



## SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

### **Our Mission:**

*"In SGDSB we are learners. Everything we do is designed to help all students succeed and make a difference. We build positive places for learning and working... together"*

### **Our Motto:**

*"Small schools make a difference"*

### **Our Vision:**

*"Inspiring our students to succeed and make a difference"*

### **Our Values:**

*"Character, Citizenship, Collaboration, Communication, Creativity and Critical Thinking"*

### **Indigenous Education Advisory Committee**

Tuesday, April 27, 2021 – 10:00 a.m. to 12:00 p.m.

Virtual Meeting – Microsoft Teams

Teleconference Dial-In Information: 1 – 8 4 4 – 6 1 3 – 3 1 2 0; Conference ID No.: 371 247 127#

## **MINUTES**

### **1.0 Roll Call**

<i>Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)</i>											
<b>First Nation Tuition Agreements</b>	OS	TC	VC	A	R	<b>Representatives</b>	OS	TC	VC	A	R
<i>(Aroland) Annamarie Majiskon</i>			X			Tamara Vernier, Native Language Teacher					X
<i>(Biigtigong Nishnabeg) Lisa Michano</i>			X			Bernadine O'Brien, Grad Coach			X		
<i>Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Yvonne Kowtish</i>			X			Sarah Park, Grad Coach			X		
<i>Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Christine Hardy</i>					X	Student Representative Erin Couture					X
<i>Biinjitiwaabik Zaaging Anishinabek (Rocky Bay) Gabrielle Swerdlyk</i>					X	Patti Pella, Education Officer, Ministry of Education					
<i>(Ginoogaming #77) Victor Chapais</i>			X								
<i>(Ginoogaming #77) Sheri Taylor</i>					X						
<i>(Marten Falls FN) Sandy Moonias</i>			X			<b>Trustees</b>					
<i>(Pays Plat) Valerie Auger</i>					X	Dr. Paul Cormier ( <i>IEAC Chair</i> )			X		
<i>(Pic Mobert) Nicole Simpson</i>					X	Mark Mannisto					X
<i>(Pic Mobert) Stan Sabourin</i>			X			Christine Major			X		
<i>(Red Rock) Judy Wawia</i>					X	Pinky McRae ( <i>Ex-officio</i> )					X
<i>(Red Rock) Marilynn Netemegesic</i>			X			<b>Board Administration</b>					
<i>(White Sands) Barbara Ann Wynn</i>					X	Nicole Morden Cormier, <i>Director of Education</i>			X		
<b>First Nation (Other)</b>						Shy-Anne Bartlett, <i>Interim Indigenous Education Lead</i>			X		
<i>Animgiigoo Zaagiigan Anishinabek Denise Bottle</i>			X			Charlie Bishop, <i>Superintendent of Education</i>			X		
<i>Angela McLeod (Flying Post First Nation)</i>			X			Will Goodman, <i>Superintendent of Education</i>			X		
<i>(Longlac 58 First Nation)</i>						Alex Marton, <i>Superintendent of Business</i>			X		
<i>(Bingijiwi Neyaashi Anishnaabek) Robin Ranger</i>			X			Bev Vachon, <i>Principal, Marjorie Mills Public School</i>					X
<b>Representatives</b>						Stephen Wilson, <i>Principal, Marathon High School</i>			X		
<i>(CEP Program Liaison) Skylene Metatawabin</i>					X	Tom Rivers, <i>Vice-Principal, Geraldton Composite High School</i>			X		
<i>Randi Ray, Wabun Education Partnership Program.</i>			X			Jennifer Rissanen, <i>Principal, Nipigon-Red Rock District High School</i>			X		
<i>Nancy O'Donnell, Regional Education Council Coordinator</i>			X			Erik Leroux, <i>Vice-Principal, George O'Neill Public School</i>			X		
<i>Tim Robbins, Metis Representative</i>			X			Leslie Blackwood, <i>Vice-Principal, Schreiber Public School</i>			X		
<i>Debra Grebenc, Metis Representative</i>			X			Christopher Martin, <i>Principal, Lake Superior High School</i>			X		
<i>Scott Baker, Nokiwin Tribal Council</i>					X	Mahejabeen Ebrahim, <i>Human Rights and Equity Advisor for SGDSB</i>			X		



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### **2.0 Opening Prayer**

Elder Marilyn Netemegesic honored the Committee by opening the meeting with a prayer.

