

Employees' Newsletter

February 2016



© Jade Duchesneau Bernier

IN THIS ISSUE...

- 2 HUMAN RESOURCES
IN MEMORIAM - HARRIET
RUSTON
- 3 COUNCIL OF COMMISSIONERS
- 5 ADULT EDUCATION
RETIREMENTS
- 6 WHAT'S COMING UP IN OUR
SCHOOLS?
- 8 NEW EMPLOYEES
- 9 DATES TO KEEP IN MIND

MESSAGE FROM DIRECTOR GENERAL ANNIE POPERT

We recently celebrated the Teacher Appreciation Week and from March 7 to 11 we will be celebrating the Support Staff Appreciation week. Let me take this opportunity to acknowledge the great work you are all doing in our school and at our offices. Your dedication, expertise and commitment to education in Nunavik are truly appreciated.

The Regional Science Fair will be taking place on February 23-24 in Puvirnituk, for schools of the Hudson Coast. The winners will have the opportunity to represent Nunavik at the Quebec Aboriginal Science Fair (April 2016).

In addition to this exciting regional event, the Adult Education Department is organizing the Nunavimmiut's Future Fair. The Fair will tour six Nunavik communities in March and April. Make sure to stop by if you are around!

HUMAN RESOURCES AND PAYROLL

Recruitment of teachers for 2016-2017

In the month of January, Human Resources and School Operations participated in 12 different career fairs and recruitment information sessions. They traveled around eastern Canada to recruit the best candidates for teaching positions in 2016-2017. In addition, over 10 vacant teaching positions in Nunavik schools were filled in the last three months.

A reminder for the new year

If you expect to take some time off away from work, you must contact your immediate supervisor beforehand. This practice enables to better schedule and to organize the services to students during your absence.

If you cannot reach your immediate supervisor, it is your responsibility to contact him or her at your the earliest opportunity.

Note also that when you are back to work, you might have to provide a medical note to justify your absence.

Professional Improvement Funds for teachers (HR-14)

At the School Board, there are funds for professional improvement available to teachers who wish to upgrade their knowledge, skills and abilities as educators.

Plan C – Conference and workshops: to attend a conference between June and September, requests must be in by May 15th.

Leaves, resignations and transfer requests

Under some specific conditions, teachers may ask for a leave of absence without pay for the following school year. It is also possible for teachers, who wish to stay at the Kativik School Board but would like to work in another village of Nunavik, to request a transfer to a different school.

As per the Collective agreements, the deadlines for leaves, resignations and transfer requests are:

5-4.03 – Transfer request must be submitted to Human Resources before March 1st.

5-9.01 – Resignation must be submitted in writing to Human Resources before April 1st.

5-15.07 – Request for a leave without pay must be submitted before April 1st.

IN MEMORIAM HARRIET RUSTON

Harriet Annie Lizzie Ruston was the first Kativik School Board Commissioner to be elected in Kuujuaq. Harriet took her oath of office on October 4, 1977. She was born on December 12, 1942 and passed away on January 15, 2016.

Our sympathies go out to her family and friends.



© Jade Duchesneau Bernier

COUNCIL OF COMMISSIONERS

Key Points from the latest Council of Commissioners

The Council of Commissioners met in Montreal from December 8 to 11. They reviewed the activity reports submitted by all the school board's departments. You will find below a highlight of some key decisions made during this meeting.

Qanuilirpitaa

The Council of Commissioners was briefed on the 2017 health survey: Qanuilirpitaa.

The survey will look at the health of adults, youths and communities in Nunavik. The data gathered will be used to identify new and existing health priorities in Nunavik. It will also be used to strengthen community capacities to address local health issues.

The 2017 health survey will be conducted under the leadership of researchers from the Nasivvik Centre. It will include an education, training and mentoring program under which Inuit students and youths will be recruited and trained as interns and research students. The Kativik School Board will be directly involved in the recruitment and selection of the research students and interns. Through their involvement in the Qanuilirpitaa survey, Nunavik youths will gain concrete work experience and learn more about potential careers in the area of environmental and health sciences.

