

The School Trustee

SSBA Services Report

In January 2014 the SSBA contracted Johnson Shoyama Graduate School of Public Policy to conduct a satisfaction review with SSBA, LEADS and SASBO members. The review was to examine the level of satisfaction with the services provided by the SSBA. The areas that were examined included Communications, Board Development, Legal Services, HR/ER, Insurance and Risk Management, Employee Benefits, and First Nations and Métis Education Services.

The survey was sent electronically to 550 recipients during the month of March and the response rate was 25% which is deemed sufficient for the statistical analysis conducted.



*(l-r) Johnson Shoyama Executive-in-Residence Wynne Young
and Director of Outreach and Training Dan Perrins*

The completed report was released in late June to the membership of SSBA, and to the Presidents and Executive Directors of SASBO and LEADS.

The results are disaggregated based on membership (LEADS, SASBO, SSBA), usage patterns (daily, weekly, bi-weekly, monthly, yearly), and by school division size

in order to analyze patterns related to these variables.

Overall the survey reported that the services provided by the SSBA are considered important. The majority of respondents reported they were generally satisfied with the SSBA services provided.

There were some areas that needed to be looked at for either increased satisfaction or a better understanding among members of the service.

When examining perceived importance and satisfaction with services some patterns also emerged. There is more reliance on SSBA by smaller school divisions and greater satisfaction with services by board chairs and board

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members than by school division senior staff.

When asked if the SSBA should be providing different or additional services, 85.1% of respondents said "no".

As a result of the survey findings, the report contains some specific recommendations regarding First Nations and Métis Education Services and Strategic HR/ER services.

The report recommends that the SSBA consider whether FNME

services need to be reshaped to better reflect the importance placed on them by members, to improve awareness so that the use of the services increases, and whether there is a need for the SSBA to directly deliver these services.

Regarding Strategic HR/ER services, the report recommends "that the SSBA consider a review of this service to establish what changes may be needed, including possibly reshaping services to increase the strategic support to school divisions".

At the SSBA Executive Meeting

in June, Johnson Shoyama representatives Dan Perrins and Wynne Young discussed the results of the survey with the Executive and SSBA Management team.

Perrins and Young also shared that while the membership was generally satisfied with the Association communications, they wanted to see communications play a larger role in advocacy and strategic planning for the Association.

The SSBA Executive and management will consider the report findings and determine the next steps at their August retreat.

Update on AYEP Activities

Last fall the Saskatchewan School Boards Association, Aboriginal Affairs and Northern Development Canada, and PotashCorp, together with the Martin Aboriginal Education Initiative (MAEI), the Federation of Saskatchewan Indian Nations, and the Métis Nation - Saskatchewan launched the groundbreaking Aboriginal Youth Entrepreneurship Program (AYEP).

At that time two schools, Scott Collegiate in Regina and Oskayak High School in Saskatoon, were participating in the AYEP program. Since then, 48 teachers and administrators representing 17 schools have participated in AYEP training. As of June 30, 2014 the AYEP was being delivered in 12 Saskatchewan schools. Those schools represent

five provincial school divisions and two on-Reserve schools. In September 2014 that number will increase to 17 schools, including two on-Reserve schools.

The purpose of the Aboriginal Youth Entrepreneurship Program is to encourage Aboriginal youth to stay in school where they can develop the attitudes, knowledge and skills necessary to achieve success in secondary school,

postsecondary education or training, the workplace and daily life. Students are given entrepreneurial experience and the opportunity for business ownership.

"By 2016, 45% of students entering kindergarten in Saskatchewan will be of Aboriginal ancestry," said Jamie Lerat, SSBA Strategic Advisor for First Nations and Metis Education Services.

"Considering the gap in graduation rates between Aboriginal and non-Aboriginal students, combined with the growing number of Aboriginal students entering school, the importance of strong programs that better reflect the needs of Aboriginal students are self-evident."

The goals of the Aboriginal Youth Entrepreneurship Program are:

- To teach Aboriginal



Students from the AYEP program participated in making a video which will be used to promote the program to potential program partners.

Executive Meeting Delegation's

On June 17-18 the SSBA Executive met in Regina.

The Executive discussed a number of issues including the SSBA Services Report; 2014 Director, CFO, Superintendent Compensation Study; A Communications and Advocacy update; the Mid-Year Report; board development activities and SSBA FNME activities.

Johnson Shoyama representatives Dan Perrins and Wynne Young were on hand to share the results of the SSBA Services report.

SASBO President Justin Arendt and Executive Director Phil Benson met with SSBA Executive and Management to provide a brief update on their Strategic Plan, Efficiency Factor, LEAN, Education Leadership Institute of Saskatchewan (ELIS), Associate memberships, and the upcoming 2014 Joint Conference in November. Arendt and Benson thanked the Association for the collaboration they provide to SASBO and acknowledged that the working relationship between the two organizations is strong because of this collaboration.

The SSBA Investment



(l-r) SASBO President Justin Arendt and SASBO Executive Director Phil Benson



Bob Milton



(l-r) Public Section Executive Director Larry Huber and Chair Bert de Gooijer

and Audit Committee invited Bob Milton of Milton and Associates to present the final Audited Financial Statements for the Association.

