



Living Sky School Division No. 202

BOARD PACKAGE

Information for the regular meeting of the Living Sky
School Division Board of Education on:
September 24, 2025



Prepared By:
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Prepared For:
LSKYSD Board of
Education

 www.livingskysd.ca

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LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting

Date: September 24, 2025 – 4:00 pm

AGENDA

A. Call to Order

- A.1 Land Acknowledgement & Values Page 3
- A.2 Welcome and Introductions
- A.3 Declaration of Conflict of Interest

B. Approval of Agenda

- B.1 Agenda Page 1
Motion to Approve

C. Approval of Previous Minutes

- C.1 September 10, 2025 Page 4
Motion to Approve

D. Business Arising / Unfinished Business from Previous Meeting

E. Presentations & Delegations

F. Business as Usual

G. Action Items

- G.1 Accounts Page 7
- G.2 Norman Carter Roof Tender Approval Page 8

H. Administrative Reports

- H.1 Director’s Report Page 10
Motion to Receive and File

I. Board Reports

- I.1 Extra Curricular Committee and Maymont Joint Use Facility
Motion to Receive and File

J. Information Items

- J.1 Continuous Agenda Page 41
- J.2 SSBA Fall Assembly Agenda Page 45
Motion to Receive and File





K. In-Camera

K.1 Motion to Move In-Camera

K.2 Motion to Rise and Report from In-Camera

L. Items Arising from In-Camera

L.1 Motion to Receive and File

M. Advocacy

M.1 NDP Opposition Critic Meeting

N. Adjournment

Land Acknowledgement

In the spirit of truth and reconciliation, we acknowledge, with gratitude and respect, that the land on which we gather is situated within Treaty Six and Treaty Four territories, traditional homelands of the Nehiyawak, Nakawe, Dene, Nakota, Dakota, Lakota and homeland of the Métis Nation. We recognize that we must learn about the rich history of this land to better understand our role as residents, neighbours, partners and stewards.

As a board and leadership team, we acknowledge the roles we play in making truth and reconciliation a priority and commit to deepening our understandings, so that we can support the journey toward building a more just and inclusive community, province and country. We are all treaty people.

Values

Genuine Relationships are...	Genuine Relationships are not...
<ul style="list-style-type: none"> • Engaging in healthy conflict over ideas and concepts that drive a discussion toward goals and growth, trusting that we are all committed to the vision and goals of the school division, knowing fully well that it does not impact our interpersonal relationships. • Acknowledging that we have heard and understood others' points of view. • Being transparent in our communication, disclosing what we are at liberty to share. • Demonstrating optimism – noticing what is going well, rather than noticing only what needs to improve. • Working as a team, everyone striving to do their best. 	<ul style="list-style-type: none"> • Thinking that we don't have to implement decisions that we did not fully support and undermining what the group is trying to accomplish. • Being aggressive to make a point without listening or honouring others' concerns or views. • Telling everyone everything. There are legal and professional obligations NOT to share personal information of students and staff. • Avoiding important conversations, not addressing conflict with others or not acknowledging things that could improve. • Succumbing to group think.



**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF EDUCATION**

Living Sky School Division No. 202

On

Wednesday, September 10, 2025 at 5:30 p.m.

Note: MC motion carried

	Present	Trustees: <i>Pethick, Weber, Connor, Gartner, Kemery, Kobelsky, Leask, Linnell, Omelchenko, and Schneider.</i> Also in attendance were: Director of Education, <i>Brenda Vickers</i> and Superintendent of Business, <i>Lisa Palmarin.</i>		
	Call to Order	Chairman <i>Pethick</i> called the meeting to order at 5:30 p.m.		
B	Agenda	MC	Trustee <i>Leask</i> moved the agenda to be approved as presented.	001-09/10/2025
	Declaration of Conflict of Interest	Nothing to report.		
C	Minutes	MC	Trustee <i>Gartner</i> moved the Board to approve the minutes of the Regular Meeting of June 18, 2025.	002-09/10/2025
D	Business Arising/Unfinished Business from Previous Meeting	Nothing to report.		
E	Presentations & Delegations	Nothing to report.		
F	Business As Usual	None.		
G	Action Items	G.1	Accounts	
		MC	Trustee <i>Connor</i> moved the Board to approve payment of accounts as presented.	003-09/10/2025
		G.2	Bus Purchase Tender	
		MC	Trustee <i>Kobelsky</i> moved the Board to award the tender of \$690,758 for four busses to Warner Bus Industries Ltd.	004-09/10/2025
		G.3	i Policy 3040 Finance	
		MC	Trustee <i>Kemery</i> moved the Board to approve the revised Policy 3040 – Finances as presented.	005-09/10/2025
			ii Policy 2010 Role of the Board	
		MC	Trustee <i>Schneider</i> moved the Board to approve the revised Policy 2010 – Role of the Board as presented.	006-09/10/2025
		G.4	St. Vital Roof Tender Approval	
MC	Trustee <i>Linnell</i> moved the Board to approve the tender of \$553,350 for replacement of roof sections 1 and 9 at St. Vital to Haid Roofing Ltd.	007-09/10/2025		

H	Administrative Reports	H.1	Director's Report	
		H.2	Superintendent of Business Report	
		MC	Trustee <i>Weber</i> moved the Board to receive and file the Director and Superintendent of Business reports as presented.	008-09/10/2025
I	Board Reports	I.1	Board Chair Report – Commitments June, July & August	
		MC	Trustee <i>Omelchenko</i> moved the Board to receive and file the Board Chair Commitments for June, July & August as presented.	009-09/10/2025
J	Advocacy		<ul style="list-style-type: none"> • The Board acknowledged that the loss of Jordan's Principle funding has been a significant challenge impacting support services. • Trustees expressed appreciation for the positive engagement in school athletics, highlighting the success and enjoyment of the recent Hafford football and volleyball games. • The Board celebrated the news regarding an opportunity for schools to apply for a government grant for playground funding, which will enhance outdoor learning and playing. • Trustees shared their enthusiasm for what they felt was a strong and encouraging start to the school year. • Trustees reported active participation in School Community Council meetings, reinforcing their commitment to community engagement and collaboration. • Trustee Pethick continues to represent the division at Saskatchewan School Board Association meetings, ensuring alignment with provincial initiatives and advocacy efforts. 	
K	Information Items	K.1	Opening Day Enrolment	
		K.2	Continuous Agenda	
		K.3	PMR 3-Year Plan Approval	
		K.4	Response from the Minister re: Transportation Funding	
		K.5	Ministry Approval 2025-26 Budget	
		MC	Trustee <i>Pethick</i> moved the Board to receive and file the information items as presented.	010-09/10/2025
L	In-Camera	L.1	Move In-Camera	
		MC	Trustee <i>Leask</i> moved the Board move to the in-camera session.	011-09/10/2025
		L.2	Rise and Report	
		MC	Trustee Gartner moved the Board to rise and report from the in-camera session.	012-09/10/2025
M	Items Arising from In-Camera	M.1	Confidential HR Staffing Report	
		MC	Trustee <i>Connor</i> moved the Board to receive and file the Confidential HR Staffing Report	013-09/10/2025
		MC	Trustee <i>Weber</i> moved the Board to request administration to draft a resolution, to be taken forward to the SSBA Fall Assembly, to address provincial government for an equitable funding model for the northern and rural school divisions.	014-09/10/2025

