



School District No. 54 (BULKLEY VALLEY)

AGENDA REGULAR BOARD MEETING OCTOBER 22, 2019 SCHOOL BOARD OFFICE, SMITHERS, B.C. 7:00PM

- 1) Call to Order
- 2) Traditional Welcome / Opening Remarks
- 3) Adoption of Agenda
- 4) Minutes: Regular Meeting Minutes – September 24, 2019
Synopsis In-Camera Meeting – September 24, 2019
- 5) Learning Portion: 2019-2020 Trades Initiatives in SD54
- 6) Administration Report M. McDiarmid Report Attached
- 7) Committee Reports:
 - a) Operations Committee L. Kearns Report Attached
 - b) Policy Committee F. Farrell Report Attached
 - c) Trustee Reports
 - J. Williams Report Attached
 - L. Kearns Report Attached
 - F. Krishan Report Attached
 - F. Farrell Report Attached
 - J. Krauskopf Report Attached
 - F. Krishan Report Attached
- 8) Unfinished Business
- 9) New Business
- 10) Other Business
 - 10.1) Expenditure Summary – October 31, 2019
- 11) Reading File

Ltr. Frm. SD54 to BCSTA re: School Site Land Acquisitions Issue and Solutions
Ltr. Frm. SD61 to Board Chairs : re Climate Action
Ltr. Frm. SD54 to Minister Fleming re: Recruitment and Retention
Ltr. Frm. Minister T. Stone re: Vaping
Ltr. Frm. SD53 to Minister Dix re: Vaping

- 12) Closing Remarks –Next regular Board Meeting will be held on November 19, 2019 in Smithers at the School Board Office, commencing at 7:00 p.m.
- 13) Adjournment
- 14) Public Remarks**

NOTES:

****Public Remarks:** Just a reminder to everyone that this portion of the meeting is intended to provide an opportunity for members of the public to make comments to the Board. Public remarks should be relevant to items on the approved agenda. The Board will listen respectfully to comments but not respond to questions during this time.

Delegations: This item is intended to provide an opportunity to members of the public to make a presentation to the Board. Individuals wishing to be included on the agenda must submit a written request to the Secretary Treasurer at least one week prior to the meeting stating the subject of their presentation and including any background information to be considered by the Board. (Board Policy # 1.190) <http://www.sd54.bc.ca/index.php/school-board/board-policy>



REGULAR MEETING MINUTES
BOARD OF EDUCATION
SCHOOL DISTRICT NO. 54 (BULKLEY VALLEY)
SEPTEMBER 24, 2019
SCHOOL BOARD OFFICE, SMITHERS B.C.

PRESENT: Trustees: F. Farrell, L. Kearns, F. Krishan, P. Michell, J. Williams, E. Quinlan, J. Krauskopf

Staff: M. McDiarmid – Superintendent
M. Monkman – Assistant Superintendent
D. Margerm – Secretary Treasurer
T. Bancroft – Director Facilities & Maintenance
B. Kingsmill – Recording Secretary

1. CALL TO ORDER

- The meeting was called to order at 7:01pm.

2. TRADITIONAL WELCOME / OPENING REMARKS

- Chairperson Williams acknowledged that we are gathered on the home of the Wit'suwit'en Nation, traditional territory of the Gidmt'en – Bear Wolf Clan.
- Chairperson Williams welcomed all guests present. She welcomed everyone back to another school year. Chairperson Williams and Superintendent McDiarmid toured all the SD54 facilities at the beginning of September. She acknowledged the maintenance crew and all their hard work over the summer.

3. ADOPTION OF AGENDA

- Chairperson Williams requested that Agenda New Business Item 8.1 – 2018 – 2019 Draft Financial Statements be moved to item number 5.

MOTION: *It was moved by Trustee Kearns and seconded by Trustee Farrell.*

"That New Business Item 8.1 – 2018 – 2019 Draft Financial Statements be moved to item number 5. "

CARRIED

MOTION: *It was moved by Trustee Michell and seconded by Trustee Quinlan.*

"That the amended agenda be accepted as presented."

CARRIED

4. ADOPTION OF MINUTES

- The Chairperson asked if there were any corrections to the regular meeting minutes of June 18, 2019 or the synopsis of the in-camera meeting minutes of June 18, 2019. There being none, the regular meeting minutes of June 18, 2019 and the synopsis of the in-camera meeting minutes of June 18, 2019 were declared approved as presented.

