



ACCESSIBILITY PLAN

Frontier School Division

December, 2019

Part 1. Baseline Report

Overview of Programs and Services

Frontier School Division is the largest geographical school division in Manitoba. With 41 schools operating in 39 communities across Manitoba, Frontier provides educational and support services to a larger area than any other school division in Canada. Frontier School Division operates schools in communities, which are often only accessible by boat, air, rail or winter ice road.

Frontier School Division is aware of the vital importance of the interconnectedness of all levels of home, school, community, and society. The Division's focus on building, preserving, and maintaining relationships and partnerships is the same whether it is the classroom, the boardroom, home or community. It is through working as partners in learning that Frontier and the community achieve success. This type of collaborative process is unique to Frontier School Division.

The diverse communities, which comprise Frontier School Division, are one of its strengths. Cultural activities and programs reflecting this diversity enhance students' knowledge, awareness of their own, and other cultures. Some of the programming offered are Adult Education, Home Placement, Technical Vocational Training, and Outdoor Wilderness/Cultural Programs.

The following statements about students, families and programs are fundamental to the Frontier's mission:

- Students are healthy and successful.
- Parents provide support, guidance, and direction.
- Families build a strong foundation for students.
- Staff are participating members of the community.
- High standards of teaching result in academic excellence.
- Appropriate educational programming is provided for all students.
- School programs reflect the needs and aspirations of the community.
- Language and culture celebrated in the community and school builds identity.
- Schools are safe places where individuals are respected, cared for, and valued.
- Our Division is an innovative and dynamic leader in education.

Accessibility Achievements

Frontier School Division is committed to providing an environment for students, staff and their families, which fosters and maintains a respectful, safe and caring environment.

- Automatic door openers in some buildings
- Ramps in some buildings
- Grooming rooms in some schools
- Funding provided for additional supports for special needs students
- Accessible washrooms in buildings
- Fully Accessible Student Housing
- Provincial curriculum is delivered to remote areas via internet
- Student support services delivered via video conferencing and other technologies
- Audio enhancements in classrooms
- Personal assistive devices for students and staff
- On site Medical facility and staff
- Created an Accessible Customer Service Policy
- Trained employees in the Customer Service Standard
- Established a process for accessibility feedback

Frontier School Division has stated a commitment to creating and maintaining a safe and inclusive environment for all through a number of documents and policies. Those that promote accessibility are:

- Policy A.1.B – Mission Statement
- Policy A.1.E – Human Rights Code
- Policy C.2.F – Risk Management
- Policy C.2.G – Workplace Safety and Health
- Policy D.2.A – Five Year Capital Plan
- Policy E.1.A – Equal Opportunity for Employment
- Policy E.5.A – Respectful Workplaces
- Policy G.1.A – Safe and Inclusive Learning Environment
- Policy C.2.J – Accessibility

Accessibility Barriers

Ensuring our facilities have universal accessibility will continue to be a challenge. Significant progress is being made on the transformation of all facilities to ensure they are fully accessible. During our capital planning process, the Division continues to ensure available funding is directed towards the removal of accessibility barriers for existing facilities. The Division will ensure new facilities meet the requirements of *The Accessibility for Manitoba Act (AMA)*.

Other barriers, which will affect the Division's ability to ensure full accessibility, are the geographical location and availability of reliable internet.

Part 2. Accessibility Plan

Statement of Commitment

Frontier School Division is committed to ensuring equal access and participation for all. We are committed to continue our work to create an environment where all individuals can thrive with dignity and independence. We believe in inclusion and are committed to meeting the needs of individuals who face accessibility barriers. We will do this by identifying, removing and preventing barriers to accessibility throughout our Division.

Policies

Frontier School Division is reviewing all programs and projects, services and policies as well as new initiatives with a view of providing accessibility for all.

Frontier School Division will offer information and communication in alternative, accessible formats as requested.

Actions

Action 1 – Establish Accessibility Working Group	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Management to establish an accessibility working group • Ask a representative from the Disabilities Issues Office to provide training for group • Management to appoint an accessibility coordinator • Meet on a regular basis to review initiatives working toward accessibility 	<ul style="list-style-type: none"> • A working group created which consists of multiple areas of the Division • Members participate in developing, implementing and updating the Accessibility Plan • Working group has detailed work plans
Action 2 – Policies	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Develop an Accessibility Policy which will address service animals, support persons, assistive devices and workplace accommodation • The policy review committee will review existing policies and procedures to ensure compliance with the AMA 	<ul style="list-style-type: none"> • Policy developed and approved by Board of Trustees

Action 3 – Staff Awareness and Training	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • The Division will develop appropriate training for all staff 	<ul style="list-style-type: none"> • Accessibility training will be provided to all staff • Staff become aware of obligations under the AMA and are able to provide appropriate services compliant with the act • The Division becomes a more inclusive learning and working environment
Action 4 – Offer and Provide Information in Accessible Format on Request	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Develop a process for responding to requests for accessibility support and services • Upgrade Division website • Ensure Divisional information is available in multiple format 	<ul style="list-style-type: none"> • Division develop a mechanism for how to collect and respond to accessibility requests • Division hosted electronic media which is fully accessible • Expand the range of formats for submitting information to the Division that provides a full range of accessibility
Action 5 – Reduce Accessibility Barriers	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Development of a strategic plan with timelines to address all remaining physical accessibility barriers within the Division • Development of a strategic plan for accessible public events 	<ul style="list-style-type: none"> • Specific plans for resolving existing accessibility barriers will be created and costed • Documenting of policies, practices and procedures for accessible public events; including disruption notice and training

Action 6 - Continued promotion of Customer Service Standard	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Promote the use of accessible communication formats • Allow free access to Division events for support persons and service animals • Continue to accommodate the use of assistive devices • Ensure 'Available in alternate formats' appears on all Division materials 	<ul style="list-style-type: none"> • Division information will be more readily available to all students, staff and community members • The Division will provide barrier free access to education, employment and events
Action 7 - Continued employee training	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • New staff will be trained as a part of the hiring process in the Accessibility for Manitobans Act – Customer Service Standard 	<ul style="list-style-type: none"> • Staff and representatives of Frontier School Division will provide barrier free support to students and communities
Action 8 - Implementation of Accessible Employment Standard	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Develop an Accessible Policy for employment standards • Workplace emergency response information and assistance plans 	<ul style="list-style-type: none"> • Identify, remove and prevent employment related barriers • Ensure the safety of employees with disabilities in case of an emergency
Action 9 - Monitor progress	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • The Division will track progress towards on accessible initiatives • The Accessibility Working Group will meet twice annually 	<ul style="list-style-type: none"> • Accessibility concerns will be addressed in a timely fashion • Accessibility will be considered in policy development

Frontier School Division will review the Accessibility Plan at minimum every two years to ensure it is meeting the needs of our students, staff and communities.

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