

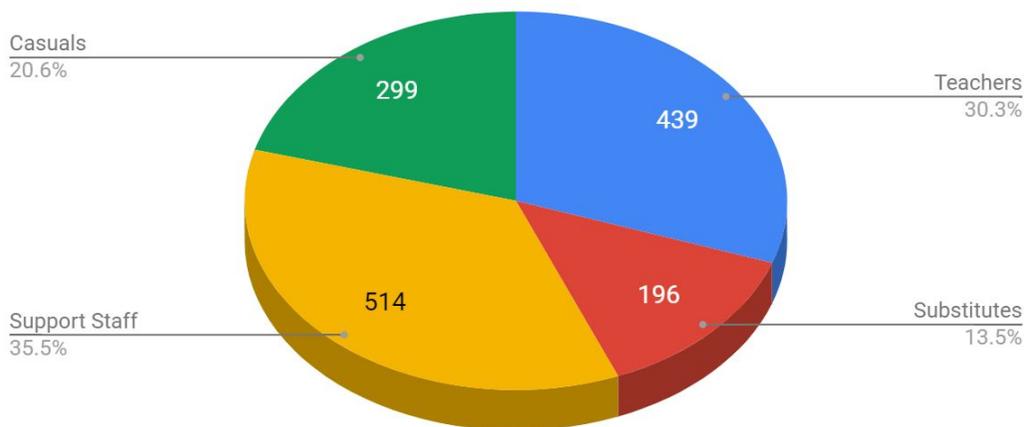
Human Resources Monitoring Report

Ken Garinger, Superintendent of Human Resources

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 439 (406.54 FTE) full and part-time in-scope teachers and 514 (476.86 FTE) Support Staff. Our total number of employees is 953 (883.40 FTE).

TOTAL CONTRACTED AND NON-CONTRACTED STAFF: 1448



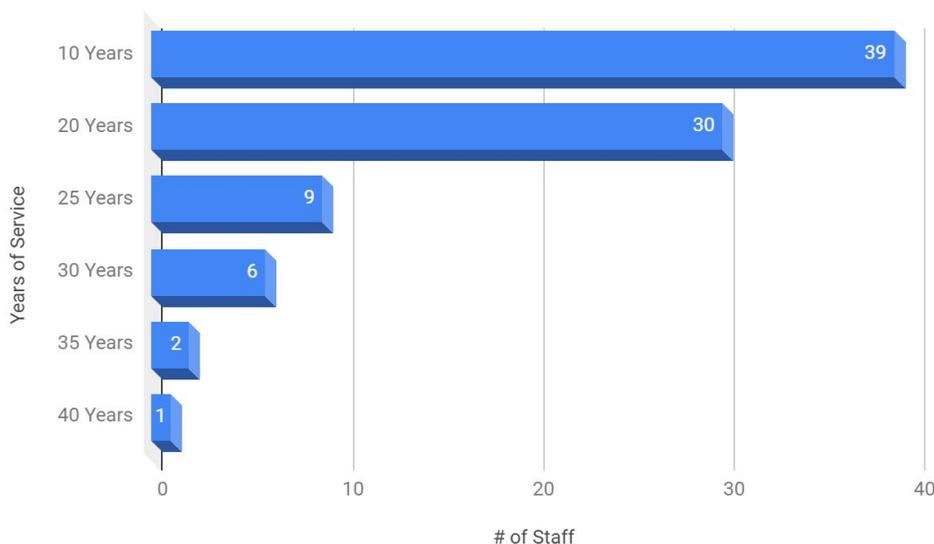
Human Resources Highlights and Celebrations:

- In fall of 2019, 12 interns from the University of Regina were placed in our schools. Another 15 teachers are presently committed to supporting a teacher intern for the fall of 2020.
- One SLP Practicum student from the University of Alberta and one Administrative Assistant practicum student from Great Plains College were placed in the division.
- Chinook personnel attended Career Fairs at both the University of Saskatchewan and the University of Regina to share *Chinook Rocks* with over 100 students from these schools, and attended Medicine Hat College and met with 32 prospective teachers in their Education program (Mount Royal University).

- Division superintendents attended the Career Expo at the Swift Current Comprehensive High School in the fall and spoke to students about careers in Chinook. The theme was: *Chinook - Teaching is One Job - There are several.*
- Chinook continues to enjoy positive relationships with the STF, CUPE and SEIU. Negotiations with CUPE and SEIU-West have been successful this year and HR looks forward to successful negotiations with the Chinook Teachers' Association (CTA).



- Human Resources worked with 23 new teachers to the division and supported them toward a successful first year of teaching through our Year 1 of the Induction and Mentorship program. All of these teachers fulfilled or are fulfilling their contracts.
- Chinook has moved to a new platform for posting positions for both Teachers and Support staff. "Apply to Education" has been a game changer and a successful and positive approach so far. All employees now apply through a very user friendly online application process.
- The bus driver recruitment fair in Leader was successful and all positions available were filled in that area, as well as in Burstall and Cabri.
- This year, 87 long service awards will be awarded to Chinook staff. A new choice-based total rewards system has been implemented where the 20 year recipients receive choices of a duffle bag or messenger bag and the 25 year recipients receive several choices of Chinook watches.



