



Agenda available at
www.reginapublicschools.ca/agendas
OR scan this QR Code

NOTICE

MEETING OF THE BOARD OF EDUCATION

of the Regina School Division No. 4 of Saskatchewan

October 17, 2023, at 5:30 p.m.

Regina Public School Board Office – 1600 4th Avenue

AGENDA

1. **Land Acknowledgment**
2. **Adoption of Agenda**
3. **Declaration of Conflict of Interest**
4. **Approval of Minutes of the Board Meeting of September 12, 2023, and the Organizational Meeting of September 12, 2023**

5. **Celebrations**

- a) First Ride Program
([pp. 1-2](#))

Charlen Miller, Transportation Manager,
to comment.

6. **Delegations / Presentations**

- a) Regina Public Schools' Energy Sustainability Report
([pp. 3-5](#) & [attachment](#))

Scott Saxby, Acting Superintendent of Facilities, Tanya Doran, Western Canada Carbon Lead, and Kyle Boyko, Energy Performance Consultant, Stantec Consulting Ltd., to comment.

- b) North Regina Joint-Use School
([pp. 6-9](#))

Delaine Clyne, Supervisor of Strategic Supports, James Holton, Project Manager, JHPM, and James Youck, Principal, P3A Architecture, to comment.

- c) Director's Report

Darren Boldt, Director of Education/CEO, to comment.

7. Standing Committee Reports

- a) Indigenous Education Advisory Council
([pp. 10-13](#) & enclosure)

Trustee Tara Molson to comment.

- b) Policy, Governance and Sustainability Planning Committee
([pp. 14-16](#) & enclosure)

Trustee Lacey Weekes to comment.

8. Decision Items

- a) 2023-2027 Strategic Plan
([pp. 17-18](#) & [attachment](#))

Darren Boldt, Director of Education/CEO, and Delaine Clyne, Supervisor of Strategic Supports, to comment.

- b) Appointment of Standing Committee Members
([pp. 19-20](#))

Chair Sarah Cummings Truszkowski to comment.

- c) Appointment of Board Representatives
([p. 21](#))

Chair Sarah Cummings Truszkowski to comment.

- d) 2023 SSBA Annual General Meeting: Appointment of Voting Delegates and Vote Distribution
([pp. 22-27](#))

Chair Sarah Cummings Truszkowski to comment.

- e) School Resource Officer Program Review
([pp. 28-35](#) & [attachment](#))

Darren Boldt, Director of Education/CEO, Trustee Ted Jaleta, and Trustee Adam Hicks to comment.

9. Discussion Items

- a) Fall 2023 Enrolment Report
([pp. 36-37](#))

Rick Steciuk, Deputy Director, Student Achievement/School Services, to comment.

10. Next Meeting

- a) Planned Agenda Items for November 21, 2023 Board Meeting:

- Director's Report
- Organizational Culture and Diversity Committee
- Audit and Risk Management Committee
- 2022/23 Audited Financial Statements
- 2022/23 Annual Report
- 2022/23 Student Achievement Results
- SSBA Fall General Assembly Summary
- Biannual Administrative Procedures Update

- b) Agenda Requests

- c) Notices of Motion

11. Information**12. Diversity Acknowledgment****13. Closed Session**

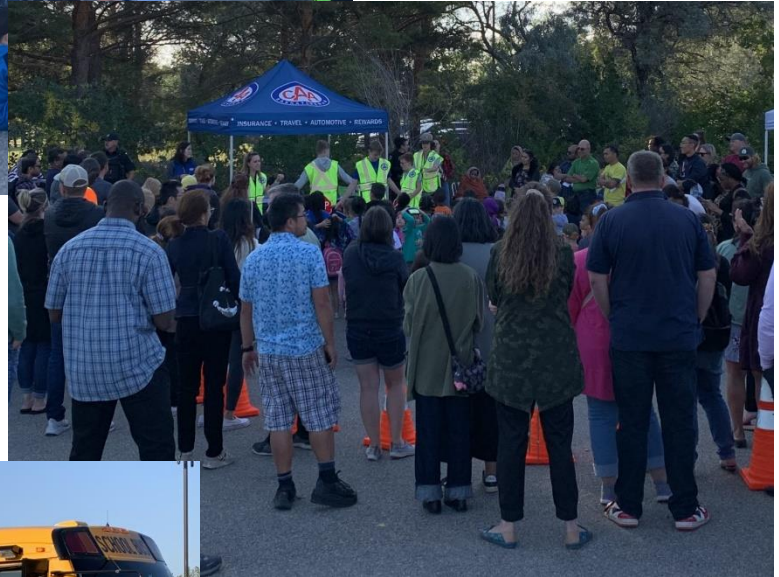
- a) Associate Schools Review
(enclosure)

Rick Steciuk, Deputy Director, Student Achievement/School Services, to comment.

14. Rise and Report**15. Adjournment**



Images from the
6th Annual First Ride,
August 16, 2023



Regina Catholic Schools & Regina Public Schools present
6th Annual First Ride

Wednesday, August 16th, 2023



Conexus Arts Centre
Southeast parking lot
200 Lakeshore Drive



First Ride introduces transportation safety to parents/guardians
and kindergarten or new-to-bussing students, including:

Crosswalk Safety

Bicycle Safety

Safety zones around the bus

Getting on and off the bus

... ending with their First Ride on a bus!



Afternoon Session

Registration begins at 1:30pm

Program from 2:00pm to 3:30pm

Evening Session

Registration begins at 5:00pm

Program from 5:30pm to 7:00pm

IMPORTANT NOTES

Only school aged children may participate in this event.

Event is outside. Dress and prepare for the weather (jacket, hat, snack, and water).

Washroom facilities available.

DO NOT drive in, park around, or block the coned-in areas.

Thank you to all our sponsors!

saskatchewan
preventioninstitute
our goal is **healthy** children



SGI
Take care out there.



Regina Catholic Schools: transportation@rcsd.ca

Regina Public Schools: transportation@rbe.sk.ca



REGINA BOARD OF EDUCATION

6a

BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: ENERGY SUSTAINABILITY IN REGINA PUBLIC SCHOOLS

FORUM	INTENT
<input checked="" type="checkbox"/> Open Session	<input checked="" type="checkbox"/> Delegation / Presentation
<input type="checkbox"/> Closed Session	<input type="checkbox"/> Decision
	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Information

BACKGROUND

Regina Public Schools is in the early stages of developing a long-term energy sustainability plan to reduce overall greenhouse gas emissions and contain utility costs.

Over the past three years, various energy-conscious initiatives have been undertaken across school buildings, including:

- An LED lighting initiative was implemented throughout many schools and the JA Burnett Centre. This work reduced the electrical consumption of a variety of lighting fixtures and their associated carbon emissions and yielded energy savings of \$246K which was put into an Energy Sustainability budget line.
- PMR funding is typically used to replace two to three boilers per school year. Newer hydronic energy efficient boilers are installed to replace older steam or inefficient hydronic boilers, yielding reductions to natural gas consumption.

In order to make strategic decisions about the most impactful energy sustainability measures, the 2022-23 budget and strategic plan proposed preparing detailed analytical information about actual energy use and expert advice as to future building measures. Accordingly, in early 2022, Regina Public Schools engaged Stantec Consulting Ltd. to develop an energy and sustainability framework for the School Division.

The terms of the engagement were to:

- Scan other, similar organizations for similar plans.
- Assess Regina Public Schools' current energy footprint and business as usual future scenario.
- Develop a lower-carbon pathway for the future by prioritizing maximum-return areas for upgrades over the next several years (e.g., lighting/heating retrofits, new construction practices, renewable energy generation, low emission vehicles).
- Develop performance measures and baselines to gauge progress annually.
- Develop a high-level financial analysis.
- Prepare and present final report to the Board.

The Stantec [Summary Report](#), which is attached and will be presented to the Board, provides important foundational information as the Division builds its energy sustainability plan.

CURRENT STATUS

The Stantec methodology was to select 10 model schools to perform ASHRAE Level 2 energy audits (four high schools and six elementary schools) that reflect the various architectural types and generations of schools within the School Division. Detailed reports have been prepared for each individual school along with an overall summary report. Similar analysis was done to Division-operated transportation (Facilities vehicles, vans used for student transportation, etc.). Contracted transportation was outside the scope of the study.

Current carbon emissions for Division-operated facilities and transportation were calculated to give a benchmark of Regina Public's green-house gas emissions and energy consumption versus national comparators.

