



2024



Report to our  
Community

 **Pembina Trails**  
School Division  
*Accomplish Anything*



PEMBINA TRAILS SCHOOL DIVISION

# Recognition of Treaty Land

Pembina Trails School Division  
**Recognition of Treaty Land**

We acknowledge we are on the lands of Turtle Island where Indigenous Peoples have lived since time began. These are the ancestral lands of the Anishinaabe, Inineew, and Dakota Nations as well as the traditional trade and travel routes of the Anishinew, Dene, and Inuit. We also acknowledge we are on Treaty One territory and the National Homeland of the Red River Métis. Pembina Trails School Division is committed to working together in partnership with Indigenous communities in a spirit of reconciliation.

  
Chair of the Board

  
Friday, September 23, 2016  
Amended: Thursday, April 11, 2024

  
Superintendent of Education

Division scolaire Pembina Trails  
**Traité no 1**

Nous reconnaissons que nous sommes sur les terres de l'île de la Tortue où les peuples autochtones vivent depuis le début des temps. Il s'agit des terres ancestrales des nations Anishinaabe, Inineew et Dakota, ainsi que des routes traditionnelles de commerce et de voyage des Anishinew, des Dénés et des Inuits.

Nous reconnaissons également que nous sommes sur le territoire du Traité un et la patrie nationale des Métis de la rivière Rouge. La Division scolaire Pembina Trails s'est engagée à travailler ensemble en partenariat avec les communautés autochtones dans un esprit de réconciliation.

  
Présidente de la commission scolaire

  
le vendredi 23 septembre 2016  
modifié: le jeudi 11 avril 2024

  
Directeur général

# A MESSAGE FROM OUR Superintendent and Chair



**Lisa Boles**  
Superintendent and CEO



**Tim Johnson**  
Chair, Board of Trustees



**Shelley Amos**  
Superintendent and CEO

Pembina Trails School Division is pleased to share this report with our school and broader community, that highlights and celebrates the many accomplishments of the students and staff of Pembina Trails in the 2023/24 school year.

This report reflects just some of the intentional teaching and learning opportunities that took place in the areas of literacy, French Immersion, career education, social-emotional learning, STEM (science, technology, engineering and math) and treaty education.

It also highlights the important role that all our staff play in creating safe, caring and inclusive learning environments that ensure our students have access to the best possible staff, learning environments and resources so that they can #AccomplishAnything.

The 2023/24 annual report marks the conclusion of Superintendent Lisa Boles' career with Pembina Trails. Lisa has had an incredibly positive and profound impact on students, staff, and our Pembina Trails community. Her kindness, empathy, and compassion for all students and staff, is foundational to the leadership she has provided to the division and will continue to have an impact on the division. Pembina Trails will be forever grateful for Lisa's contribution to our community of learners.

With Lisa's departure, we are pleased to introduce to you, our new Superintendent and CEO, Shelley Amos, who joined us on August 1st.

*Lisa Boles and Tim Johnson*

## INTRODUCING SHELLEY AMOS

Shelley brings 32 years of administrative and instructional experience to her new position. She has been the Superintendent and CEO of the Hanover School Division since August 2020 and served as Assistant Superintendent from 2018-2020.

Prior to joining the senior administration of Hanover School Division, Shelley held the position of Principal from 2011-2018. Her professional experience includes teaching in the Hanover School Division beginning in 2002, and before joining Hanover she worked in the former Transcona-Springfield School Division.

Shelley has earned a Bachelor of Education, a Post-Baccalaureate Diploma in Special Education, and a Master of Education in Educational Administration.

Shelley's educational philosophy is an evolving construct which guides principles, practices, and pedagogies to create the conditions for an optimal learning environment ensuring the best chance for students to succeed in becoming caring, connected, and contributing members of society. Shelley believes people, purpose, and perseverance are foundational to the work in education.



# PEMBINA TRAILS SCHOOL DIVISION Board of Trustees

There are nine locally elected representatives that make up the Pembina Trails School Division Board of Trustees. This group strives to ensure our schools offer education, programs and services that meet the needs of our growing communities.

## WARD 1



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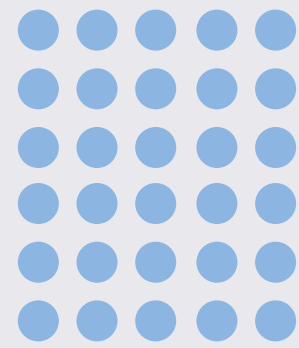
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## WARD 3









OUR PATH TO NOW

# Navigating Equity, Diversity, Inclusion, and Anti-Racism in Pembina Trails



The 2023-2024 school year brought an opportunity for all members of the Pembina Trails community to actively implement our **Statement of Commitment**.

