

Regina, Saskatchewan
October 8, 2024

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

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| Members Present | Mrs. Sarah Cummings Truskowski, | Mr. Adam Hicks |
| | Chair | Mr. Ted Jaleta |
| | Ms. Lacey Weekes, Vice-Chair | Mrs. Tracey McMurchy |
| | Mrs. Cindy Anderson | Ms. Tara Molson |

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| Administration Present | Mr. Darren Boldt, Director of Education/CEO |
| | Ms. Naomi Mellor, Deputy Director, Division Services/CFO |
| | Mr. Rick Steciuk, Deputy Director, Student Achievement/School Services |

Tracey McMurchy acknowledged the location of every Regina Public School and the School Division Office on Treaty 4 land.

The Chairperson called the meeting to order and asked for a motion to adopt the agenda.

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| Adoption of Agenda | <u>Motion by Adam Hicks:</u> That the agenda be adopted as prepared. |
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Motion Carried.

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| Declaration of Any Conflicts | The Chairperson asked if there were any conflicts of interest to be declared. None were reported. |
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| Approving of Minutes | The Chairperson then asked for a motion to approve the minutes of the meeting held on September 10, 2024. |
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Motion by Cindy Anderson:

That the minutes of the Board meeting of September 10, 2024, be approved as distributed.

Motion Carried.

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| TRC Reconciliation Wall at Harbour Landing School | Danette Exner, Superintendent of Student Achievement and School Services, introduced Kailey Gillies and Maria Aiginitis, Grade 4/5 teacher and Grade 4 teacher from Harbour Landing School. Ms. Aiginitis and Ms. Gillies presented a PowerPoint outlining their Truth and Reconciliation lessons, including gathering background knowledge, learning more about Orange Shirt Day and how it started, having students list things that make school a happy place for them which encouraged them to compare their experiences with students who attended Residential Schools, helping students understand the purpose of the Calls to Action, and introducing Kailey-Phyllis Webstad's book, <i>Every Child Matters</i> . Students and staff then took part in a self-portrait drawing lesson, with the portraits forming an Orange Shirt Day self-portrait mural, with over 1000 signatures of staff and students on the orange shirt helping to demonstrate |
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everyone’s commitment to Truth and Reconciliation. With the goal of giving students the opportunity to reflect on what they had learned, Ms. Gillies’ final activity was for each of her students to compose a letter to a Residential School survivor, sharing a bit about themselves, posing questions, making personal connections, expressing their feelings, and sharing their understanding about Residential Schools. Grade 4 students, Jamal Salako and Ariya Ashman read their letters to the Board members. Ms. Aiginitis’ final activity was for her class to read two story books by Nicola I. Campbell, *Shi-shi-etko* and *Shin-chi’s Canoe*, about a sister and brother who were taken away to attend a Residential School. The students then responded by writing a postcard to the main character and by drawing what they visualized as they listened to the stories. Grade 4 students, Kylie Maugeri and Fiona Stark, read their postcards to the Board members. Ms. Gillies noted that the learning facilitated at the school provided the opportunity for all students and staff to take part in one of the Calls to Action brought forth by the Truth and Reconciliation Commission and that, as educators, they recognize this learning is an ongoing journey and it is their duty to weave Indigenous knowledge into lessons and continue on the path of Truth and Reconciliation with the students. Ms. Aiginitis spoke of the self-portrait mural and its aim to convey the message that “We All Matter” in our efforts to make a difference, highlighting that each person’s voice is important as we progress on the journey of Truth and Reconciliation in Canada. They concluded by stating that Orange Shirt Day recognizes the harm done to generations of children through Residential Schools and is an affirmation of our commitment to ensure that Every Child Matters. Ms. Aiginitis and Ms. Gillies responded to questions from Board members relative to participation and availability of resources. Board members expressed appreciation for the presentation.

