



The
NORTHERNER

ANNUAL REPORT
2023-2024



Table of Contents

| | |
|--|-----------|
| Message from the Board Chairperson | 3 |
| Student Services and Wellness Department | 4 |
| Academic Programs and Instruction | 6 |
| Technology Report | 10 |
| Indigenous Way of Life | 12 |
| Financial Information | 14 |
| Engaged Learners Program Highlights 2023-2024 | 16 |
| PENT Professional Development | 20 |
| Rebranding the PENT Program | 21 |
| Student Activities | 22 |

Message from the Board Chairperson

Our Division's "North Star" is our strategic plan focus areas: Academics, Wellness, and Indigenous Way of Life programming, which guide our Division toward student success.

In *Academics*, we believe that every student will acquire the literacy and numeracy skills necessary to succeed in their educational journey.

In *Wellness*, we are committed to ensuring that every school provides a caring, healthy, safe, and inclusive learning and working environment for students, staff, and the broader community.

In *Indigenous Way of Life*, we believe integrating Indigenous perspectives, language, and traditions into our schools and curriculum is crucial to advancing our path toward reconciliation.

While this publication primarily highlights the activities of students and staff, I would be remiss not to recap some of the major milestones from the 2023/24 year, including:

- Changes in divisional senior administration, including the retirement of Reg Klassen and the recruitment of a new Chief Superintendent Tyson MacGillivray, along with the appointment of Paul Critchley as Secretary-Treasurer.
- Advocacy efforts for schools and communities around housing, recruitment, and insurance requirements for land-based learning by meeting with representatives of the Manitoba School Boards Association.
- Ongoing advocacy for students and employees on issues related to teacher recruitment and retention, housing, and infrastructure through discussions with Manitoba Education and Early Childhood Learning Minister Nello Altomare and Deputy Minister Brian O'Leary.
- Celebrating major divisional events such as the 45th Annual School Committee Conference, 50th Annual Frontier Games, 15th Annual High School Games, and the 20th Annual Music/Fiddle Jamboree.

Through this Annual Report, we are excited to share a quick look back at our 2023/24 school year and some of the many diverse programs and activities for both students and staff.

Thank you for your continued interest in the activities of learning in our amazing Division.

Ekosani, Megwetch, Thank you.

Linda Ballantyne



Student Services and Wellness Department

This year, our Student Services and Wellness Department has continued to prioritize the well-being and academic success of our students, staff, and community. This was accomplished through a variety of initiatives and events to foster and encourage a sense of belonging, diversity, inclusion, and learning.



Some of our year's highlights included:

In June 2024, Frontier School Division proudly participated in its first PRIDE event in Winnipeg, demonstrating our commitment to inclusivity and support for the 2SLGBTQ+ community. This milestone event highlighted our dedication to creating a welcoming and accepting environment for all students and staff.



We also launched the Sources of Strength Mental Health program in schools in Grand Rapids, Stevenson Island and Frontier Collegiate. This program focuses on building resilience and promoting positive mental health through peer leadership and community support, significantly benefiting our students' overall well-being.





In April 2024, students from the University of Manitoba's School Psychology and Clinical Psychology programs travelled to Area 4 for an ongoing partnership project with the Student Services and Wellness project. These students supported the Area 4 students, schools, and community by completing 25 assessments for students. The U of M students spent the week in Area 4, learning and understanding about the community through a variety of experiences led by local staff and community members.



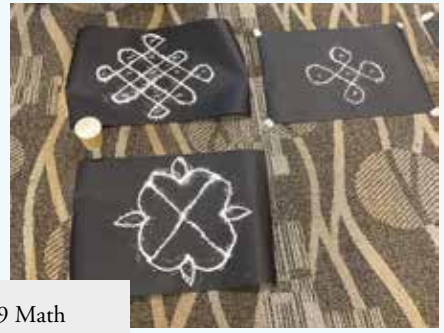
Academic Programs and Instruction

There are many examples of learning opportunities for students in literacy, numeracy, and science in schools and classrooms throughout the year.

