

Employees' Newsletter

November 2015



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MESSAGE FROM DIRECTOR GENERAL ANNIE POPERT

On November 11th we celebrated the 40th anniversary of the James Bay and Northern Quebec Agreement. As a school board, we have come a long way in a relatively short period of time. For instance, over the last five years, our graduation rate jumped from 13 percent to 25.9 percent. Despite the fact that this rate is low, such an increase is nevertheless encouraging. We also now have many Inuit teachers and Inuit managers working in our schools and at the school board offices. These accomplishments are worth celebrating.

November is also an important time of the year in our schools, with the end of the first term and the distribution of report cards to parents. Christmas is just around the corner and everyone will soon be busy organizing special events for our students!

If you have not done so already, I would like to invite you to visit our new [Facebook](#) page and to share our posts with your friends.

I wish you a Merry Christmas and a Happy New Year!

HUMAN RESOURCES AND PAYROLL

Occupational Health and Safety

We wish to inform you of a change in the number of annual fire drills you need to perform.

Following the revision of our procedure, please note that we now ask you to hold only two (2) fire drills annually, in collaboration with your local fire department .

Thank you for keeping us informed following each fire drill at your establishment. Please contact Caroline Rioux if you have any questions (514-482-8220 # 362; caroline.rioux@kativik.qc.ca).

Sick leave

With the beginning of the flu season, the Human Resources Department (HR) would like to remind you that all regular employees or long-term replacement are entitled to seven redeemable sick-leave days annually.

For employees hired during the school year or for part-time employees, the number of redeemable sick-leave days is determined according to the assignment's duration and in proportion to the task's percentage. In addition to redeemable sick-leave days, during their first year of service, employees are provided with a credit of six non-redeemable sick-leave days. Some exceptions apply.

HR also wishes to remind all employees that in case of absence, it is their duty to notify their

immediate supervisor before the start of their shift. A medical certificate may also be required in some cases.

Recruitment at the school board

Samantha Doig is the new Human Resources Coordinator for the school board. She joined the Human Resources Department (HR) in July 2015. She is responsible for all regional recruitment at the school board. In addition, she will assist the schools in their local recruitment, as needed.

Since July, she has participated in the hiring of over 30 staff members at the school board. Most notably, the Director of Education Services (Etua Snowball), the Coordinator of IT (Sylvain Tremblay), and the Principal at Tarsakallak School, Aupaluk (Dominic Hawley). The Nunavik Sivunitsavut program development has also begun with the appointment of James Vandenberg as the Education Consultant.

In the month of October, Samantha attended the Career Fair for teachers, at UQAM in Montreal.

Improvement fund for teachers (HR-14)

Plan B – For any successfully completed university credited courses within the year, teachers may apply for reimbursement of tuition fees, up to a maximum of \$2,000 per year. Official transcripts and original receipts must be submitted.

Plan C – When teachers want to participate in a conference or workshop relevant to their assignment, they may apply for funding. For a conference held between December and May, the principal must approve the applications.

HR must also receive the applications by December 10, 2015. To be eligible, the teacher must have at least one year of service with the school board.

Improvement fund for professionals (HR-15)

Type A – Within the year, for any successfully completed credited courses relevant to their work, a professional may apply for reimbursement of tuition fees, up to a maximum of \$750 per course. Official transcripts and original course's receipts must be submitted to HR within 6 months of completion.

Type B – When a professional wants to take part in a non-credited course, workshop, seminar or conference, he or she may apply for funding according to the criteria specified in the directive. There is a limit of 4 participants per activity and two by department. All requests must be sent to the HR with a copy to the Union delegate at least 5 weeks prior to the activity.

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HUMAN RESOURCES AND PAYROLL (...continued)

Improvement fund for support staff (HR-16)

Support staff can receive funding for professional development activities under three categories.

Organizational improvement: training to acquire knowledge, develop or acquire skills or techniques required by the school board.

Occupational Improvement: training to increase knowledge, develop or acquire skills or techniques.

Personal improvement: courses or studies provided by a recognized institution, with the exception of popular education courses.

For more information on professional improvement opportunities, please contact your

Human Resources Counsellor.

Employees working at schools of Ungava Coast including Salluit and the Kuujuaq Education Services office should contact **Judith Michel**. Employees working at schools of the Hudson Coast, with the Adult Education and Vocational Training Department and at the Montreal offices should contact **Charles Morin**.

INUKTITUT PROMOTION CAMPAIGN

In the context of the Inuktitut Promotion Campaign it launched on September 15, 2015, the Kativik School Board recently announced the release of an Inuktitut keyboard application, **iNaqittaq**.