Director’s Report

Mark Haarmann, Director of Education/CEO, provided his monthly standing report, first highlighting the 11 Summer Success Camps hosted by the Division this past summer, that saw 97% of the 159 campers demonstrating measurable improvements in their literacy skills. He thanked the United Way Regina and Mosaic for their continued sponsorship of this initiative, and Student Achievement Superintendent Lori Daelick for her leadership in this work. He advised that, this fall, Grade 1 to Grade 3/4 teachers gathered, over a series of training sessions, to actualize and implement a new primary literacy instructional framework. The training supports teachers in providing a consistent approach to guiding our youngest students in their reading and writing journeys. Field testing of these strategies has resulted in consistent growth in Grades 1-3 students reading at or above grade level. In schools with a Responsive Instructional Coach during the 2023-2024 school year, Grades 1-3 grade-level reading improved by 10%, with Grade 1 self-declared Indigenous students showing the strongest growth at 14%. He noted that, overall last year, the Division saw improvement and we look forward to continuing to promote effective literacy instructional strategies for all primary teachers and learners. He thanked Student Achievement Coordinators Cori Knelsen and Erin Kolish for their leadership of this important work. He advised that, on September 12th and 13th, members of the Division’s Mental Health teams, School Counsellors, Guidance Counsellors, Indigenous Advocates, and Psychologists, participated in Applied Suicide Intervention Skills Training (ASIST) to ensure they have the proper skills to assess and support an individual who is thinking about suicide. The training was facilitated by staff from Child & Youth Services as well as the Division’s recently hired Mental Health Capacity Building Coordinator. He noted that Intensive Supports Development Coordinator Mary Barrow received a McDowell Foundation grant in 2022-23 and has since completed all of the research associated with the grant, and she will be offering a virtual workshop on her project in December and will also be sharing some of this work, along with the Division Autism Strategy, at an upcoming Board meeting. He reported that, on September 19th, Division Office staff kicked off the 2024-25 United Way Campaign with a fundraising barbecue, and the formal campaign runs from October 28th to December 6th. The Division will be supporting this important

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charity in all Regina Public schools and offices with creative fundraising that staff and students organize every year. This work shows the important role Regina Public Schools plays in the community. Speaking of Division Office, he publicly acknowledged the great work being done by the staff in the Human Resources, Finance, Strategic Supports, Facilities, and Information Technology departments, along with the support staff in all the schools. This past month has seen great work in adjusting enrolments, re-organizing schools, hiring staff, adjusting bus routes, preparing reports for the Ministry, repairing schools, supporting IT needs, and so much more, and it is this work that lets schools focus on kids and is crucial to the Division’s success. In further reference to Regina Public Schools’ outstanding people, he noted that the Shared Values Recognition Program ceremony and reception was held on September 24th at the Conexus Arts Centre, emceed by Chairperson Sarah Cummings Truszkowski, with Vice-Chair Lacey Weekes handing out the plaques. He congratulated the 2023/24 recipients, Christina Chatwell, Mike Foraie, Jeremy Gaboury, Les Grad, Danielle Hackel, Jennifer Huber, Pam Korczak, Maria Makris-Nagel, Tanja Maxie-Poitras, Gilliane Renwick, and Suzanne Shuba. He advised that, in the previous week, he celebrated some of the Division’s outstanding work by sharing with all staff a video of everyday excellence shown by students and staff at Sheldon-Williams, Rosemont and Ruth Pawson schools. He encouraged all employees to share their stories of everyday excellence with him so we can celebrate the exceptional learning and working environment that makes Regina Public Schools the best learning choice for Regina’s Pre-K to Grade 12 students and their families. He advised that he has a series of meetings planned with First Nations University, the University of Regina and the University of Saskatchewan and hopes to share news of some evolving partnerships soon. He highlighted that September 30th was the National Day for Truth and Reconciliation and Orange Shirt Day. A system-wide video featuring Regina Public Schools’ staff supported our employees with this reflection. On September 30th he had the opportunity to participate in a number of community National Day for Truth and Reconciliation ceremonies and events, including a screening of the preview of the documentary short film *The Crown and Indigenous People* hosted by the Lt. Governor of Saskatchewan at Government House, which was well attended by Regina Public Schools’ staff. He noted that there is a clear sentiment that Regina Public Schools needs to review, restructure and re-envision its Indigenous programming and supports. Now that its election season in Saskatchewan, with both provincial and municipal elections happening at the end of October and mid-November, he recognized that it is a good time for all school families, staff and citizens to remember that the Division’s priority is its students and their safety. To keep schools safe and focused on the curriculum, he noted that a number of rules are in place to ensure schools and staff do not engage in any unintentional or deliberate partisanship. He invited everyone to review the Division’s Administrative Procedure 135 *Community Resource Persons Addressing Students*. He also pointed to content on the Division’s website and social media pages describing what to expect during the elections over the next two months. He encouraged everyone to engage in the political process and vote. In conclusion, having visited almost half of the schools in the Division, he reiterated how impressed he is by the engagement of students and staff. From daily lessons to character education projects, to cross country meets and baseball games, and so much more, he sees excellence daily; and the people of Regina need to know their public schools are tremendous places for their children to learn and grow. Mr. Haarman and Rick Steciuk, Deputy Director of Student Achievement and School Services, responded to questions relative to ASIST and potential student training, communicating with families about resources and agencies available in times of crisis.