The Investment and Audit Committee members are Dennis Terry (chair), Janet Foord and Ronna Pethick.

Public Section

Executive Director Larry Huber and Chair Bert

de Gooijer discussed a number of issues including the Section's Strategic Plan, Funding Model, Capital Prioritization, bandwidth, Theodore litigation, Governance Review and the Public Section events calendar.

Huber and Gooijer thanked the Association for their attendance at Public Section meetings and for their continuing support.

Executive members also shared their current activities during the round Table Reports.

Ron Foord was unable to attend the meeting but submitted his report to the Executive which is entitled *Executive Director Performance Management Planning*.

His report will be discussed further at the Executive Retreat in August.

Trustee Academy



*Janet Uchacz-Hart, Executive Director,
Saskatoon Industry Education Council*



*Dr. Debbie Pushor, Associate Professor,
Curriculum Studies - University
of Saskatchewan*



*Veronica Baker, Manager of Communications
and Marketing - Saskatoon Public Schools*

Trustee Academy 2014 was held on June 12-13 at Jackfish Lodge Golf and Conference Centre with 52 delegates in attendance. A variety of sessions was offered including Parent Engagement, Media Relations, Saskatoon Industry Education Council, SSBA Employee Benefits Plan and Insurance and Risk Management.



Delegates gathered together at Jackfish Lodge to network and participate in workshop sessions..



St. Anne's Inquiry-Based Learning Community

2013 Premier's Board of Education Award for Innovation and Excellence submission

Creating an environment where students are engaged and excited about what they are learning is not an easy task to achieve, but St. Anne School, a kindergarten to Grade 8 School in the Greater Saskatoon Catholic School Division, seems to have done just that.

In 2011, St. Anne School began the process of moving to an inquiry based learning system. When Principal Darren Fradette came to St. Anne five years ago the school was dealing with declining enrolments in addition to declining student engagement. The school division was looking for ways to increase the school population which would also help in rejuvenating the community. School division staff, community council members and the division office were all involved in searching for the perfect option to begin that rejuvenation.

The division was open to any new, innovative ideas that would help to breathe life back into this school. Much discussion took place between the staff of St. Anne School, Fradette and Saskatoon Catholics Schools Superintendent Joanne Weninger.

“We were looking for a break from the traditional rote learning system,” said Fradette. “What we are doing in a rote learning

environment doesn't even bear resemblance to the world our students know today and it certainly doesn't bear resemblance to the future world they will live in.”

So the search began for different alternatives, including leadership based systems and inquiry based systems but the staff at St. Anne kept coming back to the inquiry based learning system. The inquiry based system is an innovative



method of learning that requires extensive research and reading. A visit to a school in Calgary, Alberta that is currently using an inquiry based learning model followed.

The rest is history. St. Anne made the leap to an inquiry based school system and is totally focused on preparing students for their future – but not in the traditional way schools have done it in the past. St. Anne School is creating a new kind of student. A student that ask questions; a student that examines; a student that researches; and a student that truly understands.

“When you walk through the hallways you see documentation on what the students are learning

and it's not just the kind of documentation you see in other schools,” said Weninger. “The students' understanding of the subject matter is often integrated through the use of art and we are honouring our students by showcasing their work.”

Inquiry based learning is heavily steeped in the concept of collaboration, allowing students to learn not only from their teachers, but also from each other and from the community at large.

So gone are the desks – replaced by tables which encourage greater collaboration among students. And gone are the bulletin boards that were once completed by the teachers. The students are now responsible for the work that is displayed throughout the school.

Collaboration and learning between students happens daily in many different ways. Fradette relayed a story of how one of the students in the school who is hearing impaired shared with their peers the challenges that accompany that kind of impairment.

Collaboration between students and parents occurs in a number of ways. One of those ways involves parents coming into the classroom to share information about the work they do.

And collaboration between students and the community is also happening. The students and community have worked together to create an outdoor learning space and school/community garden, contributing to an even a greater

Inquiry Learning (cont.)

Continued from Page 5

partnership between the school and community.

The change at St. Anne School is not just in what the students are learning or how well they are learning. Fradette also shared that discipline problems have been substantially reduced from when he first came to the school. The students are just too engaged with projects to get into any trouble.

“When you change the learning environment behaviour follows closely behind,” said Fradette. “When students feel like they own the environment they grow - they can be trusted.”

It’s not just the students who have grown exponentially. Teachers say they understand the curriculum far better than they ever have and many of the teachers say they could not go back to the old way of

teaching.

Fradette shared that when he arrived at St. Anne School five years ago the five year projection for the school was 140 students. They have surpassed that projection as the 2014 school population is



now 210. The staff, students and community are all happy about the changes at St. Anne School.

“When you allow students the opportunity to explore and learn

in their own natural way you will see in them an exponential level of growth,” said Diane Boyko, Board Chair for Greater Saskatoon Catholic School Division. “Through the collaboration and exploration that is happening at St. Anne School our students will be well prepared for whatever future comes their way.”