The keyboard application will enable Inuit users to type in Inuktitut syllabics on iPads, iPhones, and iPods. It was developed by the school board's First Language Curriculum Development. A drawing recognition application for syllabics is also being developed and should be available later in the school year.

This ground-breaking project resonates with Nunavik students who are using educational apps on iPads on an increasingly regular basis in school. Named iNaqittaq, this state-of-the-art app is fully compatible with iOS 8 (released in November 2014) and is available from **Apple's App Store**.

The project was entirely funded by the Kativik School Board.



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COUNCIL OF COMMISSIONERS

Key Points from the Council of Commissioners

The Council of Commissioners met in Kuujuaaraapik from October 20 to 22, 2015. Here are some of the key decisions made during this meeting.

Parnasimautilirjit

The KSB President Alicie Nalukturuk, presented an overview of the political process initiated by the Nunavik organizations after the release of the Parnasimautik consultation report.

The commissioners raised a number of questions concerning the current Plan Nord negotiation process. Given that crucial cross-cutting issues may be subject to negotiation, the commissioners stressed the importance of an inclusive and transparent process.

In order to get a clearer understanding of the negotiation process, it was decided to invite representatives of KRG and Makivik at the December meeting. They will be asked to give a presentation on the status and structure of the negotiations currently taking place with the government as part of Plan Nord. Finally, their presentation should clarify how the negotiation of all the education-related items would proceed.

Unification of the Inuit writing system

The Kativik School Board participated in the National Summit on the unification of the Inuit Writing system organized on August 25-26 in Iqaluit, by the National Centre for Inuit Education and Inuit Tapiriit Kanatami.

The summit recommended that the implementation of an Inuit writing system rooted in a standardized form of roman orthography be formally explored. The system would be developed by Inuit for Inuit and introduced through the education system with quality material, publications and training resources. Participants acknowledged that this process would take time and should not be rushed.

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This recommendation comes after extensive consultations were conducted across the Canadian Arctic by ITK's Inuktitut Titirausiq (AIT) Task Force. A key concern of participants concerned the loss of regional dialects. However, as the Greenland experience illustrates, regional dialects can coexist with a unified writing system based on roman orthography. Inuit linguists from Alaska and Greenland present at the meeting testified to great improvements in the writing ability of school-aged children following the reform of their writing systems.

Approval of the 2014-2015 audited financial report

The Kativik School Board 2014-2015 financial report was verified by external auditors. The audited report was approved by the Commissioners.

Approval and modification of KSB administrative directives and policies

1) Policy on Graduation (ADM-09): The amount of money available to each regular sector and adult education graduate has been increased from \$50 to \$100. As was already the case for Adult Education Centres, schools of the regular sector will now be able to access \$200 to cover expenses related to graduation ceremonies.

2) Policy on Salary Advance (ADM-17): Due to difficulties in ensuring a fair application of this policy and given that the Kativik School Board is the only Nunavik organization granting salary advances, the Council of Commissioners decided to stop this practice. Salary advances will therefore not be granted anymore and the commissioners abolished the Policy ADM-17.

3) Directive on Consulting Services (ADM-11): The directive was amended to specify that the Kativik School Board cannot offer consulting contracts to anyone who is a school board employee, unless certain exceptional circumstances and conditions are present.

4) Policy on Housing for Schools and Adult Education Centres employees (EQ-03) and Policy for Housing for Employees of the School Board's Administrative Centre in Kuujuaq (EQ-07): The policies were amended to specify that in case of an approved leave of at least 30 consecutive days, KSB employees shall allow the replacement staff to take their housing unit when no other housing is available. In such cases, the school board's obligations are also detailed (reimbursement of storage fees, etc). Amendments to the tenant's obligations were also approved. They clarify that the KSB owns the subsidized housing it provides to its eligible employees. As such, tenants cannot transfer, sublet or assign their dwelling. Hosting visitors is allowed under four conditions: a) KSB tenants can host family or friends but cannot obtain a remuneration from them; b) Non-KSB related individuals can be hosted free of charge during special events – the Centre Director must be informed; c) KSB employees or contractual workers can be hosted at the established KSB rate – here again, the Centre Director must be informed; d) KSB tenants can host non-KSB related individuals against remuneration. However, these visits

Salary advances will not be granted anymore and the Policy ADM-17 was abolished.

COUNCIL OF COMMISSIONERS

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must be short-term and the tenants must obtain a written approval from the Director of Material Resources or his delegate.

5) Policy on the Promotion of Peaceful and Responsive Schools (ADM-16):

With the approved amendments, the policy now includes a clear anti-bullying component. The policy defines bullying and describes the bullying behaviours under four categories: verbal, social, physical and cyber-bullying. It specifies how these behaviours should be managed by the school administration.

