

# The School Trustee

## Urban-Hall's Farewell President's Address

*Following is the transcript of SSBA President Sandi Urban-Hall's farewell address to the membership at the 2012 Fall General Assembly.*

Where to begin?  
It's hard to believe that my term as your President is coming to an end – where has the time gone?

I beg the indulgence of the new trustees as I take a few moments to reflect on the past.

What a ride it has been.

Many of you in this room will relate to the hills we've had to climb – and at times die on – over the past few years.

First there was amalgamation. We went from over 80 boards to 28 boards in this province.

Boards didn't choose this but our task was to make this work. To bring communities together for the common good of all children and youth.

It wasn't easy. Amalgamation was at times painful, but we battled through it. We focused on meeting the needs of the students we serve. That was our first and most important priority. And we survived.

And then there was the loss of boards' ability to set local property tax rates. This too was at times

painful. But we battled through it. We focused on meeting the needs of the students we serve. That remained our top priority. And we survived.

We've spent the past three years trying to come to grips with a new funding formula. Fighting for positive changes to the model.



*Sandi Urban-Hall, Prairie Valley Board of Education trustee, served as SSBA President from 2009-2012. She is currently the President of the Canadian School Boards Association.*

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# Minister's Speech, Sask. Plan for Growth

In Premier Brad Wall's *Saskatchewan Plan for Growth* speech in October, targets for education were mentioned:

- By 2020, Saskatchewan will have the highest Grade 12 graduation rates in Canada.
- By 2020, the achievement gap between Aboriginal and non-Aboriginal students will be reduced by 50 percent.

The Premier also noted some school division requirements, including:

- By next year, school divisions will report baseline graduation rates and establish graduation rate targets.
- By 2014, all school divisions will provide supports for teen parents to keep them in school.
- By 2016, school divisions will consistently assess and report student progress.

During his address to the SSBA membership at the Fall General Assembly on November 14, Minister of Education Russ Marchuk aligned many of the challenges boards face with the objectives described in *Plan for Growth*.

"A few weeks ago, the Premier released the *Saskatchewan Plan for Growth*. He noted that growth is a good thing for our province, but acknowledged that it also creates many challenges," affirmed Marchuk. "No one understands that better than school divisions, especially those with rapidly growing enrolments."

He asserted that the government recognizes the immediate need to respond to those growth pressures.



*Minister of Education Russ Marchuk*

"This is a priority of our government. We need to expedite resources for high growth communities in a way that anticipates the need before it's a reality," said Marchuk. "We have an immediate need. And we have a long term need. And I assure you that, as I speak, my officials are working on options to address both of those."

He admitted that the recent growth of the province is a "fairly new phenomenon" and that, "We need to start thinking outside of the box. We need to explore more integrated facilities. We need to examine other successful models. We need to be creative."

Although the challenges are apparent, he added that we must also recognize and celebrate the successes in Saskatchewan schools.

He mentioned a number of

teacher successes, as well as division programs such as the **Punnichy Career Transition Program** in the Horizon SD, **Campus Regina, Literacy for Life** at Saskatoon Public Schools and a spa night for parents at Pinehouse School in Northern Lights SD.

"I am all about building relationships and engaging students," said Marchuk. "We need to challenge ourselves to create that safe and caring environment that is conducive to learning."

The government is equally committed to closing the achievement gap between Aboriginal and non-Aboriginal students.

To achieve the targets in the *Plan for Growth*, Marchuk noted that we can't operate in isolation.

"Of course, these targets can't be met without the cooperation of you – our partners," explained Marchuk. "We need you to provide strategic leadership to help reach these targets."

The **Student Achievement Initiative** the government committed to earlier this year was mentioned as one area where shared leadership will be necessary to achieve mutual goals.

"In all the work we do together, we are committed to not only keeping the lines of communication open, but drawing from your perspective and expertise throughout the process as well," asserted Marchuk. "I know we all share common goals, and I'm confident we can work together to achieve them."

# Vision 2025: The SSBA's Strategic Plan

The strategic plan of the SSBA, *Vision 2025*, was officially presented to the membership at the Fall General Assembly on November 13.

Based on four strategic themes – accountability for all, engagement at all levels, courageous leadership and alignment at all levels – the vision states, “By 2025, Saskatchewan has a globally recognized education system that others wish to emulate.”

The mission is to, “Provide leadership, coordination and services to member boards of education to support student achievement.”

It is the SSBA's belief that we cannot accomplish these tasks alone – we must work together.

In October, the SSBA sent a ThoughtStream – an online communication tool – along with a link to *Vision 2025* to collect the opinions of trustees on the direction the SSBA is moving toward.

It is important to note that in order to support this initiative, accountability and ensuring that emphasis has been placed on performance management systems used to measure work outcomes must be in place.