*“Pembina Trails School Division firmly believes that every student has the potential to achieve great things, regardless of their race or ethnicity. Through ongoing education and engagement with students, parents/ caregivers and colleagues, we will work to promote anti-racism and social justice in our school communities. We will actively listen to the voices and experiences of students and staff from diverse backgrounds and strive to create a curriculum and learning environment that reflects and celebrates diversity. We are committed to creating safe and inclusive spaces for all students and staff, and to continuously learn and grow together.”*

Members of the Pembina Trails Leadership Community came together at an annual conference in October where leaders engaged in professional learning with Rebecca Chartrand. The theme of the conference was Diversity, Equity, and Inclusion.

This year, seven schools in Pembina Trails participated in the UNESCO Associated Schools Project Network in Manitoba. The theme of the Network meetings was “The Stories of Place and the Place of Stories.” Students collaborated throughout the year and researched the history of the land where their school currently resides.

Over the course of the year, many teachers and administrators engaged in “Words Matter” or “Speak Up at School” workshops. These workshops equipped educators with language and materials to help build capacity in their buildings when responding to incidents of harm. Using these resources, educators and students developed the skills to interrupt, question and respond appropriately when they heard language that was hurtful.





Additionally, Curriculum and Learning Services piloted the first “Inclusive and Responsive Classrooms” program. This program worked with teachers from two schools to explore and develop culturally sustaining curricula, assessments, and classroom environments.

Between February and May of 2024, over 40 teachers came together for a 3-part series on anti-racism. The series highlighted themes of positionality, power, history, and strategies for responding to racism in schools.

This year, the division struck up a Steering Committee for 2SLGBTQIA+ Inclusion in schools. This committee worked throughout the year to gather resources, network with organizations like Egale Canada, and distribute information to school leaders and teachers to help students understand diversity and promote acceptance and belonging in their schools.

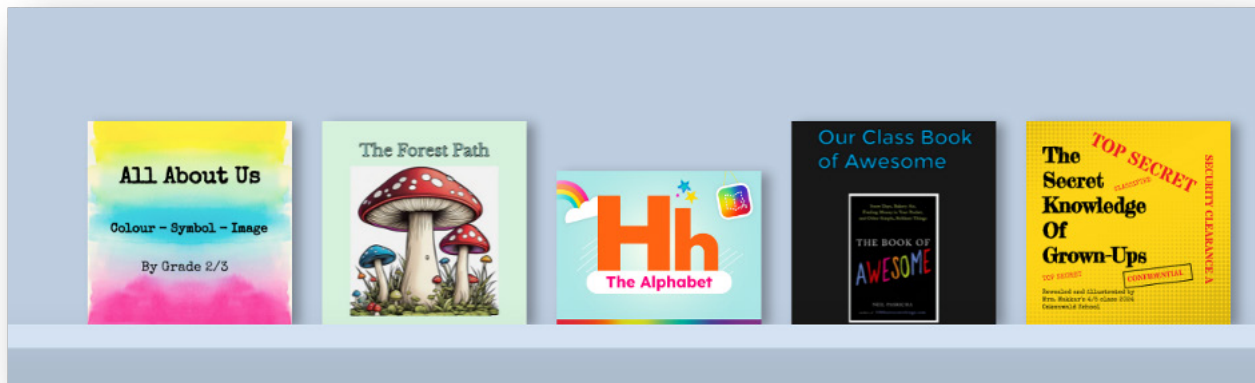
The Anti-Racism Steering Committee met throughout the year to coordinate a community town hall, review the recommendations presented by Rebecca Chartrand from Indigenous Strategy Alliance, and present the new divisional anti-racism policy to the Board of Trustees. On April 11, 2024, the policy received formal approval from the Board. The Steering Committee will continue its work during the 2024-2025 school year with a focus on implementation and evaluation.

While this year has certainly been busy, we are inspired by the work that is being done every day in classrooms and school spaces throughout the division. As we continue this journey of equity, diversity, inclusion and anti-racism, we will continue to actively listen to the stories of those around us and commit to learning and growing together.