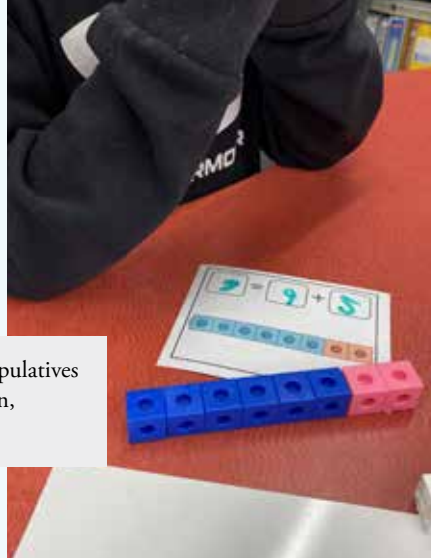
Indigenous Way of Life and Literacy: This lesson took place on land, led by Literacy Coach Donnie Grenier and his son Logan. They taught Grade 1 students at Frontier Mosakahiken School how to set snares. The lesson included a demonstration on harvesting and cleaning rabbits. Additionally, they read two stories aloud, including a legend about Wapus and how he came to be. The students then participated in making rabbit stew. The lesson concluded with a retelling activity of the legend and a hands-on "how to" activity on setting a snare.



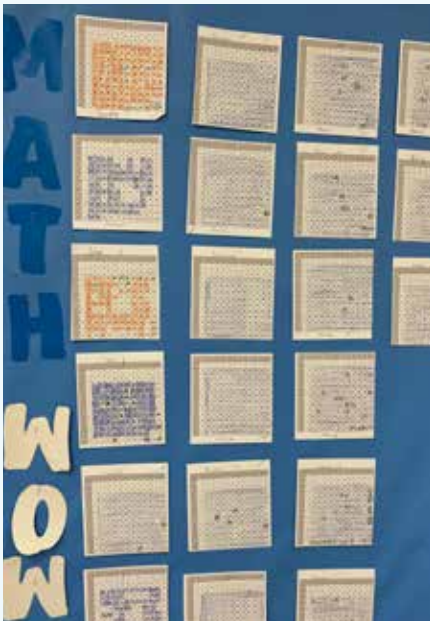
Students in Frontier Mosakahiken School learning to count and multiply.



Teachers participating in a teacher led session at Grade 6 and 9 Math NET - learning about how to use symmetry in Indian art.



Students in Cormorant Lake School use manipulatives to learn basic multiplication, addition, division, and subtraction.



Division representatives at Canada Wide Science Fair from Falcon Beach School (they placed Silver!)



Division representatives for Canada Wide Science Fair from Thunderbird School (they placed Bronze!)

A teacher in Joseph H. Kerr School using their multiplication fact remediation bags to show students how many facts they know so they can see the progress throughout the year.

Heart dissections at Wanipigow School with Science Coach Arif Kassum.



High school Science professional development at the Royal Aviation Museum.



Science Fair 2024: Winning project from Thunderbird School (South Indian Lake).



Students during Science Fair judging with Youth Biolab partner Stephen Jones.



Students in Berens River School wear CVC headbands and walk around to music. When the music stops, they must face another student and make the individual sounds of the headband of the other.



A grade 1 student from Berens River School collects the letters from her name and put them up in the coconut tree before counting them!



Grade 3 students in Berens River School use dice to roll CVC words and puppets to blend the sounds together.



A Grade 1 student from Stevenson Island examines a fossil under the microscope after reading a book about how fossils are formed. He is examining it so he can describe it in a good sentence! Each of the students put their sentence into the "bag" and then pulled one out. They read the descriptive sentence and tried to match it to the fossil.



Mr. Mark worked with Grade 4 students from Wanipigow School. The students explored voice, character, and story telling.



A Grade 2 student from Matheson Island School labeled the laminated parts of a plant after sorting her collection into the proper parts and examining them closely.



Grade 2 Student Gracelyn Delorme and her parents along with her homeroom teacher celebrate her completion of Phase 1 of Becoming a Reader at Berens River School literacy celebration.



Kindergarten students use bingo chips and partner counting to explore the “muchness” of numbers.



Grade 1 writing from Minegoziibe Anishinabe School commemorating Orange Shirt Day.



Kathy Glenesk from mRLC was in team teaching as part of the Middle Years engagement in writing project, at Gypsumville School.

Technology Report

RightClick, Frontier's Technology Department, has had a very productive year. The advent of Starlink has had a huge impact on our connectivity to the internet and the many resources it brings. In a few short years we went from grossly inadequate Internet at most of our school and facilities, to having functional and affordable highspeed virtually everywhere we needed it. We also penned new agreements tailored to each site allowing RightClick to save over \$225,000.00 each year on our connectivity costs alone!