The Council of Commissioners decided to support the training component of the Qanuilirpitaa survey, with the objective to foster the involvement of Inuit youths in Nunavik research activities. The training program will be implemented over a 4-year period, starting this year.

The Council of
Commissioners
supports the
training
component of the
Qanuilirpitaa
survey

(continued...)

New job description for the position of Student Ombudsperson / Ombudsperson

The Council of Commissioners approved a new job description for the contractual position of Student Ombudsperson / Ombudsperson. The changes emphasize the role of the Ombudsperson as the protector of students.

The Ombudsperson / Student Ombudsperson will be mandated to address any situation where a student or the parent of a student believe they have been treated in an unfair manner by the Kativik School Board. The Ombudsperson / Student Ombudsperson will also be mandated to review or investigate situations where a complaint has been received alleging that a school board employee does not comply with the KSB Code of Conduct.

The Ombudsperson is neutral and independent from the school board. The individual appointed to this position will report directly to the Council of Commissioners.

At the moment, the school board is developing the procedure that KSB students or their parents should follow to lodge a complaint with the Student Ombudsperson. The procedure will be communicated to students and their parents once the Council of Commissioners appoints an Ombudsperson / Student Ombudsperson. Recruitment for this position is in progress.

School construction and extension

A number of school construction and school extension projects are currently under way. These projects are based on the 10-year plan adopted by the Council of Commissioners in October 2014. They include:

- A new school in Aupaluk (in progress – estimated completion date: August 2016);
- A new Adult Education Centre in Salluit (completed fall 2015, official inauguration April 2016)
- The Kativik School Board continues to work with the Quebec Ministry of Education towards the approval of the construction of a stand-alone school in Inukjuak, for 2016-2017.
- The Kativik School Board will be preparing an application for the construction of a school extension in Akulivik. The extension is scheduled for 2018-2019.
- Extension of Ikusik School in Salluit for 2016-2017: The Kativik School Board continues to work with the Quebec Ministry of Education towards the approval of this project.

A new job description emphasizes the role of the Ombudsperson as the protector of students

ADULT EDUCATION & VOCATIONAL TRAINING

In March and April, the Adult Education department will be organizing the Nunavimmiut's Future Fairs, in cooperation with schools of the regular sector, Nunavik organizations and Nunavik employers from the public and private sectors.

The fairs will provide an opportunity for Nunavimmiut, trainers and employers to create personal connections. Adults will be able to participate in various workshops related to job search and CV preparation. Information about future employment trends, future career paths, academic training and vocational studies opportunities will also be provided to all participants.

Activities offered will target adults as well as youths currently at school. The fairs will be held in the following villages:

- Salluit: March 21-22
- Kangiqsujuaq: March 23-24
- Kangiqsualujjuaq: April 18-19
- Kuujuaq: April 21-22
- Inukjuak: April 25-26
- Puvirnituq: April 28-29

RETIREMENTS & DEPARTURES



© Jade Duchesneau Bernier

Since November 2015, we have said farewell to a number of colleagues who had been with the school board for a long time. We would like to acknowledge their contribution to education in Nunavik and wish them all the best in their future endeavours!

Sarah Piri retired in January. She was a grade 1 teacher at Tukisiniarvik School, Akulivik. She worked with the school board for more than 35 years and taught many generations of Akulivimmiut.

Jaani Arnatuk also retired in January. Jaani worked as a secretary at Arsaniq School. He worked with the school board for 34 year providing a precious support to school administrators. We wish him all the best!

The school board would like to acknowledge the departure of **Qiallak Qumaaluk**, Assistant Director of the First Language Curriculum Department. Qiallak has been with the school board for 28 years, working in different capacities. Always available to share her knowledge as a teacher, Qiallak worked on the development of cultural instruction curriculums and managed a pilot project in four Nunavik communities where a new school calendar was implemented to strengthen KSB's cultural instruction programs.

