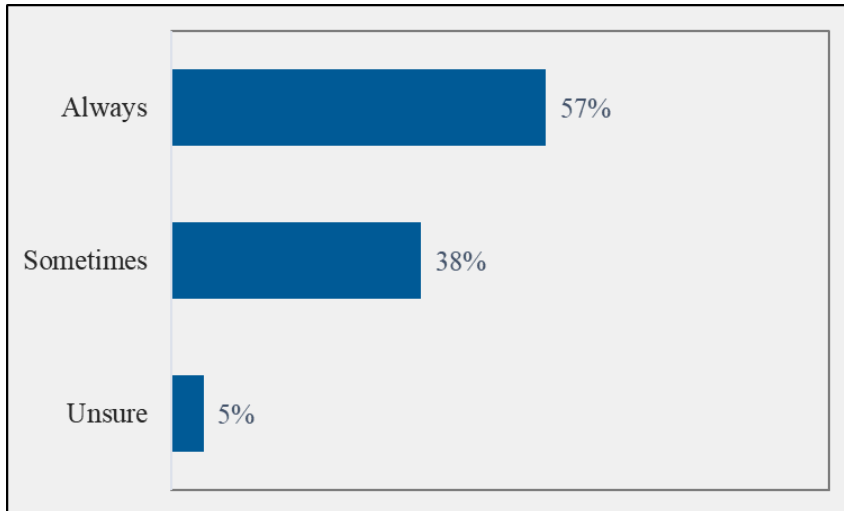
Are you notified about any changes that may impact your child's experience at school?



Have you or your child experienced or witnessed bias and/or racism at school?

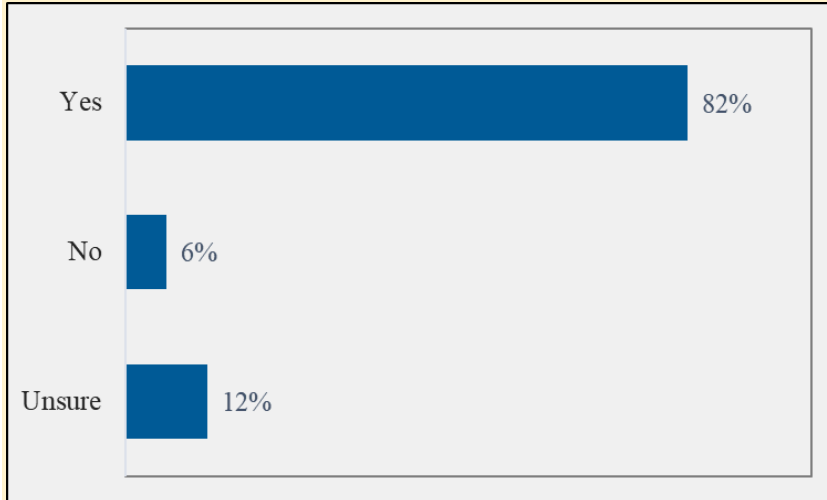


Cultural safety is about a safe environment for visible minority groups. Do you feel respected and culturally safe in your child's school?