N	Adjournment	MC	Trustee <i>Kobelsky</i> moved the Board to adjourn the regular meeting of September 10 th , 2025 at 7:47 p.m.	015-09/10/2025
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Ronna Pethick
CHAIRMAN OF THE BOARD

Lisa Palmarin
SUPERINTENDENT OF BUSINESS



LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Action Item

Action Number: G1

Date: September 24, 2025

ACTION

TO: Board of Trustees

FROM: Lisa Palmarin, Superintendent of Business

SUBJECT: Payment of Accounts

BACKGROUND:

Date	Item	Total
Sept 9, 2025	#PJ00613 (online payment)	787.14
Sept 10, 2025	#DD094159 – DD094247 (direct deposit)	18,459.11
Sept 10, 2025	#DD094248 – DD094354 (direct deposit)	572,985.95
Sept 10, 2025	#088268 – 088287	77,794.87
Sept 11, 2025	#DD094355 – DD094356	5,500.50
		\$675,527.57

RECOMMENDATION:

That the Board of Education approve the payment of accounts as presented.





LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Action Item

Action Number: G2

Date: September 24, 2025

ACTION

TO: Board of Trustees

FROM: Lisa Palmarin, Superintendent of Business

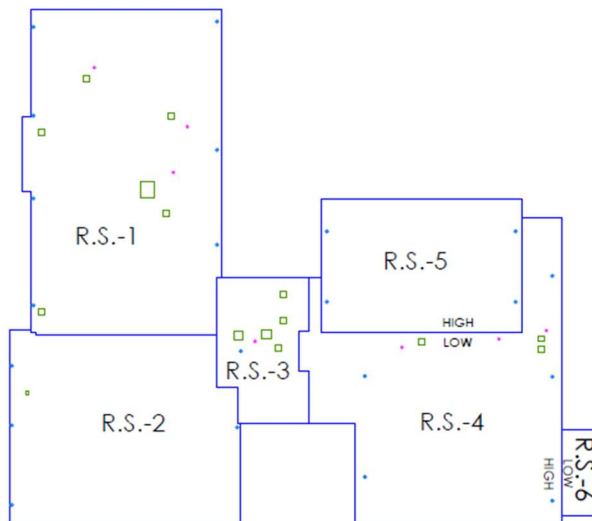
SUBJECT: Norman Carter Elementary School, Roof Replacement

ORIGINATOR: Wilma Peek, Facilities Specialist

BACKGROUND:

The roof at Norman Carter Elementary School needs replacement. The entire roof is over 37 years old and all roof sections have active leaks. While temporary patches have been applied over the past several years, the roof has now reached a point where full replacement is imperative.

Roof sections 1 through 6, totaling 20,675 ft² (1,921 m²) were tendered for replacement.



A total of five contractors submitted bids. Each submission was evaluated using the following criteria:

- Previous Experience – 35%
- Warranty Offered – 10%
- Availability and Project Timeline – 20%
- Pricing – 35%



Results were as follows:

Bid Placing	Evaluation Rating	Contractor	Start Date	Completion Date	Requirements Met? (Yes/No)	Total Cost (Excluding taxes)
1 (Low)	76.7	Haid Roofing Ltd.	Nov 15, 2025	May 29, 2026	Yes	\$ 1,350,688
2	74.2	Clark Roofing (1964) Ltd.	Nov 17, 2025	May 8, 2026	Yes	\$ 1,467,295
3	69.2	JR & Co Roofing Contractors	Feb 9, 2026	May 29, 2026	Yes	\$ 1,573,757
4	65.2	Century Roofing & Sheet Metal	Nov 24, 2025	Sep 30, 2026	Yes	\$ 1,539,090
5	54.8	Flynn Canada Ltd.	Nov 1, 2025	May 29, 2026	Yes	\$ 2,630,000

Haid Roofing Ltd. submitted the lowest bid and achieved the highest overall evaluation score, making them the recommended contractor for this project.

The funding for this project will come from PMR (Preventative Maintenance and Renewal) and is part of the previously approved 3-year PMR plan.

RECOMMENDATION:

That the Board of Education approve the tender of \$1,350.688 for replacement of roof sections 1 through 6 at Norman Carter Elementary School to Haid Roofing Ltd.





LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting

Date: September 24, 2025

ADMIN

TO: Board of Trustees
FROM: Brenda Vickers, Director of Education
SUBJECT: Director's Report
INTENT: Information

Local Updates

1. Business Administrators' Meeting

We provide school-based leaders with a variety of ways to learn, gain information and provide feedback. Virtual *Power Hours*, scheduled on Thursdays from 11:00 to noon, allow various Central Services staff to highlight topics of interest to principals and vice principals. Administrators' Council meetings are divided into those that focus on leadership, and those that focus on business.

On September 18, we hosted this year's first business-centered meeting.

Business Admin Council Agenda

Thursday, September 18, 2025
9:30 am - 3:30 pm
LSKYSO Central Services Office

9:30 am
Anchors Up! A Celebrity Welcome to Kick Off the Voyage

9:40-10:45 am
Steering the Ship: Finance at the Helm – Lisa, Superintendent of Business

10:45-11:00 am Break


11:00 am - 12:00 pm
Staying the Course with HR – Aaron & Rae, HR Administrators
Topics to discuss include Hiring Requisition Form, Keys to the Building & Attendance Support

12:00-12:50 pm Lunch Break

1:00-1:40 pm Breakout #1 and 1:45-2:25 pm Breakout #2
Choose one session for each breakout:

1. **Smooth Sailing Starts Here: Strengthening the School Secretary Role** – Shannon, Service Lead & Kristy, Accounting/Payroll Specialist
Every successful voyage needs a clear map. In this session, we'll gather input to better understand the responsibilities of the school secretary role and identify the skills and training that will help secretaries navigate their work with confidence. Your insights will help shape a training plan that ensures smoother sailing for school-based support across our division.
2. **Charting a Course: 2025-26 Plan for Record Retention and Disposal** – Doug, Service Lead
3. **Crew Communication: Mastering Teams & One Note Training** – Christeena, Executive Assistant
4. **Navigating Concord: Your Contract Compass** – Dan, Procurement Administrator
Set sail into smoother waters with Concord, our new contract management system. In this hands-on session, you'll learn how to chart your course directly to the contracts that matter most for your school. We'll demonstrate how to use Concord's built-in AI assistant as your first mate, guide you quickly to key contract details, and shine a lighthouse beam on deadline dashboard views tailored to your needs. By the end, you'll have the tools to keep your school fully informed, with Concord acting as a guiding light helping you stay aware, avoid surprises, and move forward with confidence toward calmer, more efficient administration.

2:30-3:30 pm
All Hands on Deck: An Hour of Sharing & Learning
(Workshop Room)
Innovation Fund Announcement – Christeena, Executive Assistant
Clear Skies, Clear Buys: New Procurement Procedures – Dan, Procurement Administrator
Bus-titute Drivers: Transportation Form Update – Karen, Transportation Specialist
Keeping out the Pirates: security, theft & vandalism – Wilma, Facilities Specialist





2. Telling Our Story

Shannon is starting to collect stories that reflect the growth we want to see in our staff and our organization on our journey *toward teal*. Here is one such story.