Three key metrics are defined to track progress moving forward. Each measures a different aspect of energy use and together, these measures will provide balanced and reliable information about energy use in Regina Public Schools:

- Energy Utilization Index (EUI) or energy use per square metre.
- Energy Cost Index (ECI) or energy cost per square metre.
- Greenhouse Gas Intensity (GHGI) per square metre.

Carbon reduction opportunities ranging from low flow fixtures to occupancy sensors, to insulation upgrades and solar power are identified, analysed and ranked as to their effectiveness. Top performing carbon reduction measures in terms of both energy and cost savings are identified.

While there are numerous measures the Division can take to improve its energy sustainability, there are also a number of factors that are outside of our control – notably, the pace at which the provincial energy grid moves from more carbon intense sources to greener sources. The current SaskPower energy grid, and the related carbon emissions impact on electrical consumptions, was analyzed to align with future greening of the SaskPower grid and to understand how that would affect the carbon emissions of Regina Public facilities in the future. Utility rates are another key element that is outside the control of the School Division and has a direct impact on energy costs.

Information, analysis, and recommendations throughout these energy audits will be used to shape the PMR plan for the Regina Public Schools' Facilities department and to inform the decision-making process for future emissions and cost reduction strategies through routine facility work, Preventive Maintenance and Renewal funding, and major capital projects.

The Energy Audit findings will also advance PMR planning into the future as energy costs rise and the energy conservation initiatives become more imperative to control our utility budgets. The energy conservation initiatives will also encourage Regina Public to reduce the overall environmental impact of operating our facilities and the associated carbon emissions.

COMMUNICATIONS

The [final report](#) will be posted on the Regina Public Schools website.

Administration will report to the Board on progress in implementing energy sustainability initiatives, including the metrics identified in the report, in the annual Facilities Accountability Report.

RECOMMENDATION

That the Board receive the report and ask any clarifying questions.

PREPARED BY

Scott Saxby, Acting Superintendent of Facilities
Delaine Clyne, Supervisor of Strategic Supports
Naomi Mellor, Deputy Director/CFO

DATE

October 10, 2023

ATTACHMENTS

☒ Yes ☐ No



REGINA BOARD OF EDUCATION

6b

BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: NORTH REGINA JOINT-USE SCHOOL PROJECT UPDATE

FORUM	INTENT
<input checked="" type="checkbox"/> Open Session	<input checked="" type="checkbox"/> Delegation / Presentation
<input type="checkbox"/> Closed Session	<input type="checkbox"/> Decision
	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Information

BACKGROUND

In the 2021-22 budget, the Government of Saskatchewan approved the design of a new joint-use school to replace Imperial, McDermid, St. Peter and St. Michael elementary schools. The project includes a 51-seat childcare facility, and the Regina Public Schools' portion of the building includes space dedicated to Intensive Supports programming. The City of Regina has also approved funding to replace the community centre currently housed in Imperial School. The new joint-use facility will be located on the current Imperial School site.

The key issues in the design discussions were focused on layout of the schools, construction materials, community and childcare areas, playground space, access from parking and drop-off areas, and costing. The schools are similar in many features, but the Regina Public school will be two stories while the Regina Catholic school will be three stories.

The provincial government approved construction of the joint-use school at the end of September. A ground breaking ceremony occurred on October 4th and construction will begin soon. Imperial School will remain operational throughout the construction. The joint-use school opening is tentatively scheduled for Fall 2025 with a potential phased opening where the public school and the community centre may open first.

CURRENT STATUS

The North Regina Joint-Use School Project is in the construction phase. Westridge Construction was awarded the construction contract and will begin site work soon. The project team found cost savings from the bid price through a value engineering process mandated by the provincial government.

Each school has been approved for an opening occupancy of 400 students with each having the ability to expand with relocatables to 500 students. The City of Regina is funding the dedicated community space and a provincially funded 51-seat childcare centre is included in the project as well. The existing Intensive Supports program at Imperial School will have dedicated space in the new school. This was accomplished without dedicated provincial funding by reducing spaces in other areas such as Professional Learning Community commons, the mini-gym, and the library sciences areas.

The Ministry of Education does not fund specific cultural spaces, but the divisions found efficiencies in sharing cultural program space. The interior design theming includes strong links to the Indigenous population in the surrounding community as well as the City overall and the Province.

The new joint-use school will include a dedicated servery designed by a commercial kitchen consultant that will manage the nutritional program for all students. This joint space is located in a central common area adjacent to a mini-gym and the shared classroom.

The two divisions maximized the ability to share space with the City of Regina’s community centre by locating the mini-gym adjacent to the City’s gym with the ability to open up the space for use by any of the partners.

The presentation outlines more details regarding the joint-use school design, the tender process, and the timeline to completion.

As reviewed by the Board in December 2022, a name the school contest is underway until November 17th. For further information, please see <https://www.reginapublicschools.ca/nameyourschool>. Per Board Policy, the final naming decision will be made by the Board of Education.

Financial Summary

- The total construction cost for the project is \$57,276,143.
- The City of Regina’s portion of the total construction cost is \$3,445,230.
- Regina Public Schools’ portion of the construction cost is \$27,997,458.
- For comparison, the Argyle/St. Pius X project that just completed had a total project cost of \$35.7M with Regina Public Schools’ portion being \$18M. The school sizes are roughly the same, but inflation and increases in material costs have resulted in a \$10M increase in project costs for the public elementary school.

COMMUNICATIONS

The two school divisions and the City of Regina are working collaboratively on this project with oversight from the Ministry of Education and the Ministry of SaskBuilds and Procurement.

Key messages are:

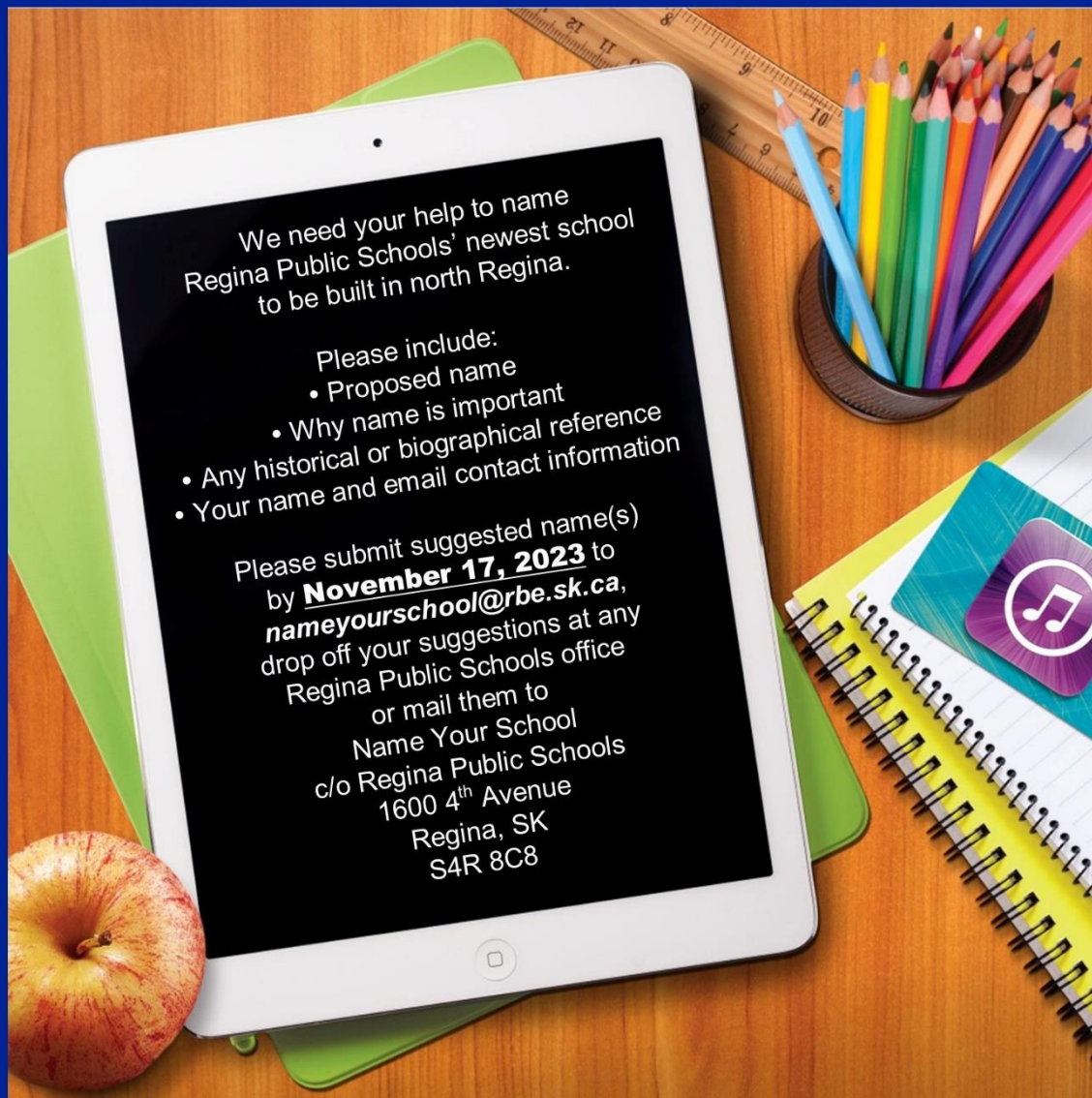
- The North Regina Joint-Use School Project is moving into the construction phase. Westridge Construction was awarded the contract to construct the joint-use facility.
- The project will replace Imperial, McDermid, St. Peter and St. Michael elementary schools and includes a 51-seat childcare centre and a City-owned community centre.
- The Division has ensured an Intensive Supports program currently operating at Imperial School will be included in the new joint-use school.
- The school divisions have worked together to ensure cultural programming is available and the current nutritional programs will continue.
- Extensive consultation has informed the design and the interior theming.
- Imperial School will remain operational throughout the construction.
- The joint-use school opening is scheduled for Fall 2025 with a potential phased opening.
- A name the school contest is open to the public until November 17, 2023.

