

**SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)**

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

Telephone: (250) 262-6000

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**Board of Education**



**A G E N D A   B O O K**

**FOR THE**

**REGULAR BOARD MEETING**

**BOARD ROOM**

**MONDAY, NOVEMBER 20, 2023 @ 5:30 p.m.**

## **OUR MISSION**

All our students will graduate, crossing the stage with dignity and grace.

## **OUR VALUES**

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

## **OUR STRATEGIES**

As a district, we are committed to FOUR OVER-ARCHING STRATEGIES:

- ❖ DELIVERY OF EXCELLENT EDUCATIONAL PROGRAMMING FOCUSSED ON STUDENT OUTCOMES
- ❖ PROVISION OF ETHICAL LEADERSHIP FOCUSSED ON RELATIONSHIPS AND CONTINUOUS IMPROVEMENT
- ❖ EXEMPLARY MANAGEMENT PRACTISES FOCUSSED ON ALIGNING RESOURCES FOR OPTIMAL RESULTS
- ❖ ENGAGED GOVERNANCE FOCUSSED ON ADVOCACY, ACCOUNTABILITY, AND COMMUNITY PARTNERSHIPS



**THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 60**  
**REGULAR BOARD MEETING**  
**MONDAY, NOVEMBER 20, 2023**  
**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 Presentations/Delegations**

3.1 Reminder of Process (*Attachment*)

**4.0 Election of Board Officers**

4.1 Election of Chairperson – Secretary/Treasurer

4.2 Election of Vice-Chairperson – Chairperson

4.3 Election of Provincial Councillor – Chairperson

4.4 Election of Alternate Provincial Councillor – Chairperson

4.5 Election of BCPSEA Rep – Chairperson

4.6 Election of Alternate BCPSEA Rep – Chairperson

4.7 Notice to Destroy Ballots – Chairperson

**Other Duties**

4.8 Audit Committee Members

4.9 School Liaison Reps

**5.0 Trustee Engagement/Celebrations**

**6.0 Minutes of the Regular Board Meeting, October 16, 2023** (pages 6-13)

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, September 18, 2023** (page 14)

**8.0 Announcements and Reminders**

November 20/21	Elementary Volleyball Tournament		ARYES
November 22/23	Early Dismissal		
November 23-25	BCSTA Trustee Academy		Vancouver
November 24	NID (Parent-Teacher Interviews)		
November 24	Strategic Planning Session (Exempt, Custodian, Bus Drivers, Early Learning)	9:00 – 10:30 a.m.	ARYES
November 28	SUP-PAC Meetings ( <i>Lehmann/Whitton</i> ) (Strategic Planning Session)	11:30 a.m.	DDC
November 30	Strategic Planning Public Open House	6:00 – 8:00 p.m.	ARYES
December 1	District Staff Christmas Dinner & Dance		Pomeroy Hotel
December 4	COTW Meetings	12:30 p.m.	Board Room
December 4	Strategic Planning (Local Governments)	5:00 – 6:30 p.m.	ARYES
December 11	NPAA Christmas Dinner Meeting	5:00 p.m.	Northern Grand
December 18	Board Meetings	5:30 p.m.	Board Room
December 25 to January 5	Christmas Vacation		
January 15	COTW Meetings	12:30 p.m.	Board Room
January 22	Board Meetings	5:30 p.m.	Board Room
January 23	SUP-PAC Meetings ( <i>Snow/Scott-Moncrieff</i> )	12:00 p.m.	Board Room
January 25	BCPSEA AGM		Virtual

**9.0 Senior Staff Reports**

- 9.1 Superintendent's Report (page 15)
- 9.2 Secretary-Treasurer's Report (page 16)

**10.0 Reports of Regular Committee of the Whole Meeting, November 6, 2023 (page 17-18)**

- 10.1 Approval of Minutes
- 10.2 Business Arising  
(*See attached Action Item List for completed and ongoing items*)
- 10.3 Policy Committee (*Attachments*)

Policy 4035 Public Interest Disclosure Act (PIDA)  
Lehmann/  
THAT Policy 4035 Public Interest Disclosure Act (PIDA) be adopted.

Policy 4028 Teachers Professional Development Committee  
Snow/  
THAT Policy 4028 Teachers Professional Development Committee be adopted.

**11.0 Other Reports**

- 11.1 BCSTA – *Trustee Gilliss*
- Virtual Session – January 11 (5:00 – 7:00 p.m.) – Financial & Resource Management
  - Advocacy Report – *Chair Gilbert (Attachment)*
  - Provincial Council Report – *Trustee Snow*
- 11.2 BCPSEA – *Vice-Chair Lehmann*
- BCPSEA Symposium Report Out – *Vice-Chair Lehmann & Trustee Snow*
  - BCPSEA Fall Update #2 (*Attachment*)

11.3 Board Pro-D Committee – *Chair Gilbert*

12.0 **Correspondence**

13.0 **Unfinished Business**

13.1 Strategic Planning

14.0 **New Business**

15.0 **PRNTA Update** – Michele Wiebe, 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**

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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, October 16, 2023  
5:30 p.m.**

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

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

*(Guests/Media)*

Michele Wiebe, PRNTA President  
Deborah Johnson  
Gwen Bourdon



*Regrets:* None

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

**Disclaimer: The definitive documentation and decisions are recorded in the approved meeting minutes**

**Call to Order** Chair Gilbert called the meeting to order at 5:30 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 #115-23

Scott-Moncrieff/Whitton  
THAT the agenda be accepted as presented with the following additions:

**Other Reports - BCSTA**  
Advocacy Day Update

**Unfinished Business**  
NIB Update

CARRIED.

**Presentations/Delegations**

*None*

**Trustee Engagement/Celebrations**

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

Trustee Campbell

- Delivered apples to liaison schools. While delivering at two smaller schools, students asked why I was there and why I didn't just come and visit other times, so I went back at recess another day
- DPAC/SUPAC meeting
- Taylor School Open House
- NIB Meetings in Prince George
- Taylor School Strong Start – very well attended this year because the preschool in Taylor is not running. They would like another day added.

Trustee Gilliss

- *Not present at this time*

Vice-Chair Lehmann

- Delivered apples to liaison schools
- Strategic planning – the kits are coming together...excited about what is happening
- NIB Meetings in Prince George
- DPAC/SUPAC

Trustee Scott-Moncrieff

- Upper Pine run
- Delivered apples to liaison schools. Had a walkthrough at Wonowon School...it was good to see the students and hear about the new middle school program
- Pancake breakfast at Prespatou
- Had conversations with Upper Pine and Buick Creek schools

Trustee Snow

- Elementary Soccer Tournament
- Delivered apples to liaison schools
- Helped serve lunch at Bert Bowes
- Kearney PAC meeting
- NIB Meeting in Prince George
- Visited liaison schools
- Had an impromptu opportunity to speak with some students in their classroom about what we do and answered their questions

Trustee Whitton

- Bert Bowes PAC meeting – great attendance
- Serving lunch to kids at Bert Bowes along with school administration and some members of City Council
- Delivered apples to liaison schools

Chair Gilbert

- DPAC Executive lunch
- Chamber of Commerce AGM –Interesting speaker spoke on trades in Canada
- Terry Fox Run at Baldonnel
- PAC meetings at three liaisons schools

- Delivered apples to liaison schools and touched base with administrators
- CM Finch story walk
- NIB Meeting in Prince George

*Trustee Gilliss joined the meeting @ 5:38 p.m.*

**Minutes of the Regular Board Meeting**

Approval of the Minutes

Motion #116-23 Campbell/Whitton  
 THAT the Regular Meeting Minutes of September 18, 2023 be adopted.  
 CARRIED.

Business Arising from the Minutes

The following business arose from the above noted Minutes:  
*None*

**Approval of Excerpts**

Motion #117-23 Scott-Moncrieff/Whitton  
 THAT the excerpts from the June 19, 2023 In Camera Meeting Minutes be approved and appended to these Regular Meeting Minutes.  
 CARRIED.

**Announcements & Reminders**

October 19	BCSTA Advocacy Day		Victoria
October 20	NID Day (Pro-D Provincial)		
October 20/21	BCSTA Provincial Council		Vancouver
October 24	SUP-PAC Meetings ( <i>Snow/Scott-Moncrieff</i> )	12:00 p.m.	Board Room
November 2/3	BCPSEA Symposium		Vancouver
November 6	COTW Meetings	12:30 p.m.	Board Room
November 6	NPAA Meeting	5:00 p.m.	Dr. Kearney
November 13	Remembrance Day		
November 20	Board Meetings	5:30 p.m.	Board Room
November 20/21	Elementary Volleyball Tournament		ARYES
November 22/23	Early Dismissal		
November 23-25	BCSTA Trustee Academy		Vancouver
November 24	NID (Parent-Teacher Interviews)		
November 28	SUP-PAC Meetings ( <i>Lehmann/Whitton</i> )	12:00 p.m.	Board Room
December 1	District Staff Christmas Dinner & Dance		Pomeroy Hotel
December 4	COTW Meetings	12:30 p.m.	Board Room
December 8	NPAA Meeting	5:00 p.m.	TBD
December 18	Board Meetings	5:30 p.m.	Board Room
December 25 to January 5	Christmas Vacation		

**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**

- Report was presented and questions from trustees answered

**Community Coaches**

- See motion below

**Out of District Field Trips**

- See motion below

Motion #118-23

Snow/Lehmann

THAT the Board accept the Superintendent's Report with the exception of Community Coaches and Out of District Field Trips

CARRIED.

Motion #119-23

Campbell/Snow

THAT the Board of Education accept the Community Coaches as presented.

CARRIED.

Motion #120-23

Snow/Scott-Moncrieff

THAT the Board of Education accept the Out of District Field Trips as presented.

CARRIED.

Secretary-Treasurer's Report

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

**Finance Report to September 30, 2023**

- Reviewed and answered questions from trustees
- Provided clarification that the "Other Professional" line item is made up of 12 month employees and that 25% is on target
- Superintendent - Offshore Tuition – our target is 50 FTE and we're getting close
- Ministry of Education Grant – funded minimally over the summer and then it increases over October and November
- Enrollment – 6,010 was projected and we're coming in very close to that

**ACTION:** Secretary-Treasurer to provide more detailed information in regards to enrollment once the 1701 results are in

- Food Grants are reported as a Special Purpose Fund and won't show up in the Operating Financial Report
- Alberta Students – has the money been received? Secretary-Treasurer – not yet, once 1701 is done, we can then invoice for those students

**Hudson's Hope Childcare Update**

- YMCA will be using sharing the current Strong Start space at Hudson's Hope School to run a Before and After School Care program. Strong Start will continue to use the space during the school day

- Secretary-Treasurer – in this current climate, best use of space is a shared space and most cost effective
- Waiting for the license from Northern Health to be granted and then hoping to start up by the end of the October. Northern Health has not historically done two licenses for one space but they are moving forward with it; it's something new for them to facilitate
- Trustee Gilliss – why is the YMCA managing instead of district staff? Secretary-Treasurer – the YMCA has ability to find staffing within the community, whereas we don't at this time
- Superintendent – in regards to licensing timelines, this could be a question or advocacy piece as this is a conversation going on around the province
- Discussion around the potential length of the contract and whether we would staff it with district staff in the future and provide opportunity for additional hours for current staff
- **ACTION:** The Secretary-Treasurer will get back to the Board on the length of contract once that information is available
- Discussion is ongoing on in the Hudson's Hope community for additional childcare options

**Human Resources Summary Report**

- For information purposes

Motion #121-23

Whitton/Lehmann

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

**Reports of Regular Committee of the Whole Meeting**

Approval of the Minutes – October 3, 2023

Motion #122-23

Campbell/Snow

THAT the Board accept the Regular Committee of the Whole minutes of October 3, 2023 and its recommendations

CARRIED.

Business Arising from the Minutes

The following business arose from the above noted Minutes:

*None*

Policy Committee

**Policy 4035 Public Interest Disclosure Act (PIDA)**

Motion #123-23

Lehmann/

That a Notice of Motion be issued for Policy 4035 Public Interest Disclosure Act (PIDA).

CARRIED.

**Policy 4028 Teachers Professional Development Committee**

Motion #124-23

Snow/

That a Notice of Motion be issued for Policy 4028 Teachers Professional Development Committee.

CARRIED.

