



Frontier School Division Board Activity Report

**2019
2020**



HOWARD SANDERSON

DARLENE OSBORNE

HILBERT MOSIONDZ

TANYA FRIESEN

GRAEME MONTGOMERY

LINDA BALLANTYNE

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DONNA CALVERT

MARG IMRIE

Introduction

What does it mean to say we are “strengthening the circle”?

In Frontier School Division, everything we do revolves around our three focus areas: academics, Indigenous way of life, and wellness.

We are committed to making sure every student obtains the literacy and numeracy skills they need to succeed. We actively incorporate Indigenous perspective, language and life skills into our curriculum. We provide a caring, healthy, safe, and inclusive environment where everyone can learn, share, and grow.

But it’s more than that. We see our Frontier community as a circle of family, friends, and neighbours who support one another inside and outside our schools. Because education is a living, breathing thing we carry with us wherever we go. Education lifts us all by equipping us with knowledge, skills, and a better understanding of both ourselves and others.

Our circle of community has never proven stronger than it has in recent months, where we’ve all had to find ways to adapt to living and learning in a COVID-19 world. We could have let isolation and the need for social distancing separate us in more ways than just the physical. But all of us – staff, students, teachers, family – found ways to keep our circle strong. We used the tools and technology we had at hand to stay connected and to keep learning.

Now, as we continue a physical return to our schools, we continue to take those steps forward together, making sure everyone’s health and safety remain at the forefront so we can continue to learn.

We are all strengthening the circle. One day at a time, one step at a time. With everything we do together.

Linda Ballantyne, Chairperson
Frontier School Division Board of Trustees



Accountability to Provincial Government

One of the key roles your Frontier School Board plays is in making sure that we do the job we were elected to do – especially when it comes to how our job is outlined in The Public Schools Act of Manitoba.

It's about making sure our policies, practices, and curriculum are both compliant with the law and progressive. It's about ensuring education for every student meets the highest standards possible. And it's about doing it all in tandem with our own Division's strategic plans and initiatives.

This past year, accomplishments in this area include:

- Approval of the school year calendar for 2019-20
- Approval of the Board of Trustees calendar for 2019-20
- Approval of the Division budget for 2019-20 (see Fiscal)
- Approval of the Five-Year Capital Plan (see Fiscal)
- Acclamation of Trustee Linda Ballantyne as Chairperson and Trustee Marion Pearson as Vice Chairperson
- Confirmation of the following Board committees:
 - o Finance Committee – Trustees Calvert, Imrie, Mosiondz, and the Board Chairperson
 - o Policy Review Committee – Trustees Montgomery, Osborne, Pearson, and the Board Chairperson
 - o Employee Pension Committee – Trustees Imrie, Pearson, and Sanderson
 - o Employee Benefits Committee – Trustee Friesen
 - o Frontier Collegiate School Committee – Trustee Pearson
 - o Nikanikh Ohci Foundation, Inc. Board of Directors – Area 1 Trustee Mosiondz,
- Area 2 Trustee Sanderson, Area 3 Trustee Friesen, Area 4 Trustee Calvert, and Area 5 Trustee Ettawacappo
 - o Awards Panel – Trustees Friesen, Pearson, and the Board Chairperson
 - o Support Staff Liaison Committee –Trustee Montgomery (from Policy Review) and Trustee Imrie (from Finance)
 - o Special Leave Sub-Committee - Trustees Imrie and Montgomery
 - o Divisional Hiring Committee for P.E.N.T. - Trustees Friesen and Osborne
 - o Lobbying Committee - Board Chairperson, Vice-Chairperson, and the Finance Committee Chairperson
- Approval of the mill rate for calculation of 2020 special levy (see Fiscal)
- Approval of the independent audit of the “Retirement Plan for Employees of the Frontier School Division” (see Fiscal)
- Approval of a recommendation from their Finance Committee to appoint the auditing firm Deloitte as Division Auditor for 2019/20. (As outlined in The Public Schools Act, the Minister of Education and Training will be notified of this appointment.)
- Approval of a recommendation from the Elections Official to not hold Spring 2019 By-Elections in Division communities
- Trustee “Education and Board Development” computer and surface tablet training to better support the Board and the Division

“ It's about ensuring education for every student meets the highest standards possible. ”



Accountability to the Community

Because our communities elect us, we have a responsibility to everyone in that community circle. We are accountable to our communities. And it's because of that responsibility and need for accountability that we actively encourage community involvement, from parents and families, community leaders, and everyone who values education.

