

EMPLOYEES' NEWSLETTER

September 2017



MESSAGE FROM DIRECTOR GENERAL ANNIE POPERT

Many exciting things are happening at the school board this year!

Firstly, Nunavik Sivunitsavut, a one-year foundation program for Nunavik beneficiaries is offering courses to a first cohort of 18 students in Montreal, at the Avataq Cultural Institute.

Secondly, after nearly a year, the Quebec Ministry of education completed the review of the school board Mathematics and Science and Technology programs. The programs were determined to be equivalent to ministry programs. Therefore, as of this year, when students complete their Secondary 5, they will receive a Secondary Studies Diploma from the Ministry of Education. In addition to this positive development, the Ministry of Education also accredited the school board's Individualized Pathway of Learning (IPL) program. This will enable IPL students who successfully complete their program to receive a Pre-Work Training Certificate from the Ministry of Education, in addition to their school board recognition.

Thirdly, after nearly 40 years of existence, the Kativik Ilisarniliriniq is refreshing its visual identity. This change was shaped by the strategic planning process that the school board undertook between 2014 and 2017. The new logo of the school board represents the strong foundation and the sense of direction that education provides to those who engage in learning. It also speaks to both traditional and modern Inuit identities.

Finally, I would like to welcome all our new and returning employees. Thank you for joining us and I wish you a great school year!

IN THIS ISSUE...

- 2 NUNAVIK SIVUNITSAVUT
- 3 COUNCIL OF CFOMMISSIONERS HIGHLIGHTS
- 5 COMPLEMENTARY SERVICES
- 6 SCHOOL BOARD'S NEW IDENTITY
- 7 NEW EMPLOYEES AND NEW APPOINTMENTS
- 8 HR REMINDERS

NUNAVIK SIVUNITSAVUT

Nunavik Sivunitsavut finally in session!

It is with great excitement that we welcomed on August 21st, our first cohort of students to Nunavik Sivunitsavut. The students, 18 in number, come from seven different Nunavik communities. During their first week, they had the chance to spend time together engaging in leadership activities, discovering their new city and getting to know their peers.

Some of the students are living at the EVO residence, in Old Montreal, where they have access to a wide range of activities and support services. Students who have come with their families are being housed in apartments provided by the Kativik Ilisarniliriniq. The courses are offered at the Avataq Cultural Institute, where Nunavik Sivunitsavut

is currently hosted.

The courses will focus on Inuit and circumpolar history, politics, governance, culture and language. The aim is to provide students with an invaluable insight and deeper connection and understanding of their region, its culture and people.

With courses already underway, here is a look at what will be offered for the fall semester:

- English - Circumpolar Literature
- Humanities – Knowledge and the History of Nunavik: Archaeology, Archives, and Oral Traditions
- Aboriginal Languages - Inuktitut and Identity
- Physical Education – Inuit Games

- Cultural Exploration for Nunavimmiut – Arts and Aesthetics

- Inuit-Government Relations

We are glad to hear that the response has been a very positive one so far for both students and teachers. Here is a feature [article](#) on Nunavik Sivunitsavut highlighting their first week!

Follow their journey on [Facebook](#).



© Jade Duchesneau Bernier



COUNCIL OF COMMISSIONERS HIGHLIGHTS

Highlights from the Council of Commissioners

The Council of Commissioners met in Montreal, from June 19 to 22, 2017. Among the agenda items discussed during that meeting, the following points are of interest to school board employees.

Appointment of a new Kativik Regional Government (KRG) representative.

Elena Berthe was sworn in on June 20, 2017, as KRG representative. She holds a seat at the Council of Commissioners and Executive Committee. Elena is replacing Mary Pilurtoot who resigned in March 2017.

Relocation of the Montreal offices to Nunavik

In October 2016, the Council of Commissioners (Puvirnituaq) agreed that a relocation plan would be developed internally by the Human Resources, Material Resources and Finance departments. The plan was finalized and the Commissioners approved it during their June meeting.