RECOMMENDATION

That the Board review the information provided, ask clarifying questions and discuss next steps.

PREPARED BY	DATE	ATTACHMENTS
Delaine Clyne, Supervisor of Strategic Supports	October 11, 2023	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

NAME YOUR SCHOOL!



The north Regina joint-use school will replace Imperial and McDermid Community Schools, as well as St. Peter and St. Michael Catholic Schools. This name suggestion will be for the public school.

This is your chance to be a part of the history and future of public education in Regina!



**REGINA
PUBLIC
SCHOOLS**

www.reginapublicschools.ca

Name Your School!

Regina Public Schools will be opening a new joint-use school to replace Imperial and McDermid community schools. Also to be replaced are St. Peter and St. Michael Catholic schools. The new north Regina joint-use school will tentatively open in 2025. We are looking for a new name for the public school.

We need your help to name the Regina Public school!

The Regina Board of Education selects school names that are related to the neighbourhood, or area in which they are constructed. The Board may consider giving recognition to a place or an event, or even an individual. A guideline that is used is that the name is relevant to education, meaningful to the Regina community, the school will serve, and must honour or reflect the spirit of the Regina Public Schools Shared Values. An important consideration is that the name reflects wâhkôhtowin values & experiences, as well as recognizes Treaty 4, Métis considerations. Any potential name that is submitted should also be able to stand the test of time. School buildings serve their communities for many generations. A name that is selected today, should remain relevant to future generations.

See Naming of Educational Facilities AP 610 for reference.

https://drive.google.com/file/d/1g1aZe16FAJKA_d3fPHG09Bg8hu_B1GbC/view

How will final name be selected?

A naming committee consisting of Regina Public Schools administration will identify and recommend a short list to the Regina Board of Education. Final decision on the selected names will be by the Board of Education.

To submit a name please fill out the form below and drop off at any Regina Public School or the division office by November 17, 2023. You can also email to nameyourschool@rbe.sk.ca.

You can also visit <https://www.reginapublicschools.ca/nameyourschool> and fill out a form or email from there. If submitting a paper copy, please ensure you include on the envelope: *Name Your School – Regina Public Schools Division Office*

Deadline for entry is: November 17, 2023

If you have any questions, please email nameyourschool@rbe.sk.ca

Suggested Name: _____

Why this is a Good Name: _____

For demographic purposes, you are a: ☐ Student ☐ Staff Member ☐ Citizen of Regina ☐ Don't live in Regina

Your contact information:

Name: _____

Email address: _____



Meeting of the Indigenous Education Advisory Council
A Standing Committee of the Regina Board of Education

Tuesday, September 19, 2023

Multicultural Room
Regina Public Schools Division Office
MINUTES

7a

Attending: Wanda Lewis, Albert Robillard, Diane Kaiswatum, Margaret Rockthunder, Roland Kaye, Sarah Cummings Truszkowski, Tara Molson, Cindy Anderson, Lacey Weekes, Ted Jaleta, Adam Hicks, Tracey McMurchy, Vanéa Cyr, Jeff Cappel, Rick Steciuk

Regrets: Darren Boldt, Jared Kleisinger, Murray Ironchild, Betty McKenna

Chair: Tara Molson

Minute Taker: Suzanne Shuba

AGENDA ITEM	DISCUSSION POINTS	DECISIONS/ACTIONS
Welcome, Tobacco Offering, Opening Prayer, Land Acknowledgment, and Supper	<p>Vanéa welcomed every to the meeting. She advised that Gary Gott is no longer with the School Division and welcomed Roland Kaye to the Council.</p> <p>Tara offered tobacco to Elder Albert.</p> <p>Elder Albert opened the meeting with a prayer.</p> <p>Rick acknowledged the location of every Regina Public school and the School Division Office on Treaty 4 land.</p> <p>Supper was provided by Nicky's Cafe.</p>	
Sweat Lodge	<p>A briefing note as well as a schematic plan and renderings had been distributed. Vanéa outlined that we currently have a budget of \$25K and have received an estimate for \$150K. One positive is that we have a facility that can be utilized and would not have to build new infrastructure. Rick provided additional information on timelines, noting that the \$150K estimate includes everything on the renderings except the mural. He advised that it is ready to go to tender. It was suggested that student artwork could be used. Jeff advised that the land-based learning program will assist in the build. Vanéa advised that plants have not yet been considered. Elder Roland provided insight as to what should be the starting point and to start small and grow. Elder Diane advised what would be necessary, including washrooms, change rooms, a place to eat, and also discussed year-round usage and maintenance of the sweat lodge.</p>	<p>Action: Administration will follow-up on comments from Elders/Knowledge Keepers and Board members to determine if we can apply for Federal funding.</p>
Wahkotowin School Visit and Cree Language Programming	<p>Vanéa provided a summary of the visit to the Wahkotowin School in Saskatoon on June 8th. She noted the difficulty of recruiting and retaining teachers to build such a program. She referenced the Michif program as a good start. She advised that she will keep advocating for a Cree language program. Adam suggested the new North Regina joint-use school be considered for such programming.</p>	<p>Action: Vanéa will keep advocating for programming.</p>

AGENDA ITEM	DISCUSSION POINTS	DECISIONS/ACTIONS
	Rick advised that an academy model may be something for the Division to consider.	
Feast and Round Dance at Campbell Collegiate	Jeff advised that this year's feast and round dance will be held at Campbell Collegiate and that the school is already making preparations. Everyone will be advised once a date has been set.	Action: The Indigenous Education Advisory Council will be advised when a date has been set.
Blanket Exercise	Vanéa advised that the Board members would like the Elders, Board and Executive to participate in a blanket exercise. Jeff noted that we would need between 20-30 people. Elder Albert advised that one of the values of such an exercise is that the people involved actually participate. Rick responded to questions relative to blanket exercises for staff and students many years ago, and including Division management to have enough participants.	Action: Rick will follow-up on plans to hold a blanket exercise for Board members, Elders/ Knowledge Keepers and Division Management.
North Regina Joint-Use School Name Input	Vanéa advised that the Communications department will soon be putting out a call for potential names for the new North Regina joint-use school, and we are interested in some Indigenous representation in the naming.	Action: Vanéa will advise Elders/Knowledge Keepers when the School Naming campaign is launched.
Cultural/Physical Audit of JA Burnett Centre	<p>Vanéa pointed to the mural, the wordle and the shared values logos down the long hallway but noted that there is no representation of who we are in meeting rooms and other areas of the building. She advised that she has been tasked with performing an audit of what is visual in the building's spaces. Following the audit, we would be seeking input on artists or student art that will stand the test of time and represent all people.</p> <p>Sarah spoke of previous art shows at Division Office. Cindy noted that some of that artwork was kept at Division Office. Board members wondered if an art show could take place again, with student art being chosen for this purpose. Adam reminded Board members that the position that organized those art shows was cut in a previous budget.</p>	Action: Vanéa will seek input from Elders/ Knowledge Keepers following her audit.
Learning Cree at Thomson Community School	Jeff provided a summary of a program taking place at Thomson Community School where students and teachers are learning Cree through videos on Edsby. He advised that there is a corporate sponsor for the 2-year program. He noted that PreK-5 are in-school and Grades 6-8 do take excursions. They learn four words a week and are also learning how to sing O Canada in Cree. Rick commented that the staff are very passionate about the program. Jeff advised that assessment of the program will be based on attendance and engagement.	
Other Business	No other items were presented for discussion.	
Diversity Acknowledgment	Tara acknowledged that every student, staff and community member has equal value as prescribed under the United Nations Universal Declaration of Human Rights	

AGENDA ITEM	DISCUSSION POINTS	DECISIONS/ACTIONS
	and the Saskatchewan Human Rights Code, noting that diversity makes us stronger.	
Closing Prayer and Adjournment	Elder Albert closed the meeting with prayer. The meeting was adjourned. Time of meeting: 5:00-6:40 PM.	