### **3.0 Welcome and Introductions**

Committee Chair Paul Cormier welcomed everyone to the meeting and provided an opportunity for introductions for new members.

### **4.0 Approval of the Minutes**

Quorum could not be established for the February 2, 2021 meeting; therefore, the meeting notes are attached for information.

Due to clerical error, the meeting minutes of September 24, 2020 were amended to include a note that the resolution was not correctly documented for the approval of the March 3<sup>rd</sup> and June 16<sup>th</sup>, 2020 meeting minutes. Therefore, those meeting minutes will be brought back to the committee at the next meeting for approval.

*Mover: Marilyn Netemegesic Second: Victor Chapais*

*That the minutes for the Superior-Greenstone DSB Indigenous Education Advisory Committee meeting, September 24, 2020 be accepted and approved as amended.*

*Carried*

### **5.0 Celebrations: Newsletter**

Shy-Anne Bartlett Interim Indigenous Education Lead presented the newsletter that featured celebrations of the learning that has taken place across the school district. She encouraged committee representatives to contribute to the newsletter with any relevant information and encouraged the sharing of the newsletter within the communities. Elder Angie Ice will be regularly contributing to the newsletter with information regarding moon teachings. The goal of the newsletter is to include more input from communities.

Shy-Anne will connect with Denise Bottle to collect the contact information for Yvette Metasinine who will be added to the committee and communication list.

### **6.0 Youth Council Update**

Youth Council Member, Justice Kwissiwa provided a presentation regarding the Indigenous Youth Council. Justice shared his experiences he has had as a member of the Council. He highlighted the meeting topics that included land-based learning, spirituality and walking a good path, and local stories. Justice spoke of his participation on the NAN (Nishnawbe Aski Nation) Youth Council Panel where he was 1 of 7 youth who had the privilege to participate. He provided a powerful presentation and left the committee with a powerful message to always “speak even if your voice shakes”.

Principal Tara Balog spoke of the strong and powerful voice that Justice has provided as part of the Youth Council. Elder Marilyn Netemegesic spoke of her pride in the youth, and in Justice for his courage and strong leadership. She expressed her gratitude for the opportunity to be part of the Indigenous Youth Council.

Note: Christopher Martin left the meeting at 10:32 a.m.



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### **7.0 IEAC System Report**

Director of Education Nicole Morden Cormier presented the IEAC System Report. She introduced the document as a sample of what could be provided at each meeting to share information with the group that the meeting agenda may not always allow time for. The document notes the mandate of the Indigenous Education Advisory Committee and the information contained within the report reflect the mandate.

She provided a brief review of the highlights of the report and particularly highlighted the grade 9 de-streaming information meeting that is scheduled for May 12<sup>th</sup> at 9:00 a.m.

She requested the Committees feedback regarding this report format and if this is something the Committee wishes to be provided with at each meeting. The Committee offered several suggestions that included;

- Tracking the goals of the mandate.
- Coding the report to note what indicators have been achieved under the mandate goals.
- Monitor progress around indigenous education, success rates and report back to the committee.
- Sharing of the self-identification data collected through the IEAP tool.
- Discussions regarding the importance of educating parents more about the option for students to self-identify as Indigenous. Educate the communities on how the information will be utilized in support of students.
- The committee discussed the importance of collecting qualitative data vs. quantitative data.