The relocation plan is based on a resolution adopted by the Council of Commissioners in March 2015, which identifies Kuujjuaq and Kuujjuaraapik as host communities for the relocation of the Montreal offices. Both communities were consulted by the school board in April 2017 and they expressed their interest in hosting the school board's offices.

A request for funding was submitted to the Quebec Ministry of Education in August, aiming at a ministerial approval for the fall of 2019.

According to the preliminary plan, the relocation of the Montreal offices to Nunavik could be completed by November 2022. The plan foresees the relocation of Human Resources, Finances and Material Resources to Kuujjuaraapik. The community of Kuujjuaq would host the General Administration, Adult Education and Vocational Training services, Education Services and School Operations.

Post-Secondary Student Services, Transport and the school board's printing services would remain in Montreal.

New sponsorship policy for post-secondary students

The Council of Commissioners approved amendments to the post-secondary student sponsorship policy. Key changes concern the eligibility

(continued...)

The relocation plan identifies Kuujjuaq and Kuujjuaraapik as host communities.

of applicants and lodging. They seek to ensure maximum eligibility to all JBNQA beneficiaries interested in post-secondary studies. A Code of Conduct for students of the post-secondary sponsorship program was also reviewed and approved by the commissioners.

Appointment of an Ombudsman for the school board

The Council of Commissioners appointed an Ombudsman for the Kativik Ilisarniliriniq, with a designated substitute. The Ombudsman acts as the independent protector of students.

Their mandate is to address in an impartial way any situation where a student, or their parents are dissatisfied with the services offered by or received from the Kativik Ilisarniliriniq.

In such situations, there are 4 steps to be followed:

1. The student or the student's parents must first talk to the person whom they feel is at fault.
2. Secondly, they must address the situation with the employee's supervisor.
3. If the student or the student's parents are still unsatisfied, they can contact the Associate Secretary General who will work to find a solution to the issues.
4. If all fails, the Associate Secretary General will transfer the issue to the Student Ombudsman.

The student Ombudsman will help to find a solution or make a recommendation to the Council of Commissioners.

The Ombudsman can also review and investigate in an impartial way allegations about employees whose behaviour derogate from the school board's Code of Ethics and Professional Conduct, or whose behaviour causes psychological harassment, or any abuse of power or misuse of the school board's funds.

The same 4 steps must be followed for cases related to school board employees:

1. The plaintiff must first talk to the person whom they feel is at fault.
2. Secondly, they must address the situation with the employee's supervisor.
3. If the plaintiff is still unsatisfied, they can contact the Associate Secretary General who will work to find a solution to the issue.
4. If all fails or if there is a need for an independent perspective, the Associate Secretary General will transfer the issue to the Ombudsman.

No anonymous complaints will be received. However, if an important issue arises, it is possible for the student, the student's parents or the plaintiff to contact anonymously, at the provincial level, the Ombudsman of the province of Quebec.

National Aboriginal Day will now be an official holiday at the school board, as approved by the Commissioners on June 20, 2017.

Key changes seek to ensure maximum eligibility to all JBNQA beneficiaries interested in post-secondary studies.

COMPLEMENTARY SERVICES

The department provides support services to students with special needs and learning difficulties. Through lenses that promote a positive regard for children and their parents, the department's services are geared towards prevention, evaluation, intervention, resource development and, when needed, support to schools in crisis situations. In each school, the department offers expertise and professional resources through a team of Student Counsellors, Behaviour Technicians, Student Support Professionals, Special Education Teachers, Attendants, Special Education Technicians and Nurture groups.

At the regional level, support from a speech therapist as well as psycho-educators and psychologists is also available. A team of regional education counsellors is also accessible as resources to special education technicians and student counsellors. Funds allocated to school projects under the healthy school's program are managed by a dedicated education counsellor. Similarly, expertise and funds management related to anti-bullying awareness and initiatives are managed by a regional education counsellor.

Do not hesitate to reach out to us at the Education Services office in Kuujjuaq!