**The Board of Education
of the Regina School Division No. 4 of Saskatchewan**

**Meeting of the Indigenous Education Advisory Council
A Standing Committee of the Regina Board of Education**

**Tuesday, September 19, 2023
5:00 PM to 7:00 PM**

**Multicultural Room
Regina Public Schools Division Office
1600 4th Avenue**

AGENDA

Chair: Tara Molson

1. Welcome and Introductions – Vanéa Cyr
2. Tobacco Offering – Tara Molson to Elder Albert Robillard
3. Opening Prayer – Elder Albert Robillard
4. Land Acknowledgment – Director Darren Boldt
5. SUPPER
6. Updates:
 - a. Sweat lodge (attachments) – Jared Kleisinger
 - b. Wahkotowin School Visit and Cree Language programming – Vanéa Cyr
 - c. Feast and Round Dance at Campbell Collegiate – Vanéa Cyr
 - d. Blanket Exercise – Vanéa Cyr
7. North Regina Joint-Use School name input
8. Cultural/physical audit of JA Burnett Centre
9. Other Business
10. Diversity Acknowledgment – Tara Molson
11. Closing Prayer and Adjournment – Elder Albert Robillard

COMMITTEE MEMBERS: Trustees, Council Elder Representatives, Darren Boldt, Rick Steciuk, Vanéa Cyr, Jeff Cappo

TERMS OF REFERENCE

To strengthen First Nations, Métis, and Inuit student academic achievement, in learning environments that are equitable, culturally responsive and meaningful; To provide ongoing direction and support to school staff as they develop and deliver plans oriented to Indigenous knowledge transfer; To advise the Board on policy matters related to Indigenous education, and assisting the Board in developing partnerships with Indigenous organizations and governments; To annually review of the progress toward the academic achievement of First Nations, Métis, and Inuit students; Meet three times per school year.



Meeting of the Policy, Governance and Sustainability Planning Committee
A Standing Committee of the Regina Board of Education

7b

Tuesday, October 3, 2023

Committee Room

Regina Public Schools Division Office

MINUTES

Attending: Lacey Weekes, Sarah Cummings Truszkowski, Darren Boldt, Naomi Mellor, Delaine Clyne

Regrets: Cindy Anderson, Adam Hicks, Tara Molson

Chair: Lacey Weekes

Minute Taker: Suzanne Shuba

AGENDA ITEM	DISCUSSION POINTS	DECISIONS/ACTIONS
Welcome, Introductions and Overview of Agenda	Lacey Weekes welcomed everyone to the meeting. The agenda was reviewed, and no changes were made thereto.	
Land Acknowledgment	Lacey acknowledged the location of every Regina Public school and the School Division Office on Treaty 4 land.	
Update – Energy Sustainability Report	<p>Naomi Mellor, Deputy Director, Division Services/CFO, advised that the final Energy Sustainability Report from Stantec has been received and will be presented to the Board at the October 17th Board meeting. She noted that the report provides a suitable snapshot of the energy usage of the Division's facilities as well as information to make good energy efficient investments moving forward. She and Delaine Clyne, Supervisor, Strategic Supports, advised that information on the Division's fleet of vehicles was included, and that the timeline for an action plan would coincide with next year's Preventive Maintenance and Renewal Plan and budget. It was noted that it is essentially impossible to reach net zero by 2050 because of coal-powered energy and temperature extremes.</p> <p>Darren Boldt, Director of Education/CEO, responded to a question relative to the disposition of the current McDermid School building following the North Regina joint-use school is built. He also provided information on adopting guidelines relative to wildfire smoke air quality, and a maximum threshold for indoor temperatures.</p>	Action: That the final Energy Sustainability Report be presented by Stantec to the Board at its October 17, 2023 meeting.
Review of 4-Year Policy Review Plan	Delaine summarized policy reviews still outstanding for this year—Policies 12, 13, 14, 15, 16, and 19—noting that, with only one more meeting scheduled, the Committee will either have a longer meeting or may have to schedule a third meeting. She responded to a question relative to the creation of an equity, diversity and inclusion policy.	Action: That the creation of an equity, diversity and inclusion policy be held in abeyance pending the completion of the Strategic Plan.
Policy 8 Committees of the Board	Following discussions from the Board's August planning meeting, suggested edits to Policy 8 <i>Committees of the Board</i> had been distributed. Naomi provided a summary of the recommended changes. Regarding the removal of the	Action: That the proposed revisions to Policy 8 Committees of the Board be presented at the October 17,

AGENDA ITEM	DISCUSSION POINTS	DECISIONS/ACTIONS
	section on trustees attending any Committee meetings, it was noted that trustees are encouraged to only attend Committee meetings of which they are an appointed member but can still attend other meetings at the discretion of the Chair.	2023 Board meeting for approval.
SSBA Code of Conduct Document	A Sample Code of Conduct Policy and relative appendices, prepared by the Saskatchewan School Boards Association, had been distributed. Delaine provided a brief overview of possible sections that could be added to the Board's Policy 4 <i>Trustee Code of Conduct</i> and sought feedback regarding same. It was recommended that Delaine do a side-by-side comparison to bring back to the next Committee meeting for review.	<u>Action:</u> That Delaine prepare a side-by-side comparison of the Board's Policy 4 <i>Trustee Code of Conduct</i> and the SSBA's Sample Code of Conduct Policy for the next Committee meeting.
Policy 12 <i>Role of the Director/CEO</i>	Suggested edits to Policy 12 <i>Role of the Director/CEO</i> had been distributed. Delaine advised that removal of the appendices was being recommended because they outline an evaluation process specific to a particular consultant's methodology that has not been followed in recent years. In place of the appendices is the addition of a sentence stating that the Board will evaluate the Director/CEO once a year, providing the Board with flexibility to design an evaluation process that reflects their priorities.	<u>Action:</u> That the proposed revisions to Policy 12 <i>Role of the Director/CEO</i> be presented at the October 17, 2023 Board meeting for approval.
Policy 2 <i>Role of the Board</i>	Suggested edits to Policy 2 <i>Role of the Board</i> had been distributed. Delaine advised that the recommendation was simply to add the Board's 2023/24 Workplan and Calendar to the appendix, replacing last year's version.	<u>Action:</u> That the proposed revisions to Policy 2 <i>Role of the Board</i> be presented at the October 17, 2023 Board meeting for approval.
Continued discussion re: Review of 4-Year Policy Review Plan	Darren, Naomi and Delaine responded to questions relative to the creation of an equity, diversity and inclusion policy.	
Other Business	No other items were presented for discussion.	
Diversity Acknowledgment	Lacey acknowledged that every student, staff and community member has equal value as prescribed under the United Nations Universal Declaration of Human Rights and the Saskatchewan Human Rights Code, noting that diversity makes us stronger.	
Thank You and Adjournment	The meeting was adjourned. Time of meeting: 4:30-5:13 PM.	



**The Board of Education
of the Regina School Division No. 4 of Saskatchewan**

**Meeting of the Policy, Governance and Sustainability Planning Committee
A Standing Committee of the Regina Board of Education**

**Tuesday, October 3, 2023
4:30 PM to 5:30 PM**

**Committee Room
Regina Public Schools Division Office
1600 4th Avenue**

AGENDA

Chair: Lacey Weekes

1. Welcome, Introductions and Overview of Agenda
2. Land Acknowledgment
3. Old Business:
 - a. Update – Energy Sustainability Report (Naomi Mellor)
 - b. Review of 4-Year Policy Review Plan (enclosure) (Delaine Clyne)
4. New Business:
 - a. Policy 8 *Committees of the Board* – edits recommended (enclosure)
 - b. SSBA Code of Conduct Document – discussion (enclosure)
 - c. Policy 12 *Role of the Director/CEO* – review and edits recommended re: appendix (enclosure)
 - d. Policy 2 *Role of the Board* – updated Workplan and Calendar (enclosure)
5. Other Business
6. Diversity Acknowledgment
7. Thank You and Adjournment

COMMITTEE MEMBERS: Lacey Weekes, Cindy Anderson, Adam Hicks, Tara Molson (ex officio), Darren Boldt, Naomi Mellor, Delaine Clyne

TERMS OF REFERENCE

To assist the Board by providing guidance on the process and structure used to govern the affairs of Regina Public Schools for sound performance, accountability and integrity: To annually review the Provincial Education Plan and School Division Strategic Plan; To annually review at least four of the Board's governance policies, with a view to ensuring review of all policies at least once in each Board term; and To bring forward recommendations for Board policy edits, deletions and additions; To make recommendations and review sustainable policies and practices within Regina Public Schools.