The Director expressed her gratitude for the open discussions, and the feedback shared. She noted that we are learning together as we collectively support the students. She thanked the Committee for the valuable conversations and willingness to move forward in a positive direction as we work together.

Committee Chair and Trustee Paul Cormier expressed his gratitude to the group and noted that everyone is “learning as we are doing this important work” and changing the system together. He noted the importance of community input on agenda items and encouraged the Committee members to continue to speak their minds and from their hearts. As the representative for the communities, he reviews and provides input on their behalf for the creation of the IEAC meeting agendas. He encouraged representatives to continue to reach out to him with items they wish to discuss or receive further information on.

Note: Judy Wawia joined the meeting at 10:41 a.m., Randy Rae left the meeting at 11:00 a.m., Steve Wilson and Shy-Anne Bartlett left the meeting at 11:01 a.m.

### **8.0 Update: Hiring Process Committee for Indigenous Education Lead**

Human Rights and Equity Advisor, Mahejabeen Ebrahim provided a comprehensive review of the work accomplished by the Hiring Process Committee for the Indigenous Education Lead position. She explained that an IEAC sub-committee was created from those who volunteered. The Sub-Committee included – the Chair of IEAC and School Board Trustee - Paul Cormier, Superintendent of Education - Charlie Bishop, the Director of Education, Biigtigong - Lisa Michano, and the Human Rights and Equity Advisor – Mahejabeen Ebrahim. This work was done with input from Judy Wawia. On behalf of Superior-Greenstone District School Board, Mahejabeen expressed deepest and humble thanks to this group for all the hard work and deep learning.

The sub-committee’s role was to advise on recruiting the Indigenous Lead for Superior-Greenstone District School Board. To do this work, the sub-committee aimed to work together respectfully and build consensus in Committee meetings. She noted that the Committee recognized that any one person cannot represent all the First Nations communities that work with



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this Board. Also, that IEAC provides a forum for communication and input through the Chair on the work of this Board.

The sub-committee had several long meetings to allow for deep conversations about this role – in particular, its importance to serve the needs of Indigenous students and Indigenous communities. The sub-committee provided advice to the management of Superior-Greenstone District School Board about the hiring for this role.

The Sub-Committee provided advice about:

- The importance of working with Indigenous communities and building respectful relationships;
- The need to respect the culture and traditions of Indigenous peoples – from being willing to meet with the local communities, to working together. Understand that each First Nation is different and that we need to learn about every one of them;
- The value of true communication – that starts with respect and is about listening to understand each other;
- For serving the needs of Indigenous students – that the time to be spent on student achievement and well-being was very important for current and future students;
- The lead needs to understand Indigenous students and find ways to benefit them;
- The lead needs to raise issues about student concerns and work with teachers and system leaders to do better for the students. For example, understand how COVID-19 has affected Indigenous communities and resulted in further isolation of Indigenous students;
- How to strengthen the hiring process to get the best person to serve the needs of students and communities.

Mahejabeen noted that we are all learning together and it is with humble gratitude that we do this work of providing education with you – all the communities in this area and those who advise on this Indigenous Education Advisory Committee.

The Director advised the Committee that this year the school board has hired a third-party company to review all of the positions within the organization. Several significant changes will be made including the change to the title of the Indigenous Education Lead position. These changes will first be presented at the Board meeting on May 17<sup>th</sup>. The school board will then implement the recommended organizational changes in the weeks following the Board meeting. The Director announced that the new title for the position will be Manager of Indigenous Education. She noted that the role is important within the structure of the school board and it is integral that they are decision makers and that the Manager will have the authority to proceed without consult of the Director or Senior Admin. The role now matches the authority level of similar roles within the organization such as the Manager of Mental Health Services. The Committee discussed the position changes and asked several questions including the organizational chart and how the Manager will ensure accountability. The Director advised that organizational chart will be updated and posted to the boards website in the weeks following the Board meeting. She noted that the Manager of Indigenous Education will report to the Director and that the role is also guided by legislation, policy and procedure.