Goosebumps and Growth: A Culture Buddy Story

When JS joined Living Sky School Division, she carried with her the weight of a previous workplace that had made her feel like just another number. But that changed the moment she received an email from CI, her Culture Buddy.

CI's message wasn't just a welcome; it was a warm embrace into a community. She introduced herself not just by title, but by heart: a payroll officer, a North Battleford local, and a proud mom. She promised to be there for JS, to answer questions, help her navigate traditions, and support her as she settled in. She even organized a pizza lunch to help JS feel like part of the team from day one.

JS's response was heartfelt and validating. She wrote, *Wow, this message was so wonderful to read! I cannot express the reassurance that this email has provided me in my decision to leave my old position!*

When CI shared JS's message with Shannon, she was glowing with pride. *I have goosebumps talking about it*, she said, reflecting on how meaningful it was to help someone feel welcome. She remembered what it had meant to her when she was new.

But this story isn't just about a successful onboarding. It's about leadership in action.

CI's growth as a leader was supported by WE, who coached her through her first Culture Buddy experience. WE didn't just guide CI – she created space for reflection and feedback after the day, modeling the kind of leadership that lifts others up.

In this one moment, three leaders emerged:

- JS, who bravely stepped into a new chapter and affirmed the power of belonging.
- CI, who turned empathy into action and made someone feel seen.
- WE, who nurtured leadership in others through coaching and constructive feedback.

This is what culture looks like at Living Sky. It's not just programs; it's people. It's goosebumps. It's growth.

3. SkyPlus

We're all familiar with SkyPlus, but have you heard about SkyPlus 3.0? I've asked Ruth to bring us all up to speed. She will share her plan at next Wednesday's meeting.

4. Strategic Actions and Monitoring Report

These two documents are typically presented to the board at the beginning of the school year.

Strategic Actions: This document includes a list of actions implemented in each strategic area of our plan. Bolded actions are strategic, and the owners will keep the board up to date on progress. We will also highlight some of these projects in our quarterly updates. If there is a bolded project about which you would like to know more (for example, 1.1 – Responsive Programming for Emerging Needs lists several actions such as Barton deployment pilot, literacy handbook, Verso pilots, and SkyPlus 3.0) please ask for details!

Monitoring Report: The monitoring report provides the board with quarterly updates on the status of the actions included in the strategic plan and the mitigations for risks identified in the risk register.





Christeena will create a folder for the board called Risk and Strategy into which we will put documents related to the strategic plan and the risk register.

School/Staff Visits and Meetings July 1, 2025 – June 30, 2026		
School	Date	Purpose
Battleford Central School		
Bready Elementary School		
Cando Community School		
Connaught Elementary School		
Cut Knife Community School		
Hafford Central School		
Hartley Clark Elementary School		
Heritage Christian School		
Hillsvale Colony School		
Kerrobert Composite School		
Lakeview Colony School		
Lawrence Elementary School		
Leoville Central School		
Luseland District School		
Macklin School	September 18, 2025	Check-in
Maymont Central School		
McKitrick Community School		
McLurg High School		
Meadow Lake Christian Academy		
Medstead Central School	September 12, 2025	Check-in on renovation
Newmark Colony School		
Norman Carter Elementary School		
NBCHS		
Scott Colony School		
Spiritwood High School		
St. Vital Catholic School		
Unity Composite High School		
Unity Public School		
Central Services		
SLT	Meetings every Wednesday	
Other	August 4 to 8, 2025 August 11 and 12, 2025 August 20 and 21, 2025 September 10, 2025 September 15, 2025 September 16, 2025 September 18, 2025	LEADS Summer Short Course Board Advance Administrators' Advance Board Meeting Directors' Meeting Meeting with Southland Bussing Business Administrators' Meeting



Strategic Actions

2025-2026



The Plans

in a Nutshell

Provincial Plan

Learning and Assessment

Indigenous Education

Mental Health and Well-being

Student Transitions

Division Plan

Responsive Programming for Emerging Needs

- Engaging Play
- Engaging Literacies
- Engaging Thinking
- Engaging Voice

Affirming Environments

- Reconciliation
- Mental Health
- RTI and Culture
- Trauma-informed Practices

Strong Processes

- Processes designed to enhance our four pillars: connection, innovation, empowerment, and accountability
- Reconciliation incorporated into processes

Staff Development

- Onboarding
- Enhanced Training
- Performance Review Process
- Personal Growth Plans
- Well-being
- Reconciliation

Finances

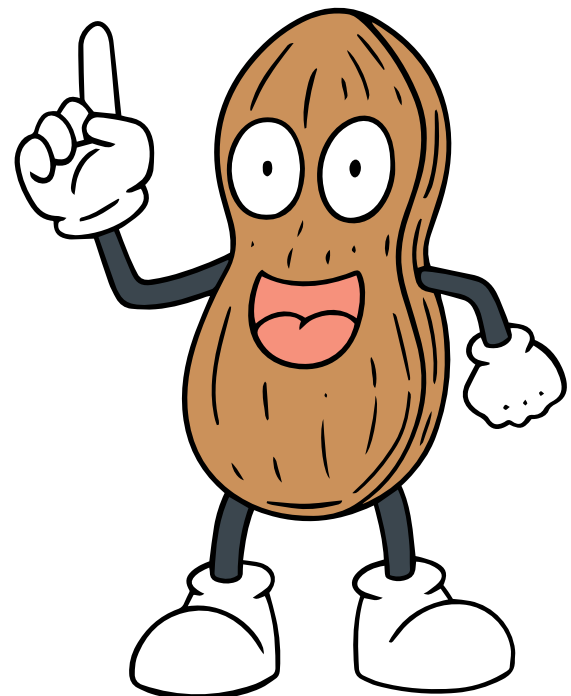
- Strategic Budgeting
- Optimal Staffing

School Plan

Data Informed School Learning Improvement Plans (SLIPs)

Reconciliation Goal

Responses to Level 1 (Provincial) and Level 2 (Division) Plans





Provincial Education Plan 2030

Priority Actions

Learning and Assessment

Indigenous Education

Mental Health and Well-being

Student Transitions

Improve student outcomes through effective assessment practices that guide and strengthen responsive instruction.

Actualize the vision and goals of *Inspiring Success: Prek-12 First Nations and Metis Education Policy Framework*

Enrich and enhance mental health and well-being capacity in students.

Foster connections for learners and their families while supporting transitions as learners enter and progress through school to graduation and determine a life pathway.

Provincial Targets

Targets

Measured By

Overall student attendance will increase annually.

- The percentage of students with at least 80% attendance
- The percentage of students with at least 90% attendance

The overall 3 and 5-year graduation rates will increase with a focus on decreasing the gap in achievement between Indigenous and non-Indigenous students by 2030.

- The percentage of students who graduate within 3 years of entering grade 10
- The percentage of students who graduate within 5 years of grade 10

Upon K exit, the percentage of students ready for learning in the primary grades will increase year over year.

