

Employees' Newsletter

February 2017



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MESSAGE FROM DIRECTOR GENERAL ANNIE POPERT

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On the occasion of the Teacher Appreciation Week (February) and of the upcoming Support Staff Appreciation Week (March), I would like to emphasize the importance of the work all of you perform in our schools and at our offices.

The Nunavik Regional Science Fair that Inukjuak will host on February 14 and 15 is an exciting event that many of us look forward to. It is also something that would never be possible without the efforts and extra hours our committed science teachers put in. The event itself would not be what it is without the involvement of the teachers and support staff who will accompany, host and facilitate the stay of participating youth in Inukjuak.

Finally, I am also excited to announce that at their December meeting, the Council of Commissioners selected a new logo for the school board. The new visual identity will be unveiled this spring. Keep an eye out for it!

HUMAN RESOURCES AND PAYROLL

A brief reminder for the new year

When you plan to be absent from work, it is essential that you contact your immediate supervisor **before** the start of your shift. This practice makes it possible to better plan and organize the services to students for the day when you have to be absent. If you are unable to reach your supervisor before the start of your shift, it is your responsibility to contact him or her as soon as possible. Also note that when you return to work, you may be required to provide a medical note to justify your absence.

The calculation of food cargo demystified

The employee who benefits from food cargo is entitled, in proportion to the duration of his or her assignment, to the following number of kilograms:

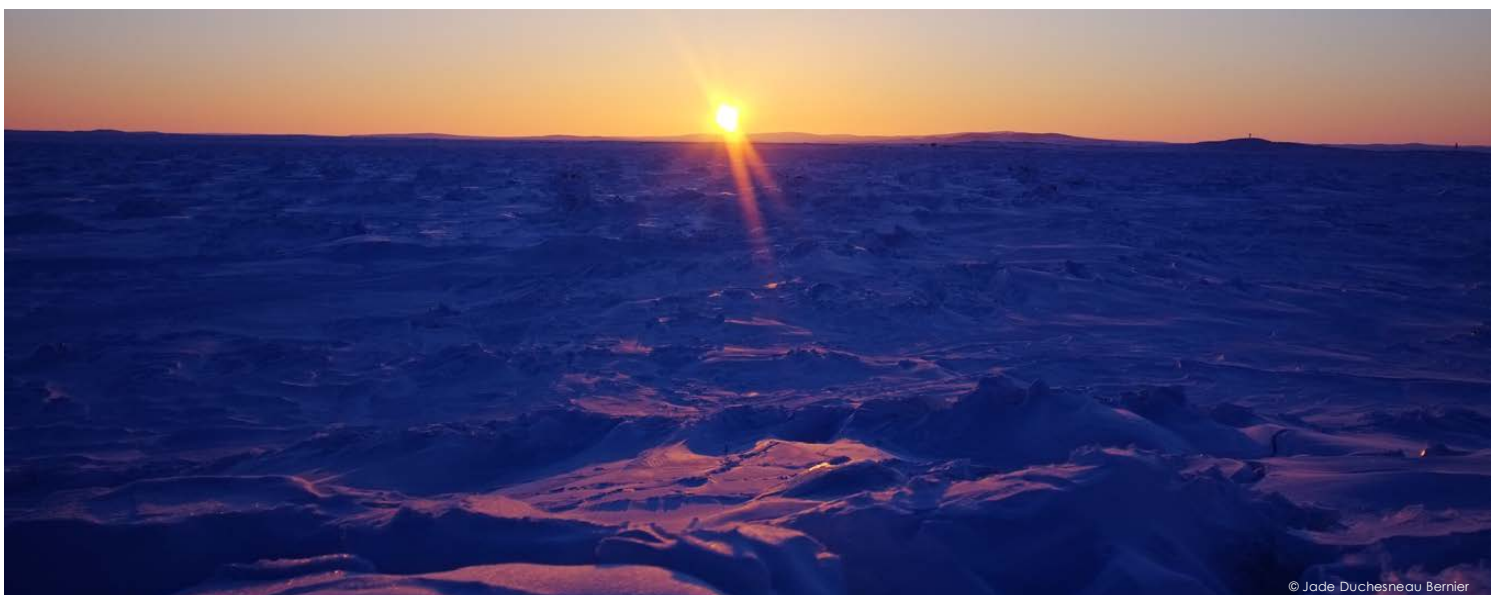
- 727 kilograms per year per adult and per child 12 years of age or over;
- 364 kilograms per year per child under 12 years of age;