In the coming weeks a message will be sent out to IEAC community representatives to seek volunteers to assist with a portion of the interview process. A request was received to include the knowledge and awareness of the 7 teachings, to the position criteria.

The Committee is encouraged to please email Mahejabeen or Nicole Morden Cormier with any additional feedback.

Note: Upon the conclusion of the discussions for agenda item 8.0, Shy-Anne Bartlett was requested to return to the meeting.



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### **9.0 Discussion and Recommendations: Enhancing Culture and Language Regional Projects**

Interim Education Lead Shy-Anne Bartlett advised of available funding in the amount of \$30,000.00 to be used towards enhancing culture and language regional projects. She requested the committees input and recommendations for project ideas that would best benefit the district. The committee offered several suggestions including a project to honour the elders within the communities such as an elder wall, history collection, elder story telling that could be used within schools, and updating of the First Nations handbook that SGDSB created.

The committee discussed the confidentiality issues and the sensitivity of any of the information that is collected through any possible project. Recommended to develop an ethical framework and/or policy regarding how any collected information is used, to give guidance to the schools with how they use, protect and respect this information.

### **10.0 Discussion and Recommendations: Mental Health**

Mental Health Manager Deana Renaud presented the work of the SGDSB Mental Health team during the last several months. She highlighted the team members, the work they are doing within the schools and across the district. Her presentation showcased the work that has taken place to support mental health including 1123 student engagements through partnership, over 200 students participated in a well-being and culture activity, staff professional development regarding mental health, and collaborative work with Dilico for a workshop series.

She expressed her gratitude for the opportunity to speak with the Committee and reflected on the importance of the voices of the Committee members as we review the work accomplished and determine next directions. She advised that in the coming weeks, she will be reaching out to communities for input on developing relationships, recommendations for community connections and contacts for local services available to their members. She discussed the importance of building intentional connection and the development of a mental health strategic plan.

Note: Victor Chapais left the meeting at 11:39 am.

### **11.0 Equitable Hiring Practices Policy**

Superintendent of Education, Will Goodman advised that the school board has recently completed significant changes to its Equitable Hiring Practices policy 704. The Policy is currently posted for stakeholder review. He discussed PPM 165 – school board hiring process (<http://www.edu.gov.on.ca/extra/eng/ppm/165.html>), that was received from the Ministry and advised of the need to ensure the policy is reflective of a good equitable practice for all hiring within the school board. The Indigenous Education Advisory Committee is encouraged to review the document and provide feedback prior to June 15, 2021. Feedback can be submitted via email to Will Goodman or GerriLynn Christianson. There will be a procedural document that will accompany the policy and the feedback collected from community partners will greatly influence the revisions of the management guideline.

### **12.0 Progressive Discipline and School Safety Procedures**

Deferred to the next meeting due to time constraints.

### **13.0 Open Discussion of Areas of Need**

Nothing was brought forward at this time.



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#### **14.0 Open Discussion and Suggestions for Discussions for Next Meeting**

The Committee Chair provided an opportunity for anyone to share. He also advised that topics for the next meeting can be offered to Shy-Anne at any time between now and the next meeting. A request was received to learn more about the Native Language Programming and addressing racialized incidents in schools.

The Director addressed the question regarding the date for students to return to in-person learning. She advised that at this time the Ministry of Education has not provided any direction. She noted that Dr. David Williams is expected to make an announcement on Thursday or Friday of the current week and school boards are anxious for communication.

#### **15.0 Schedule of Meeting Dates for IEAC:**

- *June 1, 2021*
- *October 26, 2021*

#### **16.0 Adjournment:**

Marilyn Netemegestic honored the committee by closing the meeting with a closing prayer.

*Moved by: Denise Bottle      Second: Stan Sabourin  
That, the Indigenous Education Advisory Committee meeting on April 27, 2021 adjourn at  
12:14 p.m.*

*Carried*