



Official Trustee

Mike McKay

Senior Leadership Team

Peter Jory
Superintendent of Schools/CEO

Nicole Bittante
Secretary-Treasurer

Carl Cooper
Director of Instruction, Curric. & Innovation

Dianne Ballance
Director of Instruction, Student Learning

Ryan Brennan
Director of Instruction, Human Resources

North Okanagan-Shuswap Synopsis

Highlights of the June 19, 2018 School District No. 83 Board Meeting



On hand to receive their recognitions were (front left) Megan Ollinger, Brenda O'Dell, Don Ellis and Leahann Mohle. In the back row (from left) are Stephen Ollinger, Don Bennett, Rob Neid, Sandi Little and Dodie Jones.

Recognizing long term service

Employees who have been with the district for 30 and 20 years were recognized with a token of appreciation and refreshments at the board meeting at the District Education Support Centre on Tuesday.

Introduced by Ryan Brennan, Director of Instruction (Human Resources), all of the honourees were congratulated by Official Trustee Mike McKay and Superintendent of Schools/CEO Peter Jory.

Honoured for being with the district for 30 years are Don Ennis (teacher), Scott Foster (custodian), Alan Harrison (principal), Suzanne James (teacher) and Heather Reid (clerical).

Those recognized for 20 years of service included Lynda Bennett (teacher), Don Bennett (teacher), Michael Booth (teacher), Pamela Dettwiler (teacher), Bev DeWitt (teacher), Erin Janowsky (teacher), Dorothy Jones (Indigenous Education), Nancy Kolkind (speech-language), Corrinne Langston (principal), Sandi Little (teacher), Leahann Mohle (clerical), Rob Neid (teacher), Karen Packalen (teacher), Lynn Perepolkin (teacher), Brenda O'Dell (teachers' association president), Megan Ollinger (teacher), Stephen Ollinger (manager of information technology), Rachel Richardson (CEA), Barb Scafe (custodial), Donna Spelay (clerical).

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Wellness Centre

"We expected when we started there was a large need. I don't think anyone involved actually anticipated what would happen, the response we did get. It was a little overwhelming. The need is huge," commented Wellness Centre Co-ordinator Monica Kriese as she and Dr. Richard Currie updated the board about the first four months of the Wellness Centre at Sullivan Campus of Salmon Arm Secondary.

After several years of work the Wellness Centre, a legacy project of the Shuswap Local Action Team of the Child and Youth Mental Health and Substance Use Collaborative, held a "soft" opening on March 15th with over 200 students and 17 community service providers attending. "We were thrilled," commented Kriese.

The momentum has continued from there. Kriese reported that they surveyed students and the most sought after service at 31.5 per cent is mental health education and support. Also being asked for was general support/ someone to talk to (16.3%), Sex education & support/STI Testing (13%), recreational activities (8.7%), and drug education and support (7.6%). Also mentioned was physical health services, a quiet / safe space and LGBTQ support.

From April 5 to May 30 the doctor spent 36 hours in the clinic, there was 43 hours of mental health counsellors in the centre, 24 hours spent by OPT sexual health nurse, 10 hours by a public health nurse, 13 hours by other community partners and 16 hours of closed group therapy sessions and meetings. "Of course this doesn't include the time spent reporting, doing charts, prep work and meetings," added Kriese.

"This is a remarkable project," commented an obviously emotional McKay. "It is actually difficult, no impossible, not to get emotional when you hear reports like this. You are changing lives and saving lives. Thank you. There are kids for whom this is a safe harbour, a safe place to grow, engage and connect. Remarkable work."

Director of Instruction (Student Learning) Dianne Ballance, who is on the committee which developed the Wellness Centre added that it has been an amazing journey, with the centre far busier than they anticipated. "It is so wonderful to see it come to fruition. It is a privilege to be part of it. Now we have other schools and districts reaching out to us to see how we got to where we are. I'm hoping it will continue and perhaps expand to other schools."

