



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

Thursday, June 24, 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.: 332 465 566#

MINUTES

1.0 Roll Call

Attendance: On-site (OS); Teleconference (TC); Videoconference (VC); Absent (A); Regrets (R)											
First Nations Communities	OS	TC	VC	A	R	Representatives	OS	TC	VC	A	R
(Aroland) Annamarie Majiskon					x	Tamara Vernier, <i>Native Language Teacher</i>			x		
(Biigtigong Nishnabeg) Lisa Michano			x			Bernadine O'Brien, <i>Grad Coach</i>			x		
<i>Biinjitiwaabik Zaaging Anishinabek (Rocky Bay)</i> Yvonne Kowtish					x	Sarah Park, <i>Grad Coach</i>			x		
<i>Biinjitiwaabik Zaaging Anishinabek (Rocky Bay)</i> Christine Hardy			x			Student Representative Erin Couture					x
<i>Biinjitiwaabik Zaaging Anishinabek (Rocky Bay)</i> Gabrielle Swerdlyk					x	Patti Pella, <i>Education Officer, Ministry of Education</i>			x		
(Ginoogaming #77) Victor Chapais					x						
(Ginoogaming #77) Sheri Taylor					x						
(Marten Falls FN) Wanda Coaster					x	Trustees					
(Pays Plat) Valerie Auger			x			Dr. Paul Cormier (<i>IEAC Chair</i>)			x		
(Pic Mobert) Nicole Simpson					x	Mark Mannisto			x		
(Pic Mobert) Stan Sabourin			x			Christine Major					x
(Red Rock) Judy Wawia			x			Pinky McRae (<i>Ex-officio</i>)			x		
(Red Rock) Marilynn Netemegesic			x			Board Administration					
(White Sands) Barbara Ann Wynn					x	Nicole Morden Cormier, <i>Director of Education</i>			x		
<i>Animigiigoo Zaagi'igan Anishinabek</i> Denise Bottle					x	Shy-Anne Bartlett, <i>Interim Indigenous Education Lead</i>			x		
<i>Animigiigoo Zaagi'igan Anishinabek</i> Yvette Metasinine					x	Charlie Bishop, <i>Superintendent of Education</i>			x		
Angela McLeod (<i>Flying Post First Nation</i>)			x			Will Goodman, <i>Superintendent of Education</i>			x		
(Longlac 58 First Nation)				x		Alex Marton, <i>Superintendent of Business</i>			x		
(Bingijiwi Neyaashi Anishnaabek) Robin Ranger			x			Mahejabeen Ebrahim, <i>Human Rights and Equity Advisor for SGDSB</i>			x		
Representatives											
(<i>CEP Program Liaison</i>) Skylene Metatawabin			x								
Randi Ray, <i>Wabun Education Partnership Program.</i>					x						
Nancy O'Donnell, <i>Regional Education Council Coordinator</i>			x								
Tim Robbins, <i>Metis Representative</i>			x								
Debra Grebenc, <i>Metis Representative</i>			x								
Scott Baker, <i>Nokiiwin Tribal Council</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. The agenda was amended to move items 12 and 14 to now be agenda items 5 and 6. Also an addition was made for the topic of Canadian Welding Burro Initiative.

4.0 Approval of the Minutes

*Moved by: Marilyn Netemegesic Second: Mark Mannisto
That the minutes for the Superior-Greenstone DSB Indigenous Education Advisory Committee meeting, March 3, 2020 and June 16, 2020 be accepted and approved.*

Carried

*Moved by: Marilyn Netemegesic Second: Deb Grebenc
That the minutes for the Superior-Greenstone DSB Indigenous Education Advisory Committee meeting, April 27, 2021 be accepted and approved.*

Carried

5.0 Hiring Process Update

Superintendent of Education Will Goodman provided a historical overview of the teacher hiring practices changes made to Ontario Regulation No. 274. Reg 274 has been removed and therefore so do the practices of hiring teachers in this manner. He advised that the removal of Reg 274 outline that hiring does not involve particulars such as seniority as a factor to hiring and that requirements are mandated for a consistent and equitable process. He reviewed a PowerPoint presentation with the Committee that outlined the changes to Board Policy 704 Equitable Hiring Policy. The changes include a focus on diversity, equity and human rights, qualifications, merit and experience, fairness, transparency, monitoring and evaluation.

The Superintendent reviewed the Management Guideline and advised that the Management Guideline details of how the policy will be implemented. He noted that a **procedural guideline** is being developed and will specify details around specific hiring practices such as FN funded roles. Further IEAC consultation will be conducted in the creation of this document.

Feedback from IEAC committee members on the presented material included the following;

- Sharing of job postings to IEAC in an email.
- Suggestion to connect with other organizations across the province regarding the hiring process of other Boards. The Superintendent will review this and communicate back the findings.
- Inclusion of the representative organizations as part of the interview panel and not limit it to those communities with Education Service Agreements.
- IEAC representatives being invited into the hiring process and all the way through.
- Request to include community representative on the hiring panel when hiring is being done by the Board for a community funded position; for example, an Education Assistant.
- Recommendation to note at the beginning of the procedural guideline the statement that partnership with the First Nations is priority.

