

**Regular Meeting of the Board
Agenda**

Thursday, February 13, 2020

8:00 PM

Board Room

Administration Office

181 Henlow Bay, Winnipeg, MB R3Y 1M7

1. ATTENDANCE

2. CALL TO ORDER

Comments:

The content of the Informational Reports has been reviewed by Trustees prior to the Board Meeting. The reports reflect discussions and activities of the Committees. At Board Meetings, if Trustees wish to speak or to ask questions regarding a particular report included in the Information Reports section of the Board Meeting agenda - that needs to be identified at the time the agenda is amended. Recommended motions from Committees are addressed separately in the agenda.

3. AGENDA APPROVAL

4. BOARD MINUTES APPROVAL

5. STANDING COMMITTEE REPORTS, SPECIAL COMMITTEE REPORTS AND OTHER REPORTS

1. Standing Committee Reports:

- a. Report of the Committee Meeting of the Whole held on January 23, 2020;
- b. Committee Report of the Buildings, Property and Transportation Committee Meeting held on January 20, 2020;
- c. Committee Report of the Step III Grievance Hearing held on January 23, 2020;
- d. Committee Report of the Human Resources and Policy Committee Meeting held on January 27, 2020;
- e. Committee Report of the BACE Committee Meeting held on December 9, 2019.

2. Special Committee Reports:

- a. Minutes of the Pembina Trails Educational Support Fund, Inc. Corporate Board

Meeting held on January 23, 2020.

3. Other Reports:

- a. Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated February 13, 2020;
- b. Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated February 13, 2020;
- c. Substitute Teacher Contracts as listed in the 2019-20 Substitute Teacher Contracts Report dated February 13, 2020;
- d. Resignations as listed in the Resignations Report dated February 13, 2020;
- e. Enrolment Report - January 2020.

Purpose:

To consider receiving the Standing Committee Reports, Special Committee Report and Other Reports as information, and

To consider ratifying Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated February 13, 2020, and

To approve Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated February 13, 2020, and

To consider ratifying Substitute Teacher Contracts as listed in the 2019-20 Substitute Teacher Contracts Report dated February 13, 2020, and

To consider receiving resignations as listed in the Resignations Report dated February 13, 2020.

6. DELEGATIONS

7. EDUCATIONAL PRESENTATIONS

7.1 Library Award

Purpose: To make a presentation to the Board.

8. BUSINESS FROM PREVIOUS BOARD MEETINGS

9. BUSINESS FROM PREVIOUS FINANCE COMMITTEE OF THE WHOLE

10. BUSINESS FROM PREVIOUS COMMITTEE MEETING OF THE WHOLE

10.1 Step III Grievance

Purpose: To consider Committee recommendation.

11. BY-LAWS AND/OR POLICIES

11.1 By-Law No. 137 Promissory Note LTPS0366

WHEREAS it is deemed necessary and expedient to raise by loan the sum of Three Million One Hundred Thousand Seven Hundred Dollars (\$3,119,700) on the credit of said school division for the purpose of payment for the purchase of land for proposed future school site.

THEREFORE BE IT RESOLVED THAT By-Law No. 137, being a by-law of the Board of Trustees of the Pembina Trails School Division, for the purpose of borrowing the sum of \$3,119,700, and of issuing a Debenture and/or Promissory Note (Hereinafter called the Security) therefor be given first reading.

12. CORRESPONDENCE FOR DISCUSSION

12.1 MSBA 2020 Convention - Trustee Attendance

Purpose: To consider Trustee Attendance at the 2020 MSBA Convention.

12.2 MSBA 2020 Convention - Voting Ballots

Purpose: To designate two Trustees to receive the Pembina Trails voting ballots at the 2020 MSBA Convention.

13. STANDING AND SPECIAL/ADVISORY COMMITTEE REPORTS

13.1 Buildings, Property and Transportation Committee

13.2 Communication and Community Relations Committee

13.3 Education Committee

13.4 Finance and Planning Committee

13.4.1 Draft 2020-21 Budget

Purpose: To release the Draft 2020-21 information to the public.

Note: The Draft Budget schedules will be uploaded to eSCRIBE as soon as they are ready.

13.5 Human Resources and Policy Committee

13.5.1 IHBF Home Instruction and Distance Learning

THAT Policy IHBF - Home Instruction and Distance Learning be given second and third reading and passed.

