

Employees' Newsletter

November 2013



© Jade Duchesneau-Bernier

MESSAGE FROM THE DIRECTOR GENERAL ANNIE POPERT

IN THIS ISSUE

2

HUMAN RESOURCES & PAYROLL on Canada saving bonds and the Quebec Pension Plan.

3

THE CODE OF ETHICS AND PROFESSIONAL BEHAVIOUR: the complaint procedure and the Ombudsperson.

5

WHAT'S UP IN OUR SCHOOLS?

9

NEW EMPLOYEES & DATES TO KEEP IN MIND

November is an important month this year. Not only does it mark the end of the school year's first term, but it is also the time for us to celebrate the 35th anniversary of the School Board.

The James Bay and Northern Quebec Agreement (JBNQA) was signed on November 11, 1975. Nearly three years later, in July 1978, the students, school staff and property from the federal and provincial school systems in Nunavik were officially transferred to the Kativik School Board. As of that date, the School Board became fully operational.

With its 35 years, this institution is still very young. It has been facing challenges, yet it has also come a long way, growing quickly in a relatively short period of time.

To mark our 35th anniversary, schools throughout Nunavik will organize local celebrations following the JBNQA holiday.

(continued...)



© Jade Duchesneau-Bernier

On this occasion, I would like us all to acknowledge the efforts invested in developing the School Board as an institution. Our 35th anniversary should provide a moment to take a few steps back and look at what we – and our students - have accomplished; to look at our successes and to take pride in them.

These successes and achievements are the result of hard work; your hard work and your dedication to education in Nunavik. For these, I want to thank you deeply.

At the Regional Pedagogical Days of Kuujjuaq (Oct. 7-11) and Puvirnituaq (Oct. 21-25), we consulted teachers on options for a new school calendar. These two consultations proved rich in discussions. They brought new perspectives, comments and proposals to the table. We are now compiling them and they will be incorporated to the proposals we will discuss during our next round of consultations.

The teachers' participation in this exercise has been really appreciated. I will keep you informed of new developments, as we pursue further consultations with parents, unions and education committees.

I wish you happy 35th anniversary celebrations and a good rest of the semester!

HUMAN RESOURCES & PAYROLL

Canada Savings Bond

New this year, employees of the Kativik School Board have the possibility to reduce or increase their Canada saving bond deduction at any time during the year. To obtain more information, you can contact payroll at paieksb@kativik.qc.ca.

Quebec Pension Plan

Under the Quebec Pension Plan, on or after January 1st, 2014, you no longer need to have stopped working or reached an agreement to reduce your working hours in order to receive your retirement pension before age 65.

As a result, persons aged 60 and over who contributed to

the Plan for at least one year, will be able to receive a retirement pension, even if they continue to work on a part-time or full-time basis. For any questions, please visit:

http://www.rrq.gouv.qc.ca/en/programmes/regime_rentes/modifications_rrq/Pages/modifications_rrq.aspx



© Jade Duchesneau-Bernier

Code of Ethics and Professional Conduct

The Code

As mentioned in our last June issue, on March 20, 2013, the Commissioners of the Kativik School Board adopted a [Code of Ethics and Professional Conduct](#).

The Code aims at fostering and maintaining both trust and confidence in the professionalism and integrity of KSB employees. It also intends to contribute to the creation of an environment where co-workers are respected and where good performance and good conduct are encouraged.

The Code provides guidance on expected standards of behaviours applying to all employees. Amongst others, the Code specifies that School Board employees shall:

- Treat others with dignity, respect and consideration;
- Not engage in activities which conflict with duty to the Board;
- Not be under the influence of alcohol or drugs while on the job;
- Not have on-line activities that disrespect or insult students, parents or employees.

In the case of KSB educators and KSB staff in care of children, the Code mentions that they shall, amongst others:

- Strive to maintain productive relationships with parents;
- Not undermine the confidence of students in other teachers or school staff members.

Standards related to the handling of confidential information are also detailed in the Code. They apply during and after

(continued...)

The Code aims at fostering and maintaining confidence in the integrity of the school board employees.

employment and include, for example, the requirement for employees:

- Not to communicate or post personal information regarding others obtained while exercising duties;
- Not to discuss students' situations unless for professional reasons or as required by law.