100% of the allocated weight can be sent by air. The employee can choose his or her point of supply. The expenses reimbursed must not, however, exceed the equivalent of the cost of transportation between Montreal and the locality in Nunavik where the employee works.

Teachers' Professional Improvement Fund (HR-14)

Plan B – For any successfully completed credited University courses within the year, teachers may apply for reimbursement of tuition fees, up to a maximum of \$2000 per year. Official transcripts and original courses receipts must be submitted to HR.

Plan C – When teachers want to participate in a conference or a workshop relevant to their assignment, they may apply for funding. For a conference held between June and September, applications approved by the principal must be received at HR **by May 15, 2017**. To be eligible, the teacher must have at least one year of service with the school board.



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COUNCIL OF COMMISSIONERS

Highlights from the Council of Commissioners

The Council of Commissioners met in Montreal, from December 6 to 9, 2016.

At that meeting the commissioners reviewed and approved the proposal for a new visual identity of the school board, which includes a new logo. The logo will be unveiled after the March Council of Commissioners' meeting.

The Commissioners also reviewed the mid-year reports of the school board's departments. Some highlights from these reports are presented below.

Compassionate Schools

Launched in August 2012 as a pilot project, the Compassionate Schools project is now implemented in all our schools. With the Compassionate Schools project, the school board seeks to address more effectively the social, emotional, and academic needs of students so that they can learn better and succeed. Many of the students we welcome in our schools arrive in the morning with a heavy load on their heart. This has an impact on their ability to learn.

The Compassionate Schools project helps teachers and school administrators to incorporate trauma-informed practices in the way they teach and manage our schools.

As project implementation progresses, the schools develop and apply a school-wide framework to proactively prevent problems and reinforce the positive behaviours of students. They also collect data on the patterns related to students' problematic behaviour within their specific school environment. This helps gain a better understanding of students' behaviours. It also ensures that intervention decisions are based on data. Furthermore, when a consistent way of responding to problematic behaviours is in place within the school, the integration of new employees and teachers becomes easier.

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A team of five staff oversees the implementation of the Compassionate Schools project: a coordinator and 4 regional pedagogical counsellors. They visit the schools regularly to provide support and guidance.

Curriculum development

The department of Education Services announced plans to develop a Nunavik History Program consisting of 12 modules. The program would cover the period from 1600 to 2016.

Work continues to strengthen numeracy and literacy skills through the use of new technologies in Inuktitut. Since 2014, a total of 1,570 SMART Table activities were developed to complement the Grade 1, 2 and 3 curriculum. Inuit teachers are also provided training and support as they integrate new technologies into their pedagogical approaches.

For three years now, the school board has been implementing a cultural instruction pilot project in 4 communities (Umiujaq, Akulvik, Kangiqsujaq and Quaqtaq). Simultaneously, a review of land survival instruction provided by some of our schools and a review of the regular cultural instruction provided in class were undertaken. The Council of Commissioners mandated the Education Services department to work on a renewed culture program that could be rolled out in all schools. The program development team was asked to incorporate best practices from the pilot project and weave cultural content into the second-language curriculum.

School Operations

In June 2016, the Complementary Services department was integrated to the School Operations department. This structural change has led to further integration of the services offered in our schools by Complementary Services employees and the approach developed by the Compassionate Schools project.

Work on anti-bullying also progressed. Research was conducted to assess the situation in Nunavik communities. Existing training material and policies were reviewed and 8 recommendations were presented. These recommendations point out to the necessity of involving Nunavik communities in order to successfully address bullying issues.

