

Employees' Newsletter

September 2015



© Jade Duchesneau Bernier

MESSAGE FROM DIRECTOR GENERAL ANNIE POPERT

IN THIS ISSUE...

- 2 HUMAN RESOURCES
- 3 INUKTITUT PROMOTION CAMPAIGN
RETIREMENTS
- 4 COUNCIL OF COMMISSIONERS
- 5 ADULT EDUCATION
- 6 TEACHER TRAINING
- 7 SCHOOL OPERATIONS
COMPASSIONATE SCHOOLS
- 8 PILOT PROJECT: INUIT CULTURE
NEW EMPLOYEES
- 10 DATES TO KEEP IN MIND

A new school year has begun and I would like to welcome everyone back to work. I hope your summer holidays were restful, fun and energizing. Let me also extend a special welcome to all our new employees.

At the level of the school board, the implementation the following projects will continue: 1) the compassionate schools project, now implemented in 9 our 17 schools and which additional schools will join this year; 2) this year again, the culturally responsive school calendar is piloted in four communities where the cultural instruction programming developed last year will be strengthened; 3) curriculum development work continues for first and second language curriculums, with a particular emphasis on the use of technology for Inuktitut instruction.

This year the school board will also be seeking to strengthen its brand. The first steps will include refreshing our logo and website.

In this issue of the Newsletter, you will find more information about the activities of our departments, the most recent Commissioners Council meeting and some of the projects mentioned above.

I wish you all a rewarding and successful school year!

HUMAN RESOURCES AND PAYROLL

Human Resources (HR) Counsellors

Since July 1st, 2015, the HR Counsellors have a new division of labour. Charles Morin and Judith Michel will be in charge of all categories of employees (teachers, support staff and professionals) for a specific region and services.

Judith will serve the employees working in communities of the Ungava Coast, up to Salluit, and those working at the Education Services office in Kuujuaq. Charles will serve the employees working in communities of the Hudson Coast, all the Adult Education and Vocational Training employees and the Montreal offices' employees.

If you have any questions, issues or concerns, do not hesitate to contact them!

Teachers' Professional Improvement Fund (HR-14)

Plan B – For any successfully completed credited University courses within the year, teachers may apply for reimbursement of tuition fees, up to a maximum of \$2000 per year. Official transcripts and original courses receipts must be submitted to HR.

Plan C – When teachers want to participate in a conference or a workshop relevant to their

assignment, they may apply for funding. For a conference held between October and December, applications, approved by the principal, must be received at HR by September 15, 2015. To be eligible, the teacher must have at least one year of service with the school board.

Exams on Language of Instruction

For three years now, the exam on language of instruction has been administered in Nunavik communities. Since 2013, 61 eligible teachers have registered to take the exam within Nunavik (26 of them registered last year).

This exam allows eligible teachers and teachers certified outside the province of Quebec to obtain their teaching authorization from the ministère de l'Éducation, de l'Enseignement supérieur et de la Recherche (MEESR) of Quebec, without having to travel outside Nunavik. We are hopeful that once again this year, the CEETC will allow the school board to administer this exam locally, in the spring of 2016.

Extension of certain leaves without pay

The Teacher's collective agreement E4 allows an employee to request a leave of absence without salary for

a full year or part of the year for a maximum of 2 years (see: clause 5-13.27).

To request a leave for part of a year, the employee must make the request at least 3 weeks in advance for the first year (see: 5-13.27 d) and 3 months in advance for the second year (see: 5-13.27 g) 2).

The Professional's collective Agreement P4, clause 5-13-33, allows an employee to request a full-time or a part-time leave of absence without pay for 2 years. The request must be done 3 weeks in advance for full-time leave and 30 days in advance in case of part-time leaves. The request must include the return date and scheduling of the leave.

The Support Staff's collective agreement S9 also allows an employee to request a full-time or a part time leave of absence without pay with 2 different options (see: clause 5-4.47). The request must be done 3 weeks in advance for full-time leave and 30 days in advance in case of part-time leaves.

To obtain more details on the options available to you, please contact your HR Counsellor.

(continued...)