## Other Reports

### **BCSTA**

#### Virtual Orientations – Planning for Student Success (November 16)

#### NEW – Advocacy Day Update

- Chair Gilbert is attending this week in Victoria
- Focus & key asks (*Attachment*)
- BCSTA has committed to include a focus on issues for northern districts

### **BCPSEA**

#### Symposium Agenda

- Trustees Snow and Whitton will be attending and will be reporting back to the Board
- Chair Gilbert – would like to hear back on the breakout session on Governance for Trustees – Panel Discussion, as our Board will be doing something similar at the Trustee Academy in November
- Trustee Campbell – they've included a lot of Pro-D this year, which is good to see after it being less the last couple of years

### **Board Pro-D Committee**

## Correspondence

### **Down Syndrome BC Letter**

- For information purposes to build understanding of the needs of different groups

### **Minister Rachna Singh to Mayor Lilia Hansen - Letter**

- The Mayor met with the Education Minister at the UBCM conference and then the Minister responded back to her
- Trustee Lehmann – it is good for the City to advocate for schools, but wondering about the details of the conversation
- Chair Gilbert – don't know what her asks were when she was speaking on behalf of the district
- Trustee Gilliss – feel it's a case of everyone doing their part to advocate for the needs of their communities
- Superintendent – it would be good for the Board to meet with the City and other surround districts to discuss what is happening is currently happening in our district
- It was suggested that Chair Gilbert contact the Mayor to have a conversation  
**ACTION:** Chair Gilbert will reach out to the Mayor to discuss the contents of the letter and provide more information

## Unfinished Business

The following unfinished business arose from the previous meeting minutes:

### **Strategic Planning**

- Urban Matters has created engagement kits geared towards students
- Thursday, November 30 is the tentative date for the Open House
- Staff workshops will also be planned for the next few weeks
- The committee will look at the kits and make plans to meet with the schools

- Urban Matters is also putting together an online survey for those who can't attend meetings
- By November 30, would like to see "all hands on deck". Want to make it meaningful engagement. With the kit, we can offer public meetings in other locations as well. Perhaps trustees can pair up with district staff to go out to other locations

### **NIB Update**

- Four trustees attended the joint meeting with the NW
- Vice-Chair Lehmann – felt it was worthwhile. Lee Brain spoke about Advocacy...focus on one big priority rather than many little ones. There were a couple of presentations on Accessibility in regards to the Accessibility Act requirements.
- Superintendent – we have an Accessibility committee in place, which is requirement #1  
**ACTION:** The Superintendent will continue to follow up on what we are doing in the area of Accessibility...this is a three-year process
- Trustee Campbell – was good to have both branches there (NE & NW). Feel we are on the same page in a few different areas (ie. media campaign, communications, etc.)  
**ACTION:** Chair Gilbert will forward the report once it's available and will help with future advocacy
- Trustee Snow – toured the new Shas Ti Kelly Road School...it was very impressive. It appeared attendance at the NIB from other districts was low
- Trustee Campbell – they talked about "smudging"...wherever you are from, you use a different material. What do we use here?  
 Trustee Whitton – there is no smudging here, however they burn different things to ward off viruses, etc. Some other traditions have evolved over time
- Chair Gilbert – it was discussed that the BCSTA Learning Series will potentially be moved to a one-day meeting for the whole region on May 4, 2024. Inquiry is being made as to why the change from more area meetings in the past.

### **New Business**

#### **Remembrance Day Ceremony – Trustee Representation**

- District of Taylor – Trustee Scott-Moncrieff will attend with Trustee Campbell potentially joining if she is able, due to health reasons
- District of Hudson's Hope – Trustee Gilliss (will need to confirm) or Chair Gilbert
- City of Fort St. John – Trustee Whitton and Chair Gilbert (if not at Hudson's Hope ceremony)

#### **PRNTA Update – Michele Wiebe, President**

- Pleased to see Board Policy 4028 is being reviewed as it hasn't been since 2012, which was my last year as Pro-D Chair. Thank you.

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

*Not present*

**District Parent Advisory Council (DPAC) Report – President**  
*Not present*

**Questions from Press/Public**

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

Deborah Johnson: Has Northern Health always issued licenses for BASC, daycare, etc. and not the City of Fort St. John? Secretary-Treasurer – that’s correct. The City issues business licenses.

**Suspension & Move into In-Camera Meeting**

Motion #25-23

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

CARRIED.

Motion #26-23

Snow/Whitton  
THAT the Board resume the Regular Meeting and those Motions made In Camera be brought forward for implementation.

CARRIED.

**Adjournment**

Motion #27-23

Campbell/Snow  
THAT the meeting be adjourned. (7:41 p.m.)

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\_\_\_\_\_  
HELEN GILBERT, CHAIR,  
BOARD OF EDUCATION

\_\_\_\_\_  
ANGELA TELFORD,  
SECRETARY-TREASURER

**EXCERPTS  
FROM THE SEPTEMBER 18, 2023  
“IN CAMERA” MEETING MINUTES**

*The meeting was called to order and the In-camera Meeting Minutes, June 19, 2023 were read and adopted.*

**2022-2023 “Draft” Financial Statements**

**Business Arising**

- NPSS Audit
- OPS – Safe Injection Site Questions

**Superintendent’s Report**

Items discussed and reported included:

- None

**Secretary-Treasurer’s Report**

Items discussed and reported included:

- Labour Management Meeting Minutes – September 13, 2023

**Other Reports**

- BCSTA
- BCPSEA
- COTW Discussion Topics

**Correspondence**

*None*

**Unfinished Business**

- NEW - Board Evaluation

**New Business**

- Staff Appreciation Day
- NEW – SOGI March

**REGULAR MEETING****REPORT TO THE****BOARD OF SCHOOL TRUSTEES****FROM THE SUPERINTENDENT OF SCHOOLS****Monday, November 20, 2023****Human Resources****1. Human Resources Summary Report for Teachers**

Human Resources Summary Report for Teachers & AO's  
for period of October 13<sup>th</sup> to November 16<sup>th</sup>, 2023

	Personnel Assignments	Leaves of Absence	Admin Appointments	Resignations /Retirements	Reports on Teachers
New assignments	3	2			
Changes to existing	11	9			
Return from leave					
Payout prep					

**Education****1. Superintendent's Report**

<https://togetherwelearn.prn.bc.ca/2023/11/17/superintendents-report-november-2023/>

**2. Community Coaches (Attachment)**

*Recommended Motion:* That the Board of Education accept the Community Coaches as presented.

**3. Out of District Field Trips (Attachment)**

*Recommended Motion:* That the Board of Education accept the Out of District Field Trips as presented.

Respectfully submitted

Stephen Petrucci, EdD  
Superintendent of Schools

**REPORT TO THE  
BOARD OF EDUCATION  
FROM THE SECRETARY-TREASURER  
Monday, November 20, 2023  
REGULAR MEETING**

**Operations**

- 1. **Finance Update to October 31, 2023 (Attachment)**
- 2. **Enrollment Update 2023/2024**

**Human Resources**

- 1. **Human Resources Support Staff Summary**

Human Resources Summary Report for Support Staff  
*For period of October 11<sup>th</sup>, 2023 to November 16<sup>th</sup>, 2023*

	Personnel Assignments	Leaves of Absence	Resignations
New assignments	16	6	4
Changes to existing	13		
Return from leave	1		
Layoff			
Retirements			
Termination			

Angela Telford,  
Secretary-Treasurer



**SCHOOL DISTRICT #60 (PEACE RIVER NORTH)  
COMMITTEE OF THE WHOLE  
“REGULAR” MEETING MINUTES**

MONDAY, NOVEMBER 6, 2023  
1:30 P.M.

**Present:** Helen Gilbert, Chair, Board of Education  
Madeleine Lehmann, Vice-Chair  
Ida Campbell, Trustee  
Nicole Gilliss, Trustee  
David Scott-Moncrieff, Trustee  
Bill Snow, Trustee  
Thomas Whitton, Trustee

Stephen Petrucci, Superintendent  
Angela Telford, Secretary-Treasurer  
Leah Reimer, Executive Assistant

**Media/Guests:**

**Regrets:** Michele Wiebe, PRNTA President  
Jennie Copeland, CUPE President

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## Education

### Education Update

*Stephen Petrucci, Superintendent*

### Framework Presentations

#### **Inclusive Education**

*Keith MacGillivray, Learning Services Principal*

- Presented and answered questions from trustees

#### **Energetic Learning Centre**

*Lori Coulter, Vice-Principal*

- Presented and answered questions from trustees

#### **North Peace Secondary School**

*Todd Koponyas, Administrator*

- Presented and answered questions from trustees

*\* David Scott-Moncrieff – left the meeting at 3:35 p.m.*

#### **Hudson’s Hope School**

*Derrek Beam, Administrator*

- Presented and answered questions from trustees

## Operations

### **Operations Report (Attachment)**

*Angela Telford, Secretary-Treasurer*

- Architect RFP – trying to post on BC Bid but there is a new process that we are navigating
- SWIS moving to a Robert Ogilvie portable - all of their offices will be there. This will give them a location to bring families in with meeting spaces and offices. Available evenings as well.
- Buses – we had ordered four buses, which were due by March 2023. We've received three of those now and waiting on the last one from last year's order. I've extended the funding until the end of December 2023, but we most likely will not get the last remaining bus by then.
- Custodial – change to the summer scheduling unfortunately did not work out. Found that the custodians did their heavy cleaning first and then had to come back and re-do it after Technology and Facilities personnel were in working on projects. It's not causing any distress, so will go back to the previous way.



**BOARD OF EDUCATION**  
School District No. 60  
(Peace River North)

1000 Governance

**1003 School Board Meeting Delegations**

Adopted: 1998-12-09  
Revised: 2012-02; 2021-06  
Reviewed: 2021-05

Reference:

**Policy**

Public delegations may address the Board, in accordance with the following guidelines/principles.

**Guidelines/Principles**

- A group or individual wishing to speak to the Board shall submit a request addressed to the Secretary-Treasurer so that it is received at least 2 weeks prior to the Board meeting at which the party wishes to appear. This request will be in writing and will contain an outline of the matter to be presented, any accompanying materials, and the name(s) of the spokesperson(s). A form will be provided for this purpose through the Secretary-Treasurer's office
- Matters pertaining to personnel issues, individual students, or parent complaints will not be addressed by public delegation but rather through the District complaints process and finally through the appeals process pursuant to Section 11 of the School Act.
- The Chairperson, or in the absence of the Chairperson, the Vice-Chairperson, in consultation with the Superintendent and/or the Secretary-Treasurer, shall decide whether the request will be granted. In the case of a refusal, the applicant may appeal to the Board in writing.
- Presentations will be limited to 10 minutes with 5 minutes allocated for questions and remarks.
- All remarks and questions, whether from delegates or Trustees, shall be directed through the Board Chairperson. Such remarks and questions shall be pertinent to the topic described in the initial request to appear.
- The Board will generally reserve a decision on a response to the matter raised by a delegation, until the next Board meeting. If action results, the delegation will be advised by the Board.



**BOARD OF EDUCATION**  
School District No. 60  
(Peace River North)

**SCHOOL BOARD MEETINGS – DELEGATIONS**  
**Policy 1003**  
**Required Information**

1. **Topic of Delegation:** \_\_\_\_\_

2. **Name of Group or Individual:** \_\_\_\_\_

3. **Contact Information:**

Mailing address: \_\_\_\_\_

Home Phone Number: \_\_\_\_\_

Work Phone Number: \_\_\_\_\_

Email: \_\_\_\_\_

4. **Name of Presenter:** \_\_\_\_\_

5. **Attached slides/handouts:** \_\_\_\_\_

6. **Technology Requirements:** \_\_\_\_\_

7. **Summary of Presentation:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