Challenges:

- Personnel (salary and benefits) accounts for 78% of our school division's overall budget;
- The STF sanctions were a challenge, which included the removal of extra curricular activities across the province and a restricted work day for staff. This created the need for Central Office staff to support some of our schools with morning bus supervision (Irwin and SCCHS).
- Teacher positions are presently over formula by 8.24 FTE. This is down 14.47 FTE from last year. We remain overstaffed by government standards. Staffing across the division has become more challenging with our current budget restraints. As well, we have a challenge and a success when it comes to COVID-19 and staffing. We are challenged to meet people in person but have found new and innovative ways of reaching out through online interview processes with video conferencing platforms and teleconferencing.
- Future bargaining will be a challenge with budget constraints and the COVID-19 crisis.

Curriculum and Instruction Status Report

Bob Vavra, Superintendent of Learning

In Literacy, there has been a focus on the maintenance of Balanced Literacy and support for new teachers. We are also delivering Professional Development that is focused on Provincial Writing Assessments in Grades 4, 7 and 9, and follow up coaching with teachers in Kindergarten and Grade 2.

In 2019-20 the Math Momentum maintenance phase has had an emphasis on training, coaching and support for our 20 teachers who are new to Guided Math. At the Chinook PD days in November and February, we had in-class coaching demos and observations of Guided Math components. There are also online PD modules on provincial math assessments in grades 2, 5 and 8.

In the area of Curriculum Renewal, new curricula will be developed for high school by the Ministry of Education. The courses include Coding/Robotics 10, 20, 30; Financial Literacy 20, 30; Dance 10,20,30; Drama 10,20,30; Music 10, 20, 30; Visual Arts 10, 20, 30; Français 10, 20, 30; Law 30; and Psychology 20, 30. PD days are scheduled for later in May for Robotics, Financial Literacy and Visual Arts.

A Chinook Math Audit was conducted by the Provincial Auditor's Office (PAO) that finished in September 2019. This was a very lengthy process with many requests for information not directly connected to Grade Two Math. The report, released earlier this year, indicated that we had very positive results, with no recommendations for improvement!

First Nations & Métis Education (FNME) will continue to be infused into the curriculum. We continue to work on building relationships with the Nekanee community and Maple Creek Composite School and Sidney Street School. Elder Helpers have been hired to work with the students and staff in a variety of ways, and we have resources to support working with teachers to implement Treaty Education.

The Ministry assessments have been cancelled for the 2020 school year. Chinook was on pace to meet all of our goals, including the Early Years Evaluation (EYE), Reading (Grades 1-3), Writing (Grades 4,7, and 9), and Math (Grades 2, 5, and 8).

Our two Engagement coaches support student engagement at the high school level, and are working with a little over half of the teachers at Grades 9-12 on Collaborative Culture and Student Centred Learning. The Behaviour coach supports the rise of extreme behaviour cases across the division and provides in-class support for teachers. There has been very positive feedback and results from the coaching. Chinook's Curriculum and Student Services are integrated within the Department of Learning, in order to streamline processes, increase communication and allow the focus to be on meeting the needs of students.



CLASS SUSPENSIONS EFFECTIVE MARCH 20TH

- All classes in Saskatchewan pre K-12 Schools will be suspended indefinitely, effective March 20th
- For the period of March 16th-19th, pre K-Grade 12 classes will wind down:
 - Parents who are able to keep children home should do so immediately, with no absence or grade impacts
 - Parents with limited childcare options have a window to plan for class suspensions
- These measures also apply to daycares co-located with schools

Stay up-to-date on COVID-19 by visiting www.saskatchewan.ca/coronavirus #COVID19SK

The COVID-19 pandemic and cancellation of in-school classes has created a challenge and many changes in how we operate. We have moved from face-to-face instruction to learning at home with a teacher created, alternate delivery model designed to engage kids and families from a distance. We are supporting teachers with new ways of connecting with students and families. While remaining safe and healthy, our teachers and staff

have been creative, collaborative and student centered. We continue to support students with additional needs, including counselling, special programming, learning supports and nutrition.

The Chinook Learning team has successfully built self-directed and differentiated teacher professional development modules that can be used at school, at home, or with colleagues. They are focused on our learning initiatives and the work of our teachers, with built-in feedback to ensure accountability. Teachers have remarked positively about the many videos, interactive activities, and readings that are part of these packages.

There will continue to be a focus on new and innovative ways to deliver training and PD to teachers to support our initiatives in an effective, cost-effective and time-sensitive manner and meaningful for teachers and we'll continue to support the new Provincial Education Plan for Chinook.

Financial Status Report

Sharie Sloman, Controller and Rod Quintin, Chief Financial Officer

Chinook School Division revenues are on target for the 2019-2020 year, with the total revenues at 49.3% of budget for September 2019 to February 2020. Total expenditures are at 52.4% of budget. All revenues and expenditures are in line with trends from previous years and on track with the plan.