TEACHERS TRAINING GRADUATES 2016-2017

In July, we had the pleasure of attending the graduation ceremony hosted by McGill University in Inukjuak. There, we celebrated and 6 graduates who were awarded their diplomas. Congratulations to all our 2016-2017 Teacher Training Graduates. Your hard work is inspiring and we look forward to seeing all that you will accomplish in your new chapter.

Certificate in Education for First Nations and Inuit

- Jeannie Annanack
- Alice Kritik
- Sarah Mulucto

Bachelor of Education for Certified Teachers

- Dinah Napartuk
- Louisa Thomassie

Certificate in First Nations and Inuit Educational Leadership

- Kaudjak Padlayat

We would also like to congratulate Pasha Oovaut Puttayuk and Mary Mucco Simeonie who received the 2016-2017 McGill University Jack Cram Award. The award is presented to students who are active participants of the Teacher Training Program and generously share their knowledge with their peers, as instructors.

THE SCHOOL BOARD'S NEW IDENTITY



© Jade Duchesneau Bernier

After nearly 40 years of existence, the Kativik Ilisarniliriniq is refreshing its visual identity. The school board will unveil its new logo on Monday, September 11, at Jaanimmarik School in Kuujuaq. On the same day, all schools in Nunavik are invited to raise the new flag.

The logo features two elements: an igloo and Nuusittuq, the North Star.

These two elements were identified through consultations held with Inuit employees at the Montreal and Kuujuaq offices (February 2016). During these consultations, the following consensus emerged: the school board's logo should convey the idea that the purpose of education is to build a strong foundation rooted into both the modern and traditional Inuit identity, as well as to provide a sense of direction to those who engage in learning.

On the logo, Nuusittuq, the North Star represents the traditional astronomical knowledge of the Inuit and its direct connection to today's global world. Nuusittuq, also symbolizes the strong sense of direction one experiences when engaging into learning. Likewise, it reminds us that, as was the case traditionally for the Inuit, learning can occur at any given time or place.

The igloo provides continuity with the original logo of the school board. The igloo is a powerful symbol of education. It embodies thousands of years of Inuit environmental and architectural knowledge, passed on from one generation to another to this day. To stand, the igloo must have a strong foundation. Similarly, the education services provided by the school board represent building blocks that aim to develop a strong foundation rooted in Inuit identity. As a home and as a place where people gather, the igloo also reminds us of the essential role families and communities play in education.

Blue remains the main colour of the school board, its support services and schools of the regular sector. In addition, a specific colour was attributed to the following services: **Adult Education and Vocational Training (GREEN)**, **Post-Secondary Student Services (RED)** and **Teacher Training (PURPLE)**. These colours represent the four key areas of education services offered to Nunavimmiut by the school board.

The creation of the new logo was managed by a committee who worked with an external supplier for graphic design services, based on a mandate provided by the Council of Commissioners in June 2015. The logo committee worked closely with the Executive Committee to integrate the Commissioners' comments and modification requests. The final logo was approved by the Council of Commissioners in December 2016.

Please visit the [employee area](#) of the Website to download the new font and templates for PowerPoint presentations, letters, faxes and memos.

RETIREMENTS

We would like to highlight the work and commitment dedicated by the following Kativik Ilisarniliriniq employees who recently left us or who will be leaving us soon for a well-deserved retirement. Thank you for your contribution and work over the many years!

(continued...)

RETIREMENTS

(...continued)

Lorraine Trudel retired on June 30, 2017. Lorraine worked as an Education Counsellor with the Kativik Ilisarniliriniq for 28 years at the Kuujjuaq Head Office.

Gaston Cote retired on June 30, 2017. He had been working with the school board for over 37 years. He worked as a teacher at Jaanimarik, Kuujjuaq.

Martha Unatweenuk January 4, 2017. Martha worked as a janitor for 15 years in Ulluriaq, Kangiqsualujjuaq.

Alice Eva Annanack retired on April 25, 2017. Alice Eva worked for 11 years as the Centre Director at Ulluriaq, Kangiqsualujjuaq.

Maggie Lucy Etok Annanack retired on June 30, 2017. Maggie Lucy worked for the school board for 37 years as an Inuktitut Teacher at Ulluriaq, Kangiqsualujjuaq.