REGULAR - October 16, 2023					Unfinished	
Meeting Date	Meeting	Topic	Action Item/Recommendation	Assigned to:	Business	Completed
May 7/21	COTW	Finance Consultation - Standing Comm	Research where our funding percentage expenditures are in comparison to "like" districts	Angela	x	
Oct 4/21	COTW	Facilities Review - FCI Update	Provide more detailed information in regards to the FCI report	Angela	x	
Sept 12/22	Board	ST Report - Surplus Appropriation	Provide board with a more detailed summary	Angela	x	
May 23/23	Board	BASC Update	Bring forward to a Policy Committee Mtg re: communication & registration details	Leah	Dec 4/23	
May 23/23	Board	Mtg w/ MLFN re: TLE & Cameron Lake	Investigate the process of communication and with who (MLFN/MIRR/Canada)	Helen	x	
Sept 18/23	Board	Trustee Engagement	Board Chair to bring back a report from the Good Neighbour Meetings to a COTW meeting	Helen	x	
Sept 18/23	Board	Trustee Engagement	Board Chair to bring ToR from Rural & Remote Working Group to a future meeting	Helen	x	
Sept 18/23	Board	Reports of COTW	ST to look into a possible walkway for the parking lot at Central School	Angela	x	
Oct 3/23	COTW	Community Coaches	Follow up with the Board's questions/concerns regard Community Coach protocols	Stephen	x	
Oct 16/23	Board	ST Report - Finance Report	Provide up to date enrollment information once 1701 results are available	Angela		Nov 20/23
Oct 16/23	Board	Correspondence - Minister/Mayor Ltr	Chair to reach out to the Mayor regarding the letter	Helen		x
Oct 16/23	Board	Unfinished Business - NIB Update	Forward NIB report to trustees once it's available	Helen	x	
<b>Completed</b>						
Dec 12/22	Board	Business Arising - Audit Committee	Bring back Policy 1011 & ToR to a future meeting	Angela		Feb 6/23
Feb 6/23	COTW	NEW - Special Regular Board Mtg	Reschedule to February 13, 2023 @ 1:00 w/ Zoom option to ratify CUPE MoA	Leah		x
Dec 12/22	Board	Business Arising - Trustee Crim Checks	Look into other policies around the province & bring back for further discussion	Angela		Feb 6/23
Feb 6/23	COTW	Operations Report	Helen to draft a letter to Dawson Road Maintenance/MoT re: road conditions	Helen		x
Jan 23/23	Board	Superintendent's Report	Proposed Three Year Calendar on March 13 Regular Agenda	Leah		Mar 13/23
Feb 21/23	Board	Business Arising - K-12 Reporting	Provide trustees with support document referenced by Jarrod Bell	Stephen		x
Feb 21/23	Board	Supt Report - Comm Coaches/PoR	Provide more detailed info regarding Community Coaches and PoR	Leah		x
Feb 21/23	Board	New Business - Recording Reg Mtgs	Include disclaimer in minutes and Board Chair script	Leah		x
Feb 21/23	Board	Supt Report - French Immersion Week	Draft a letter and organize a picture to be presented by Trustee Whitton	Helen		x
Mar 13/23	Board	Announcements & Reminders	Science Fair details will be sent out to Trustees once finalized	Helen		x
Mar 13/23	Board	Proposed Three Year Calendar	Look into whether those whose provided feedback have been responded to	Stephen		x
Feb 6/23	COTW	Framework Presentations	Sup't & ST to discuss communication options between schools and trustees	Stephen/Leah		x
Feb 21/23	Board	Business Arising - K-12 Reporting	Summarize key speaking points as it comes out and bring draft to the Board Chair	Stephen		Apr 24/23
Mar 13/23	Board	Announcements & Reminders	Confirm Science Fair details & send out to trustees	Helen		x
Mar 13/23	Board	New Business - SD60 Overdose Respon	Look into current policies, processes, practices in regards to drug prevention and education in our district and bring back to the Board	Stephen		Apr 24/23
Mar 13/23	Board	ST Report - Standing Finance Committee	Register to do an oral presentation & bring back to April 24 Board mtg for topic discussion	Helen		Apr 24/23
Mar 13/23	Board	New Business - SD 60 Overdose Respon	Communicate with colleagues through the BCSTA HUB to see if there are other districts dealing with safe injections sites near their schools	Helen		x
Mar 13/23	Board	New Business - SD 60 Overdose Respon	Connect with colleagues to of any injections sites in their districts have had any problems since the injection site has opened	Helen		x
Mar 13/23	Board	New Business - SD 60 Overdose Respon	Draft a letter inquiring around their processes in regards to communication and how these decisions are made in regards to choosing a location for a safe injection site	Helen		x
Apr 24/23	Board	Other Reports - Board Pro-D	Bring forward registration information re: CSBA to the May 8 COTW Meeting	Leah		May 8/23
Feb 21/23	Board	Policy Committee	Send out Policy 5005 for Notice of Motion & bring to May 23 Board Meeting for adoption	Leah		May 23/23
Mar 13/23	Board	Questions from Public & Press	Draft a letter & bring back to trustees for review; check process for sharing publicly	Helen		May 23/23
May 8/23	COTW	CSBA Congress	Chair to do a final confirmation of any trustees wanting to attend	Helen		May 23/23

May 8/23	Board	Board of Trustees Meeting Schedule	Board to provide any additional feedback and bring back to the May Board Meeting	Leah		May 23/23
Apr 24/23	Board	Correspondence - Vision Screening Ltd	Bring forward more information to a future board meeting	Stephen		June 5/23
Apr 24/23	Board	Business Arising/Standing Committee	Trustee forward other topics; Board Chair/ST to put together a presentation for submission	Helen		June
May 23/23	Board	BCSTA - AGM Report Out	Student Voice ideas (ie. attend FESL, Education Committee rep, etc.)	Helen		x
Mar 13/23	Board	Other Report - Board Pro-D	Form a working committee to review the Strategic Plan	Helen		x
Apr 24/23	Board	ST Report/Finance Update	Look into details re: post COVID expenses & potentially add to Standing Comm presentation	Angela		x
Apr 24/23	Board	ST Report/Food Security Grant	Bring forward allotment of funds update to a future Board Meeting	Angela		Sept 18/23
June 19/23	Board	Other Reports - BCPSEA	Trustees to look at the Symposium agenda and bring to next meeting to confirm attendance	Leah		x
June 19/23	Board	Unfinished Business - Standing Committe	Helen to send presentation to additional contacts suggested	Helen		x
June 19/23	Board	Unfinished Business - Standing Committe	Helen to meet with Stephen & follow up with Mike Starchuk's questions	Helen		x
June 19/23	Board	Unfinished Business - K Vision Screening	Helen to send letter to Dr. Jong requesting follow up, when it becomes available	Helen		x
June 19/23	Board	2023-2024 Annual Budget	Budget Snapshot - change wording to "enrolling teachers"	Angela		x
June 5/23	Policy Comm		Bring forward Policies 4024, 1002 and 4027 for Notice of Motion	Leah		June 19/23
Sept 18/23	Board	Superintendent's Report	Investigate details of current LOP's in regards to location	Stephen		x
Sept 18/23	Board	Superintendent's Report	Further discussion on parameters of Community Coaches at October 3 COTW meeting	Stephen		Oct 3/23
Sept 18/23	Board	Minor Capital Plan	ST to investigate HVAC controls regarding Hudson's Hope School	Angela		x
Sept 18/23	Board	Trustee Engagement	Board Chair to bring the Annual Work Plan draft back to a future meeting	Helen		Oct 16/23
Oct 3/23	COTW	Board Annual Work Plan	Send out to trustees for feedback and bring back to the next I.C board meeting	Helen		Oct 16/23
Oct 16/23	Board	Unfinished Business - NIB Update	Continue to follow up with Accessibility Committee and update the Board	Stephen		Sep 18/23
Oct 16/23	Board	Unfinished Business - HH Childcare	Bring back length of YMCA contract to the Board	Angela		x

# 2023-2024 Community Coaches

*for BOARD APPROVAL – November 20<sup>th</sup>, 2023*

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School / Department	Name of Coach	Coaching
NPSS	Alandra Herring	Jr Basketball
	Tawnya Copes	Sr Basketball
	Chance Ross	Jr Basketball
	Chaste Cunningham	Jr Basketball
	Mark Knoppers	Sr Basketball

\* special approval of all five (5)  
NPSS coaches by Superintendent  
on November 16, 2023

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Mr. Brian Campbell  
District Principal of Careers and International Education  
10112-105 Avenue  
Fort St. John, British Columbia  
Canada V1J 4S4

Dear Mr. Campbell,

I am writing this letter for your consideration and conceptual approval of an international trip I would like to plan and organize for my students at Prespatou School.

My proposed trip would take place in New York City, March 21 - 26, 2024. I would offer this trip to my students in Grade 10 and above, also making it available to the Grade 12 students who will have graduated by that time. Tentative costs are as follows:

Flight (FSJ to NY with layovers in Vancouver and Toronto)	\$1250/person
Hotel (TRYP by Wyndham)	\$450/person
(These above costs are fixed and reserved through a travel agent)	
NY Sightseeing pass	\$330 approx
Food	\$300 approx
Insurance	\$300 approx
<u>Shopping/Souvenirs</u>	<u>at parent discretion</u>
Total	\$2630 approx

Specific curricular objectives that I would link to this trip include the following:

SS10: Canadian autonomy/relationship with the US  
Canadian identity

SS11: Understanding diversity and complexity in one culture enhances understanding in others  
Decision making in urban planning requires balancing political, economic, social, and environmental factors.

My tentative program/itinerary is as follows:

- March 21st arrive NYC later in the evening, once settled in hotel, go to Top of the Rock to take in first views of the city
- March 22nd
  - Morning go to 9/11 memorial grounds - view the monuments there, visit the museum (*learning activities - photo journals, written journals, written reflections, potential to create their own memorial once returned to classroom*)
  - Afternoon catch ferry to Ellis Island - view Statue of Liberty, visit immigration museum (*learning activities - reflect on impact of immigration, think about their own families journey to Canada*)
  - Evening visit Times Square - just to soak in the atmosphere. Potential to reflect on urban planning, but this is more for experiencing what a big city has to offer



- March 23rd
  - Morning go to Empire State Building - view from the top, and also visit the museum that is located within. (*learning activities - photo journals, reflections on urban planning and how skyscrapers changed landscape, also the technical aspects of building one*)
  - Afternoon go to the MET - spend some time wandering the museum, taking in the sights. (*learning activities - there will easily be a way to incorporate the visit into the curricular objectives, I just need to do a bit more research on what is in the museum itself*)
  - Evening wander through Little Italy/Chinatown - enjoy the sites, enjoy the different cuisines, enjoy the culture. (*learning activities - reflections on the culture/food, reflections on cultural diversity*)
  
- March 24th
  - Full Day Hop On Hop Off Bus Tour - a great way to see all of New York, while also making stops where we want. (*learning activities - adding to photo journal, written reflections*)
  - Evening - (optional) Broadway Show. For those who have the funds and want to, go to a Broadway show. For those who don't, either revisit Times Square, or plan something else (this is dependent on who can do what)
  
- March 25th
  - Morning go to Brooklyn via Brooklyn Bridge - explore the DUMBO area (*learning activities - photo journal, reflection on diversity, culture, urban planning*)
  - Afternoon and Evening - decide at the time, it is our last day there, so want to leave it open for things they want to do. Maybe visit Central Park, maybe revisit an area, maybe another walking tour
  
- March 26th
  - Return flight home

I have already done some preliminary research and preparation for this trip. I have contacted a travel agent and secured the flights and the hotels, and once we have the go ahead, I will be able to secure the insurance through the agent as well. As far as the sites to visit, I've done a lot of research into the city sightseeing passes that are available, and I think that is the best way to go. It provides several options and great discounts, and makes it much easier to plan. I have also done research into the subway passes, and believe this is the most economical way to get around.

As far as celebrating post-trip, it will be easy enough to secure some time at the school to share what we did. Using the ideas that you gave me at our last meeting, I would arrange a Science Fair type "exhibition" where staff/students/community could go around and view photos, talk to the students, etc. I would also open this up to the district, so that trustees, or board office staff could attend.

For an evaluation of the field trip, I would simply ask students to do a final reflection. Things that worked, things that didn't, that type of thing. And for sharing, I am happy to share that feedback with whoever needs it.

In conclusion, I think this is a great opportunity for Prespatou students. Not many of them get the chance to travel, and by providing this for them now, I hope to bring a little more diversity and a little more open mindedness into their world views. Thank-you for your consideration, and I am happy to discuss any of these points in further detail with you.





H. Hope

Sharon Schell <sschell@prn.bc.ca>

Re: Out of District Trip

Oct 19-21, 2023

1 message

Stephen Petrucci <spetrucci@prn.bc.ca>  
To: Derrek Beam <dbeam@prn.bc.ca>  
Cc: Sharon Schell <sschell@prn.bc.ca>

Tue, Oct 17, 2023 at 8:34 AM

Ok - approved,  
Stephen

On Tue, Oct 17, 2023 at 8:26 AM Derrek Beam <dbeam@prn.bc.ca> wrote:  
Hi Stephen;

We've just worked out the details for this trip.

Senior Girls Volleyball	Oct 19/21	Duchess Park School, Prince George	Roxanne Beebe Jason Naisby	Volleyball Tournament in Prince George. Coach - Roxanne Beebe Chaperone - Jason Naisby
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Derrek Beam  
Principal,  
Hudson's Hope School  
School District #60 - Peace River North  
Phone 250-783-9994  
Fax 250-783-5465  
"The greatest gift to give in this era is your time"

--  
Dr. Stephen Petrucci  
Superintendent/CEO  
<https://togetherwelearn.prn.bc.ca/>  
School District 60, Peace River North  
10112-105 Ave  
V1J 4S4  
250 262 6017 (office)  
<https://togetherwelearn.prn.bc.ca/>





Derrek Beam <dbeam@prn.bc.ca>  
To: Stephen Petrucci <spetrucci@prn.bc.ca>  
Cc: Sharon Schell <sshell@prn.bc.ca>

Tue, Oct 31, 2023 at 9:05 AM

<b>Sports/Activity &amp; Grade/Team:</b>	<b>Dates of Travel</b>	<b>Destination</b>	<b>Transportation</b>	<b>Description of Activities:</b> (names of chaperones, dates & description of activities) <b>Description of Sports:</b> (name of coach, chaperones & locations)
Senior Girls Volleyball	Depart Nov 3 7:00am  Returning Nov 4 in the evening.	DP Todd School, Prince George	Roxanne Beebe Trevor Beswick private vehicles	Volleyball Tournament in Prince George. 9 players Staying at Super 8 Coach – Roxanne Beebe Chaperone – Trevor Beswick

[Quoted text hidden]

\* special approval by Supr  
- Oct. 31/23 -



Volleyball Trip to Chetwynd Inbox

Hudson's Hope



**Derrek Beam**

to Stephen, me, Roxanne

1:58 PM (20 minutes ago)

Nov. 16, 2023

Hi Stephen;

Our Senior Girls have their final volleyball trip of the season coming up this weekend. They won't be staying overnight, but rather driving back and forth (so to Chetwynd and back on Friday, then again on Saturday). All drivers have crim checks/driver's abstract/volunteer driver's forms.