We're also accountable for providing a safe learning environment. This has special meaning this year as we continue to live with COVID-19. Every school has been adjusting and adapting to keep everyone – staff, students, teachers, visitors – safe and healthy, from the moment they step onto school grounds to the moment they leave for home. We've followed every recommendation from the top health officials, and we'll keep adapting as new information comes out. Because safety and health directly impact learning.

Included among the accomplishments in this area over the past year are:

- Ratification and approval of higher care educational trips (formally identified as outdoor education trips) including:
 - o Helen Betty Osborne Ininiw Education Resource Centre to travel to:
 - Sea Falls Cabin on March 12-15, 2019
 - Black Water on March 18, 2019
 - Paimusk Creek on May 15-17, 2019
 - Sea Falls Cabin / Black Water on May 22-23, 2019
 - Pavilion on May 22-31, 2019
- Paimusk Creek on May 24, 2019
- Sea Falls Cabin on May 28-31, 2019
- Warrens Landing on June 4-5, 2019
- Sea Falls Cabin on June 4-5, 2019
- Pine Creek on June 7, 2019
- Sea Falls Cabin on June 13-14, 2019
- Sea Falls, Paymisk Creek on June 17-19, 2019
- Sea Falls campground on June 18, 2019
- Sea Falls, Jam Rapids on June 19-21, 2019
- Boat ride / tour on June 24, 2019
- Pine Creek on various dates in September and October 2019
- Norway House Pavilion on various dates in October 2019
- Sea Falls / Black Water on October 16-17, 2019
- Sea Falls on October 18, 2019
- Byron Apetagon / Black Water on October 22-23, 2019
- Byron Apetagon Cabin on October 23, 2019
- Byron Apetagon Cabin / Black Water on January 13-14, 2020
- Byron Apetagon Cabin / Black Water on January 21-22, 2020
- Amsterdam, Paris and London on March 25-April 3, 2020
- Banff, Alberta on May 25-31, 2020
- Winnipeg on May 28-June 1, 2020

- o Frontier Collegiate to travel to:
 - Neso Lake on March 17, 2019
 - First Cranberry Lake on April 6, 2019
 - Athapap Lake on April 13-14, 2019
 - Bakers Narrows Lodge on April 26-28, 2019
 - Wekusko Falls on May 4, 2019
 - Clearwater Caves on May 11, 2019
 - Flin Flon Boardwalk on May 14, 2019
 - Iskwasum Campground on May 17-19, 2019
 - Pisew Falls on May 18, 2019
 - Kissinew on May 21, 2019
 - Otter Lake on May 28, 2019
 - Bakers Narrows on June 1, 2019
 - Mistik River on June 11, 2019
 - Mikanogan Falls on June 13-15, 2019
 - Iskwasum on June 15, 2019
 - Barbe Lake on June 18, 2019
 - Mystic Creek on September 10, 2019
 - Wekusko Falls on September 14, 2019
 - Bakers Narrows on September 17, 2019
 - Bakers Narrows on September 21, 2019
 - Neso Lake on September 24, 2019
 - Simonhouse Rocks on September 24, 2019
 - Simonhouse Rocks on September 28, 2019
 - Mystic Creek on October 17, 2019
 - Ratt Creek on December 15, 2019
 - First Cranberry Lake on December 16, 2019
 - Flin Flon Ski Lodge on January 11, 2020
 - First Cranberry Lake on January 11, 2020
 - Barbe Lake on January 15, 2020
 - Lake Athapap on January 25, 2020
 - Otter Lake on February 7, 2020
 - Second Cranberry Lake on February 8, 2020
 - Athapap Lake on March 13, 2020
 - Ratt Creek on April 24, 2020
 - Karst Springs Hike, Iskwasum Campgrounds on May 13, 2020
 - Otter / Fox Lake on June 5, 2020
 - Mikonagan Falls on June 12-14, 2020
- o Jack River School to travel to:
 - Sea Falls Cabin on March 19-20, 2019
 - Sea Falls Cabin on March 20-21, 2019
 - Sea Falls Cabin on May 13-14, 2019
 - Sea Falls Cabin on June 10-11, 2019
 - Sea Falls Cabin on June 11-12, 2019
- o Frontier Mosakahiken School to travel to:
 - Moose Lake government dock on April 17-19, 2019
 - Bakers Narrows Culture Camp Lodge on April 26-28, 2019
 - Batoche, Saskatchewan on June 10-13, 2019
 - Pioneer Bay, Clearwater Lake on June 18, 2019
- Camper's Cove on June 19, 2019
- Pioneer Bay, Clearwater Lake on June 21, 2019
- o Falcon Beach School to travel to:
 - Fredericton, New Brunswick on May 11-18, 2019
 - Ontario and Quebec on May 12-17, 2019
 - Caddy Lake on June 12-14, 2019
 - Falcon Lake sports area on June 26, 2019
 - Star Lake on September 12-13, 2019
 - Churchill on October 5-9, 2019
 - Winnipeg on February 5-7, 2020
 - Fernie, British Columbia on March 21-26, 2020
- o Philomene Chartrand School to travel to:
 - Moosejaw, Saskatchewan on May 15-17, 2019
- o Wanipigow School to travel to:
 - Wallace Lake on May 23-24, 2019
 - Wallace Lake on June 4-5, 2019
 - California on June 8-13, 2019
 - Black Island on various dates from September - November 2019
 - Churchill on October 3-9, 2019
- o Grand Rapids School to travel to:
 - Culture Camp on various dates from May 27, 2019 to June 26, 2019
- o Area 4 Schools to travel to:
 - Churchill on May 27-31, 2019
- o Oscar Blackburn School to travel to:
 - The Pickerel Spawn Camp, Rusty River on May 29, 2019
 - Old Town Site on June 21, 2019
 - Ecuador in May 2021 (revised location to travel to Banff, Alberta in early June 2021)
- o Duke of Marlborough School to travel to:
 - Cypress Hills Interprovincial Park, Alberta on June 1-13, 2019 (alternate date June 2-11, 2019)
 - Wapusk National Park and Fort Prince of Wales on June 13-20, 2019
- o Peonan Point School to travel to:
 - Winnipeg and Kenora, Ontario on June 2-6, 2019
 - Lake Manitoba (Eric Olson's place) on June 11, 18 and 25, 2019
 - Moosehorn on various days in February and March 2020
 - Russell (Assessippi Ski Resort) on March 2-3, 2020

