

Employees' Newsletter

December 2016



SOME THOUGHTS ON THE STRATEGIC PLAN AND HAPPY HOLIDAY WISHES

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By Annie Popert, Director General

After a busy fall, Christmas is already just around the corner. Let me first take the time to wish you all a well-deserved rest and joyful holidays with family and friends.

I would also like to take this opportunity to say a few words about the strategic planning process we have been actively engaged in since the beginning of the school year.

Over the last three years, school administrators, centre directors, commissioners, and managers have been involved in a number of workshops and meetings to develop the Kativik School Board's vision statement, strategic directions, goals, and objectives. These conversations were based on the school board's mission.

The development of the strategic plan took into consideration the input provided by the school administrators, centre directors, and

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commissioners, which brought to the forefront the local realities, challenges, and successes our schools face in the delivery of educational services.

As a result of this process, a draft version of the strategic plan was produced last summer. In October, with this document in hand, three teams of managers visited each of our schools to initiate a dialogue with employees about the strategic plan. I personally took part in two of these visits. I was very impressed with the level of personal and professional engagement I witnessed during the discussions with our school teams.

During these visits, employees identified a number of elements that are now being compiled and reviewed. In the coming weeks, they will be incorporated into a final version of the school board's strategic plan. You will be informed of our progress in early 2017.

After our visits to the schools in October, I felt very strongly that, together, we are going in the right direction. I firmly believe that the strategic plan will be an effective tool for us to work toward achieving our objectives with greater cohesion as an organization.

Transparency and accountability to Nunavimmiut is also essential. In this regard, the strategic plan will help us clearly communicate any progress we achieve as we strive to develop a modern education system, adapted to the specific language and cultural needs of Nunavimmiut—an education system that prepares Nunavik youth for success in a global world.

I look forward to continuing, with all of you, the dialogue initiated in October.



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HUMAN RESOURCES AND PAYROLL

Reminder: Doctor's appointments

Routine checkups and periodic dental examinations (especially if they take place outside of Nunavik) should, if possible, be taken during holidays that are already on the school calendar.

We suggest these appointments be scheduled as early as possible to keep your absences from work to a minimum and avoid having to leave work early.

Leaving work early or coming to work late can have a negative impact on the quality of services offered to the student body, especially in the event of long absences. The Kativik School Board considers it important to avoid these kinds of situations.

If you must be absent from work or if you have a doctor's appointment, please contact our occupational health and safety counsellor ([Caroline Rioux](#), 1-800-361-2244, ext. 362).

Sick days

With flu season right around the corner, the Human Resources Department would like to remind you that all regular employees and employees who hold a long-term replacement

position are entitled to seven paid sick days per year. For employees who begin work partway through the school year and part-time employees, the number of paid sick days depends on the duration of their position. In addition to paid sick days, all union employees are granted, during their first year of service, a credit of six unpaid sick days. Some exceptions apply.

The Human Resources Department would also like to remind all employees that, if they will be absent, they must notify their immediate supervisor before the beginning of their shift. A doctor's note may also be required.

Bereavement leave

Have you lost a loved one? To help you get through this difficult time, the Kativik School Board grants you a leave of absence as per the following terms:

Death of a spouse: seven consecutive days, working days or not, including the day of the funeral.

Death of a member of your immediate family (mother, father, brother, sister): five consecutive days, working days or not, including the day of the funeral.

Death of a brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandson, or granddaughter: three consecutive days, working days or not, including the day of the funeral.

Also note that, if the funeral is held more than 240 kilometres from the employee's home, an additional day will be granted, whereas two additional days will be granted if the funeral is held more than 480 kilometres away.

Looking to add new skills to your portfolio?

Whether you're a professional or a support staff member, winter is the perfect time to acquire new skills. In fact, there is a professional improvement fund for this exact purpose. All Kativik School Board union employees are entitled to a reimbursement of up to \$2,000 for the successful completion of professional improvement courses. Interested? Submit the application approved by your immediate supervisor to Charles Morin six weeks before the planned dates of your activity.

For more information, please consult the policies on the school board's website ([Professional Employees HR-15](#), [Support Staff HR-16](#)).