The next steps will involve defining bullying and fostering a common understanding of this issue amongst our employees and students, mainly through training and awareness initiatives. Work on an anti-bullying protocol will also be undertaken in 2017.

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NUNAVIMMIUT FUTURES FAIRS

This year again, the Adult Education and Vocational Training department will be organizing the Nunavimmiut Futures Fairs. The event is held in cooperation with schools from the regular sector, Nunavik organizations and Nunavik public and private sectors' employers.

This event was a great success last year. It provides an opportunity for Nunavimmiut, trainers and employers to establish personal connections and exchange information. If you want to know more about the jobs available in Nunavik, how to apply for them and the qualifications or training they require, make sure you stop by when the fair visits your community.

This year, the fair is traveling to the following communities:

- Kangirsuk on February 27-28
- Quaqtaq March 2 & 3
- Ivujivik on March 27-28
- Akulivik on March 30-31

NUNAVIK SIVUNITSAVUT IS RECRUITING STUDENTS!

In September, the school board announced the launch of Nunavik Sivunitsavut. This initiative is coordinated by Lisa Koperqualuk, with the support of two education consultants (Gillian Warner and James Vandenberg) and a secretary (Connie Burke).

As of next fall, Nunavik Sivunitsavut will offer courses, in partnership with the John Abbott College and with the financial support of Indigenous and Northern Affairs Canada.

The courses will focus on Inuit and circumpolar history, politics, governance, culture and language. They aim to provide students with an invaluable insight into and deeper understanding of their region, its culture and people.

Nunavik Sivunitsavut launched its recruitment campaign on January 30, 2017. It will receive applications until April 20, 2017. To be eligible, applicants must be beneficiaries of the JBNQA and hold a Secondary Studies Diploma (DES).

Applications can be submitted by mail, fax, email or online through the Nunavik Sivunitsavut website at: www.sivunitsavut.ca

You can also follow Nunavik Sivunitsavut on [Facebook](#).

Nunavik Sivunitsavut is the result of a successful partnership between Nunavik organizations, under the leadership of the Kativik School Board.

For more information: info@sivunitsavut.ca | 1-844-445-2525

FLOWERS SENT TO SCHOOL BOARD EMPLOYEES



As specified in the administrative directive **ADM-05**, flowers can be sent on behalf of the school board to employees or commissioners on the following three occasions:

1. When the employee or an employee's spouse has given birth;
2. When an employee is hospitalized or during the employee's convalescence;
3. Upon the death of a student, of an elected representative or his/her immediate and extended family member, or of an employee or his/her immediate and extended family member.

For the purpose of ADM-05's application, the following persons are considered to be the immediate family member of an employee or elected representative: father, mother, spouse, child, sibling. The extended family members include grand-parents and grandchildren as well as 1st degree aunts, uncles, nephews and nieces.

To order flowers for an employee, please contact publicrelations@kativik.qc.ca.

For your request to be processed, we will require the full name and address of the person to whom the flowers should be delivered.

RETIREMENTS

We would like to highlight the work accomplished by the following Kativik School Board employees who recently left us or who will be leaving us soon for a well-deserved retirement. Thank you to each one of you!

Katsuak Saviadjuk Alaku retired in December 2016 after working with the Kativik School Board for 20 years. At the time of her retirement she was a teacher at Pigiurvik School, Salluit.

Curriculum development professional **Amalie Novalinga** retired last June, after 37 years with the school board. Amalie was working in Akulivik at the time of her retirement.

Maintenance worker **Juanasie Kakkutuk** retired last August after 36 years of service at Tukisiniarvik School, Akulivik.

Anna Giuliani, Coordinator of the Indigenous and Northern Canada Affairs Program, New Paths for Education at the school board will retire on March 3, 2017. She has been working with the school board for 36 years, based at the Montreal office.

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RETIREMENTS

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Caroline Palliser will take her retirement on March 30, 2017. Caroline has been working with the school board for 40 years and she is currently a Pedagogical Counsellor at the Nunavimmi Adult Education Centre, Inukjuak.

Centre Director **Betsy Epoo** will be taking her retirement on February 20, 2017. Betsy has been working with the school board for 28 years, at Innalik School, Inukjuak.