- o Lakefront School to travel to:
 - Manipogo Lake on June 3, 2019
 - Dauphin on February 26, 2020
- o Cranberry Portage Elementary to travel to:
 - Camp Whitney, Lake Athapapaskow on June 3-5, 2019
- o Joseph H. Kerr School to travel to:
 - Camp Whitney, Lake Athapapaskow on June 3-5, 2019
- o Rorketon School to travel to:
 - Manipogo Provincial Park on June 4-5, 2019
 - Dauphin on various dates from January - June 2020
- o Berens River School to travel to:
 - Wallace Lake on June 4-5, 2019
 - Adult Education site on June 11-12, 2019
 - Wallace Lake on June 11-13, 2019
 - Winnipeg on February 4-5, 2020
 - Brokenhead on February 20-23, 2020
- o Mel Johnson School to travel to:
 - Toronto, Ontario on June 7-12, 2019
- o Barrows Junction School to travel to:
 - Dawson Bay, "Big Rock" and Steep Rock on June 11, 2019 (alternate date June 14, 2019)
 - Benito on March 13, 2020
- o Cormorant Lake School to travel to:
 - Windy Island on June 13-15, 2019
 - Edmonton, Alberta on June 20-23, 2019
- o Area 3 Schools to travel to:
 - Churchill on October 5-9, 2019
- o Matheson Island School to travel to:
 - Oak Hammock Marsh on October 17, 2019
- o D.R. Hamilton School to travel to:
 - Norway House on November 26-27, 2019
- o Waterhen School to travel to:
 - Dauphin on February 14, March 20, April 7, May 15, June 12, 2020
- o Minegoziibe Anishinabe School to travel to:
 - Winnipeg on February 19-20, 2020
- o Black River Anishinabe School to travel to:
 - Falcon Ridge Ski Resort / Falcon Lake on February 27, 2020
- o Chan Kagha Otina Dakota Wayawa Tipi School to travel to:
 - Ontario on May 4-8, 2020
- Blanket approval of sports activities for:
 - o Frontier Collegiate to travel to Creighton, Saskatchewan
 - o Cranberry Portage Elementary to travel to Creighton, Saskatchewan