COUNCIL OF COMMISSIONERS

Highlights from the Council of Commissioners

The Council of Commissioners met in Puvirnituq, from October 18 to 20, 2016. Among the agenda items discussed during that meeting, the following points are of interest to school board employees.

A significant part of the meeting was devoted to reviewing the independent auditor's report on the Kativik School Board's financial statements. The commissioners approved the report. At the beginning of the meeting, Eva Niviakie was sworn in as the new commissioner for Umiujaq. She replaces Emily Tookalook, who resigned in June 2016.

Inuit-centred education

The Education Services Department presented the approach it plans to use as work on curriculum development continues. The proposed approach was well received by the commissioners.

The approach focuses on the Inuitization of first- and second-language curricula, with the objective of strengthening both first and second languages. The new curriculum framework will reinforce students' Inuit language, culture, and connection with the community. It will also serve as a basis for the introduction of personalized educational pathways that would allow our students to engage in learning activities that correspond with their objectives and interests.

Over the remaining part of the school year, the Education Services Department will introduce integrated teaching units into our schools, in close cooperation with teachers. In addition, the Education Services Department is developing evaluation tools to measure student success, as new programs are gradually introduced along with a bilingual teaching team.

Unified Inuktitut writing system

Under the leadership of Inuit Tapiriit Kanatami (ITK), work on a unified Inuktitut writing system is continuing at the national level. Two ITK representatives briefed the Council of Commissioners on the

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recommendations put forward by the Atausiq Inuktitut Titirasiq task force, including standardization through the use of the Latin alphabet. The ITK representatives stressed that in the area of education, standardization would allow institutions to share resources across the Canadian Arctic region. This would greatly enhance the development of Inuit-specific curricula.

Cultural instruction

As requested during their meeting last June, the commissioners heard a highly comprehensive overview of the current cultural programs offered by the school board. The overview included an assessment of the cultural instruction pilot project that has now been implemented for a third year in four communities, a review of land survival instruction provided by some of our schools, and a review of the regular cultural instruction provided in class on a weekly basis in most of our schools. The commissioners discussed how to incorporate best practices from the pilot project into a renewed cultural instruction program offered in all schools. The overview presented to the commissioners also provided examples of opportunities to incorporate cultural content into the second-language curriculum or to integrate math and science into cultural and land survival instruction.

Relocation

The Council of Commissioners inquired about progress made on the relocation of the Montreal office to Nunavik. No suitable candidate could be identified for the position of Relocation Coordinator. The option currently explored would consist of developing a relocation plan internally. The process would be led by the Human Resources, Finance, and Material Resources departments and could be completed by the end of the current school year. Once the plan is completed, the next step would consist of budget negotiations to fund the relocation.

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IN MEMORIAM

On behalf of the Kativik School Board, we would like to express our sincere condolences to the families and friends of Yaaka Markusie Yaaka and Guy Lacasse.

Yaaka Markusie Yaaka, a former Kativik School Board employee, passed away on September 2, 2016. A talented photographer and artist, he will also be remembered for his involvement with at-risk youth from Kangiqsujuaq and for sharing his knowledge of traditional hunting and fishing techniques. On November 9, *Maclean's* magazine published an article on Yaaka's life. You can read it [here](#).

Guy Lacasse, a former maintenance worker with the Kativik School Board Material Resources Department, passed away on November 22, 2016. He had retired in June 2015, after having worked with the school board for 30 years.

FUNDS AVAILABLE TO SCHOOLS

On October 19, the Council of Commissioners approved the use of the Education Committees' (EC) slush funds to support local projects in each of our schools. A total sum of \$5,000 is now available to each of our schools, to be spent by the end of the current school year.

How do you access these funds?

If you have a project idea, you can submit it to your local EC for approval. All projects approved by your local EC are submitted to the Kativik School Board Executive Committee for final approval. Projects must meet one of the following three criteria:

1. Promote the Inuktitut language and culture
2. Promote student engagement and learning
3. Promote student well-being

What exactly are the EC slush funds?