Measuring success against clearly defined roles and accountabilities provides the structure necessary to successfully implement strategies. Implementation will be dependent upon the collaborative efforts of the SSBA Executive and staff, member boards, and education sector partners.

Following is a summary of the approximately 40 responses to the



ThoughtStream survey.

**Is the vision clear and concise enough for you? Please explain.**



The vast majority of responses to the first question were positive, including one comment that stated, “One sentence that everyone should agree with – easy to understand, easy to remember, easy to restate.” Constructive feedback was also provided, including the challenge to “operationalize” some of the terms in the strategic outcomes, such as “engagement.”

**Are you supportive of the direction the Association is going in this plan? Why or why not?**



The second question generated plenty of feedback. One respondent appreciated the emphasis on “breaking down silos” to develop shared understandings through sharing of information. Another

respondent appreciated the alignment of goals with education sector partners, including the Ministry of Education. There were comments on the desire for “action items” as opposed to “statements of desired outcomes.”

**What part of the plan appeals to you the most?**



A common theme in the third question, and throughout the ThoughtStream responses, was the focus on student achievement. The sustainability of boards and the SSBA, many argued, is in its focus on student achievement and many appreciated that as the common thread in the strategic plan. Leadership, accountability and autonomy were the other most prevalent topics that appealed to respondents. Others appreciated the role the SSBA is taking in being a leader provincially by engaging education sector partners in a shared vision.

The challenge moving forward, as noted by respondents, will be to clarify and operationalize the strategic outcomes which can only result from a concerted effort between the SSBA Executive and staff, member boards, and education sector partners – we cannot work in “silos.” This is a challenge trustees in the province are evidently willing to take on.

# Resolutions

A summary of resolutions at the 2012 Fall General Assembly:

## Carried Resolutions

- **Bylaw** – Be it resolved that Bylaw No. 4.1 Section 6(3) be amended by deleting “one year” and substituting “two years” so the bylaw will read: “(3) The President and Vice-President serve for a term of two years and until their successors are elected” (79% support).
- **12-01** – Be it resolved that the proposed Position Statement on “Education Equity” be adopted as “Position Statement 3.3 – Education Equity” (94% support).
- **12-02** – Be it resolved that the proposed Position Statement on “Collective Bargaining” be adopted to replace the current “Position Statement 4.1 – Collective Bargaining” (93% support).
- **12-03** – Be it resolved that the proposed Position Statement on “Partnership Agreements” be adopted as “Position Statement 5.2 – Partnership Agreements” (88% support).
- **12-06** – Be it resolved that the SSBA request the Ministry of Education to partner with the SSBA to identify issues of the transition of students from First Nations to provincially funded schools (and vice versa), and to develop a strategic plan to address these issues (83% support).
- **12-07** – Be it resolved that the SSBA work with the Ministry of Education to increase bandwidth to all Saskatchewan schools (98% support).
- **12-09** – Be it resolved that the SSBA develop a process to regularly conduct and compile a complete compensation survey for all school division central office personnel (77% support).
- **12-10** – Be it resolved that the SSBA investigate the potential for the development of joint purchasing consortium for member school divisions (51% support).
- **12-11** – Be it resolved that the SSBA work with the Ministry of Education to find a consistent approach for First Nations tuition agreements with school divisions across the province (94% support).
- **12-13** – Be it resolved that the SSBA urge the Ministry of Education and the Ministry of Municipal Relations to develop appropriate measures and consequences to ensure municipalities submit accurate Education Property Tax Statements in a timely fashion until such time as the Ministry of Education assumes the entire responsibility for collecting school tax revenues and the subsequent collection, collation, recording, analysis and reporting of Education Property Tax Statements (63% support).
- **12-14** – Be it resolved that the SSBA petition the Government of Saskatchewan and the Ministry of Education to recognize enrolment growth in the year that it occurs within the new funding distribution model (94% support).

## Defeated Resolutions

- **Budget** – Be it resolved that the Association’s 2013 annual operating budget of \$2,541,797, funded by membership fees, be approved (requires 2/3 majority; 29% support).
- **Budget-A** – Be it resolved that the Association’s 2013 annual operating budget of \$2,428,797, funded by membership fees, be approved (requires 2/3 majority; 64% support).
- **12-04** – Be it resolved that the SSBA lobby the government to change election legislation so that half of all board members are elected every two years (5% support).
- **12-05** – Be it resolved that the SSBA lobby the Ministry of Education to amend the *Education Act, 1995* to eliminate the requirement to hold an Annual Meeting of Electors as the only means of communicating with electors and expand the options and flexibility for boards of education to report to their rate payers (39% support).
- **12-08** – Be it resolved that the SSBA lobby the Ministry of Education to ensure that tuition costs be based upon the cost associated with the pupil’s school of attendance rather than school division average per pupil cost, and that this method of calculation be reflected in legislation, regulation and guidelines of the Ministry of Education (41% support).