EMPOWERING STUDENTS:

# Integrating Literacy, Writing Instruction, Global Competencies, and Technology



BOOK CREATOR WRITING FROM OAKENWALD SCHOOL AND SHAFTESBURY HIGH SCHOOL

7 In Pembina Trails School Division, students are actively engaging in communication and writing practices tailored for real-world audiences through various mediums. The writing process includes oral exploration, brainstorming, drafting, revising, editing, publishing, and sharing, fostering a sense of purpose among students as content creators. This platform is utilized across early, middle, and high school levels, empowering students to communicate their perspectives and use creative and critical thinking skills to effectively communicate their ideas.





## EMPOWERING STUDENTS:

# Preparing for the Next Chapter in Life - Career Exploration

As educators, parents/caregivers, and community members, one of our primary responsibilities is to equip our students with the skills and knowledge necessary for success in their future careers. In Pembina Trails, we take a holistic approach to career preparation, recognizing that it requires more than just academic proficiency. We are committed to providing our students with diverse opportunities to explore, learn, and grow, ensuring they are well-prepared for the next chapter in their lives.



**Internship Opportunities:** We are proud to offer internship opportunities in collaboration with prestigious institutions such as the Asper School of Business and the University of Manitoba Faculty of Agriculture.

**Career Development Classes:** Our high schools offer a range of career development classes designed to equip students with essential skills for the workplace.

**Exploring Career Pathways:** We are committed to helping students explore diverse career pathways aligned with their interests and passions by utilizing resources like myBlueprint.

**Experiential Learning Opportunities:** Our students participate in a wide range of experiential learning opportunities, from exploring the applications of drones in science to learning about current agricultural practices at Fort Whyte Farms.

**Preparing for the Future:** Through a combination of academic rigor, practical experience, and personalized support, we are dedicated to preparing our students for success in their future careers. By providing diverse opportunities for exploration and growth, we empower our students to confidently embark on the next chapter of their lives.

**Hands-On Learning for Real-World Success:** We believe in the power of experiential learning. Through internships, co-op programs, and project-based learning initiatives, our students have the chance to apply their classroom learning in real-world contexts.

**Early Exposure to Career Pathways:** Career exploration begins early in Pembina Trails. Starting as early as grades 5 and 6, students engage in Career Trek programming, where they gain insights into various industries and professions.

**Partnerships for Technical Training:** Our partnerships with institutions like the Manitoba Institute of Trades and Technology (MITT) provide students with technical training, knowledge, and skills relevant to today's job market.



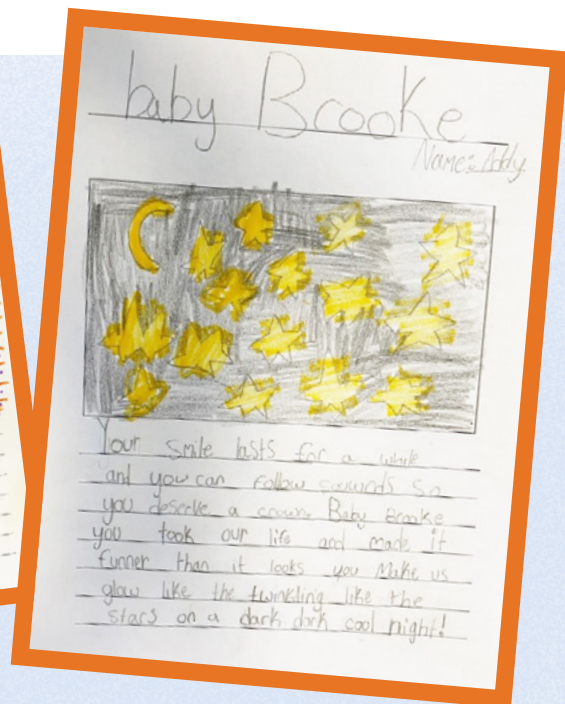
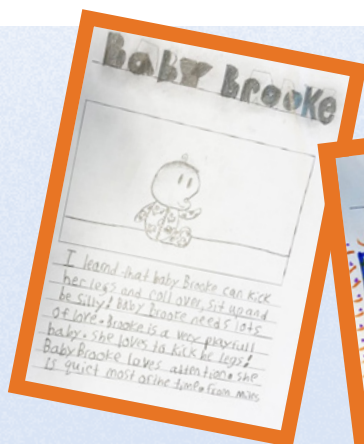


# Roots of Empathy Classroom Program

Created in 1996, the flagship program of Roots of Empathy has been proven to show significant effect in reducing levels of aggression among school children while raising social/emotional competence and increasing empathy.