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)
Senior Girls Volleyball	Nov 17/18, 2023	Chetwynd Secondary School	Roxanne Beebe Jason Naisby (Friday) Robin Stuber (Saturday)	Volleyball Tournament in Chetwynd. Coach - Roxanne Beebe Chaperone - Jason Naisby/Robin Stuber

Derrek Beam  
Principal,  
Hudson's Hope School  
School District #60 - Peace River North  
Phone 250-783-9994  
Fax 250-783-5465

"The greatest gift to give in this era is your time"



**Stephen Petrucci**

Approved, Stephen

2:10 PM (7 minutes ago)

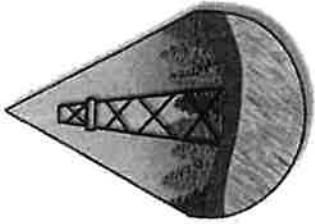
Nov. 16, 2023





# SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

## OUT-OF-DISTRICT SPORTS / FIELD TRIPS SEPTEMBER TO DECEMBER 2023 ONLY FOR BOARD APPROVAL



### SCHOOL: NORTH PEACE SECONDARY 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)
Cross country provincials	Nov. 4, 2023	Vancouver	Plane and rental car	<p>Jaclyn McNicol and Students Austin MacGregor, Griffin McCue, Adam Dick would like to travel via Plane on November 4th, leaving FSJ at 6am and returning on November 4th at 11pm. Upon arrival in Vancouver, we would be renting a vehicle (Jaclyn's driver's abstract and paper work is already at the district office from the UFV trip). Jaclyn would drive to the site, then they would race, and then they would head back to Vancouver airport to come home.</p> <p>Griffin McCue would like to stay longer with his family. His parents would fill out a letter of permission prior to leaving so that his aunt or uncle can pick him up. He would be coming home at a different time.</p> <p>Additionally, Isabelle Bojczuk is also competing at Provincials but will be in the care of her parents and not traveling with us; however Jaclyn would be her designated coach at provincials. This is the most cost efficient way to get there.</p>

\* special approval by Supit  
- Oct. 23/23 -



# SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)



## OUT-OF-DISTRICT SPORTS / FIELD TRIPS

### SEPTEMBER TO DECEMBER 2023 ONLY

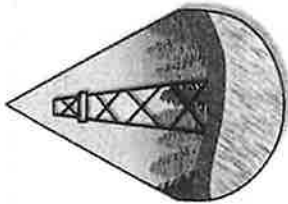
#### FOR BOARD APPROVAL

**SCHOOL: ARYES**

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)
ARYES Intermediate Class Field Trip to Bear Mountain Wind Park in Dawson Creek	November 1st, 2023.	Bear Mountain Wind Park in Dawson Creek	School Bus	<ul style="list-style-type: none"> <li>- November 1<sup>st</sup> 2023</li> <li>- 3 classes attending</li> <li>- Chaperones – Jason English, Emily MacPherson, Jesse McGowan, 6 parents</li> <li>- At the Wind Farm, students will get to learn about renewable resources, simple machines in action, as well as motion and forces.</li> <li>- We also have the opportunity to stop at the Bear Mountain Wind Park office in Dawson Creek, where there is a solar system display on the roof. As space is part of the grade 6 curriculum this would be beneficial to them.</li> </ul> <p><i>* special approval by Superintendent – Oct 20, 2023</i></p>



**SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)**



**OUT-OF-DISTRICT SPORTS / FIELD TRIPS  
SEPTEMBER TO DECEMBER 2023 ONLY  
FOR BOARD APPROVAL**

**NORTH PEACE SECONDARY SCHOOL**

**SCHOOL:** \_\_\_\_\_

<b>Sports/Activity &amp; Grade/Team:</b>	<b>Dates of Travel</b>	<b>Destination</b>	<b>Transportation</b>	<b>Description of Activities:</b> (names of chaperones, dates & description of activities)  <b>Description of Sports:</b> (name of coach, chaperones & locations)
Soccer Provincials- Gr 10-12	11/21/2023-11/26/2023	Burnaby, BC	School Bus	TTOC required: 1/2 day, 2 full days Staff Coach: Radley Brown Non-Staff: Dan Turner, Radley Brown Travel via bus to Quesnel night one, travel to Burnaby until Saturday afternoon, Travel back to Quesnel stay 1 night and back in Fort St. John on Sunday. 20 Students
Boys Volleyball Provincials- Gr. 11 & 12. (If qualify)	11/28/2023-12/2/2023	Vacouver Island- Victoria	Flight and rental vehicles or public transit	TTOC required- 3-4 days Staff Coach: Mackenzie Uskiw Non- Staff: Darrin Snider (CRC being done)  Travel into Victoria, stay at a hotel, travel back to FSJ Games at Oak Bay Secondary 12 Students

Girls volleyball Provincials- Gr. 11 & 12	11/29/2023- 12/3/2023	Surrey, BC	Flight and rental vehicles or transit	No TTOC required Staff Coach: Alexandra Basso Non Staff: Kathryn Rutherford, Potentially a Parent with CRC check Provincials is in Surrey at two different schools 25 minutes apart- Games at Seaquam Secondary and South Delta Secondary 12 students
Sr Basketball Tournament Grade 11-12	12/1/2023- 12/2/2023	Grande Prairie, AB	School Bus	TTOC required Staff Coach: Jaclyn McNicol Non- Staff: Ryan Galay, Tre Lopinsky Tournament at NWP 24 students attending
Jr. Basketball Gr. 10	12/8/2023- 12/9/2023	Prince George, BC	School bus	TTOC Required Teacher sponsor: Carter Merwin, Female to be determine  Coaches: Ben Rauscher, Pam Sandberg, Alandra Herring( pending CRC), Blake Stevens-Flemming, Chance Ross(pending CRC), Chaste Cunningham (pending CRC)  Duchess park and STKR  24 students
Basketball play dates	12/15/2023- 12/16/2023	Dawson Creek	School Bus	No TTOC Required Staff Coaches: Jaclyn McNicol Non-Staff: Ryan Galay, Tre Lopinsky, Robert McClelland School: DCSS 24 students



*WPS*

Sharon Schell <sschell@prn.bc.ca>

**Re: field trip dates change**

1 message

**Stephen Petrucci** <spetrucci@prn.bc.ca>  
To: Krista Peregoodoff <kperegoodoff@prn.bc.ca>  
Cc: Sharon Schell <sschell@prn.bc.ca>

Tue, Oct 31, 2023 at 2:44 PM

Approved,

I've cc'd Sharon as well - thanks,  
Stephen

On Tue, Oct 31, 2023 at 2:43 PM Krista Peregoodoff <kperegoodoff@prn.bc.ca> wrote:

Hi Stephen,  
Hope you're having a nice day. Jaclyn would like approval for a date change for the Junior girls Volleyball trip. The trip was to occur on November 9/10, but now has changed to November 16-17. Thanks so much for your consideration.  
Krista

Krista Peregoodoff  
Vice-Principal  
North Peace Secondary School  
(250) 785-4429

*date change only.*

---  
Dr. Stephen Petrucci  
Superintendent/CEO  
<https://togetherwelearn.prn.bc.ca/>  
School District 60, Peace River North  
10112-105 Ave  
V1J 4S4  
250 262 6017 (office)  
<https://togetherwelearn.prn.bc.ca/>







**School District #60**

**Operating Financial Report - July 1 2023 to October 31, 2023**

Operating Revenue	2023/24		% of budget received	# of Months	Explanations
	Actual	Preliminary Budget			
Ministry of Education Grants	\$ 16,529,174	\$ 79,800,837	20.7%	12	Lower than expected - should be approx 33%
Provincial Grants - School Age Therapy	\$ 40,506	\$ 127,502	31.8%	12	On Track - should be approx. 33% YTD
Offshore Tuition	\$ 86,547	\$ 743,513	11.6%	10	Offshore Tuition recognized each month
Alberta Students, DL, 3rd Party Billings	\$ -	\$ 85,000	0.0%	10	Waiting on Peace River School District for transportation rates before invoicing.
LEA Revenue		-\$ 976,903	0.0%		Billed in December & March
Miscellaneous Revenue	\$ 17,295	\$ 350,000	4.9%	12	This includes Miscellaneous funds that come into the District. Includes Daycare Rental, Teacherage Rentals, Cameron Lake Rentals & Indigenous Rent
Rentals	\$ 37,015	\$ 116,468	31.8%	12	Interest rates have increased from 4.8% in May to 5.37% in October
Interest	\$ 214,274	\$ 320,000	67.0%	12	
<b>Total Operating Revenue Before LEA Adjustment</b>	<b>\$ 16,924,811</b>	<b>\$80,566,417</b>	<b>21.0%</b>		
LEA Revenue		\$ 976,903			Billed in December & March
<b>Total Operating Revenue</b>	<b>\$16,924,811</b>	<b>\$81,543,320</b>	<b>20.8%</b>		

Operating Expense	Actual	Annual Budget	% of budget expended	# of Months	Explanations
<b>Salaries</b>					
Teachers	6,044,290	30,737,914	19.7%	10	On Track as should be approx. 20% YTD
Principals and Vice-Principals	1,877,549	5,740,998	32.7%	12	On Track as should be approx. 33% YTD
Educational Assistants	1,157,168	6,068,225	19.1%	10	On Track should be approx. 20% YTD
Support Staff	2,431,631	9,560,596	25.4%	10	Higher than expected but 1/2 of our support workers are 12 months per year; should average out by end of calendar year.
Other Professionals	657,364	2,016,017	32.6%	12	On Track as should be approx. 33% YTD
Substitutes (TOC's)	419,215	2,264,888	18.5%	10	On Track should be approx. 20% YTD
<b>Total Salaries</b>	<b>12,587,217</b>	<b>56,388,638</b>	<b>22.3%</b>		
<b>Employee Benefits</b>	<b>2,693,884</b>	<b>13,505,547</b>	<b>19.9%</b>		On Track as should be approx. 20% YTD
<b>Total Salaries and Benefits</b>	<b>\$15,281,101</b>	<b>\$69,894,185</b>	<b>21.9%</b>		
<b>Services and Supplies</b>	<b>2,633,735</b>	<b>11,360,317</b>	<b>23.2%</b>	12	Purchases vary through year
<b>Total Operating Expenses</b>	<b>\$17,914,836</b>	<b>\$81,254,502</b>	<b>22.0%</b>		
<b>Capital Purchases from Operating</b>	<b>\$340,311</b>	<b>\$700,000</b>	<b>48.6%</b>	12	Purchases vary through year
<b>Operating Net Revenue (Expense)</b>	<b>-\$1,330,336</b>	<b>-\$411,182</b>			
<b>Application of Reserves</b>	<b>\$224,833</b>	<b>\$411,182</b>			
Balanced	<b>-\$1,105,503</b>	<b>\$0</b>			

**Notes**

Generally have more expenses than revenue at the start of the year. Revenue doesn't start flowing in at full amounts until November. For example, we received \$7.4 Million in October versus 4.1 Million in September.



**BOARD OF EDUCATION**  
School District No. 60  
(Peace River North)

4000 Personnel

**4035 Public Interest Disclosure Act (PIDA)**

Adopted: 2021-06

Revised:

Reviewed:

Reference:

**Policy**

Purpose

The Board of Education of School District No. 60 (Peace River North) is committed to honesty, integrity, and accountability in its operations, programs, and services and to promoting a culture of openness and transparency. The School District encourages and supports all personnel in bringing forward reports of unlawful acts and acts of wrongdoing in a manner consistent with the provisions of the British Columbia *Public Interest Disclosure Act* (“PIDA”).

The purpose of this Policy and related Procedures is to establish a process, in compliance with the PIDA, for employees and trustees to report, in good faith, wrongful or unlawful conduct without fear of retaliation or reprisal.

Scope of Policy

This Policy applies to alleged wrongdoing related to the School District’s operations or personnel. This Policy does not displace other mechanisms set out in School District Policy for addressing and enforcing standards of conduct, disputes, complaints, or grievances, including issues of discrimination, bullying and harassment, occupational health and safety, or disputes over employment matters or under collective agreements.