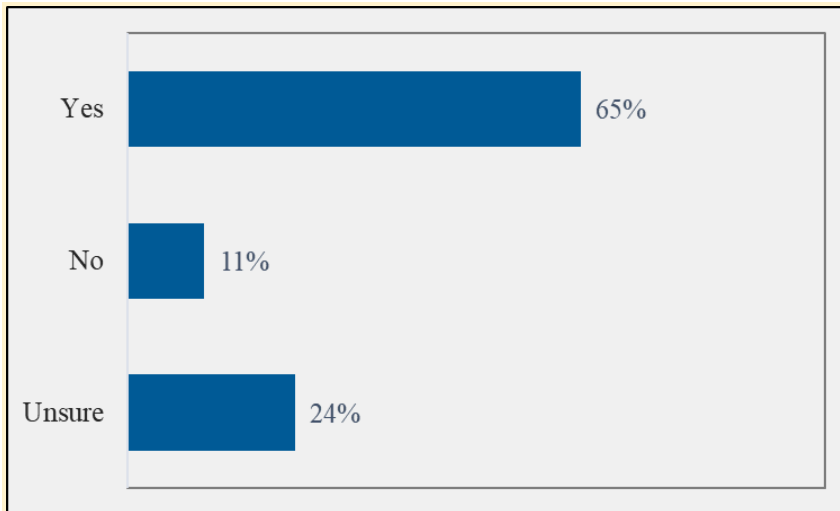


ISSW Survey

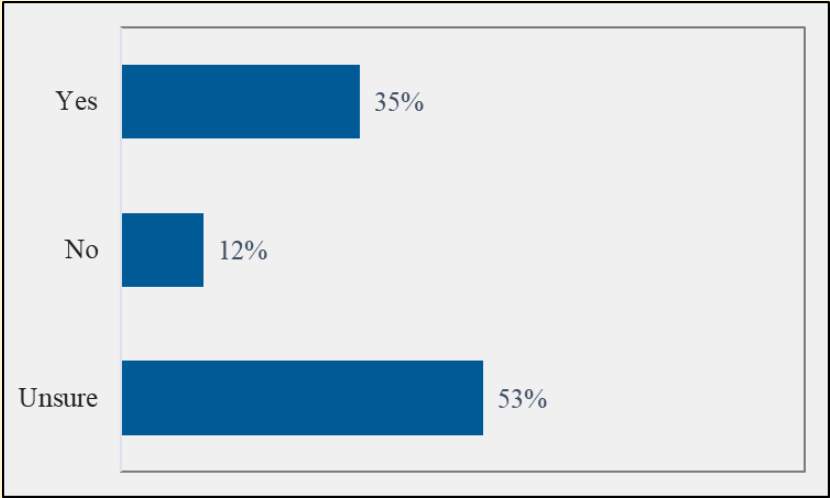
Do you think unconscious bias, discrimination and/or racism exists for Indigenous learners in this district?



Have you ever witnessed, heard, or experienced bias and/or racism in the Workplace?



Does SD60 have an Indigenous parent, family and community engagement strategy?



Teacher Survey

Do you think unconscious bias, discrimination and/or racism exists for Indigenous learners in this district?

- 78% - Yes
- 5% - No
- 17% - Unsure

Have you ever witnessed, heard, or experienced bias and/or racism in the workplace?

- 72% - Yes
- 24% - No
- 4% - Unsure

Are issues of implicit bias and racism raised and addressed as possibly impacting the nature of instruction, assessment and learning for Indigenous learners?

- 33% - Yes
- 16% - No
- 51% - Maybe

Where is the school/district at in regards to Indigenous families and communities being made to feel welcome and valued as part of the learning environment?

- 20% - Emerging
- 25% - Developing
- 10% - Proficient
- 45% - Unknown

Administrators Survey

Where is the school/district at in developing processes to educate staff about the district's expectations regarding the learning environment in schools and classrooms where Indigenous students Learn?

- o 2.5% - Emerging
- o 66% - Developing
- o 24% - Proficient
- o 2.5% - Extending
- o 5% - Unknown

Where is the school/district at in providing Indigenous students, families, and communities input into the learning environment for their students?

- o 10% - Emerging
- o 61% - Developing
- o 17% - Proficient
- o 5% - Extending
- o 7% - Unknown

Where is the school/district at in regards to knowing the stories told at the Indigenous community and student level, and is there a feeling that the professionals are respectful and inclusive of Indigenous learners, families and communities?

- o 17% - Emerging
- o 63% - Developing
- o 8% - Proficient
- o 2% - Extending
- o 10% - Unknown

Where is the school/district at in informing families about the curriculum, teaching practices and graduation requirements impacting their students?

- o 5% - Emerging
- o 41% - Developing
- o 37% - Proficient
- o 5% - Extending
- o 12% - Unknown

Where is the school/district at in having the learning environment reflect the First Peoples' Principles of Learning?

- o 15% - Emerging
- o 68% - Developing
- o 12% - Proficient
- o 5% - Extending
- o 0% - Unknown

Where is the school/district at in developing processes for routine scanning for equity to access in areas of transportation, extracurricular activities, codes of conduct, specialized programs including inclusion, and transitions from early years programs to K-12 programs to post secondary?