Indigenous
Education
Advisory
Council

Tara Molson advised that the minutes of the September 17, 2024 Indigenous Education Advisory Council meeting are included in the Board agenda package. She outlined the agenda items discussed, including updates on a City sweat lodge, a visit to Elder Murray Ironchild, the Indigenous Education

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Responsibility Framework, harvesting sage with Trustees, and Indigenous student enrolment numbers; the name of the new North Regina joint-use school—Tawâw School; and the cultural/physical audit of Division Office.

Associate School Agreements

Sarah Cummings Truszkowski advised that, in 2012, Regina Public Schools renewed Memoranda of Agreement with three associate schools: The Regina Christian School Association, Harvest City Christian Academy, and the Regina Huda School Incorporated. She noted that periodic reviews of agreements is a good management practice to ensure contracts are up to date, consistent with current operations, and meeting the needs of all parties and, at the December 2022 Board meeting, the Board of Education passed a motion directing Administration to examine the terms of each associate school agreement, evaluate current practices, and to assess the alignment of associate schools with the values and priorities of Regina Public Schools. She outlined that an associate school review committee, consisting of members from the Division senior leadership team, was established and tasked with conducting a formal review and that the committee worked collaboratively with administrative staff from the three associate schools to examine each agreement and then produced a report that outlined a number of recommendations for the Board to take into consideration. She further outlined that, in December 2023, the Board passed a motion to establish an ad hoc Committee on Associate School Agreements to oversee discussion and development of updated agreements; that Committee consisted of Lacey Weekes, Tara Molson, Cindy Anderson and herself. This Committee reviewed the recommendations provided, met with associate school administration and representatives from their boards, and worked to update the current agreements. She thanked the administration and boards from each of the associate schools for their participation and willingness to work in partnership with Regina Public Schools through this process. She advised that the Memoranda of Agreement for all three associate schools have been updated and verbal agreements from all three associate schools have been confirmed to move forward in partnership. She highlighted that the new agreements include: a four-year term, which will allow both parties to review the agreements at regular intervals; enhanced accountability and transparency through requirements for associate schools to publicly report within specified timeframes on their annual budgets and audited financial statements, as well as prepare a year-end annual report on enrolments, revenues and expenses, programming and student achievement results; updated language in the termination clause, which provides clarity for both parties; a more robust insurance clause that incorporates a 2019 addendum; and an overall update of the language to better reflect current practices. Mrs. Cummings Truszkowski responded to questions relative to communication of the new agreements, and variances from the previous agreements. Rick Steciuk, Deputy Director of Student Achievement and School Services, and Naomi Mellor, Deputy Director of Division Services/CFO, responded to a question relative to monitoring compliance.

Motion by Lacey Weekes:

That the Board approve the agreement with Regina Christian School Association as presented, with any minor edits approved by the Director of Education/CEO, and authorize the Chair to sign on behalf of the Board.

Motion Carried.
(Unanimously)

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Motion by Cindy Anderson:

That the Board approve the agreement with Harvest City Church Inc. as presented, with any minor edits approved by the Director of Education/CEO, and authorize the Chair to sign on behalf of the Board.

Motion Carried.
(Unanimously)

Motion by Tara Molson:

That the Board approve the agreement with Regina Huda School Inc. as presented, with any minor edits approved by the Director of Education/CEO, and authorize the Chair to sign on behalf of the Board.