5. NEW BUSINESS – Part I

- **5.1 – 2018-2019 Draft Financial Statements** – The Operations committee recommended the Board approve the audited Draft 2018-2019 Financial Statements as presented.
- Mr. Dorian Callison from Carlyle Shepherd & Co. provided an unqualified opinion of the 2018 – 2019 Audited Financial Statements.
- Secretary Treasurer Margerm provided a financial recap of the 2018 – 2019 school year.

MOTION: *It was moved by Trustee Kearns and seconded by Trustee Michell.*

“That the Board approve the 2018 – 2019 Audited Financial Statements as presented. ”

CARRIED

6. ADMINISTRATION REPORT

- Superintendent McDiarmid declared that the school start up this year went very well. The atmosphere in the schools is positive and there is good lines of communications in the school. Across BC there is a teacher shortage, thankfully that is not happening in this district. SD54 the school year with one temporary teacher in place. We are still working on recruiting efforts. Final changes to the curriculum are now in place for this school year. As of August 1, 2019, Mr. Dustin Hersee assumed the position of Vice – Principal of Smithers Secondary School. A vacated excluded position was recently replaced and we would like to congratulate Mr. Ted Owens as the new Supervisor of Information Technology Services.
- Superintendent McDiarmid presented the Student Achievement report to the Board. The FSA's will begin in October. This is a snapshot and one small piece of a student's ongoing assessment.
- Superintendent McDiarmid presented the District initiatives report to the Board. SD54 is once again pleased to partner with CMC. Continuing joint programs will be Intro to Health, Carpentry and Professional Cook I and Intro to Trades. In the spring semester in Houston will have a number of courses around pipefitting. This will be run through a partnership with the Piping Industry College of BC and CMC. Changing Results 4 ALL Learners will be continuing this year. Ms. Carole Fullerton will be returning to the district in September, holding mathematics sessions for our k-5 teachers and grade 6-10 teachers and a district wide workshop. Innovation Funds grants are available once again this year and teachers are encouraged to submit proposals for innovative approaches to learning. This year the District will set aside funds for schools/teachers to apply to support outdoor education opportunities.
- Superintendent McDiarmid presented the school based initiatives report to the Board. All of SD54 Schools held meet the teacher nights or welcome back evenings recently. SSS will host their bi-annual Legacy Project unveiling on Friday, October 11th. This year's legacy portraits are of Antoinette Austin – painted by Lindsey Pierce and Bill Goodacre – painted by Jessica Nelson. The District Elementary Soccer tournament will take place at Muheim on Saturday, September 28th. Orange Shirt Day is on September 30th. District schools will be proudly wearing their orange t-shirts to support “Orange Shirt Day” to help raise awareness of residential school students and share the story of Phyllis Webstad. Girls Ruby Zones will take place on Saturday, October 5th in Houston. The District cross country run will take place on Thursday, October 24th.

Field Trip Proposals

- The following field trips have been approved by the Assistant Superintendent:
 - **SSS - 25+/-** Grade 9-12 students from Smithers Secondary School to travel to Vancouver during the period of September 12-19, 2019. The purpose of this trip is to take part in the annual Bard on the Beach Shakespeare Festival. All Board requirements have been met for this trip.

Operations

- Secretary Margern presented the operations report to the Board. Initial headcount enrollment for the 2019-2020 school year is approximately 1982 students. The spring budget projections estimated student enrolment of 1947 FTE. Adjusting for the headcount to FTE secondary reduction, we will expect to be closed to the project FTE. A confirmed enrollment figure will be proved in October once the 1701 Report is submitted. The maintenance staff has worked hard over the summer completing several large projects. WPS new school build will be tendered in January/February 2020 with construction to being in April 2020. The CUPE Memorandum of Agreement has been approved by the Board of Education in the In-Camera portion of the Board meeting.

6.a) OPERATIONS COMMITTEE REPORT

- Operations Chairperson Kearns presented the Operations Committee's Report from the September 10th, 2019 committee meeting.
- **Draft Board Annual Cycle** - The committee recommended the Board adopt this document as a part of the Board annual cycle process.

MOTION: It was moved by Trustee Kearns and seconded by Trustee Quinlan.

"That the Board adopt the Board Annual Cycle document and process as presented."

CARRIED

-
- Next Meeting Tuesday, October 8th 2019.