- The percentage of students at K exit ready for learning in the primary grades (Tier 1):
 - The percentage of fall-identified Tier 2 students leaving K at Tier 1
 - The percentage of fall-identified Tier 3 students leaving K at Tier 2
 - The percentage of fall-identified Tier 3 student leaving K at Tier 1

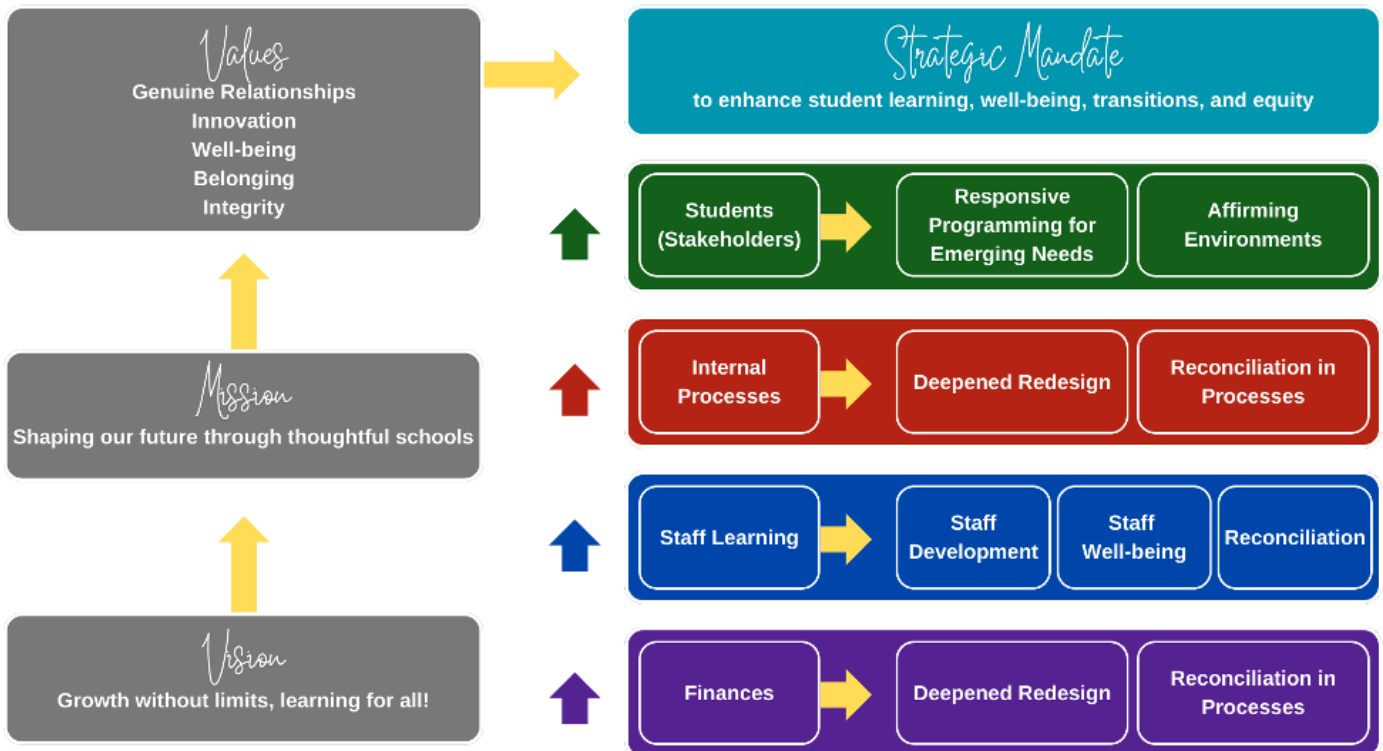
Student literacy and numeracy outcomes will increase year over year.

- The percentage of grade 3 students reading at or above grade level Provincial assessments of literacy and numeracy (Data will be collected and reported annually, starting with baseline data in the 2024-25 school year.)

All students will have an increased sense of connection and safety in schools over the course of the plan.

- The percentage of students reporting a sense of connection and safety in schools through a student perceptual survey

Strategy Map to 2030





Responsive Programming for Emerging Needs

Ruth and Christine

Outcome 1.1: By 2030 we will be an adaptive system that can respond to student needs and ensure student success as indicated by 70% of our students showing proficiency on provincial measures: EYE, 3 and 5-year graduation rates, reading, writing and math data.

Yearly Measures toward Outcome:

Year-over-year growth in the areas below:

- Early Years Evaluation (EYE) - the number of students leaving kindergarten who are *ready to learn* according to the EYE assessment
- Grades 1-3 Reading Scores
- 3 and 5-year Graduation Rates - disaggregated for Indigenous and non-Indigenous students

Strategies in Place:

- Implementation of strong RTI processes in each school to ensure responsive programming for all students
- Exploration and implementation of strategies to enhance universal practices (psychologist, OT, SLP, student services coordinator)

5-year Map/Plan

- Engaging Play: Language and Literacy
 - Hanen and Heggerty PD
 - Heggerty and phonics screening
 - Regular language PD sessions for preK
- Engaging Literacy
 - Legacy of Literacy reading intervention pilot
 - Understanding UFLI - Aligning our understanding
 - **Barton deployment pilot (expansion)**
 - **Provincial reading assessment implementation**
 - **Literacy handbook for schools**
 - **Reading intervention redesign**
 - **Identification of a Literacy Lead responsible for leading learning and training in each school (2025-2026)**
 - **Thinking Classroom**
- Engaging Thinking
 - **Co-creation of an LSKYSD framework for highly engaged learning in grades 7-9 (pause)**
 - **Verso pilots**
 - **Thinking Classroom**
- Engaging Voice
 - SkyPlus 2.0
 - **SkyPlus 3.0**
 - **Career transitions (My Blueprint)**
 - **Assessment literacy renewal in grades 10-12**



Affirming Environments

Tonya and Lindsay

Outcome 1.2: By 2030 we will have affirming spaces in which students feel a sense of safety and belonging as indicated by 80% of students reporting a positive sense of connection and safety in schools on a student perceptual survey.

Yearly Measures toward Outcome:

Increase *Sense of Belonging* and *Feeling Safe at School* by 10% according to the OurSCHOOL Survey

- Baseline - 65% Sense of Belonging
- Baseline - 54% Feeling Safe at School

Reduce the gap between Indigenous and non-Indigenous students according to the following measures:

- Early Years Evaluation (EYE)
- Grade 3 Reading Scores
- 3 and 5-year Graduation Rates

Strategies in Place:

- Treaty Education is taught from K-12.
- The Mental Health Capacity Building program builds teacher and community capacity to support student mental health at NBCHS and BCS.
- The ISSI partnerships support building connections and relationships to support the work of the graduation coaches at SHS, NBCHS, and CKCS.
- Following Their Voices schools focus on instruction, assessment, relationships, and connections.
- **All schools have a plan for reconciliation.**
- **The Michif Early Learning Initiative and Cree 10 option through SkyPlus connect Indigenous learners with language and culture.**
- **Schools are working on developing collaborative cultures through ongoing learning and deepening the Response to Intervention (RTI) process.**
- **The land-based learning trailer takes culturally responsive programming to students.**
- **Specialized classrooms support students with challenging behaviours at Cut Knife and McKittrick schools.**
- **The Restorative Action Program 3-year pilot (2024-2027) develops proactive response and skill building to maintain relationship.**



Deepened Redesign

Shannon

Outcome 2.1: By 2030, we will actualize the redesign according to the goals outlined in *Reimagining Living Sky: A Framework for Change*.

The aim is to create an innovative, empowered, connected and accountable organization by:

- ensuring a culture rooted in our shared values, in which we are all guided by a common purpose;
- creating a structure that facilitates and supports innovation through coordination and collaboration, and
- establishing processes that allow us to strengthen core services and innovate for the future.