Kriese thanked Ballance for being their "biggest cheerleader" and challenging them to fill in the gaps and develop a much better plan than they might of.

[The complete report on the Wellness Centre can be seen here.](#)

Budget passed

With all the heavy lifting completed at the May board meeting, Official Trustee Mike McKay gave three readings and passed the 2018-19 annual budget bylaw for \$79,977,032.

At the May board meeting McKay approved the preliminary operating budget recommendations which set out where operating funds were allocated. This set the stage for passing the annual budget bylaw, which Secretary-Treasurer Nicole Bittante noted were prepared in accordance with Public Sector Accounting Standards and incorporate the operating fund recommendations approved by McKay as well as preliminary budgets for special purpose funds and the capital funds.

The complete budget bylaw will soon be available on the district website at <https://sd83.bc.ca/financial-information>. McKay noted much work went on consulting and preparing the budget and he thanked Bittante and her staff for the good work.

Organizational Structure

Two of the district's director of instruction positions have been changed to assistant superintendent positions.

Superintendent of Schools/CEO Peter Jory reported a review of the current organizational structure has raised several limitations in regard to the efficient and effective leadership of the School District.

"The present organization structure has twenty-two school principals, three directors, two district principals, a manager, two clerical staff, and the secretary treasurer all reporting directly to me."

He added that while the directors serve in a supervisor capacity in regard to their portfolios, they do not have direct oversight of schools or their principals. "This structure, which I call the wagon wheel approach, impedes communication, encourages lower level issues to be brought directly to the Superintendent/CEO, and increases

risk potential due to lack of direct authority."

Jory requested, and McKay approved, that the current Director of Instruction for Human Resources and the Director of Instruction for Curriculum and Innovation positions be changed to Assistant Superintendent of Human Resources and Assistant Superintendent of Instruction. " Giving them direct oversight over groups of schools and their principals would create a supervisory layer with both the capacity and authority to support schools directly and solve issues as they occur," he reported.

Jory added he felt this new organizational structure has been discussed with the partner groups and meets needs identified in the district's strategic plan goal of organizational efficiency. He added that the new structure will clarify responsibility and chain of command.

He noted that the change will give added responsibilities to the positions and there will be a small additional cost of remuneration for these two positions, which is offset by the change from Human Resources Manager to Human Resources Specialist in the Human Resources Department, with an actual net savings to the school district. The changes come into effect on August 1, 2018.

Board Authority Courses

Presented with revised Ministry expectations regarding Renewed Curriculum, School District No. 83 staff conducted a review of Board / Authority Authorized (BAA) course offerings to determine what changes needed to be made.

Vice Principal Chelsea Nyeste reported to the Official Trustee that the school district has 80 BAA courses. "Starting this year and continuing next we will be looking at them all."

She noted that they need to determine which BAA courses should be retired as they no longer meet requirements or are now redundant due to additional Ministry course offerings. The remaining courses need to reflect the new "Know-Do-Understand" curriculum model.

When looking to update the BAA courses, district staff used updated ministry documents to guide their work, explained Superintendent Peter Jory.

Nyeste presented the first group of updated BAA courses and asked for, and received, approval for the courses to continue. She explained a little about each of the courses (full details are available here). Approved are Leadership 10/11/12, Psychology 12A/12B, Peer Tutor 10/11/12, Teaching Assistant 10/11/12, Introduction to Fitness 10, Hockey Academy 10/11/12, Local Politics 11/12 and Cosmetology 10.

[The complete list of BAA courses and descriptions is available here.](#)

Hairstyling Training Program

In a couple of years, local hairstylists may be able to take Level II training at Pleasant Valley Secondary School (PVSS) in Armstrong.

At the meeting, District Career Supervisor Reid Findlay reported PVSS is currently an Industry Training Authority (ITA) certified level I training facility for Hairstyling. This program has been running successfully now since 2007.