6.b) POLICY COMMITTEE REPORT

- Policy Chairpersons Farrell present the Policy Committee's Report from the September 10th, 2019 policy meeting.
- **Draft Policy 9.980 Menstrual Products for Schools** – The committee recommended the Board approve the proposed language for draft Policy 9.980 Menstrual Products for Schools and send out for consultation.

MOTION: It was moved by Trustee Farrell and seconded by Trustee Krishan.

"That the Board approve the draft Policy 9.980 – Menstrual Products for Schools be sent out for stakeholder consultation."

CARRIED

-
- Next Meeting Tuesday, October 8th, 2019.

6.c) TRUSTEE REPORTS

- Trustee Quinland submitted his Trustee Report from the BCSTA AGM that he attended on April 25-28, 2019 .

7. UNFINISHED BUSINESS

- There is no unfinished business this month.

8. NEW BUSINESS

- **8.2) Facilities Update – Summer Projects Review** – Director of Facilities and Maintenance, Tim Bancroft presented a report on all the projects that were completed over the summer in SD54 facilities.

9. OTHER BUSINESS

- There is no other business this month.

10. READING FILE

MOTION: *It was moved by Trustee Farrell and seconded by Trustee Quinlan.*

"That the information contained in the Trustee Reading File be received and filed."

CARRIED

11. CLOSING REMARKS

- Closing Remarks –Next regular Board Meeting will be held on October 22nd, 2019 at the School Board Office in Smithers B.C., commencing at 7:00 p.m.

13. ADJOURNED

- The Board meeting was adjourned at 8:01pm.

Approved by:

Jennifer Williams, Chairperson
of the Board of Education

Dave Margerm
Secretary Treasurer



SYNOPSIS
OF
IN-CAMERA MEETING
SCHOOL DISTRICT #54 (Bulkley Valley)
SEPTEMBER 24, 2019
SCHOOL BOARD OFFICE, SMITHERS B.C.

The regular meeting was called to order at 6:01pm and the Board resolved to go in-camera.

- The Chair asked if there were any corrections to the In-Camera meeting minutes of June 18, 2019. There being none, the In-Camera meeting minutes of June 18, 2019 declared approved as presented by the Chairperson.
- Administration reported on routine staffing and labour relations matters.
- The Operations Committee reported on a labour relations update and real property matters.

The Board returned to regular session at 6:28pm.

SCHOOL DISTRICT 54

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REPORT FROM ADMINISTRATION

to the
Board of Education
October 22, 2019

District Update

- **Mr. David Albury** - On October 17th we were fortunate to have David Albury, an internationally recognized policy advisory on strategies for organizational and system transformation, visit our school district. During the day, David led a session for our administrators and two community guests (Wendy Wright, Director of Smithers Public Library and Titi Kunkel, Dean of Arts Science and Health at Coast Mountain College). The session was a rich and engaging conversation around the change process and our efforts to transform the learning environment to best meet the needs of students. Mr. Albury shared a number of examples illustrating the "need for change" in our education system then provided tools and structures to assist administrators in leading these transformations within our system.
 - <https://www.innovationunit.org/people/davidalbury/>
 - <https://www.youtube.com/watch?v=UGK06zzUwzY>
- **Staffing Report** - While we are currently staffed to capacity, we anticipate some challenges in the near future as we have some upcoming leave of absences and no qualified TTOCs indicating an interest in full time contracts. We've received word that the Ministry and Make a Future are planning a meeting for northern districts to assess the current staffing challenges. In the past two weeks we interviewed and placed on the TTOC list non-qualified applicants (individuals with a degree but no professional teaching qualification). We will continue to pursue additional recruitment activities having recently received an invitation from one BC University to attend their job fair in the New Year.
- **Daycare Funding** - Last month there was a presentation at Coast Mountain College Smithers by Michelle Kirby from the Ministry leading the universal daycare initiative in the province. This initiative is based on three pillars; Affordability, Quality and Access. In order to increase Access, the Ministry is providing grant funding to partners able to construct new spaces or renovate existing buildings to create daycare seats. As there were no Houston representatives at the meeting in Smithers, the Mr. Monkman followed up with daycare contacts in Houston and arranged a Skype presentation from Ms. Kirby on October 15th. In attendance were representatives from Houston's Beanstalk (non-profit) Daycare, the Houston office of Dze L K'ant Friendship Centre, and Houston Link to Learning. From this meeting it is clear that there is a need for additional daycare spaces in Houston and that there is support for the possibility of partnering with SD54 to meet this need. We have since connected with the District of Houston and the Child Development Centre who will have representatives at a follow-up meeting on October 28th.

