

SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Human Resources and Staff Services DATE: November 4, 2015

CHAIRPERSON: Trustee D. Butler STAFF CONTACT: J. Simonson, Director of Instruction - Human Resources

*The Committee Chairperson acknowledged that the meeting was being held on the
Traditional Territory of the Okanagan People.*

Attendees:

Trustee D. Butler – Chairperson
Trustee C. Gorman – Committee Member
Trustee L. Tiede – Committee Member
Trustee M. Baxter

Staff:

H. Gloster, Superintendent of Schools
K. Kaardal, Superintendent/CEO Designate
T. Beaudry, Assistant Superintendent
J. Simonson, Director of Instruction - Human Resources
J. Colquhoun, Director of Human Resources – Labour Relations
C. Ikesaka, Executive Assistant (Recorder)

Partner Group Representation:

COPVPA	No Representative	CUPE	No Representative
COTA	April Smith, Second Vice-President	COPAC	Shelley Courtenay, President
DSC	No Representative		

Agenda – Additions/Amendments/Deletions

November 4, 2015 Agenda – Approved.

Reports/Matters Arising

January 7, 2015 Committee Report – Received.

Recognition/Presentations/Delegations

1. **BCPVPA Short Course**

In attendance: Rob Aviani, Vice-Principal, Rutland Middle School
David Johnson, Vice-Principal, Springvalley Elementary School
Michelle Kaupp, Vice-Principal, Ecole George Pringle Elementary School
Tamalee Middleton, Vice-Principal, Ecole Glenmore Elementary School
Michelle Relova, Vice-Principal, Davidson Road Elementary School

The PowerPoint presentation of Rob Aviani, David Johnson, Michelle Kaupp, Tamalee Middleton, and Michelle Relova, Vice-Principals, Central Okanagan School District, is attached to and forms part of this report. The Assistant Superintendent explained to the Committee that there is a partnership between the British Columbia Principals' and Vice-Principals' Association, UBC Faculty of Education in Vancouver and the District, which allows the District to provide annual opportunities for vice-principals or principals that are new to their profession to attend the UBC Short Course. The UBC Short Course is held at UBC Vancouver, and is an amazing week of learning, a high level of engagement, and networking across the province.

Information Items

1. **Mentorship Program for New Principals and Vice-Principals**

The Director of Instruction – Human Resources provided the Committee with an overview of the Mentorship Program for New Principals and Vice-Principals. The outline explains the program that the District has put in place to support new principals and vice-principals to be effective leaders in their schools. The Leadership Development framework is based on three (3) pillars: Technical Skills and Knowledge; Cultural and Political Guidance; and Coaching, Mentoring, and Collaboration. The District also provides an in-house leadership development series that will assist new principals and vice-principals in their roles as leaders. Part of the Leadership Development Series organized for Friday mornings include a wide range of topics such as Professional Growth Plans (PGP), Teacher Performance Appraisals (TPA), Finance, School Governance, Contract Interpretation, etc. These sessions are particularly helpful for those new administrators to learn about the culture of our District.

2. **Recognition of Staff and Volunteers**

Trustee Butler explained that the Recognition of Staff and Volunteers occurs twice a year, once in the fall and once in the spring. This year plants were delivered to all the School District sites in October. The Committee will discuss this topic in February 2016 to determine the plan for the Spring Recognition of Staff and Volunteers.

3. **Renewal of Special Program: Hiring Exemption**

The Director of Instruction – Human Resources explained to the Committee that the Renewal of Special Program: Hiring Exemption expires in September 2016. The Special Program: Hiring Exemption is to allow the hiring of applicants who have aboriginal ancestry in order to put Aboriginal role models in front of the classroom. The annual report released in October 2015 outlines the progress that is being made in terms of hiring practices and the impact on student achievement. There is a process of reapplying for the renewal which involves requesting letters of support from partner groups, Aboriginal Education Committee, C.O.T.A., and the School District No. 23 Human Rights Committee.

4. **Employee Wellness Committee Update**

The Assistant Superintendent shared with the Committee a meeting that was organized by the Canadian Mental Health Association. Brett Wilson was the key note speaker and spoke on challenges in the areas of mental health and the focus was on mental health in the workplace.

The Director of Instruction - Human Resources announced that the Employee Wellness Committee meeting is on Tuesday, November 10, 2015. The Committee will be planning the events for the Wellness Day, Friday, February 9, 2016 with the theme on mental health. An update will be provided at the next Human Resources and Staff Services Committee meeting.

February	March	May
	- Recognition of Staff and Volunteers - Employee Recognition Reception - Retirement Banquet	- Employee Recognition Reception - Retirement Banquet
November		
- Recognition of Staff and Volunteers - Annual Report on Special Program: Hiring Exemption		

Future Human Resources and Staff Services Committee Meeting

March 2, 2016 – 4:30 p.m.

Questions – Please Contact:

Deb Butler, Chairperson

John Simonson, Director of Instruction - Human Resources

Jim Colquhoun, Director of Human Resources - Labour Relations

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