Finally, the Code also requires KSB employees to avoid conflict of interest. In other words, KSB employees are to avoid making decisions for their personal gain rather than in the best interest of the board and its students. Specific examples of actions leading to conflicts of interests are provided by the code, such as:

- The use of the Board's property for personal gain

rather than strictly for assigned duties;

- The personal involvement in outside work, activity or interest that may direct or indirect repercussions on the Board.

The complaint procedure

In cases where a KSB employee's behaviour derogates from the Code occurs, a complaint may be filed with the Associate Secretary General, M^e Louise Boissé.

The complaint must be submitted in writing. The person submitting it must be clearly identified. The written complaint should be sufficiently detailed, so that a decision can be made on whether or not it is receivable.

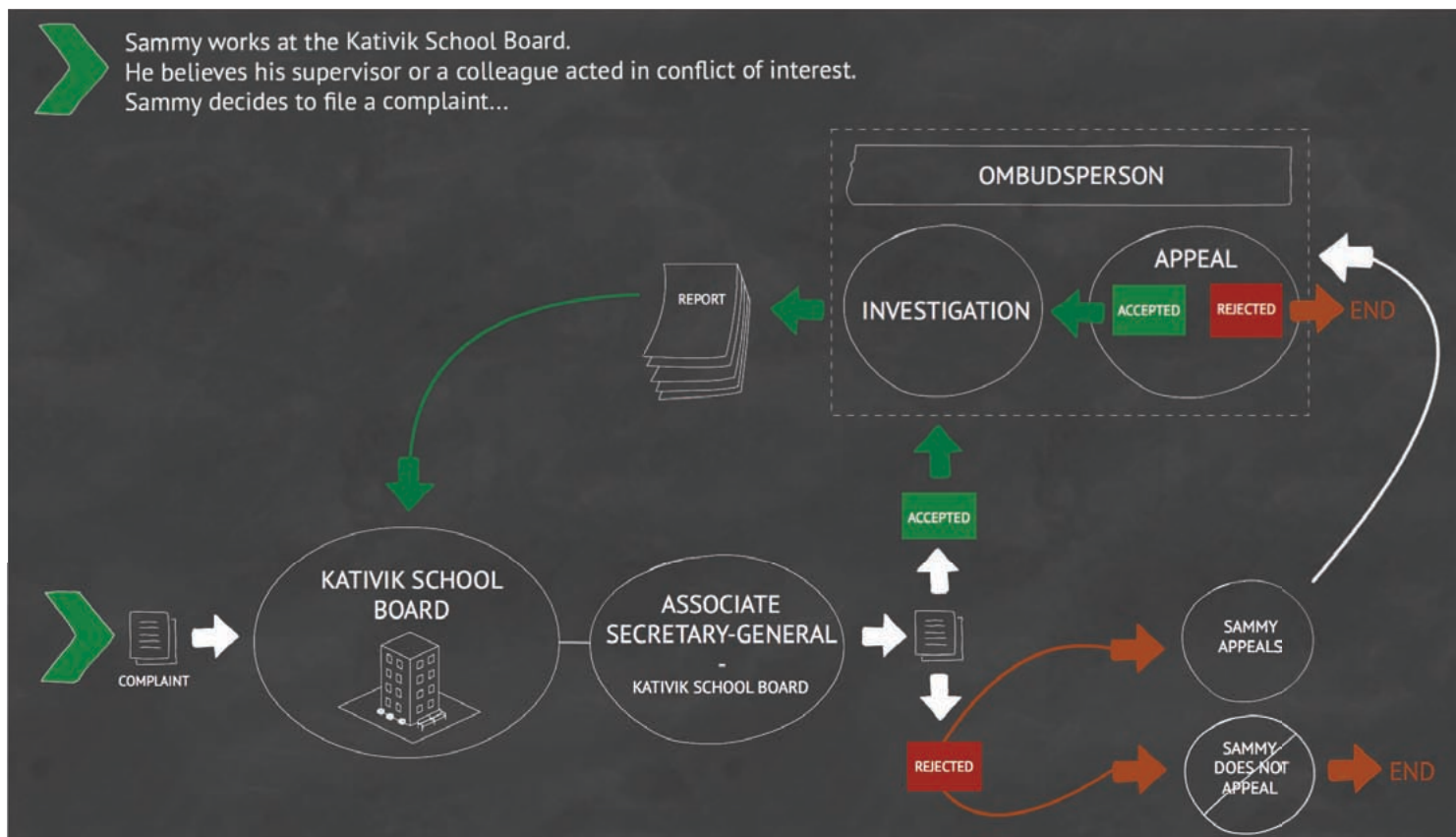
The processing of complaints deemed receivable, and the appeal proceedings, both fall within the mandate of the school board's Ombudsperson.