Student Achievement

- **Professional Learning in SD54** – Once again, SD54 has engaged with experts in education to support professional growth. In September, many staff took part in a session with Carole Fullerton, a numeracy expert. Ms. Fullerton worked with staff in demo-lessons across grade levels and she also delivered in-service sessions in both Houston and Smithers. Also, just last week, we had Dr. David Albury from the Innovation Unit in the UK, lead a day-long session for our Administrators on supporting change and innovation. He also held a dinner conversation with several trustees that evening.

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- **School Improvement Plans**—Schools have once again submitted their annual plan of improvement. Schools have considerable flexibility in developing their goal(s) providing the goal(s) supports the overarching District goal of improving completion and success rates for all and specifically Aboriginal students.
- **Early Learning**— Assistant Superintendent Monkman will be attending a Ministry of Education Early Learning Symposium on November 8th in Vancouver.
- **Flu Season**—A reminder to parents that Flu Season is, or will be, upon us. Check Northern Health for more information and helpful information.
<http://www.northernhealth.ca/YourHealth/PublicHealth/InfluenzaInformation/InfluenzaVaccinationsandClinicListings/Northwest/Smithers.aspx>

Innovation / Initiatives

District Based Initiatives

- **Changing Results for ALL Learners**— For the last two years the District has supported a project involving virtually every elementary teacher in the district. Teachers shared inquiry projects at three grade level gatherings led by Ms. Lynn Rutley, Ms. Sandra McAulay, and Ms. Jo-Anne Goble. Due to popular demand, we will be running the project again this year.
- **PLC/NOII**—SD54 will kicking off our Professional Learning Community and Network of Inquiry and Innovation sessions on Monday, October 28 @ 4:30pm right here at the school board office. This year's primary resource is Jo Boaler's, "**Limitless Mind: Learn, Lead, and Live Without Barriers**". We look forward to conversations and sharing from leaders across the district. Thanks in advance to Ms. Nicole Davey and Ms. Jana Fox for their role in leading and coordinating district participation in this work.

School Based Initiatives

- **District Soccer Tournament** – The District soccer tournament took place at Muheim Elementary on Saturday, September 28th with all elementary schools participating. The sportsmanship and community spirit were all amazing. Thank you to all staff (especially Muheim for hosting), coaches, and students for making this day a success.
- **District X-Country Run**— Once again, the yearly elementary event was held at Riverside Park on Thursday October 17th. Thanks to all organizers and participants for making the day fun for all!
- **Remembrance Day Ceremonies**—Schools across the District will be hosting ceremonies on Friday, November 8th and we encourage stakeholders to contact their local schools for more information if they wish to attend.
- **Smithers Secondary School** – Once again the theatre/drama class will hold their annual "**Friday Night Live**" performance on November 8. As always, it will be a great performance and lots of laughs.

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- **Houston Secondary Girls Rugby** - The Senior Girls 7's won their zone play down on October 5th and will be moving on to the Provincials in April in Vancouver. The Senior 7's attended a tournament in Kamloops last week and placed 9th. They played five games and won three out of the five. There were teams from Alberta and BC at this tournament. Well done ladies and thank you to Mr. Mark for coaching.
- **Smithers Secondary School – “A Very Potter Adventure – An Escape Room Experience “** will be up and running soon for a limited time at the Roadhouse in Smithers. The SSS theatre students will be invigilating the exam to the school of wizardry and magic. Book online at <https://www.facebook.com/greatescapesmithers>

Field Trip Proposals

- The following field trips have been approved by the Assistant Superintendent:
 - **WPS - 44+/-** Grade 7 students from Walnut Park Elementary to travel up to Hudson Bay Mountain on three separate occasions. (December 16, 2019 , February 7, 2020 and March 13, 2020) The purpose of this trip is to support the PE Curriculum and health living. All Board requirements have been met for this trip.

SCHOOL DISTRICT 54
(Bulkley Valley)

OPERATIONS COMMITTEE MEETING
Regular

October 8th, 2019

5:00 PM

School Board Office

Voting Members	Administration
L. Kearns, Chair P. Michell, Alternate J. Krauskopf J. Williams (ex officio)	M. McDiarmid, Superintendent D. Margerm, Secretary Treasurer M. Monkman, Assistant Superintendent
Regrets	

The meeting was conducted from 5:03 pm to 6:01 pm.