- o 22% - Emerging
- o 54% - Developing
- o 17% - Proficient
- o 2% - Extending
- o 5% - Unknown

Trustee Survey

Policy and Governance

<p>SIGNED AND DELIVERED on the ____ day of _____, 2024, on behalf of the Superintendent</p>	<p>SIGNED AND DELIVERED on the ____ day of _____, 2024, on behalf of the Indigenous District Lead</p>
<p>_____ (signature) Carleen Andrews Director of Instruction School District No. 60</p>	<p>_____ (signature) Pat Jansen District Principal of Indigenous Education School District No. 60</p>

APPENDICES

- PICTURES
- Data
- Equity Scan Workbook link
-



SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

OUT-OF-DISTRICT SPORTS / FIELD TRIPS

SEPTEMBER to DECEMBER 2024 ONLY

FOR BOARD APPROVAL

SCHOOL: Bert Bowes Middle School

Sports/Activity & Grade/Team:	Dates of Travel	Destination	Transportation	Description of Activities: (names of chaperones, dates & description of activities) Description of Sports: (name of coach, chaperones & locations)
Grade 9 boys and Grade 8/9 Girls basketball teams	December 13/14 2024	Grande Prairie	School Bus	Staying at Service Plus in Grande Prairie. Teachers: Kallan Olson and Mark Haddad and community coach Kristy Erickson (board approved) traveling via school bus and playing at Grande Prairie Comp. <i>* Superintendent approved by email December 9, 2024</i>



SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

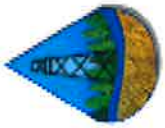
OUT-OF-DISTRICT SPORTS / FIELD TRIPS

SEPTEMBER to DECEMBER 2024 ONLY

FOR BOARD APPROVAL

SCHOOL: Bert Bowes Middle School

Sports/Activity & Grade/Team:	Dates of Travel	Destination	Transportation	Description of Activities: (names of chaperones, dates & description of activities) Description of Sports: (name of coach, chaperones & locations)
Grade 9 boys and Grade 8/9 Girls basketball teams	December 13/14 2024	Grande Prairie	School Bus	Staying at Service Plus in. Teachers: Kallan Olson and Mark Haddad and community coach Kristy Erickson (board approved) traveling via school bus and playing at Grande Prairie Comp. <i>* Superintendent approved by email December 9, 2024</i>



SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

OUT-OF-DISTRICT SPORTS / FIELD TRIPS

DECEMBER 2024 ONLY

FOR BOARD APPROVAL

NPSS

SCHOOL: _____

Dates of Travel	Destination	Transportation	Description of Activities: (names of chaperones, dates & description of activities) Description of Sports: (name of coach, chaperones & locations)
FIELD TRIPS OCCURRING December 2024		SUBMISSION	BOARD MEETING
December 6-7, 2024 (Friday & Saturday)	Grande Prairie	SD60 Bus	Event: Sr Girls and Sr Boys Basketball Hotel: TBD 1-2 nights based on performance # Students: 24 TTOC = Coaches: Ryan Galay, Rob McClelland Teacher Sponsor: TBD <i>* Approved by Superintendent by email - Nov 26, 2024</i>

<p>December 13-14, 2024 (Friday & Saturday)</p>	<p>Prince George</p>	<p>SD60 Bus</p>	<p>Event: JR Boys Basketball Hotel: TBD 1-2 nights based on performance # Students: 12 TTOC =</p> <p>Coaches: Blake Fleming Teacher Sponsor: TBD</p> <p><i>* Approved by Superintendent by email - Nov 26, 2024</i></p>
<p>December 13-14, 2024 (Friday & Saturday)</p>	<p>Chetwynd</p>	<p>SD60 Bus</p>	<p>Event: JR Girls Basketball Hotel: TBD 1-2 nights based on performance # Students: 12 TTOC =</p> <p>Coaches: Mark Knoppers Teacher Sponsor: TBD</p> <p><i>* Approved by Superintendent by email - Nov 26, 2024</i></p>

2024-2025 Community Coaches

for BOARD APPROVAL – December 16th, 2024

School / Department	Name of Coach	Coaching
Alwin Holland	Tara Croskery	Basketball, badminton & slow-pitch
Bert Ambrose	Melody Braun <i>(currently a TTOC)</i>	Basketball
Bert Ambrose	Michelle Elliott (Hotte) <i>(currently EA practicum)</i>	Basketball