Wayne McElroy also retired in December 2015. Wayne started his career with the school board 35 years ago, as a teacher in Salluit. At the time of his retirement, Wayne was Counsellor in Academic Training, with the Post-Secondary Student Services department.

WHAT'S COMING UP IN OUR SCHOOLS?

On February 23 and 24, Ikaarvik School hosted the Regional Science Fair for students of the Hudson Coast. The schools of Salluit, Ivujivik, Puvirnituaq, Akulivik, Inukjuak, Umiujaq and Kuujjuaraapik were represented. Over these two days, some 25 guests students joined Puvirnituaq students to display and present their scientific projects. The winners will have the opportunity to represent Nunavik at the 2016 Quebec Aboriginal Science Fair (April 5-6, in Mistassini).

The Young Karibus project continues with the involvement of some thirty students from the communities of Kuujjuaq, Tasiujaq, Aupaluk, Kangirsuk and Kuujjuarapik. Focused on school perseverance, the project includes a training component to prepare participants for a 90-km cross-country skiing excursion in April 2016. It also proposes a number of activities and workshops on topics such as healthy living and nutrition. Aupaluk will be the final destination of the excursion; a team will ski from Tasiujaq to Aupaluk while another will ski from Kangirsuk to Aupaluk.

Kuujjuaraapik

Special activities were organized for Valentine's Day and additional ones are planned to celebrate Easter. Youth Fusion continues to offer a program of extracurricular activities after school including sciences, sports, culture and music. With the recent reopening of its Nurture Group, the school is once more able to offer social and emotional learning activities to special needs students.

Umiujaq

Kiluutaq School is one of the four pilot schools implementing a new school calendar that allows for cultural instruction over three one-week periods. The school will hold its second cultural instruction week during the first half of March. Workshops on a variety of traditional skills will be offered at school, in close cooperation with members of the community.

Puvirnituaq

At the end of January, the school received a group of 12 former Montreal Canadian hockey players. Students were delighted to have the opportunity to meet with them. Iguarsivik's Qullik bands won last year's Nunavik talent show. The band will be performing in Nuuk, Greenland, during the Arctic Games (March 2016).

Ivujivik

Teachers of Nuvviti School organized a Bazar on January 30, 2016. The event was a success and generated a lot of interest in the community. It also enabled the school to raise funds for future local activities. Special thanks to all the teachers who volunteered to organize this event.

The school is planning cinema nights for the community in February and March.

The Friendship games are being organized once again this year. Floor hockey and basketball competitions will take place between Nuvviti students and those of Tukisiniarvik School, Akulivik. Students are also training to compete at the upcoming Arctic Games.

Thanks to the dedication of its teachers, the school offers a full calendar of varied extracurricular activities that include sports, cultural activities and crafts.

On March 15-16, Écoles en Santé will visit the school to offer workshops on self-care and stress management.

Kangiqsujaq

On January 29, Arsaniq launched the Compassionate School project. The schools' values were introduced to all students during a special event. The school is one of the four pilot schools implementing a new school calendar to enhance cultural instruction. As part of this project, a week of cultural instruction is being planned for late February or early March.

Quaqtaq

Isummasaqvik School is also one of the four pilot schools implementing a new school calendar. As part of this project, the school is preparing for a week of cultural instruction to be offered to students at the beginning of March.

As part of the Compassionate School project, a training

(...continued)

WHAT'S COMING UP IN OUR SCHOOLS

(continued...)

workshop will be offered to staff during the last week of February.

Aupaluk

At Tarsakallak, Valentine's Day was celebrated with a card exchange and a bingo! Students also started the weekend with a fun evening, as every Friday, movie nights are organized at the school.