REGINA BOARD OF EDUCATION

8a

BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: REGINA PUBLIC SCHOOLS' 2023-2027 STRATEGIC PLAN

FORUM	INTENT
<input checked="" type="checkbox"/> Open Session	<input type="checkbox"/> Delegation / Presentation
<input type="checkbox"/> Closed Session	<input checked="" type="checkbox"/> Decision
	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Information

BACKGROUND

Regina Public Schools' last Strategic Plan ended in 2020. Interim Strategic Plans have been implemented and aligned with the Interim Provincial Education Plans over the past two years as directed by the Ministry of Education.

A new Strategic Plan has been developed by a Planning Committee comprised of the Board Chair and Division leadership with assistance by Praxis Consulting through a consultative process. The Strategic Planning process included a background document review, input from high school students, eight focus group sessions, a public/stakeholder engagement survey, and an employee engagement survey. Using these methods, the Division sought to capture the diverse perspectives, needs, and aspirations of the students, employees, and communities whom the Division serves.

The Public and Stakeholder Engagement Survey garnered a total of 2,138 responses. The survey sought to engage interested members of the public as well as primary and secondary stakeholders to understand perceptions of the performance of the Regina Public School Division and collect input on organizational priorities. The Employee Engagement Survey received 1,254 responses, representing a 38.8% response rate. The survey objective was to understand employee perceptions to inform future Human Resources strategies and to align the strategies with the new Strategic Plan.

The [Strategic Plan](#) is attached and includes Foundational Statements that include an External Vision, an Internal Vision, a Mission, Values, and a Strategic Imperative. The five Strategic Priorities are outlined with Goals, Actions and Measures.

CURRENT STATUS

The Regina Public Schools Strategic Plan will be a key foundational document that guides the Division's work for the next four years. The Strategic Plan aligns with the Provincial Education Plan and the Strategic Priorities reflect the specific needs of students, families, staff and other RPS stakeholders.

All Principals have been oriented to the new Strategic Plan and are currently developing School-Level Strategic Plans for the 2023-24 school year that align with the Strategic Plan.

The Strategic Plan will be effective for four years, at which time the plan will be reviewed and, if required, updated. It is anticipated that the action plans may need to be updated annually, as part of the annual budget development process.

The Provincial Education Plan will be revisited in 2030, which coincides within a year of the second four-year cycle for this Strategic Plan. At that time, a new Division strategic planning process may be required to align with a new Provincial Education Plan.

The Praxis Consulting contract was \$114,100.00 for the consultation and plan development work. The Bravo Tango contract for graphic design was \$6,720.00.

COMMUNICATIONS

The Regina Public Schools 2023-2027 Strategic Plan has been finalized and will be posted on the Division’s website and shared with stakeholders.

Key messages are:

- The Regina Public Schools 2023-2027 Strategic Plan has been finalized and it aligns with the new Provincial Education Plan.
- The Regina Public Schools Strategic Plan will guide the Division’s work for four years, at which time a review of the plan will occur.
- Regina Public Schools contracted a strategic planning consultant team to conduct research, consultations, and deliver the high-level elements of the plan. The Board and Division Management finalized the detailed Actions and Measures.
- The new plan provides an ambitious roadmap for Regina Public Schools for the years ahead and a foundation for all that is done as a school division. The Division commits to adhering to the plan and to regular reporting to the Board and public on progress and challenges.

RECOMMENDATION

That the Board review the information provided, ask clarifying questions, and approve the Regina Public School Division 2023-2027 Strategic Plan.

PROPOSED MOTION

That the Regina Public Schools 2023-2027 Strategic Plan be approved as presented.

PREPARED BY

Darren Boldt, Director of Education/CEO
Delaine Clyne, Supervisor of Strategic Supports

DATE

October 11, 2023

ATTACHMENTS

☒ Yes ☐ No



REGINA BOARD OF EDUCATION

8b

BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: APPOINTMENT OF STANDING COMMITTEE MEMBERS

FORUM

- ☒ Open Session
☐ Closed Session

INTENT

- ☐ Delegation / Presentation
☒ Decision
☐ Discussion
☐ Information

BACKGROUND

Excerpt from Policy 8, [*Committees of the Board*](#):

Subsequent to the establishment of committees, the Board Chair will canvass trustees regarding their interest(s) in serving on the committee(s). On the date of the next regular meeting the Board Chair will call for further nominations and move to appoint trustees to committees. Appointment will be by majority vote of the Board.

Committee Chairs will be determined by the Board Chairperson. No trustee shall be the Chair of more than one standing committee.

The Board Chair is an ex-officio member of each committee unless otherwise stated.

CURRENT STATUS

The Chair has canvassed trustees as required and assessed appointments based on skills, abilities and interest.

COMMUNICATIONS

Following the decision, the Standing Committee membership will be indicated on the website profiles of each Board member.

RECOMMENDATION

That the Board appoint the Standing Committee members for the following year.

PROPOSED MOTION

That:

- a) Adam Hicks (Chair), Tracey McMurchy and Lacey Weekes be appointed to serve on the Audit and Risk Management Committee;
- b) Tracey McMurchy (Chair), Adam Hicks and Ted Jaleta be appointed to serve on the Strategic Engagement and Advocacy Committee;
- c) Lacey Weekes (Chair), Cindy Anderson and Tara Molson be appointed to serve on the Policy, Governance and Sustainability Planning Committee;

- d) Cindy Anderson (Chair), Ted Jaleta and Tara Molson be appointed to serve on the Organizational Culture and Diversity Committee; and
 - e) Tara Molson (Chair), and all other Board members be appointed to serve on the Indigenous Education Advisory Council;
- until the next Organizational Meeting of the Board.

PREPARED BY	DATE	ATTACHMENTS
Darren Boldt, Director of Education/CEO	October 5, 2023	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



REGINA BOARD OF EDUCATION

8c

BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: APPOINTMENT OF BOARD REPRESENTATIVES

FORUM	INTENT
<input checked="" type="checkbox"/> Open Session	<input type="checkbox"/> Delegation / Presentation
<input type="checkbox"/> Closed Session	<input checked="" type="checkbox"/> Decision
	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Information

BACKGROUND

Excerpt from Policy 9, [*Board Representatives*](#):

The Board will give consideration to naming representatives to various external committees, agencies and organizations. Such representation is established at the discretion of the Board to facilitate the exchange of information on matters of mutual concern and/or to discuss possible agreements between the Division and other organizations.

The following committees/organizations will have a Board representative as identified each year at the first regular meeting after the annual organization meeting:

1. City/Board Liaison Committee;...
2. Saskatchewan School Boards Association (SSBA) – Public Section Executive.

CURRENT STATUS

The Chair and Vice-Chair are generally the representatives on the City/Board Liaison Committee. The Chair has canvassed the trustees to determine interest in being the Public Section representative.

RECOMMENDATION

That the Board appoint the Board representatives to the noted committees/organizations for the following year.

PROPOSED MOTION

That:

- a) Sarah Cummings Truszkowski and Lacey Weekes be appointed to serve as Board Representatives on the School Boards/City Council Liaison Committee; and
- b) Ted Jaleta be appointed to serve as Board Representative on the Public Section Executive of the Saskatchewan School Boards Association;

until the next Organizational Meeting of the Board.

PREPARED BY	DATE	ATTACHMENTS
Darren Boldt, Director of Education/CEO	October 5, 2023	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



REGINA BOARD OF EDUCATION

8d

BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: SSBA 2023 ANNUAL GENERAL MEETING: APPOINTMENT OF VOTING DELEGATE(S)

FORUM	INTENT
<input checked="" type="checkbox"/> Open Session	<input type="checkbox"/> Delegation / Presentation
<input type="checkbox"/> Closed Session	<input checked="" type="checkbox"/> Decision
	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Information

CURRENT STATUS

Attached is a copy of a [memorandum](#) from the SSBA, dated September 18, 2023. Again this year, the SSBA is asking Boards to limit their number of accredited delegates for the purposes of voting on bylaw amendments and resolutions at the annual general meeting to be held on November 13 and 14, 2023, during the Fall General Assembly. Lacey Weekes, Sarah Cummings Truszkowski and Tara Molson were appointed as the accredited delegates for the 2022 Fall General Assembly.