HUMAN RESOURCES AND PAYROLL (...continued)

Reminder for social trips on T4's for 2015

As a beneficiary, if you wish to use a social trip for a medical reason, please ensure that you fill out and submit the **Travel Form For Medical Reasons** to the Transport Department. If you do so, the trip will be categorized as medical reason. Note that it remains a taxable benefit.

Health and Safety

Kindly note that as of August 24, 2015, you must contact Caroline Rioux, HR counsellor for health and safety, if you have any questions related to health and safety at work, such as:

- Salary insurance
- Work related injuries or accidents
- Preventive withdrawal from

work (pregnant women)

- Employees assistance program
- Prevention related to occupational health and safety

For more information, do not hesitate to contact Caroline at (514) 482-8220, ext. 362 or to **e-mail** her.

INUKTITUT PROMOTION CAMPAIGN

On **September 15, 2015**, the Kativik School board will be launching and Inuktitut promotion campaign. This initiative comes as a result of the Parnasimautik consultations held last year, which highlighted the need to prevent further erosion of the Inuktitut language.

The campaign targets Nunavimmiut of all ages. It seeks to encourage Nunavimmiut to speak their language so that it remains strong and alive in every Nunavik households.

Keep your eyes open for our posters and pins!

RETIREMENT

Pierre Lafrance's last day at work was August 21, 2015. Pierre takes his retirement after having spent 10 years with the school board. We wish him all the best for the years to come! Caroline Rioux replaces him.



© Jade Duchesneau Bernier

COUNCIL OF COMMISSIONERS

Key Points from the Commissioners Council

The Council of Commissioners met in Montreal from June 23 to 26, 2015. Here are some of the key decisions made during this meeting.

Adoption of the KSB vision and strategic plan

During the last school year, the Kativik School Board worked on the development of a strategic plan. Rooted in our mission statement, the strategic plan sets five clear priorities towards which the school board's activities will be aligned. Short term and long term goals are also identified under each of these five priorities.

After a careful review and recommended amendments, the Council of Commissioners approved the strategic plan. Once finalized, this document will be shared with all employees.

Adoption of the KSB 2015-2016 Operational Budget

Budget negotiations are currently on-going with the MEESR (Quebec Ministry of Education, Higher Education and Research) for the 2015-2016 school year.

Pending the conclusion of these negotiations, the Council of Commissioners reviewed and approved the school board's operational budget for 2015-2016. The approved budget covers all current activities and projects of our departments and schools.

It includes the continuation of important school board projects such as: 1) the Culturally responsive school calendar piloted in the communities of Quaqtaq, Umiujaq, Kangiqsujaq and Akulivik; 2) the Compassionate Schools project.

With regard to construction projects that allow the KSB to increase its capacity through either the construction of a new building or the expansion of an existing one, the KSB received on June 25, 2015 the

(continued...)

The Council of Commissioners approves the strategic plan

(...continued)

letter of MEESR approving the construction of a school in Aupaluk. The new school will replace the one that burned in 2014. The KSB is still waiting for the MEESR's approval in relation to the construction of 10 residential units in Kuujuaq, 6 residential units in Salluit and 4 residential units in Umiujaq.

Besides reports presented to the Commissioners by each department of the school board, the following two initiatives were also discussed:

1. Pilot project on parental involvement: In February 2015, Innalik School announced the launch of a pilot project that aims to improve communication and cooperation between the school and the community to promote student success. Teachers Stella Smiler, Nancy Osbourne, and Oleepeka Metuq spent months working on the development of the project's objectives and activities. Project implementation will continue in September. The next steps will include a results assessment, with the view of sharing successful tools with other Nunavik communities.

2. Strengthening the school board's brand: As approved by the Commissioners, the Kativik School Board is working on the development of a new logo and website. The new logo will be launched during the 2015-2016 school year.

Keep your eyes open for Innalik School's Parental Involvement Project

ADULT EDUCATION

The Department of Adult Education and Vocational Training would like to thank **Lydia Audlaluk** for her work as Academic and Vocational Information Counsellor. Lydia worked with us over the summer, replacing **Phebe Bentley** who returned from maternity leave on September 1st, 2015.

Distance Education: Last year, through the development of a partnership with schools from the regular sector, the department was able to make important improvements to its distance education program. Indeed, thanks to teachers from the

regular sector, students enrolled in distance education were able to access pedagogical support from teachers in each of the 14 Nunavik communities.