Vice-Principal **Roger Robidoux** retired on January 21, 2017. Roger had been working with the school board since August 2015, at Iguarsivik School, Puvirnituq.

NEW EMPLOYEES AND NEW APPOINTMENTS

We would like to welcome the employees who recently joined the school board. We would also like to congratulate those who were already working with us and were appointed to new positions.

At the Education Services department in Kuujjuaq, **Qullik Sequaluk** joined the School Operations team as Administrative Technician.

Former IPL Girls teacher in Salluit, **Maggie MacDonnell** was appointed to the position of Education Consultant for Healthy Schools. Maggie's position is within the Complementary Services department, within School Operations. Her position is based in Kuujjuaq. The Complementary Services department also welcomed Mary Kaye May, who joined the team in the capacity of Reeducation Counsellor. She will be providing regional support to our schools and her position is based in Kuujjuaq.

Don Kearnan also joined the School Operations team as Coordinator for Schools, on a temporary appointment until June 30, 2017. Don was previously working in Nunavut.

Compassionate Schools Pedagogical Counsellor **Alexandre Girard-Lamontagne** has been appointed to the position of Compassionate Schools Coordinator. Alexandre is replacing Gillian Warner who is currently working as Education Consultant with Nunavik Sivunitsavut. Alexandre is based in Inukjuak.

In December, **Lisa Mesher**, former Director of Adult Education and Vocational Training, was appointed Interim Director of Post-Secondary Student Services. She replaces Jason Annahatak who is on a leave of absence until December 2017. **Denis Daigle** was appointed Interim Director of Adult Education and Vocational Training, replacing Lisa until December 2017. **Kaudjak Padlayat** was recruited for the position of Interim Assistant Director of Adult Education, in replacement of Denis,

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NEW EMPLOYEES AND NEW APPOINTMENTS

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until December 2017. She has been with the school board for more than 10 years and worked as a School Administrator in Kuujuaq and as a Public Relations Officer at the Montreal Office.

In Inukjuak, **Pamela Epoo** was hired as Centre Director at Innalik School. Pamela replaces Betsy Epoo who is taking her retirement in February after 28 years of service with the school board.

At the Finance department, **Tara Cadorette** was hired as Office Agent Class I. Tara is replacing Linda Zouvi, who is now working with the Adult Education and Vocational Training department.

The school board also filled 11 teacher vacancies in the regular sector and 1 Adult Education teaching position. We are happy to welcome the following teachers: **Susan Taylor** (Concurrent General Education Teacher at the Nunavimmi Adult Education Centre, Inukjuak), **Lucretia Vahfin** (teacher at Nuvviti School, Ivujivik), **Christine Tessier** (teacher at Ajagutak School, Tasiujaq), **Martine Robert** and **Sonia Van Der Voort** (teachers at Tukisiniarvik School, Akulivik), **Lindsay Rockbrand** (teacher at Sautjuik School, Kangirsuk), **Monique Chrétien** and **Dylan Lord** (teachers at Ikusik School, Salluit), **Jonathan Dunn** (teacher at Asimauttaq School in Kuujuaq), **Marc-Antoine Simard** (teacher at Pitakallak School in Kuujuaq).

DATES TO KEEP IN MIND

February 6-10, 2017: Teacher Appreciation Week, all school board.

February 14-15, 2017: Nunavik Regional Science Fair, Inukjuak.

February 20-24, 2017: School Administrators' meeting, Kuujuaq.

March 6-10, 2017: Support Staff Appreciation Week, all school board.

March 15, 2017: for the **teaching personnel**, deadline for receiving an application concerning a participation in training workshops or conferences to be held between June and September 2017 ([HR-14, Plan C](#)).

March 27 to April 1st, 2017: Council of Commissioners, Kangiqsujuaq.

April 3-7, 2017: Professional Appreciation Week, all school board.

KATIVIK SCHOOL BOARD

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

EDITORIAL TEAM

Jade Duchesneau Bernier & Kaudjak Padlayat