13.6 Negotiations Committee

13.7 Pembina Trails School Division Educational Support Fund Inc.

13.8 Pembina Trails Voices

13.9 Council of Presidents

13.10 Boards/Association Council on Education (B.A.C.E)

14. ADMINISTRATIVE REPORTS

14.1 Breakfast Assistants

Purpose: To receive a report and consider approving salary schedule.

14.2 Yes I Can! Awards

Purpose: To receive a report from the Assistant Superintendent, Student Services.

14.3 Enrolment and Space Concerns at South Pointe School

Purpose: To receive a report from Senior Administration.

15. NEW BUSINESS

16. CORRESPONDENCE FOR INFORMATION DISTRIBUTION LIST

17. QUESTIONS FROM TRUSTEES

18. QUESTIONS FROM MEMBERS OF THE PUBLIC IN ATTENDANCE

19. REQUIREMENT FOR A COMMITTEE MEETING OF THE WHOLE

20. ADJOURNMENT



Leading Change

with courage, clarity and resilience

56th Annual Convention
March 12 - 13, 2020
Delta Winnipeg,
350 St. Mary Avenue

Convention 2020 Program Overview

Thursday, March 12, 2020

Time	Event
7:30 a.m. to 8:30 a.m.	Registration and breakfast
8:45 a.m.	Call to Order Final Call for Nominations
9:15 a.m. to 10:15 a.m.	Keynote Address: Julie Wilson
10:15 a.m.	Break
10:30 a.m. to 11:45 a.m.	Concurrent Workshops A
12:00 noon	Lunch and presentation of Student Citizenship Awards
1:30 p.m. to 2:45 p.m.	Concurrent Workshops B
2:45 p.m.	Break
3:00 p.m. to 4:00 p.m.	Keynote Address: Zaheen Nanji
4:30 p.m.	Board Chairs meeting with the Minister of Education & Training (tentative)
8:00 p.m. to 10:00 p.m.	Joint Hospitality (with MASS/MASBO)

Some times may be approximate and are subject to change, with notice.

Friday, March 13, 2020

Time	Event
7:30 a.m. to 8:30 a.m.	Registration and breakfast
8:45 a.m.	President's Address
9:15 a.m.	Regional Meetings/Elections
10:15 a.m.	Break
10:30 a.m.	Election—Vice-President (6000+) Resolutions debate begins
12:30 p.m.	Lunch and presentation of Trustee Long Service Awards
2:00 p.m.	Executive Director's Address
2:15 p.m.	Resolutions continue until complete
4:00 p.m. (approx.)	Adjournment
6:00 p.m.	Cash bar opens on mezzanine
6:30 p.m.	Banquet—Presentation of Presidents' Council, Retiring Executive Awards Entertainment by Matt Falk

conference hashtag: #mbsba2020

Supporting a
Good Cause



The [Sunshine Fund](#) will be the recipient of monies raised by our very popular raffle. Thank you to our member boards for their generous support of this endeavour.

For more details about important dates, sessions, speakers, resolutions and elections, follow the convention links at mbschoolboards.ca

follow us [@MBSchoolboards](#)



Keynote Presentation—Julie Wilson

The Human Side of Changing Education, 9:15 a.m.

We are witnessing a rising tide of popular consensus that the traditional, century-old, model of education is no longer serving our children. Performance on standardized test scores is becoming the floor of school performance, not the ceiling, and more and more schools are drafting strategic plans that state skills such as problem solving, collaboration, systems thinking and creativity must become an integral part of the school's DNA. In the last two to three years, the conversation has shifted from "We need to change from the factory model and here's why" to, "OK, I know that level of change is needed. But how do we change?"



In 'The Human Side of Changing Education', Julie guides us through a powerful framework that enables school leaders to make sense of their challenging change journeys and provides resources to help them along the path. It is centered on the premise that when we ask schools to change, we are asking human beings to change and this requires special tools and a human-centered approach. We cannot change the heart of the system without enabling the hearts and minds of those who give their all every single day to making schools work. Julie presents a practical framework, along with human-centered tools, resources and mini-case studies to help leaders navigate, and succeed upon, their own path of change.