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# Fall General Assembly Awards

## Premier's Board of Education Award for Innovation and Excellence in Education



*South East Cornerstone Public Board of Education accepts the award.*

The 2012 Premier's Board of Education Award was presented to the South East Cornerstone Public School Division for their program *A Systematic Approach to Improved Student Achievement through Response to Intervention*.

The Premier's Board of Education Award for Innovation and Excellence recognizes educational improvements focused on student achievement which have been advanced or directed by boards of education. The award is sponsored by Xerox Canada Ltd. with the support of the SSBA and the Premier.

Minister of Education Russ Marchuk and Xerox representative Lori Griffith presented the award to Board Chair Carol Flynn at the Fall General Assembly banquet.

## Award of Distinction

The **2012 Award of Distinction** was presented to Bryan Wilson, board member for South East Cornerstone Public Board of Education.

The Award of Distinction honours school board members who demonstrate outstanding service to public education in Saskatchewan.

Wilson has served as a board member for South East Cornerstone since 2006 and prior to that he served one term as a board member with Sun West.



*Outgoing president Sandi Urban-Hall presents the Award of Distinction to Bryan Wilson.*

## Scholarship Awards

At the Fall General Assembly Banquet the SSBA recognized two students who received the Association's Education Scholarships.

Michael Crabb of the Prairie Spirit School Division received the SSBA 2012 University Scholarship. Michael is now enrolled in the arts and science program at the University of Saskatchewan.

Cassandra Josephson of the Regina Public School Division received the 2012 Applied Science and Technology Scholarship and is currently enrolled in the collaborative nursing program at SIAST – Wascana Campus/University of Regina.



*Cassandra Josephson*



*Michael Crabb*

Continued from Page 4...

- **12-12** – Be it resolved that the SSBA advocate that the Government of Saskatchewan assume full responsibility for the collection of Education Property Taxes, subject to any constitutional rights of separate school divisions (49% support).
- **12-15** – Be it resolved that the SSBA undertake a review of its membership fee structure and its relationship to the funding formula used for that purpose as outlined by the Ministry of Education funding distribution model. (25% support).

# Fall General Assembly Summary

## Student Panel



*Student panel participants (from left) Alyssa Krupski, Prairie Valley SD, Mia Pereira, Prairie Spirit SD, Sasha Shupe, South East Cornerstone Public SD, moderator Wendy James, Saskatoon Public Schools, Shayla Tootoosis, Regina Public SD, Katya Chomitsky, Greater Saskatoon Catholic Schools, and Keeran Ingram, Horizon SD.*

Six students from across Saskatchewan shared their views on leadership during a student panel at the 2012 Fall General Assembly. Moderator Wendy Orioux asked the students a number of predetermined questions but the students also had a chance to address delegates' questions from the floor.

## Keynote Speakers



*Major-General Lewis MacKenzie*

This year's keynote speakers addressed leadership from two different perspectives, but both equally effective in outcome.

Major-General Lewis MacKenzie shared with delegates his experiences leading military troops in some of the most dangerous countries in the world. His stories were entertaining, enlightening and sombre, but his message was clear: Good leadership is crucial to the success of any plan whether it pertains to work life, home life or on the battlefield. He ended his speech to delegates with the message that, "He is well aware he won the lottery by being born in Canada."

Marc Kielburger, co-founder of **Free The Children**, an international charity that empowers youth to be

the agents of change, promoted We Day at the 2012 Fall General Assembly. We Day will be held in Saskatoon on February 27, 2013 at the Credit Union Centre. It is the first We Day hosted in Saskatchewan. As explained on the We Day website, "Fuelled by the desire for change, and the hope that the world can be a better place, We Day is the call that brings a generation together. More than just one day of celebration and inspiration, Free The Children's We Day is youth leading local and global change." Visit [weday.com](http://weday.com) for more information.



*Marc Kielburger*



# Fall General Assembly Photos



*The Rumours, a group of six friends from St. Joseph High School in Saskatoon, helped open the 2012 Fall General Assembly Tuesday morning.*



*Delegates danced to the music of Ovide Pilon and Liverpool after the banquet on Tuesday evening.*



*At the Rider Tailgate Party following the Fall General Assembly banquet, a number of games including golf, calf roping, horse races and football toss were assembled allowing delegates the opportunity to relax and unwind in true Saskatchewan style.*



# Sinclair Challenges Saskatchewan Education

During his speech at the *Reconciling the Past, Preparing for the Future* gathering hosted by the SSBA's Aboriginal Council, keynote presenter **Justice Murray Sinclair**, chair of the **Truth and Reconciliation Commission** (TRC), challenged school boards and the Saskatchewan education sector.