**Guidelines/Principles:**

Definitions

In this Policy and the Procedures, the following capitalized terms are defined as indicated:

“**Advice**” means advice that may be requested in respect of making a Disclosure or a complaint about a Reprisal under this Policy or the PIDA;

**“Discloser”** means an Employee or Trustee who makes a Disclosure or seeks Advice or makes a complaint about a Reprisal;

~~“Discloser” means an Employee or Trustee who makes a Disclosure;~~

**“Disclosure”** means a report of Wrongdoing made under this Policy and includes allegations of Wrongdoing received by the School District from the Ombudsperson or another government institution for investigation in accordance with PIDA;

**“Employee”** refers to a past and present employee of the School District;

**“FIPPA”** means the *Freedom of Information and Protection of Privacy Act*, and all regulations thereto;

**“Investigation”** means an investigation undertaken by the School District under this Policy or by the Ombudsperson under the PIDA;

**“Personal Information”** has the same meaning set out in FIPPA, namely “recorded information about an identifiable individual”, and includes any information from which the identity of the Discloser or any person who is accused of Wrongdoing or participates in an Investigation can be deduced or inferred;

**“Personnel”** means Employees and Trustees;

**“PIDA”** means the *Public Interest Disclosure Act* of British Columbia, and all regulations thereto;

**“Procedure”** means the School District’s Administrative Procedure associated with this Policy, as amended;

**“Reprisal”** means the imposition of, and any threat to impose, discipline, demotion, termination or any other act that adversely affects employment or working condition of an Employee or Trustee member of Personnel because they made a Disclosure, sought Advice, made a complaint about a Reprisal or participated in an Investigation;

**“Trustee”** means a past or present member of the School District’s Board of Education; and

**“Wrongdoing”** refers to:

- a. a serious act or omission that, if proven, would constitute an offence under an enactment of British Columbia or Canada;
- b. an act or omission that creates a substantial and specific danger to the life, health or safety of persons, or to the environment, other than a danger that is inherent in the performance of an employee’s duties or functions;
- c. a serious misuse of public funds or public assets;
- d. gross or systematic mismanagement;

- e. knowingly directing or counselling a person to commit any act or omission described in paragraphs (a) to (d) above.

### Statement of Principles

- The School District is committed to supporting ethical conduct in its operations, and seeks to foster a culture in which Employees and Trustees are encouraged to disclose Wrongdoing, including by receiving, investigating and responding to Disclosures and by providing information and training about the PIDA, this Policy and the Procedures.
- The School District will investigate Disclosures that it receives under this Policy. Investigations under this Policy will be carried out in accordance with the principles of procedural fairness and natural justice.
- The School District will not commit or tolerate Reprisals against any Employee or Trustee who, in good faith, makes a request for Advice, makes a Disclosure, participates in an Investigation or makes a complaint under this Policy.
- The School District is committed to protecting the privacy of Disclosers, persons accused of Wrongdoing and those who participate in Investigations in a manner that is consistent with its obligations under the PIDA and FIPPA.

### Privacy and Confidentiality

All Personal Information that the School District collects, uses or shares in the course of receiving or responding to a Disclosure, a request for Advice, a complaint of a Reprisal, or conducting an Investigation will be treated as confidential and will be used and disclosed as described in this Policy, the Procedures, the PIDA or as otherwise permitted or required under FIPPA and other applicable laws.

### Reporting

Each year, the Superintendent shall prepare, in accordance with the requirements of the PIDA, and make available, a report concerning any Disclosures received, Investigations undertaken and findings of Wrongdoing. All reporting under this Policy will be in compliance with the requirements of FIPPA.

### Responsibility

The Superintendent is responsible for the administration of this Policy, and shall ensure that training and instruction is available to all Employees and Trustees concerning this Policy, the Procedures and the PIDA.

In the event that the Superintendent is unable or unavailable to perform their duties under this Policy, the Superintendent may delegate their authority in writing to the Secretary-Treasurer or other senior members of Personnel.



**BOARD OF EDUCATION**  
School District No. 60  
(Peace River North)

4000 Governance

**4028 Teachers – Professional Development Committee**

Adopted: 1986-05

Revised: 2012-06

Reviewed: 2023-10

Reference: [PRNTA Professional Development Committee Policy & Guidelines](#)

**Policy**

~~Defined as educational activities related to teacher development that occur after certification.~~

- ~~• Substitutes and teacher training programs~~
- ~~• Visitations (to classes, schools, district)~~
- ~~• Summer school, short courses, etc. Out-Of-District.~~
- ~~• Workshops (day-week), local and out-of-District~~
- ~~• Speakers (District and for individual schools).~~
- ~~• Extension courses (University) (within-District).~~
- ~~• Travel (out-of-District and within)~~

Broadly speaking, Professional Development includes all activities that teachers engage in during their services, designed to contribute to their improvement and effectiveness of their assignment.

Education in-service, training in-service, growth activities while in service, staff development, and professional growth are all terms used frequently and often interchangeably when referring to the continuing educational activities of professional school personnel.

Professional Development will occur in accordance with the Local and Provincial Collective Agreements.

**Guidelines/Principles:**

The PRNTA policy for Pro-D as revised from time to time will serve as ~~regulations~~ the procedures for this policy.

## **REGULATIONS:**

~~The PRNTA Professional Development Committee believes in the continued professional growth of teachers.~~

~~This will be accomplished by addressing the following priorities:~~

- ~~1. Providing opportunities for individuals to engage in professional growth.~~
- ~~2. Supporting the formation and development of Local Specialist Associations.~~
- ~~3. Supporting district and school-based Professional Development activities through professional development networks and training.~~

## **PROFESSIONAL DEVELOPMENT POLICY AND GUIDELINES**

### **A. THE PROFESSIONAL DEVELOPMENT COMMITTEE AND EXECUTIVE:**

- ~~A1 This Committee operates in accordance with PRNTA Policy and the School District No. 60 Collective Agreement.~~
- ~~A2 The Professional Development Committee shall consist of the elected officers and one representative from each school. This committee shall be known as the Professional Development Committee and will meet regularly to address professional development matters.~~
- ~~A3 There will be four Executive members elected by the PRNTA. So that there may be some continuity on the Committee, Executive members will be elected for two year terms; two Executive members shall be elected at each AGM of the PRNTA. The Chairperson will be selected internally by the Executive.~~
- ~~A4 School representatives shall be elected in June or September by the school staff.~~
- ~~A5 Sub-committees may be founded at the discretion of the Committee.~~
- ~~A6 The PRNTA President is an ex-officio of the Professional Development Committee.~~

~~\_\_\_\_\_ A7 \_\_\_\_\_ A non-voting PRNTA member may be appointed by the Executive Committee to provide financial accountability or other administrative support.~~

~~\_\_\_\_\_ A8 \_\_\_\_\_ One member of the Executive Committee should be a representative member to the District Curriculum Development Steering Committee.~~

**~~B. \_\_\_\_\_ APPLICATION FOR FUNDING:~~**

~~\_\_\_\_\_ B1 \_\_\_\_\_ Prior approval is mandatory for any professional development activity. Without **PRIOR** approval there will be no funding.~~

~~\_\_\_\_\_ B2 \_\_\_\_\_ The Professional Development Executive will process out-of-district conference applications a maximum of four weeks prior to the planned activity.~~

~~\_\_\_\_\_ B3 \_\_\_\_\_ All requests must be made on the Professional Development Application form available in each school.~~

**~~C. \_\_\_\_\_ DISTRIBUTION OF FUNDS:~~**

~~\_\_\_\_\_ C1 \_\_\_\_\_ As a guideline, the main categories will be budgeted in the following manner:~~

~~\_\_\_\_\_ .4 \_\_\_\_\_ to Local Professional Development~~

~~\_\_\_\_\_ .3 \_\_\_\_\_ to Out-of-District Conferences~~

~~\_\_\_\_\_ .3 \_\_\_\_\_ to Courses~~

~~\_\_\_\_\_ \_\_\_\_\_ A maximum funding allocation to allow two participants to attend all PSA Conferences for the year will be set aside at the beginning of each year so that funding requests can be filled for attendance at PSA Conferences throughout the year. Moneys not requested by members for this purpose will be returned to general funds after the date of each conference.~~

~~\_\_\_\_\_ C2 \_\_\_\_\_ Maximum dollar allocation per person per school year (September 1st to August 31st). The maximum approved dollar allocation may not be exceeded.~~

~~\_\_\_\_\_ C3 \_\_\_\_\_ Costs of substitutes, when incurred, shall not be considered part of maximum allocations.~~

~~\_\_\_\_\_ C4 \_\_\_\_\_ Funds allocated in the present school year are charged against the current year.~~

~~\_\_\_\_\_ C5 \_\_\_\_\_ Curriculum implementation is not funded by the Committee.~~

**~~D. \_\_\_\_\_ FINANCE:~~**

~~\_\_\_\_\_ D1 \_\_\_\_\_ The Committee shall, according to School District No. 60 Collective Agreement, "provide a statement to the Board and the Association annually detailing expenditures of this fund and showing that interest earned on this principle amount is used for professional development in the district." This report shall also be presented to the PRNTA's AGM. To this end, the Committee shall maintain a Professional Development account at a local financial institution.~~

~~\_\_\_\_\_ D2 \_\_\_\_\_ As per the Collective Agreement, "the fund and any interest earned is to be administered by the Association's Professional Development Committee and the Director of Instruction~~



~~or his/her appointee. The signing officers shall be the Professional Development Chairperson, the Director of Instruction, and one other member of the Professional Development Executive.~~

~~D3 Full financial records shall be kept, including a list of non-support items.~~

~~**E. LOCAL PROFESSIONAL DEVELOPMENT:**~~

~~E1 The Professional Development Committee will recommend to the Board, through the Superintendent, the date of the district-wide Professional Development Day.~~

~~E2 The district-wide Professional Development Day will be organized by the Professional Development Committee.~~

~~E3 Outside Speakers: Standard Honorarium should have a maximum amount per day. Meals, accommodation and travel expenses are to be paid at BCTF rate of 100%.~~

~~E4 PRNTA Speakers:~~

~~a) District Staff and Itinerant Staff are expected to provide ongoing professional development as part of their role description, without additional support.~~

~~b) Other PRNTA speakers may be offered a token honorarium per session to a maximum per day and the payment of sub costs for 1/2 day release time for workshop preparation.~~

~~E5 Any one person will normally be permitted two individual days for local professional development (i.e. visitation or demonstration lesson). Visitations will normally include the Peace River area (including Peace River North, Fort Nelson, Peace River South, and Grande Prairie) without mileage.~~

~~E6 LSA Support: As a grant to promote LSA's, those submitting written plans for the year's activities, with an Application for Funding form, will be eligible for up to \$100.00 annually. Requests for local professional development sponsored by a LSA will receive additional consideration, separate from requests for group allocations.~~

~~E7 Travel Assistance for an approved activity with School District No. 60 involving more than 50 km. round trip may be applied for at the current rate as per policy.~~

~~Teachers must apply for payment using an Application for Funding form.~~

School	No. of Cars Permitted	Round Trip Distance
Buick Creek	4	142 km
Clearview	3	97 km
Hudson's Hope	6	173 km
Osborn	4	145 km
Prespatou	3	183 km
Upper Halfway	4	245 km
Upper Pine	3	77 km
Wonown	4	177 km

~~F. OUT-OF-DISTRICT CONFERENCES:~~

~~F1 Applications should be received **ONE MONTH PRIOR** to the conference. Applications will not be considered prior to the one month interval or at the Pro-D Executive meeting date closest to this time frame.~~

~~F2 Applicants should attach conference programs to application forms.~~

~~F3 Receipts must be submitted to the Committee prior to reimbursement.~~

~~\_\_\_\_\_ F4 \_\_\_\_\_ Decisions will be based on the following factors:~~

- ~~\_\_\_\_\_ a) \_\_\_\_\_ rationale for attending conference;~~
- ~~\_\_\_\_\_ b) \_\_\_\_\_ overall costs submitted (may be amended by Committee);~~
- ~~\_\_\_\_\_ c) \_\_\_\_\_ other applications;~~
- ~~\_\_\_\_\_ d) \_\_\_\_\_ area of special need (i.e. personal goals, school goals, district goals);~~
- ~~\_\_\_\_\_ e) \_\_\_\_\_ previous support of applicant;~~
- ~~\_\_\_\_\_ f) \_\_\_\_\_ amount of support already given during the current year according to established priorities.~~

~~\_\_\_\_\_ F5 \_\_\_\_\_ For conferences where more than one person applies, a maximum group allocation of \$900.00 may be made.~~

~~\_\_\_\_\_ F6 \_\_\_\_\_ Each LSA may apply for the funding described below; in order to send members to their PSA Conference, once a year:~~

<del>_____ 0 - 20 _____</del>	<del>_____ \$ 1,500 _____</del>
<del>_____ 21 - 40 _____</del>	<del>_____ \$ 2,000 _____</del>
<del>_____ 41 - 60 _____</del>	<del>_____ \$ 2,500 _____</del>
<del>_____ 61 + _____</del>	<del>_____ \$ 3,000 _____</del>

~~\_\_\_\_\_ Full funding to a maximum \$700.00 will be provided for two (2) PRNTA members to attend their PSA conference if they are unable to form a LSA group.~~

~~\_\_\_\_\_ F7 \_\_\_\_\_ Professional Development funding will not include PSA or other membership fees. Per diem rates for accommodation and meals will be at current BCTF rates:~~

~~\_\_\_\_\_ **G. COURSES:** \_\_\_\_\_~~

~~\_\_\_\_\_ G1 \_\_\_\_\_ With approval prior to the beginning of the course(s), teachers will be reimbursed 75% of tuition costs for courses completed.~~

~~\_\_\_\_\_ Claims must be submitted within three (3) months of finishing the course(s), with:~~