The chart below illustrates the complaint procedure.

The Ombudsperson

The Ombudsperson is responsible for the application of the Code of Ethics and Professional Conduct. The Ombudsperson reviews and investigates allegations and behaviours likely to derogate from this Code.

M^e Marie-Claude Picard and Ms. Nicole Charron have been hired on a contractual basis to fulfill this mandate for the 2013-2014 school year.



What's up in our schools?



© Jade Duchesneau-Bernier

Report cards
distribution, 35th
anniversary of the
School Board,
Christmas concerts
and many more
things!

During the last week of October, Halloween was celebrated with enthusiasm throughout Nunavik. Once again this year, students displayed great creativity while getting involved in decorating their school and classroom. And, of course, we have seen amazing costumes!

As we reach the end of the first term in November, parents will be invited to visit schools to pick up their children's report cards and meet the teachers. During the second half of November, the 35th anniversary of the School Board will also be highlighted. In all communities, special events will be organized by the schools to celebrate education with the parents and community members.

In December, everyone will be busy with the preparation of Christmas concerts, feasts, and bazaars... With varying schedules, schools will begin their Christmas and New Year holidays between December 18 and 20.

Kuujjuaraapik

In addition to offering a wide range of extracurricular activities after class hours, Assimutaq School has support from "Fusion jeunesse" to supervise lunchtime sports in the school. This project enables to use the services of a supervisor who offers students a variety of activities while discharging teachers for other additional tasks.

In partnership with the Rogers Foundation, Fusion jeunesse also organized social activities for students after class hours.

A project in partnership with the Center for Northern Studies of Université Laval also offers teachers and students innovative activities in sciences and mathematics. These activities aim to spark student interest in sciences while encouraging the application of mathematical and scientific notions to practical situations.

(continued...)

Assimautaq School also demonstrates continued commitment to arts. As a communication and individual expression medium, arts have allowed students to reclaim the school by exhibiting their works and by celebrating their fellow students' talents.

In December, we will be proud to present a photo exhibition composed of a selection of pictures produced by participants in the project "Youth Use Your PhotoVoice!" in 2010, 2011 and 2012.

Umiujaq

Kiluutaq School is already planning the organization of its annual Snow Day, as soon as the winter sets in for good. The event proposes a variety of outdoor activities, with a traditional culture component.

Students from primary and secondary levels are invited to team up together and to cooperate during competitive games. This special day is always a good opportunity to break the classroom's daily routine while getting some fresh air!

Inukjuak

Following the creation of a Student Council in October, students will be electing a Council President on November 8.

On November 15, the Social Committee of Innalik School will organize a "One minute to win" contest. Students will be asked to meet challenges within one minute, using their physical, athletic and role-play skills.

From November 18 to 24, Innalik School will participate in the Addiction Awareness Week, along with the Inukjuak Family House and the municipality.

Follow-up awareness activities on addiction will also be offered over the ensuing week, under the leadership of the municipality. The awareness campaign will end with a parade in the community, during which students will display the posters and signs they designed.

During the first week of December Innalik School will join forces with the municipality of Inukjuak for the Aids Prevention Week.

Akulivik

Following its Halloween pumpkin sculpture contest, Tukisiniarvik School proudly upheld principles of responsible waste management. With the help of our IPL students, pumpkins have been baked into delicious pies while seeds have been roasted for all to enjoy!

Tukisiniarvik School also secured

funding to ensure daily servings of fresh fruits to all its students. With three deliveries a week, students are guaranteed to eat fruits that are always fresh and include a choice of diverse varieties.

In a few weeks, Akulivik will also be represented by a team from Tukisiniarvik at the Friendship Games in Salluit. They have been training for floor hockey and basketball competitions.