Sinclair challenged the sector to enact changes to make it mandatory for all students to learn about the residential schools and the treatment of Aboriginal peoples in those schools, and to learn about historical relations between non-Aboriginal and Aboriginal people. Sinclair also recommended a timeline to ensure that objective is achieved.

Throughout his tenure as chair of the TRC, there is one comment Sinclair has heard repeatedly, "I really didn't know any of this – no one every taught us any of this."

## Broken Circle: The Dark Legacy of Indian Residential Schools

Author Theodore Fontaine shared his residential school experience and the "four phases" he has lived through as a result of that experience which he wrote about in ***Broken Circle: The Dark Legacy of Indian Residential Schools: A Memoir***.

In his own words, Fontaine was "incarcerated" in residential schools from the age of four to 18. During that time he experienced sexual, physical, mental and emotional abuses during the "first phase."

In the "second phase," fuelled by "hate and revenge," Fontaine turned to the "little brown bottle."



*Justice Murray Sinclair*

He wants this to change and asserts that if learning about this history continues to be offered only through electives, "I suspect I will still be approached in 5, 10, 15 years by people who will say they haven't learned about the impact of residential schools."

Having an understanding of the history of all Canadian people will help students understand their histories in order to move forward collectively. "Education will be the foundation for this nation's healing. "We want all students to be able

to answer: Where do I come from? Where am I going? Why am I here? And who am I?" asserted Sinclair. "People must be able to answer those questions to feel part of society."

The TRC is a component of the **Indian Residential Schools Settlement Agreement**. It was created in 2008 with the mandate "to learn the truth about what happened in the residential schools and to inform all Canadians about what happened in the schools," according to the website.

Sinclair spoke with conviction about the role of the TRC in advancing how education can help "reveal the true and complete story of the Indian."

He recognized that success will not be achieved overnight as a "concerted effort over a number of generations got us here. That's what we'll need to repair... To change the social fabric of this country."

"As I stand here today, I'm totally amazed that I'm still alive," explained Fontaine. "All stories you've heard are very true and probably only a fraction of what's actually happened."

During "phase three" Fontaine said he was trying to "learn to deal with it." In the latter part of phase three he met his wife and said goodbye to "little friends or brown bottles."

He said too often people have said, "Get on with it." To which Fontaine responded, "If you haven't been part of it, it's easier to get on

with it."

In "phase four" he has tried to reconcile his past. He said "reconciliation" is a personal journey and isn't accomplished by a blanket apology or act of goodwill.

Recently, Fontaine was notified about where one of his perpetrators lived. After several months, Fontaine built up the courage to call him.

Fontaine said he asked for forgiveness and received the reply, "Forgiveness for what?" I said, hate and revenge. After a strange silence, he said, 'It's okay, God will forgive you.'"



# Reconciling the Past, Preparing for the Future Photos



*Justice Murray Sinclair (above) spoke with media following his presentation; Lloyd Martell (below) from the Saskatchewan Indian Cultural Centre provided a background on the work they do.*



*Author Theodore Fontaine (above) and a Ministry of Education panel including (from left) Lucie Anderson, Michelle Belisle, Tim Caleval, Brenda Green and Susan Beaudin presented at the gathering.*



# President's Address

Fighting for autonomy to respond to unique local needs. Fighting to ensure all students have what they need to achieve and succeed. And we survived.

During these times many boards felt as though the government was “doing it to us.” Sometimes boards felt powerless, not listened to and not respected because the province had all the authority – they’re the boss.

Some boards still feel that way. And we’ve struggled with these issues also at the Provincial Executive table. Feeling powerless and feeling frustrated that the province is always the boss.

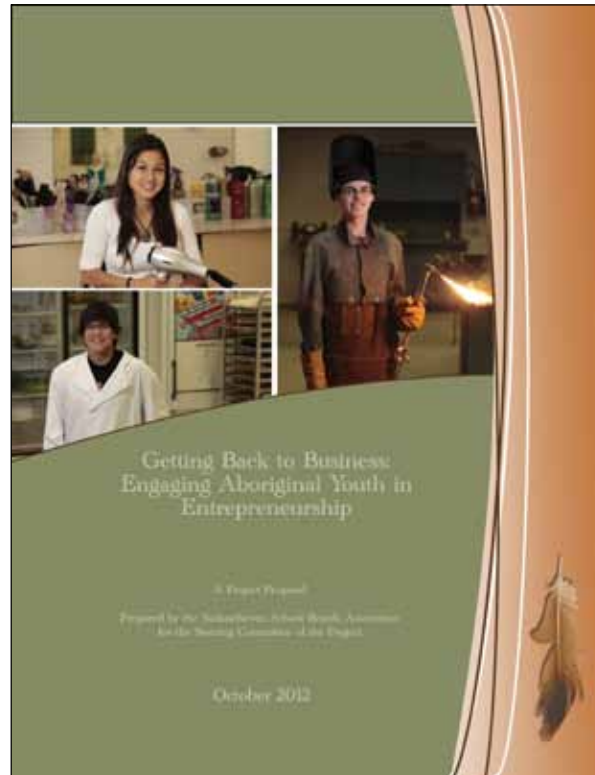
But I must tell you that I had a real “eureka” moment at the CSBA Congress in Quebec City this summer. Former Prime Minister Paul Martin, in doing a session with Buffy St. Marie, said that boards simply do not recognize the power they have. People respect school trustees, he said. They do not view you as “sleazy politicians,” he said. They view you as good people, good citizens, working for the common good – working for kids, working for a better future. And they will support you when you pursue this noble cause.