Currently, B.C. students have only one school where they can take their level 2 hairstyling training and that is at Vancouver Community College. "Many of our graduated students find it difficult to relocate to continue with this training and subsequently don't complete their training to become a Red Seal Hairstylist."

Findlay requested that the Official Trustee grant approval in principle for the career department to initiate the process of securing ITA approval to become a certified Level II training facility.

"This is a little outside the box," said Reid. "But I think it will be a good service which will allow our graduates to become fully certified."

"The ITA has also indicated to us that while they support our application for certification, we should wait for the harmonization of this trade training to be completed before we apply. As such, we would be bringing this back to the Board for final approval with a more full description of the harmonized training program plan, including proposed fees, and a business plan."

McKay approved the request. "The ITA is a great organization and as these pathways get constructed, our kids

can find a place to belong and thrive. This has approval in principle for career programs to initiate the process to institute a level two training facility."

School Fees

The 2018-19 school fee schedule was passed by McKay at the meeting. Jory reported that as part of the annual process, schools work with stakeholders to develop a fee schedule for what they think is appropriate. [In the package \(available here\) fees are outlined.](#)

Jory indicated although this was done in good faith there is a range of fees across the district, and he indicated that he feels there needs to be more structure and standardization around this. "We would like to have a committee in the fall which looks at this and brings some shape and standardization."

Capital Plan

The school district's annual Five Year Capital Plan received approval at the meeting.

Bittante reported the school districts' annual Five-Year Capital Plan submissions are used to inform the selection of priority capital projects for the Ministry's following fiscal year. They also provide the Ministry insight into future year priorities that are used in longer term capital planning. She noted school districts must submit their 2019-20 Five-Year Capital Plan and supporting documentation by June 30.

Bittante noted that under the school expansion program the district is applying to have the Len Wood Middle School gymnasium rebuilt. Under the school enhancement program the district is applying for a heating and ventilation upgrade (phase 3) to replace HVAC system at Eagle River Secondary, upgrades to the dust collection system to comply with WCB standards at A.L. Fortune Secondary, Eagle River Secondary and Shuswap Middle School, a boiler replacement at Jackson, and to replace the HVAC system at A.L. Fortune.

Under the Carbon Neutral Capital Program the district is applying for projects to replace the boilers at Sullivan Campus of Salmon Arm Secondary, and to do direct digital control (DDC) upgrades at Parkview and Falkland.

Under the bus replacement program the district will be applying for seven new buses and under the playground equipment program the district will be applying for playground equipment for Len Wood Middle, South Canoe and Armstrong schools.

McKay commented that some people might be wondering why a downtown elementary school was not part of the five year plan. "It doesn't work that way. We need to develop a long range facility plan, which I'm requesting that staff begin the process by September, to lay the groundwork to make a case to the Ministry for a downtown elementary school."

Policy initiatives

McKay gave third and final reading to policies on employee hiring practices, field trips and travel and student suspensions policies. First reading was given to a policy on Education of Indigenous Students. This proposed policy, which has gone to the Indigenous Education Department and First Nations Education Council for further review and consideration. The draft policy states that the board supports the goals, expectations, and accomplishments of Indigenous students, supports the development and delivery of Indigenous Education programs and services that enhance and benefit both Indigenous and non-Indigenous students as mandated by the British Columbia Ministry of Education, supports the integration of Indigenous Knowledge into the curriculum from local perspectives and cultures, then expanding out across British Columbia and Canada, demonstrates a collaborative partnership with the Indigenous community through a variety of methods, acknowledges and values the role of the First Nations Education Council within School District No.83 in enhancing and supporting Indigenous Education, agrees that Indigenous students have a right to feel safe at school including: safety from racism, indifference, bias, marginalization, bullying and stereotyping, and Supports the Truth and Reconciliations' Calls to Action, Section 63 in order to redress the legacy of residential schools and advance the process of Canadian reconciliation.

Board Meeting Schedule

Typically at each June meeting, a schedule for Board meetings for the upcoming year is approved.