Fradette shared that he recently read a US survey of employers that revealed one of the top qualities they are looking for in employees is the ability to work collaboratively with others.

Based on this survey, St. Anne School is clearly on the right track.

[Check out the submission here.](#)

Update on AYEP Activities (cont)

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Youth about business and entrepreneurship,

- To support Aboriginal youth in developing a stronger sense of financial and entrepreneurial literacy, and
- To assist in increasing attendance and graduation rates for Aboriginal students enrolled in the AYEP.

Yves Bousquet was recently contracted to be the Provincial Coordinator of the Aboriginal Youth Entrepreneurship Program in Saskatchewan.

The provincial coordinator

is responsible for ensuring all aspects of the program are being met including program delivery, departmental budget and training, opportunities for mentoring and coaching for program teachers. In addition to the program activities, continuous communication is supported among teachers, administrators, stakeholders (local businesses) and funding partners. The program coordinator will also track student involvement, mentors, and volunteers in participating schools.

Funding requests for year two of the three year pilot project has

been submitted to the Ministry of Education. In addition, funding requests will be sent to the following organizations: Aboriginal Affairs and Northern Development Canada, PotashCorp, Cameco, Mosiac and Sask Indian Gaming Authority.

Throughout the month of May Studio 10 was engaged to create a video promoting the AYEP program.

Students from four AYEP schools, as well as some mentors and business owners, participated in the video which will be used to promote the program to potential program partners.

SSBA Staff Updates



April Blondeau joined the SSBA Strategic Human Resources and Employee Relations Department on May 5. April holds a Bachelor of Arts degree from the University of Regina in Indian Studies and a Diploma of Associate in Administration from the U of R.

April comes to the SSBA from the Saskatchewan Liquor and Gaming Authority. She has worked for 23 years in executive government ministries and crown agencies serving for 15 years in Human Resources.



Helen Yum joined SSBA Legal Services on June 9, 2014. Helen holds a law degree from the University of Saskatchewan and comes to the SSBA from the University of Regina where she was legal counsel reporting to the Vice-President (Research). Her background includes working at both a law firm and in the public sector.

Born in Ontario and raised in Saskatchewan, Helen lives in Regina with her spouse and 12-year old daughter.



Yves Bousquet joined the Association on May 20th, 2014 as the part-time Aboriginal Youth Entrepreneurship Program (AYEP) Coordinator. For the past 15 years Yves has been an Elementary school principal in the Saskatoon Public School system and is currently the principal at Fairhaven.

Co-author of a research paper called, "Creating Culturally Affirming Learning Communities", Yves brings a wealth of knowledge, expertise, and dedication to the Association and to the AYEP.



2014 Joint Conference SSBA / LEADS / SASBO

TCU Place in Saskatoon
Nov. 16-17 SSBA AGM
Nov. 17-19 Joint Conference

Please join us in November for the first-ever Joint Conference with our education partners SASBO and LEADS.

Details on this event and accommodations can be found on the SSBA website at www.saskschoolboards.ca under Events.

See you in November!

"The mission of the SSBA is to provide leadership, coordination and services to member boards of education to support student achievement."

President: Janet Foord

Vice-President: Connie Bailey

Northern Constituency: Janine Boucher

Aboriginal Constituency: Duane Favel

Conseil scolaire fransaskois Constituency:
Élizabeth Perreault

Urban Public Constituency: Kevin Waugh

Catholic Constituency: Glen Gantefoer

Central Constituency: Ronna Pethick

Southern Constituency: Janet Kotylak

Executive Director: Darren McKee

**School Board Development Services and
Strategic Human Resources:**
Ted Amendt

Communications Services: Leslie Anderson

**Insurance, Risk Management and
Legal Services:**
Dave Jackson

Employee Benefits Plan: Jeff McNaughton

First Nations and Métis Education:
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Corporate Services: Lori Mann

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The School Trustee by hardcopy, rather
than electronically, please contact the
Association at the email address above.**

Calendar Update



UPCOMING EVENTS

CSBA Congress 2014

July 3 - 5, 2014

Niagara Fall, ON.

Sheraton on the Falls Hotel

Members' Council

September 25-26, 2014

Sheraton Hotel, Saskatoon

2014 Joint Conference

November 17-19

TCU Place, Saskatoon,

See SSBA website under Events for the Joint Conference Hotels.

(Note: The SSBA AGM will be November 16-17)



The SSBA Employee Benefits (EBP) department held their annual seminar on May 8-9 at Elk Ridge Resort in Waskesiu. The theme of this year's seminar was "Times Are Changing".

This year's seminar showcased the roll out of several new electronic administrative procedures, including a SharePoint Electronic Enrolment form for the EBP program. Presentations were given by Manulife, who presented on E-Business Solutions and Homewood Human Solutions who presented on the Employee and Family Assistance Program.

Each year the EBP department invites one school division to share an employee benefit plan success story as it relates to the benefits department in their school division. This year's presenter was Kari Erb from Holy Family RCSSD, who shared an inspiring story about supporting an employee using the Long Term Disability benefit.