Our new connectivity is really timely as we have also been aggressively upgrading and supplementing the number of personal devices for students and staff. Since my last report, we have added nearly 2000 laptops and over 2800 iPads. These devices offer the greatest impact to learning when they have good network performance as so many educational resources are now offered exclusively online – installing programs on the device itself is becoming a thing of the past.



In order to capitalize on better internet, we have also done significant upgrades to our internal Wi-Fi networks. Newer Wi-Fi technologies provide not only better speeds but also improved mobility and stability. Frontier's BYOD (Bring Your Own Device) service will also see improvements in both performance and security.

The summer of 2024 was also when we began moving many systems and data to the Microsoft Cloud services. We have a large fleet of aging servers and related software, moving Cloud services eliminates the need to upgrade and support these and should save around \$350,000 over the next five years.



With all these upgrades and additions, our Helpdesk and Network Admins have been incredibly busy. Excluding projects, the 2023–2024 school year saw them resolve over 6500 tickets!

A short list of the more important projects we tackled last year:

1. Cloud Migration
 - Planning, Training, Deployment
 - Breach Prevention & Response
 - Migration to Cloud
 - New website platform
2. Deploying New Infrastructure
 - 500+ devices (Wi-Fi radios, Switches, etc.)
 - Firewall deployment
 - Mobile Device Management
3. PowerSchool Development
 - Custom & complex reports for the Province
 - Prep for New PS Version
 - Moving to PowerSchool Cloud

Security is an ever-growing concern and to harden our systems we have implemented Multi Factor Authentication across the Division which adds a very effective layer of protection to our users and systems. New Firewalls and intrusion detection strategies have been deployed, but as the level of skill and persistence of the bad actors increases, we will need to increase our investments in the technology and training that protects our students and staff.



Indigenous Way of Life

Frontier School Division is committed to providing an Indigenous-inclusive education grounded in Indigenous histories, cultures, languages, traditional values and knowledge, and contemporary lifestyles. An equitable, inclusive, and diverse education system fosters a sense of belonging in all learners, provides meaning and purpose in their school experience, and develops hope for a prosperous future in achieving *The Good Life/Mino-pimatiwisin* (Ininew)/*Mino Bimaadiziwin* (Anishinabemowin)/*honso aynai* (Dene)/*tokatakiya wichoni washte* (Dakota)/*minopimatitheewin* (Anisininimowin)/ *Miyo-pimatishiwin* (Michif).

Frontier School Division implemented the provincial policy framework, *Mamahtawisiwin: The Wonder We Are Born With* (2022) as an act of reconciliation in answering the Calls to Action through the following actions and strategies:

Indigenous Ways of Knowing, Being, and Doing: Action Toward Truth and Reconciliation

| Authentic Involvement | | Putting Students at the Centre | | Understanding of World Views, Values, Identities, and Contemporary Lifestyles | | Inclusive and Culturally Safe Learning Environment | |
|---|--|--------------------------------|---|---|--|---|---------------------------------|
| Promote Elder Knowledge-Keeper, and Community Involvement | Promote Parent, Grandparent, and extended Family Involvement | Respect and Listen to Students | Employ a Holistic Approach to Supporting Students | Teach True History | Incorporate Cultural Teachings, Experiences and Indigenous Languages | Demonstrate Respect for World Views, Values, Identities, and Traditions | Value and Celebrate Differences |

Mamahtawisiwin: The Wonder We Are Born With. An Indigenous Education Policy Framework. Manitoba Education, 2022