The EC slush funds consist of funds that were budgeted to cover EC meeting expenses, but were not spent. On a yearly basis, the Council of Commissioners examines and approves the reallocation of these funds to our schools.

YEARS OF SERVICE AWARDS

In December, we will be celebrating a number of employees who have been with the school board for a long time. Thank you for your contribution and commitment to education in Nunavik. If you would like more information on the years of service awards, please consult [ADM-05](#) or contact us at publicrelations@kativik.qc.ca.

Employees who had completed 10 years of service by the end of the 2015–2016 school year: Eva Palliser, Nancy Annanack, Stella Irqumia, Rita Kasudluak, Anna Kasudluak, Louisa Louie Oweetaluktuk, Jeannie Palliser, Mary Palliser, Jeff Creamer, Alain Rochefort, Lisa Deschamps, Norman Tukkiapik-Blake, Levina Puttayuk, Daniel Annanack, Alice Eva Annanack, Vinnie Baron, Manon Fournier, Eleanora Townley, Alice Unatweenak, Annie Betsy Angnatuk, Lizzie Annahatak, Daisy Kooktook, George Mensink, Venaida Zenaida, Elena Vrabie, Qipita Alaku, Ulaayu Pilurtuut.

Employees who had completed 20 years of service by the end of the 2015–2016 school year: Katsuak Saviadjuk, Lizzie Naqtairaaluk, Paul Anowak, Louisa Kumarluk, Anna Kasudluak, Vinnie Saunders, Dallacy Suppa, Ulaayu Pilurtuut, Patricia Cianciarelli, Alain Rochefort, Lizzie Tukkiapik, Rhoda Aloupa, Robert Menarik, Harriet Keleutak.

Employees who had completed 30 years of service by the end of the 2015–2016 school year: Kitty Angutinguak, Maggie Lucy Etok.

Employees who had completed 40 years of service by the end of the 2015–2016 school year: Betsy Tookalook, Mary Elijassiapik.

COMPLEMENTARY SERVICES



The school board's response to social issues affecting our schools

Between December 2015 and June 2016, multiple suicides of current and former students occurred in Nunavik. These dramatic events testify to the importance of addressing the underlying causes of depression, anxiety, and trauma affecting the Nunavik population.

In April, the school board worked closely with other Nunavik organizations and the Quebec Ministry of Education to obtain \$2 million in additional funding to address the urgent needs of our students.

These efforts were successful. In June, the school board advertised seven positions for student support professionals. By the beginning of September, these positions were filled. In August, most of these new employees had the opportunity to receive training in trauma-informed practices and restorative justice.

Currently, the seven student support professionals are working in our schools, where they assist the student counsellors and the school team. Each of them has been assigned two communities.

We are confident that the work they perform and the support they provide to our student counsellors will have a positive impact on our ability to address the mental, physical, and emotional health needs of our students.

UPCOMING PROJECTS IN OUR SCHOOLS

Promoting literacy

Again this year, several Nunavik schools will participate in the **Quebec Roots: The Place Where I Live** project through the Blue Metropolis Foundation. This experiential project provides Nunavik youth with a voice to share their Inuit identity both inside and outside their communities. Quebec Roots provides our students with the opportunity to meet with artists and engage in the process of being a published author. Stay tuned for more information on participating schools!

Getting students involved in science and technology

All Nunavik schools will participate in the **Nunavik Regional Science Fair** from February 13 to 16, in Inukjuak. Innalik School will host this special event. Student interest and participation is growing steadily, helping to build a stronger and more engaging Science and Technology program.

Last year, judges at the Nunavik Regional Science Fair commented that they were impressed with the high quality and standard of the projects.

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UPCOMING PROJECTS IN OUR SCHOOLS

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"Students worked especially hard. They were confident and beamed with pride when they presented their projects. There were so many great projects! It made it difficult to choose the winners," said one of the judges.

For the last two years, Nunavik has also stood out at the national level, with three students from Salluit winning prizes in their categories at the 2014 and 2016 Canada-Wide Science Fair: Jeannie Kakayuk Puxley (May 2014), Elaijah Isaac (May 2016), and Jenny Okituk (May 2016).

