

Shaunavon High School National Archery in Schools Program



Students from Shaunavon High School visited the Chinook Board meeting to talk about the National Archery in Schools Program (NASP), now in its 8th year. NASP teaches students the basics of archery including safety, equipment, technique, concentration skills, & self-improvement.

Shaunavon High School was looking for an activity that would engage the students not currently involved in another form of extracurricular activity, and NASP filled that need. NASP has the ability to make a difference in students' lives by affecting attendance in a

positive manner, increasing self-esteem, increasing physical activity, translating to subject matter, appeals to students and gives them an opportunity to do something positive after school hours. The program has been incorporated into all of the SHS Physical Education & Wellness classes, intramural program and provides students with an opportunity to earn high school credits with the completion of a NASP Special Project.

Shaunavon High School Positive Lifestyles Day

Shaunavon High School students made a presentation on their school's Positive Lifestyles Day to the Chinook Board. The day was equally split between activity & practical knowledge sessions, with a mental health, fitness & nutrition focus to address 21st Century wellness issues.

As the 21st century brings much opportunity with new technology and prosperity, it also brings new challenges as we cannot use 20th century problem-solving practises to solve 21st century problems. Our ability to meet the demands that life puts before us will be determined by how well we address our 21st century wellness problems (eg. Increased screen time directly correlates with decreased sleep and physical activity, and an increase in anxiety and depression).

This year's positive lifestyles day had a mental health, fitness and nutrition focus with the underlying understanding that these factors are required for the human brain to change. SHS students are well aware their brains have the ability to grow new neuropathways under the right conditions. The day was well received by students who participated, as it was equally split between activity and practical knowledge sessions. The school is very grateful for the support of the individuals in the community who were willing to share their time and knowledge, as this day would not be possible without them.



Curriculum and Instruction Status Report

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 2018-19 the Math Momentum maintenance phase has had an emphasis on training, coaching and support for our 20 new to Guided Math teachers. There has also been training, coaching and support provided at Chinook PD days for non-ELA teachers in grades 6-8. A Chinook Math Audit is being done by the Provincial Auditor's Office (PAO), which has demanded significant personnel time with many requests for information.

In the area of Curriculum Renewal, the Ministry of Education "Stop/Pause" is over and new curricula will be developed for high school. The courses include Coding/Robotics, Financial Literacy, Dance, Drama, Music, Visual Arts, Francais, Law, Psychology and Physical Education. There are special project credits/apprenticeship changes due to the Ministry audit, with new policy and supporting documents, as well as Additional High School Credit Opportunities for Agriculture Equipment Technician and Introduction to Power Engineering.

The annual Career Expo was hosted at the Swift Current Comprehensive High School on September 26, 2018 for all Chinook students in grades 10-12. 1,500 students participated from schools across the division and the event featured over 90 displays and several *Real Talk* and Interactive Sessions on and off site.

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. 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. Staff, students and Division personnel participating in several events throughout the year, including the Stop Racism Workshop, Orange Shirt Day, Treaty Day on Nekaneet, Truth and Reconciliation Walk, and National Indigenous Day.

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.

Two committees were formed to look at how we can make changes in the areas of assessment and reporting to make things more effective and efficient. Recommendations were put in place to reduce the number of report cards from three to two for grades k-5; Student Led Conferences were changed to Parent Teacher Conferences; slight changes were made to report cards to make them more parent friendly and easier for teachers to complete; and minor changes to report cards at the grade 6-9 level will also be put into place for the 2019-20 school year.

The Curriculum and Student Service departments will continue to be blended in the Department of Learning at Chinook, in order to streamline processes and allow the focus to be on meeting the needs of students. All of curriculum and Student Services is connected to the Education Sector Strategic Plan in the areas of literacy, math and student engagement. Chinook continues to be a provincial leader in areas including Graduation Rates, Dashboards, Provincial Sask Reads and Guided Math.