Yearly Measures Toward Outcome:

- Empowerment: Audit of self-developed work plans reflect components of initiation, choice and self-growth
- Innovation: Number of new experiments occurring
- Connection: Results of an internal staff satisfaction survey
- Accountability: Degree of success on achieving our goals

Strategies in Place:

- A framework for change is in place.
- Our values have been developed, shared, and discussed.
- Various meeting styles are available to help teams achieve their desired outcomes (tactical, governance, retrospective...)
- New teal tools and processes have been developed (Advice Process, Values Hex, PIT, process for procedures and protocols, design thinking...)
- A new organogram was designed. It makes it clear that students are at the center of everything we do; we value teamwork, and we wrap around and support each other in our work.
- Mandates and core services have been developed for all positions.
- The Three-box strategy has been introduced to Central Services staff.
- Cross-functional teams are more common, and cross-functional hiring panels are the norm.
- Structures have been created to enhance the four pillars of our redesign: connection, innovation, empowerment, and accountability (mySky, weekly huddles, PIT, POP, Teal Cube, Collab Corner...).
- Every person at Central Services has developed a personal growth plan that is aligned with their core services and the strategic plan.
- **Tools and processes will be consistently used to ensure staff are empowered to fix what may be broken.**
- **Teal training modules will be updated to reflect our growth. The refreshed content will help new staff understand our journey, embrace Teal principles, and feel confident in what's expected of them.**
- **We will continue to build a *leader-full* organization where leadership is shared and nurtured at all levels.**
- **Giving and receiving feedback will be embedded into our culture of connection and accountability.**

- **All position profiles will be completed and will include well-defined mandates and core services.**
- **Technical training plans for every position in Central Services will be developed to support new staff and ensure uninterrupted service.**
- **All new staff in Central Services will participate in a teal-inspired performance review process during their first year.**
- **Teal concepts will be embedded into onboarding schools.**
- **The school learning improvement process is being refined - focus on the mandate and core services of leaders and building healthy learning cultures.**



Reconciliation in Processes

Doug

Outcome 2.2: By 2030, LSKYSD will have moved further along the journey of reconciliation with Indigenous communities and organizations, demonstrable in the SSBA *Inspiring Success* framework.

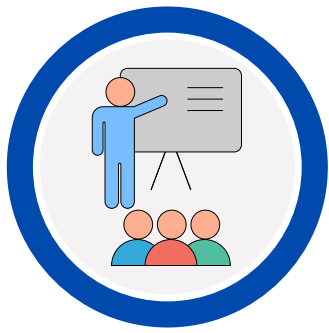
Yearly Measures Toward Outcome:

Review of LSKYSD processes show at least one step of growth on all targeted steppingstone paths in the SSBA's *Inspiring Success* framework.

- 2025-26 is steppingstone paths 1c, 3c, and 5b

Strategies in Place:

- School-to-school or school-to-nation collaboration (CKCS, Leoville, NBCHS, SHS...)
- Three ISSI partnerships with TSEC and Witchehan
- TLC agreement with Sweetgrass
- **Honouring Relationships with TSEC, Sweetgrass, Witchekan, Red Pheasant, and MGBHLM**
 - **Establish, re-establish, or renew multi-level ongoing connections and relations that support shared programming, joint projects, and ongoing dialogue.**
 - Eg: principal-principal, counsellor-counsellor, superintendent-education coordinator
- **Elders Council Development**
 - **Continue work to bring Indigenous voice to the board.**
- **Recruitment Project**
 - ~~Start work to develop strategy for staff diversification / representative workforce.~~
(Moved to Recruitment PIT)
- **Partnership Agreements**
 - **Sign four more agreements to formalize relationships.**



Staff Development

Jen

Outcome 3.1: By 2030, LSKYSD will have established strong processes for staff onboarding, technical training, and professional development.

Yearly Measures Toward Outcome:

- Percentage of positions with updated position profiles, onboarding expectations, and training/professional development (PD) expectations
- Percentage of surveyed staff who report professional growth due to the PD, the personal growth plan (PGP) process and training opportunities in which they engaged

Strategies in Place:

Onboarding

- We have progressively developed onboarding processes, expectations, and packages for new hires.
 - A yearly review and update of position profiles for all Central Services positions is in place.
 - Implementation of an onboarding process for Central Services staff, educational assistants, and caretakers will continue.
 - Central Services onboarding processes and associated supports will be published in an onboarding handbook and stored on mySky.
 - Content for all employees to receive during onboarding that explains who we are and why we do what we do in LSKYSD has been developed.
 - **Teal modules will be refreshed, and new employees will be expected to complete them during their first year of employment.**

Training and Professional Development

- We have progressively established processes and expectations for the coordination and delivery of technical training and PD.
 - Division-wide PD is coordinated, and PD day calendars are created annually.
 - New teacher PD is held annually.
 - Training occurs for all teachers who are new to division-wide assessments (EYE, F&P).
 - A process for budget allocation to support onboarding, technical training, and PD is guided by LSKYSD's strategic plan, the PEP, and other regulations and requirements for staff.
 - **Records will be kept to capture substitute teacher costs associated with internal PD LSKYSD offers to staff.**
 - **An Administrators' Handbook is being created.**
 - **Educational Assistant training is being developed and will be facilitated by the Learning Services team to elementary schools in the Battlefords on PD and early dismissal days.**
 - **Training plans for Central Services roles, educational assistants, and caretakers continue to be developed.**

Personal Growth Plans (PGPs)

- All Central Services staff complete annual PGPs to help with development and provide an intentional opportunity for feedback.

Performance Review

- All first-year employees have a formal review to enhance growth through feedback.



Staff Well-being

Lead TBD

Outcome 3.2: By the end of 2030, LSKYSD will achieve a 95% positive workplace experience rating reflecting psychologically safe, healthy, and supportive environments across LSKYSD schools and at Central Services.

Yearly Measures Toward Outcome:

By the end of June 2026, a plan will be developed to align with the Mental Health section of the Provincial Education Plan.

Strategies in Place:

- Schools and Central Services may choose to continue to have Wellness teams.
- ~~An ambassador team from employee groups around the division will be developed to explore the Guarding Minds survey and to help develop the action plan for the 2025-2026 school year.~~
- ~~Survey implementation at the division level for all employee groups is set for March 2025.~~
- ~~An action plan will be developed and ready to present in August 2025.~~
- A lead will be identified, and team be will be established.
- The team will review current and future PEP priorities in the area of staff well-being.
- A plan for future outcomes will be created and shared the following school year.



Staff Development for Reconciliation

Doug and Tonya

Outcome 3.3: By 2030, all LSKYSD staff will have received training and professional learning to understand and take action towards truth and reconciliation. LSKYSD will move from *supporting to disrupting* in the goal of *Intentional and developmental exposure, experience, and engagement in learning for all staff* on the SSBA's Indigenous Education Responsibility Framework (IERF).

Yearly Measures Toward Outcome:

100% of Central Services staff will complete truth and reconciliation learning. All schools will plan reconciliation learning for September 30.