- ~~\_\_\_\_\_ a) written notification of course completion, and~~
- ~~\_\_\_\_\_ b) proof of tuition paid.~~

~~\_\_\_\_\_ G2 Payment will only be made to those teaching in School District No. 60 after successful completion.~~

~~\_\_\_\_\_ G3 75% support will be given to BCTF sponsored workshops endorsed by the local association and held within the district, i.e. Project Teach.~~

~~\_\_\_\_\_ G4 With prior approval, certified teachers, who are substituting in School District No. 60 and who are members of the PRNTA, are eligible for an education grant of \$25.00 for each one-and-a-half (1 1/2) unit credit course successfully completed, to a maximum of \$75.00 per contract year.~~

#### ~~H. POLICY AND GUIDELINES:~~

~~\_\_\_\_\_ H1 The Professional Development Policy and Guidelines may be reviewed at each year's AGM.~~

#### ~~I. REPORTING:~~

~~\_\_\_\_\_ I1 The Professional Development Committee should report on its activities monthly to the PRNTA executive.~~

#### ~~J. THE ACCOUNTS:~~

~~\_\_\_\_\_ J1 The accounts of the Committee should be audited as of August 31st each year by an external auditor recommended by the Professional Development Committee and approved by the PRNTA Executive at their December meeting. The fiscal year is September 1st to August 31st.~~

#### ~~K. CLAIMS:~~

~~\_\_\_\_\_ K1 Advances may be requested for travel expenses and registration fees.~~

~~\_\_\_\_\_ K2 Cheques will be mailed through the School Board mail.~~

~~\_\_\_\_\_ K3 All claims are **INVALID THREE (3) MONTHS AFTER COMPLETION OF ACTIVITY.** Invalidated claims may be appealed upon application in writing to the Professional Development Committee citing reasons and circumstances.~~

~~———— K4 ———— Procedures to follow:~~

~~———— In the event plans are canceled after prior approval has been received, the Professional Development Committee should be notified immediately.~~

~~———— K5 ———— Economizer rates should be utilized wherever possible.~~

~~———— K6 ———— Educational Leave: Subject to prior approval, teachers on leave of absence will be reimbursed for education courses, (as per the guidelines), upon returning to a teaching position in School District No. 60.~~

**~~L. ———— RELEASE TIME:~~**

~~———— L1 ———— Ten (10) release days should be made available to the Professional Development Committee and allocated at the discretion of the Chairperson.~~

**~~M. ———— FUND DEPLETION:~~**

~~———— M1 ———— Members of the PRNTA will be notified through the executive when funds for the fiscal year have been depleted. The PRNTA has the option to contribute additional funding.~~

Star on items that are good information related to advocacy.

# ADVOCACY DAY

## Tips & Advice

### QUESTION PERIOD

Bring your photo ID, and business cards. You will need to check your coat and any electronic devices before question period.

### PICTURES

Take pictures when appropriate and share any photos with BCSTA's team by tagging us on X or Facebook.

### ✦ WHO'S WHO

Know your audience and what they can and can't do for you: minister, MLA, government or opposition. Frame your asks accordingly.

### TITLES

✦ Address ministers by their titles. Some will introduce themselves with their first name; follow their lead. An appropriate title for all ministers is "Minister [Last Name]." No need to include "honourable."

### ✦ INTRODUCTIONS

Introduce yourself and BCSTA. Don't assume they know who you are, even if you've met before. MLAs often have misconceptions about organizations. Don't be afraid to ask how familiar they are with boards of education in B.C.

### ✦ TALKING

Focus on the senior person in the room, but include everyone. Staff play an important role in shaping MLAs opinions and are often tasked with follow-up. Expect that MLAs may be unprepared. Have a 30 second, two minute and 10 minute pitch for each issue and be flexible sharing them. You are the expert on your community. You know your district issues and needs best.

### ✦ CONTEXT

Be aware of how current events and competing issues can influence your asks. Scan the news to assess what else they are dealing with. Pay attention to any commitments made and share the info with BCSTA staff for tracking and follow-up.

### MINGLE

Today is all about building relationships and getting to know your MLA and other B.C. decision makers better. An important part of today is letting MLAs know who we are and the important role elected boards of education play in B.C.'s public education system. Feel free to move from your branch area if your MLA is not present or there are other MLAs you want to talk to or conversations you'd like to join.

ADVOCACY DAY

TIPS & ADVICE

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THE

ADVOCACY

DAY

2014

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ADVOCACY

DAY

2014

DISTRICT	MLAS	CONSTITUENCY	BRANCH	RESPONSIBILITY
Abbotsford	Hon. Pam Alexis	Abbotsford-Mission	Fraser Valley	Minister of Agriculture and Food
Abbotsford	Bruce Banman	Abbotsford South	Fraser Valley	Critic for Emergency Management, Climate Readiness and Citizens' Services
Abbotsford	Michael de Jong, K.C.	Abbotsford West	Fraser Valley	Critic, Attorney General
Arrow Lakes	Hon. Katrine Conroy	Kootenay West	Kootenay Boundary	Minister of Finance and the Minister Responsible for the Columbia Basin Trust, Columbia Power Corporation and the Columbia River Treaty / Treasury Board Chair
Boundary	Roly Russell	Boundary-Similkameen	Kootenay Boundary	Parliamentary Secretary for Rural Development to the Minister of Housing
Bulkley Valley	Hon. Nathan Cullen	Stikine <i>Stikine</i>	North West	Minister of Water, Land and Resource Stewardship
Burnaby	Hon. Anne Kang	Burnaby-Deer Lake	Metropolitan	Minister of Municipal Affairs
Burnaby	Hon. Raj Chouhan	Burnaby-Edmonds	Metropolitan	Speaker of the Legislative Assembly
Burnaby	Katrina Chen	Burnaby-Lougheed	Metropolitan	
Burnaby	Janet Routledge	Burnaby North	Metropolitan	Parliamentary Secretary for Labour
Campbell River	Michele Babchuk	North Island	Vancouver Island	Deputy Government Whip
Cariboo-Chilcotin	Lorne Doerkson	Cariboo Chilcotin	Northern Interior	Official Opposition Caucus Chair and Shadow Minister for Water, Land and Resource Stewardship and Rural Development
Cariboo-Chilcotin	Coralee Oakes	Cariboo North	Northern Interior	Critic, Advanced Education
Central Coast	Jennifer Rice	North Coast	Northern Interior	Parliamentary Secretary for Rural Health
Central Okanagan	Norm Letnick	Kelowna-Lake Country	Thompson Okanagan	Critic, Children and Family Development
Central Okanagan	Renee Merrifield	Kelowna-Mission	Thompson Okanagan	Shadow Minister for Environment & Climate Change, Technology & Innovation
Central Okanagan	Ben Stewart	Kelowna West	Thompson Okanagan	Shadow Minister for Tourism and Trade
Central Okanagan	Dan Ashton	Penticton	Thompson Okanagan	Shadow Minister for Municipal Affairs
Chilliwack	Hon. Dan Coulter	Chilliwack	Fraser Valley	Minister of State for Infrastructure and Transit
Chilliwack	Kelli Paddon	Chilliwack-Kent	Fraser Valley	Parliamentary Secretary for Gender Equity
Coast Mountains	Ellis Ross	Skeena	Northern Interior	Shadow Minister for Energy and LNG
Coast Mountains	Hon. Nathan Cullen	Stikine	Northern Interior	Minister of Water, Land and Resource Stewardship



Comox Valley	Ronna-Rae Leonard	Courtenay-Comox	Vancouver Island	Deputy Chair of the Committee of the Whole
Coquitlam	Fin Donnelly	Coquitlam-Burke Mountain	Metropolitan	Parliamentary Secretary for Watershed Restoration
Coquitlam	Hon. Selina Robinson	Coquitlam-Maillardville	Metropolitan	Minister of Post-Secondary Education and Future Skills
Coquitlam	Hon. Mike Farnworth	Port Coquitlam	Metropolitan	Minister of Public Safety and Solicitor General and Deputy Premier
Coquitlam	Rick Glumac	Port Moody-Coquitlam	Metropolitan	Deputy Chair of the Select Standing Committee on Public Accounts
Cowichan Valley	Sonia Furstenau	Cowichan Valley	Vancouver Island	Leader of the BC Green Party
Cowichan Valley	Ravi Parmar	Langford-Juan de Fuca	Vancouver Island	
Cowichan Valley	Doug Routley	Nanaimo-North Cowichan	Vancouver Island	Parliamentary Secretary for Forests
Delta	Hon. Ravi Kahlon	Delta North	Metropolitan	Minister of Housing
Delta	Ian Paton	Delta South	Metropolitan	Critic, Agriculture and Food
Fort Nelson	Dan Davies	Peace River North	Northern Interior	Critic Social Development and Poverty Reduction
Fraser-Cascade	Kelli Paddon	Chilliwack-Kent	Fraser Valley	Parliamentary Secretary for Gender Equity
Fraser-Cascade	Jackie Tegart	Fraser-Nicola	Fraser Valley	Assistant Deputy Speaker
Gold Trail	Jackie Tegart	Fraser-Nicola	Thompson Okanagan	Assistant Deputy Speaker
Greater Victoria	Hon. Mitzi Dean	Esquimalt-Mechosin	Vancouver Island	Minister of Children and Family Development
Greater Victoria	Hon. Murray Rankin, K.C.	Oak Bay-Gordon Head	Vancouver Island	Minister of Indigenous Relations and Reconciliation / Treasury Board
Greater Victoria	Hon. Lana Popham	Saanich South	Vancouver Island	Minister of Tourism, Arts, Culture and Sport / Treasury Board
Greater Victoria	Hon. Grace Lore	Victoria-Beacon Hill	Vancouver Island	Minister of State for Child Care
Greater Victoria	Hon. Rob Fleming	Victoria-Swan Lake	Vancouver Island	Minister of Transportation and Infrastructure
Gulf Islands	Adam Olsen	Saanich North and the Islands	Vancouver Island	House Leader, BC Green Party
Haida Gwaii	Jennifer Rice	North Coast	North West	Parliamentary Secretary for Rural Health
Kamloops-Thompson	Jackie Tegart	Fraser-Nicola	Thompson Okanagan	Assistant Deputy Speaker
Kamloops-Thompson	Peter Milobar	Kamloops-North Thompson	Thompson Okanagan	Critic, Finance
Kamloops-Thompson	Todd Stone	Kamloops-South Thompson	Thompson Okanagan	Official Opposition Leader and critic for Jobs, Small Business & Economic Development

Kootenay Lake Kootenay-Columbia	Hon. Katrine Conroy	Kootenay West	Kootenay Boundary	Minister of Finance and the Minister Responsible for the Columbia Basin Trust, Columbia Power Corporation and the Columbia River Treaty / Treasury Board Chair
Kootenay Lake	Brittney Anderson	Nelson Creston	Kootenay Boundary	Parliamentary Secretary for Tourism to the Minister of Tourism, Arts, Culture and Sport and the Premier's Special Advisor on Youth / Treasury Board
Langley	Hon. Andrew Mercier	Langley	Metropolitan	Minister of State for Workforce Development / Treasury Board
Langley	Megan Dykeman	Langley-East	Metropolitan	Parliamentary Secretary for Community Development and Non-Profits to the Minister of Social Development and Poverty Reduction
Maple Ridge-Pitt Meadows	Bob D'Eith, K.C.	Maple Ridge-Mission	Fraser Valley	Parliamentary Secretary for Arts and Film / Treasury Board
Maple Ridge-Pitt Meadows	Hon. Lisa Beare	Maple Ridge-Pitt Meadows	Fraser Valley	Minister of Citizens' Services
Mission	Bob D'Eith	Maple Ridge-Mission	Fraser Valley	Parliamentary Secretary for Arts and Film / Treasury Board
Mission	Hon. Pam Alexis	Abbotsford Mission	Fraser Valley	Minister of Agriculture and Food
Nanaimo-Ladysmith	Hon. Sheila Malcolmson	Nanaimo	Vancouver Island	Minister of Social Development and Poverty Reduction
Nanaimo-Ladysmith	Doug Routley	Nanaimo-North Cowichan	Vancouver Island	Parliamentary Secretary for Forests
Nanaimo-Ladysmith	Adam Walker	Parksville-Qualicum	Vancouver Island	Parliamentary Secretary for the Sustainable Economy
Nechako Lakes	John Rustad	Nechako Lakes	Northern Interior	
New Westminster	Hon. Jennifer Whiteside	New Westminster	Metropolitan	Minister of Mental Health and Addictions / Treasury Board Vice-Chair
Nicola-Similkameen	Jackie Tegart	Fraser-Nicola	Thompson Okanagan	Assistant Deputy Speaker
Nisga'a	Ellis Ross	Skeena	North West	Critic, Energy and LNG
North Okanagan-Shuswap	Gregory Kylo	Shuswap	Thompson Okanagan	Critic, Labour and Skills Training
North Vancouver	Hon. Bowinn Ma	North Vancouver-Lonsdale	Metropolitan	Minister of Emergency Management and Climate Readiness
North Vancouver	Susie Chant	North Vancouver-Seymour	Metropolitan	Parliamentary Secretary for Accessibility
North Vancouver	Karin Kirkpatrick	West Vancouver-Capilano	Metropolitan	Critic, Housing, Childcare, Autism & Accessibility, Gender Equity & Inclusion