Pembina Trails School Division has participated in the Roots of Empathy Program in English and French Immersion classes since 2012, helping roughly 6,000 Pembina Trails students focus on raising levels of empathy, resulting in reduced levels of bullying and aggression and supporting more respectful and caring relationships.

## TESTIMONIES FROM GRADE 4 STUDENTS AT ÉCOLE CRANE:





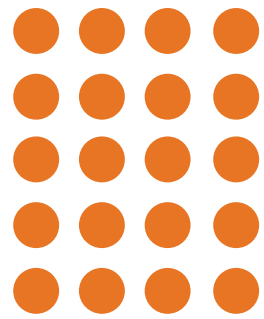


# Transportation Department Report

The 2023/2024 school year was one of change and enhancement for the Transportation Department. As the division's enrollment continues to grow at a record pace, so does the need for our school bus operation to be as safe and efficient as possible.

Some of the key initiatives which have been undertaken this year in Transportation:

- Full integration of a new fleet-wide GPS system to allow for real-time tracking of the buses while they are in operation on regular routes, field trips or charter services.
- Completion of the early stages of an entirely new routing software, which will prove integral in the ongoing development of our routes which need to be flexible and responsive to the ever-changing complexities of our route network.
- Rapidly growing enrollment has required routes and buses to operate differently compared to previous years, and this adaptation will continue as the division grows.
- Introduction of a new transportation-specific Parent App in conjunction with the new routing software and GPS capabilities.
- Alignment of the Pembina Trails Standard of Behaviour to the Transportation environment, in the best interest of students, families and division employees.
- Families are encouraged to check the Transportation page on the Pembina Trails website regularly for updates on any of these various initiatives in the lead-up to the new school year.



## INTERNATIONAL STUDENT PROGRAM (ISP)

# International Students Accomplish Anything in Pembina Trails



Coming off a banner year of winning the international ALPHE Award for best International Student Program in Canada, the Pembina Trails International Student Program (ISP) team continues to offer world class quality of service and support to all students and is once again recognizing and celebrating many students who came to the program to live the North American school experience and Accomplish Anything in Pembina Trails. Here are just a few of their many meaningful and amazing stories.

### OUR INTERNATIONAL STUDENT PROGRAM TEAM



**Lara Bussade** from Brazil and **Anton Abalo Santa Maria** from Spain, who both attend Fort Richmond Collegiate, collaborated on an innovative business venture and were awarded GOLD at the RRC Business Competition for Ventures in Business.

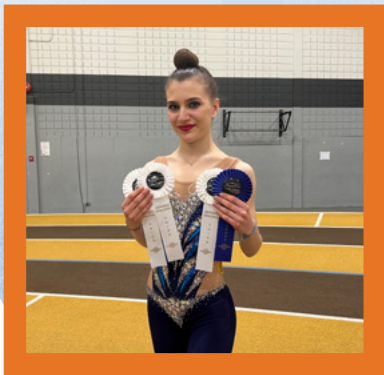




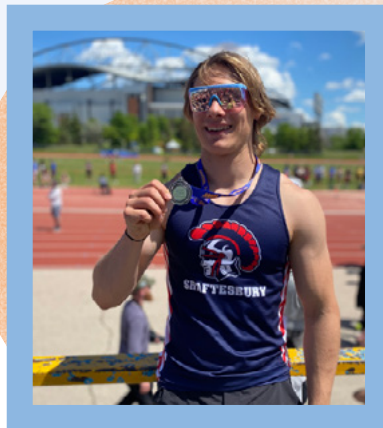
**Adrian Ortega** and **Pablo Montañes**, both from Spain have been friends since childhood. This year they spent their grade 12 year together playing basketball at École secondaire Oak Park High School. They were both in the starting lineup and helped get the team into the provincial final. Both boys were chosen to the Manitoba Graduates All-Star team. Adrian was also chosen to the Provincial All-Star team for the 3<sup>rd</sup> year in a row. Adrian is the first Spanish National to complete a 3-year high school program with Pembina Trails International Student Program. Friends who play together stay together.