Strategies in Place:

- All teachers engage in professional development focused on truth and reconciliation on TRC Day.
- All new LSKYSD Central Services staff take the Four Seasons of Reconciliation.
- **All LSKYSD Central Services staff will engage in eight hours of learning about Indigenous worldviews, cultures, historical experiences, and present realities through a personalized learning journey.**
- **All new school-based staff will take the Four Seasons of Reconciliation within the first year of their employment.**



Strategic Budgeting

Lisa

Outcome 4.1: By 2030, LSKYSD will operate with a budget cycle that aligns with the four pillars of a *Reimagined LSKYSD*. The budget will support - not drive - core services, operational plans, and strategic plans.

Yearly Measures Toward Outcome:

By 2026, Administrative Procedure 7.02 - Budget will be revised to formally embed the strategic budgeting process, ensuring alignment with divisional priorities and risk management practices.

Strategies in Place:

- The 25/26 budget aligned with priorities and ERM to direct resources toward risks and student learning impact.
- Policy 3040 – Finances was revised and approved at the September 10, 2025 board meeting.
- **AP 7.02 will be re-written and implemented.**
- **Strategies to balance the operating budget without the use of accumulated reserves will be presented to the Board.**



Optimal Staffing
Tonya

Outcome 4.2: By the end of 2030, LSKYSD will be confident that we are right-sized, that jobs are well defined and that we are working fully in the new paradigm.

Yearly Measures Toward Outcome:

Tasks will be completed; staffing will progressively align with the allocated budget, and positions will progressively be designed to deliver desired services.


Strategies in Place:


- The high school configuration/SkyPlus model for rural high school redesign provides student choice and minimizes spending on out-of-division courses.
- The North Battleford elementary school reconfiguration (Connaught and McKitrick) has been completed.
- We have explored alternative funding sources for value-added services such as liaisons and nutrition workers.
- **The teacher and educational assistant staffing formulas will be redesigned. Leadership time will be reassessed to align with our philosophy of leaders' core services.**
- **Caretaker staffing is being reconsidered.**


Strategic Outcome and Risk Monitoring Report 2025-2026

1

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
STRATEGIC OUTCOMES							
1.1 Responsive Programming for Emerging Needs	Leads: Ruth and Christine						
	By June 2026, all teachers in implementation groups will gain knowledge of targeted practices and begin to demonstrate them in their classrooms.	<ul style="list-style-type: none"> Improve and align teacher practice in targeted areas to ensure we provide responsive programming. 					
1.2 Affirming Environments	Leads: Tonya and Lindsay						
	<p>By June 2026, there will be an increase in individualized support for students with complex needs.</p> <p>By June 2026, all schools will move from <i>observing to supporting</i> or <i>supporting to disrupting</i> on the LSKYSD Reconciliation Rubrics, in the</p>	<ul style="list-style-type: none"> Identify complexity in each school. Ensure designated staff develop and implement interventions. Collect and respond to data. Hire specialized positions. Implement the new LSKYSD Reconciliation Rubrics. Ensure every school develops a plan for reconciliation. 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

2

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
	targeted area identified in their reconciliation plan.						
2.1 Deepened Redesign	Lead: Shannon						
	<p>By June 2026, 85% of schools will report being satisfied with the services provided by Central Services.</p> <p>By June 2026, we will have documented at least 30 <i>leader-full</i> stories from across the division.</p>	<ul style="list-style-type: none"> Refine and consistently use teal-inspired tools, processes and training plans to ensure a culture rooted in our shared values, a structure that supports innovation, and processes that strengthen core services. Continue building a <i>leader-full</i> organization in which leadership is shared and nurtured at all levels. Refine the school learning improvement plan to focus on the mandates and core services of leaders and building healthy learning cultures. 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

3

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
2.2 Reconciliation in Process	Lead: Doug						
	By June 2026, operational interactions with FN partners will reflect deepened practices in IERF stepping stones 1c, 3a, and 3b.	<ul style="list-style-type: none"> Conclude four new partnership agreements with local FNs and other organizations that include regular operational contact. Establish a tuition billing process that works for LSKYSD and FN partners. Establish a new elders council co-developed with Indigenous partners. 					
3.1 Staff Development	Lead: Jen						
	By June 2026, all roles at Central Services will have updated position profiles, onboarding expectations, training plans, and professional development expectations established.	<ul style="list-style-type: none"> Review and update Central Services position profiles. Align training plans with position profiles. Implement the onboarding processes as outlined in the Central Services Onboarding Handbook. Identify required training and PD for Central Services roles. 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

4

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		<ul style="list-style-type: none"> Capture the substitute costs associated with internal PD. 					
3.2 Staff Well-Being	Lead: TBD						
	By the end of June 2026, a plan will be developed to align with the Mental Health section of the Provincial Education Plan.	<ul style="list-style-type: none"> Identify a lead and establish a team. Review current and future PEP priorities around Staff Well-being. Plan for future outcomes to be created and shared for the following school year. 					
3.3 Staff Development for Reconciliation	Leads: Doug and Tonya						
	By June 2026, IERF stepping stone 3c will shift from <i>Observing</i> to <i>Supporting</i> .	<ul style="list-style-type: none"> Support school learning by making Stepping Stones resources available to all staff. Support school learning by launching the LSKYSD Reconciliation Rubrics for schools. Establish the conditions whereby all staff shall take 4 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

5

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		Seasons of Reconciliation certification within one year of working at LSKYSD.					
4.1 Strategic Budgeting	Lead: Lisa						
	By June 2026, Administrative Procedure 7.02 will be revised to formally embed the strategic budgeting process, ensuring alignment with divisional priorities and risk management practices.	<ul style="list-style-type: none"> Aligned the 25/26 budget with priorities and ERM to direct resources toward risks and student learning impact. Revised Policy 3040 – Finances. Rewrite and implement AP 7.02. Explore strategies to balance the operating budget. 					
4.2 Optimal Staffing	Lead: Tonya						
	By June 2026, the formula for teacher allocation will be reviewed and adjusted to reflect the needs of the diverse schools in LSKYSD.	<ul style="list-style-type: none"> Review current formula. Complete an analysis of provincial comparisons. Create adjustments to meet the needs and budget of the Division. 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

6

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
OPERATIONAL RISKS							
HR Unfilled Vacancies	Lead: Aaron						
	All teaching and learning services positions will be filled by qualified candidates for the start of the 2026-27 school year.	<ul style="list-style-type: none"> Develop a yearly cycle for recruitment. Review processes and procedures connected to recruitment and adjust as needed. Explore new connections and partnerships that may support recruitment. Redefine employer brand to establish key points of differentiation and connect with defined audiences. 					
HR Succession Planning	Lead: Aaron						
	Establish a strong pipeline of qualified internal candidates, enabling seamless transitions into leadership and specialized roles without disrupting strategic priorities or student services.	<ul style="list-style-type: none"> Map expected retirements for the next 3-5 years to anticipate vacancies and plan succession well in advance. Leadership Inventory/Talent Mapping Cross Training/Acting Admin 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

7

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		<ul style="list-style-type: none"> Retention and Mentorship Development Program 					
HR OHS Safety Program	Lead: Rae						
		<ul style="list-style-type: none"> *Recommend moving from <i>mitigate</i> to <i>accept</i> due to the new dollars and time required for the implementation of the ERP. There are current mitigations that are in place that HR believe will keep the risk at the level it is at, and it is safe enough at this time. 					
HR HR Urgency	Lead: Rae						
	By end of June 2026, ERP data entry will be completed.	<ul style="list-style-type: none"> Contract a consultant to support ERP implementation. Contract a data entry clerk to enter data into the ERP. 					
HR JP Funding	Lead:						
		<ul style="list-style-type: none"> *Recommend combining this risk with <i>EA Allotment</i> risk and <i>Optimal Staffing</i> strategic outcome. JP funding is no longer 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