In April, Tarsakallak School will welcome the Young Karibus teams who will be skiing to Aupaluk from Kangirsuk and Tasiujaq. One student from Tarsakallak participates in the project and will ski along with the team traveling from Kangirsuk.

Tasiujaq

The implementation of the Compassionate School project is

progressing at Ajagutak School, where a number of positive behaviour reinforcement initiatives are being launched in February. The project was also introduced to the Education Committee earlier this month.

Six students from Tasiujaq participate in the Young Karibus project. In addition to training, they also raise funds for the project. With the support of teachers, they recently organized a community brunch at the school.

Kuujuaq

Jaanimarik School has been coping with the impact of a third youth suicide over an eight-week period. Counselling services are being provided to students and staff, with the support of the school board's Complementary Services department and professionals from the CLSC. The Kuujuaq community and its leaders are mobilized to provide support services to the youths. Since the beginning of January, the school has been organizing weekly "uplifting activities" during which students and staff can exchange and spend time with each other doing non-academic activities.

Kangiqsualujuaq

On March 16, the school will celebrate Inuit culture with a full

day of exhibitions and activities based on traditional knowledge and skills.

As part of training sessions offered through the Adult Education department, a CPR/First Aid Training will be offered at Ulluriaq School on March 21st.



© Jade Duchesneau Bernier

NEW EMPLOYEES

In the past few months, the school board welcomed a number of new employees in Montreal and in Nunavik.

Earlier this fall, **Sheri Burke** was appointed to the position of Counsellor in Academic Training. More recently, **Suzanna Naluiyuk** was selected for the permanent position of Counsellor in Academic Training. **Branko Kajzer**, a Canadian Certified Counsellor and licenced therapist, was also appointed to a position of Counsellor in Academic Training. The three of them are working with the Post-Secondary Student Services department and provide support to students enrolled in post-secondary studies.

Jessica Fletcher, a Special Education teacher has been hired to work at the Girls' Rehabilitation Centre recently inaugurated in Inukjuak. Jessica will be working under the Complementary Services Department.

Georgia Vrakas also joined the Complementary Services department where she will be responsible for the Healthy Schools program. She replaces Melanie Picard who is on a one-year leave.

In Kuujjuaraapik, **Suzanne Héту** was recently assigned to facilitate the services offered to students with special needs, under the umbrella of Asimauttaq School's Nurture Room initiative. The Nurture room provides a safe space to students, where they can access counselling and special education services.

In January, **Audrey Houle-Pépin** was recruited as Administrative Technician with the Training and Research Department. Audrey has been working with the school board for nearly 10 years. Her position is based at the Education Services office in Kuujjuaq.

In November 2015, **Melinda Gadbois Hickey** was appointed to the position of Administrative Assistant, a position that was previously held by Gina Jean. She is responsible for the management of the technical and administrative activities of the Education Services office in Kuujjuaq.

In November 2015, **Susie Angnatuk** also joined the Education Services in Kuujjuaq, as Receptionist.

At the end of November, **Stephan Zoukou** replaced Minnie Annahatak at the Finance Department. Stephan was already working with the school board's Finance Department.

Kevin Flanagan joined the Material Resources Department as Buyer. Kevin has extensive experience in the field. His position is based at the Montreal office.

DATES TO KEEP IN MIND

Feb. 1-5, 2016: Teacher Appreciation Week, all KSB schools, offices and education centres

