

At a meeting of the Board of Education of the Regina School Division No. 4 of Saskatchewan, held at 1600 4th Avenue.

Members Present	Mrs. Katherine Gagne, Chair	Mrs. Tanya Foster
	Mr. Adam Hicks, Vice-Chair	Mr. Jay Kasperski
	Mrs. Cindy Anderson	Ms. Aleana Young
	Dr. Jane Ekong	

Administration Present	Mr. Greg Enion, Director of Education
	Ms. Naomi Mellor, Deputy Director, Division Services/CFO
	Mr. Darren Boldt, Deputy Director, Student Achievement

Mr. A. Hicks acknowledged the location of every Regina Public School and the School Division Office on Treaty 4 land.

In the absence of Mrs. K. Gagne, Chairperson, Mr. A. Hicks, Vice-Chairperson, chaired the public portion of the meeting. Mr. Hicks called the meeting to order and asked for a motion to adopt the agenda.

Adoption of Agenda	<u>Motion by Mrs. C. Anderson:</u>
	That the agenda be adopted as prepared.

Motion Carried.

Declaration of Any Conflicts	Mr. A. Hicks asked if there were any conflicts of interest to be declared. Ms. A. Young declared a conflict of interest with respect to the <i>Negotiations Update</i> .
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Approving of Minutes	Mr. A. Hicks then asked for a motion to approve the minutes of the meeting held on February 11, 2020.
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	<u>Motion by Dr. J. Ekong:</u>
	That the minutes of the Board meeting of February 11, 2020, be approved as distributed.

Motion Carried.

Playground Conflict Managers Program	Information regarding the Playground Conflict Managers Program had been distributed. Ms. Lois Herridge, Superintendent, Student Achievement, introduced Ms. Joanne Leitner, Program Liaison and Psychologist with Regina Public Schools, and Ms. Rochelle Rugg, Conference Committee Representative and Vice-Principal at École Centennial Community School. Ms. Leitner provided additional information relative to the program, highlighting that it has been in place in Regina Public Schools for 25 years, and the annual student
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Chair	S/T

conference has been held for 23 years, every year sponsored by the Rotary Club of Regina, and also with newer sponsors, SaskTel and the Regina Police Service. She noted that the program empowers students to help others by providing a process and language to solve their disagreements themselves. She advised that students from grades 5-7, currently at 12 elementary schools, are taught that disagreements and differing opinions are natural, and are provided with lifelong skills to assist others in preventing or resolving conflicts. Ms. Rugg advised that the conflict managers help resolve minor conflicts, while teacher supervisors handle the more substantial issues. She outlined the process used by conflict managers, including introduction and ground rules, defining the problem, and finding solutions. Ms. Leitner and Ms. Rugg responded to a question relative to school participation. Board members expressed appreciation for the presentation and the program.

Mental Health
and Wellness
Strategy

The Mental Health and Wellness Initiative for Regina Public Schools Final Report had been distributed. Ms. Glenna Curry, Consultant, provided additional information, noting that she visited all 57 schools and had meetings with employees and departments at Division Office, and received 915 responses to the online survey, and commented that the employee experience has been captured in the report. She highlighted six key themes that emerged during her research, including: 1) Job Stress and Work-Life Imbalance; 2) Mental Health Stigma; 3) Collaboration, Shared/Inclusive Leadership; 4) Civility, Respect and Support; 5) Employee Experience and Link to Psychological Health and Safety; and 6) Employee Engagement. She outlined the following 20 recommendations for consideration, noting that they were not listed in any order of priority, and that recommendations deemed to be high impact/low-no cost were marked with an asterisk:

- 1) Maintain an Advisory Committee for Mental Health and Wellness*;
- 2) Vision Statement—“Regina Public Schools is a safe and respectful community that cultivates the full potential of all individuals through an inclusive and supportive environment that fosters mental health and well-being”*;
- 3) Communicate Regina Public Schools Strategic Priorities*;
- 4) Strategic Plan Going Forward (2021-2024) to Encompass Employee Well-Being Focus*;
- 5) Communicate Message of Balance*;
- 6) Promote Value of Collaborative Practices*;
- 7) Policy and Administrative Procedures to include Psychological Health and Safety/Mental Health and Wellness of Employees*;
- 8) Expand the Scope or Concept of Health and Safety*;
- 9) Develop an Aftercare Procedure or Pathway to Support Employees Following a Traumatic Event*;
- 10) Begin Dialogue About the National Standard for Psychological Health and Safety in the Workplace*;
- 11) Mental Health Awareness and Training;
- 12) Respectful Workplace Policy;
- 13) Prioritize Investment in Leadership Development and Training;
- 14) Promote Health and Lifestyle Services through Employee Family Assistance Program (EFAP) and Communicate Entitled Health Benefits;
- 15) Grow Human Capital;
- 16) Continuous Improvement Focused on Work Design;
- 17) Develop or Adopt a Mentorship Model to Support New Employees;
- 18) Support Education and Training that Addresses Compassion Fatigue and Vicarious Trauma;
- 19) Support Education and Capacity Building to Address Complexity of Student Needs; and
- 20) Determine Key Performance Indicators and Develop Metrics to Measure Progress and Desired Outcomes Prior to Implementation.