8

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		available in the amount we were using. Finding ways to address the needs of our Indigenous students will be examined in <i>EA Allotment</i> and <i>Optimal Staffing</i> .					
HR EA Allotment	Lead: *Recommend moving this to Superintendent of Learning – Lindsay Charabin						
	By June 2026, a plan for fall implementation will be created to enhance supports for students with intensive needs, adapting our service delivery model that supports our tier 2 and 3 students in optimal ways.	<ul style="list-style-type: none"> • Create a framework for allocation of EA deployment (fall). • Collect baseline data regarding current student needs and levels of support within our school division. • Redesign levelling system of students to accurately depict the level of support required for those with safety, medical and severe communication needs. • Examine current Learning Services delivery models to identify new, flexible approaches to supporting students, 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

9

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		moving beyond the traditional reliance on educational assistants.					
Privacy Officer Paper Privacy Leak	Lead: Doug						
	By June 2026, conditions will be in place to begin widespread compliance with SSBA’s records retention guidelines.	<ul style="list-style-type: none"> Update APs and protocols regarding records retention and disposal. Develop LAFOIP training for identified staff. Run pilot project with three volunteer schools on paper records retention and disposal. 					
Privacy Officer Use of Apps	Lead: Doug						
	By June 2026, 75% of schools will demonstrate consistent compliance with new directions on the use of apps.	<ul style="list-style-type: none"> Share directions with schools at Administrators’ Advance. 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

10

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
IT Lack of Training PII Breach	Lead: Ryan						
	100% of staff will have taken or refreshed Cybersecurity Training No instances of PII shared through email	<ul style="list-style-type: none"> Add Cybersecurity training to first five days. Prevent sending of PII (mainly through email). Train on alternatives to emailed PII. 					
IT Device Replacement	Lead: Ryan						
	We maintain the replacement cycle in the Device Replacement Protocol.	<ul style="list-style-type: none"> Examine lower cost devices. Replace devices ahead of time to smooth out large numbers of replacements. 					
IT Cybersecurity External APT IT Infrastructure	Lead: Ryan						
	Complete 5 SPiDR recommendations with our cybersecurity provider.	<ul style="list-style-type: none"> Roll out cybersecurity monitoring platform. Implement recommended actions from vendor. 					
IT Cybersecurity Ransom	Lead: Ryan						
	Complete 5 SPiDR recommendations with our cybersecurity provider.	<ul style="list-style-type: none"> Roll out cybersecurity monitoring platform. Implement recommended actions from vendor. 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

11

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
Service Lead Data	Lead: Doug						
	By June 2026, all identified sources of data for decision making will be accessible by a dashboard, or have a concrete timeline for dashboard acquisition.	<ul style="list-style-type: none"> Acquire a student data dashboard. Acquire new financial software with dashboard and easy reporting capacity. Acquire new HR software with dashboard and easy reporting capacity. Explore dashboard options for long-term planning based on demographics. 					
Facilities No More Drips	Lead: Facilities Specialist						
	Investigate any newly reported roof leaks within 48 business hours of detection.	<ul style="list-style-type: none"> Prioritize roof leak investigations and initial band-aid, above all other facilities work. 					
Procurement Officer Procurement	Lead: Dan						
	Percentage of controlled spend Spend via preferred suppliers that can	<ul style="list-style-type: none"> Select preferred suppliers. Distribute preferred suppliers list. Set up online purchasing portals with 					

 On target
(progress is 100% of target)


 Potential concern or actively monitoring
(progress is within 75-99% of target)


 Confirmed concern or action planned
(progress is less than 75% of target)


Strategic Outcome and Risk Monitoring Report 2025-2026

12

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
	be monitored and tracked	individual logins per user.					

 On target
(progress is 100% of target)

 Potential concern or actively monitoring
(progress is within 75-99% of target)

 Confirmed concern or action planned
(progress is less than 75% of target)



Information Items





CONTINUOUS AGENDA 2025-2026

Strategic Priorities

Strategic Mandate: to enhance student learning, well-being, transitions and equity

Strategic Priority	Outcome Areas	Reporting Periods
Students (Stakeholders)	Responsive Programming for Emerging Needs Affirming Environments	Plan Overview – SEP 24 Four Updates: • Update #1 – DEC 10 • Update #2 – MAR 25 • Update #3 – JUN 17
Internal Processes	Deepen Redesign Reconciliation in Processes	
Staff Capacity (Learning & Growth)	Staff Development Staff Well-being Reconciliation	
Finances	Strategic Budgeting Optimal Staffing	

Business as Usual (BAU) Reports

- In addition to strategic work, BAU reports will be presented as listed here:
 - PR/Advancement BAU – TBD
 - Transportation BAU – TBD
 - Information Technology BAU – TBD
 - Facilities BAU – TBD
 - Accounting/Payroll BAU – TBD
 - Procurement – TBD
 - Service Leads – included in strategic plan reporting
 - Superintendent of Business BAU – every meeting
 - Superintendent BAU – as required
- Director’s Reports
 - Presented at each meeting
 - Local and provincial updates
 - Log of school visits/meetings
- Data Reports
 - Presented with strategic updates
- School Visits – TBD
 - Three scheduled visits
- Board Working Sessions – TBD

<p>September Board Notes: SEP 17 – SSBA Executive Meeting SEP 18 – SSBA Board Chair Council – 1:00 – 4:00 (Regina) SEP 18 – Public Section Executive (Board) – 9:00 to 10:30 (Zoom)</p>		
SEP 10/25	SSBA Board Engagement	
SEP 24/25	Strategic Plan Overview (Actions, Outcomes and Metrics) Extra-Curricular Committee and Maymont Joint-Use Facility Update	Brenda Vickers, Director Mary Linnell, Trustee
<p>October Board Notes: OCT 16 and 17 – SSBA Executive Meeting OCT 20 – Board Chair Council – 8:30 to 9:30 (Virtual?)</p>		
OCT 29/25	Heritage Christian & Meadow Lake Christian Board & Admin Human Resources BAU (Fall Staffing and Enrolments)	Aaron Melnyk, HR Administrator Rae McLenaghan, HR Administrator
<p>November Board Notes: NOV 16 – Board Chair Council (Regina Delta) NOV 16, 17 & 18 – Fall General Assembly (Regina Delta) NOV 16 or 17 – Public Section Annual Meeting (Regina Delta)</p>		
NOV 12/25	Organizational Meeting (review and sign Code of Conduct) Superintendents BAU (School Goals/SLIP Approval)	Superintendents of Learning
NOV 26/25 (virtual meeting)	Year End Financial Statements – BAU Annual Report – BAU	Lisa Palmarin, Superintendent of Business Senior Leadership Team Kelsie Valliere, PR & Advancement Specialist
<p>December Board Notes: DEC 4 and 5 – SSBA Executive Meeting (Location TBD)</p>		
DEC 10/25	Strategic Update #1 (Data)	Senior Leadership Team
<p>January Board Notes: JAN ? – SSBA Executive Meeting JAN ? – SSBA School for New Trustee Academy (location?)</p>		
JAN 28/26 (virtual meeting)	Superintendents BAU (Supervision/Curriculum Update) Catholic Advisory Committee Update	Superintendents of Learning Glen Leask, Trustee Kelly Schneider, Trustee

