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## Directions Newsletter

### Regular Meeting of the Board – April 2018

#### Curriculum and Instruction Status Report

*Presented by Bob Vavra, Superintendent of Learning and Kathy Robson, Level 1 Coordinator*

In Literacy, there has been a focus on implementing Writing Strategies based on current research in effective instruction with our teachers. We are also delivering Professional Development for new teachers to provide background and the foundation for Balanced Literacy and Saskatchewan Reads.

In 2017-18 the Math Momentum maintenance phase had an emphasis on training, coaching and support for our 24 new to Guided Math teachers. There has also been training, coaching and support provided at Chinook PD days for SST's in tier 3 K-2 math intervention.

In the area of Curriculum Renewal, the Ministry of Education “Stop/Pause” is over and new curricula will be developed for high school and most courses will be made available in 2019-20. The courses include Coding/Robotics, Financial Literacy, Dance, Drama, Music, and Visual Arts. There are also special project credits/apprenticeship changes due to the Ministry audit, with new policy and supporting documents.

First Nations & Métis Education (FNME) will continue to be infused into curriculum. We continue to work on building relationships with the Nekaneet community and Maple Creek Composite School and Sidney Street School and Elder Helpers have been hired to work with the students and staff in a variety of ways. Staff, students and Division personnel participating in several events throughout the year as well.

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

Assessments are required for Reading in grades 1-3; Writing in grades 4, 7, and 9; and Math in grades 2, 5, and 8. Additionally, “Our School” (Tell Them From Me) was implemented in all public schools for grades 4-12, collecting perceptual data to target school culture and wellness with the goal of connecting with students in giving them a voice.

The Curriculum and Student Service departments will continue to be blended, in order to streamline processes and allow the focus to be on meeting the needs of students. All of curriculum and Student Services is now connected to the Education Sector Strategic Plan in the areas of literacy, math and student engagement. High school career planning has now transitioned to utilizing My Blueprint, which is now implemented in all high schools and connected to Student Learning Conferences. Chinook continues to be provincial leaders in areas including Graduation Rates, Dashboards, Balanced Literacy and Guided Math.

## **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 445.80 (FTE STF) full and part-time teachers and 437.94 (FTE) support staff, with a total of 883.74 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 2017, 14 interns from the University of Regina were placed in our schools. We have another 14 teachers presently committed to supporting a teacher intern for the fall of 2018.
- Our Employee Satisfaction and Engagement Committee continues to be active with initiatives as a result of the latest employee survey and committee recommendations to the Board from the results.

Long service award recognition has been received very well by our employees. We are awarding several long service awards this year:

Total 10 years....45      Total 20 years....25      Total 25 years....9

Total 30 years.....9      Total 35 years.....8

## **Financial Status Report**

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

Chinook School Division revenues are on target for the 2017-2018 year, with the total revenues at 51% of budget to date. Total expenditures are at 56% of budget to date. All revenues and expenditures are in line with trends from previous years and on track with the plan.