Recognize your power, he said. And literally – for **goodness** sake – use it! That was a real “aha” moment for me.

How can we, collectively, make this a better world? Create students

who are not just world leaders but world changers? And then it dawned on me.

We do it by creating and acting upon a common vision for the common good. We do it by working together in unity toward a common purpose because when we do that – we are indeed powerful!



We need a destination for our journey. A common purpose. An authentic sense of hope. A shared vision. And courageous leadership.

Your Executive has created a vision. A vision that is ambitious, bold and powerful.

Because we really do have hope that with courageous leadership we can and will create a better future.

By 2025, we want Saskatchewan to be a globally recognized education system that others wish to emulate. By 2025, we want all Saskatchewan students to achieve at the highest levels globally, including

our most vulnerable.

What board of education wouldn't want this outcome? To have our students achieving and succeeding provincially, nationally and internationally.

It's a noble pursuit. A worthy vision. The SSBA believes in this vision. But we can't do it alone.

Boards of education believe in this vision. But boards can't do it alone.

The education sector believes in this vision. But they can't do it alone.

Communities believe in this vision. But communities can't do it alone. The business sector can't do it alone. The provincial government can't do it alone. But we can do it – if we do it **together!**

At times, your Association has struggled to get the province on board, to get business on board, to get community organizations on board – to get boards on board!

And then – it seemed like all of a sudden – the stars aligned. We all want our students to achieve and succeed.

All of us – the SSBA, boards, the education sector, the Premier, the business sector and communities in Saskatchewan want to eliminate the achievement gap and re-engage Aboriginal students in the K-12 education system. Their future depends on it – and so does ours!

So, with the leadership of our Aboriginal Council, Provincial

# President's Address

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Executive and Executive Director, we created a proposal to get Aboriginal youth engaged in entrepreneurship, to get them engaged and excited about learning.

The proposal is called *Getting Back to Business*. We are creating a partnership. A collaboration of education, business and community partners. All sharing the same vision. A partnership determined to engage Aboriginal youth and create a better future.

And our first thought was – who better to partner with us on this than the Paul Martin Aboriginal Education Initiative?

A former Prime Minister. One who has devoted the remainder of his life to improving the lives of Aboriginal peoples. A man with connections. A man with clout. A man with resources. A man with conviction.

So, we contacted him. And before you know it there we are at the CSBA Congress watching him get excited about the exponential possibilities for success in Saskatchewan. Long story short – he was impressed.

"I'm in," he said.

"Yeah!" we said.

And from there, the stars continued to align. We needed to form a Steering Committee to get this ball rolling – this will not be another "idea". This will be an action with outcomes – proven outcomes in Saskatchewan and across Canada.

Every single education, business and community partner we

contacted said a big "yes" to being part of this exciting project.

So, from a vision of your Aboriginal Council, I'm very happy to announce that the first Steering Committee meeting took place on October 30 in Saskatoon.

We share the vision that all children in this province, regardless of where they live or their personal circumstances, must be given the

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*"Finally, fellow trustees.*

*Thank you for the confidence*

*you have placed in me over*

*these many years. Next to*

*my family, this has been*

*my life's passion and most*

*enriching experience."*

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opportunity and supports needed to achieve and succeed.

As Janet said, I am first and foremost a mom. I have four children. Let me just say that I am certain that one of them will be Prime Minister of Canada some day. And I have another child who has special needs.

In the "olden" days, children with special needs were kept in the attic. They didn't need to go to school. They didn't need to learn. They can't be "fixed" it was thought.

And in the "olden days" Aboriginal children were sent to residential schools – so we could "fix" them.

Ladies and gentlemen, those days

are done! I am proud to serve a publicly-funded education system committed to the success of all children.

And I am proud to serve as the President of an organization that includes public boards, Catholic boards, Francophone boards, rural boards, urban boards, trustees of all races and religions because I have seen the power that comes with a common vision. And that is what we have.