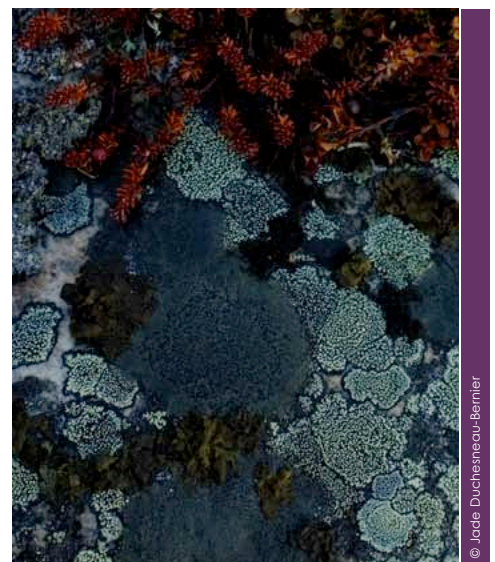
The organizing committee of the Christmas festivities started its event planning. This year again, our fundraising activities within the community and the region will enable us to provide gifts to each of our students.

Ivujivik

With the objective of fostering stronger links between the parents and the school, Nuvviti School will organize an Open Day during the first week of December. On that occasion, parents will be invited to follow their children in the classroom where they will join them for a teaching period.

(continued...)

Tukisiniarvik fulfills
its commitment to
reuse entirely the
school's
Halloween
pumpkins!



© Jade Duchesneau-Bernier

With this initiative, the school seeks to increase parent's awareness and understanding of the school curriculum as well as to favor exchanges between teachers and parents.

The Friendship Games will be kept alive this year, with an emphasis on sport competition. Randy McLoed (Akulivik), Maggie MacDonnell (Salluit) and Vincent Pilotto (Ivujivik) are the lead organizers of the upcoming games.

Beyond the competitions, which will be hosted by Salluit from November 14 to 18, they would like the Friendship Games to develop into a sustained series of inter-school competitions.

"A punctual event is great, says Vincent, but it would be really beneficial to set up more permanent teams trained over a whole school year, with opportunities to compete regularly against their peers from different communities". The idea of training more permanent teams was proposed by Randy McLoed to his two colleagues this fall; over

the upcoming months, they intend pursuing discussions on how to make it happen.

Among the goals underlying the Friendship Games, the organizers want to promote self-discipline and healthy life choices. These two elements are incorporated in the training and in the activities surrounding it. " Competition is fun, adds Vincent. And it's also a good way to learn how to set ourselves goals, break them down into achievable steps, get at it and succeed along the way."

In November, the competitions will include basketball and floor hockey. Students from Akulivik, Salluit and Ivujivik will participate.

Salluit

The community of Salluit is getting excited while preparing to host the Friendship Games from November 14 to 18. Everyone looks forward to the competitions!

Kangirsuk

The Cirqiniq program will visit Kangirsuk from November 11 to 22. Participants have the opportunity to learn and practice various disciplines over the two-week program.

A Crisis Prevention Intervention (CPI) workshop will be offered to staff at Sautjuit School on November 16. Facilitated by certified School Principal Céline Girard, the workshop aims at providing behaviour management methods to school staff, with a focus on prevention.

The workshop will offer proven strategies to safely and effectively respond to anxious, hostile, or violent behaviour.

On November 19, teachers at Sautjuit School will participate in an Active Recess workshop, offered by Mélanie Picard (KSB Healthy Schools Counsellor) and Catherine Boivin (KSB Pedagogical Counsellor for Physical Education and Health).

The workshop's objective is to support the school's planning and organization of active recess on a regular basis.

Throughout the workshop, teachers will assess their school's needs, discuss recess organizations and review available material. After planning their recess organization, teachers will test it themselves, using the material equipment available on site.

The workshop is funded by the Healthy Schools program of the Nunavik Regional Board of Health and Social Services.

(continued...)



Exciting
competition is
expected at the
Friendship Games
to be hosted by
Salluit (Nov. 18-24).

Aupaluk

Tarsakallak School will be resuming its "Active Lunch Time" activities in November. The initiative promotes positive life choices, with teachers and students sharing a lunch once a week before taking part in a sport or physical activity.

Special thanks to our dedicated teachers who keep the extra curricular activities up and running. On Wednesdays and Thursdays, the arts club and volleyball competitions between staff and students are always expected with eagerness by everyone!

Tasiujaq

On November 1st, to help secondary students recover from the Halloween sugar rush, a race will be organized in the afternoon. The Amazing Race will end the week on a healthy and fun note.