2024-2025 Posts of Responsibility

for BOARD APPROVAL – December 16th, 2024

School / Department	FTE	Teacher Name	Subject / Area of PoR
Indigenous Education Center	1.0	Valerie Shipley	Indigenous Education Team for 2024/2025 <i>Retroactively to September 1, 2024</i>

This information pertains to external security issues on school grounds from September to December, 2024

School	Drug Paraphenelia	Tents/ Camps Erected	Interactions w/ Unwelcome Strangers	Other	Initials to verify
Alwin Holland	Nil	Nil	Nil		JL
ARYES	Nil	Nil	Nil		BB
Baldonnel	Nil	Nil	Nil		CB
Bert Ambrose	Nil	Nil	Nil		MD
Bert Bowes	Nil	Nil	Occasional interactions	Random people walk through the yard almost daily. Sometimes they yell or try to interact with the kids. TH Individuals lingering/"resting" in the yard during the school day. Not causing issues but are of concern/interest to students at break times. JG	TH JG
Buick Creek	Nil	Nil	Nil		ST
C.M. Finch	Nil	Nil	Nil		TL
Charlie Lake	Nil	Nil	Nil		GL
Clearview	Nil	Nil	Nil		CC
Dr. Kearney	Nil	Nil	Nil		CN
Duncan Cran	Nil	Nil	Nil		GP
Ecole Central	Nil	Nil	Random people walk through	We had a fire in the playground once after hours and a lot of garbage was left behind, condoms, pipe, alcohol bottles.	LCA
ELC	Nil	Homeless cart and supplies by our entrance. City removed them.	Nil		LC
Hudson's Hope	Nil	Nil	Nil		DB
MMMCS	Nil	Nil	Nil		KS
NPSS	Nil	Nil	Occasional interactions		TK
Prespatou	Nil	Nil	Nil		MW
Robert Ogilvie	Nil	Nil	Teenager confrontation yes		CT
Taylor	Nil	Nil	Nil		NM
Upper Halfway	Nil	Nil	Nil		JG
Upper Pine	Nil	Nil	Nil		PV
Wonowon	Nil	Nil	Nil		JG
KLC	Nil	Nil	Nil		ST



School District No. 60

PEACE RIVER NORTH

10716 – 97 Avenue, Fort St. John, BC V1J 6L7 Phone: 250-785-1577

FACILITIES OFFICE – SAFETY DEPARTMENT

District of Taylor Full-Scale Evacuation Drill 2024

On September 17, 2024 The District of Taylor conducted a community-wide evacuation drill that included Taylor Elementary School. During the exercise, the school was evacuated to its designated relocation site at Bert Ambrose School. Students and staff remained on the buses at Bert Ambrose School before returning to Taylor School. As this was purely a drill, family involvement was not required. Parents had been informed by Principal in advance, ensuring that parent pickups were unnecessary.

This drill allowed the School District to test critical components of its internal emergency response plan and communication network. It involved coordination among the Board Office, Facilities Department, Transportation Department and Taylor School. Operations at Bert Ambrose School and other sites were unaffected.

The evacuation drill was an overall success, offering invaluable insights into the effectiveness of the District emergency response plans and procedures. It highlighted both strengths and spotlighted areas of improvement, which are outlined below.

Sequence of Events:

- The Taylor Fire Department (TFD) initiated the exercise approximately at 8:30AM.
- TFD activated its emergency response plan and procedures.
- Community sirens were sounded, estimated between 9:30 and 10:00AM.
- Principal received an evacuation order from the Emergency Operations Centre (EOC).
- Principal informed Superintendent, who then notified Secretary Treasurer.
- Secretary Treasurer contacted the Supervisor in the Transportation Department.
- In a real emergency, the Director of Instruction – Planning, Technology, and Reporting would send a MYED/Social Media notification to families. For the drill, this step was omitted as parents had already been informed.
- The Transportation Supervisor dispatched two buses from the Facilities Department.
- Upon arrival, bus drivers checked in with the Transportation Department.
- Students and staff were organized and boarded the buses. Some staff drove their own vehicles to simulate a real-life scenario.
- After the building was fully evacuated, Principal declared it clear, and the relocation process began.
- Drivers reported back upon reaching the top of Taylor Hill.
- Students and staff were transported to Bert Ambrose School and remained on the buses to avoid disrupting operations.
- Students and staff returned to Taylor Elementary after the drill concluded.
- All time stamps were recorded throughout the drill.