This year again, we are looking for regular sector teachers in all Nunavik communities who would be available to offer support to our distance education students during the evening and/or weekend. If you are interested, please contact **Parfait Cerné** or discuss it with your school principal.

Popular Education: Our Popular Education program continues this year, with the objective of

involving communities in education. This program allows any community member to share a personal interest or skills with others by organizing a course that community members can attend.

A number of successful classes were organized last year in different communities and we are excited to have secured funding for this program to be running in 2015-2016.

Since the program started, we have been able to offer Inuktitut, yoga, initiation to stain glass, monotype printing. As an example, French, English,

(...continued)

ADULT EDUCATION

(...continued)

computer or knitting classes could also be offered.

If you are interested in offering classes, or if you know someone who is, do not hesitate to contact **Samantha Poirier** for more information.

Keep in touch: Visit our **Facebook page** to stay informed of our activities and programs!

TEACHER TRAINING PROGRAM

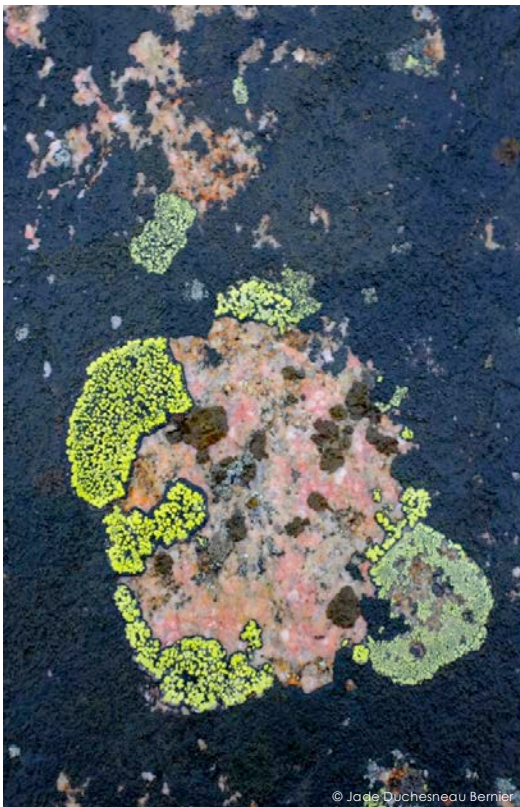
In July 2015, **Maina Kritik, Ida Helen Oweetaluktuk** and **Annie Lizzie Saunders** obtained their teaching certificate from the Quebec Ministry of Education and their Education Certificate for the First Nations and Inuit, from McGill University.

In addition, in May 2015, **Annie Kasudluak Alaku** and **Oleepeka Metuq** obtained their Bachelor of Education for Native and Northern Certified Teachers from McGill University. Graduation from these programs is the result of perseverance and hard work. Congratulations to all! Nunavik is proud to benefit from your expertise!

We would also like to congratulate **Jeannie Palliser** and **Eyuka Pinguatuaq** who received the McGill University Jack Cram Award in July 2015. The award is presented to students who are active participants of the McGill/Kativik Teacher Training Program and generously share their knowledge with their peers, as instructors.

The Teacher Training Program is offered in partnership with McGill University. This year, **63 Inuit teachers attended the summer session in Kuujjuaraapik**. Seven teachers also attended courses at McGill University in Montreal, from July 6 to July 17.

During the upcoming school year, the Teacher Training Program will be offering a total of **9 courses to Inuit teachers** working at the school board. Some of these courses will be intensive eight-day sessions and while others will be offered in a blended format (on-line and face-to-face). They will be offered during the fall, winter, spring and early summer, in different Nunavik communities. As usual, these courses are taught in Inuktitut.



© Jade Duchesneau Bernier

SCHOOL OPERATIONS

Start of the school year

Schools of the regular sector started operating on August 17. With varying schedules, they opened their doors to students in the course of that week. Back to school activities were organized in all communities, providing an opportunity for staff to meet their new colleagues and parents in a relaxed atmosphere. Activities ranged from picnic to excursions, games and sport competitions.