Julie Wilson is a coach and advisor to school leaders, educational institutions, and foundations whose mission is to shape the future of K–12 education. She has over twenty years' experience building effective learning environments that unlock human potential and enable organizational culture to adapt and grow during times of change. She is the founder and executive director of the Institute for the Future of Learning, a nonprofit organization dedicated to helping transform the 'one size does not fit all' model of education. The Institute works with a diverse range of clients including public schools, independent schools, public charter schools, and educational philanthropic organizations.

Workshops A

Session A, 10:30 a.m. to 11:45 a.m.

A1: Children In (Our) Care

Manitoba has 11,000 children in care. Educational outcomes for too many of them are poor and their life prospects are bleak.

What can schools do to improve educational outcomes and life prospects for children in care? Seven Oaks School Division, in partnership with the University of Manitoba Faculties of Education and Social Work, has undertaken a research and demonstration project to improve life and life prospects for children in our care.

Presenters: Verland Force, Assistant Superintendent, Seven Oaks School Division; Roy Babb, Winnipeg Children and Family Services; Melanie Janzen, University of Manitoba; Holly Cobb, Amber Trails Community School

A2: Pembina Trails Early College (PTEC)

Located in the heart of University of Manitoba's SmarkPark, Pembina Trails Early College (PTEC) is a new high school in the Pembina Trails School Division that offers an innovative graduation opportunity to students who are seeking careers in either software developer or cyber-defense/networking industries. In this presentation, participants will learn about how the program accelerates students through high school/college requirements, prepared to meet industry standards. In this presentation, partnerships between the school division, Manitoba Institute of Trades and Technology (M.I.T.T.) and Tech MB will be explained. PTEC's mentoring opportunities will also be shared.

Presenters: Jane Bachart, Principal, Pembina Trails Early College; Rebecca Brooks, Dean – Academic Programs, Manitoba Institute of Trades and Technology; Drew Davidson, IBM Canada Lead, P-TECH; Jaime Glenat, Board of Trustees – Chair, Pembina Trails School Division; Kathy Knight, Executive Director, Tech Manitoba; Iain Riffel, Assistant Superintendent – Program, Pembina Trails School Division

Workshops A

A3: Engaged Learners – Re-Engaging Youth in Northern Manitoba

The Engaged Learners Program in Frontier School Division is located on the shores of Egg Lake, Opaskwayak Cree Nation, in Northern Manitoba. This unique program is designed to re-engage and support students aged 15-21 from over 30 communities who have previously and or currently disengaged from the school system. Students reside in cabin style housing onsite while attending programming for a period of two weeks, then are transported home in order to maintain an ongoing connection with family and community. Frontier School Division includes a Northern geographic region that covers 75% of Manitoba and supports a primarily Indigenous student population. Presentation topics will include structure, registration process, student and program schedule, vocational education programs, Frontier Builders, mental health, wellness and land-based education and academic programming.

Presenters: Reg Klassen, Chief Superintendent, and Jackie Connell, Assistant Superintendent, Senior Years and Career Studies, Frontier School Division

A4: Power of Inclusion – A Parent’s Perspective

Collaborative school partnerships and the spirit of inclusion have been fundamental in the development and positive school experience of Barbro’s high-school-age daughter, who has exceptional needs.

Drawing from 16 years lived experience and sharing tangible examples, Barbro provides a parent perspective on the power of student-centered collaboration at all levels including school staff and leaders, divisional supports and the Assistant Superintendent of Student Services, and how this leads to interactive and meaningful programming for students with diverse learning abilities. She shares the important message that fostering social inclusion in classrooms and throughout the campus transforms students of all abilities and differences, strengthening the school community and beyond. Her presentation challenges all stakeholders in education to consider their role in nurturing the value of belonging.

Presenter: Barbro Dick Steadman

A5: Canadian Museum for Human Rights

This presentation will examine the Canadian Museum for Human Rights’ pedagogical approach to human rights education and connection with students on difficult and complex topics, at any age. We will also share how Manitoba schools can connect with the Museum, including an overview of school programs both in-person and online. Finally, we will share some unique opportunities available for schools to collaborate with the Museum on human rights and social justice projects.

Presenter: Lise Pinkos, Manager, Education programs, Canadian Museum for Human Rights

Workshops B

Session B, 1:30 p.m. to 2:45 p.m.