- o Helen Betty Osborne Ininiw Education Resource Centre to travel to Towns inside the Saskatchewan border
- Approval of the following group trips:
 - o “Encounters with Canada” for Minegoziibe Anishinabe School, Helen Betty Osborne Ininiw Education Resource Centre, Gillam School, and Frontier Mosakahiken School
 - o “Indspire Conference” for Frontier Collegiate, Helen Betty Osborne Ininiw Education Resource Centre, Joseph H. Kerr School, Wanipigow School, and the Engaged Learners Program
- Approval for “WE Day” activities trip from D.R. Hamilton School to travel to Winnipeg.
- Discussion on the Manitoba Youth Parliament program.
- Discussion on the successful program at the Misipawistik Cree Nation Culture Camp.
- Discussion on the Manitoba School Boards Association 2020 Convention and recommendation for a workshop submission.
- Approved request from Frontier Mosakahiken School to hold religious exercises for the 2019/20 school year.
- Reviewing of comments from the August Gathering and New Teacher Orientation.
- Confirmation of the 2020 Annual School Committee Conference theme “Strengthening the Circle” as well as:
 - o topics and presentations
 - o events for the conference agenda
 - o approval of the conference logo
 - o writing of the state of the address to conference delegates
- Visit and tour of Area Schools planned for May 2020, including meetings with local governance representatives such as Mayors/Councils, Chiefs/Councils and school committees.
- Approval of refinements to the template documents for the School Committee Constitution and Terms of Reference and Area Advisory Committee Constitution and Terms of Reference, including the approval of Frontier Teachers’ Association Liaison Committee (four times per year).
- Discussion and plans associated with presenting to the House of Commons Standing Committee on Indigenous and Northern Affairs regarding a study of community capacity building. The study was later postponed.



Accountability in Policy

In the Frontier School Division, we believe that policy should be directed by people, not politics. Because the world changes, and we need to change with it. Like our students, we need to grow and keep learning. That is why we look to the needs of our community circle to help us shape and refine every policy we put in place.

Board accomplishments related to policy over the past year included:

- Approval for implementation of:
 - o E.3.A-R – Maternity Leave – Support Staff (Regulation)
 - o E.3.B-R – Parental / Adoption Leave (Regulation)
 - o C.2.H – School Closures (Policy, Regulation and Exhibit)
 - o C.2.K – Respect for Human Diversity: Gender Identity and Expression (Policy and Regulation)
 - o F.1.K. – Educational Trips (Policy, Regulation and Exhibits/Forms)
 - o G.3.E – Transportation – Inclement Weather (Policy and Regulation)
 - o D.3.D-R – Travel Expenses (Regulation)
 - o E.2.H-R – General Holidays-Support Staff (Regulation)
 - o E.3.O – Interpersonal Violence Leave (Policy and Regulation)
 - o F.1.M – Healthy Foods in Schools and Offices (Policy and Regulation)
 - o G.2.A – Student Records (Policy and Regulation)
- Approval of policies for comment:
 - o C.2.H – School Closures (Policy, Regulation and Exhibit)
 - o F.1.K – Educational Trips (Policy, Regulation and Exhibits)
 - o F.3.A – Indigenous Heritage and Culture Requirements (Policy)
 - o New draft Policy G.3.E – Transportation – Inclement Weather (Policy and Regulation)
 - o New draft Policy – Respect for Human Diversity: Gender Identity and Expression (Policy, Regulation and Exhibit)
 - o New draft Policy and Regulation titled “Security Cameras in Schools”
 - o G.1.A – A Safe and Inclusive Learning Environment (Policy and Regulation)

- Review of policies:
 - o G.1.D – Responsibility for Damaged Division Property
 - o G.1.E – Investigation by Police in the Schools
 - o G.2.C – Student Complaints and Grievances
- Approval of refinements to the Staff Travel Guidelines
- Approved sixteen (16) applications for Special Leave for 2020/21

Accountability in Finances

When it comes to the Division’s budget, the buck stops with the Board.

One of our biggest roles is making sure public funds are being used appropriately and in a way that gets the most for every dollar we spend. To do so, we have to look at how money is spent in our classrooms, and how it is being used to support our focus areas of academics, the Indigenous way of life, and wellness. We owe it to every person who pays taxes to make sure that their money is being put toward education, and that they see the return on that investment in the success of every student.