Welcome: *Before we begin, I would like to acknowledge that we are gathered here today on the home of the Wit'suwit'en Nation, traditional territory of the Gidmt'en - Bear Wolf Clan."*

REPORT

1. Accumulated Surplus Management

Mr. Margerm outlined the need for the Board to review current accumulated surplus as per Policy 6.700. Mr. Margerm also provided current information pertaining to the school district accumulated surplus. There was a general discussion of options for allocating surplus to capital projects or financial infusions into programs over the next year or two. The Committee agreed that the discussion should be moved to the October Board Meeting to engage the committee as a whole. There is a need to decide on capital projects prior to January 2020 in order to organize the projects.

Motion: The Committee recommends the District restrict the maximum amount of \$2 million for contingency and working capital purposes.

Recommendation: For the Board to continue discussions on surplus appropriation of \$1.2 million after the 2019 Facilities Review in November and consider a resolution by January 2020.

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2. Enrollment Snapshot vs. Budget

Mr. Margerm updated the Committee on the enrollment as of the September 30th snapshot.

Students	Regular	Distance	Total	
Projected (March 2019)	1911	28	1939	FTE
1701 Funded (September 2019)	1912	32	1944	FTE

Therefore, given relatively equal projected-to-funded FTE, there should be no budgetary implications.

Date & Time of Next Meeting: November 5th, 2019 at 5 pm.

SCHOOL DISTRICT 54

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POLICY COMMITTEE MEETING

October 8th, 2019

3:00 PM

School Board Office

Voting Members	Administration
F. Farrell, Chair E. Quinlan, Alternate F. Krishan J. Williams (ex officio)	M. McDiarmid, Superintendent D. Margerm, Secretary Treasurer M. Monkman, Assistant Superintendent
Regrets:	

The meeting was conducted from 3:05 pm to 4:00 pm

Welcome: *Before we begin, I would like to acknowledge that we are gathered here today on the home of the Wit'suwit'en Nation, traditional territory of the Gidmt'en - Bear Wolf Clan."*

REPORT

PREVIOUS MEETING OF September 10th, 2019

Policy	Description	Type	Status	Consultation
1.200	Superintendent Evaluation	Revision	In-Committee	Yes
6.800	Environmental Sustainability	New	In-Committee	Yes
9.980	Menstrual Products to Students	New	In-Committee	Yes

NEW BUSINESS

Policy	Description	Type	Status	Consultation
1.200	Superintendent Evaluation	Revision	In-Committee	Yes
6.800	Complaints Against employees (Non-Student)	New	In-Committee	Yes
4.320	Environmental Sustainability (postponed to November)	Revision	On-going	Yes

Policy 1.200 Superintendent Evaluation

Recommendations:

1. Committee will develop the Superintendent's roles and responsibilities administrative procedure. Mr. McDiarmid to provide draft for next meeting.

Type: New, Revision, Deletion
 Status: In-committee, on-going, approved
 Consultation Yes, Not required, Complete, Rejected

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2. Committee to determine policy revisions based on roles and responsibilities, other criteria (including Board Strategic Goals), timelines (process to occur in January), any stakeholder input, and reference to contract.
3. Creation of any administrative procedures to support Superintendent Evaluation policy.

Policy 6.800 Complaints Against Employees

Recommendation: that Committee continue to revise Policy 6.800 based on a general philosophy in policy and specific procedures noted in administrative procedures.

Mr. Margerm will provide draft more specific language based on similar framework of School District 44 (North Vancouver) policy and procedures for next meeting.

Date & Time of Next Meeting: November 5th, 2019 – 3 pm

Type: New, Revision, Deletion
Status: In-committee, on-going, approved
Consultation: Yes, Not required, Complete, Rejected



School District No. 54 (BULKLEY VALLEY)

"To empower all learners to live the challenges of a diverse and changing world."

TRUSTEE REPORT

BCSTA's Northern Interior Branch and North West Branch Fall Meeting

Prince George, BC

October 4 – 5, 2019

Friday, October 4th, 2019

Dr. Lorna Williams - Education for Wholeness and Reclamation: Some of the topics she discussed were Indigenous language revitalization, languages of these lands, consultation and engagement, relationships with communities and government, and education for generating. Within these topics she mapped out where we are and where we need to be. Please contact me if you would like a copy of her power point.