Mary Palliser retired on June 30, 2017. Mary worked with the school board for 16 years teaching at Innalik, Inukjuak.

Philippe De Breyne retired on August 1, 2017. Philippe worked for the school board for 11 years as a translator based at the Montreal Head Office.

Leah Oweetaluktuk retired on September 8, 2017. She worked with the school board for over 26 years as Vice-Principal at Innalik, Inukjuak.

Richard Therrien retired on September 20, 2017. Richard worked with the school board for 11 years at Pigiurvik, Salluit.

Eliana Manrique, Assistant Director of Research and Training took her retirement in June 2017. Eliana worked at the school board for 10 years, in Kuujjuaraapik and Kuujjuaq.

NEW EMPLOYEES AND NEW APPOINTMENTS

This year, the school board recruited more than 30 new teachers who have now joined our school-teams in different Nunavik communities. Many new employees have joined the school board since our February issue, and others have been appointed to new positions. Welcome and congratulations to all of you!

Our team of School Administrators and Centre Directors also counts some new members: In Kangiqsualujjuaq, Nikita Etok joined the school team last year. In Aupaluk, Annie Thomassiah joined the Tarsakallak School team as Centre Director. Nathalie Mercier left her position of Assistant Director of School Operations and has been appointed School Principal at Pigiurvik School, where Emalla Amaamatuak is Vice-Principal.

In Puvirnitug, at Iguarsivik School, Lucy Qalingo and Lizzie T. Kanuayuak changed positions. Lucy is now Centre Director, while Lizzie is Vice-Principal. Benoît Dupont also joined the team as School Principal. At Ikaarvik School, Annie Alasuak replaced Peter Novalinga as Centre Director. Debra Michel is joining the team as School Principal.

In Akulivik, the team at Tukisiniarvik School welcomed Lily Qinuajuak as Centre Director. At Innalik School in Inukjuak, Pamela Epoo replaced Betsy Epoo who took her retirement last year as Centre Director.

(continued...)

NEW EMPLOYEES AND NEW APPOINTMENTS

(...continued)

Don Kearnan has been appointed Interim Assistant Director of School Operations in the absence of Cassandra Churcher. Gilles Dubé also joined the School Operations department as Interim School Coordinator.

In March 2017, Eva Ilisituk was appointed Secretary General of the school board, a position previously held by Harriet Keleutak. Also in March, M^e Frederick Roussel replaced M^e Louise Boissé as Associate Secretary General.

At Education Services, Mahmoud Taifour was recruited as Education Counsellor for Secondary Math and Science (French), Hervé Guillotel joined the team as Health and Physical Education Counsellor and Valérie Beauvais was hired as Education Counsellor for the school board's Individualized Pathway of Learning. Finally, Amber Doughwright is back from maternity leave and replaces Crystal Speedie at Secondary ESL and Social Studies. Finally, Lisa Epoo also joined the school board this summer as secretary for the Curriculum Development department.

Melissa Akimana joined the General Administration department as Interim Public Relations Officer, a position held by Kaudjak Padlayat, currently Interim Assistant Director of Education Services. André Martineau joined the General Administration team in the translation department. He is replacing Philippe De Breyne as French translator.

HR REMINDERS

A reminder that if you plan to be absent from work, please contact your immediate supervisor prior to the start of your teaching. This will help ensure there is adequate time to have someone available for your students in your absence. If you are unable to reach your supervisor, please make sure to contact them as soon as possible. A medical note might be required upon your return.

Professional Development

The Kativik Ilisarniliriniq offers support to all its employees interested in professional development opportunities. Depending on which professional category you belong to, different types of support are available, with specific requirements. These are detailed in the following Administrative Directives, available on our website: HR-14 (teachers), HR-15 (non-teaching professionals), HR-16 (support staff).

DATES TO KEEP IN MIND

October 17-19, 2017: Council of Commissioners, Akulivik

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

EDITORIAL TEAM
Jade Duchesneau Bernier & Melissa Akimana