Language, Culture, Academics

- The division supported Indigenous Languages through the Transformative Strategy for Indigenous Languages which had its first Teaching Indigenous Languages for Vitality cohort certification in partnership with Prairies to Woodlands Indigenous Language Revitalization Circle Inc., Wiichihitotaak Indigenous Language Revitalization Inc., and The University of Winnipeg.
- Indigenous Language Teachers implemented evidence-based language teaching practices through the support of the divisional Indigenous Language Coordinator, ensuring high-quality hands-on learning experiences.
- The division continues to develop curriculum for Cree and Ojibwe resource guides that include a focus on the authentic involvement of community language speakers, Elders, and Knowledge Keepers.
- The division continues to listen and empower the voices of Indigenous community through the Gift Givers program, Kihtheyak, and the Elders and Knowledge Keepers in Schools Initiative. These programs offer students the opportunity to learn the lived experiences, hands on skills, language, and knowledge of Indigenous way of life through the lens of local community fostering a greater sense of identity, belonging, and wellbeing.
- Kihtheyak, located in Norway House worked with 6 Elders In Residence to connect ways of knowing and being through community outreach, providing cultural knowledge, and providing wrap around services through culturally safe programming.
- Nintāwīwēw Aski - The Land Will Heal Gathering: 75-100 people from all FSD Areas coming together May 26-29 for learning focused on land, language, and wellness.
- Area 1 Mamawetan Camp: A collaboration between South Indian Lake, West Lynn Heights, and Leaf Rapids Education Centre to develop a land-based learning space, focusing on building sustainability and stewardship knowledge and skills.
- Duke of Marlborough Truth and Reconciliation Camp: A week-long camp as part of the Truth and Reconciliation +1 Course, which included building connections with local Elders, Knowledge Keepers, and organizations, with a focus on healing and acts of reconciliation.

- West Lynn students engage in hands-on learning of anatomy through dressing rabbits.
- Winter safety skills and Ice-fishing with Cranberry Portage Elementary School integrating cross-curricular learning applied during an overnight camp in prospector tents.
- Indigenous Peoples Atlas of Canada Giant Floor Map: Professional learning alongside Canadian Geographic in Areas 1, 4, & 5 connecting localized community-based knowledge through Indigenous perspectives to curriculum.
- Treaty Education: Professional learning for staff to embed the true history of Canada for all grade levels.
- Building Student Success with Indigenous Parents (BSSIP): Frontier had five schools provide events and initiatives that engage parents and caregivers in the schools as part of the BSSIP Program. Currently we have seven schools, Jack River, West Lynn Heights, Mel Johnson, Grand Rapids, Cormorant, Rorekton and, Leaf Rapids. This year plans are ready, and many engaging events are being provided for families and communities.
- Frontier hosted the 2023 BSSIP Conference held in Winnipeg.
- Grants:
 - o \$18 000.00 to support MAS Land Based Learning Camps.
 - o \$30 000.00 to support West Lyn Heights in the development of an outdoor learning space to engage in place based and land-based learning and community connections.
 - o \$150 000.00 Teacher Idea Fund to support division-wide Land Based Learning Gathering.



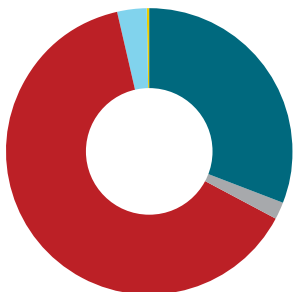
Figure 3: Indigenous-inclusive Education System*

Financial Information

Expenditure Comparisons

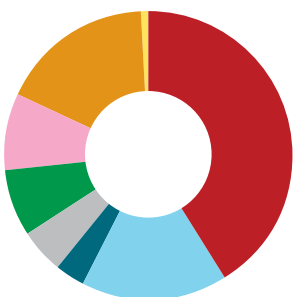
| Type | 2020-21 Actual | 2021-22 Actual | 2022-23 Actual | 2023-24 Actual |
|-------------------------------|--------------------|--------------------|--------------------|--------------------|
| Regular Instruction | 63,101,769 | 64,414,104 | 68,380,107 | 70,363,300 |
| Student Support Services | 21,461,810 | 21,466,751 | 23,574,755 | 23,760,791 |
| Community Education Services | 6,085,957 | 5,959,956 | 5,172,754 | 4,877,267 |
| Administration | 7,400,517 | 7,725,685 | 8,656,893 | 10,320,700 |
| Instructional & Pupil Support | 7,288,860 | 8,102,654 | 10,846,597 | 13,639,234 |
| Transportation | 11,415,723 | 11,855,318 | 14,072,786 | 14,003,606 |
| Operations & Maintenance | 29,456,563 | 28,184,700 | 31,228,787 | 31,063,450 |
| Fiscal | 1,412,015 | 1,518,460 | 1,833,553 | 1,445,358 |
| Total | 147,623,214 | 149,227,628 | 163,766,232 | 169,473,706 |