Saturday, October 5th, 2019

1. FNESC: Deborah Jeffrey, Executive Director - Christian Gonzales-Becerra, LEA Manager
2. BCPSEA: Renzo Del Negro CEO
3. BCSTA: Stephanie Higginson President
4. Joint Branch Discussions: Common Districts successes and challenges
5. Branch meeting

Saturday was full of updates as you can see by the schedule. There was lots of discussion around transportation with FNESC, BCPSEA gave an update on bargaining and BCSTA gave an update on many issues they are dealing with right now.

As always a highlight of these trips is connecting with other trustees in the region. One quickly learns that we all face a lot of the same challenges in the north. This weekend reaffirmed that our Board of Education is moving in the right direction for our students and staff

If you require further information please contact me by email.

Respectfully submitted,

Trustee Jen Williams
Board Chairperson



School District No. 54 (BULKLEY VALLEY)

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TRUSTEE REPORT

BCSTA's Northern Interior Branch and North West Branch Fall Meeting Prince George, BC October 4 – 5, 2019

On Oct. 4th and 5th I attended the BCSTA Northern Interior and Northwest Joint Branch Meeting that was held in Prince George.

The Bulkley Valley School Trustees arrived early so that we could work on our district Strategic Plan. The session was directed by our Superintendent Mr. Mike McDiarmid and our Assistant Superintendent Mr. Matthew Monkman. We discussed our Mission Statement, our vision and our values. The discussion was informative and enlightening and will serve as a springboard to the development of our Strategic Plan.

The Joint Branch Meeting began Friday evening with dinner and a keynote address by Dr. Lorna Williams, entitled "Making Reconciliation a Reality in Schools". Dr. Williams is a world-renowned indigenous speaker who discussed barriers and challenges, actions, indigenous language revitalization, relationships, and change. Her address was both interesting and informative.

Saturday was a day of sharing and gathering information. We had presentations from the First Nations Education Steering Committee, the British Columbia Public Sector Employers Association, the British Columbia School Trustees Association, and a facilitated discussion on common district successes and challenges. Our day ended with the Fall Northwest Trustee Business Meeting.

Respectfully submitted,

Trustee Les Kearns
Vice - Board Chairperson



School District No. 54 (BULKLEY VALLEY)

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TRUSTEE REPORT

BCSTA's Northern Interior Branch and North West Branch Fall Meeting

Prince George, BC

October 4 – 5, 2019

On October 4th and 5th I attended the BCSTA gathering of Northern Interior and Northwest school districts.

Dr. Lorna Williams

Dr. Williams was the keynote speaker of the opening day of the meeting.

Dr. Lorna Williams is Professor Emerita of Indigenous Education, Curriculum and Instruction at the University of Victoria and Canada Research Chair in Education and Linguistics. Dr. Williams has been a leader in Indigenous language and education for many years. She believes that true Indigenous education for children must be a harmonization between strong Indigenous cultural education and Western education. Lorna is a co-developer of the writing system for Lil'wat. Dr. Williams co-authored the first curriculum and learning resources for teachers to teach the language in school. Her work continues to be used in classrooms today.

Dr. Williams challenged us to visit <https://maps.fpcc.ca/languages> for a map of Indigenous languages of BC. She said it is crucial for us to understand the importance of language to our Indigenous learners.

She left us with student messages when asked how they made it through school.

1. Pride of heritage, value heritage ("I am proud of who I am")
2. Acceptance ("It's ok to be Aboriginal here.")
3. "Initially people are racist, but they realize that we have a story to tell."

FNESC

Deborah Jefferey (Executive Director) and Christian Gonzales-Becerra (LEA Manager) of the First Nations Education Steering Committee (FNESC) presented to Trustees on day 2 of the meeting. As stated on their website, FNESC's mandate is *"to facilitate discussion about education matters affecting First Nations in BC by disseminating information and soliciting input from First Nations. The primary goal is to promote and support the provision of quality education to First Nations learners in BC."*

As stated on FNESC's website, they note the following as accomplishments for last year:

"2017/18 was a time of important new developments. We were pleased to work with representatives of First Nations communities and schools to prepare for the transition initiated by the expiration of the 2012 TEFA. It was very rewarding to work together to plan for that change – resulting in a new agreement titled the BC Tripartite Education Agreement: Supporting First Nation Student Success (BCTEA). BCTEA, we believe, represents a comprehensive approach to supporting out students, and we would like to acknowledge that it was realized thanks to the invaluable support provided by BC First Nations Leadership."