If we support one another and keep our eyes focused on our goal, we can move mountains. We can and must use our power for **goodness** sake. Together we are stronger – of that there can be no doubt.

I want to thank you for the privilege of serving as your President. It's been a roller coaster ride, sometimes up, sometimes down – but always interesting.

I want to thank my colleagues – past and present – on the provincial executive. These individuals work tirelessly – and sometimes thanklessly – on your behalf and are truly motivated for all the right reasons.

And, I want to thank the staff. For some of you, these people are just pictures in the annual report. But I – and members of the Executive – know how much they believe in the work we do and their commitment to making our goals, their goals.

Finally, fellow trustees. Thank you for the confidence you have placed in me over these many years. Next to my family, this has been my life's passion and most enriching experience.



# Prairie Spirit Student Forum

*2011 Premier's Board of Education Award for Innovation and Excellence submission*

According to a 2011 *Tell Them From Me 2.0 Student Survey*, data collected by the Canadian Education Association (CEA) showed that student classroom engagement begins to decrease in Grade 7 and by Grade 9, fewer than half of students are engaged in their learning.

With that and similar research in mind, the Prairie Spirit School Division created the Prairie Spirit Student Forum.

"We need to understand what the needs and wants of students are in order to best meet those requests," said Board Chair Larry Pavloff. "The student forum aligns well with our goal as a board to ensure students have the knowledge, skills and attitudes to thrive today and in the future."

The division sought ways to include students as authentic partners in making decisions and being agents of change within the division.

Considering the CEA infographic, that student engagement begins to decrease substantially in Grade 9, the division invites students in Grades 9-12 to participate in the Student Forum three times per year.

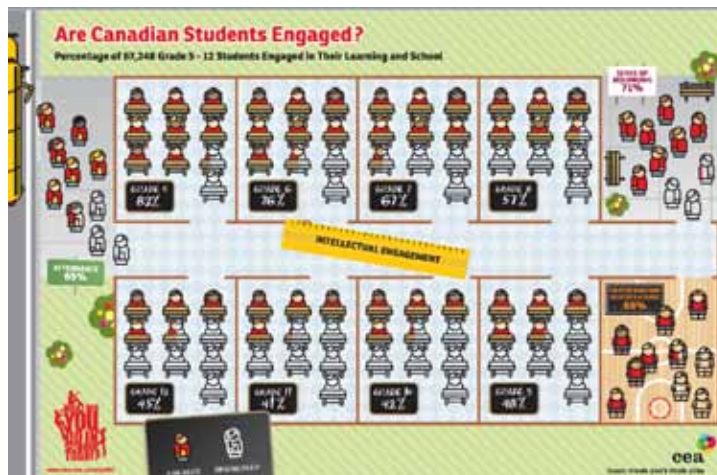
"We explored the research on engagement and it was telling us that a lot of students disengage from school across North America," said Learning Superintendent Kim



Beaulieu. "We wanted to hear directly from our students about how our schools were doing at meeting their needs."

Prairie Spirit, like the CEA research, used the *Tell Them From Me* survey to measure student engagement. Data is collected from Grades 6-12.

Over the past few years, Prairie Spirit student engagement has seen vast improvements, particularly the sense of belonging among males in the senior grades.



"Seeing the students embrace this work and ask questions about learning, and why learning happens the way it happens in schools is very rewarding," explained Beaulieu.

"They have a lot of questions and they are all good questions, which help us to understand where they're coming from."

"Since the creation of the Student

Forum, all indicators in the *Tell Them From Me* survey have increased – including 'sense of belonging,' 'valuing school outcomes,' 'pursuing a trade or apprenticeship' and 'pursuing post-secondary,'" asserted Beaulieu. "Also, our graduation rates have increased. The Student Forum is certainly not the sole cause of these results, these results are more directly tied to the good work Prairie Spirit staff are doing in schools, but in some small way it may have had some contributino to improved engagement in our schools."

Over the years, Beaulieu admitted, they have had to change the theme of the Student Forum to remain relevant and continue to engage students in current issues facing students. This year, for example, the focus is on whether students feel safe to be themselves in school.

Has the program reached its potential? "No," said Beaulieu. "I think student voice is key to education and we need to continue seeking these types of strategies."

To ensure sustainability of the program from a board perspective, Pavloff said, "For the board, we can't thank the staff who are involved in this enough. This is an important connection to the students in our schools. We will continue to support student engagement through the Student Forum, and expect improved student achievement as a result of this and similar initiatives in Prairie Spirit schools."

# Developing a Collective Understanding of Privacy

To help ensure Saskatchewan school divisions clearly understand the serious consequences of privacy breaches, an LAFOIPP Stakeholder Committee has been working to develop materials for the Saskatchewan education sector regarding *The Local Authority Freedom of Information and Protection of Privacy Act*.