2024-2025 Budget



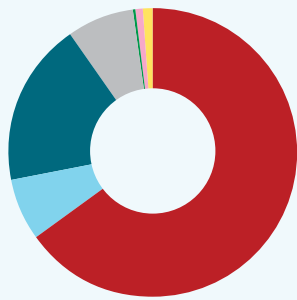
| | |
|-----------------------|--------|
| Provincial | 30.96% |
| Municipal | 2.04% |
| ISC/First Nations | 63.53% |
| Private Organizations | 3.27% |
| Other Sources | 0.20% |

Expenditures by Program



| | |
|-------------------------------|--------|
| Regular Instruction | 41.16% |
| Student Support Services | 16.58% |
| Community Education Services | 3.22% |
| Administration | 5.12% |
| Instructional & Pupil Support | 7.36% |
| Transportation | 8.57% |
| Operations & Maintenance | 17.21% |
| Fiscal | 0.78% |

Expenditures by Object



| | |
|-----------------------------|--------|
| ● Salaries | 65.25% |
| ● Benefits | 6.83% |
| ● Services | 18.28% |
| ● Supplies and Materials | 7.60% |
| ● Interest and Bank Charges | 0.29% |
| ● Payroll Tax | 0.76% |
| ● Transfers | 1.00% |

Frontier School Division Operating Budget 2023-24 - Revenues and Expenditures

| Revenue | |
|-----------------------|--------------------|
| Provincial | 54,469,904 |
| Municipal | 3,592,485 |
| ISC/First Nations | 111,753,185 |
| Private Organizations | 5,745,691 |
| Other Sources | 346,806 |
| Total | 175,908,071 |

| Expenditures by Program | |
|-------------------------------|--------------------|
| Regular Instruction | 72,124,737 |
| Student Support Services | 29,053,713 |
| Community Education Services | 5,633,168 |
| Administration | 8,972,752 |
| Instructional & Pupil Support | 12,890,681 |
| Transportation | 15,010,523 |
| Operations & Maintenance | 30,154,689 |
| Fiscal | 1,372,346 |
| Total | 175,212,609 |

| | |
|---|-----------|
| Surplus / (Deficit) before Capital Transfer | 695,461 |
| Transfer to Capital Fund | (695,461) |
| Net Current Year Surplus/(Deficit) | - |

| Expenditures by Object | |
|---------------------------|--------------------|
| Salaries | 114,324,960 |
| Benefits | 11,965,466 |
| Services | 32,020,661 |
| Supplies and Materials | 13,322,866 |
| Interest and Bank Charges | 500,000 |
| Payroll Tax | 1,332,375 |
| Transfers | 1,746,281 |
| Total | 175,212,609 |

Engaged Learners Program Highlights 2023-2024

The Engaged Learners Program had another successful school year with many significant highlights in 2023-2024. There were far too many to list but some of the highlights include:

- September camping trip at Fox Lake. Overnight camping with fishing, fires, and some very hard work (portaging a 14' aluminum boat from Otter Lake into Fox Lake).
- Classroom and trade classes saw great success. Engagement was high, lots of learning took place and overall, the students had fun while learning whether it was in their Life/Works course or their trade options (Fine Art, Carpentry or Culinary Arts).
- Halloween festivities. Every year we have pumpkin carving contests, costume competitions, and more. This year nearly every student took part in our activities. Lots of fun was had. All students had the opportunity to go trick or treating through Cranberry Portage.
- Christmas festivities. Every Christmas is important for The Engaged Learners Program. Through staff and local business donations as well as funds contributed by The Engaged Learners Program, all students enjoyed a special few days with numerous activities and lots of games and prizes. Every student was lucky enough to receive a significant gift package at our gift exchange.
- Special instructors and presenters who have worked with The Engaged Learners Program in the 2023-2024 year included renowned photographer Hans Arnold, film producer Angela Chalmers, and Gift Givers from IWOL Grace Masse and Luana Moar.
- Frontier School Division trapline. For the first time in at least 15 years the local Frontier School Division trapline was used. Though we got off to a late start for the season it was still a wildly successful endeavor. Many students participated throughout the season and 8 students passed their trappers course to earn their certification.



Sunset as seen from the shores of 1st Cranberry Lake. Looking towards the water from the girl's dorm waterfront deck.



Sisters Carys & Carlyse Elk from Birdtail Sioux working on their pumpkin carving as part of our Halloween celebrations.