School District No. 60

PEACE RIVER NORTH

10716 – 97 Avenue, Fort St. John, BC V1J 6L7 Phone: 250-785-1577

FACILITIES OFFICE – SAFETY DEPARTMENT

Outcomes

Time Recordings:

- Siren/phone call to Principal: 9:33 AM
- Arrival of buses at Taylor Elementary: 9:53 AM
- Completion of building evacuation (buses departed): 10:00 AM
- Building sweep began: 10:01 AM
- Building declared secure: 10:07 AM
- Buses arrived at Bert Ambrose: 10:19 AM

Strengths:

- **Communication Network:** Effective internal communication between Taylor Elementary, the Board Office, and various departments.
- **General Performance:** Operational departments executed their responsibilities smoothly.
- **Transportation Department:** Timely and efficient response.
- **Preparation:** Staff and students were well-organized and ready for an orderly evacuation.

The post-drill debrief by the District of Taylor also highlighted the efficient evacuation time and the effective use of resources, such as buses.

Areas of improvement:

Communication:

- Update the communication network with alternative contacts and phone numbers to address potential absences and delays in contact.
- Establish clear procedures and responsibilities for updating the Superintendent and Secretary Treasurer at key benchmarks, from evacuation activation to safe arrival at the relocation site.
- Ensure adequate staffing in the Transportation Department to maintain consistent communication with buses.
- Confirm buses remain at the relocation site to await direction by the Principal.

Facilities / Transportation Department:

- Evaluate and determine the number of buses required to fully evacuate each school site.
- Ensure sufficient staffing in the Transportation Department to maintain consistent communication with buses during emergencies.



School District No. 60

PEACE RIVER NORTH

10716 – 97 Avenue, Fort St. John, BC V1J 6L7 Phone: 250-785-1577

FACILITIES OFFICE – SAFETY DEPARTMENT

- Provide training for key facilities staff to support dispatcher if necessary.

Site-Based Emergency Planning / Preparation:

- Improve staff training to ensure preparedness for future events.
- Identify and address site-specific challenges to enhance the effectiveness of responses during drills or actual emergencies.

District Emergency Response Plan

- Develop and refine strategies for managing traffic and family pick-ups during an evacuation to a relocation site.

Conclusion

In conclusion, this drill was executed effectively and efficiently. Providing an excellent opportunity to evaluate and enhance the district's emergency response readiness. Continued efforts to address the identified areas for improvement will further strengthen the district's preparedness for future emergencies.

Sincerely,

Sabrina Bourdon, Safety Supervisor

SB/ap

MEMORANDUM

TO: Ida Campbell
Helen Gilbert
Nicole Gilliss
Madeleine Lehmann
David Scott-Moncrieff
Bill Snow
Thomas Whitton

FROM: Leah Reimer, Executive Assistant
to: Angela Telford, Secretary-Treasurer

DATE: December 16, 2024

RE: **2025 Statement of Disclosure**

In accordance with the Financial Disclosure Act, trustees are required to complete a Statement of Disclosure form annually, between January 1-15 of each year.

The form and other additional information are attached.

Forms may also be completed online and printed off at: (this document can NOT be saved)

<https://www2.gov.bc.ca/assets/gov/government/ministries-organizations/financial-disclosure/members-of-the-legislative-assembly/filing-disclosure-documents/disclosureform.pdf>

Please sign and submit the completed Statement of Disclosure form and return to me no later than **January 15, 2025**.

Thank you.