Motion Carried.
(Unanimously)

2024 SSBA
AGM:
Submission of
Bylaw
Amendments
and Resolutions

Sarah Cummings Truszkowski advised that the SSBA 2024 Fall General Assembly will include member discussion of proposed resolutions that, if passed by Assembly delegates, will guide the future work of the SSBA. Over the last month, Board members have suggested several potential resolutions now presented for Board endorsement. Adam Hicks noted that Board members will need clear, consistent speaking points when presenting these resolutions to ensure positive discussions. It was agreed that any that do not pass should be brought forward again at the next General Assembly.

Motion by Adam Hicks:

That the following resolutions and associated rationales be approved for submission to the Saskatchewan School Boards Association for presentation at the 2024 Annual Convention:

- 1) BE IT RESOLVED that the Saskatchewan School Boards Association tender for and manage a Provincial Whistleblower Hotline for fraud reporting in school divisions.
- 2) BE IT RESOLVED that the Saskatchewan School Boards Association advocate to secure the Ministry of Education’s commitment to include environmental education as a core curriculum to prepare students for our changing environment.
- 3) BE IT RESOLVED that the Saskatchewan School Boards Association prepare, publish, and release to all members in conjunction with annual audited financial statements, Public Accounts in the same form as School Division Public Accounts.
- 4) BE IT RESOLVED that the Saskatchewan School Boards Association advocate to the Minister of Education to remove qualifications for Directors of Education from regulations and reinforce the autonomy of boards to making hiring decisions.

Motion Carried.
(Unanimously)

Board Meeting
Dates

To allow for sufficient preparation and orientation time following the November 13, 2024 election, Board members were asked to reconsider upcoming meeting dates.

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Motion by Cindy Anderson:

That the following Board meetings be scheduled commencing at 5:30 PM at the Regina Public School Board Office, 1600 4th Avenue, Regina:

- November 19, 2024, to replace the 2024 Organizational Meeting previously scheduled for November 14, 2024; and
- November 27, 2024, to replace the regular Board meeting previously scheduled for November 19, 2024.

Motion Carried.
(Unanimously)

Enrolment Report

Information relative to 2024-2025 student enrolment had been distributed. Rick Steciuk, Deputy Director of Student Achievement and School Services, provided additional information, including enrolment comparisons for the past eight years. He noted an increase of 873 students from 2023-2024 actuals and an increase of 248 students from 2024-2025 projections. Of interest, he advised that the Multicultural Centre has registered 803 students in the last six weeks. Mr. Steciuk and Naomi Mellor, Deputy Director of Division Services/CFO, responded to questions relative to the main schools the newcomers are attending, adequate staffing, and a further enrolment submission in January that could result in a funding adjustment.

SRO Progress Report

Information on the SRO program had been distributed. Mark Haarmann, Director of Education/CEO, provided a progress report, noting that he attended a meeting of the steering committee on October 3, 2024 wherein the leads from each of the six Collaborative Action Teams presented identified actions/commitments. He advised that the steering committee has formed a collaborative model and is creating a Memorandum of Understanding that is expected to be completed by January 2025. He further advised that the foundations document is to be finalized in November 2024. The Teams are setting up their actions and, as those actions take shape, they will be evaluated going forward, eventually moving from evaluation to accountability. He provided additional information regarding hiring practices, recommended training enhancements, relationship building and positive exposure, and extracurricular involvement, strategically sharing actions and progresses, increasing visibility and awareness, and supporting partnership events. He reminded Board members that, as a learning organization, our mandate is to teach everyone involved, and this is an opportunity for officers to learn and students to become comfortable with them as people and as officers. He advised that there is another follow-up meeting in November to solidify more actions. He also noted that, at some point, a document outlining all the work of the Teams will be available to all stakeholders. Mr. Haarmann responded to questions relative to repairing damaged relationships, the possible involvement of School Community Councils, and plans for future evaluations.

Planned Agenda Items

For Board member information, the Chairperson noted the planned agenda items currently set for the November 27, 2024 Board meeting, including Neurodiversity Celebration, Director’s Report, Audit and Risk Management Committee, 2023/24 Audited Financial Statements, 2023/24 Annual Report, Appointment of Standing Committee Members, Appointment of Board Representatives, 2024 SSBA AGM–Appointment of Voting Delegates and Vote Distribution, and Biannual Administrative Procedures Update Information.