Pedagogical Days

For a number of years now, the school board had been organizing Regional Pedagogical Days for teachers of the regular sector. Similar to a regional conference, this special event would bring together teachers of all schools and offer them a program of specialized workshops related to pedagogical development, approaches and tools.

This year, the Regional Pedagogical Days will be replaced by a different formula, whereby schools have been allocated a budget to organize and offer specialized training to their teachers, locally.

A mid-year assessment of the local pedagogical days will be undertaken. Based on the results and feedback of school administrations, the school board will be considering the option of offering Regional Pedagogical Days every two years, alternating every other year with locally organized Pedagogical Days.

COMPASSIONATE SCHOOLS

The Compassionate Schools project aims to facilitate the social, emotional, and academic success of our students while also providing maximum support to our teachers.

The project is rooted in three core objectives: (1) To raise awareness and provide information on how trauma impacts behaviour and the ability to learn; (2) To support the implementation of the Positive Behaviour Intervention and Support Plans at participating schools; (3) To provide coaching to the staff of participating schools, in particular in the area of classroom management.

Initially introduced in three schools in 2012–2013, the project has grown and was implemented in 9 of our schools at the end of June 2015. This year, new schools will also be added to the project. These schools will be receiving their initial training on trauma informed practices from Jane Middleton-Moz and Tiffany Hubbard, while PBIS training will be offered by Marcel Lebrun.

The Compassionate Schools team will continue to provide on-site support to all participating school. Under the leadership of Gillian Warner who replaces Luc Paquet as Coordinator, the team will benefit from the expertise of three regional Pedagogical Counsellors, each assigned to specific schools: Alexandre Girard-Lamontagne, Alanah Heffez and Élise Croteau. Finally, an independent evaluation of the project will also be undertaken in 2015-2016, by Dr Ghyslain Samson from the Université du Québec à Trois-Rivières.

PILOT PROJECT

Culturally Responsive School Calendars and Inuit Knowledge Training

Implemented in four communities in 2014-2015, the project will continue this year in the same schools: Quaqtaq, Kangiqsujuaq, Akulivik and Umiujaq. In these communities, the school year will end on June 3, 2016.

As part of this project, students will participate in 15 days of instruction entirely devoted to Inuit knowledge training. Instruction will take place over three separate weeks, in the fall, winter and spring.

Local experts will facilitate 10 days of instruction during the fall and spring, while regular sector Inuit teachers will lead the winter cultural instruction week (5 days). The first months of the school year will focus on providing pedagogical support to Inuit teachers, to ensure that they are familiar with the workshop material and teaching tools.

This year, for logistical reasons, students from Kindergarten to Grade 3 will not participate in the pilot project.

All students have to be present during these 15 days of cultural instruction, as this is part of their regular school attendance. Parent's involvement is crucial to the success of this project. Help us ensure that our traditions and culture are passed on to our younger generations!

NEW EMPLOYEES

With the beginning of the new school year the school board welcomes a number of new employees at its schools and offices.

- A group of **58 new teachers recruited outside of Nunavik** joined the school board in August. They will be teaching in French and English as a second language and have now started the school year in their community of assignment. Welcome to all!
- **Gilles Dubé** replaces Katrina Bellia during her leave as School Principal of Sautjuit School (Kangirsuk).
- **Marie-Hélène Boyle-Baillet** replaces Douglas Stewart as School Principal of Isummasaqvia School (Quaqtaq).
- **Vincent Pilotto** replaces Thérèse Pelletier as School Principal of Nuvviti School (Ivujivik); Thérèse retired this summer.
- **Sarah Angiyou** replaces **Lucy Qualingo** as School Principal of Ikaarvik School (Puvirnituaq). Lucy was appointed as School Principal of Iguarsivik School (Puvirnituaq). She will be working with Vice Principal Roger Robidoux, who replaces Marc Vachon. The latter is back to his position of Pedagogical Counsellor at Cégep Marie-Victorin.

(continued...)

NEW EMPLOYEES

(continued...)