Attachments

File: 2025 Statement of Disclosures
December Memos

School District #60

Operating Financial Report – July 1, 2024 to November 30, 2024

Operating Revenue	2024/25				Expected %	Explanations
	Actual Spending	Preliminary Budget	% of budget received	# of Months		
Ministry of Education Grants	\$ 25,136,709	\$ 80,583,202	31.2%	12	42%	Lower than expected as should be approx. 42% YTD. Finding decreases in the summer and will increase considerably during 10 month school year.
LEA Revenue	\$ -	\$ 1,017,551	0.0%	10	30%	LEA is invoiced in December & June. The LEA revenue is based on an estimate of on-reserve students.
Provincial Grants - School Age Therapy	\$ 50,633	\$ 121,519	41.7%	12	42%	On Track as should be approx. 42% YTD
Offshore Tuition	\$ 230,078	\$ 748,000	30.8%	10	30%	Offshore Tuition recognized each month; on track as should be approx. 30%
Childcare Fees	\$ 336,426					Funding reporting changed after review with auditors; Childcare fees need to be reported as operating
Alberts Students, DL, 3rd Party Billings	\$ -	\$ -	0.0%	10	30%	Funding received for Alberta Students, historically received in October, but will December 2024
Miscellaneous Revenue	\$ 180,549	\$ 160,000	112.8%	12	42%	This includes miscellaneous funds that come into the District and ITA funds
Rentals	\$ 49,214	\$ 136,587	36.0%	12	42%	Includes Daycare Rental, Teacherage Rentals, Camecon Lake Rentals & Indigenous Rent and SWS rent
Interest	\$ 240,790	\$ 600,000	40.1%	12	42%	Interest rates is approximately 4.45% for October vs. 3.95% in November
Total Operating Revenue Before LEA Adjustment	\$ 26,234,399	\$81,331,757	32.2%			
LEA Revenue	\$ -	\$ 1,017,551	0.0%	10	30%	Halfway River, Blueberry River and Dalg River First Nations
Total Operating Revenue	\$ 26,234,399	\$82,349,308	31.8%			

Operating Expense	2024/25				Expected %	Explanations
	Actual Spending	Preliminary Budget	% of budget expended	# of Months		
Salaries						
Teachers	9,626,980	31,693,488	30.4%	10	30%	On Track
Principals and Vice-Principals	2,404,834	5,778,448	41.6%	12	42%	On Track
Educational Assistants	1,754,642	6,648,266	26.4%	10	30%	On Track
Support Staff	3,305,785	9,403,446	35.2%	10/12	36%	On Track
Other Professionals	929,474	2,094,544	44.4%	12	42%	On Track
Substitutes (TOC's)	752,424	2,558,172	29.4%	10	30%	On Track
Total Salaries	18,774,139	58,176,364	32.3%			
Employee Benefits and Benefits						
Employee Benefits	4,038,922	13,784,560	29.3%	10/12	36%	The benefits reflect operations from July to November and the budgeted amount reflect the total year. There are many benefits such as EI, CPP and WCB that are not longer applicable to many employees after 11 month of operations.
Total Salaries and Benefits	\$22,813,061	\$71,960,924	31.7%			
Services and Supplies						
Services and Supplies	4,629,776	10,654,003	43.5%	12	42%	Purchases vary through year
Total Operating Expenses	\$27,442,837	\$82,614,927	33.2%			
Capital Purchases (Operating)	\$303,093	\$880,000	34.4%			
Total Operating Expenses and Capital Purchases	\$27,745,930	\$83,494,927				
Operating Net Revenue (Expense)	-\$1,521,531	-\$1,145,619				
Application of Reserves to Date	\$148,415	\$1,145,619	0	12	42%	Purchases vary through year
	-\$1,373,116	\$0				

Notes

This document reflects the Preliminary Annual Budget passed in June. These will be our numbers until the Amended Budget.

Trustee Thoughts from Academy 2024

Please complete by answering the questions provided. A schedule is attached for your reference. The information gathered from the responses to the questions will be used to guide our activities. The event slides are not available on the portal yet. Sometimes when we wait for the slides to come out, we lose some of our immediate thoughts and desired actions. I would like to capture things while they are fresh for you and slides can be looked at later. We will discuss our answers at the COTW meeting on Monday. A follow up can also occur in the Regular Board Meeting in December .