Feb. 22-25, 2016: School Administrators Meeting, Kuujjuaq

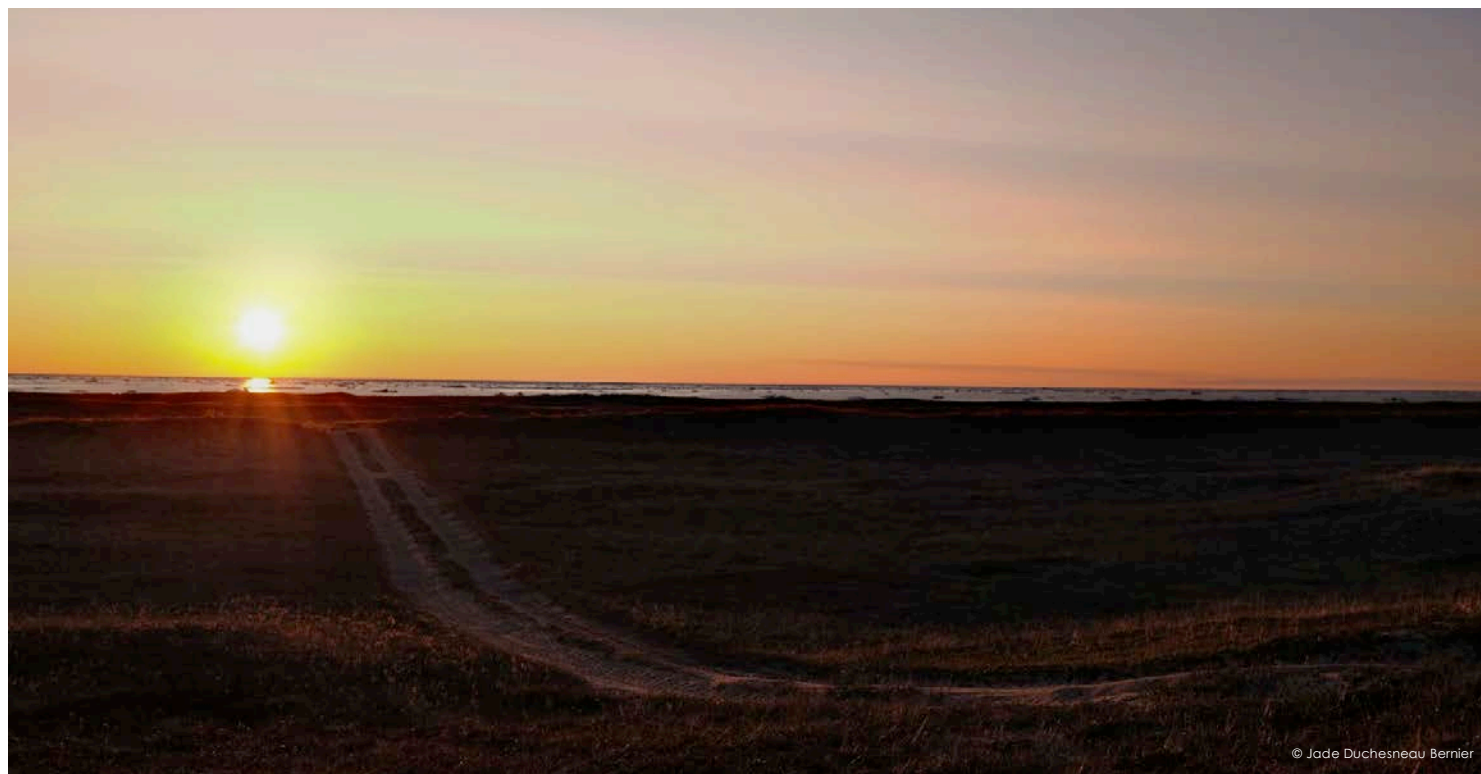
Feb. 29 to March 4, 2016: Education Council meeting, Kangiqsualujjuaq

March 15-17, 2016: Council of Commissioners, Kuujjuaq

March 15-17, 2016: Centre Director Meeting, Kuujjuaq

March 7-11, 2016: Support Staff Appreciation Week, all KSB schools, offices and education centres

April 4-8, 2016: Professionals Appreciation Week, all KSB schools, offices and education centres



© Jade Duchesneau Bernier

KATIVIK SCHOOL BOARD

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

EDITORIAL TEAM

Jade Duchesneau Bernier & Kaudjak Padlayat