NEW EMPLOYEES AND NEW APPOINTMENTS

Since August 2016, KSB has hired 20 new teachers to fill vacant positions. In addition, five new professionals have been hired as education consultants for the Compassionate Schools project and as pedagogical counsellors for the Curriculum Development and Adult Education and Vocational Training Department: **Sylvie Therrien**, **Yasmin Charara**, **Tina Vibert**, **Peter Annahatak**, and **Luc Laferrière**.

Two new support staff have been hired by General Administration and Student Services: **Patricia Rosati** will be replacing Ruth Avingaq, who is on leave for one year, and **Shannon Gil Bettan** is the new secretary at Student Services.

Three new positions have been created for the Nunavik Sivunitsavut project and the recruitment process is now completed. The Nunavik Sivunitsavut team is formed of **Lisa Koperqualuk** (Instructional Management Counsellor), **Gillian Warner** (Education Consultant) and **Connie Burke** (Secretary). **James Vanderberg** also remains as Education Consultant with the team.

In preparation for its 2017–2018 teacher recruitment campaign, KSB was also at the University of Sherbrooke and UQAM to meet potential candidates.

The Material Resources Department is glad to welcome **Michel Dion** to the position of Maintenance Manager. Michel is responsible for managing the maintenance of the KSB facilities. As of January 2017, his position will be based in Salluit. **Daniel Gleason** was recruited as Certified Regional Maintenance Worker. Daniel's position is based in Inukjuak.

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NEW EMPLOYEES AND NEW APPOINTMENTS

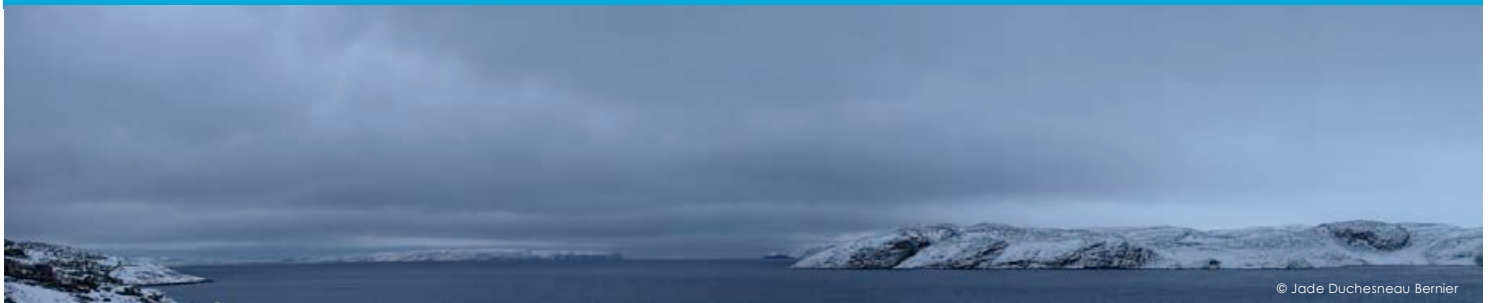
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Marie Evaluardjuk moved from the Finance Department to the position of Buyer with the Material Resources Department, in Montreal. She is replacing Kevin Flanagan, who was under a one-year contract with the school board.

At Education Services, the Complementary Services Department recently appointed **Cynthia Gaudreault Snowball** as Education Consultant with the Anti-Bullying Program. Cynthia will be based in Kuujuaq.

Annie Angatookalook joined the Finance Department as Office Agent.

Linda Zouvi was recently appointed to the position of Administrative Technician at the Adult Education and Vocational Training Department. Annie Angatookalook previously occupied that position.



DATES TO KEEP IN MIND

- **December 6–9, 2016:** Council of Commissioners, Montreal
- **December 22, 2016–January 4, 2017:** Kativik School Board holidays
- **February 6–10, 2017:** Teacher Appreciation Week, all KSB
- **February 13–16, 2017:** Nunavik Regional Science Fair, Inukjuak
- **March 6–10, 2017:** Support Staff Appreciation Week, all KSB

KATIVIK SCHOOL BOARD

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EDITORIAL TEAM

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