Academy Schedule

Thursday November 21	Friday November 22	Saturday November 23
Pre-conference Dean Shareski/Chris Kennedy Curious World of Generative AI/ Possibilities and Risks	Changing Culture with Student Voice (Prince George Ron Brent Elem)	Help X Human Early Learning Partnership
Evening Keynote Shane Safir-Street Data	Provincial Bargaining	EDI
	Indigenous Education FNESC	MDI
	Inclusion, Equity and Justice (Autistic teacher presentation, Legal Framework, Special Education Framework)	YDI Rocky Mountain Early Learning

1. Which session or sessions did you find most relevant or useful to you? Why?

- Street Data combined with the session from Prince George. PG showed the application of the street data and how it can impact a positive outcome.
- Curious World of Generative AI Possibilities and Risks-something I need to learn more about
- Saturday MDI/YDI. I understand the tools better and need to look at the insights they provide
- The pre-conference was great Pro D I learnt about AL

2. What are some things you feel the board should follow up on given the priorities set in the Strategic Plan? How would you like the follow up to be done? (Staff presentation, book study, discussion)

- We collected a lot of student voice data during the strategic planning process. How do we close the gap between that voice and the curriculum? What is our role in that?
- What are policy implications concerning AI?
- Would like to know how our district uses AI Do we have Clear criteria guidelines on how we use AI in classrooms

- Useful if used proper, hopefully we challenge our students to AI with the guidelines as this is the way of the world
- Enjoyed listening from the PG team on their school I think we have school teams as dedicated to our schools and students was nice to hear the positives of the staff rather than the neg publicity in the news reaffirmed the passion of Teachers
- Inclusion, Equity Justice presentation provided information that is important for us in the Governance Pillar of Strat plan.
- MDI/YDI look at more fully because it might provide insight for mental health advocacy-look at during Advance
- Student voice what does this mean to us-work on at Advance
- AI follow up on the Staff presentation that we had earlier, review AI presentation update on Sharepoint

3. What do you want to do to build your own personal understanding of something as a follow up to the Academy?

- AI - Use, integration in what I do as well as ethics.
- Learn more about AI
- Look at some of the books mentioned in Changing Culture with Student Voice (Ron Brent Elem.)
- Follow up on our student voice and street data we have collected
- Learn and showcase our positive, passion Teachers and their programs
- Learn about how AI is used in our classrooms



November 29, 2024

Ref: 303157

Dear Board Chairs:

Governments around the world, including the Government of BC, are facing a growing number of cybersecurity threats. Actors such as foreign governments, organized cyber-crime groups, activists, and terrorists are increasingly using a variety of techniques to steal or destroy government-held information, interrupt critical public services, or target physical infrastructure to achieve financial, geopolitical, or ideological objectives.

Since March 2024, four BC school districts have been the target of cyber incidents, three of which were ransomware attacks. These attacks disrupt the business of education, put district data at risk, and create significant financial burden on impacted school districts. More importantly, these attacks are putting the safety, security and privacy of students, families and staff at risk. Evidence suggests that these bad actors will continue to target school districts in BC and exploit system vulnerabilities to gain access.

School districts are provided with resources and training to maintain an appropriate security posture to ensure a safe digital learning environment. Boards of education have the responsibility and legal accountability for the implementation and management of their district's security policies and standards. Because of the serious nature of these threats, it is critically important that school districts follow industry standards, adhere to recommended cybersecurity practices, and take measures to secure their district's networks. I encourage you to communicate the urgency of these security practices with your district leadership.

The Ministry is here to support districts and has developed a suite of cybersecurity services to assist in proactively increasing network and security posture across the sector, for information about the support and services provided please visit: <https://focusedresources.ca/en/privacy-technology/cybersecurity>.

.../2

If you require additional information, please contact Assistant Deputy Minister and Chief Information Officer Jennifer Wray via email at Jennifer.Wray@gov.bc.ca. Thank you, in advance, for making cybersecurity a priority in your district.

Sincerely,

A handwritten signature in black ink, appearing to read "Lisa Beare". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Lisa Beare
Minister

cc: Kaye Krishna, Deputy Minister, Ministry of Education and Child Care
Jennifer Wray, ADM/CIO, Ministry of Education and Child Care
Carolyn Broady, President, British Columbia School Trustees Association
Suzanne Hoffman, CEO, British Columbia School Trustees Association