B1: Collaborative and Proactive Solutions: Understanding and Helping Kids With Social, Emotional and Behavioural Challenges

In the Collaborative and Proactive Solutions model, the problem solving is of the collaborative and proactive variety. The goal is to foster a collaborative partnership between adults and kids and to engage kids in solving the problems that affect their lives. As such, the model decreases the likelihood of conflict, enhances relationships, improves communication, and helps kids and adults learn and display the skills on the more positive side of human nature: empathy, appreciating how one’s behaviour is affecting others, resolving disagreements in ways that do not involve conflict, taking another’s perspective, and honesty. This presentation will walk participants through the key themes of the model as they relate to building resiliency skills for children, and explain how Prairie Spirit School Division has been implementing this model with their teachers and students.

Presenters: Marie Rohleder, Student Support Administrator, and Nathan Ramage, Principal at Thomas Greenway Middle School, Prairie Spirit School Division

Workshops B

B2: Roots of Empathy

The Roots of Empathy Program is an evidence based classroom program that reduces levels of aggression among school children while raising social/emotional competence and increasing empathy. The Roots of Empathy Program has been offered in Manitoba Schools for 19 years. For 2019/20, there will be 285 programs delivered throughout the province, each delivered by a trained Roots of Empathy Instructor through 27 classes.

At the heart of the program is a neighbourhood infant and parent who visit the class for nine of the classes. The instructor coaches the students to observe the baby's development, celebrate milestones, interact with the baby and learn about an infant's needs. The focus of Roots of Empathy in the long term is to build the capacity of the next generation for caring and compassionate citizenship and parenting. In the short term, the program focuses on raising levels of empathy, resulting in more respectful and caring relationships, the opportunity for early resiliency development, and reduced levels of bullying and aggression.

Presenters: Colleen Weibel, Senior Mentor/Trainer, Roots of Empathy, and Seeds of Empathy Mentor/Trainer, and Kathleen Barrett, Manager Seeds of Empathy, and Roots of Empathy Mentor/Trainer

B3: Cybersecurity and Data Breaches: Legal Update and Practical Risk Management

Data breaches affecting sensitive business information and personal information, whether caused by hackers, employees, or technical failures, can have significant legal, reputational and other ramifications for organizations of all sizes. In this session, the speaker will bring his unique perspective to bear on this important topic and offer practical insight for breach avoidance, preparedness and response, including:

- current trends in privacy breaches, litigation and class actions;
- claims handling and statistical review of recent claims activity; and
- key tips for managing and transferring risk.

Presenter: Patrick Bourk, Principal, National Cyber Practice Leader, HUB International Insurance Brokers

B4: Leading Difficult Discussions: A Case Study

Discussing the future of education with your community is not always easy. When discussions lead to significant change, they are not always popular or simple. How does the board lead these conversations toward positive action and conclusions?

This workshop will explore a case study of Mountain View School Division. It will focus on the conversation it had with its communities about the delivery of education, particularly high school education. The workshop will examine the context, the process used for the discussions, the lessons learned, and the type of leadership needed to engage your community successfully in challenging times.

Presenter: Floyd Martens, current Vice-President of the Manitoba School Boards Association and Past President, Manitoba School Boards Association and the Canadian School Boards Association

B5: Seven Oaks by the Numbers

This session will focus on key questions that face school boards as they work towards school improvement. What outcomes matter? How can we measure progress across a system? How can we get better? How can Manitoba Improve its PISA scores? Seven Oaks School Division seeks to answer these questions every year with its comprehensive indicators report "Seven Oaks by the Numbers." In this session, participants will learn about this report, and how it's being used to improve education in the division.

Presenter: Brian O'Leary, Superintendent, Seven Oaks School Division



Keynote Presentation—Zaheen Nanji

The Resilient Leader: Tap into Your Tenacity & Master Decision-Making Even in the Midst of Chaos, 3:00 p.m.

Today's leaders are faced with challenges never before experienced in the workplace or in business. Constant change, disruption, lack of funding, and interpersonal problems are just a few of the issues that can make the job seem overwhelming. It's no wonder that so many leaders experience feelings of stress, worry and anxiety on a daily basis. Successful leaders are able to deal with an ongoing succession of crises, conflicts and setbacks . . . if they have the right skill set. Zaheen's highly-interactive and immersive presentation brilliantly addresses the key issues that every leader (seasoned or newbie) should know about.