Key components of the 2019-20 budget include:

- Academic Focus: continued emphasis on English Language Arts and Mathematics
- Way of Life Focus – cultural and language programs enhanced
- Wellness Focus – continued emphasis on well being

In addition to setting and monitoring the budget, the Board’s major accomplishments in this area during the past year include approval of:

- Five-Year Capital Plan
- Audited financial statements for the year ended June 30, 2019 as presented by Deloitte
- Recommendations from the Employee Pension Committee regarding “The Retirement Plan for Employees of The Frontier School Division”, with updates to rates of the Member’s Regular Contributions and Member’s Additional and Flex Contributions for 2019
- Mill rate of 13.202 mills to be used for the calculation of the 2020 Special Levy

- Cost of living adjustment for all non-union support staff effective July 1, 2019
- Reserve Fund, based upon requirements of The Public Schools Act; this Reserve Fund will assist with the need for staff housing in Cranberry Portage

The Board also received reports were received from the following committees:

- o Finance
- o Support Staff Liaison
- o Employee Pension
- o Policy Review
- o Employee Benefits
- o F.S.D./F.T.A. Liaison committees
- o Collective Bargaining
- o N.O.F.I. Board of Directors
- o Area Advisory Committee meetings

Accountability through Strategic Planning

A strategic plan lays the path we follow in all we do in the Frontier School Division. Sometimes, the path changes direction based on new educational initiatives, government policies, or financial situations. Sometimes, it changes through something we could never predict – like COVID-19. But no matter what changes need to be put in place, no matter what new direction we find ourselves going in, our strategic plan keeps us all on the same path, walking toward the same destination: the best education possible.

This past year, Board accomplishments related to strategic planning included:

- Regular discussion at monthly board meetings on the three focus areas: Academics, Indigenous Way of Life, and Wellness
- Ongoing reports using the online strategic planning tool “Envisio” from PMH Insights
- Confirmation of the agenda and plans associated with the annual August Gathering for Administrators and the annual New Teacher Orientation
- Reports from Superintendents:
 - o Area reports highlighting the three focus areas as presented by Area Superintendents (Areas 3, 4, 5)

- o Student Services
- o Fine Arts
- o Science
- o Academics: Numeracy
- o Academics: Literacy
- Fall session with the Superintendent group focusing on teachers (recruitment, retention, wellness) and Divisional communications
- Discussion and confirmation of Board Report to delegates of the 42nd Annual School Committee Conference held February 2020
- Discussion regarding the Manitoba Commission on Kindergarten to Grade 12 Education Review including presentation to the Provincial Commission
- Discussion regarding the McConnell Foundation “wellness” (Behavioural Intervention Team) study
- Discussion regarding the Lieutenant Governor of Manitoba visit to Cranberry Portage (September 2019)
- Confirmation of an invitation to the Minister of Education to attend the June 2020 meeting
- Discussion on the Educating for Action conference

“...our strategic plan keeps us all on the same path, walking toward the same destination: the best education possible.”

Board and Superintendent Group Meeting

At every meeting of the Board and the Superintendent Group discussion takes place regarding the Strategic Plan and the three focus areas: Academics, Wellness, and Indigenous Way of Life. In April 2019, the Board held an interactive one-day session with Division senior administrators focused on sharing of information regarding

the Strategic Plan document and the 2018-19 Supplement. Discussions also took place on the Manitoba Commission on Kindergarten to Grade 12 Education Review.

The October 2019 session discussion focused on teachers (recruitment, retention, wellness), as well as processes for Divisional communications. The meeting concluded with a sharing circle of personal reflections, and accolades for work that is progressing in support of students and staff.

Collective Bargaining

The Board received regular updates from their Collective Bargaining Team.

Education Partnership Renewed

The Board renewed their partnership with the Skownan First Nation (May 2019), and Berens River First Nation (May 2019), and Black River First Nation (June 2019), culminating in the signing of a revamped Education Agreement.

Awards and Recognition

- The Board was pleased to announce and present the 2020 Frontier Achievement Award recipient Brigette Lacquette. The award recipient was notified

by the Board Chairperson and presented at the 42nd Annual School Committee Conference in February 2020 in Winnipeg.

- The Board is pleased to announce and present the 2019 Outstanding Employee Contribution Award to Doreen Korotash-Shewchuk. as the recipient of the 2019 Outstanding Employee Contribution Award.
- The Board presented service awards to long serving employees in the Winnipeg office.

Summary

It has been a different school year (to put it mildly). And schools are going to look a bit different going forward. That’s how it has to be. But like anything in life, it’s how we go forward that matters.

This is a time when we need to keep strengthening our circle of family, friends, community. We need to communicate with each other more, in person or through technology. We need to continue to find creative ways we can learn together, support one another, and share what’s working. Most of all, we need to keep caring for and respecting one another to keep each other safe and healthy, no matter where we are. Because we’re all part of this circle.

Thank you for being part of our circle – and for helping make it stronger.





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