6) Code of Conduct for Adult and Vocational Students (ADU-01) and Policy on Sponsorship for Transfer Students of the Adult Education and Vocational Training Sector (ADU-02):

The students' code of conduct was amended to include bullying and violence as acts of misconduct leading to disciplinary measures. Re-admission of students who have been requested to leave or who quit without a valid reason will only be assessed after a minimum of 4 months has passed. In addition, ADU-02 was amended to specify that a student must pay for his own ticket home if he quits the program without a valid reason within the first 2 weeks.

THE NUNAVIK SIVUNITSAVUT PROGRAM

The Nunavik Sivunitsavut project recently started. A full-time Education Consultant now works on the program's curriculum development, funding and space allocation (classrooms and residence for students).

This one-year college program is created by the Kativik School Board under the direction of an advisory committee. The Committee is composed of representatives from the school board, KRG, Makivik and John Abbott College. The program development is funded equally by the school board, KRG and Makivik. At the moment, the John Abbott College also provides an in-kind contribution in the form of office space.

The program's objective is to offer quality education to Inuit youth, centred on their own culture, identity, language, land and people. The program will include tools to successfully live and study in a non-Inuit, urban environment. The program will support students as they also explore other post-secondary programs they could pursue after completing Nunavik Sivunitsavut.

As program development work progresses during the 2015-2016 school year, a start date for the program will be determined and communicated to Nunavimmiut.



POST- SECONDARY STUDENT SERVICES

At the school board, post-secondary students are enrolled at a number of different colleges, cégeps and universities. On Saturday October 17, post-secondary students had the opportunity of getting together for a special activity: trekking treetops in Rigaud. The "trail" to trek consisted of a network of zip lines at treetops. It featured unique aerial games and fun challenges. An exciting day for everyone!

WHAT'S COMING UP IN OUR SCHOOLS?

The end of the first term and the report cards distribution will take place during the last two weeks of November in all schools of Nunavik. As December approaches, schools will also start preparing their Christmas activities, including concerts, feasts and other special events.

At the regional level, students from the communities of Kuujjuaq, Tasiujaq, Aupaluk, Kangirsuk and Kuujuarapik started training to participate in the project Young Karibus. Students from these five communities will be divided into two groups to undertake a five-day ski excursion (spring 2016). A first group will ski from Kuujjuaq to Tasiujaq while a second group will ski from Aupaluk to Tasiujaq.

Implemented with success in Kuujjua last year, the project was initiated by two Jaanimmarik teachers, Valerie Raymond and Maxime Saulnier. Last years' participants skied 141 km from Kuujjuaq to Tasiujaq, overnighing in the tundra.

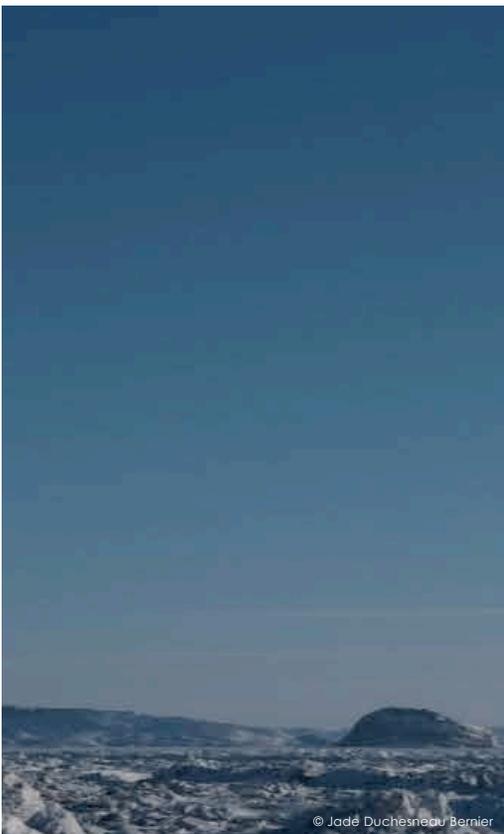
The project develops perseverance amongst participants who train for a nine-month period prior to the expedition. The ski journey also provides a unique opportunity for young Inuit to (re)discover their land from a perspective close to that of their ancestors. The project promotes healthy lifestyles through its training components. By involving students in fundraising activities, the project also has a positive impact on their leadership skills, self-confidence and self-motivation to reach objectives.

Umiujaq

Kiluutaq School is due to host the Space Contact Program in November. Students will have the opportunity to establish a radio contact with an astronaut on board the International Space Station.

Salluit

Pigiurvik School continues to hold a program of activities focused on the promotion of healthy lifestyles. The school's healthy snacks program will also be back soon!



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WHAT'S COMING UP IN OUR SCHOOLS?