Human Resources Monitoring Report

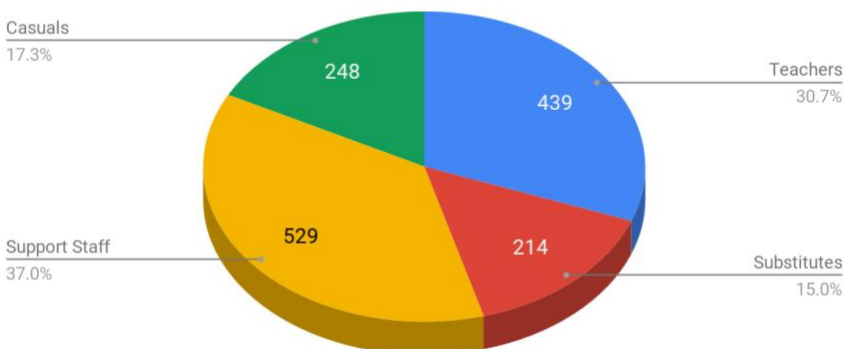
Ken Garinger, Superintendent of Human Resources



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 (406.52 FTE) full and part-time in-scope teachers and 529 (467.51 FTE) Support Staff. Our total number of employees is 968 (874.03 FTE).

TOTAL CONTRACTED AND NON-CONTRACTED STAFF: 1430

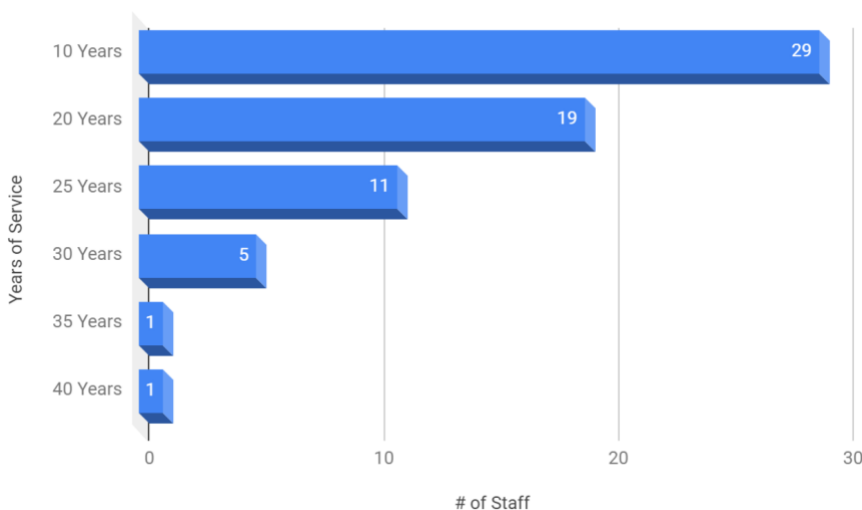


The HR Department bargains and manages four employee agreements and these have various expiration dates. We have enjoyed positive relationships with the STF, and CUPE and SEIU. We have had successful negotiations with LINC and SEIU-West this year and look forward to successful negotiations with CUPE and OOS personnel.

A few highlights of the Human Resources activities:

- In fall 2018, we placed 14 teacher interns from the University of Regina in our schools. We have another 10 teachers presently committed to supporting a teacher intern for the fall of 2019.
- We placed 1 SLP Practicum student from the University of Alberta and 1 Administrative Assistant practicum student from Great Plains College.
- We attended Career Fairs at both the University of Saskatchewan and the University of Regina and shared *Chinook Rocks* with over 100 students from these schools.
- Human Resources attended the *Career Expo 2018* at the Swift Current Comprehensive High School and spoke to scores of students about careers in Chinook. Our theme was: *Chinook - It's Not Only Teaching*.
- We have had successful bus driver recruitment fairs in both Hazlet and Shaunavon, onboarding 17 new drivers in the surrounding catchment areas. We are currently tracking 47 new casual bus drivers, 20 who have completed all requirements to drive and several others who are at various places along the completion spectrum.

This year we are awarding **66** long service awards:



Some current challenges for Human Resources:

- Personnel (salary and benefits) accounts for 78% of our school division's overall budget.
- Intent meetings – continue to have a significant number of teachers wanting to be transferred into the city.
- Teacher positions are over formula by 14.47 FTE. This represents an approximate cost of \$1.5 million.
- The allocation for Educational Assistants is 40:1. Currently, we are over that allocation by 24.43 FTE. If the average cost of these positions is \$20,000.00, the cost is \$488,600.00.
- Our staffing process and future bargaining will be a challenge with budget constraints.

Financial Status Report

Sharie Sloman, Controller and Rod Quintin, Chief Financial Officer

Chinook School Division revenues are on target for the 2018-2019 year, with the total revenues at 49.3% of budget to date. Total expenditures are at 52.4% of budget to date. All revenues and expenditures are in line with trends from previous years and on track with the plan.