This year, with elections in October, McKay approved a schedule keeping the regular meeting of the board on the third Tuesday (with a few exceptions) at 6 p.m., with the understanding that one the new board is sworn in some of the dates may change.

At this time, two board meetings are scheduled for September (the 11th & 25th), with the next on October 16 and the inaugural meeting of the new board on November 20 and the December meeting scheduled for December 18. All of these meetings will be at the District Education Support Centre in Salmon Arm.

The meeting in January will be on the 22nd at A.L. Fortune Secondary in Enderby followed by February 19 at Pleasant Valley Secondary in Armstrong and March 12 (second Tuesday instead of the third because of Spring Break) at the DESC.

The April 16 meeting will be at Eagle River Secondary in Sicamous followed by May 21 at the DESC and June 18 at the DESC.

Enterprise Risk Management

Bittante noted that as part of the Watson Advisory Report it was recommended that the district complete a risk management report. "The Office of the Auditor General has also recommended that all school districts in B.C. conduct an Enterprise Risk Management (ERM) assessment."

Last year, the school district engaged KPMG to complete an Enterprise Risk Management Assessment. The assessment was designed to help the district identify significant risks, prioritize the risks, and implement appropriate risk mitigation strategies and monitoring procedures.

[A summary report was provided to the Senior Leadership Team and the Official Trustee in August and can be viewed here.](#)

"The Senior Leadership Team met in April to review the results of the assessment, and to assign ownership of the key risks to the appropriate members of management. The team will work to develop processes to continually identify, measure and monitor key risks and controls, and will report on the status of the risks to the Board on a regular basis," reported Bittante.

"I'm very impressed with how far we've come," said McKay. "I think if KPMG came in now it would be a different result. I think we are moving in a good direction, and I particularly appreciate the assigning of lead responsibility for each risk."

Announcements

McKay thanked and congratulated North Okanagan-Shuswap Teachers' Association Brenda O'Dell on her upcoming retirement noting that he really appreciated her thoughtfulness, input and work, especially at the partnership table. He also thanked retiring DPAC president Kari Wilkinson for all of her efforts.

Although not leaving the district, Director of Instruction (Student Learning) Dianne Ballance is changing responsibilities as in August she will be the District Principal Student Learning, "looking for that elusive work, life balance" joked McKay. "I want to thank you Dianne for all your excellent work."

Jory started off the meeting with highlights from schools, including the news that three district students have won coveted scholarships. He reported Brody Butts of SAS is the recipient of the Trevor Linden Community Spirit Scholarship. Only four of these scholarships are awarded each year in BC to students who are pursuing post secondary education, and who have made exceptional contributions in the areas of community service, creating positive change, or mentoring others. Maggie Manning of SAS is the recipient of the Terry Fox Humanitarian Award. Maggie will be known as a Terry Fox Scholar for the next four years as the winner of this national award, which recognizes graduating students who have been involved in exceptional and voluntary humanitarian activities and Trinity Hansma of PVSS is a recipient of the 2018 Harry Jerome Scholarship for individuals who excel not only on the track, but also in the classroom and their communities.

He also extended his congratulations to Salmon Arm Secondary and Shuswap Middle School mountain bike teams

which did very well in the recent BC High School Mountain Bike Championships, claiming many individual awards as well as SAS winning the team title and once again claiming the championship banner.

He also mentioned that the first couple of official functions for the outdoor learning program at South Canoe Elementary took place last week. "The Kindergarten Orientation and the Open House were both well attended and I think there are an excited group of staff and parents looking forward to seeing the benefit to kids when this program begins in September."

Next meeting

The next regular public meeting of the board will be on Tuesday, July 10 at 1 p.m. at the DESC.

AROUND THE DISTRICT



From the beauty of the graduation ceremonies, such as the Indigenous Education grad in Enderby, to fun times building bird houses at Parkview Elementary, it is busy times in SD83 schools!