School divisions arguably collect more information about students than any other public service. School divisions not only have access to education records but also to health and justice records, for example.

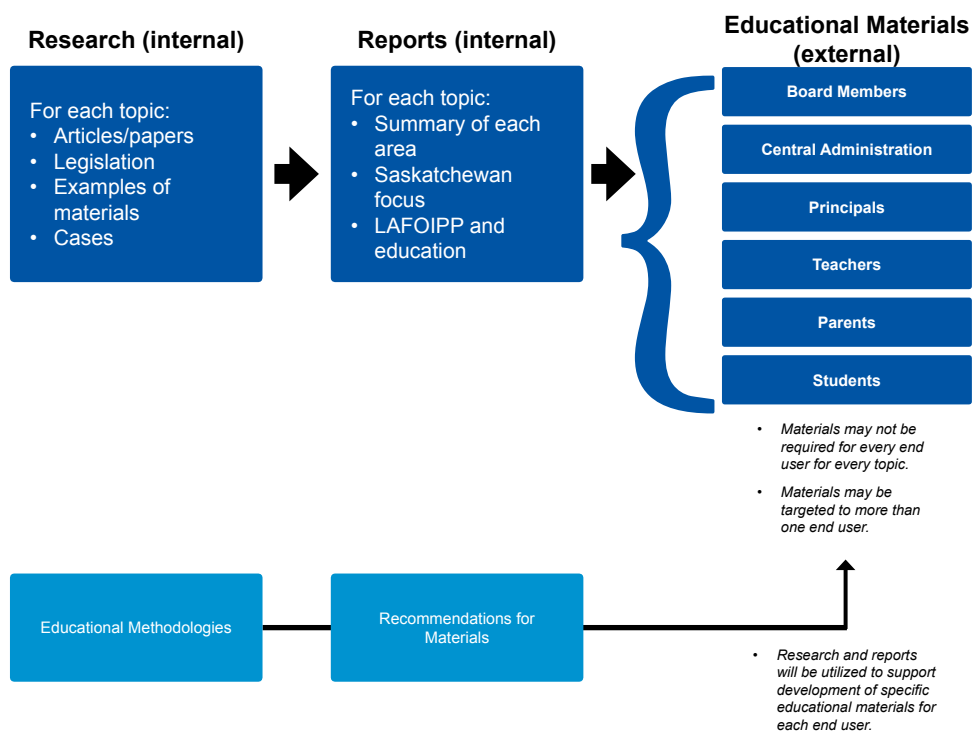
Through the work of the committee it's evident there isn't a consistent understanding of privacy issues in Saskatchewan school divisions. And there isn't consistent application of risk management strategies to mitigate potential breaches.

Feedback has been sought from a number of stakeholders and some decisions have been made.

The committee has decided to distribute the material online. A website will be developed dedicated to privacy in Saskatchewan schools.

Developed materials will target stakeholder groups. For example, a draft policy regarding social media use may be developed for trustees while a checklist to answer what to do in certain situation may be developed for principals/teachers.

Issues regarding collection, retention and disposal of records, custody and access, social media, privacy breaches, and an overview



*The diagram shown here displays how the materials will be developed and the stakeholder groups that will be targeted to tailor information to meet their unique needs.*

of privacy legislation will be addressed as part of the committee's work and will be stored on the website.

In addition to the website, training sessions will be developed and tailored for stakeholders in the form of seminars, webinars, workshops or videos, for instance.

It's expected that the material will be developed and distributed by the beginning of the 2013-2014 school year with accompanying training sessions.

The committee has also received cooperation from the Office of the Information and Privacy Commissioner, which has provided staff support to the committee. A Ministry of Justice representative spoke to the committee about

the work the Ministry did to develop training sessions for the Saskatchewan Public Service to better understand privacy issues among employees.

The committee was struck as a result of Provincial Collective Bargaining and is funded by the Ministry of Education. Representatives from the SSBA, STF, LEADS, SASBO and the Ministry of Education are part of the committee with staff support provided by the SSBA. It has met four times and will meet again in the new year.

LAFOIPP is the privacy legislation that affects public sector institutions in Saskatchewan. It was developed in 1993.

# Building Our Future Together

Amazing! That was the word most often heard to start this school year in the Good Spirit SD.

The first day of school was unique in that all staff members – approximately 1,000 teachers, bus drivers, educational and administrative assistants, caretakers, professional service providers, and various support staff – spent their first day back from summer holidays at the Gallagher Centre Flexi-Hall in Yorkton.

The division unveiled the **new strategic plan** describing the next five years of operations.

