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## **Directions Newsletter** **Regular Meeting of the Board – April 2017**

### **Curriculum and Instruction Status Report**

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

For literacy, a continued focus on renewal of our Balanced Literacy and a focus on middle years (Saskatchewan Reads) was put into place in the fall of 2016. 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 4/5 and 7/8. PD sessions focused on Saskatchewan Reads and leadership for school administrators.

Professional Development for new teachers to provide background and the foundation for Balanced Literacy and Saskatchewan Reads occurred within two instructional days, instead of the original 6 days, in order to reduce costs and the loss of instructional time.

In 2016-17, the focus of the K-12 Math Momentum initiative maintenance plan has been on Guided Math and interventions. Two math coaches provide professional development and in school support through demos, observation and discussions with teachers. Training, coaching and support for teachers in Guided Math, First Steps and intervention is provided through two PD days as well as in-class coaching.

The new High School Science Pathways courses (curriculum) have now been implemented for Physics 30, Chemistry 30 and Biology 30 in all Chinook schools or via Chinook Cyber School. Provincial teacher teams continue to develop and share resources to support the new courses in grades 10 to 12. Provincial development of modified courses for grade 10 and 11 science continues with Science 11 and Health Science 21 now available.

A partnership between Cypress Health Region and Chinook has led to the establishment of School Experiential Education Day (SEED). Cypress Health offers a one day experience for students in Health Science 20 in which students attend a day at the Cypress Health Centre where they are exposed to experts, equipment and facilities, discussing and experiencing several of the outcomes of the course. There are two days offered each semester and there have been approximately 170 students that attended the three days offered this year already.

First Nations & Métis Education (FNME) will continue to be infused into curriculum. Jeff Cappel, who is finishing his Bachelor of Education degree at the University of Saskatchewan, worked with Chinook schools until March. He was able to present information on treaty education, tipi teaching, residential schools and cultural awareness. He also did First Nations crafts with students such as dream catchers as well as traditional First Nations games.

On March 14th, 160 History 30 students and their teachers from SCCHS, MCCS, Maverick, and

Herbert took part in the Truth and Reconciliation Walk the Talk event at Great Plains College. The day was very informative and meaningful with great speakers and Elders sharing their stories, Traditional drummers and a Round Dance including all attendees. Four students from Maple Creek read the Call to Action at Market Square.

In the area of Assessment, High School Report Cards are now being shared electronically (via email) in all Chinook schools, which will include a hard copy in March/April and email only for the June report cards.

Early Years Evaluation (EYE) is a required assessment by the Ministry which was given to all Kindergarten students in Chinook once again this year. Schools use the results to help identify and plan for early intervention for students, and the Early Literacy and Math Intervention resource gives schools direction in planning the intervention.

The Ministry's Our School "Tell Them From Me" generates perceptual data to target school culture and wellness from grade 4-12 students, staff and parents. Implemented in all public schools in November, the focus is on quick wins in connecting with students and giving them a voice as school and division benchmarks are developed.

Chinook has also created 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. At this point, four courses were created locally: Body Systems, Human Growth and Development, Personal Competence and Interpersonal Communication Skills. These courses would go towards the Continuing Care Assistant program.

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 and the Provincial Leadership Team to design and implement the sector's strategic plan in a manner that improves learning for Chinook students; with a focus on writing and engagement for 2017-18, and math for 2018-2020. The department will continue to support the ESSP for graduation rates and the implementation of Sask Careers for Chinook students. There will also be a focus on new and innovative ways to deliver training and Professional Development to teachers to support our initiatives in an effective, cost-effective and time-sensitive manner.

## **Human Resources Monitoring Report**

*Presented by 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 439 (FTE STF) full and part-time teachers and 471 (FTE) support staff, with a total of 910 FTEs. Personnel (salary and benefits) accounts for 71% of Chinook School Division's overall budget.

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.

***A few highlights of the Human Resources activities:***

- In Fall 2016, 9 interns from the University of Regina were placed in our schools. We have another 12 teachers presently committed to supporting a teacher intern for the fall of 2017.
- Our Employee Satisfaction and Engagement Committee continues to be active with initiatives throughout the past year. An employee survey was conducted in October 2016 and the committee provided recommendations to the Board from the results.

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....53	Total 20 years....25	Total 25 years....12
Total 30 years.....4	Total 35 years....5	

**Financial Status Report**

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

Chinook School Division revenues are on target for the 2016-2017 year, with the total revenues at 50.6% of budget to date. Total expenditures are at 51.7% of budget to date. All revenues and expenditures are in line with trends from previous years and on track with the plan.