One of most in-demand speakers on resilience in North America today, Zaheen Nanji has shared her content-rich, entertaining, hard-hitting and memorable presentations to enthusiastic audiences such as HR, health professionals, educators and leaders. Her compelling stories of suffering from a speech impediment to moving half way across the world as a teenager, without her parents, and just recently surviving breast cancer; has her audience laughing and tearing up at the same time. Zaheen is a TEDx speaker and has been featured on the front cover of *Positive Health Magazine* and on various broadcast media outlets in UK, USA and Canada. She's also a two-time best-selling and award-winning author.



Entertainment

Join us on Thursday from 8:00 to 10:00 p.m. for an evening of camaraderie and fun at our reception co-sponsored by MASS and MASBO. The evening's entertainment will be provided by students from the Centre scolaire Léo-Rémillard's jazz band. The normally large band will be performing in smaller groups over the course of the reception, playing jazz standards with a variety of instruments and combos.



Photo supplied: Matt Falk

Matt Falk

Friday, March 13, 2020

Convention will wrap up on March 13 with our banquet and entertainment by comedian Matt Falk, who has been called "effortlessly funny" by the CBC. He has performed at Just for Laughs, the Halifax Comedy Festival, and the Winnipeg Comedy Festival, and was recently named one of the "Best of the Fest" at the Burbank Comedy Festival in California. All three of Matt's comedy albums reached #1 on the iTunes comedy charts, and his latest special 'UNLIT' has already garnered millions of views collectively online and is in the Top 10 most 'Favourited' specials on Dry Bar Comedy. Matt is one of the stars of the new movie, *Sleeper Agent* with Leland Klassen and Mark Christopher Lawrence.

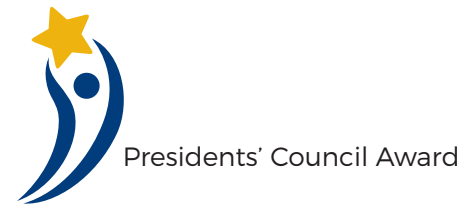


Leading Change
with courage, clarity and resilience

MANITOBA
School Boards
ASSOCIATION

Awards and Recognition

Once again this year, we will be honouring the outstanding people and programs that make Manitoba schools great. Our Student Citizenship and the AMM George Harbottle Memorial Awards will be presented at lunch on Thursday, while on Friday, it will be long-serving trustees—those with 12, 16, or 20 years of service—who take the stage. The Presidents' Council Award will be presented at the President's Banquet on Friday evening.



Board Chairs meeting with the Minister (to be confirmed)

Always a great opportunity for an open exchange of ideas and priorities between board chairs and Manitoba's Minister of Education and Training, this annual meeting is tentatively scheduled for 4:30 p.m. on Thursday, March 12, after the closing keynote address. In order to make the most efficient use of the time available (60 to 90 minutes), we will be soliciting questions from school boards in advance of the meeting. This process will enable us to consolidate those that deal with similar topics, as well as to ensure that we cover as wide a range of topics as possible.





Hanover School Division invites applications for the position of

Superintendent of Schools / CEO

Hanover School Division is located in Southeastern Manitoba with offices in Steinbach. It has a student enrolment of 8,400, educational and support staff of approximately 1400 employees and has an operating budget of \$92 million dollars.

The Position:

The Superintendent of Schools, as Chief Executive Officer will:

- Report directly to the Board of Trustees, and execute Board decisions and Board policy;
- Be accountable to the Board for managing the schools in accordance to its direction and policies.
- Administer and supervise all activities relating to the operation of the school system;
- Provide leadership in developing, achieving and maintaining all educational programs and services;

The successful candidate will be an individual with a high degree of integrity, a genuine interest in the success of all students and superior problem solving capabilities. The individual will possess excellent communication skills and will be able to articulate a clear, dynamic and progressive vision for the Division.

Qualifications and Experience:

- A Master's Degree preferably in educational administration
- A minimum of 5 years as a senior level administrator including school administration and preferably central office administration
- Possess a Manitoba Teaching Certificate or be eligible for such a certificate

Start date - August 1, 2020.