Students enjoying a fire outside Caribou Lodge on our hiking trail. Listening to knowledge keeper Luana Moar from Frontier School Division's IWOL team.



One of our Engaged Learner students sitting by our fire in the middle of winter. Cold weather doesn't stop us from going outside!



Staff and students during our September camping trip, portaging an aluminum boat from Otter Lake to Fox Lake. Lots of hard work but the fishing on the other side made it worthwhile!



Art students painting The Engaged Learners mural, proudly displayed in our classroom at the Cranberry Portage curling rink.



Culinary Arts group. Proudly displaying some of their work.



Boys group on their annual September hike at Karst Springs in Grassy River Provincial Park.



Art students after finishing their snow inukshuk on Frontier Collegiate campus.



Girls group learning CPR/First Aid. CPR/First Aid is taught to all of our students annually as a regular part of The Engaged Learners Program.



Some of our students trick or treating at Halloween. Some students bring costumes while some are donated by staff but every year there are enough for all students who choose to participate.



Above two pictures show three of our students who graduated in the Fall of 2024. Incredibly proud of our graduating class (as we are with all of our students). Several staff made the trip to Lynn Lake to witness these three walk the stage.



Fox Lake camping trip in September. One of our students proudly showing off one of the many walleye caught.



September Fox Lake camping trip. We used a combination of boats and canoes to get students safely on the water.



Two students on our trapline. Two lynx caught near the tail end of the trapping season.



Two students taking part in public skating at the Cranberry Portage hockey arena (with one student photo bombing from behind).



September Fox Lake camping trip. One of many students and many fish. Fox Lake is an annual trip for The Engaged Learners Program every September.



Students in the trapping program showing off their catch for the day.



Students in the after hours trapping program learning how to stretch and board.



Christmas gift exchange. One of our students opening in front of everyone. We play a Gift Swap game (sometimes known as Chinese Christmas) where students open gifts in front of everyone and other students have the opportunity to 'steal' gifts opened ahead of them.



Another student opening their gift in front of the crowd with a little help from Santa Claus himself.



Three of our students posing during our Christmas evening.

PENT Professional Development

Each spring, the division's PENT students participate in professional development sessions at Brandon University to enhance their instructional practice and keep current with divisional initiatives in literacy, numeracy, science, and Indigenous Education. During the 2024 spring and summer session, students were involved in 5 days of professional learning delivered by instructional coaches and IWOL staff. On April 26, the students took part in a birch bark and aspen basket making session facilitated by IWOL staff member, Grace Masse. The students experienced a wonderful day of cultural learning.



PENT PD – Group Photo



PENT PD – IWOL



Rebranding the PENT Program

On June 19, 2024, BU Faculty of Education hosted a summer feast for PENT students, staff, and community. It was a time to celebrate the summer solstice, the accomplishments of students in the PENT program, and to unveil BU's new logo and title for the P.E.N.T. program. During this celebration, the PENT Advisory Committee was pleased to unveil and formally announce a new logo and name change to **PENT Indigenous Teacher Education**. Our PENT students were at the forefront in contributing to the new title and logo, and Nicole Friesen (2022 PENT graduate and current teacher at Philomene Chartrand School) was acknowledged for her winning submission during the summer feast. PENT students Hayley Cook (West Lynn Heights) and Chelsea Wood (Wanipigow) were also recognized by the PENT Advisory Committee for their logo submissions.

In addition to the name change, the Dean of Education in partnership with PENT staff and the PENT Advisory Committee, will be submitting a grant application in the spring of 2025 to the Rideau Hall Foundation Indigenous Teacher Education Initiative. Should the grant application be successful, the funding would be directed towards increasing the number of Indigenous students within the program and hiring Indigenous instructors to refocus curricula and pedagogy on land-based learning and the learning of Indigenous languages as cornerstone courses in the renewed PENT Indigenous Teacher Education program.



Student Activities

4 + 1 student in Lean 101 Efficiency in manufacturing training in partnership with Canadian Manufacturers & Exporters.



West Lynn Heights student Austin Cockerill learning about internal combustion engines while studying Small Engine Repairs.



Ethan Johnston making a Star Wars TIE Fighter fire pit in Frontier Collegiate's new welding program.



June 2024 4 + 1 Carpentry students building sheds.