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Tasiujaq

This year again, Ajagutak School benefits from the Youth Fusion program. The program coordinator is actively involved in the preparation of the school's Christmas concert, working on a weekly basis with students of all grades.

Kuujuuaq

At Jaanimmarik School, the gym teachers are preparing Grade 4 to Secondary 5 students for the school's Inuit Games, in November. As part of this competition, students will strive to earn medals in their age category.

For Christmas, the school will host its annual Christmas Bazaar. The Bazaar features, amongst others, a rummage sale, a bake sale, Santa's Corner and a traditional turkey dinner. Our students will also be selling some handmade crafts.

This special event will be followed by the school's annual Christmas concert, held in the gymnasium. Students will perform a variety of acts for their parents and community members.

To re-energize everyone after the Christmas holidays, a Family Sports Day will be organized at the Forum. Families will be invited to join staff and students for various activities at the local arena.

COMPLEMENTARY SERVICES

Supporting high potential students

By Steve Lydiatt

At the Kativik School board, we know there are students who have advanced abilities in two areas of performance. Generally we call this "giftedness".

Giftedness refers not only to "lesson learners" (those who consume existing information) but it also includes "creative producers" (those who go on to make important contributions to knowledge).

The first type of students is known as schoolhouse giftedness. These students excel in academics such as mathematics, debating or writing.

The second type of students is known as creative-productive giftedness. These students have personal gifts such as creating artistic products, singing or dancing.

In the past, school systems often just used intelligence levels (IQ) and high subject marks to identify students. We know today from experience that the IQ and high marks misses many high performing students who go on to excel and become strong contributors to society.

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COMPLEMENTARY SERVICES

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The Complementary Services Department is encouraging school personnel to identify advanced or gifted students in order to offer them specialized experiences.

Using a screening system called Multiple Intelligences, it is possible to find gifted, talented and academically advanced students. Teachers, students, school staff, parents and other adults in schools can identify these students.

Once school personnel have discovered gifted, talented and advanced students, they will be able to develop specialized activities. These will be supported by funding from Complementary Services for material, equipment or other needs.

It will be interesting to see what types of student appear and the variety of activities developed to encourage their abilities.

If you would like to learn more about this initiative and about the Multiple Intelligences screening system, please contact Steve Lydiatt, Assistant Director Complementary Services, at Education Services (Kuujuuaq: 1-800-964-1136).

NEW EMPLOYEES

Suzanne Naluiyuk joined the Post-Secondary Student Services in October. She will be replacing Jeannie Nayoumealuk until November 2016, as Counsellor in Academic Training.

James Vandenberg also started in a new position, Education Consultant, where he will be working on the Nunavik Sivunitsavut program development, in Montreal. James will work on curriculum development, identification of program instructors and funding.

Natalie May Ittulak was recruited to work as Administrative Technician with the Training and Research Department, in Kuujuuaq. Natalie graduated from Jaanimmarik School two years ago, from the French sector. She is fluent in three languages: Inuktitut, French and English. Natalie is replacing Amanda Baron who is on a one-year leave.

In October, **Etua Snowball** was appointed to the position of Director of Education Services. Etua has been working with the Kativik School Board since 2001, as a teacher at Jaanimmarik School in Kuujuuaq. In 2014-2015, he worked as Assistant-Director of the school board's First Language Curriculum Development Department.

Melinda Hickey, former Centre Director at Pitakallak School, joined the Education Services as Administrative Assistant. We are very glad to have her on board!

Sylvain Tremblay joined the school board in September as Coordinator of Information & Technology, with Education Services in Kuujuuaq. Holder of a Bachelor's degree in Computer Science from the University of Montreal, Sylvain has worked in this field for almost 30 years, including as Director of Information & Technology.

DATES TO KEEP IN MIND

- **November 24 to December 2, 2015:** Teacher Training Program – Course EDEM 202 Family Dynamics and Supporting Institutions, Kangiqsualujjuaq. This course is offered to Inuit teachers and to Centre Directors. It will be taught by Nancy Etok in collaboration with McGill consultant Caroline Mueller.
- **December 8 to 11, 2015:** Council of Commissioners, Montreal
- **December 10, 2015:** Deadline for application, Professional Improvement Fund for Teachers (Plan C - conferences and workshops).
- **December 21 to January 1st, 2016:** Christmas and New Year holidays, Kativik School Board.
- **January 14 to 21, 2016:** Teacher Training Program – Course EDEE 245 Orientation to Education for Physical Education Teachers, Pigiurvik School, Salluit. This course is offered to beginning teachers, and physical education trainees. It will be taught by Catherine Boivin (KSB), in collaboration with McGill consultant Johanne Vaillant.



KATIVIK SCHOOL BOARD

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EDITORIAL TEAM

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