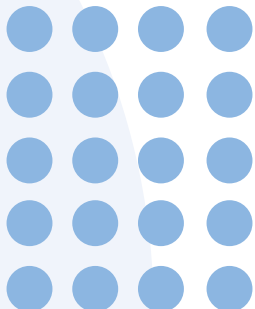
**Jarno Tuomola**, from Finland, was a forward with the Oak Park Raiders hockey team. He scored many critical goals in the season including the first goal of the provincial championship game.



**Angelica Garizio** is a dedicated rhythmic gymnast from Italy who studies at Institut collégial Vincent Massey Collegiate. She has been invited to participate in numerous regional, provincial and national competitions, where she has been recognized with multiple awards.



**Vincent Moews** from Germany represented Shaftesbury High School at the Provincial Track and Field Finals. He won the silver medal, ranking him second in province for shotput. In addition Vincent played on several school teams and received the Future Leader of Tomorrow Award, given to an overall great athlete with outstanding character both on and off the court.



# Learning Information Technologies

## ACCESSIBILITY

Pembina Trails has been diligently working to ensure our public-facing website complies with all WCAG 2.1 Level AA Accessibility standards. This effort involved updating over 1,500 PDF files. Additionally, we removed numerous outdated files and tidied up several pages. We remain committed to making our website accessible to everyone.

## WIRELESS

In today's landscape, students and teachers are increasingly relying on technology. Enhancing student learning with technology necessitates a robust and dependable infrastructure. To support this, we are replacing over 900 wireless access points throughout our schools, improving coverage and throughput to provide students with a better network connection experience.

## EDSBY

Pembina Trails School Division continues to grow into Edsby! Our integration with Edsby is an ongoing journey towards enhanced communication and collaboration among staff, students, and parents/caregivers. Our commitment to mastering Edsby's capabilities remains steadfast as we aim for optimal efficiency and effectiveness across all levels.

This year marked the successful implementation of Edsby's tri-conference scheduling feature, eliciting positive feedback from parents/caregivers, teachers, and administrative staff alike. While the rollout of Edsby's Report Card feature presents a more intricate challenge, we are proceeding with caution, prioritizing a meticulous approach towards its deployment, slated for completion by June 2025.

In tandem with deployment efforts, we are dedicated to refining guidelines, providing comprehensive training, and extending robust support to our schools as they progressively integrate Edsby into their communication strategies. Through Edsby, we aim to seamlessly convey essential information while nurturing a culture of transparency and engagement between students, parents/caregivers, and educators. Embrace the journey with us!







# French Immersion

## PEMBINA TRAILS FRENCH IMMERSION - AT A GLANCE

French Immersion is one of the four official school programs recognized in the province of Manitoba. Its purpose is to offer you the choice of having your children learn in both French and English. French Immersion learning in Pembina Trails is offered at 11 schools. The FI program is facilitated by bilingual educators, administrators, and educational assistants.

To successfully implement the French Immersion Program in Manitoba, and in alignment with Manitoba Education’s document entitled ‘Full Implementation of the French Immersion Program’, the following four key areas must be considered and addressed:

- Creating a French Immersion Setting
- Validation of Students’ Linguistic and Educational Experience
- Educational Staff and Professional Learning
- Student Enrolment

A new Manitoba Education document, entitled ‘Full Implementation of the French Immersion Program in Manitoba’ is now in place. This document provides key information, helpful in the implementation and planning in French Immersion.



***“Gardening is a way of showing that you believe in tomorrow.”***

(unknown)

## Exploring Tower Gardens in the Classroom

Through the support of the division’s Education for Sustainable Development Grant, twenty-one of our schools have integrated *Tower Gardens* into their classroom programming. Tower Gardens are vertical, aeroponic gardening systems that offer a sustainable alternative to traditional gardening. They optimize space and use only 2% of the water typically required for conventional gardening. These innovative gardens create diverse opportunities in the classroom, sparking discussions about sustainability, climate, food deserts and connections to STEM. Additionally, students gain valuable insights into perseverance, problem solving, and critical thinking.

In 2023/24 Bairdmore School’s project was named as one of the top three Canadian Action Projects of the year!

We look forward to future learning opportunities and experiences awaiting students through their engagement with *Tower Gardens* in Pembina Trails classrooms!



## See Spot Read

Not all learning needs to take place within the four walls of the classroom. There are so many alternative experiences that Pembina Trails can provide to our students. Ralph Maybank had the amazing opportunity to send students to the Winnipeg Humane Society (WHS) to participate in their **'See Spot Read'**, 10-week animal companionship literacy-based program. The students spent half an hour reading aloud to WHS dog ambassadors and the other half hour participating in activities designed to boost their enjoyment of using literacy skills.