For more information about FNESC and how they support Indigenous Education visit <http://www.fnesc.ca/>

Common District Successes and Challenges

All districts present were asked to review current challenges.

One that most districts noted as a common challenge was recruiting and retaining teachers to their districts. One district noted that they were forced to temporarily close a school due to a lack of teachers. Most districts have had to use an LOP or Letter of Permission to operate some classrooms. A Letter of Permission is a special permit to teach at a school for up to one school year. They're used to hire someone uncertified when a certified teacher is not available.

Districts noted that some possible reasons why new teachers are deciding not to teach in small communities in the north are:

1. Lack of housing
2. No community hospitals (or close proximity to the community)
3. Lack of 911 emergency services

Among other concerns, districts noted the emergence of vaping and the risks it presents. Policy 6.310 in our district specifies the use of tobacco and/or vapor products on District property is prohibited.

Respectfully Submitted by Trustee Floyd Krishan



School District No. 54 (BULKLEY VALLEY)

"To empower all learners to live the challenges of a diverse and changing world."

TRUSTEE REPORT BCSTA's Northern Interior Branch and North West Branch Fall Meeting Prince George, BC October 4 – 5, 2019

On Friday October 4th and Saturday October the 5th I have the honor of bonding with fellow Trustees at the Joint Northern Interior and Northwest Branch joint meeting in Prince George. This event only one every 2-3 years as Trustees get together and share Pro-d opportunities along with a discussion of what is happening in education both in our districts and provincially.

Before meeting with other districts Administration and attending Trustees, SD54 met at the School District 57 office complex to start a session on Strategic planning from 1-4 on the Friday afternoon. This offered a great opportunity to discuss what are the priorities and plan for the district. Included in discussions was an understanding of what are our core values, are path towards the Districts future educational goal along with how we can go from here with vision and feedback from our valuable stakeholders.

In the evening the SD 54 delegation took in the evening session which included our keynote address from Dr. Lorna Williams Associate Professor Emeritus Indigenous Education University of Victoria. In her discussion one quote struck me poignantly – working on the dignity of who we are. In her presentation she emphasized the need to Indigenous learners. Who are the Indigenous people in the district? In the process of Truth and Reconciliation we need to know who we all are understanding Indigenous culture and language.

On Saturday we begin with a presentation from Deborah Jeffrey, executive director; along with Christian Gonzales - Becerra, both from FNEA. They provided in depth information on local education and transportation agreements. What struck me about the presentation was the number of Indigenous Educators being trained each year. The eighty trained each year will go a long way in broadening the scope and framework for Indigenous learners, in fact all learners.

Secondly, it was informative to hear in on the presentation from BCPSEA regarding where we are in bargaining. Renzo Del Negro, along with Director of Labour relations Judy Maranda offered one view of negotiations. Personally, I always look at labour negotiations in education and compare them with my work in the retail sector. I asked a related question to Mr. Del Negro as I feel that in order to come to any labour agreement both sides have an understanding of shared values.

Next we had an address from our BCSTA president Stephanie Higginson. From there it was more a regional perspective as we had facilitated discussion of challenges and successes. This exercise both helps me understand where we stand as a district. We finished the event with a Northwest Branch meeting where Districts offered a snapshot of their challenges and success. At SD 54 our success includes our reforms in suspension policy which keeps students in classrooms and our ability to hire top quality teachers and support staff without having to hire teachers with letters of permission.

All in all the event was important not only for networking with other District Trustees and staff but also the important bonding with fellow SD 54 Trustees and staff, which included the important Strategic Planning Session.

Respectfully submitted by,
Frank Farrell
Trustee



School District No. 54 (BULKLEY VALLEY)

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TRUSTEE REPORT

BCSTA's Northern Interior Branch and North West Branch Fall Meeting

Prince George, BC

October 4 – 5, 2019

I see great value in these trips and meetings not only for the information learned but for having the opportunity to get to know my fellow trustees on a more personal level. I truly believe that to have a strong team we must understand each other and a little bit about each other's past experiences! I was super happy to see Mr. Monkman start his presentation on Friday by doing exactly this. Our strategic planning session on Friday was an amazing start to the weekend and I look forward to more. Once again throughout the weekend strategic plans were brought up in speeches and conversations so I feel that working on our plan at the moment is timely. I really appreciated how we were able to have some very meaningful and open table discussion with the team. This is something that we often do not have the time to do at our regular board meetings in the interest of keeping meetings on time. It was discussed that we could meet a little more often and carve out some time to have more open discussion. I would love to see this happen!

