
Directions Newsletter Regular Meeting of the Board – April 2016

Human Resources Monitoring Report

Presented by Kyle McIntyre, Deputy Director and Rod Siemens, Human Resources Superintendent

The Department of Human Resources helps provide for the continuous replenishment of talented people within the school division; defines and manages the contract obligations, compensation, benefits, and working conditions of all employees; represents the school division in the collective bargaining process for employee groups represented or professional associations; and is primarily responsible for staff recruitment and works closely with supervisors in matters related to employee supervision, employee discipline, discharge and performance evaluation.

Currently Chinook employs just over 470 (FTE STF) full and part-time teachers and 482 support staff, with a total of 1,123 people. The HR Department bargains and manages four employee agreements, including CUPE, Non Union Support Staff, SEIU-West, and Teacher LINC (Local Interest Negotiating Committee). The department has developed positive relationships with the STF, CUPE and SEIU-West and their representatives.

Our pupil-teacher ratio (PTR) is 12.1, which is over 2 less students per teacher compared to the provincial PTR of 14.4.

A few highlights of the Human Resources activities:

- In Fall 2015, 8 interns from the University of Regina were placed in our schools. We have another 16 teachers presently committed to supporting a teacher intern for the fall of 2016.
- Our Employee Satisfaction and Engagement Committee continues to be active with initiatives throughout the past year, and are focusing on the survey coming up in October 2016.

This year we will have 14 teacher retirements effective June 2016. In addition, so far there are 2 transitioning who will retire by June 2017.

Long service award recognition has been received very well by our employees. We added the categories of 35 years and 40 years last year and we are awarding several long service awards:

Total 10 years....49	Total 20 years....20	Total 25 years....13
Total 30 years....14	Total 35 years....1	Total 40 years....1

Curriculum and Instruction Status Report

Presented by Bob Vavra, Superintendent of Learning and Kathy Robson, Curriculum Coordinator

For literacy, a new plan with a focus on renewal of our Balanced Literacy and a focus on middle years (Saskatchewan Reads) was put into place in the fall of 2015. There was a renewed emphasis of Balanced Literacy in grades K-6, with professional development (PD) sessions and follow up coaching for teachers in grades 3 and 6. PD sessions focused on Saskatchewan Reads and leadership for school administrators.

Two instructional days of PD was delivered for new teachers to provide background and the foundation for Balanced Literacy and Saskatchewan Reads. In addition to this, in order to reduce the loss of instructional time, PD was delivered on one day in August prior to school opening, there were sessions at the teachers Opening Day in August and an on-line module was delivered in place of a PD day.

In 2015-16, the focus of the K-12 Math Momentum initiative maintenance plan has been on the implementation of math interventions. A maintenance plan was also implemented to support new math teachers, that features two coaches and a focus on intervention. PD for new teachers is provided with two system days and personal coaching support in the schools.

In order to support the development of best practices in supporting both literacy and math in kindergarten to grade 2, an Early Years Committee was formed with teachers and student services personnel. The work of this team will set direction and provide Chinook interventions to students that require more than current Levelled Literacy Intervention (LLI) and math interventions.

New High School Science Pathways have been implemented in some schools in grade 12, including Ponteix, Fox Valley, Gull Lake and SCCHS. Curriculum Coordinator, Ed Varjassy, connected with each high school and mapped out implementation plans with most schools. Some pilot schools and schools with alternating schedules decided to go ahead.

A big piece moving forward will be the careers section of the new courses. We are looking at tools such as Sask Careers "My Blueprint" to assist teachers with this component that will be tied into the Student Led Conferences. Chinook is also partnering with Cypress Health to showcase possible careers within the sciences and the Chinook Cyber School is offering courses to assist schools with the new pathways in Physical Science 20 and Health Science 20.

Three Professional Development (PD) Days were provided for teachers to continue to develop effective teaching practices to improve student learning. The subject area teams met or worked within their schools and connected as teams during two of the days, which was received well by schools.

First Nations & Métis Education (FNME) continues to be infused into curriculum. Chinook Dashboards are being used to monitor achievement and growth in Reading, Math, Marks and Attendance.

In the area of Assessment, High School Report Cards are now being shared electronically in some schools, with parent/student access to online gradebooks at pilot schools Shaunavon High School and SCCHS.

The Ministry brought in Early Years Evaluation (EYE) to help divisions identify and plan for early intervention for students, and this was implemented across the Division for the second year in fall 2015. The EYE assesses five domains of early learning closely associated with children's

readiness to learn at school: Awareness of Self and Environment; Social Skills and Approaches to Learning; Cognitive Skills; Language and Communication; and Physical Development. Chinook uses the EYE as a flag for students who are then connected to our own assessments (Early Literacy Assessment) to put in supports for students that need early intervention in literacy and math. This fits into the Early Years Outcome in the sector plan (ESSP).

The Ministry's "Tell Them From Me" generates perceptual data to target school culture and wellness from grade 4-12 students, staff and parents. The focus is on quick wins in connecting with students as school and division benchmarks are developed.

The Ministry has continued to grant extensions for modified courses as they look into a new streamlined process. Locally developed classes would include: Cosmetology 30, Braille 30, Prairie Management and Conservation 20, Content Reading 10, Control Theory 30, EAL A10 , B10, 20 and 30.

Chinook is also creating partnerships with Saskatchewan Polytechnic and Cypress Health Region to provide our students with dual credit opportunities, where students would receive both high school and post-secondary credits. The offerings are still quite limited but will be expanding provincially and we are still working through the funding process for these courses.

In 2014-2015 Chinook utilized three Curriculum Days. Two of these days were school-based for middle years and high school. Grade K-6 focused on Saskatchewan Reads and grades 6-12 focused on Curriculum Renewal. Results and feedback from the days has been very positive and has saved over \$250,000 per year in costs over the traditional model. The turn-around day was again used to deliver school-based PD, with approval from Superintendents of Schools.

The Curriculum and Student Service departments will continue to be blended, in order to develop solid processes for meeting the learning needs of all students. Work will also continue with Student Services teachers to create structures and training to support students with intensive needs, as well as literacy and math intervention. Personnel will continue to work closely with the Ministry to design and implement the new strategic plan in a manner that improves learning for Chinook students; with a focus on reading for 2016-17, writing for 2017-18 and math for 2018-2020.

Financial Status Report

Presented by Rod Quintin, Chief Financial Officer and Sharie Sloman, Controller

Chinook School Division revenues are on target for the 2015-2016 year, with the total revenues at 51% of budget to date. Total expenditures are at 52% of budget to date. All revenues and expenditures are in line with trends from previous years and on track with the plan.