# Facilities and Operations



Pembina Trails School Division opened Pembina Trails Collegiate and welcomed a full complement of grade 9-11 students for the start of the school year in September 2023.

The Facilities and Operations department was busy this past year with a list of interior projects including washroom upgrades, numerous millwork projects, as well as various classroom upgrades and modifications for students. The department also completed numerous flooring renewal projects along with interior and exterior painting throughout the Division.

Three gymnasium sport floors were replaced this past year. In addition, four schools are in process of having their gym floors sanded and recoated.

Exterior work included roofing repairs and asphalt patching throughout the Division, as well as concrete work to improve accessibility to our buildings and courtyards. The department also assisted schools with outdoor learning spaces.

The Division continues to partner with the Province on major capital projects having recently completed an elevator addition project and concluded design on an exterior building envelope upgrade.





2024-25

# Finance/Budget

In March 2024 our Pembina Trails Board of Trustees passed a budget for the 2024-25 school year that provides quality public education while keeping administrative costs in line with the Minister of Education’s direction.

We expect to have an additional 722 students in September – an increase of 4.4% over last year .

Hiring 72.5 new teachers and investing in other supports will help our students reach their full potential.

## REVENUES COME FROM:

**50.4%**

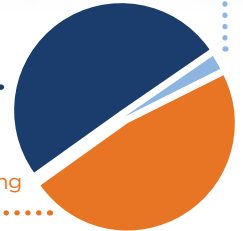
Property Tax

**47.6%**

Provincial Funding

**2%**

Other



**58%**

Regular Instruction

**20.1%**

Student Services

**7.1%**

Instructional Support



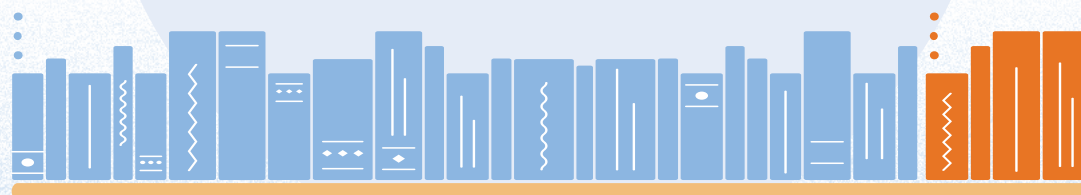
## HOW FUNDS ARE SPENT

**84.7%**

Staffing Costs

**15.3%**

Services, Supplies, etc.



Our budget included a 1% increase in Provincial funding. We are spending \$536k less on administration than the province allows.





## WE CONTINUE TO GROW!

Pembina Trails School Division has 36 schools spread out across the southwest of Winnipeg. We are eagerly awaiting the approval of two new K-8 schools in Prairie Pointe and Bridgwater Lakes.

● Ward 1   ● Ward 2   ● Ward 3

- |                                    |  |  |
|------------------------------------|--|--|
| 1. Acadia Junior High School       | 14. General Byng School                    | 27. École St-Avila                               |
| 2. Arthur A. Leach School          | 15. Henry G. Izatt Middle School           | 28. Shaftesbury High School                      |
| 3. Bairdmore School                | 16. Laidlaw School                         | 29. École South Pointe School                    |
| 4. Beaumont School                 | 17. Linden Meadows School                  | 30. École Tuxedo Park                            |
| 5. Beaverlodge School              | 18. École secondaire Oak Park High School  | 31. École Van Wallegem School                    |
| 6. Bison Run School                | 19. Oakenwald School                       | 32. Institut collégial Vincent Massey Collegiate |
| 7. École R.H.G. Bonnycastle School | 20. Pacific Junction School                | 33. École Viscount Alexander                     |
| 8. Chancellor School               | 21. Pembina Trails Alternative High School | 34. Westdale School                              |
| 9. École Charleswood School        | 22. Pembina Trails Collegiate   PTEC       | 35. Westgrove School                             |
| 10. École Crane                    | 23. Prairie Sunrise School                 | 36. Whyte Ridge School                           |
| 11. Dalhousie School               | 24. Ralph Maybank School                   | 37. Site of future K-8 School                    |
| 12. École Dieppe                   | 25. River West Park School                 | 38. Site of future K-8 School                    |
| 13. Fort Richmond Collegiate       | 26. Royal School                           | ★ Pembina Trails Administration Office           |