Calculation of Votes to be Cast:

According to the established formula, 51 votes are available to be cast by the Board at the Annual General Meeting. Depending upon the number of members appointed as voting delegates, a motion in the form outlined below is required.

COMMUNICATIONS

Following the decision, the appropriate form will be completed and emailed to the SSBA prior to the November 3, 2023 deadline.

RECOMMENDATION

That the Board determine the number of accredited delegates for the purposes of voting on bylaw amendments and resolutions at the 2023 annual general meeting.

PROPOSED MOTION

That Sarah Cummings Truszkowski and Lacey Weekes be appointed as voting delegates to the Annual General Meeting of the Saskatchewan School Boards Association to be held November 13 and 14, 2023; and that the 51 vote allocation to be cast on behalf of the Board at the 2023 Saskatchewan School Boards Association Annual General Meeting be allocated as follows:

Sarah Cummings Truszkowski - 26 votes;

Lacey Weekes - 25 votes;

and that, as a matter of policy, if for some reason a Board member who is listed as a “voting” delegate is unable to attend the general meeting, the Board Chair or other person authorized by the Board can have that Board member’s ballots allocated to another Board member, by contacting the SSBA prior to 9:30 AM on November 13, 2022, to make the change.

PREPARED BY	DATE	ATTACHMENTS
Naomi Mellor, Deputy Director, Division Services/CFO	October 10, 2023	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MEMORANDUM

September 18, 2023

TO: Chief Financial Officers for Boards of Education

CC: Board Chairs

FROM: Krista Lenius, Administrative Paralegal

RE: **2023 Annual General Meeting
Ballot Information Forms**

Please find attached a Ballot Information form that we ask you to complete and return to this office by November 3, 2023. We will be using Election Buddy for voting. To facilitate effective electronic voting, boards are encouraged to LIMIT their number of accredited delegates for voting. Some important considerations:

- Your accredited delegate(s) cast ballots for bylaw amendments, resolutions, and elections as part of the AGM.
- Each voting delegate will need to attend the AGM in-person and bring a fully charged device to connect to Election Buddy for voting (e.g., mobile phone, tablet, or laptop).
- It is the responsibility of each board to provide the SSBA with accurate email/phone information for their accredited delegate(s). Changing/re-assigning voters while the AGM is underway will not be permitted.
- It is expected that your accredited delegate(s) be familiar with electronic voting. The SSBA will offer training prior to the AGM. (More details on the training to follow.)

Please provide an email address and/or mobile phone number **connected to a device your accredited delegate(s) will have access to at the Fall Assembly**, for which to receive the link with log-in information to participate in the voting. This information will enable us to prepare the electronic voting information for your board for the purposes of voting on bylaw amendments, resolutions, and elections at the annual general meeting to be held on November 13 and 14, 2023.

A copy of Bylaw No. 9, which provides for allocation of votes, is also attached for your information.

NOTE: If a board member who is listed as a “voting” delegate for your board is unable to attend the general meeting, your board chair or other person authorized by your board can have that board member’s ballots allocated to another board member. To do this, please contact Krista Lenius at klenius@saskschoolboards.ca to make a change. It is important to do this prior to 9:30 a.m. on November 13, 2023, so that the AGM is not interrupted after it has begun.

Thank you for your assistance.

BALLOT INFORMATION
2023 Annual General Meeting Voting Delegates

FOR: Board of Education of Regina School Division No. 4

Pursuant to Bylaw No. 9, section 4:

The number of votes to which your Board is entitled 51
(Based on your December 2022 student count of 24,632.)

The board of education has determined that its votes will be cast by the following board members in the following numbers:

	<u>Board members - Voting Delegates</u>	<u># of Votes</u>
1.	_____ (Board member – voting delegate)	_____
	_____ (email address/mobile phone number for Board member – voting delegate)	
2.	_____ (Board member – voting delegate)	_____
	_____ (email address/mobile phone number for Board member – voting delegate)	
3.	_____ (Board member – voting delegate)	_____
	_____ (email address/mobile phone number for Board member – voting delegate)	

Signature of School Business Official

**PLEASE RETURN THIS FORM, TO THE ATTENTION OF
KRISTA LENIUS, TO THE SASKATCHEWAN SCHOOL BOARDS ASSOCIATION BY
EMAIL TO klenius@saskschoolboards.ca**

Thank you

For your information:

Ballot Voting

Association Bylaw No. 9 provides:

Bylaw No. 9: Delegates and Voting

1. Board of education members who register and pay the registration fee are delegates at the general meetings of the Association.
2. Every board of education shall inform the Association as to which of its delegates it has authorized to be accredited delegates to cast the votes of the board of education on questions for which a formal ballot is used, and the number of votes each accredited delegate is authorized to cast.
3. Formal ballots shall be used for:
 - (a) election of members to the Executive;
 - (b) adoption of the Association budget;
 - (c) votes on bylaw amendments and resolutions; and
 - (d) approval to the Executive to petition the Legislative Assembly for changes to the Act incorporating the Association.
4. The number of votes to which each board of education is entitled when a formal ballot is used shall be determined in accordance with the following table using the student count of the board of education as of September 30 for the most recent year as provide by the Ministry of Education:

<u>Student Count</u>	<u>Number of Votes</u>
1 to 2000 students	6
2001 to 3000 students	9
3001 to 4000 students	12
4001 to 5000 students	15
5001 to 6000 students	18
6001 to 7000 students	21
7001 to 8000 students	24
8001 to 10,000 students	30
10,001 to 15,000 students	45
15,001 students and over	51

5. Only accredited delegates in attendance at the time a vote is taken shall be entitled to vote.
6. Absentee voting shall not be allowed.
7. At in-person assemblies, voting at general assemblies shall be by ballot except voting shall be by show of hands on motions with respect to procedural matters unless, at the discretion of the Chair, a vote by show of hands is inconclusive. On matters where voting is by show of hands, each delegate in attendance at the time the vote is taken shall be entitled to vote, and shall have one vote.

- 7.1 At virtual or hybrid assemblies, voting at general assemblies shall be by ballot except voting may be by show of hands and/or by electronic means such as polling on motions with respect to procedural matters unless, at the discretion of the Chair, this vote is inconclusive. Only delegates in attendance at the time a vote is taken shall be entitled to vote, and shall have one vote.
8. Delegates who are not accredited delegates may participate in General Assembly and general meeting discussions and debate.



BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: SCHOOL RESOURCE OFFICER PROGRAM REVIEW

FORUM

- ☒ Open Session
☐ Closed Session

INTENT

- ☐ Delegation / Presentation
☒ Decision
☐ Discussion
☐ Information

BACKGROUND

The School Resource Officer (SRO) program has been in place in Regina schools for more than 40 years. In mid-2022, the Public and Catholic school divisions tendered for consulting services to undertake a formative and summative review of the program. The [full report](#) provides a detailed examination of the SRO program, its goals, costs, program statistics, as well as survey and focus group results. A series of observations for the future is provided to update and strengthen the SRO program.

The purpose of this item is to define a path forward to complete the work outlined in the report in a collaborative and accountable manner.

CURRENT STATUS

The [SRO report](#) provides a wealth of data that identifies both strengths and challenges with the SRO program and provides a solid, quantitative foundation to build from. Regina Public Schools' Administration is committed to focused and sustained attention to ensure the program is meeting objectives and operating in a manner that is consistent with Regina Public Schools' shared values. In doing this work, Regina Public Schools is committed to working collaboratively with Regina Catholic Schools and the Regina Police Service.

Follow up work will focus primarily on culturally appropriate efforts toward Indigenous and BIPOC students, gender diverse students, students who are members of the LGBTQIA2S+ community, vulnerable students, and all diverse populations.

Some specific areas include:

- Designing a robust governance model, including a student advisory body;
- Refining the role of SROs, with priority on student relationship building;
- Reviewing and recommending enhancements to SRO recruitment, hiring and training practices;
- Implementing a systematic approach to regularly monitor (at least annually) and evaluate the impacts of the SRO program;
- Collaboration among DEI leaders in Regina Public Schools, Regina Catholic Schools, and the Regina Police Service; and,
- Conducting a full review every three to five years including developing alternative approaches to the SRO program if reforms do not produce the desired results.

Regina Public Schools’ DEI staff and Diversity Committee are well positioned to lead this work for Regina Public Schools.

COMMUNICATIONS

The [SRO report](#) is posted on the Regina Public Schools website. Updates will be provided to the Board of Education, including at the February and June 2024 Board meetings.