Okanagan Similkameen	Roly Russell	Boundary-Similkameen	Thompson Okanagan	Parliamentary Secretary for Rural Development to the Minister of Housing
Okanagan Skaha	Roly Russell	Boundary-Similkameen	Thompson Okanagan	Parliamentary Secretary for Rural Development to the Minister of Housing
Okanagan Skaha	Dan Ashton	Penticton	Thompson Okanagan	Critic, Municipal Affairs
Pacific Rim	Hon. Josie Osborne	Mid Island-Pacific Rim	Vancouver Island	Minister of Energy, Mines and Low Carbon Innovation / Treasury Board
Peace River North	Dan Davies	Peace River North	Northern Interior	Critic, Social Development and Poverty Reduction
Peace River South	Mike Bernier	Peace River South	Northern Interior	Critic Minister for Forests
Powell River	Nicholas Simons	Powel River-Sunshine Coast	South Coast	
Prince George	Mike Morris	Prince George-Mackenzie	Northern Interior	Critic for Public Safety and Solicitor General
Prince George	Shirley Bond	Prince George-Valemount	Northern Interior	Critic for Health, Seniors Services and Long-Term Care
Prince Rupert	Jennifer Rice	North Coast	North West	Parliamentary Secretary for Rural Health
Qualicum	Hon. Josie Osborne	Mid Island-Pacific Rim	Vancouver Island	Minister of Energy, Mines and Low Carbon Innovation / Treasury Board
Qualicum	Adam Walker	Parksville-Qualicum	Vancouver Island	Parliamentary Secretary for the Sustainable Economy
Quesnel	Coralee Oakes	Cariboo North	Northern Interior	Critic for Advanced Education
Revelstoke	Doug Clovechok	Columbia River-Revelstoke	Thompson Okanagan	Opposition Caucus Whip and critic, Columbia Basin Initiatives
Richmond	Teresa Wat	Richmond North Centre	Metropolitan	Critic, Multiculturalism, Anti-Racism Initiatives, Arts and Culture
Richmond	Aman Singh	Richmond-Queensborough	Metropolitan	Parliamentary Secretary for Environment
Richmond	Henry Yao	Richmond South Centre	Metropolitan	
Richmond	Kelly Greene	Richmond-Steveston	Metropolitan	Parliamentary Secretary for Fisheries and Aquaculture to the Minister of Water, Land and Resource Stewardship
Rocky Mountain	Doug Clovechok	Columbia River-Revelstoke	Kootenay Boundary	Official Opposition Caucus Whip and Shadow Minister for Columbia Basin Initiatives
Saanich	Adam Olsen	Saanich North and the Islands	Vancouver Island	House Leader of the BC Green Party
Saanich	Hon. Lana Popham	Saanich South	Vancouver Island	Minister of Tourism, Arts, Culture and Sport / Treasury Board

Saanich	Hon. Rob Fleming	Victoria-Swan Lake	Vancouver Island	Minister of Transportation and Infrastructure
Sea to Sky	Jordan Sturdy	West Vancouver-Sea to Sky	South Coast	Shadow Minister for BC Ferries, Fisheries and Aquaculture
Sooke	Hon. Mitzi Dean	Esquimalt-Mechosin	Vancouver Island	Minister of Children and Family Development
Sooke	Ravi Parmar	Langford-Juan de Fuca	Vancouver Island	
Southeast Kootenay	Tom Shypitka	Kootenay East	Kootenay Boundary	Critic, Mines and Low Carbon Innovation
Stikine	Hon. Nathan Cullen	Stikine	North West	Minister of Water, Land and Resource Stewardship
Sunshine Coast	Nicholas Simons	Powel River-Sunshine Coast	South Coast	
Surrey	Mike Starchuk	Surrey-Cloverdale	Metropolitan	
Surrey	Hon. Jagrup Brar	Surrey-Fleetwood	Metropolitan	Minister of State for Trade
Surrey	Hon. Rachna Singh	Surrey-Green Timbers	Metropolitan	Minister of Education and Child Care
Surrey	Garry Begg	Surrey-Guildford	Metropolitan	Government Whip
Surrey	Hon. Harry Bains	Surrey-Newton	Metropolitan	Minister of Labour
Surrey	Jinny Sims	Surrey-Panorama	Metropolitan	
Surrey	Elenore Sturko	Surrey South	Metropolitan	Critic, Mental Health, Addiction, Recovery and Education
Surrey	Hon. Bruce Ralston K.C.	Surrey-Whalley	Metropolitan	Minister of Forests / Treasury Board
Surrey	Trevor Halford	Surrey-Whiterock	Metropolitan	Critic, Transportation and Infrastructure, ICBC and Affordability, BC Transit and Sport
Vancouver	Hon. George Heyman	Vancouver-Fairview	Metropolitan	Minister of Environment and Climate Change Strategy / Treasury Board
Vancouver	Hon. Brenda Bailey	Vancouver-False Creek	Metropolitan	Minister of Jobs, Economic Development and Innovation
Vancouver	George Chow	Vancouver-Fraserview	Metropolitan	
Vancouver	Hon. Niki Sharma, K.C.	Vancouver-Hastings	Metropolitan	Attorney General / Treasury Board
Vancouver	Mable Elmore	Vancouver-Kensington	Metropolitan	Parliamentary Secretary for Anti-Racism Initiatives to the Attorney General / Treasury Board
Vancouver	Hon. Adrian Dix	Vancouver-Kingsway	Metropolitan	Minister of Health and Minister Responsible for Francophone Affairs / Treasury Board
Vancouver	Michael Lee	Vancouver-Langara	Metropolitan	Critic, Indigenous Relations and Reconciliation
Vancouver	Joan Phillip	Vancouver-Mount Pleasant	Metropolitan	

Vancouver	Hon. David Eby, K.C.	Vancouver-Point Grey	Metropolitan	Premier and President of Executive Council
Vancouver	Kevin Falcon	Vancouver-Quilchena	Metropolitan	Leader of the Official Opposition
Vancouver	Spencer Chandra Herbert	Vancouver-West End	Metropolitan	Deputy Speaker
Vancouver Island North	Michele Babchuk	North Island	Vancouver Island	Deputy Government Whip
Vancouver Island West	Michele Babchuk	North Island	Vancouver Island	Deputy Government Whip
Vernon	Harwinder Sandhu	Vernon-Monashee	Thompson Okanagan	Parliamentary Secretary for Seniors' Services / Treasury Board
West Vancouver	Karin Kirkpatrick	West Vancouver-Capilano	Metropolitan	Critic, Housing, Childcare, Autism & Accessibility, Gender Equity & Inclusion
West Vancouver	Jordan Sturdy	West Vancouver-Sea to Sky	Metropolitan	Critic, BC Ferries, Fisheries and Aquaculture

Advocacy Meeting Background Information from Meeting with Stephen  
Some information also gathered for Rural and Remote Network Group

Student Outcomes

Questions for Boards

What Specific data measures would help students in your district?

Can you identify illustrative examples from your district?

Who are the at-risk and priority populations in your community?

*Need to help small districts with development of local data system measures. Many small districts do not have internal capacity due to size to develop data dashboard tools that or district has developed. All districts need the capacity to do data extraction that can be immediately viewed in an understandable format.*

*Need to help develop triangulation points so a district has more than one data source*

*Need information for on reserve/off reserve indigenous students, diverse ability, Child and Youth in Care-at risk population*

*ELL data could be a source of information but Ministry would have to develop extraction methods as district doesn't have capacity to connect later performance to ELL students once they are no longer receiving funding. (ELL funding five year window)*

Recruitment and Retention

What specific obstacles to recruitment and retention are you facing in your district?

Can you identify examples of how staffing shortages in your district have negatively impacted student outcomes?

*For recruitment and retention it is important that the right data be looked at. history of chronic shortages*

*Posting information that just looks at the number of applicants to a position is not enough. Need to look at the quality and depth of the applicant pool as well*

*For smaller districts HR capacity can be an obstacle to Recruitment and Retention. District staff have everything else to do and recruitment and retention is taking up a lot of time.*

*-need to be able to nurture locally developed talent*

*-need ongoing systemic support to build capacity in admin structures*

*-higher cost to support northern programs such as AHCOTE needs to be recognized*

*-need to more fully explore micro credentialing and laddering as a means of growing local talent*

*-process for hiring international teachers and putting LOP's in place needs to be streamlined, huge bureaucracy that makes it difficult to get people here. Multiple steps.*

*-Delay and subjectivity around TQS and credentials have people on a lower pay scale for extended periods of time.*

*-non enrolling support-depth of background in non enrolling positions a concern, pulling strong teachers from classrooms into positions and then can't replace them with strong candidates*

*-lack of depth in quality of candidates impacts student outcomes*

*-need strong non enrolling teachers to provide student support and support to staff*

*-depth and ability of support staff and TTOC's factors in retention*

*-shortage of TTOC's, failure to fill adds strain to system, can't offer professional development opportunities to build capacity because of shortage.*

*-Revolving door of TTOC's in a class leads to instability which impacts student achievement*

*-unstable staffing in Remote Schools*

*-once we get teachers here and build their capacity we have made them attractive to other districts and made out migration easier.*



- Hiring Right people a factor in retention
- pre employment incentives

#### Capital and Deferred Maintenance

Is building Maintenance or growth an issue in your district ?

How can you tell the story of how lack of funding for maintenance or lack of capital for new schools has affected student learning?

*As accessibility expectations are increasing will need funding to bring buildings up to expected standard  
Hard to meet climate change goals without building upgrades*

*As numbers of students with diverse needs are increasing all schools need appropriate capacity to deal with diversity*

*-additions needed at middle schools,*

*-state of building in Wonowon has been a factor in attendance, using district funds to add portable to meet the need.*

*Respectfully submitted.  
Helen Gilbert*







# Provincial Advocacy Day

A guide for board chairs

OCTOBER 2023

**BCSTA**

British Columbia  
School Trustees  
Association

# A voice for your community

School trustees are important advocates for their communities. BCSTA has created this kit to help guide you through our first provincial Advocacy Day in Victoria. Board chairs will be meeting with Members of the Legislative Assembly (MLAs) to build relationships with caucus members and their local provincial representative. We hope this guide will help you make the most of your time in Victoria.



# Advocacy Day

On Advocacy Day, board chairs from across B.C. will connect with MLAs at our networking lunch, and learn more about effective advocacy for public education from our guest speaker, Carole James, past BCSTA president and former deputy premier.

This will be a chance to show decision-makers a willingness to work together to solve mutual problems in your community. We hope you will also find opportunities to continue to build on your relationship with your local MLAs throughout the year by sharing district news, visiting your local MLA's constituency office, and inviting your MLA to district events. Monthly district updates are also a good way to grow relationships, and MLAs will appreciate a heads-up on emerging community issues.

Remember: advocacy is a slow process. It takes time, effort and consistency to build the kind of trust that will help you create change.



# What is advocacy?

Advocacy is often confused with activism or lobbying. All three activities seek to create change, but each approach is different.

Activism is active. Activism often includes petitions, letter-writing campaigns, boycotts, rallies and more. Activism is a form of campaigning for change based on direct action.

Advocacy is vocal. Advocacy is about talking, building understanding, and growing relationships over time. While activism can sometimes be adversarial, advocacy comes from a place of partnership and is more often about finding mutual ground and focusing on win-win outcomes.

While lobbying and advocacy are often used interchangeably in casual conversation, there are technical differences between the two. Lobbying is an attempt to directly influence specific legislation through meetings or communications with a politician. Lobbyists are paid to communicate or arrange a meeting for the purposes of lobbying with a public office holder to influence any matters set out in the *Lobbyists Transparency Act*.

Lobbyists in B.C. must register with the Office of the Registrar of Lobbyists of B.C. Registered lobbyists must submit monthly reports about whom they met with and why, which you can view on the registrar's [website](#). There are separate regulations for federal lobbyists.

Effective advocacy is built on a foundation of good relationships, which are built over time, with consistency. Well-nurtured relationships with decision-makers can help you move forward on issues that matter to your district. BCSTA hopes that our first provincial Advocacy Day will be a first step in fostering those relationships and getting to know your local MLA better.

# Reminders

- Don't forget to bring your identification, you'll need it as part of the security check for the public gallery at the legislature when we attend Question Period.
- Notebooks, backpacks, and digital devices will be held by legislative security during Question Period.
- Advocacy Day is all about relationships. Focus on getting to know relevant ministers and your local MLA. Once you've built trust and demonstrated your passion for public education, you can work together to make a difference in your district and in the province.
- Find our agenda [online](#).



# Our asks

By focusing on several shared asks as part of our Advocacy Day, we can streamline conversations and lay a foundation of understanding with MLAs based on current high-priority needs. These actions will open the door to continued conversations focused on your local needs as you develop a relationship with your local MLA.