I thought that the venue for Friday evening's event was beautiful and very fitting. The Uda, Dune Baiyoh, House Of Ancestors. Dr. Lorna Williams was great to listen too. Her presentation was smooth and consistent and carried some strong messages. Every speaker presents differently and captures the audience's attention in different ways, I found that Dr. Lorna Williams did this through stories and emotion.

I found Saturday very informative and it was great to see how an old school has been recycled into the Van Bien Training and Development Centre. This was my first trip to visit a "neighboring" School District and it was evident that they were happy to host us. I believe we can all learn from each other and it's always great to see how other people are doing things. We started the morning off by listening to Deborah Jeffrey and Christian Gonzales-Becerra from FNEC speak. One take away I had from Deborah is that although things are headed in the right direction there is still much work to be done in regard to Truth and Reconciliation as a whole. I believe communication is key and as long as all parties communicate and are open with each other we can create a better learning environment for all. This was another personal take away message for me personally throughout the weekend. We need to make sure we create and maintain a welcoming, comfortable and safe learning environment for all. I believe if we can focus on achieving this for all students' positive statistics and numbers will naturally follow. One hurdle for students that I did not even think about as being a major issue is transportation to schools. Especially in our more remote northern communities. Long walks to school, 3hr bus rides, water taxis. This is definitely something that needs to be addressed and I was glad that it was brought to everyone's attention and being talked about. There were lots of good questions and conversations both during and after Deborah and Christian spoke. This was encouraging to see and honestly where I learn the most from these meetings!

Overall, I found the weekend's events very informative and was glad to be able to meet new people and get to know my fellow Trustees and district staff that much better!

Respectfully submitted by,
Jason Krauskopf - Trustee



TRUSTEE REPORT
A Conversation with David Albury

October 17, 2019

After punching out at the end of a long work day today, I punched back in this evening to attend a meeting with David Albury, an internationally recognized leader in change and innovation. On Mr. Albury's twitter account, he describes himself as "Stimulating & supporting governments, communities, organizations to innovate & transform public services to tackle inequalities & achieve better outcomes for all".

Our district is currently in the process of developing a strategic plan. Trustees Farrell, Kerns and Quinlan and I met with Assistant Superintendent Monkman to hear David Albury give us his insight on what an effective strategic plan needs.

The session was titled Transformation, Innovation and Change in Education

During the presentation, I typed out some notes I could refer to. Here are a few key takeaways I thought were important.

In this presentation, Albury suggested that every strategic plan needs 4 pillars to be successful.

1. Pressures for change – we must explain why change needs to happen. People need to understand why we are making a change – this change must be appealing to every stakeholder.
2. What is the vision? What "learning and education" in the Bulkley Valley is going to give students the most in life? We must look at the current needs of education and what will most likely be needed in the future as well.
3. Does your plan clearly point out what the 1st step is? Does it have a timeline?
4. Can stakeholders complete the steps in the strategic plan with their current abilities? Is more training needed?

Some Questions and Statements that came up during the session:

- Is your strategic plan changing things? If not your case for change is not powerful enough. The steps for change need to be looked at as important enough to act upon.
- Don't mistake change resistance for not having the skill set, capacity or capabilities to enact the strategic plan.
- Should Trustees be spending time in schools to get a "rubber meets the road" perspective on what is happening inside classrooms? Albury noted that many administrators support this.
- From an educator's perspective, administrators and teachers need "permission" from Trustees to try different approaches to education.
- Trustees must learn how to ask questions that give more insightful answers. Should we ask how can we make schools better? Or, should we ask what parents would like their children to be like when they are 35? Albury said school districts he worked with asked parents both questions and received very thought-provoking answers.

Mr. Albury noted the following groups. They introduced unique learning styles in their school districts that resulted in very positive education cultures. Please click on them to see what they did.

<http://reschoolcolorado.org>

<https://www.cityas.org/>

<https://www.school21.org.uk/>

Respectfully Submitted by Trustee Floyd Krishan