Chair	S/T

Ms. Curry responded to questions relative to generational differences, correlation with classroom complexities, EFAP provider, comparison to other organizations and other school divisions, continuation of the Advisory Committee, and leadership enhancement recommendations. Board members expressed gratitude to Mr. Greg Enion, Director of Education, for initiating this process, and conveyed appreciation for the presentation.

Student Council Following a discussion at its recent Board Planning Session relative to Administration providing options that could potentially meet the objectives contained in the motion, Mr. A. Hicks withdrew the motion of which he had given notice at the February 11, 2020 Board meeting, and asked Board members to provide feedback to Administration as to what they would like to see included in the options. Mrs. C. Anderson advised that she prefers the student forums in bring student voice to the Board table. Dr. J. Ekong advised that she favours the withdrawal of the motion and is prepared to revisit the matter when Administration provides options. Ms. A. Young expressed concern for the process of secondarily tasking Administration or Administration tasking itself with clarifying a motion before it is brought to the Board. She further noted that she would have been in favour of the motion with a friendly amendment to push the commencement date to the Organizational Meeting. Mrs. T. Foster expressed reservation in hurriedly planning something without researching and providing evidence to support clear goals. She further noted that she heard many students at the student forum commenting about pressures, and she would prefer Administration to provide some options for further discussion. Mr. J. Kasperski agreed with Mrs. Foster’s comments, and commended Mr. Hicks for tasking the Administration with the matter. Mr. Hicks concluded by noting that Board members may require more training relative to motions. He further commented that he feels confident that the future recommendations from the Administration will capture the essence of student voice.

Southeast Joint-Use Facility
Memorandum of Understanding Information regarding a Memorandum of Understanding relative to the Southeast Joint-Use Facility had been distributed. Mr. Greg Enion, Director of Education, and Ms. Delaine Clyne, Supervisor, Policy, Planning and Research, provided additional information. Mr. Enion noted the feasibility study that was conducted in 2014, and advised that a vision session was held in March, 2019, with the two Regina school divisions, the City of Regina, the Ministry of Education, and the YMCA. He outlined the vision statement that was agreed upon: “The south-east Regina Joint-use Facility will be an innovative, best-in-class project that embraces community-based development, accessibility and inclusivity. It will enhance the lives and experiences of recreational, service, and educational stakeholders of all ages and backgrounds through innovative partnerships in a campus setting that maximizes opportunities at a local, municipal and regional level.” He advised that key goals were also identified by the stakeholders. Ms. Clyne highlighted the enrolment pressures associated with the increase in enrolment at the elementary level, that will lead to approximately 1,500 more high school students in the Division by 2025. She further outlined current high school enrolment strains, noting that a new facility in Southeast Regina would provide students/parents more equitable access to a secondary school for students living in the east part of Regina, as well as enabling a balancing of enrolments between Sheldon-Williams and Campbell Collegiates. She advised that the stakeholders have confirmed an interest and willingness to move the project forward and that the next step is the undertaking of a more detailed feasibility study that will support future funding applications and set a framework to explore the feasibility and opportunity of a joint facility while inviting other partners to join in the shared pursuit. Mr. Enion and Ms. Clyne responded to questions relative to additional stakeholders and Ministry of Education commitment.

Chair	S/T

Motion by Dr. J. Ekong:

That the Memorandum of Understanding with Regina Catholic Schools, the City of Regina and the YMCA, to continue collaborating on the Joint-Use Southeast High School Project through a feasibility study, be approved, and that the appropriate officers be authorized to execute the agreement on behalf of the Board.

Motion Carried.
(Unanimously)

Subdivision
Reports

Mr. A. Hicks noted that Board members had received a letter from the Chair of the Lakeview School Community Council highlighting that the school is coming up to its 100 anniversary, and asking to be included in any discussions regarding the status of the facility, and noting their preference of re-life instead of rebuild of the facility.

Mrs. C. Anderson extended appreciation to the Administration involved in the recent Student/Trustee Forum, and also thanked those who attended the Sharing the Success of Our SCCs event with Ted Amendt.

Mr. A. Hicks further noted that the Regina school divisions successfully advocated for the land swap with the City of Regina that will allow for a portion of Kinsmen Park to be used for parking at the new Argyle/St. Pius X joint-use school.

Closed Session

Motion by Mrs. C. Anderson:

That we go into closed session in order to consider those matters identified on the meeting agenda for referral to said session.

Motion Carried.

Mrs. K. Gagne joined the meeting at 7:20 p.m. and assumed the Chair.

Motion by Mrs. T. Foster:

That we rise and report.

Motion Carried.

At the conclusion of closed session, the Committee of the Whole reported progress with respect to consideration of *Negotiations Update*, Special Committee for Diversity Update, Transportation Update, and Update re: Corona Virus. The progress reports were accepted.

[Ms. A. Young absented herself from the discussion with respect to *Negotiations Update*.]

Chair	S/T

Adjournment The Chairperson advised that this concluded the business of the meeting and called for a motion to adjourn.

Motion by Ms. A. Young:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 8:25 p.m.

Chairperson

Secretary-Treasurer