IPL students and a culture teacher from Tasiujaq have been involved in a project, which explores a wide range of food preparation, using indigenous berries and plants.

From November 25 to December 2, students from Tasiujaq will visit students from Kangiqsualujjuaq. During that week, they will develop and practice recipes based on the local products they have identified and collected during the month of September.

Back in Tasiujaq from December 2 to 6, students will test and grade their recipes by organizing tasting events.

On December 6, the school will host a healthy lunch for students and school staff, as part of the Drop the Pop campaign.

Kuujuuaq

Jaanimarik School is setting up a Club for secondary 4 and 5 students, offering them life skills development workshops. The objective of the Club is to prepare students for life after high-school, by introducing them to budgeting, familiarizing them with the use of various software, etc.

With weekly its workshops, the Club will introduce tools and resources to students, which will prove useful whether they choose to pursue higher education or decide to join the workforce.

Students from Jaanimarik School will also represent youths of the community at the Kuujuuaq Parnasimautik consultation, during the first week of November.

Kangiqsualujjuaq

At Ulluriaq, our traditional "Celebration of Education" will coincide with the 35th anniversary of the School Board. This evening event is an opportunity for parents, community members, school staff and students to get together and celebrate the successes of our school. The event is used to highlight achievements, which include, but are not limited to, graduations. During the evening, we will introduce our Compassionate School/PBIS plan to the audience, with the objective of fostering ownership

of this approach beyond the school itself. The event will take place.

Before the end of this semester, Ulluriaq School will inaugurate its first ever Inuktitut Library. An important part of the library was stocked with donation of material from the Avataq Cultural Institute. Without the involvement of our Inuktitut teachers, this project would not have been possible. Thank you to all of you!

Sports still occupy an important part of daily activities at Ulluriaq.

In view of the upcoming Kuujuuaq tryouts for the Artic Winter Games in November, our badminton, table tennis and snowshoe athletes are pursuing their training. The local Cross-Country Skiing Club will also resume its activities, as the snow is now settling in for the winter. A Snowboarding Club will also be launched, with separate boys' and girls' activities.

The school continues to work in partnership with the Northern Village of Kangiqsualujjuaq to support the Nunavik Youth Hockey development program. Many new players have joined the ranks of our team this year.

Groups of secondary students continue to train on a regular basis at the school's "Spinning Room". The latter is now equipped with 10 stationary bikes, enabling us to sustain a higher volume of training participants.

Finally, the Ulluriaq School Canteen is working hard at feeding homemade goodies to students. The canteen is also actively fundraising to sponsor a South African student.



© Jade Duchesneau-Bernier

NEW EMPLOYEES

It is our pleasure to announce the appointment of **Robert Paquin** to the position of Director of Education Services. Prior to his appointment Robert was working as a consultant with the School Board. He has worked with us since 2009, first as School Principal and then as Coordinator of Schools.

Lisa Mesher also joined the School Board on October 29th, as Director of Adult Education and Vocational Training. Lisa worked as an Associate Director for Module du Nord Québécois (MNQ). She is an experienced manager with extensive experience implementing and planning social programs. Welcome on board!

Me Marie-Claude Picard and **Nicole Charron** will fulfill the mandate of Ombudsperson until the end of the 2013-2014 school year.

DATES TO KEEP IN MIND

- **November 4 to 8, 2013:** School Principals and Vice-Principals meeting in Kuujjuaq.
- **November 11, 2013:** James Bay and Northern Quebec Agreement commemoration; 35th anniversary of the Kativik School Board.
- **November 25 to 29, 2013:** Centre Directors meeting Kuujjuaq.
- M^e Marie-Claude Picard and Ms. Nicole Charron will be giving presentations on the role of the Ombudsperson and conflict resolution to Kuujjuaq employees on **November 4**, to Principals and Vice-Principals on **November 5** and to Montreal employees on **January 27 and 28**. A date will be scheduled for a presentation to Center Directors in the **spring 2014**.

Anything you would like to read in our next issue?

Contact us:
publicrelations@kativik.qc.ca

Editorial team

Jade Duchesneau Bernier & Kaudjak Padlayat

Kativik School Board

9800 Cavendish, suite 400
St-Laurent (QC) H4M 2V9