Laura Soparlo, an external consultant, was hired by the board of education to take the lead in gold-mining information and after nine months of input – including 19 focus groups, four public meetings and almost 1000 internal and external survey respondents – GSSD was ready to share the plan with staff, SCCs and community members.

Ray Sass, former board chair, started the day with a warm welcome. The Honourable Russ Marchuk, Minister of Education, joined in the festivities and spoke briefly on the future of education in our province and pointed out the important role that all staff play in student achievement.

The excitement in the air was palpable as two young swimmers from Yorkton introduced the keynote speaker, former Olympic gold medallist Mark Tewksbury.

From his first words, Mark had the entire audience enthralled with

his captivating personal stories that spoke of his struggles and triumphs in world-class swimming, and his rise to capture the gold medal in the 100m backstroke in the 1992 Barcelona Olympics. A mere two weeks prior to this presentation, Mark returned to Canada from his role as Chef de Mission with the 2012 Canadian Olympic team.

One of Mark's passions is his



*Approximately 1,000 Good Spirit SD teachers, bus drivers, educational and administrative assistants, caretakers, professional service providers and various support staff attended a strategic planning session to start the school year.*

conviction in the importance of strategic planning and having an eye towards the future. Throughout the one hour keynote Tewksbury referred to his book *Great Traits of Champions* which he co-wrote with swim coach and mentor Debbie Muir.

He spoke of achievement and “being a champion ... the idea that whatever it is you do in life you want to be the best you can be at it.”

Mark also spoke of leadership as “creating the environment for others to excel” and that success is about legacy. “It’s great to achieve things and lead people to great things, but what kind of impact are

we making while we’re doing it?”

He focused on traits that allow individuals to “continually evolve by creating a dynamic environment in which the bar is constantly being raised, excellence is fostered and winning results happen.”

His gut-check question to staff, “If not you, then who, and why not you?”

Dwayne Reeve, GSSD Director of Education, spoke in the afternoon to staff of the past, present and future of our division. The release of renewed mission statement – “Building Strong Foundations to Create Bright Futures” – vision statement – “Learning Without Limits... Achievement For All” – and values – “Belonging, Respect, Responsibility, Learning and Nurturing” – was the cornerstone of the presentation. Students then assisted Dwayne by building

a house on stage portraying these important statements.

The GSSD motto did not change – “Students Come First” was and remains the guidepost for all operations. As Mark noted in his address and Dwayne reiterated, “Nothing changes if nothing changes.”

Staff have commented, “It was important to know that the board felt we were worth it to have such a special day.”

*Thank you to Good Spirit Communications Coordinator Lynel Martinuk for submitting this article on behalf of the school division.*



# Know Your Neighbour

## Prairie South

The board received student achievement data in a report titled *How Are Our Students Doing?* It provided a snapshot of reading and writing assessment data. A release is posted on the website at [prairiesouth.ca](http://prairiesouth.ca).

## Lloydminster Public

Recently received a \$50,000 sponsorship from Synergy Credit Union to go towards the Synergy Observatory. Read more at [lpsd.ca](http://lpsd.ca).

## Light of Christ

A new report card was introduced for student assessment practices in the fall of 2012. The division provided links to information for parents. Information was also presented at meetings with parents to inform and engage school communities in student assessment. View the information at [lccsd.ca](http://lccsd.ca).



Source: [lpsd.ca](http://lpsd.ca)

## Saskatoon Public

The division presented its 2011-2012 Report to the Community outlining the work of the board, outstanding graduates from Saskatoon Public Schools and provided updates on the progress of strategic outcomes within the division. Check it out at [spsd.sk.ca](http://spsd.sk.ca).

## Sun West

A number of school videos are posted on the Sun West website. Check out [sunwestsd.ca](http://sunwestsd.ca) to view the videos.

*"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:** Joe Daigneault

**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:**  
Lionel Diederichs

**Communications Services:** Leslie Anderson

**Insurance and Risk Management:**  
Dave Jackson

**Employee Benefits Plan:** Jeff McNaughton

**First Nations and Métis Education:**  
Jamie Lerat

**Corporate Services:** Patti Blackburn

*The School Trustee is published approximately five times per year (September - June).*

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Association at the email address above.**

## Calendar Update



### UPCOMING EVENTS

#### **School for New Trustees**

January 17-18, 2013  
Sheraton Hotel, Saskatoon

#### **Members' Council**

February 7-8, 2013  
Regina (Location TBD)

#### **Spring Assembly**

April 11-12, 2013  
Ramada Hotel, Regina

## 2012-2013 SSBA Executive



*The 2012-2013 SSBA Executive (from left) Glen Gantefoer, Élizabeth Perreault, Kevin Waugh, Ronna Pethick, Duane Favel, Janet Kotylak, Connie Bailey, Janet Foord (missing Joe Daigneault).*