# Student outcomes

## KEY ASKS

- Improved data collection and tracking for Indigenous students
- Better data for tracking and monitoring the education of children with disabilities, diverse abilities, youth in care, refugees, English Language Learners, at-risk students and priority populations
- Equity of opportunity for rural and remote districts
- Additional resources and funding to implement strategies to improve student outcomes

Improved tracking and reporting of educational outcomes for Indigenous children and youth, students with diverse abilities, youth in care, newcomer refugees and English language learners and other priority population students, are areas of concern for boards of education.

Better tracking, monitoring and stronger accountability and reporting systems would be particularly invaluable when working to improve **student outcomes** among these groups, and we hope the ministry will continue to work with us to improve data tracking and collection.

Indigenous students in B.C. have a 75 per cent school completion rate, compared to a general completion rate of 91 per cent.

While this rate has been increasing over time, there is still much work to be done to close the gap between Indigenous and other learners.

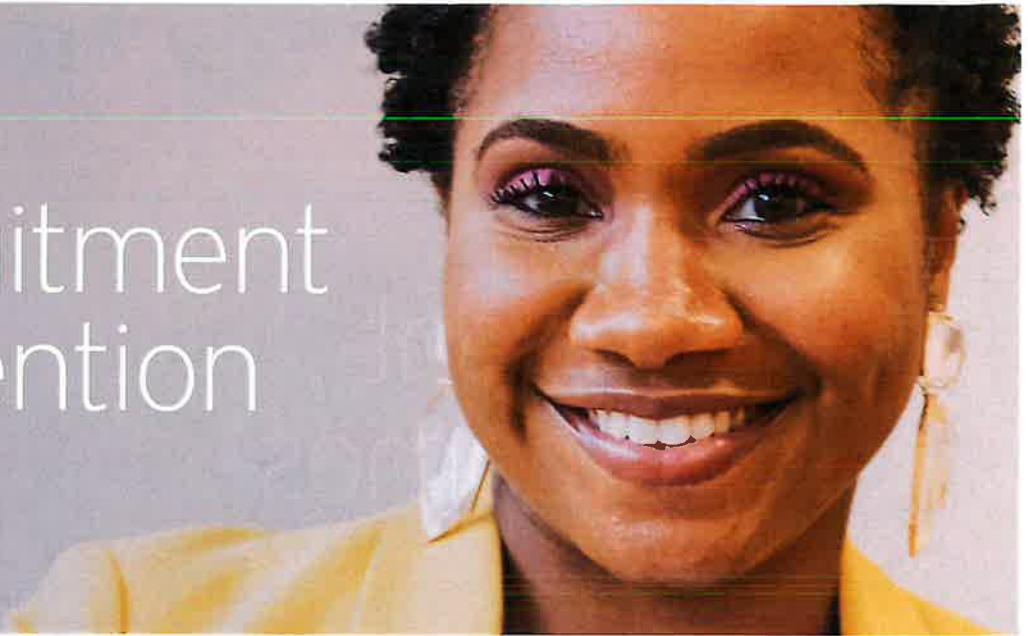
Steps must be taken to improve numeracy and literacy scores. Provincially, BCSTA sees that there are opportunities for growth and this is particularly the case in rural areas. Learning supports and specialized staff are not always readily available in rural communities. Access to post-secondary learning comes at a greater cost for rural students. Equity of both outcomes and opportunities for students in rural, remote and isolated communities is a priority for BCSTA.

## QUESTIONS FOR BOARDS

- What specific data measure would help students in your district?
- Can you identify any illustrative examples from your district?
- Who are the at-risk and priority populations in your community?



# Recruitment & retention



## KEY ASKS

- Incentives for educational staff to work in rural and remote areas
- Expanding loan forgiveness for staff in the public education sector
- Housing affordability and availability

The recruitment and retention of staff has been a challenge for school districts across the province, especially in rural districts. Competing with urban markets is particularly challenging for rural areas looking to recruit long-term staff.

The teacher shortage has led to an unsustainable reliance on uncertified teachers to fill urgent needs. BCSTA has received member [motions](#) that have proposed several strategies the province could introduce to help attract teachers to rural districts. These include offering incentives, such as student loan forgiveness or housing and travel allowances, to encourage employees to work and stay in rural communities long-term.

B.C.'s loan forgiveness program, in particular, could bolster the public education sector employees in the province. BCSTA has asked the province to

expand program eligibility to include all certified teachers working with children at publicly funded schools.

The shortage of education assistants is a challenge province-wide. Recruiting and training education assistants is crucial to ensuring that students with disabilities and diverse abilities receive the in-classroom support they need and deserve.

BCSTA supports [work](#) that can take place with teaching universities to open up additional spaces as well as supporting opportunities to train educators in their communities.

BCSTA is aware that affordable housing availability is a barrier and supports any actions to address this issue.

## QUESTIONS FOR BOARDS

- What specific obstacles to recruitment and retention are you facing in your district?
- Can you identify any examples of how staffing shortages in your district have negatively impacted student outcomes?

# Capital & deferred maintenance



## KEY ASKS

- **Increased Annual Facilities Grants**
- **Funding for maintenance and replacement of aging infrastructure**
- **Funding for new builds and additions required due to growth**
- **Funding for climate adaptations in buildings**
- **Allow boards to carry operating fund contingencies**

Deteriorating school buildings and funding for new buildings are a concern for districts and families across the province.

In 2021, BCSTA produced [The Case for Increased School Life Cycle Funding](#), highlighting the need for funding for deferred maintenance. Unfortunately, this issue has yet to be adequately addressed.

The Annual Facilities Grant (AFG) must be increased by inflation, an amount equivalent to the annual contribution necessary to implement the detailed life cycle plan for new buildings, and a minimum 15 per cent annual “catch up” allocation. There must be clearer transparency around the formula used to determine each district’s allocation.

We have also requested that the Ministry of Education and Child Care, the Ministry of Finance and the Treasury Board discontinue the practice of requiring

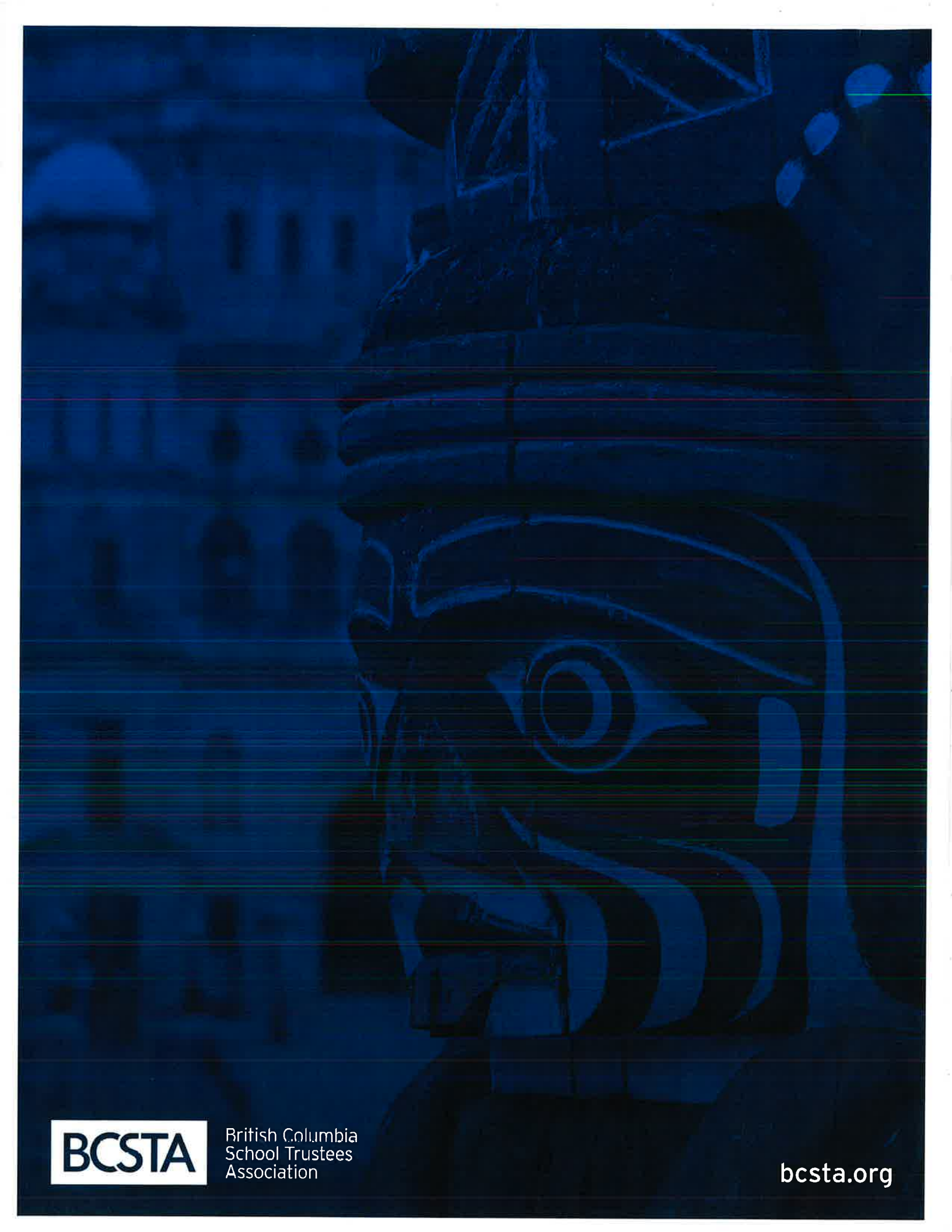
that boards use operating funds towards supported capital projects that should be fully funded by the province. Maintaining contingency allocations or reserves is necessary in order for boards to cover unforeseen, unbudgeted costs and fund local priority initiatives.

Funding for seismic retrofitting remains a priority, with many schools still waiting for seismic upgrades.

Funding is also required in order for districts to implement the energy efficiency upgrades required to meet the energy efficiency standards set out in the government’s CleanBC plan. All capital streams of funding must have a common standard that reflects CleanBC targets along with provincial investment standards.

## QUESTIONS FOR BOARDS

- **Is building maintenance or growth an issue in your district?**
- **How can you tell the story of how a lack of funding for maintenance or a lack of capital for new schools has affected student learning?**



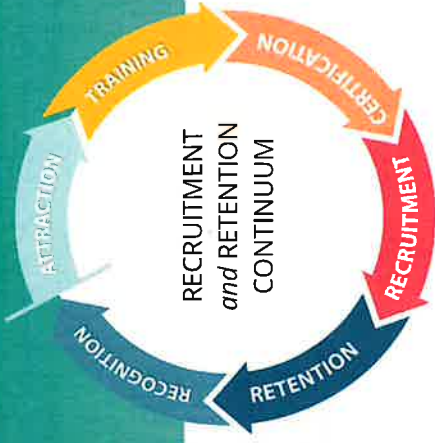
**BCSTA**

British Columbia  
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[bcsta.org](http://bcsta.org)



# Provincial K-12 Workforce Strategy – DRAFT



**Vision** A high-quality and inclusive K-12 education system, delivered by an engaged workforce empowered through rewarding and valued career opportunities.

## Mission

As a sector, collectively support and sustain a stable, qualified, engaged, and respected workforce for the K-12 education system.

## Guiding Principles

- Equity
- Resilience
- Coordination
- Reconciliation
- Adaptability
- Future-oriented

## Focus Areas

### ATTRACT & RETAIN TALENT THROUGH DESIRABLE WORKPLACES & REWARDING CAREERS

*Provide attractive & engaging career options to attract & retain the right people in the right position*

- Workforce diversity
- Sector communication on careers in K-12 education
- High-school exposure to K-12 careers (e.g., dual credits, career education)
- Compensation, incentives & bursaries
- Housing

### OFFER FLEXIBLE, ACCESSIBLE, & ROBUST POST-SECONDARY EDUCATION & CAREER PATHWAYS

*Establish flexible & innovative education pathways & delivery models to fit the needs of current/aspiring staff and respond to sector priorities*

- Pathways for specific occupations & between occupations (e.g., education, micro-credentials, conditional certificates)
- Pathways for internationally educated individuals
- Flexible education programs (e.g., online, in-community)
- Responsive education programs (e.g., number of seats to address supply/demand, preparation of K-12 staff for the school context)

### SUPPORT ADULT WELL-BEING & PROFESSIONAL GROWTH

*Support individuals for growth & success at each stage of their K-12 education career journey*

- Employee well-being
- Onboarding
- Mentorship
- Professional learning (e.g., communities of practices, learning networks)
- Leadership development
- Supports for EAs

### FOSTER CROSS-SECTOR COLLABORATION FOR AN AGILE EDUCATION SYSTEM

*Leverage collaboration to support alignment, create efficiencies, and ensure system responsiveness to emerging priorities*

- Collaboration between positions/districts/stakeholders (e.g., resource sharing)
- Streamlining processes to address workload issues (e.g., tasks taking staff's focus away from students)
- Strategic planning to limit scope creep (e.g., the expanding role of schools beyond the learning agenda)
- Monitoring, adapting to, and anticipating HR needs