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Information –
Subdivision
Reports

Adam Hicks thanked Mark Haarmann for his recent visit to Argyle School following some playground concerns. He advised that he attended the Harbour Landing open house, and he expressed regret that some SCCs and parents are being drawn in to the politics of the elections, and he thanked the Harbour Landing SCC and parents for handling some very uneasy conversations at their most recent meeting. He further thanked Melissa Gerlach, President of the Regina Public School Teachers' Association, for hosting a Regina Public School Board Candidate Forum to be held October 18th at 7:00 PM at the Artesian.

Tracey McMurchy thanked the Board members and Administration for the last two years of her trusteeship. She highlighted that Marion McVeety School was one of the schools chosen to paint their crosswalk in honour of the National Day for Truth and Reconciliation, and she thanked the teachers, students and their families for assisting with this project. She further advised that Marion McVeety School has invited contributions of art from the community to hang on the walls at the school; and Ms. McMurchy was honoured to donate some artwork by Métis artist Phyllis Poitras-Jarrett that are being displayed at the front entrance of the school. She advised that she has attended most of the SCC meetings in her subdivision, and many are planning Halloween activities and dances, and schools are getting ready for the One School One Book program. She thanked the SCCs for purchasing the books for this program. She concluded by noting Campbell Collegiate's book fair where the students promoted their clubs, including Best Buddies Club, Newspaper Club, Outdoors Club, Math Club, Debate Club, Stargivers initiative, Ladies Lifting Club, and Students Against Drinking and Driving Chapter, and she thanked the students for giving back to their peers and the community.

Adam Hicks also highlighted the diversity of the Division's schools, examples being 38 languages and 42 countries represented at Harbour Landing School, and 30 languages and 57 countries represented at Sheldon-Williams Collegiate.

Sarah Cummings Truszkowski advised that she attended Walker, Seven Stones and Connaught SCC meetings over the last month, and also visited the painting of Kitchener School's crosswalk in honour of the National Day for Truth and Reconciliation. She further attended a September 30th breakfast put on by The Crescents SCC.

Tara Molson, in reference to Mrs. McMurchy's report, advised that, in 1998, she was in Thom Collegiate's Students Against Drinking and Driving Chapter. She noted that this would be her last meeting as a Board member, and she thanked everyone from Administration, her fellow Trustees, families, SCCs, staff, teachers, and everyone with Regina Public Schools. She commented that she has a to-do list for the next Subdivision 6 Trustee. She noted that the M.J. Coldwell community is quickly growing; the school did not have an SCC in 2020 but now have a very active one, and the growth of the school needs to be monitored. She advised that Gladys McDonald School had its play structure removed and needs to fundraise for a new one. She highlighted that, even though a lot of capital funding has gone into Coronation Park School, the basement still needs a lot of work. She commented on the Deaf and Hard of Hearing program at Henry Janzen School, noting that students across the city depend on that program and it needs to continue. She further noted that all students in intensive support programs, like those at George Lee School, Ruth Pawson School and Winston Knoll Collegiate, are crucial programs and the Board needs to keep advocating for adequate funding of these program. She concluded by thanking everyone and stating that she will miss being a Trustee.

Sarah Cummings Truszkowski thanked Ms. Molson for her service to Regina Public Schools, and for the care she put into schools and the Board.

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On behalf of the Board of Education, Tracey McMurchy 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.

Closed Session Motion by Lacey Weekes:

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

Motion Carried.

Motion by Cindy Anderson:

That we rise and report.

Motion Carried.

At the conclusion of closed session, the Committee of the Whole recommended to the Board:

CUPE 3766 and 1) That the bargaining parameters be approved as presented.
CUPE 4643

Regina Public 2) That the bargaining parameters be approved as presented.
School
Teachers’
Association

Motion by Cindy Anderson:

That recommendation No. 1 (above) from the Committee of the Whole be approved.

Motion Carried.
(Unanimously)

Motion by Cindy Anderson:

That recommendation No. 2 (above) from the Committee of the Whole be approved.

Motion Carried.
(Unanimously)

At the conclusion of closed session, the Committee of the Whole reported progress with respect to consideration of *School Attendance Area Review Progress*. The progress report was accepted.

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

Motion by Tara Molson:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 8:15 p.m.

Chairperson

Chief Financial Officer