© Jade Duchesneau Bernier

- **George Mensink** replaces David Loïselle as School Principal of Tukisiniarvik School (Akulivik); David remains with the school board and has accepted a teaching position at Tukisiniarvik.
- **Matthew Bryan** has been appointed as School Principal of Kiluutaq School (Umiujaq), a position he held last year when replacing Belkacem Taieb.
- **Patrice Laplante**, joined the Payroll team on June 29, in Montreal. He is replacing Gisele Akiki who is currently on a leave of absence. Patrice is in charge of insurance and pension files.
- **Elisapie Saunders** has been appointed Centre Director at Pitakallak School (Kuujjuaq). She replaces Melinda Hickey who left the school board at the end of last year.
- **Alaku Mary Qullialuk** was appointed Centre Director of Tukisiniarvik School (Akulivik). She replaces Laly Nappatuk who retired recently after more than 30 years of service with the school board.
- **Crystal Speedie** joined the Education Services Department in Kuujjuaq, as pedagogical Counsellor. Crystal taught at Innalik School, Inukjuak, from 2010 to 2015. Holder of a Bachelor degree in education, she also is a trained English as a second language teacher. She will be offering regional pedagogical support to our schools.
- **Virginie Jutras** holds a Bachelor degree in Education for the kindergarten and primary levels. She worked three years at Tarsakallak School, Aupaluk, teaching French as a second language. Her experience and her understanding of aboriginal issues are an asset for the Education Services Department where she will work as Pedagogical Counsellor.
- **Karine Guay** recently joined the Education Services Department in Kuujjuaq, as Pedagogical Counsellor for technologies integration in education. She holds a Bachelor degree in Education – French as a second language and a Master's degree in Education and Technologies.
- **Paul Bourassa** was appointed to the position of Coordinator of Schools, in Kuujjuaq. Paul has extensive experience in school administration. He was the School Principal in Inukjuak for over 10 years and worked last year as Coordinator of Schools while Cassandra Churcher was on leave.
- **Eva Inukpuk** was appointed to the position of Coordinator with the Training and Research Department, in Kuujjuaq. Eva has worked as a Teacher and Special Education Teacher with the Kativik School Board for over 20 years. Holder of a Bachelor's degree in Education from McGill University, she has generously shared her knowledge with her peers, by teaching many of our courses, including distance education courses. We are proud and happy to have her join our team.
- **Samantha Doig** joined the HR team as Human Resources Coordinator. She will be coordinating the recruitment files for support staff, professionals, teachers and management, advising on career

(continued...)

NEW EMPLOYEES

(continued...)

- advancement planning for beneficiary employees, along with many other responsibilities. Samantha comes to us with a Bachelor of Sciences and a Human Resources Certificate. She also has valuable experience working most recently at Raglan as the Inuit Recruitment Coordinator.
- **Marcel Duplessis** is replacing Natasha MacDonald as Director of Human Resources, while the latter is on a one-year leave. Marcel has extensive experience working with the school board, both in Nunavik communities and at the Human Resources Department in Montreal.
 - **Caroline Rioux** is replacing Pierre Lafrance as HR Counsellor for Health and Security. Caroline comes to us with a wealth of experience in her area of expertise.
 - The Compassionate Schools team also welcomes new staff. **Gillian Warner** was appointed to the position of Coordinator. A teacher of experience, Gillian held a position of pedagogical counsellor for this project last year. As Coordinator, she now replaces Luc Paquet who has taken a one-year leave. In addition, three pedagogical counsellors will work with her to provide regional on-site support to participating schools: **Alexandre Girard-Lamontagne, Alanah Heffez and Élise Croteau**. All three have worked in Nunavik. They share a passion for education and bring to the team a set of complementary expertise that will be used to support staff and students in developing their trauma informed practices.
 - The Finance Department recently welcomed **Angelika Alexeeva** as office agent, in Montreal. Angelika is in charge of payable accounts. She has over 10 years of experience in accounting. She worked for payroll, payable and receivable accounts as well as financial statements preparation (complete accounting cycle).

DATES TO KEEP IN MIND

September 7, 2015: Labour Day Holiday

September 15, 2015: Deadline for submission of requests to attend a conference under Plan C of the Teachers' Professional Improvement fund.

October 12, 2015: Thanksgiving Holiday

October 20-22, 2015: Commissioners Council, Kuujjuaraapik.

KATIVIK SCHOOL BOARD

9800, Cavendish #400 • St. Laurent (QC) H4M 2V9

EDITORIAL TEAM

Jade Duchesneau Bernier & Kaudjak Padlayat