The Superintendent advised that in follow up to this presentation a formal communication will be sent to the members of IEAC. Committee members are encouraged to please contact Will with feedback and input via email at wgoodman@sgdsb.on.ca



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6.0 Recommendations: Indigenous Student Success Role

The Director presented a preliminary draft proposal to the Committee to request feedback and direction regarding the potential creation of the Indigenous Student Success position. She advised that the intention would be for this individual to work with the education department that would focus on students in need and advocate for student success. The role would include board and school level data review and implementation of programs and services. The position would be part of the Multi-Disciplinary team that includes Mental Health, Special Education and Positive Behavior Support. Together with the team, the Indigenous Student Success role would participate in planning and implementing initiatives.

The Director will share the draft document with the committee to solicit feedback until mid-August 2021. She noted that it would be ideal to have the position implemented in September 2021 if possible. Please email Nicole Morden Cormier and Shy-Anne Bartlett with your Comments and feedback.

7.0 Open Discussion of Areas of Need

Chair, Paul Cormier

7.1 Manager of Indigenous Education

Superintendent of Education Charlie Bishop along with Human Rights and Equity Advisory Mahejabeen Ebrahim discussed the hiring process that was followed to permanently fill the role of Manager of Indigenous Education. He advised that as previously reported, the subcommittee was developed and reviewed the hiring process and the suggestions were incorporated.

The Director discussed the work that Cornerstone Management completed with the Board to review the organizational structure and review pay equity. During their review they made recommendations to adjust several roles within the Board. One of the recommendations implemented was to upgrade the position to the management level of Manager of Indigenous Education. This change provides the position the same level of influence, importance and is equitable with other management roles within the board. It also supports IEAC's previous recommendation to remove the requirement for Principal level qualifications. The Director advised that the change to Manager level helps support the creation of an Indigenous Education department within the Board. The department positions include 2 Grad Coaches, .5 Teacher at Marjorie Mills Public School, .5 Vice-Principal at GCHS dedicated to Student transitions, and the new Student Success role discussed earlier in the agenda. The funding for the roles are supported by the GSN and Multi-Disciplinary team funding.

The Committee discussed the hiring process and made the recommendation that IEAC representatives be involved in every stage of the process. The Superintendent advised that there are improvements that will need to be made to the hiring process for future recruitment. He expressed his gratitude for the work of the subcommittee and the support to review and improve the process moving forward.

8.0 Celebrations: Newsletter

Shy-Anne Bartlett introduced the Newsletter that was distributed. She issued a reminder to please send her any additions you wish to have included.

9.0 IEAC System Report Questions and Discussion

The Director of Education Nicole Morden Cormier introduced the IEAC System Report that was attached to the meeting agenda. No questions or discussions were had.



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Note: Yvonne Kowtiash joined the meeting at 11:30 a.m.

Note: Robin Ranger left the meeting at 11:33 a.m.

10.0 Update: Enhancing Culture and Language Regional Projects

S. Bartlett discussed the funding available to enhance culture and language on a regional level. She requested feedback from the committee on how best to utilize the \$30,000 in funding. The following suggestions were received;

- Working with elders to help capture the history of the community.
- Host an SGDSB indigenous conference.
- An event that brings the youth and elders together.
- Updating the Indigenous Education Handbook for SGDSB.
- Learning circles.
- Develop a protocol for inviting knowledge keepers in to schools. Making sure that everyone is clear of what that process looks like.

The Committee concluded that the best supported idea was to develop a conference. S. Bartlett will begin the development of this idea and update the Committee at a future meeting.

11.0 Language Programming

Deferred.

12.0 Presentation: Progressive Discipline and School Safety Procedures

Deferred.

13.0 Student Data Report Ministry of Education

Deferred.

14.0 Graduation Coach Update

Grad Coach Bernadine O'Brien provided an update regarding the work that has been accomplished with students to date. She advised that it has been a very busy graduation season and happily reported the success of the drive through event held to honour the graduation of 40 students from the Geraldton Composite High School. The majority of the graduating students identify as Indigenous.

Work has continued to guide students through transitions to High School. The event is currently planned for face to face session on August 23, 2021. She discussed the summer learning opportunities available this summer and the food security project.

15.0 Canadian Welding Burro Initiative

Deferred.

16.0 Open Discussion and Suggestions for Discussions for Next Meeting

Committee Chair P. Cormier recommended that the frequency of meetings be discussed at the next meeting to collect feedback from the committee.

17.0 Next Meeting Date: October 26, 2021

The next meeting is scheduled for October 26, 2021.



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18.0 Adjournment:

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

*Moved by: Mark Mannisto Second: Marilyn Netemegesic
That, the IEAC Meeting on June 24, 2021 adjourn at 12:18 p.m.*

Carried