Salary Package to be negotiated.

To apply please forward, via e-mail, a resume with a minimum of three references relating to educational experience by **Tuesday, February 4, 5:00 p.m.** to:

HSD Superintendent Search Committee
Chairman of the Board – Rick Peters
E-Mail – ripeters@hsd.ca

"HANOVER is a student-centered school division striving for excellence while developing skills and promoting values for a productive and wholesome life"



LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

January 28, 2020

TO: Safety Officers

FROM: Darren Thomas, Risk Manager

RE: **Province Continues to Prepare for Novel Coronavirus**

Please read the following for your information:

Manitoba continues to prepare for the potential arrival of novel coronavirus, ensuring health-care providers are aware of symptoms and implementing heightened precautions to detect, isolate and test for the virus, Health, Seniors and Active Living Minister Cameron Friesen said today.

“There have been no reported cases of novel coronavirus to date in Manitoba and the risk remains low at this time, but we must remain vigilant,” said Friesen. “Across the health system, 911 call operators, first responders and front-line health-care staff have the information they need to identify symptoms and ensure all precautionary infectious disease protocols are in place.”

All patients seeking care at health-care facilities for fever or respiratory symptoms who have travelled in the past 14 days to Wuhan, China – where the outbreak first occurred – or who have had close contact with an ill person who travelled to that region, will be assessed for coronavirus. Paramedics and 911 operators have been directed to ask about a patient’s travel history if they are identifying respiratory, fever, cough or flu-like symptoms. First responders and health-care workers are following existing infectious disease protocols to detect and prevent the spread of the virus.

Suspected and confirmed cases of novel coronavirus are required to be reported to Manitoba’s chief provincial public health officer.

Those who meet the criteria will be placed in a designated separate waiting room. Appropriate infection prevention and control measures will be put in place while the client receives care including the use of surgical masks. If a case is confirmed by laboratory testing, public health will promptly followup with close contacts to take appropriate precautions and monitor for symptoms.

To date, two Canadian cases of the virus have been confirmed, a couple from Toronto that recently returned from Wuhan. Out of an abundance of caution, two Manitoba patients with uncertain travel histories have been tested for novel coronavirus in recent days. Both tested negative for the virus and positive for the common cold, said Friesen.

“The risk remains low and we remain hopeful that we will not see confirmed cases of the virus in our province, but we are prepared in the event it does,” the minister said. “We have excellent infection and prevention control procedures in place to help reduce the risk of illness. Our proximity to the National Microbiology Laboratory, where confirmatory testing for the virus is occurring, is also a clear benefit to Manitobans in ensuring results are delivered promptly.”

Public health officials in Manitoba are working closely with the Public Health Agency of Canada (PHAC) and the World Health Organization to monitor the situation as it evolves.

Global Affairs Canada announced Monday that Canadians should avoid all travel to the Hubei province of China, where Wuhan is located.

Individuals with recent travel to Wuhan or contact with a recent traveller who currently have symptoms such as a cough, fever, sore throat, runny nose, headache, shortness of breath and breathing difficulties should contact their health-care provider or Health Links at 204-788-8200 or 1-888-315-9257 (toll-free).

Common prevention measures include regular hand washing with soap and water or an alcohol-based hand cleanser. It is important to wash your hands:

- after coughing or sneezing;
- when caring for a sick person;
- before, during and after food preparation;
- before eating;

- after toilet use; and
- when hands are visibly dirty.

Additional precautions include covering your mouth and nose when coughing and sneezing. Avoid close contact with anyone showing symptoms of a respiratory illness, such as coughing or sneezing.

PHAC has issued travel health notices about coronavirus. For more information, visit

https://travel.gc.ca/travelling/advisories/pneumonia-china?_ga=2.260947853.1094428749.1578423601-32662530.1555003301.

For health questions or more information on respiratory illness, Manitobans can phone Health Links–Info Santé at 788-8200 or 1-888-315-9257 (toll-free).

Thank you.



INVITES APPLICATIONS FOR THE FOLLOWING POSITION

AREA 5 SUPERINTENDENT Norway House, Manitoba

Duties to Commence as soon as possible

Frontier School Division is committed to success for all learners through a focus upon student outcomes, community-based direction for schools, and a partnership approach amongst staff, parents, and the community. The Division is seeking an experienced student focused administrator to oversee the educational services for over 1,700 primarily indigenous pre-school to Grade 12 students. This individual is an accountability-based leader in terms of student results and achievement, assessment and evaluation of programs and strategic planning for growth and development.