RECOMMENDATION

It is recommended that the Board review the information provided, ask clarifying questions, and approve the motion as provided below.

PROPOSED MOTION

That the Board receive the SRO Review Report and direct the Director of Education/CEO to work with Regina Catholic Schools and the Regina Police Service to update the SRO program and to develop a plan to implement culturally appropriate efforts toward Indigenous and BIPOC students, gender diverse students, students who are members of the 2SLGBTQIA+ community, vulnerable students, and all diverse populations.

Enhancements to be considered will include:

- Designing a robust governance model, including a student advisory body;
- Refining the role of SROs, with priority on student relationship building;
- Reviewing and recommending enhancements to SRO recruitment, hiring and training practices;
- Implementing a systematic approach to regularly monitor (at least annually) and evaluate the impacts of the SRO program;
- Collaboration among Diversity, Equity and Inclusion leaders in Regina Public Schools, Regina Catholic Schools, and the Regina Police Service; and,
- Conducting a full review every three to five years including developing alternative approaches to the SRO program if reforms do not produce the desired results.

PREPARED BY	DATE	ATTACHMENTS
Darren Boldt, Director of Education/CEO	October 12, 2023	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Notice of Motion

Ted Jaleta

October 17, 2023

School Resource Officer (SRO) Program

Ted Jaleta gave notice of his intention to present the following motion at the October 17, 2023 Board meeting:

Whereas we hired an independent consultant to perform a thorough review of the School Resource Officer Program in Regina Public Schools;

Whereas the data produced in the review shows that vulnerable and marginalized students from the Black, Brown, Indigenous, 2SLGBTQIA+, Disabled, and Newcomer communities were more likely to feel stereotyped, targeted, fearful, intimidated, anxious, and triggered by School Resource Officers in schools;

Whereas Regina Public Schools is committed to creating a safe learning environment for all students;

THEREFORE, BE IT RESOLVED that the RPSD Board directs the Director of Education to:

- 1. Work with Regina Police Service to develop a plan to remove School Resource Officers' offices from all Regina Public Schools by January 1, 2024.*
- 2. Redesign School Resource Officer program in collaboration with Regina Police Service with trauma-informed practices and restorative justice models so that our most vulnerable and marginalized students (Black, Brown, Indigenous, 2SLGBTQIA+, Disabled, Newcomers) do not feel stereotyped, targeted, fearful, intimidated, anxious, and triggered when School Resource Officers need to be in a school by, for example, wearing plain-clothes whenever possible.*
- 3. Create an annual School Resource Officer evaluation plan, which includes tracking demographics, tracking suspensions and VTRA usage, specific actions to improve and gain back trust of the most vulnerable students to uphold accountability.*
- 4. Issue an apology and publicly acknowledge the harms that have been caused to gain back trust.*

Rationale:

- a. The SRO program was started in 1986 and has only had one cursory review prior to 2022. The SRO program has not changed in any significant way in its four decades of operation. Research on best practices in schools and policing have advanced in those years. Students

and taxpayers should expect evidence-based and best practices in the classroom and in policing.

- b. Policing in Canada, and Saskatchewan in particular, is fraught with impacts of colonialism and racialized policing practices. The history of these practices traced back to the role of police in residential schools and in the slave trade. The contemporary manifestations found in the Starlight Tours and carding/street checks. The ongoing impacts of these histories, policies and practices can disrupt the learning experience of BIPOC students. Changes and improvements to the SRO program would allow the RPS and RPSD to critically assess the impacts of police presence thinking about the diversity of lived experiences that students, staff and parents represent, while still continuing some of the valuable programs and training that they provide.
- c. The majority of schools in Saskatchewan do not have SROs on campus. These schools have functioned without the additional spending. There is a need to understand alternatives to the SRO program and to explore restorative justice initiatives at schools which do not require police officers.
- d. Removing SROs from school offices and redesigning the program will hopefully create some new programming and initiatives in schools that are trauma-informed and evidence-based as well as grounded in demonstrated commitments.

Notice of Motion

Adam Hicks

October 17, 2023

Continuation of the School Resource Officer (SRO) Program

Adam Hicks gave notice of his intention to present the following motion at the October 17, 2023 Board meeting:

WHEREAS Regina Public Schools' mission is to provide student-centered learning in inclusive, safe, and welcoming environments; and

WHEREAS our shared value statements unite us: I belong, I want to know, I am responsible, and I respect; and

WHEREAS our administrators support the SRO program and the significant role it plays in our all our schools;

BE IT RESOLVED that the Regina Public School Board continue the School Resource Officer program within our schools while adopting specific modifications to further align the program with equity, diversity, and inclusion principles.

Rationale:

1. **Safety and Support:** The SRO program has been an integral part of our schools for decades, playing a pivotal role not just in student safety but also in creating a conducive learning environment.
 - a. Our staff and administrators heavily rely on this program. One of our long-standing high school principals stated on October 4 in an email to Trustee Hicks that, "I have been working with SROs in my schools as an administrator for the past twenty years and am not sure what we would do without them. They are an invaluable resource to our schools!" Our staff and administrators have expressed strong support for the program. The RSOs not only contribute to safety but also play a significant role in resolving conflicts and even providing informal counseling.
 - b. We propose not just a redesign but an *evolution* of the existing program to integrate trauma-informed practices and restorative justice models while keeping the SROs as a valuable asset.
2. **Financial and Impact Considerations:** While it's true that many schools do function without a SRO program, those schools might not have the same challenges or demographics as ours. Importantly, this program represents a \$2.2 million investment in our children that comes at no cost to our educational budget, effectively adding 13 to 15 staff members who are solely dedicated to the safety and well-being of our students. This program is currently funded by the City of Regina.

- a. Over a one-year period, there were the following data collected on the activities of the SRO team:
 - i. 245 school and classroom presentations.
 - ii. 32 event participation.
 - iii. 106 lockdown drills.
 - iv. 308 mediations and problem-solving initiative meetings.
 - v. 1,508 incident (IEIS) reports.
 - vi. 95 Violent Threat Risk Assessments (VTRA).
 - b. This data from 2022 indicates that “due to the increase in students’ use of electronics and social media, the increase of acute critical incidents, the increase of violent incidents/weapons, and the high number of Violent Threat Risk Assessments, the SROs are now not only responding as primary units to in-progress calls for service in schools but are also completing very involved investigations.”
3. **Public and Stakeholder Support:** A thorough review of the program (12 community and board interviews, four RPS interviews, three student focus groups (54 students), two staff and administration focus groups, Black in Saskatchewan focus group, six public open houses, and almost 2,700 survey responses) indicates general public support and specific areas for improvement, especially concerning underrepresented groups in our schools. We acknowledge the data showing that marginalized communities have felt uneasy with the SROs.
- a. A removal of the SRO program does not necessarily solve the issue; it sidesteps it. Instead, we propose targeted and increased training for SROs focusing on cultural competence and anti-racism, alongside community involvement in program design and governance.
 - b. The survey data provided valuable insights and a few of the high-level points were as follows:
 - i. When asked how important it is to have a police presence in Regina schools, over six out of ten (62.3%) respondents provide a rating of 8 (10.5%), 9 (5.9%), or 10 (45.9%) out of 10, indicating high importance. In contrast, 12.9% provide a rating of 3 or lower. The overall mean score of 7.64 out of 10 indicates high perceived importance of having a police presence in Regina schools. The mean importance score among student respondents drops slightly to 7.02 out of 10.
 - ii. When asked if the SRO program is a negative or positive program in schools, over four out of ten (43.5%) respondents provide a rating of 10 out of 10, indicating the SRO program is perceived very positively in schools. In total, over six out of ten (63.8%) provide a rating of either 8 (12.0%), 9

(8.3%), or 10 (43.5%) out of 10. In contrast, 8.1% hold a generally negative opinion, providing a rating of 3 or lower. The overall mean score of 7.81 out of 10 indicates a high perceived positive opinion of the SRO program. The overall mean score among student respondents drops slightly to 7.27.