<p>February Board Notes: FEB 12 – Public Section Executive Meeting (Board Chairs & Directors) – 1:00 – 2:30 (Zoom)</p>		
<p>FEB 25/26 (virtual meeting)</p>	<p>TBD</p>	
<p>March Board Notes: MAR ? – SSBA Executive Meeting MAR 9 to 11 – LEADS APC (Regina)</p>		
<p>MAR 25/26</p>	<p>Strategic Update #2 (Data)</p> <p>School Year Calendar Approval</p> <p>Hutterian Committee Update</p> <p>Heat Map Presentation</p>	<p>Senior Leadership Team</p> <p>Ruth Weber, Superintendent of Learning</p> <p>Ronna Pethick, Trustee Nicole Kobelsky, Trustee Bailey Kemery, Trustee</p> <p>SLT and Specialists</p>
<p>MAR 31/26 Tuesday (virtual meeting)</p>	<p>After Budget Work Session</p>	<p>Lisa Palmarin, Superintendent of Business</p>
<p>April Board Notes: APR ?? – SSBA Executive Meeting APR ?? – SSBA Board Chairs Council APR ?? – 2025 SSBA Spring Assembly (Saskatoon Sheraton) Apr 3 to 10 – Easter Break APR 16 or 17 – Public Section Executive Meeting (Saskatoon Sheraton) APR 22 to 24 – SASBO (Regina)</p>		
<p>APR 29/26</p>	<p>LOC Joint Board Meeting (our turn to host)</p> <p>Budget Process Presentation</p>	<p>Brenda Vickers, Director</p>
<p>May Board Notes: MAY ?? – SSBA Executive Meeting MAY ?? – SSBA Board Chair Council – 8:30 to 9:30 (virtual)</p>		
<p>MAY 27/26</p>	<p>Budget</p> <p>Associated School Committee Update</p>	<p>Brenda Vickers, Director Lisa Palmarin, Superintendent of Business</p> <p>Glen Leask, Trustee Kelly Schneider, Trustee</p>

June Board Notes:

JUN 4 and 5 – Public Section General Meeting and PD (Location TBD)

JUN 17/26	Strategic Update #3 (Data)	Senior Leadership Team
AUG/SEPT 2026	Board Advance <ul style="list-style-type: none">• Governance/Director Review• Professional Learning• Policy Review	Board/Senior Leadership Team

2025 FALL GENERAL ASSEMBLY

CONNECTIONS

DELTA HOTELS BY MARRIOTT - REGINA



SUNDAY, NOVEMBER 16

- 12:30 p.m. – Registration Desk Opens (*2nd floor Pre-Function Area*)
1:30 p.m.
1:00 p.m. Board Chairs Council (*Campania*)
4:00 p.m. Break
7:00 p.m. Catholic Section Meeting (*Lombardy Room*)
7:00 p.m. Public Section Meeting (*Umbria Room*)

MONDAY, NOVEMBER 17

- 7:00 a.m. Pipe Ceremony (*Verdi*)
7:45 a.m. Registration Desk Opens (*2nd floor Pre-Function Area*)
7:45 a.m. Breakfast Buffet (*2nd floor Pre-Function Area*)
8:30 a.m. Welcome/AGM Opens (*Trentino/Tuscany*)
 - SSBA President Address
 - SSBA Executive Director Address9:00 a.m. Keynote Speaker - When Opinions Dissent: Collaborative Communication in Governance – Dr. Brent Macdonald
10:00 a.m. Annual General Meeting of the SSBA
 - Strategic Plan
 - Budget
 - Intro to AGM Procedures10:30 a.m. Coffee Break
11:00 a.m. Networking Groups:
– Closed Session (*groups and room locations on reverse*)
12:00 p.m. Luncheon Buffet (*2nd floor Pre-Function Area*)
12:30 p.m. Student Entertainment (*Trentino/Tuscany*)
12:45 p.m. Partner Greetings
 - LEADS
 - CSBA1:00 p.m. General Insurance Plan Annual Report
 - Jerome Niezgoda1:30 p.m. Employee Benefits Plan Annual Report
 - Ronna Pethick1:45 p.m. Bylaw Amendments and Resolutions

MONDAY, NOVEMBER 17 (continued)

- 4:00 p.m. Meetings Recess for the Afternoon
4:00 p.m. Northern Constituency Election (*Campania Room*)
6:00 p.m. Cash Bar Reception (*2nd floor Pre-Function Area*)
7:00 p.m. Association Banquet and Awards (*Trentino/Tuscany*)
 - Greetings from the Lieutenant Governor
 - Greetings from the Minister of Education (TBC)
 - Greetings from the President, Métis Nation-Saskatchewan (TBC)
 - Greetings from the City of Regina Mayor (TBC)7:15 p.m. Buffet Dinner (*Trentino/Tuscany*)
8:00 p.m. Awards Presentations
8:45 p.m. Cash Bar/Entertainment – Crossroad Rhythm

TUESDAY, NOVEMBER 18

- 7:15 a.m. Smudging (*Verdi*)
7:45 a.m. Breakfast buffet (*2nd floor Pre-Function Area*)
8:30 a.m. Partner Greetings
 - STF
 - SASBO8:45 a.m. Reflections 10 Years After the TRC: Song of a Truth & Reconciliation Commissioner – Dr. Marie Wilson
9:45 a.m. Coffee Break
10:15 a.m. Southern Constituency Election (*Campania Room*)
10:15 a.m. Session for Boards not in Elections – Parent Engagement: Past, Present and Future – Dr. Debbie Pushor (*Trentino/Tuscany Room*)
11:00 p.m. 2025 Fall General Assembly (*Trentino/Tuscany Room*)
 - Introduce New Executive
 - Oath of Office11:15 a.m. AGM Adjourns
Lunch to go

SOUTHERN BOARDS

(Lombardy Room)

Chairs:

Robert Bachmann

Jerome Niezgoda

- Chinook SD
- Christ the Teacher RCSSD
- Good Spirit SD
- Holy Family RCSSD
- Holy Trinity RCSSD
- Prairie South SD
- Prairie Valley SD
- South East Cornerstone SD
- Sun West SD

CENTRAL BOARDS

(Umbria Room)

Chairs:

Elizabeth Perreault

Ronna Pethick

- Conseil scolaire
fransaskoises
- Horizon SD
- Light of Christ RCSSD
- Living Sky SD
- North East SD
- Northwest SD
- Prairie Spirit SD
- Prince Albert RCSSD
- Saskatchewan Rivers SD

NORTHERN BOARDS

(Verdi Room)

Chairs:

Kimberly Greyeyes

Joey McCallum

- Creighton SD
- Ile a la Crosse SD
- Northern Lights SD

URBAN BOARDS

(Campania Room)

Chairs:

Donna Banks

Lori Kidney

- Greater Saskatoon RCSSD
- Lloydminster RCSSD
- Lloydminster SD
- Regina RCSSD
- Regina SD
- Saskatoon SD