The successful candidate must demonstrate:

- Leadership of a Divisional program portfolio
- Extensive knowledge of the Indigenous languages and cultures of the North-Central Region of Manitoba
- Excellent communication with strong interpersonal, conflict resolution and community relations skills
- Experience as a leader in the development and implementation of Indigenous focused curricula and language programs
- The ability to be a collaborative decision maker committed to a team approach with varied local partners and organizations

The preferred candidate will be:

- An administrator with five or more years' experience (at the school or Division level) in planning, managing and allocating human, financial and material resources
- An excellent financial manager responsible for an annual budget of approximately \$27 million
- A lifelong learner, with a Master's degree in education (administration, curriculum, foundations), or in the process of obtaining a Master's degree

A permanent professional Manitoba teaching certificate, or eligibility for certification, is required. This position requires travel within the Division and as such, applicants must possess a valid Manitoba driver's license.

The Division offers a competitive salary and a comprehensive benefits plan which includes Extended Health, Dental, Vision, Remoteness Allowance, vehicle allowance and subsidized Divisional Housing. The incumbent will also receive assistance with relocation costs.

Applicants interested in this unique opportunity are to submit the following by February 28, 2020:

- A curriculum vitae / detailed resume with three professional and three character references, including written permission to contact them
- A 250 word philosophy of education statement
- A 500 word paper on "the role of a leader in providing a quality educational program in Area 5"

Forward application package to:

**Chief Superintendent's Office
Frontier School Division**

30 Speers Road
Winnipeg, MB R2J 1L9

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

Email: reg.klassen@fsdnet.ca





INVITES APPLICATIONS FOR THE FOLLOWING POSITION
ASSISTANT SUPERINTENDENT, ACADEMIC PROGRAMS AND INSTRUCTION
Winnipeg, Manitoba

Duties to Commence August 2020

Frontier School Division believes academic success is based in strong literacy and numeracy skills, which are essential for students in order to meet graduation requirements, to be eligible for post-secondary programs, to gain entry into vocational training and apprenticeship programs, or to go directly into the work world. This position is responsible for providing direction, support, coordination and developing strategies for effective delivery of the English Language Arts (ELA) and Mathematics curricula.

The preferred candidate will meet the following criteria:

- Demonstrated knowledge of Provincial ELA and Mathematics curricular outcomes, instructional strategies, resources and assessment;
- Strategic planning experience in the development and effective implementation of all ELA and Mathematics curricula throughout the Division;
- Accountability-based leadership in terms of student results and achievement, assessment and evaluation of programs for student growth and development;
- Substantiated success in developing new initiatives at a systems level;
- Recognized success in the use of student data to inform decisions at a systems level;
- Established experience moving a group of educators through a significant change;
- Excellent communicator with strong interpersonal, conflict resolution and community relations skills;
- Collaborative decision maker committed to a team approach with varied local partners and organizations;
- Knowledge of technical developments and software packages available for program service delivery;
- Experience working with Indigenous students using culturally affirming and/or Indigenous pedagogy and practice;
- Excellent financial manager responsible for an annual budget of approximately \$1.6 million;
- Lifelong learner, with a Master's degree in education or in the process of obtaining a Master's degree.

A permanent professional Manitoba teaching certificate, or eligibility for certification, is required. This position requires extensive travel within the Division and as such, applicants must possess a valid Manitoba driver's license.

The Division offers a competitive salary and a comprehensive benefits plan which includes Extended Health, Dental, Vision and vehicle allowance. The incumbent will also receive assistance with relocation costs if applicable.

Applicants interested in this unique opportunity are to submit the following by February 7, 2020:

- Detailed resume with three professional and three character references, including written permission to contact them
- A 250 word philosophy of education statement
- A 500 word paper on the importance of literacy and numeracy as it pertains to students in Frontier

Forward application package to:

Chief Superintendent's Office
Frontier School Division

30 Speers Road
Winnipeg, MB R2J 1L9

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

Email: reg.klassen@fsdnet.ca