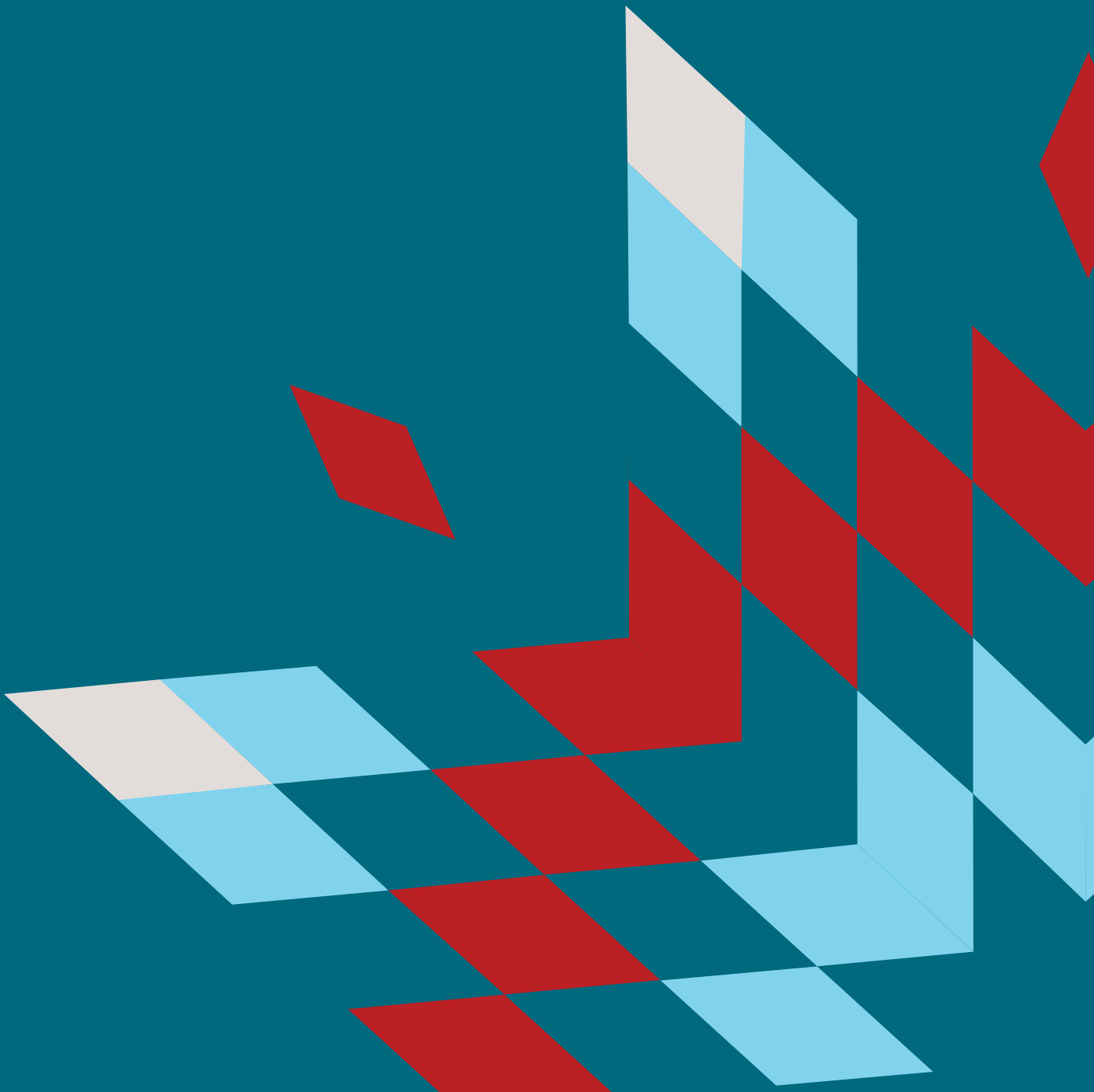
Frontier Mosakahiken School students in Culinary Arts during the 0.5 Credit Expanded Options Program.



Monica Moose in the Culinary Arts Cook-off Challenge during 4 + 1.



Nevaeh Colomb in the 4 + 1 Culinary Arts Cook-off Challenge.





30 Speers Rd
Winnipeg, MB R2J 1L9

Phone: (204) 775-9741
Fax: (204) 775-9940

Email: frontier@fsdnet.ca
www.fsdnet.ca