- iii. Over half (51.8%) of those who indicate they have interacted with an SRO rate their experience as very positive, with a 10 out of 10 rating. In total, three-quarters (75.5%) indicate generally positive past interactions with SROs, providing a rating of either 8 (12.9%), 9 (10.8%), or 10 (51.8%) out of 10. Conversely, 5.5% of respondents indicate a generally negative past interaction with an SRO, providing a rating of 3 or lower. The overall mean score of 8.39 out of 10 indicates a high level of positive experiences interacting with an SRO. The mean score among students drops to 7.82 out of 10.
 - iv. Nine out of ten (93.4%) respondents who indicate that the SRO program has affected the extent to which they feel comfortable with police report feeling either somewhat (36.0%) or much (57.4%) more likely to feel comfortable with police because of the SRO program. Similarly, nine out of ten (93.2%) respondents who indicate that the SRO program has affected the extent to which they trust police report being somewhat (36.6%) or much (56.6%) more likely to trust police because of the program.
 - v. Among the statements tested, respondents indicate that having a uniformed police officer at school makes them feel a lot safer and more supported (42.3% and 33.7%, respectively). In contrast, the majority of respondents indicate that having a uniformed police officer in schools does not at all make them feel targeted (81.2%), triggered (78.2%), stereotyped (76.4%), frightened/fearful (74.7%), or paranoid (73.8%). Students are less likely than the rest of the respondents to feel safe and supported by having a uniformed police officer in schools, and are more likely to feel intimidated, frightened/fearful, watched or monitored, targeted, paranoid, and anxious. Indigenous respondents, respondents who identify as gender diverse, respondents with a disability, respondents who identify as a member of a visible minority group, and those who identify as LGBTQIA2S+ are less likely to feel safe and supported by having a uniformed police officer in schools, and are more likely to feel intimidated, frightened/fearful, targeted, stereotyped, and paranoid.
- c. Implementation of an annual evaluation plan is essential for the program's success and accountability. While the history of policing has problematic aspects, the SRO program is a way to evolve this narrative positively. Properly trained SROs can serve as ambassadors for change but must ensure there are appropriate measures in place to measure the appropriate changes.
 - d. If we were to do away with the SRO program, let's consider the alternative. In its absence, the hundreds of calls that schools would have to make through the general police line, would be handled by general duty officers with no established

relationships within our educational settings. These officers, unfamiliar with our school communities, would be more likely to take a punitive approach, escalating situations that could otherwise be defused by an SRO officer. Moreover, without dedicated SROs, these calls would be lumped in with all other police matters, likely resulting in slower response times and, consequently, compromised safety and well-being for our students. The SRO program provides not just peoplepower but also ‘heartpower’—the invaluable relationships that come from having dedicated officers who understand and are invested in our schools.

Recommendations for Administration to pursue and build into a program enhancement:

1. **Enhanced Training:** All SROs should undergo further training in anti-racism, unconscious bias, and cultural awareness.
2. **Stakeholder Engagement:** Build stronger relationships between SROs, students, and the community, perhaps through existing EDI resources and committees.
3. **Governance Model:** Establish a governance model that includes representatives from diverse student demographics to make the program more relevant and accountable. Diverse student voice is an important tool to ensure that all students can feel safe and belong within our buildings.
4. **Involvement in SRO Hiring Process:** Representatives from both school divisions be actively involved in the hiring process of new School Resource Officers. This collaboration ensures that the selected officers align with our educational goals, understand our unique community challenges, and are well-equipped to serve in a culturally sensitive and effective manner.
5. **Program Monitoring:** Implement a systematic approach to regularly monitor (at a yearly minimum) and evaluate the program’s impact, with a full review every 3 to 5 years.
6. **Flexible SRO Roles:** Consider opportunities for SROs to be present in plain clothes during extracurricular activities to minimize intimidation and build relationships.



REGINA BOARD OF EDUCATION

9a

BOARD MEETING DATE: OCTOBER 17, 2023

TOPIC: 2023/2024 STUDENT ENROLMENT REPORT

FORUM

- ☒ Open Session
☐ Closed Session

INTENT

- ☐ Delegation / Presentation
☐ Decision
☒ Discussion
☐ Information

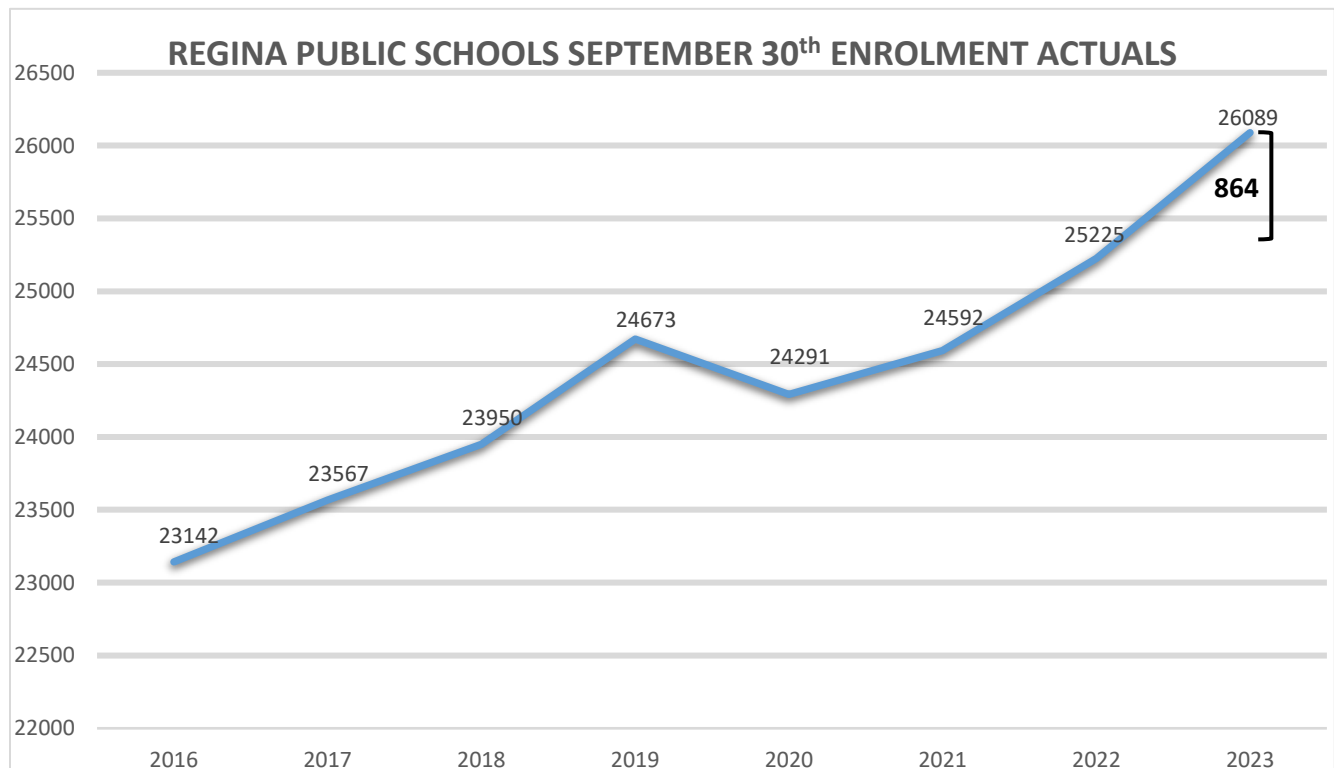
BACKGROUND

The Ministry of Education requires school divisions to reconcile enrolment data by September 30th of each school year. The Division's administration has been working with school-based personnel to ensure student enrolment data in the Ministry's Student Data System accurately reflects the enrolments at each school.

Please find below a graph indicating the actual September 30th enrolment numbers for the past eight years. Also included is an enrolment summary for the Division based on September 30, 2023 enrolment. Comparative data to last year and to funded projections are provided.

CURRENT STATUS

Note that enrolments are still being reviewed and final figures may vary slightly from the values shown below.



Enrolment Summary by Grade	September 30, 2022 Actual	2023-24 Funded Projection	September 30, 2023 Actual	Variance to September 2022 Actuals	Variance to 2023-24 Funded Projection
PreK	593	615	586	-7	-29
Kindergarten	1,807	1,851	1,847	40	-4
Grades 1-8	15,473	16,060	15,897	424	-163
High School	7,352	7,633	7,759	407	126
Contingency		100			-100
Total	25,225	26,259	26,089	864	-170

Enrolment Summary by School	September 30, 2022 Actual	2023-24 Funded Projection	September 30, 2023 Actual	Variance to September 2022 Actuals	Variance to 2023-24 Funded Projection
Associated Schools	1,519	1,597	1,655	136	58
Home-based	304	304	282	-22	-22
French Immersion	2,632	2,720	2,674	42	-46
SaskDLC Full-Time			286		

As per past practice, the Ministry of Education will recalculate operating grants for all school divisions based on actual enrolments. This recalculation is expected in early December and will be reported to the Board in the First Quarter Financial Update.

PREPARED BY
DATE
ATTACHMENTS

Rick Steciuk, Deputy Director
Delaine Clyne, Supervisor of Strategic Supports

October 11, 2023

☐ Yes ☒ No